



National Association  
of Episcopal Schools  
*Excellence Through Association*

## **Principles of Good Practice for Equity and Justice in Episcopal Schools**

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Dialogue, not monologue, fosters learning. The process of education involves give and take, concession and compromise, argument and debate: all products of the rich interchange which takes place when people of differing backgrounds and varied points of view come together and honor one another. Accordingly, Episcopal schools seek to thoughtfully balance their core identity as Christian institutions with an open and genuine hospitality that welcomes many voices and perspectives.

Today's Episcopal schools are populated by a rich variety of human beings from increasingly diverse dimensions of identity and religious, cultural, and economic backgrounds. Episcopal schools are places that affirm these differences as sources of strength that build up common life, deepen our common humanity, and enhance the intellectual, social, spiritual, and moral development all students. This mandate is succinctly expressed in Goal Four of the NAES 2012 Strategic Plan: to "articulate a core religious identity within the context of our multi-religious and inclusive Episcopal school communities by promoting values of justice, equity, service, civil discourse, and moral courage."

Grounded in Jewish tradition and the teachings of Jesus, the early church broadened the horizons of inclusivity to embrace the whole human family, especially the poor, the marginalized, and the stranger. Episcopal schools strive to live fully into Christ's gospel call such that "barriers which divide us may crumble, suspicions disappear, and hatreds cease; that our divisions being healed, we may live in justice and peace." (Book of Common Prayer, p. 823).

The principles of good practice for equity and justice in Episcopal schools reflect these core values. They are a guideline and reference point to assist Episcopal schools to be places of moral courage where each person is honored fully as a child of God and the love of Christ is present on behalf of all. To live fully into these principles will require that Episcopal schools of all sizes, constellations, and educational philosophies commit themselves to providing qualified faculty and staff, appropriate training, and adequate budgetary support.

**Episcopal schools integrate ideals and concepts of equity, justice, and a just society throughout the institution.**

Episcopal schools take seriously their calling to "strive for justice and peace among all people, and respect the dignity of every human being." This begins with the school's mission and vision statements and is advanced by its leadership, policies, and programs.

- Mission and vision statements articulate the school's commitments to the concepts of equity, justice, and a just society.