



Educational Equity Policy

Approved by C2E Governing Council on June 18, 2024

Purpose

Challenge to Excellence (C2E) strives to ensure that every child has equal access to opportunities and the resources they need to meet their individual potential to the best of their abilities, ambition, and effort, consistent with the principles below, the school's mission, and long-standing policies and procedures.

The Dignity of Every Child

Challenge to Excellence is committed to upholding the dignity of every child in our care. Each one of our children is unique, special, and deserving of respect, love, and a school environment that promotes kindness, belonging and empathy. C2E respects each child's experiences outside of C2E and their immutable characteristics. C2E will seek to protect the dignity of each child regardless of the differences in these experiences and characteristics.

High Expectations

C2E has high expectations for all of our children, regardless of their immutable characteristics. Every child will be treated as an individual with strengths and areas for growth both academically and social-emotionally. Consistent with the mission, C2E will challenge every student in order to maximize growth and to ensure equal and unfettered access to opportunities. C2E has not and will not, explicitly or implicitly, automatically tie an individual child's strengths or gaps to their group identities. Irrespective of the underlying intent, doing so has proven and will continue to prove devastating to children and to American society.

Diversity

C2E greatly values diversity of ethnicity, race, religion, culture, life experiences, and point of view. C2E's curriculum includes the history and experiences of racial and ethnic minorities as well as their contributions to the story of America. C2E's programming also recognizes the terrible reality that racism and bigotry has existed and does exist. This can take the form of laws or practices aimed at groups of people, such as discrimination or segregation. Racism and bigotry can also live, for example, in the low expectations that destroy possibilities for individual achievement and exceptionalism. In partnership with our parents, C2E helps students to understand that racism and bigotry have no place in our society or world. C2E's curriculum also recognizes that all of our children live in a dynamic nation and world that present unprecedented amounts of social, economic, and political opportunities. Each one of our children deserves the opportunity to access the foundational knowledge, skills, and growth to not only thrive in this reality, but to perpetuate and shape it for themselves and generations to come.



Common Humanity

Healthy personal and professional relationships demand that our children recognize and respect our differences along with the abundant commonalities that we all share as human beings, Americans, and participants in a connected world. C2E is committed to promoting the principle that we are more alike than we are different. C2E's primary focus is on what brings us together as humans, rather than that which divides us.

Resources

C2E recognizes that ensuring equal access to opportunity means that resources are allocated based on the needs of each individual child, rather than divided equally regardless of need.

The Role of the Individual

C2E recognizes and teaches that access to opportunities is only part of the equation. Hard work is required by each individual in order to take advantage of opportunities. As part of high expectations, C2E teaches that ambition and effort are required to capitalize on opportunities. C2E equips students with strategies and organizational skills to be successful, but it is the individual that must apply motivation and effort.

C2E rejects any framework, policy, or procedure that contradicts the principles above, its mission statement, and long-standing policies and practices.

C2E's Executive Director is hereby tasked with upholding the principles above.