

BOARD OF EDUCATION OF HARFORD COUNTY

INFORMATIONAL REPORT

HARFORD COUNTY PUBLIC SCHOOLS EQUITY AND CULTURAL PROFICIENCY OFFICE

MARCH 7, 2016

Background Information:

The Office of Equity and Cultural Proficiency supports schools and offices to assure that students are college and career ready and our staff has the capacity to meet the needs of the changing population. With intentional collaboration and an emphasis on equity, support for success, academic achievement, and diversity in educational opportunities, the entire school system is supported through the work of the office. It is important that all students are provided with equitable access and opportunities as they move throughout the system. It is also important to create inclusive environments conducive for learning, while ensuring that mandates that direct our work are fulfilled.

Discussion:

This presentation will outline the mission and vision of the office, and the responsibilities, accomplishments and initiatives. The purpose is to provide a greater understanding of the role of the Office of Equity and Cultural Proficiency as part of the Harford County Public Schools' education system.

The Office of Equity and Cultural Proficiency supports the school system by addressing the needs of its diverse community, as well as addressing gaps in student academic and behavioral performance. The office works closely with all 54 schools in the system, providing professional development to assure that staff have what they need to refine their work in the area of equity. The Office of Equity and Cultural Proficiency works with Human Resources in recruiting culturally proficient staff who are reflective of our student population. Also, a strategic focus has been placed on school climate initiatives as a means of providing an inclusive, respectful, and safe learning environment through required school improvement plan goal areas. The office is responsible for training and supporting the PBIS (Positive Behavioral Interventions and Supports) program being implemented in 17 schools. Support is also provided to all schools to implement programs that address bullying and harassment and create workshops and implement plans to increase parental engagement in diverse ways. The Office of Equity and Cultural Proficiency also provides direct support to students through activities such as the Superintendent's Student Advisory Council, the boys 2 MEN mentoring program, the At-Promise Academy for young men, and the Young Women of Promise leadership conference. Also, supporting the character development of our students, the Office of Equity and Cultural Proficiency oversees the Service Learning program in all secondary schools ensuring that all requirements of the program are met. The Office of Equity and Cultural Proficiency supports equity by being involved in many community groups such as the Harford County Human Relations Commission and the Race and Law Enforcement Forums that have taken place in Harford County over the past year. Most valuable of these partnerships is that of the Superintendent's Cultural Proficiency Council, which brings together multiple community stakeholders to address the equity and diversity needs of the community.

Superintendent's Recommendation:

The Superintendent of Schools recommends that the Board of Education accept this report.