

Academic Equity & Access

We believe that every student, staff and community stakeholder should be treated equitably. Our focus is to eliminate disparities among all groups. Our initial focus is a toolkit for staff providing resources and professional development to understand and address issues of equity and academic excellence across the district.

Equity Lens

Vision: Harrisburg School District is committed to excellence for all students. This includes appreciation and respect for human individuality and for cultural similarities and differences that contribute to the success of every student.

Mission: Harrisburg School District strives for academic excellence, outstanding character, and strong relationships between staff, students, families, and community while supporting students in pursuit of success and fulfillment.

Purpose: The Equity Lens is a tool to (a) provide a common vocabulary and protocol for evaluating policies, programs, practices and decisions for equity and (b) produce policies, programs, practices and decisions which result in more equitable outcomes.

Procedure: For any policy, program, practice or decision, consider the following five questions:

1. Who are the groups affected by this policy, program, practice or decision? And what are the potential impacts on these groups?
2. Does this policy, program, practice or decision ignore or worsen existing disparities or produce other unintended consequences?
3. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision? Can you validate your assessments in (1) and (2)?
4. What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

5. How will you (a) mitigate the negative impacts and (b) address the barriers identified above?

eq·ui·ty ek-wi-tee, noun.

Just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.