



April 18, 2021

GJPS INFORMATION ON EQUITY AND ACCESS PLAN

Our district strives to live our mission to inspire, nurture and empower all students. Our Board of Education, administration and teaching staff recognize our tremendous responsibility to serve every GJPS student in a manner that ensures a high-quality educational experience and provides a supportive and inclusive environment where students feel respected and free to be their authentic selves.

During the 2018-19 school year, our Professional Development Advisory Committee (PDAC) identified *Equity and Access for ALL* as our district theme for professional learning. To support this commitment to diversity, equity and inclusion (DEI), our district began holding district-wide professional development and continuous education programs centered on equity and access for all GJPS students.

In July of 2020, our GJPS Board of Education passed a [resolution](#) reaffirming their commitment to the district's core values. This resolution is a call to action for GJPS to be an anti-racist school district committed to social justice in education.

The DEI work of the district focuses on anti-racism and inclusivity for all students. We want all students to feel welcome and to have a strong sense of belonging. That starts with building a culture of understanding that brings attention to critical issues around bias and discrimination by race, gender, sexual orientation, physical ability and other personal identities. This work is grounded in a data review of district outcomes that has signaled the need for action, and we are committed to intentionally addressing the needs of students we are underserving.

GJPS recently launched its [GJPS Equity and Access Plan](#), and more than 100 staff members joined district equity actions teams to help lead this work. Teams are reviewing current data and will conduct additional research, connect with students and families, and outline goals and action steps for equity and access within GJPS schools.

The plan and action team areas of focus include:

- Developing a strong sense of belonging through authentic relationships and empowered student voices;
- Diversifying our GJPS staff through recruitment and retention;
- Offering an inclusive curriculum and diversified resources that reframe instruction through a social justice and culturally relevant lens;
- Ensuring equitable representation, access and outcomes in our programming and data;
- Establishing strategies for student and parent engagement and partnerships; and
- Reexamining district policies and practices to align with our anti-racist and inclusivity commitment.

We are learning and growing together, and we welcome your partnership in our journey.