



Board of Education Confirmation of Policy IDF: Equity and Inclusion

The Berkeley County Board of Education believes that the success of all students is dependent upon quality and equity in education. Therefore, be it confirmed on this 17th day of August 2020, by the Berkeley County Board of Education, that the district fully supports and will participate in the following goals outlined in Berkeley County File IDF: Equity and Inclusion:

- A. Employ a district administrator and/or coordinator to oversee and facilitate the guidelines outlined in this policy.
- B. Ensure public schools in Berkeley County provide, as a part of curricular and program offerings, appropriate instruction for developing knowledge, understanding, and appreciation for cultural groups in society as defined in West Virginia Board of Education Policies (2322, 2510, and 4373) and Berkeley County Schools Board of Education Policies (IC and JGG).
- C. Provide criteria in evaluating and selecting PK – 12 instructional materials for schools that ensure proper recognition is given to cultural groups and historical contributions thereof.
- D. Support and require staff development and professional learning opportunities for all district personnel as defined in W.Va. Code §18-8-5a and West Virginia Board of Education Policy 2510.
- E. Include goals and objectives in the district and schools' 5-year strategic plans pertaining to equity, inclusion, and professional learning based on West Virginia Board of Education Policies (2322, 2510, 2315 and 4373) and Berkeley County Schools Board of Education Policies (IBA, IC and JGG).
- F. Facilitate yearly advisory team meetings at the district and/or school levels to provide guidance and feedback pertaining to equity and inclusion.
- G. Yearly review data to provide annual progress reports to the Board of Education regarding equity, inclusion and any disproportionalities among cultural groups as pertaining to, but not limited to, student performance on the West Virginia Standardized State Assessment, discipline, attendance, graduation rate, and college-going rate.
- H. Actively recruit and retain administrators, professional staff, and service personnel who are representative of the student population.



Board President

August 17, 2020



Superintendent

August 17, 2020