



The IVY SCHOOL is a Public Charter Montessori School in Portland, Oregon, serving students in grades K-8.

EQUITY, LEADERSHIP, INDEPENDENCE, LOVE of LEARNING

The Ivy School centers **equity** within a **Montessori** framework. Ivy School Community—leadership, teachers, staff, parents, and students—**maintains an active, [anti-racist/anti-bias stance](#)**.

THE IVY SCHOOL: CENTERING EQUITY

Goals	Actions
<ul style="list-style-type: none"> Elevate students, parents, staff, and communities of color Educate white students, parents, staff, and white communities Create a safe space and professionally enriching environment for hiring BIPOC teachers and staff Create a safe space where students of color see themselves in the curriculum as fully integrated in materials and subject Consistently examine and challenge our own experiences, biases, and assumptions 	<ul style="list-style-type: none"> Required Equity Orientation - all staff and parents Weighted Lottery Collaborative Action Research for Equity CARES: Teaching/learning with an equity lens. Celebrate Black History Month as a cultural month of celebrating and elevating black voices in the community Center educational materials that elevate the global majority Intentionally support business of color Community engagement in historically underserved community Toy and food drives that support communities of color Affinity groups supporting BIPOC students, staff, families Staff and Board on-going professional development classes/workshops including: <ul style="list-style-type: none"> Racial justice activism How to talk to your kids about race Unpacking whiteness, seeing race Embracing Equity Leadership Residency Robust and in-depth Equity Audit

More details on The Ivy School's Equity Code at <https://www.theivyschool.org> or click this link: [The Ivy School Equity Code 20-21](#)

“Within the child lies the fate of the future.” - Maria Montessori

Over 100 years ago, Montessori education was founded on the principle that every child, regardless of race, gender, or social standing, deserved a quality education. Dr. Maria Montessori developed a model of peace education that is still used today in Montessori classrooms around the world.

Montessori TED Talk: : <https://youtu.be/EG3XeNti3Cw>

“The only way to undo racism is to consistently identify and describe it- and then dismantle it”

Professor Ibram X. Kendi

How to be an anti-racist discussion <https://youtu.be/TzuOlyyQlug>