



HARFORD COUNTY
PUBLIC SCHOOLS

Office of Equity
and Cultural Proficiency



Our Mission: Elevating all students; eliminating all gaps.



Success for
all

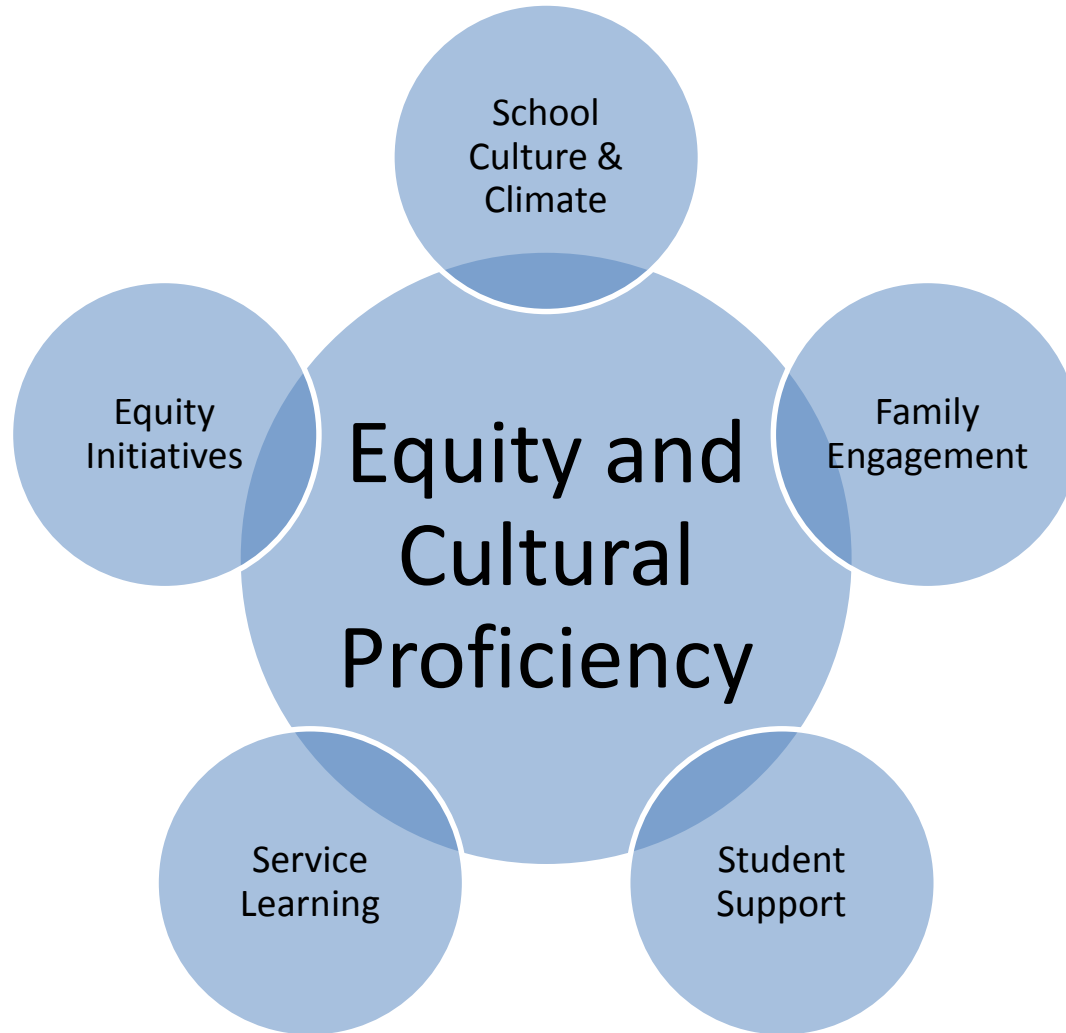
Engagement
between school &
community

Safe, secure, and healthy
learning environment

Highly-Skilled Staff



FUNCTIONS





Equity Initiatives



- Promotes respect, acceptance, and non-discrimination regarding all students and staff.
- Coordinates the compliance with federal, state, and local mandates related to the Education That is Multicultural Bylaw, Office of Civil Rights, and Title IX.
- Provides School Improvement support: addressing achievement gaps and elevating all student achievement.
- Assists schools in planning cultural proficiency and multicultural initiatives for students and staff.
- Coordinates and implements Cultural Proficiency training for all new certified and non-certified staff.



Equity Initiatives

- ☺ Serves as the liaison with local, state, and national organizations as well as the Superintendent's liaison with students, the community, and other groups on equity and cultural proficiency issues.
- ☺ Resolution of multicultural issues in the schools.
- ☺ Promotes various multicultural and equity-related activities, community and system wide.
- ☺ Plans and provides system-wide and school-based staff development on equity and cultural proficiency related topics.
- ☺ Partners with Human Resources - Minority Recruitment.



School Culture and Climate

- 🌱 School Improvement Initiatives
- 🌱 Positive Behavior Interventions and Supports (PBIS)
- 🌱 Character Education and Social/Emotional Learning Support
- 🌱 Proactive Bullying Prevention
- 🌱 Alternatives to Suspension
- 🌱 Behavioral Support





Family Engagement

- MSDE representation
- Parent and Guardian workshops
- Support to schools to increase family engagement
- Title I Office Partnership





Student Support

- 🌱 Superintendent's Student Advisory Council
- 🌱 boys 2 Men
- 🌱 At-Promise Academy & Young Women of Promise Leadership Conference
- 🌱 21st Century Grant - Magnolia Middle School's After School Program





Service Learning

- 🌱 Program Oversight - Mrs. Margaret Taibi
- 🌱 Professional Development
- 🌱 Service Learning Compliance
- 🌱 Service Learning Projects for Middle and High Schools





Superintendent's Cultural Proficiency Council

- Formerly known as the Ad-Hoc Committee for Diversity
- First meeting was in 1997
- Representative of our community stakeholder groups

- Religious Organization Leaders
- Harford County Community Services
- Harford County Government-Human Relations
- NAACP
- Hosanna School Museum
- Black Youth In Action
- School System Administrators
- Fraternities & Sororities
- Epicenter of Edgewood



Superintendent's Cultural Proficiency Council

Mission:

Our mission as the *Superintendent's Cultural Proficiency Council* is to partner together as educators and community members to support the education and elevate the achievement of all students in Harford County Public Schools.

Vision:

Through strong partnerships, the alignment of resources and community initiatives, and a collective vision for success, we will support the academic rigor, access, cultural relevance, and relationships that inspire the potential of each and every student. The Superintendent's Cultural Proficiency Council is committed to working collaboratively to create opportunities for learning, celebration, recognition, and empowerment for educators, community members and students so that all stakeholders will feel that they are respected, valued, and supported in our learning and living communities.



Superintendent's Cultural Proficiency Council

Commemoration of the Desegregation of Harford
County Public Schools

- 🌱 *Looking Back to Move Forward*
- 🌱 April 8, 2016 event
- 🌱 K-12 lesson plans will be created around theme for system-wide involvement



Community Perspectives

- 🌱 To provide universal access to free education.
- 🌱 To guarantee equal opportunities for all children.
- 🌱 To unify a diverse population.
- 🌱 To prepare students for citizenship.
- 🌱 To prepare students to become economically self-sufficient.
- 🌱 To improve social conditions.



QUESTIONS?

