

GEPA (General Education Provisions Act), Section 427

The North Dakota Department of Public Instruction provides leadership, resources, assistance, and oversight in partnership with school districts and others, to support student achievement and future success. As the state education agency, it is our right and responsibility to advocate for educational gains and lifelong literacy in an environment that seeks to respect differences while fostering caring relationships, cross-cultural understanding, and common educational commitments. State staff are held responsible not only for greater efforts on behalf of diversity and excellence, but for results; the subsequent integration of curriculum, discipline, academic and academic support groups, and the integration of ethnically and racially diverse groups which comprise 19% of North Dakota's K-12 enrollment, and persons with disabilities are foremost to our goals.

In accordance with Section 427 of the Department of Education's General Provision Act (GEPA), the North Dakota Department of Public Instruction (NDDPI) ensures equal access and participation to all persons regardless of their race, color, ethnicity, religion, national origin, gender, age, citizenship status, or disability to the programs and services offered pursuant to the Every Students Succeeds Act (ESSA). For state-level activities as well as all other activities supported by federal assistance under this application, NDDPI will fully enforce all federal and state laws and regulations designed to ensure equitable access to all program beneficiaries and to overcome barriers to equitable participation. NDDPI will take all steps necessary, whether by required notices, complaint procedures, appointment of liaisons, outreach activities, pursuit of conforming state legislation, or otherwise, to achieve these goals.

The NDDPI seeks to ensure a work environment free of discrimination, intimidation, coercion, or retaliation. The state of North Dakota and this hiring agency do not discriminate on the basis of an applicant's or an employee's race, color, religion, sex, national origin, age, genetics, sexual orientation, physical or mental disability, status with regard to marriage or public assistance, political opinions or affiliations, or participation in lawful activity off the employer's premises during non-working hours that is not in direct conflict with the essential business related interests of the employer. For inquiries regarding nondiscrimination policies, contact Robert Marthaller, Assistant Superintendent, Department of Public Instruction, 600 East Boulevard Avenue, Dept. 201, Bismarck, ND 58505-0440, phone: 701-328-2267.

Materials will be available for visually impaired. The NDDPI will provide the necessary equipment to create documents in accessible formats and ensure that physical space is accessible for individuals with disabilities and developed in accordance with industry standards. Additionally, any materials for district staff, parents or participating community members will be available in alternate formats including large print, audio, or Braille as needed. Videotapes developed by the project work will be appropriately captioned. Any conference or meeting spaces must be accessible in accordance with the ADA to ensure full participation of individuals with disabilities.

Information from disaggregated groups of students is valuable in targeting resources where needed.. The disaggregated groups for Pre-K through grade 12 students in North Dakota are racial/ethnic groups (Native American, White, Black, Hispanic non-white, and Asian); students

having limited English proficiency; students with disabilities; and, low-income students. There is coordination with other NDDPI federal programs as applicable to include the Department staff for the McKinney-Vento Homeless Assistance Act, Perkins, IDEA and the Indian Education offices.

The NDDPI student assessment system is accountable for all students. Whether students take the state assessment test or the alternate assessment, all student needs are addressed; students may take the state assessment with accommodations.

Finally, the NDDPI conducts numerous activities to ensure compliance with GEPA requirements including, but not limited to, assurances regarding curriculum equity, funding via school improvement plans to address and support students with the greatest needs, professional development on instructional and classroom management and discipline as it relates to gender, ethnicity/race, multi-tiered systems of support and quality intervention systems.

The NDSRCL Administration Team for the proposed NDSRCL grant has intentionally and consciously addressed the selection of committee members to have equal representation equal to that of the state for gender, race/ethnicity and location. As comparison, the unit and Department representation assimilates to that equal of the state diversity rates. For the SRCL Grant, the participating LEA's may include those with higher than average Native American populations. The coaches utilized for those predominately Native American schools and communities will be of the same race as available to ensure cultural relevance is addressed with respect and fairness to the history and community culture of those served. As necessary, the Department is able to translate materials for diverse populations. To the best of our ability, the cultural needs of both staff and students and their families will be met timely for those participating in training, interviews, screenings, etc.