

P1160 DIVERSITY, EQUITY AND ACCOUNTABILITY COMMITTEE

BOARD POLICY:

A Diversity, Equity and Accountability Committee consisting of community citizens and a Director of Equity and Accountability serving ex officio shall assist the Board of Education in an advisory capacity in developing, monitoring, and implementing policies and decisions of the Board in transitioning from a policy involving busing students for desegregation to one emphasizing student/parental choice and attendance at neighborhood schools. In performing this function, the Committee will provide recommendations and advice to assist the Board in achieving its goals to promote a broad-based diversity among students recognizing all facets of diversity, including, but not limited to race, ethnicity, culture, age, gender, sexual orientation, language, socioeconomic status, religion, disability, skill level, and life experience, to promote and maximize student educational achievement, and to provide equity of educational programs, resources, including, but not limited to human resources services (staff) and opportunities for every student. A Director of Equity and Accountability shall assist the Board and the Committee in achieving the objectives stated herein.

Administrative Implemental Procedures:

1. The Diversity, Equity and Accountability Committee shall consist of fifteen members, who shall be selected in the following manner:
 - a. The Superintendent shall appoint one member from the community.
 - 1) Each member of the Board shall submit a list of four nominees to the President of the Board. Following review of all District nominees, the President of the Board and a Board member designated by the Board President will formulate a slate of Committee members for approval by the Board, two of which will be appointed from each District. It is the intent of the Board that the Committee's representation reflects the broad-based diversity existent in USD 259 and be comprised of persons vitally interested in the equitable treatment and educational achievement of the students in USD 259.
 - 2) The initial appointments from Districts 1, 2, 5, and 6 will serve a term expiring July 1, 2009; the initial appointments from Districts 3, 4, and At-Large will serve a term expiring July 1, 2011; the initial community member appointed by the Superintendent will serve a term expiring July 1, 2010, while the staff member appointed shall report to and serve at the pleasure of the Superintendent. All terms thereafter shall be for a period of three (3) years. Following the expiration of a member's initial term, the member may serve another term if renominated by the Board member of the District in which he/she resides and approved by the Board or, concerning the member appointed by the Superintendent, if reappointed by the Superintendent. Should renomination not occur, the selection procedure shall begin anew for appointment of another member. Committee members shall serve no more than two terms. Should a vacancy occur during the term of any member, the Board member of the affected District shall recommend two or more nominees to the Board which will appoint a successor to serve the remainder of the term or, concerning the member appointed by the Superintendent, the Superintendent shall appoint a successor. Attendance at Committee meetings will be reviewed by the Board and failure to attend shall constitute grounds for removal and appointment of a successor member.

- b. The Committee members appointed by the Board from the numbered Districts must be residents of the District that they represent. Committee members appointed from the At-Large District and those appointed by the Superintendent shall reside within USD 259. Committee members must remain residents of USD 259 throughout their service on the Committee.
2. After formation, the Committee will adopt bylaws by which to govern its meetings and actions which shall be subject to approval by the Board. One of the Committee members shall be designated as Chairperson and one as Vice Chairperson. The Committee shall meet once a month. The Committee will provide a report to the Board following each meeting.
3. The responsibilities of the Committee shall be advisory in nature. Its primary function is to monitor student assignments and attendance patterns following the discontinuance of the prior policy of busing for desegregation as the District transitions to attendance emphasizing neighborhood schools and student/parental choice. The Committee shall advise the Board regarding the adoption of policies and implementation of practices designed to promote diversity, prevent discrimination, assure equitable access to high quality educational staff, facilities, and materials, and to maximize student achievement for all students. The Committee's review and oversight shall include, but not be limited to the following areas:
 - a. Review of student assignments and attendance patterns at schools throughout USD 259;
 - b. Review of building capacity issues;
 - c. Review of school boundaries;
 - d. Review of the quality and equity of educational programs, facilities, and staff.
4. The Committee shall have access to relevant data, reports, or other documents maintained by USD 259. Such requests shall be made by the Chairman following majority vote of those present which, for purposes of conducting a meeting, shall consist of not less than eight members of the Committee who have the right to vote and submitted to the ex officio member who shall coordinate the response to the request.
5. It is desired that a Board member will attend Committee meetings. Attendance at Committee meetings by Board members will be on a voluntary basis. To the degree possible, attendance at Committee meetings by Board members shall be on a rotational basis.
6. A position of Director of Equity and Accountability will be maintained to assist the District in achieving goals as set forth in this policy and shall serve as an ex officio member of the Committee. The job duties for the position of Director of Equity and Accountability shall be as approved by the Board.

Administrative Responsibility: Superintendent

Latest Revision Date: February 2009

Previous Revision Date: February 2008 P1160