

# REGULATION

## ANNE ARUNDELCOUNTY PUBLIC SCHOOLS

**Related Entries:** AF, JCCA, JCCA-RA, JO, JO-RA

**Responsible Office:** OFFICE OF EQUITY & ACCELERATED STUDENT ACHIEVEMENT, DIVISION OF CURRICULUM AND INSTRUCTION, DIVISION OF STUDENT SUPPORT SERVICES, DIVISION OF HUMAN RESOURCES

### EDUCATIONAL EQUITY

#### A. PURPOSE

To identify the procedures and best practices in place to provide for educational equity and eliminate obstacles to accessing educational opportunities for all Anne Arundel County Public Schools (AACPS) students, enrich their educational career, and prepare them for academic and career success.

#### B. BACKGROUND

AACPS acknowledges the historical, generational, and compounding reality of the systems, structures, and practices that have intentionally and unintentionally created and continued to afford advantages to some student groups while perpetuating inequities for others. AACPS must take responsibility and action for dismantling and actively repairing these inequities to ensure positive educational outcomes for all AACPS students.

The promise of public education is for every child to succeed in school and life. To realize this promise, every child must be given resources, supports, and interventions based on the individual student's needs. AACPS is committed to fulfilling this promise to all students and dismantling barriers to school-home partnerships.

#### C. DEFINITIONS

1. ***Accountability Measures*** – Maryland accountability framework indicators in place to guarantee oversight of opportunities, resources, and educational rigor that will lead to achievement for each student.
2. ***Cultural Responsiveness*** – pedagogy that recognizes the importance of including culture in all aspects of learning through equitable and inclusive practices that promote high expectations.
3. ***Educational Equity*** – access to the opportunities, resources, and educational rigor

students need throughout their educational career to maximize academic success and social and emotional well-being, and to view each student’s individual characteristics as valuable.

4. ***Educational Opportunities*** – access to rigorous well-rounded academic programs and experiences that enrich each student’s educational career and prepare them for academic and career success.
5. ***Equity Lens*** – the impact of any program, practice, decision, or action on each student is addressed with strategic focus on marginalized student groups.
6. ***Implicit Bias*** – the attitudes and stereotypes that affect our understanding, actions, and decisions. These biases, which encompass both favorable and unfavorable assessments, may be activated involuntarily and without an individual’s awareness or intentional control and can contribute to expanding inequities.

#### **D. PROCEDURES**

To achieve educational equity, all AACPS district level offices will individually and collectively work to:

1. Allocate resources to achieve fiscal equity and provide the necessary resources required to close all opportunity and excellence gaps;
2. Create and maintain environments that are equitable, fair, safe, diverse, and inclusive;
3. Identify and utilize resources to provide equitable access to educational opportunities and services with the use of disaggregated student data to analyze trends, and identify gaps and equitable solutions, among other actions;
4. Identify partnerships with the Maryland State Department of Education, local government agencies, and stakeholders to support educational equity;
5. Provide tailored and differentiated professional development to build capacity for cultural responsiveness to address implicit biases and areas of inequity identified by AACPS;
6. Ensure equitable access to teachers who are effective and representative of the diversity of all students;
7. Require that an equity lens be used in all staff recruiting, hiring, and promotion retention processes;
8. Require that an equity lens be used in reviews of staff, curriculum, pedagogy,

- professional development, instructional materials, and assessment design;
9. Provide the access and opportunity for all students to successfully read on level by the end of grade 2;
  10. Address educational equity in the Local Every Student Succeeds Act Consolidated Strategic Plan;
  11. Designate the appropriate staff to facilitate, monitor, and implement AACPS equity initiatives within the Local Every Student Succeeds Act Consolidated Strategic Plan.
  12. Identify the process for analyzing data to develop goals, objectives, strategies, and timelines for the implementation of equitable and culturally competent procedures and practices in each school; and
  13. Identify the method of evaluation to measure the effect of equitable practices in AACPS and individual schools.

**Regulation History:** Developed by Superintendent 03/18/20  
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**Note Previous Regulation History:** None

**Legal Reference:** COMAR 13A.01.06.04 Educational Equity in Maryland