Key Highlights of Updates to HCPSS Educational Equity Policy:

* Access to a culturally responsive and relevant curriculum that provides meaningful and dynamic school experiences are essential to postsecondary success.
* HCPSS will provide culturally responsive and relevant curriculum with inclusive perspectives from Black, Asian American Pacific Islander, Latino, LGBTQ+, indigenous peoples, individuals with disabilities, and other marginalized groups excluded in the current curriculum.
* The curriculum will use differentiated approaches and resources to meet the needs of every student.
* HCPSS will provide access and support to dynamic coursework and comparable academic and enrichment programs for all students in order to maximize student learning. A student’s English proficiency, disability status, perceived academic ability and/or social identifiers will not limit access and opportunity.
* HCPSS will maintain a safe and supportive school climate through a multifaceted approach that uplifts positive relationships and culture of belonging, supports mental health needs.
* HCPSS will intentionally recruit, employ, promote, support, and retain a diverse workforce of highly qualified educators that reflect the diversity of the student population.
* HCPSS will prioritize ongoing professional learning experiences focusing on factors influencing educational equity, such as cultural proficiency and responsiveness, implicit bias, explicit bias, and systemic racism.
* HCPSS will work collaboratively with parents, the community, the Maryland State Department of Education (MSDE), Howard County Executive, the Howard County Council and county agencies, business organizations, bargaining units, and other stakeholders to increase equity and inclusion for students and staff.
* The Superintendent/designee will propose an annual budget that allocates resources in a manner that promotes the principle of education equity. The equity information will be part of each program budget where applicable and include an analysis of resources that address the needs of marginalized groups.
* The Superintendent’s Diversity, Equity, and Inclusion Advisory Group will provide the Superintendent/designee with an assessment of educational equity in HCPSS annually.