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**Equity Non-Negotiables  
Initial Feedback for the Equity Non-Negotiables**

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| **ICS Equity Non-Negotiable** | **Strength of the ICS Equity Non-Negotiable** | **Reservation of the ICS Equity Non-Negotiable** |
| 1. Eliminating inequities begins with ourselves. |  |  |
| 1. The system is responsible for failure. |  |  |
| 1. All staff are aligned to Co-Plan to Co- Serve to Co-Learn Teams (C3) to support cohesive instruction. |  |  |
| 1. Students are proportionally represented in the core of teaching and learning. |  |  |
| 1. C3 Teams intentionally develop each other’s capacity. |  |  |
| 1. Instruction is based on Identity Relevant Teaching and Learning (IRTL) and created for each learner the first time the concept/skill is taught through heterogeneous small group instruction. |  |  |
| 1. Policy and funding are aligned to these Equity Non-Negotiables |  |  |