



# Learning and Leading with Equity

## The Fierce Urgency of Now

### Vision

Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.



### Mission

HCPSS ensures academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

## Four Overarching Commitments

### VALUE

Every HCPSS stakeholder feels happy and rewarded in their roles and takes pride in cultivating the learning community.

### ACHIEVE

An individualized focus supports every person in reaching milestones for success.

### CONNECT

Students and staff thrive in a safe, nurturing and inclusive culture that embraces diversity.

### EMPOWER

Schools, families and the community are mutually invested in student achievement and well-being.

## Desired Outcomes

- **Equity** and **relationships** are at the foundation of all decisions and actions.
- Students' **social-emotional learning** is nurtured through life skills development and collaborative dialogue, such as **restorative practices** to solve problems.
- **Graduation rates** among all high schools and each demographic group are at exemplary levels.
- Students graduate with the skills, attributes and knowledge necessary to acquire **meaningful and rewarding employment** in a dynamic international workplace.
- All students have equitable opportunities to earn **college credit or industry certification**.
- Through collaboration with families and the greater community, all students enter kindergarten **ready to learn**.
- Each and every student receives a high-quality education through **individualized** instruction, challenges, supports and opportunities.
- High quality **special education** services are delivered in a consistent and collaborative manner.
- **Curriculum** is based on standards and best practices, implemented with fidelity, and aligned with meaningful **assessments** that provide actionable data for instructional planning.
- Students see **diversity and inclusion** reflected in the curriculum, and respect the contributions of all populations.
- Staff reflect the **diversity** of the student and community population.
- Parents, guardians and community members **trust** in the integrity of the school system and are active and valued **partners**.
- All staff feel **valued**, are effective in their roles, and have equitable access to additional opportunities through **professional learning** and leadership development.
- Organizational **culture and climate** are supportive and nurturing, and provide a **safe** and healthy environment for all.
- All operations and practices are **responsive**, accountable, efficient and **student-centered**.