

POLICY TITLE: <b>EDUCATIONAL EQUITY</b>		
ADOPTION/EFFECTIVE DATE: December 21, 2020	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED:
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: EQUITY AND NON-DISCRIMINATION		

## I. Purpose

The purpose of this policy is to set forth the Board’s commitment to provide educational equity for all students.

## II. Definitions

A. **Accountability Measures** – means those Maryland accountability framework indicators in place to guarantee oversight of opportunities, resources, and educational rigor that will lead to achievement for all students.

B. **Educational Equity** – means that every student has access to the opportunities, resources, and educational rigor they need throughout their educational career to maximize academic success and social/emotional well-being and to view each student’s individual characteristics as valuable.

C. **Educational Opportunities** – means all students have access to rigorous, well-rounded academic programs and experiences that enrich their educational career and prepare them for academic and career success.

D. **Equity Lens** – means that for any program, practice, decision, or action, the impact on all students is addressed, with strategic focus on marginalized student groups.

E. **Individual Characteristics** – means the characteristics of each individual student, which include but are not limited to:

1. Ability (cognitive, social/emotional, and physical);
2. Ethnicity;
3. Family structure;
4. Gender identity and expression;
5. Language;
6. National origin;
7. Nationality;
8. Race;

9. Religion;
10. Sexual orientation; and,
11. Socio-economic status.

### III. Statement of Policy

- A. Environments for student learning, extra-curricular activities, and other school or school-sponsored activities, shall be designed by the school system so as to be equitable, fair, safe, diverse, and inclusive.
- B. School system resources shall be identified and utilized so as to provide equitable access to educational opportunities and services including, among other methods, the use of disaggregated student data to analyze trends and identify gaps and equitable solutions.
- C. The school system shall identify partnerships with the Maryland State Department of Education (“MSDE”), local government agencies, other agencies, and stakeholders to support educational equity.
- D. The school system shall provide professional development designed and differentiated to build capacity for cultural responsiveness to address identified areas of inequity.
- E. The school system shall ensure equitable access to effective teachers for all students.
- F. The school system shall use an equity lens in all staff recruiting, hiring, retention, and promotion processes.
- G. The school system shall use an equity lens in reviews of staff, curriculum pedagogy, professional learning, instructional material, and assessment design.
- H. The school system shall provide access and opportunity for all students to successfully read on level by the end of each grade.
- I. The school system shall address equity in the Local Every Student Succeeds Act (“ESSA”) Consolidated Strategic Plan.
- J. The school system shall identify a process for analyzing data to develop goals, objectives, strategies, and timelines for the implementation of equitable and culturally responsive practices in each school.
- K. The school system shall identify a method of evaluation to measure the effect of equitable practices in the system and in schools.

- L. The Superintendent shall identify a system employee responsible for the facilitation, monitoring, and implementation of the system's equity initiatives within the Local ESSA Consolidated Strategic Plan.
- M. The Superintendent shall issue procedures which implement this policy.

**Board Approval Acknowledged By:**



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Sean W. Bulson, Ed.D., Superintendent

Policy Action Dates							
ACTION		DATE		ACTION		DATE	
Adopted		12-21-2020					

Responsibility for Policy Maintenance & References	
LAST EDITOR/DRAFTER NAME: Patrick P. Spicer, Esquire	JOB POSITION OF LAST EDITOR/DRAFTER: General Counsel
PERSON RESPONSIBLE: Dr. Paula Stanton	JOB POSITION OF PERSON RESPONSIBLE: Supervisor of Equity and Cultural Proficiency
DESIGNEE NAME:	JOB POSITION OF DESIGNEE:
POLICY NUMBER PRIOR TO NOVEMBER 1, 2005:	

### LEGAL REFERENCES<sup>1</sup>

COMAR 13A.01.06

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<sup>1</sup> All references are to specific federal or Maryland statutes or regulations. References are provided for convenience and informational purposes only and are not to be considered as exhaustive or as precluding Harford County Public Schools from relying upon any other statutes or regulations in support of a policy.