



BASIC BOARD COMMITMENTS: Philosophy

Equity

I. Philosophy

- A. The Board of Education of Baltimore County (Board) believes that every student in the school system should receive an education that maximizes his/her potential to become a globally competitive graduate. The Board is committed to the success of every student in every school.
- B. Raising achievement for all students and closing achievement gaps among all students are top priorities of the Board.
- C. Disparities on the basis of race, special education status, gender, ethnicity, sexual orientation, gender identity (including gender expression), English language learner (ELL) status or socio-economic status are unacceptable and are directly at odds with the belief that all students can achieve. While complex societal and historical factors contribute to the inequities our students face, rather than perpetuating disparities, the school system must address and overcome inequity by providing all students with the opportunity to succeed.

II. Definitions

- A. *Equity* – Providing each student with what is necessary to achieve high academic outcomes.
- B. *Inequity* – Providing all students with the same support regardless of individual student needs to achieve high academic outcomes.

III. Guidelines

In order to raise high academic achievement and close achievement gaps among all students, the Board directs the Superintendent to:

- A. Report to the Board annually the progress made toward increasing student achievement;
- B. Include in any and all facilities plans for new construction and in the renovation of existing facilities, considerations of equity in access to twenty-first century learning environments;

- C. Include cultural responsiveness in reviews of curriculum and assessment design;
- D. Identify annually whether the discipline process has any disproportionate impact on minority, English language learner status students or a negative impact on special education students;
- E. Recruit and increase participation of persons from underrepresented groups in school programs; and
- F. Report annually on the employment, retention, recruiting and placement of persons from underrepresented groups.

IV. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: *Annotated Code of Maryland*, Education Article §4-101, *Control and Promotion of Education*
Annotated Code of Maryland, Education Article §7-305, *Suspension and Expulsion*
COMAR 13A.08.01.21, *Reducing and Eliminating Disproportionate/Discrepant Impact*

Related Policies: Board of Education Policy 0200, *Precepts, Beliefs and Values of the Baltimore County Public Schools*
Board of Education Policy 0300, *Equal Employment Opportunity*
Board of Education Policy 5550, *Disruptive Behavior*

Policy
Adopted: 09/09/14
Revised: 12/06/16

Board of Education of Baltimore County