



New York State Association of Independent Schools

Principles of Best Practice

Equity and Justice

Approved by the Board of Trustees: January 19, 2017

Each NYS AIS school is expected to create and promote a safe, inclusive, equitable, and just independent school environment for all members of its educational community. This requires commitment, reflection, conscious and deliberate action, as well as constant vigilance. The NYS AIS Principles of Best Practice for Equity and Justice provide the foundation for a community in which these guiding principles inform each school's deliberations, decisions, appointments, and policies.

To accomplish this, the board, administration, faculty, and staff,

1. Adhere to all local, state, and federal civil rights and anti-discrimination requirements.
2. Clearly establish the foundation for the institution's commitment to equity and justice by consistently respecting, affirming, and protecting the dignity and worth of all members of the school community.
3. Develop and implement programs that respect and support the social and emotional health of every student.
4. In harmony with the school's mission and resources, admit students and create educational and co-curricular programs that provide equal access for all students regardless of color, religion, disability, gender identity, national origin, and sexual orientation.
5. Regularly establish, publish, implement, and review policies and communication that promote equity and justice.
6. Support the ongoing education of the board, family, students, and all school personnel as part of the process of creating and promoting an equitable, just, and safe community.
7. Identify and remedy bias in hiring and provide equitable opportunities for promotion and leadership development to all employees.
8. Seek and embrace diverse points of view in decision making.
9. Expect from all members of the community respect and responsibility for these principles of equity and justice.