



**Equity & Inclusion Working Group
Discussions with PTOs & SEPAC**

**Dr. James M. LaBillois, Assistant Superintendent of Schools
Fall 2020**

Opening Convocation – Fall 2019

The work begins...

- **Examination of design**

- examination of academic selection and offerings
- is it a structural issue?

- **Examination of practices**

- intervention and support systems
- strong home-school partnerships
- focus on celebrating diversity
- engage in challenging conversations

- **Examination of resources**

- Personnel recruiting and selection
- Funding allocations and sources

Purpose...

A roadmap to the future...

- HPS Equity and Inclusion Plan (June, 2021)

We need your help to ensure we're as prepared as we can be to begin our work...

Equity Audit

DIMENSIONS OF RESOURCE EQUITY

| | |
|---|-----------------------------------|
| Teaching Quality & Diversity | High Quality Early Learning |
| Empowering & Rigorous Curriculum | School Climate & Culture |
| Instructional Time & Attention | Family Academic Engagement |
| Student Support Services & Intervention | Diverse & Inclusive Schools |
| School Funding | School Leader Quality & Diversity |
| Learning-Ready Facilities | Extracurricular Programming |

Courageous Conversations with Affinity Groups to ensure comprehensive audit and collect qualitative feedback on our district effectiveness (to occur with students, alumni, faculty, staff, administration, and parents).

HPS defines educational equity as...

...the shared responsibility of all members of our school community to address the opportunity gaps that exist within our society and impact our student's ability to reach their full potential.

HPS's Vision of Equity...

...regardless of student background, experience, and knowledge, HPS students will be provided opportunities and resources to develop socially, emotionally, and academically in a safe, supportive, enriching, and bias-free environment.

HPS Equity SWOT Analysis

| Area | Key Questions |
|----------------------|---|
| Strengths | What do we do best? What unique knowledge, advantages, talent, or resources do we have? What do other people say we do well? What resources do we have available? What is our greatest achievement? |
| Weaknesses | What could we improve? What knowledge, talent, skills and/or resources are we lacking? What disadvantages do we have? What do other people say we don't do well? In what areas do we need more training? |
| Opportunities | How can we turn our strengths into opportunities? How can we turn our weaknesses into opportunities? Is there a need in our community that no one is meeting? What could we do today that isn't being done? |
| Threats | What obstacles do we face? Could any of our weaknesses prevent our district from meeting our goals? Who and/or what might cause us problems in the future? How? Are there changes in our field or in technology that could threaten our success? |