

Plan to Ensure Compliance with Federal Nondiscrimination Guidelines at North Side Community School

In response to the U.S. Department of Education's Dear Colleague Letter (February 14, 2025) regarding nondiscrimination obligations under Title VI of the Civil Rights Act of 1964, North Side Community School (NSCS) will implement the following plan to ensure full compliance with federal civil rights law while continuing to uphold our mission of providing equitable, high-quality education for all students.

1. Policy Review & Compliance Audit

Timeline: Within 14 days (per federal directive)

- Conduct an internal audit of all admissions, hiring, programming, financial aid, and student services policies to ensure compliance with federal nondiscrimination laws.
- Identify and eliminate any policies or practices that could be interpreted as favoring or disadvantaging students or staff based on race, color, or national origin.
- Review DEI-related programs, curriculum, and training materials to ensure they align with federal requirements.
- Ensure that any partnerships, third-party vendors, or external consultants adhere to the same nondiscrimination policies.

2. Professional Development & Staff Training

Timeline: Ongoing, with an initial training by March 15, 2025

- Provide training for administrators, teachers, and support staff on compliance with Title VI and the Supreme Court's ruling in *Students for Fair Admissions v. Harvard* (2023).
- Reinforce the understanding that:
 - Race cannot be a factor in student admissions, discipline, scholarships, hiring, or staff promotions.
 - Any past policies that relied on racial preferences must be immediately discontinued.
 - Programs that indirectly use race-based considerations (proxies) are also unlawful.
- Equip staff with neutral, data-driven methods to ensure student success and support all learners equally.



3. Student Support & Equity-Based Interventions

Timeline: Immediate implementation with ongoing evaluation

- Maintain high academic expectations and targeted support for students, ensuring that interventions are based on individual academic needs rather than racial or demographic factors.
 - Continue providing high-dosage tutoring, social-emotional learning, and academic coaching in a manner that does not segregate, or preference students based on race.
 - Expand family engagement efforts to ensure all families have equal access to school resources and opportunities, focusing on individual student needs rather than broad demographic assumptions.
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4. Admissions & Scholarship Compliance

Timeline: Audit completed within 30 days

- Ensure that all admissions policies at NSCS are race-neutral and comply with federal law.
 - If any programs have eligibility criteria that could be interpreted as race-based, adjust them to reflect need-based or merit-based considerations instead.
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5. Discipline & Student Code of Conduct Review

Timeline: Policy adjustments by April 2025

- Ensure that student discipline policies are applied consistently across all racial, ethnic, and demographic groups.
 - Conduct an equity audit of suspension, expulsion, and restorative justice data to identify any unintended disparities.
 - Provide ongoing training for staff to ensure disciplinary decisions are based on behavior and not influenced by demographic characteristics.
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6. Community Engagement & Transparency

Timeline: Ongoing, with initial outreach by March 2025

- Inform parents, guardians, and the school community about our commitment to federal nondiscrimination compliance.
- Hold a town hall meeting to explain:
 - How NSCS is ensuring an equitable education for all students.
 - The steps we are taking to comply with federal law.
 - How families can raise concerns or seek clarification about school policies.
- Update the school website, handbook, and communication materials to reflect our commitment to race-neutral policies.



7. Monitoring & Accountability

Timeline: Compliance review every quarter

- Establish a review committee to oversee ongoing compliance, consisting of school leadership, teachers, and legal advisors.
- Conduct quarterly policy reviews to ensure continued adherence to Title VI.
- Implement a grievance process that allows students, parents, and staff to report potential discrimination concerns, ensuring all complaints are investigated promptly and fairly.
- Prepare for potential federal monitoring or audits by maintaining clear documentation of compliance efforts.

Conclusion

North Side Community School remains committed to excellence in education while ensuring full compliance with federal civil rights law. By implementing this plan, we will continue to provide a rigorous, equitable, and inclusive learning environment that serves all students based on their individual needs and academic potential, rather than demographic characteristics.

Next Steps:

1. Internal compliance audit begins immediately.
2. School leadership and staff training scheduled within 30 days.
3. Updated policies to be reviewed and finalized by April 2025.
4. Ongoing communication with families and stakeholders.
5. Regular monitoring and updates to ensure sustained compliance.

By taking these steps, NSCS will continue to thrive as a leading educational institution that upholds both the law and our unwavering commitment to student success.

