

## EDUCATIONAL EQUITY POLICY

The Washington State Charter School Commission (Commission) is committed to fostering innovation and ensuring excellence so that every student has access to and thrives in a high-quality public school.

As the state's only non-district and statewide charter school authorizer, the Commission's mission is to authorize high-quality charter public schools, especially schools designed to expand opportunities for students who have been underserved, and to ensure the highest standards of accountability and oversight for these schools.

The Commission is committed to closing opportunity gaps between the state's most and least privileged groups of students within the educational system. It has a moral obligation and legal obligation to cultivate charter schools where socio-economic status and protected groups status such as race, gender, language, sexual orientation, national origin, and disability cease to be a predictor of academic and life outcomes. Educational equity benefits all students and our entire community.

The Commission will align its practices, policies and procedures and support the charter schools it authorizes and oversees to achieve and maintain educational equity.

With the implementation of this policy, the Commission will:

- Only approve charter schools designed to mitigate systemic barriers to improve access to students while demonstrating a financial and organizational model that maintains the school's financial viability and compliance with all legal requirements;
- Renew charter schools whose outcomes demonstrate increased student academic outcomes for all students while reducing the academic opportunity gap while demonstrating financial viability and legal compliance;
- Raise the achievement of all students in charter public schools while eliminating the predictability of student academic outcomes based on identities such as race, gender, language, sexual orientation, national origin, disability, socio-economic status and other protected group status;
- Identify and eliminate systemic barriers to improve access for students;
- Use equity in all decision-making;
- Advocate for equitable funding for all charter public schools at the state and philanthropic levels; and
- Annually review and adopt its Educational Equity Policy.

The Commission will utilize equity in all decision-making to ensure its work and the schools it authorizes will accomplish the above goals by implementing the following strategies:

- Recruit, hire, develop, and retain racially, linguistically, and culturally responsive, high-quality personnel that over time will more accurately reflect the student population

authorized charter schools serve.

- Train its workforce to strengthen employees' knowledge and skills to use an equity analysis to support schools as each school strives to eliminate disparities in achievement, course and program placement, and discipline.
- Hold schools accountable for student learning using multiple, disaggregated measures of student progress. The following measures, which include but are not limited to, will be used:
  - Smarter Balanced Assessment results;
  - Washington Comprehensive Assessment of Science;
  - Washington English Language Proficiency Assessment;
  - Student discipline rates;
  - Regular attendance;
  - Ninth grade on track; and
  - Dual credit and graduation rates.
- Revise, refine and update the annual New School Application and charter renewal processes to align to its Educational Equity Policy to reflect the Commission's goal for schools to raise the academic achievement of all students and eliminating opportunity gaps between all student groups.
- Revise, refine and update its Academic, Organizational and Financial Performance Frameworks to align to its Educational Equity Policy to establish clear expectations for all charter schools and provide each school with an annual assessment of their progress towards meeting each expectation.
- Incorporate educational equity outcomes of accountability into the Executive Director's annual performance evaluation process.
- Provide support and resources in the form of training and materials to each charter school board of directors to develop and deepen their equity analysis and understanding of and skills in addressing the persistent opportunity gap that exist between students.
- Engage regularly with community and school stakeholders to receive input and feedback to ensure successful alignment of the authorization and oversight processes to the Educational Equity policy.
- Advocate for equitable public funding for all charter schools, at the legislative and philanthropic level so that each school receives the resources necessary to attain and



maintain adequate facilities, hire, train and retain a workforce that reflects the diversity of their student body as well as provide the best instruction and supports to all students, particularly for students that have and continue to be systemically marginalized.