

ACPS Equity Policy Review Checklist



Albemarle County Public School Division’s shared equity mission is to end the predictability of social and cultural factors on student success by working together with families and communities to ensure each individual student’s success (ACPS Equity & Access Initiative: A Call to Action, 2017).

Name: Melanie Lichtenstein

Please return to [Name] by:

Title: SERVICES FOR GIFTED STUDENTS

Steps:

1. Review the policy against the checklist. If you can answer “yes” to item 1, “no” to item 2, and “yes” to item 3, then the equity threshold has been met; if not, proceed to step 2.
2. Make revisions to the policy
3. Review the revised policy against the checklist
4. After the second review, if you cannot answer “yes” to item 1, “no” to item 2, and “yes” to item 3, or if you are unsure what changes to make, this warrants referral to the review committee

Equity Policy Review			
	Yes	No	Comments
1. Will the policy have a <u>positive</u> impact on equity, inclusion and full participation of all people?	X		Language updated to align with state language identifying underrepresented groups, and historically excluded groups (8VA20-40-40)
2a. Is there a likelihood of <u>adverse</u> impacts with respect to equity (or are there already adverse impacts)?		X	Explicit inclusive language listing excluded classes needs to be included, and language articulating Talent Development Model (8VAC20-40-60)
2b. If yes, which “classes” might be affected?	<input type="checkbox"/> Sex <input type="checkbox"/> Gender (Identity and/or Expression) <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Color <input type="checkbox"/> National origin <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Religion <input type="checkbox"/> Ancestry <input type="checkbox"/> Age <input checked="" type="checkbox"/> English language status <input type="checkbox"/> Marital Status <input type="checkbox"/> Genetic information <input type="checkbox"/> Sexual orientation <input type="checkbox"/> All classes <input type="checkbox"/> Cannot identify a specific class		
3. Is there anything in place in the policy or elsewhere to ensure accountability (such as equity-focused benchmarks or data points)?	X		Added information about documenting methods of student progress, and talent development participation data as collected in PowerSchool through the Talent Development Service Log: (8VAC20-40-60)
4. Should changes be made to make the policy more equitable and inclusive?		X	Aligned Explicit language with updated (2020)State Gifted Mandate: Section 22.1-16 of the Code of Virginia, 8VAC20-40, 8VAC20-40-60

5. Should this policy be referred to the Equity Policy Review Committee?		X	Other than Awareness of policy
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Note: The review committee will consist of a panel of at least three individuals representing ACPS Staff and Diversity & Equity Advisory Committee (DEAC) members who have received relevant training in using the equity tool. Updated February 2019