



# Update: Equity Policy Implementation Procedures

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Equity and Cultural Proficiency

## Superintendent's Cultural Proficiency Council

- Community Members from Faith-based Organizations
- HCPS Operations
- HCPS School Admin
- Community Organizations

## Superintendent's Task Force on Equity

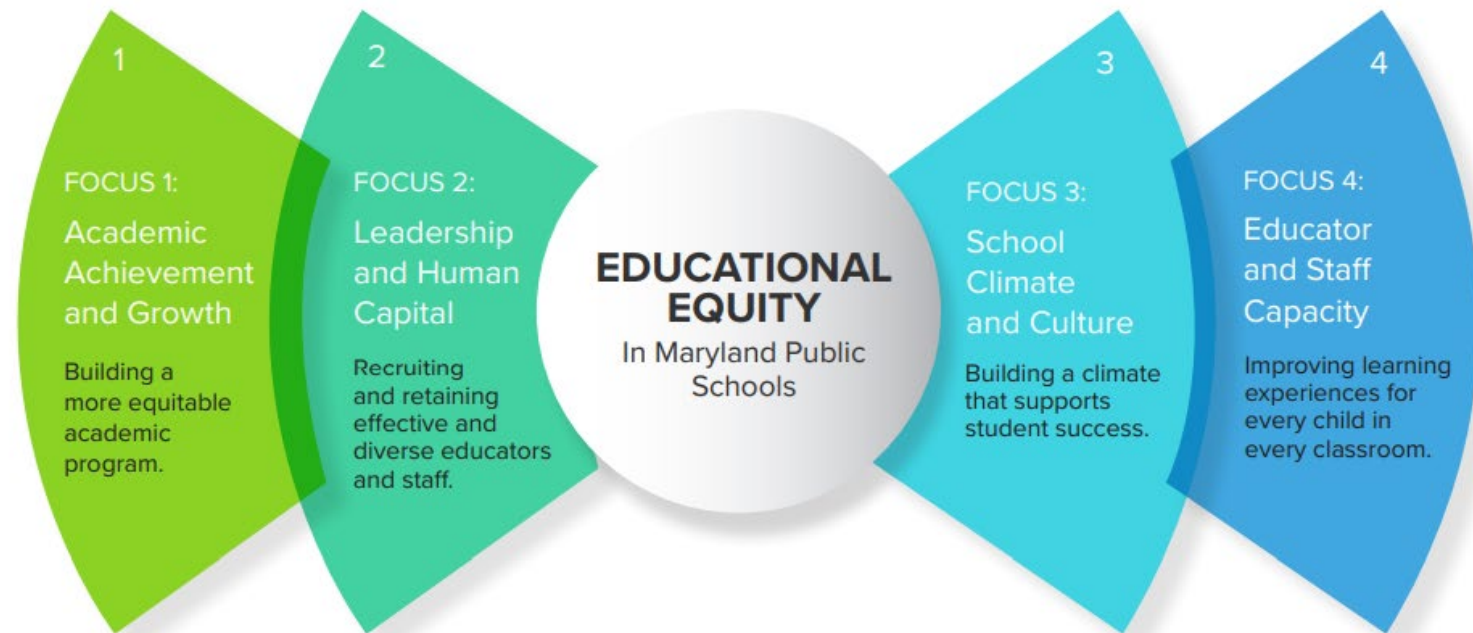
- HCPS School Admin
- HCPS District Admin
- Member of the Board
- Community Members
- Teachers
- Students

## Superintendent's Student Advisory Council

- Secondary Students

## What are Maryland's equity focus areas?

Four focus areas will guide the creation of a more equitable education system in Maryland.



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# Committee Work

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- Aligned policy statements with the 4 equity focus areas
- Brainstormed topics under each focus area that we need to address in HCPS
- Small group meetings to develop draft procedures
- Whole group peer review
- Refining format
  - Who is responsible for performing the action?
  - When will it be accomplished?

# Student Feedback

- Superintendent's Student Advisory Council
  - What are some environments for student learning, extra-curricular activities, and other school sponsored activities that we need to make more equitable, safe, fair, and inclusive?
  - How can we ensure that all students read on grade level by the end of each grade?



# Next Steps and Tentative Timeline

