**Cross-Checking Policy and Procedures with ICS Equity Non-Negotiables**

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| **Policy and Procedure Reviewed** | **Your District Equity Non-Negotiables**  (ICS Model Equity Non-Negotiables are provided below)  **What Language or Process is in Opposition of Your**  **Equity Non-Negotiables** | **Recommended Procedural/Language Change in Policy and Procedure** |
| e.g., Student Discipline | ICS Equity Non-Negotiables   1. Eliminating inequities begins with ourselves 2. System is responsible for student failure 3. All staff are aligned to Co-Plan to Co-Serve to Co-Learn Teams (C3) to support cohesive instruction 4. Students are proportionally represented in the core of teaching and learning 5. C3 Teams intentionally develop each other’s capacity 6. Instruction is based on Identity Relevant Teaching and Learning (IRTL) and created for each learner the first time the concept/skill is taught 7. Policies and procedures are aligned to these Equity Non-Negotiables |  |
| e.g., Student/Parent Handbook | ICS Equity Non-Negotiables   1. Eliminating inequities begins with ourselves 2. System is responsible for student failure 3. All staff are aligned to Co-Plan to Co-Serve to Co-Learn Teams (C3) to support cohesive instruction 4. Students are proportionally represented in the core of teaching and learning 5. C3 Teams intentionally develop each other’s capacity 6. Instruction is based on Identity Relevant Teaching and Learning (IRTL) and created for each learner the first time the concept/skill is taught 7. Policies and procedures are aligned to these Equity Non-Negotiables |  |
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