



Douglas Public Schools

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School Committee Agenda Item Summary

Date: 1/19/2022
Prepared By: Tara Sobaleski, Director of Special Education & Student Support Services
Reviewed By: Paul Vieira, Superintendent of Schools
Subject: **JB Policy Revision-Third Reading**

Background

The last Tiered Focused Monitoring (TFM) Report, CIMP, received by the district on March 26, 2021 reported that “A review of documents and interviews indicated that the district does not evaluate all aspects of its K-12 program annually to ensure that all students, regardless of race, color, sex, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability, or housing status, have equal access to all programs, including athletics and other extracurricular activities.” Full procedures have since been developed to assist the district with implementing an annual “Institutional Self-Evaluation Process” ensure that all students, regardless of race, color, sex, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability, or housing status, have equal access to all programs, including athletics and other extracurricular activities. These procedures have been approved by DESE as compliant and meeting the district’s obligation to complete an institutional self-evaluation annually.

Discussion/Analysis

The District’s current JB policy should be updated to reflect the change in procedures regarding the annual self-evaluation to ensure that all students, regardless of race, color, sex, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability, or housing status, have equal access to all programs, including athletics and other extracurricular activities.

Extensions were given to the district based on the due date of June 30, 2021 for the first action step related to this finding and the change in leadership within the special education department.

Next steps in meeting our outlined action steps within our CIMP include the following:

1. Training all relevant staff members on the protocols, procedures, and tools developed to conduct the annual self-evaluation.
2. Conducting an annual civil rights self-evaluation of K-12 programs, including athletics and other extracurricular activities.
3. The Superintendent will make recommendations to the school committee for the necessary policies, program changes, and budget resource allocations needed to address the results of the self-evaluation.

Financial Impact

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There is no financial impact.

Recommendation

If the School Committee is in agreement, the following motion is recommended for approval:

MOVE to approve the JB policy revisions after the third reading.

Attachments

1. Current JB Policy
2. Revised JB Policy
3. CR 25 Institutional Self-Evaluation Procedures
4. Copy of Final Report and Continual Improvement Monitoring Plan from DESE dated March 26, 2021

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File: JB - EQUAL EDUCATIONAL OPPORTUNITIES-Current

In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly with reference to their race, color, sex, gender identity, religion, national origin, sexual orientation or physical and intellectual differences.

To accomplish this, the Committee and its staff will make every effort to comply with the letter and the spirit of the Massachusetts equal educational opportunities law which prohibits discrimination in public school admissions and programs. The law reads as follows:

No child shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and course of study of such public school on account of race, color, sex, gender identity, religion, national origin or sexual orientation.

This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, guidance, and extracurricular and athletic activities.

All implementing provisions issued by the Board of Elementary and Secondary Education in compliance with this law will be followed.

UPDATED: June 2012

LEGAL REFS.: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Title IX, Education Amendments of 1972

M.G.L. [76:5](#); [76:16](#) (Chapter 622 of the Acts of 1971)

BESE regulations 603 CMR [26:00](#)

BESE regulations 603 CMR [28.00](#)

CROSS REF.: [AC](#), Nondiscrimination

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JB - EQUAL EDUCATIONAL OPPORTUNITIES-Revision In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly with reference to their race, color, sex, gender identity, religion, national origin, sexual orientation or physical and intellectual differences.

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This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, guidance, and extracurricular and athletic activities.

The district shall evaluate all aspects of its K-12 program annually to ensure that all students, regardless of race, color, sex, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability or housing status, have equal access to all programs, including athletics and other extracurricular activities. The district will make such changes as are indicated by the evaluation.

All implementing provisions issued by the Board of Elementary and Secondary Education in compliance with this law will be followed.

UPDATED: December 2021

LEGAL REFS.: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Title IX, Education Amendments of 1972

M.G.L. [76:5](#); [76:16](#) (Chapter 622 of the Acts of 1971)

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CROSS REF.: [AC](#), Nondiscrimination

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The Douglas Public Schools welcomes and is open to all students, and offers equal opportunities in all approved programs and courses of study without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, homelessness, or disability.