 File: IA

**INSTRUCTIONAL GOALS**

Richmond Consolidated School is committed to fostering an environment where diversity is celebrated, and every individual is valued. We believe in equity and inclusion, and we stand against all forms of bias, discrimination, and racism.

As a school program, our primary function is the instruction of students. Additionally, we recognize the importance of our three core functions: operating function, coordinating and developing function, and evaluating and assessment function.

In our operating function, we ensure that our program runs smoothly, providing a safe and conducive learning environment for all students. This involves classroom instruction that is inclusive, engaging, and tailored to meet the needs of diverse learners. Furthermore, we prioritize building program management systems that support equitable access to resources, facilities, and support services for all students.

Through our coordinating and developing function, we actively work to create an inclusive curriculum that reflects the diversity of our student body and the world around us. This includes monitoring activities such as curriculum development to ensure that it is culturally responsive, anti-bias, and reflects diverse perspectives. We also provide ongoing in-service education for our staff to deepen their understanding of equity issues and develop inclusive teaching practices. Additionally, we offer special services and support for students from marginalized backgrounds to ensure their success and well-being.

In our evaluation and assessment function, we continuously monitor our progress in promoting anti-bias and anti-racist education. This involves data collection and synthesis to assess the effectiveness of our programs and initiatives in fostering an inclusive learning environment. We use this information to establish future directions, setting goals and objectives for further enhancing equity and inclusion within our program.

Together, these functions guide our work as a school program dedicated to challenging bias, fostering inclusivity, and promoting social justice. We are committed to empowering our students to become critical thinkers, compassionate leaders, and agents of positive change in their communities and beyond.

LEGAL REFS: 603 CMR 26:00

First Reading: January 9, 2024

Second Reading: April 9, 2024