

Equity



Our Definition: The pursuit of equal and excellent outcomes for all by differentiating support and fairly distributing resources for various identities and groups of individuals. This approach strives to account for systemic inequities that have historically advantaged some over others.

Internal Commitments:

- We commit to creating a flexible and supportive work environment where all staff receive differentiated support to perform their roles in an excellent way in furtherance of our shared mission.
- We commit to disrupting “one-size-fits-all” policies and structures, and embracing ways to address historic and systemic inequities.
- We commit to reflecting on and confronting personal biases.
- We commit to a performance management strategy that invests in the growth and development of all staff.

Network Commitments:

- We commit to differentiating support for schools based on need, capacity, and local context.
- We commit to differentiating support for educators and students in ways that are culturally responsive.
- We commit to using data to understand unique student strengths and growth opportunities.
- We commit to confronting biases, policies, and structures that perpetuate opportunity gaps.
- We commit to targeting and personalizing support for students.

