

SDP Policy: What you need to know

What is a School District of Philadelphia policy?

- Owned by the Board of Education
- Often include legal requirements
- Lay out specific mandates that the District must comply with
- Only revised as part of formal policy review process
- States **WHAT** you need to do

What is an administrative procedure?

- Owned by the District
- Created in response to Board policy to detail **HOW** the District will operationalize the policy
- Can be revised at any time at discretion of program office

How are these two things different?

Administrative procedures are the specific, detailed steps and actions taken to implement and enforce policies within an organization, focusing on the "how" of operational tasks. Policies, on the other hand, are broad, guiding principles or rules established by an organization to govern decision-making and behavior, defining the "what" and "why" behind the actions.

SDP POLICY

Overview of Equity Implications

Policy 102 - Multiracial, Multicultural, and Gender Education

The policy ensures that **all students, regardless of their diverse backgrounds**, receive equal educational opportunities by integrating multiple perspectives into the curriculum and promoting an inclusive school environment to eliminate biases and barriers.

Policy 103 - Non Discrimination in School and Classroom Practices

The policy ensures that **all students, regardless of their diverse backgrounds, receive equal educational opportunities** by integrating multiple perspectives into the curriculum and promoting an inclusive school environment to eliminate biases and barriers.

Policy 113 - Special Education

This policy ensures that **all students with disabilities** receive appropriate educational services and supports, promoting an inclusive environment where they can participate fully in the general curriculum and school activities alongside their non-disabled peers.

Policy 119 - Controversial Issues

This policy ensures that **all students** have access to learn about and discuss controversial issues, including sensitive global, national, and local issues as an educational tool, provided this discussion is free of coercion and bias, allowing students to fully weigh and explore their own position.

Policy 138 - English Language Development/ Bilingual Education Program

This policy ensures that **English Learners and Dual Language Learners** have equitable access to grade-level academic content and language development support, promoting inclusion and academic success for students from diverse linguistic backgrounds.

Policy 248 - Harassment and Discrimination - Students

This policy ensures that **all students, regardless of their protected characteristics**, are provided with a safe and inclusive educational environment free from discrimination and harassment, promoting equal access to educational opportunities and resources.

Policy 252 - Transgender and Gender Non-conforming Students

This policy ensures that all students, **regardless of gender identity or expression**, are provided with a safe, inclusive, and supportive educational environment, promoting equal access to school facilities, activities, and resources.

Policy 348 - Harassment and Discrimination of Employees

This policy is for employees to ensure that **all staff members, regardless of their protected characteristics**, are provided with a safe and inclusive work environment, free from harassment and discrimination, thereby promoting equal access to employment opportunities and a respectful workplace.

Policy 918 - District-wide Parent & Family Engagement Policy

This policy ensures that **all caregivers, regardless of their background or circumstances**, have equitable access to school resources, decision-making processes, and opportunities to support their children's education, thereby fostering an inclusive and collaborative educational environment.

