

RESOLUTION OF THE BOARD OF EDUCATION

OF

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

Concerning Douglas County School District's

Culture of Individual Excellence and Inclusion

WHEREAS, the Douglas County community respects and cares for the individual dignity of every student and staff member; and

WHEREAS, the Douglas County community wants every student and staff member to feel welcome, have a sense of belonging, and have the opportunity to thrive in Douglas County Schools; and

WHEREAS, the Mission ("Mission") of the Douglas County School District RE-1 ("School District") provides, in part "an educational foundation that allows each student to reach his or her individual potential"; and

WHEREAS, the School District's Mission is achieved, and students feel most included, when School District staff understand and support a student's individual beliefs, actions, and experience; and

WHEREAS, the School District's Mission requires freedom from any policy or practice that wrongfully imposes stereotypical beliefs, actions, and experiences of an identity group(s) upon an individual student; and

WHEREAS, the School District's Mission recognizes that any policy or practice that wrongfully prioritizes group identity over individual beliefs, actions, and experiences will only hinder, and not help, every student and staff member, regardless of their group identity membership; and

WHEREAS, the United States was founded upon the values of equality of opportunity, where all individuals are created as equals and endowed with inalienable Natural Rights, as proclaimed in the Declaration of Independence, and enshrined in the United States Constitution, and American law; and

WHEREAS, our American aspirations have not always been achieved, to include, for example, the horrors of race-based slavery and segregation, and that this understanding has been and will continue to be a part of every child's education in the Douglas County School District; and

WHEREAS, alongside these shortcomings, the United States continues to shine as a beacon for unprecedented individual freedom, equality of opportunity, and prosperity for people from all over the world, and that this understanding has been and will continue to be a part of every child's education in the Douglas County School District; and

WHEREAS, every student should be exposed to age-appropriate curricula designed to not only reflect the kind of balance referenced above, but also to build a strong foundation for critical thinking, the ability to engage in respectful debate of issues and ideas from multiple perspectives, and decency toward our fellow human beings; and

WHEREAS, School District staff members will thrive in supporting our students and families in an environment where they can freely express views and opinions that may be counter to others' views and opinions and are free from superficial attempts to ascribe group identity characteristics to his or her beliefs, actions, and experiences; and

WHEREAS, the School District's Mission requires the recognition and appreciation for our individual or group differences while also stressing the reality that we all share many common goals and needs and we should promote our common humanity to include achieving unique potential without forced equality of outcomes; and

WHEREAS, the School District understands and acknowledges that parents or guardians occupy the primary role for establishing their student's core values and beliefs and are integral to every student's academic, social, and emotional growth and success; and

WHEREAS, the School District is responsible for ensuring behavior, conduct, and interactions between students, staff, and community members are respectful in order to support and facilitate the educational process and that parents should also engage School District staff in a respectful and collaborative manner; and

WHEREAS, the School District's Board of Education enacted Board Policy ADB – Educational Equity on March 23, 2021 to “establish an inclusive culture to ensure all students, staff, and community members feel safe and valued”; and

WHEREAS, the Board of Education fully supports this stated goal; and

WHEREAS, legitimate questions have arisen from School District staff and parents, and the community at large, regarding Board Policy ADB's underlying assumptions and implementation; and

WHEREAS, the Colorado Constitution, in Article IX, Section 15, declares that the directors of each local school district “shall have control of instruction in the public schools of their respective districts”; and

NOW THEREFORE, BE IT RESOLVED by the Board of Education of Douglas County School District RE-1 (“Board of Education”) as follows:

1. The Board of Education directs the Superintendent to recommend potential changes to Board Policy ADB and related implementation consistent with the principles set out above and the School District's Mission, Vision, and End Statements. These recommendations are to be presented to the Board of Education no later than September 1, 2022.

2. The Board of Education reaffirms its commitment to providing all individuals the opportunities to participate in and benefit from the School District's programs, and to ensure that every student has the opportunity to reach his or her potential and pursue their chosen endeavor in society.

3. Consistent with this commitment and Colorado and federal law, the School District shall offer and afford every student and staff member equal access to educational opportunities regardless of their identity including skin color, ancestry, creed, sex, sexual orientation, gender expression, gender identity, religion, national origin, marital status, disability, socio-economic status, eligibility for special education services, viewpoint, or perspective.

APPROVED this 25th day of January, 2022, by a vote of _____.

AYES: _____

NAYS: _____

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: _____
Mike Peterson,
President Board of Education

[SEAL]

Attest:

By: _____
Becky Myers
Secretary, Board of Education