

## CHARLOTTE-MECKLENBURG SCHOOLS

<b>POLICY</b>  <b>Equitable Distribution of Resources</b>	<b>CMS/NEPN Code:</b>  ADA
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The Board of Education of Charlotte-Mecklenburg Schools is committed to providing the best education available anywhere, preparing every child to lead a rich and productive life. This commitment will be realized when the academic achievement of every student breaks the predictive link between student demographics (race, ethnicity, gender, socioeconomic status, and the like) and student achievement.

### **Equitable Allocation of Resources**

Maximizing the academic achievement of every child requires strategic and equitable allocation of resources so that every student has access to excellent educational opportunities, including effective teachers and principals and sufficient support services for his or her unique individual needs. In addition, proactive attention must be given to students at risk of academic failure.

### **Measuring Success**

The Superintendent shall develop a system of measurement based on the Board's Theory of Action and the goals of the current strategic plan (or its equivalent) to gauge the effectiveness of the allocation framework in improving student achievement. The measurement system must be based on achievement levels and growth, and, using the CMS accountability system, shall correlate resources (inputs) to academic results (outcomes). It shall include both quantitative (End of Grade, End of Course and other state assessment tools) and qualitative (School Quality Reviews or their equivalent processes) criteria. Results of the measurements will be considered in the Board self evaluation as well as evaluations for the Superintendent and certain employees.

### **The Board's Role**

The Board of Education is ultimately responsible for ensuring that resources are allocated and distributed in ways that maximize the academic achievement of every child in every school. The Board will hold itself and the Superintendent accountable for achieving this goal. The Board may appoint an advisory group to provide community input and feedback.

### **The Superintendent's Role**

The Superintendent shall establish and implement a systematic framework for distribution of resources throughout the district that ensures all students are taught by effective teachers and have equitable resources and facilities. As provided in Policy GCKA, the Superintendent retains the right to transfer or reassign staff as necessary to ensure effective distribution of personnel (instructional, support, and administrative).

**Date of Adoption: 6/26/01**

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**Revised: 7/27/10**

**Legal Reference: N.C.G.S. § 115C-47, -276**

**Related CMS Policies: AE, AEC, BA, BA-E1, BA-E2, BBA, BDD, BDF, GCKA, GCKA-R, IJ**

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The Superintendent will propose for the approval of the Board appropriate timelines and methods for measuring progress in distributing resources to demonstrate that the predictive links between student demographics and student achievement have been broken.

The Superintendent will ensure that an annual report on equitable allocation and distribution of resources and their impact on student achievement and growth is completed and presented to the Board each year. As areas of deficiency are identified, the report shall include clear recommendations for improvement.

### **Policy Review**

This policy will be reviewed by the Board every three years and revised as necessary.

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