

**BOARD OF EDUCATION HARFORD COUNTY
INFORMATIONAL REPORT
ON HCPS OFFICE OF EQUITY AND CULTURAL PROFICIENCY
DEVELOPMENT OF EQUITY POLICY IMPLEMENTATION PROCEDURES**

APRIL 26, 2021

Background:

The Office of Equity and Cultural Proficiency (OECF) supports HCPS in implementing the state equity policy and collaborates on matters related to curriculum, instruction, instructional materials, climate, and staff development, with a focus on eliminating achievement gaps, removing barriers, and increasing academic achievement for all students. In 2019, MSDE adopted the Code of Maryland Regulations (COMAR) 13A.01.06, Educational Equity, that requires each local school system in Maryland to develop a district equity policy and implementing procedures. The OECF has worked with multiple stakeholders, using the four equity focus areas: Academic Achievement and Growth; Leadership and Human Capital; School Climate and Culture; and Educator and Staff Capacity, to develop procedures for advancing equity in HCPS.

Discussion:

In December 2020, the HCPS Board of Education adopted an educational equity policy, aligned to COMAR 13A.01.06. Since the adoption of the policy, the OECF has convened multiple stakeholder groups to develop procedures for implementation. Input from faculty, staff, board members, students, and community members is critical to the development of the policy and procedures. This presentation includes an outline of the process, status update, next steps for providing final procedure recommendations to the Board, and a tentative timeline.

Superintendent's Recommendation

The Superintendent of Schools recommends that the Board of Education accepts this informational report on the process of fulfilling the MSDE requirement of developing procedures for implementing our adopted equity policy.