# Equity Plan Update

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# Equity Plan Update 12/21/22

**Ann Arbor Public Schools**
**Strategic Equity Plan**

**2022-23 Focus: A Culture of Dignity**

**Fall Update**
**Board of Education**
**December 21, 2022**

For the third school year, we have continued our all-staff work to learn and develop our own individual, team and organizational capacity to implement equity centered practices in the Ann Arbor Public Schools.

During this 2022-23 school year, the focus has been on ensuring a culture of dignity.

**2022-23 Affirmation: In the AAPS, we will nurture a climate of belonging through shaping and maintaining a culture of dignity for every student (staff & family member) on every day.**

***Dignity 22-23 Mission:*** *We are committed to honoring the dignity of each student, ensuring connections, learning and growth for students at school through listening to and getting to know our students, celebrating the unique gifts and strengths each student brings to the classroom community.*

To ensure a culture of dignity, we will begin by listening, take actions to know our students by name, strength, culture, story and need, listen closely to the experiences of students and act affirmatively on what we learn, so that all in our schools feel validated, appreciated, accepted, and treated fairly. (Minor work)

***AAPS Working Definition of Equity:*** Equity is the moral responsibility of each member of our learning community to take the intentional actions necessary to continue to create a learning community free of barriers, biases, and disproportionality for each and every person regardless of personal characteristics and social circumstances.

***Work for Change in the AAPS:*** In our work together to shape a culture of dignity as the organizational foundation for equity, we will continue progress in equity practice across three key domains of the AAPS organization:

1) a transformation of **culture,**
2) the shift of classroom, school and organizational **practice**, and
3) the redesign of **systems** to honor dignity.



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