The Superintendent’s ESP Advisory Group provides paraprofessionals with engagement opportunities that help cultivate the learning community. The Advisory Group will:

- Voice their perspectives on classroom needs, priorities and issues
- Connect paraprofessionals and build cross-school relationships through professional exchange
- Advocate for supports that enhance academic achievement and social-emotional well-being

Together, this group will work to deliver on the commitments outlined in the **HCPSS Strategic Call to Action:**

**VALUE** – “All staff feel valued and are effective in their roles.”
- Serve as advisors with insights on the day-to-day classroom.
- Elevate, acknowledge and honor paraprofessionals’ voices.

**CONNECT** – “Equity and relationships are at the foundation of all decisions and actions.”
- Promote the ethos of “work hard, be kind.”
- Exchange professional ideas, experiences and best practices to support all students.
- Build and develop relationships among paraprofessionals across the school system.

**EMPOWER** – “All practices are responsive, accountable, efficient and student-centered.”
- Support HCPSS leadership in understanding the paraprofessional and classroom perspective.
- Represent student and family needs in systemwide considerations.

**ACHIEVE** – “All staff have equitable access to opportunities through professional learning and leadership development.”
- Provide a growth opportunity for advisory participants.
- Offer advisory participants with problem solving experiences.

For additional information, please contact David Larner, Acting Chief Human Resources and Leadership Development Officer, at 410-313-7498.