



ANNUAL UPDATE TO THE COMMUNITY

2024



HCOE VALUES

TRUST

We align our words with our actions to accomplish shared goals. We model integrity, share transparently, demonstrate professional credibility, and follow through with care.

RESPECT

We create a safe place to learn, work, and serve others. We value input, listen to understand different perspectives, demonstrate empathy, and work to be helpful as a member of our team.

COLLABORATION

We value working together to achieve the best outcomes for those we serve. Our shared commitment is to increase communication, remove silos, reduce barriers, and problem solve effectively.

HCOE PILLARS OF ORGANIZATIONAL EXCELLENCE

WE STRIVE FOR OUTSTANDING SERVICE.

Our educational community and partners access our services and recommend them to others. Programs and services are relevant and impactful. Our daily efforts are responsive, aligned, and consistent to those we serve using evidence to guide our decisions.

WE DEVELOP OUR PEOPLE AND CULTURE.

We respect our people and value their individual experience and perspective. Each member of our team is empowered and supported to grow professionally. We prioritize time to build trust, collaborate, learn, and contribute to a positive workplace.

WE MAXIMIZE THE IMPACT OF OUR RESOURCES.

We build internal capacity to understand needs and stakeholder feedback. All staff work to align resources (people, money, time), and the impact of their efforts to improve efficiency and sustain value for those we serve.

WE PREPARE STUDENTS FOR THEIR PREFERRED FUTURE.

All children and youth know they are cared for and belong. They are capable, supported, on track, and demonstrate positive relationships and aligned behavior.

Our students grow in their independence. They learn to access and use community resources to advance their financial, social, emotional, vocational, military, and/or education transitions.





What does a county office of education do?

Perhaps this is something that you have wondered about. The answer is, we do a lot! It is a privilege to share with you this Annual Report to the Community highlighting the important work we do at the Humboldt County Office of Education (HCOE) to support educators, students and families who are served by HCOE's regional programs and Humboldt County's thirty-one school districts and fifteen charter schools.

Within these pages, we reveal some achievements of our students, teachers, and staff as well as provide you with an overview of the programs and initiatives we have implemented over the past year. Additionally, you will learn about the ways in which HCOE is strengthening the educational infrastructure to ensure Humboldt County's 17,500 students can thrive in a fast-paced and ever-changing global society.

HCOE is committed to ensuring that students in our county are prepared for their preferred future, and we are proud to say that we have made significant progress towards this goal. At its core, HCOE is an organization that is committed to outstanding service. In this report, you will find examples of how

we are partnering with other public service organizations and businesses across the county, the region and the state to deliver on the promise of a better future for the students of Humboldt County.

HCOE's theme this year is "Strengthening Community for All Students." My hope is that this Annual Report to the Community



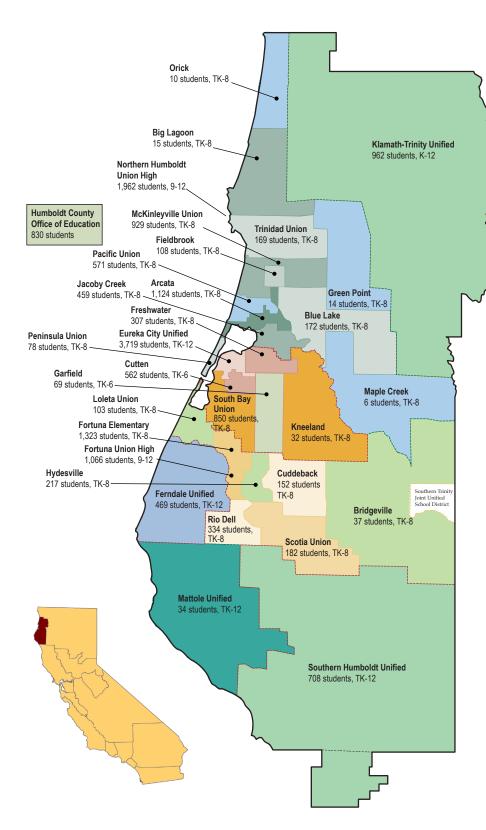
Michael Davies-Hughes
Humboldt County
Superintendent of Schools

provides you with useful information that helps answer the question, "What does a county office do?" and also encourages you to be involved with our children and youth in one way or another. Together, we are making a difference in the lives of young people throughout Humboldt County.

MI Dun

-Michael Davies-Hughes

SCHOOL DISTRICTS IN HUMBOLDT COUNTY



SCHOOL DISTRICT SIZE

Under 500	20
500-999	7
1,000 to 1,999	4
2,000 to 2,999	0
3,000 to 4,999	1

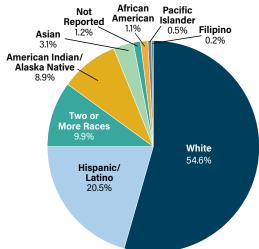
NUMBER OF DISTRICTS

Elementary	24
High School	2
Unified	5
HCOE	1
Total	32

NUMBER OF PUBLIC SCHOOLS

Elementary schools	42
Middle schools	8
Comprehensive high schools	8
Alternative schools	16
Charter schools	14
Total	88

STUDENT DIVERSITY



English Learners	1,279
Foster Youth	284
Homeless Youth	935
Migrant Education	4
Students with Disabilities	2,969
Socioeconomically Disadvantaged	10.821



MICHAEL DAVIES-HUGHES

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SCHOOLS

Eureka Community School
Eel River Community School
Southern Humboldt Community School
Von Humboldt Court School
Glen Paul Center

HCOE-AUTHORIZED CHARTERS SCHOOLS

Agnes J. Johnson Charter School Northcoast Preparatory Academy NU-Humboldt Charter School

ABOUT THE HUMBOLDT COUNTY OFFICE OF EDUCATION

As one of 58 county offices of education in California, the Humboldt County Office of Education is the link between local school districts and the California Department of Education. The mission of the Humboldt County Office of Education is to advocate on behalf of the needs of local districts and students, provide expanded learning opportunities for students, promote improved student achievement, and support fiscal responsibility in our local school districts. This mission is achieved by providing guidance, support, and financial oversight to Humboldt County Districts and Charters, and by offering direct services to students with the highest level of needs though our own programs and schools.

THE HUMBOLDT COUNTY BOARD OF EDUCATION



Loretta Eckenrode Area 4 | Board President



Thom McMahon

Area 3 | Vice President



Mary Scott

Area 1



Robert Siekmann Area 2



Rene Quintana Area 5

The Humboldt County Board of Education is composed of five trustees representing each supervisorial area in Humboldt County. Each trustee is elected by the voters residing within their respective area and serves four-year terms.

The Board of Education is responsible for approving the Humboldt County Office of Education budget and Local Control and Accountability Plan (LCAP), acting as the governing board for Court and Community Schools, hearing interdistrict transfer and expulsion appeals, and setting the salary of the County Superintendent of Schools.

SUPERINTENDENT'S CABINET 2024



Back row, left to right:

Michael Davies-Hughes, Superintendent; Katie Cavanagh, Assistant Superintendent, Student Programs & Services; Ariel Aaron, Director of Human Resources; Colby Smart, Deputy Superintendent; Corey Weber, Assistant Superintendent, Business Services.

Front row, left to right:

Natalie Carrigan, Executive Assistant to the Superintendent; Erin Aust-Miller, Administrative Assistant; Mendie Ballester, Administrative Assistant; Terrie Smith, Administrative Assistant.

INTRODUCING THE COMMUNITY OUTREACH & ENGAGEMENT DEPT.

The Community Outreach and Engagement Department stands as more than just a rebranding of the Communications Center; it serves as the central hub for narrating the compelling stories within our schools. Humboldt County boasts an array of exceptional schools, dedicated staff, talented students, and supportive families. Together, our aim is to amplify our



The Community Outreach & Engagement team, left to right: Christina DeFilippo, Jason Richie, Joanna Galicha, Erik Fraser, Stacy Young.



Stacy Young
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recognition of the tireless efforts taking place in classrooms and through place-based learning initiatives across the entire county.

Our role encompasses a diverse range of services, spanning conference planning and materials, website design, videography, printing, and marketing. As education's comprehensive resource, we pride ourselves on being thinking partners, offering a seamless experience from your initial phone call to collaboration with our design team. With over 30 years of combined experience and access to the latest tools, we are dedicated to fortifying community bonds for the benefit of all students.

Native American Studies Model Curriculum

NATIVE AMERICAN STUDIES MODEL CURRICULUM

The Learning Support Services Department is excited to honor indigenous knowledge with the expansion of services to not only Humboldt County, but all of Northern California through the Native American Studies Model Curriculum project (NASMC).

For the first time in California's history, through the passage of Assembly Bill 167, state funding has been designated to support the creation of a K-12 Native American Studies model curriculum. Humboldt County Office of Education (HCOE) and San Diego County Office of Education (SDCOE) were chosen as lead agencies to facilitate the

Project NASMC leverages the California County Superintendents Educational Services Association's (CCSESA) 11 service regions. Humboldt COE works with Regions 1 to 3 (55 CA tribes) San Diego COE works with Regions 4 to 11 (54 CA tribes)



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development of culturally responsive curriculum and instructional support tools. HCOE's service area for the NASMC ranges from Del Norte County to Sonoma County, including 68 Tribal Nations and 24 COEs.

This three-year project is a vast collective effort supporting collaborations with Tribes, COEs, educators, native youth serving organizations, and cultural knowledge keepers.

The NASMC and instructional tools will be free and accessible to the public on a webbased platform developed and maintained by the California History Social Science Project by Fall of 2025.

Contact Maggie Peters or Rebecca Lowry to discuss your questions and ideas.



HCOE's Colby Smart and Stacy Young pose with a group of students during a trip to Taiwan.

BUILDING GLOBAL COMPETENCE THROUGH FRIENDSHIP

Since 2019 the Humboldt County Office of Education has been building an important global education framework. The Global Classroom Connect is a program developed by HCOE and is designed to support the intellectual and social-emotional development of Humboldt County's students and the professional development of its educators.

This framework is grounded in the four domains of global competence (Investigate the World, Recognize Perspectives, Communicate Ideas, and Take Action) and the United Nation's Sustainable Development Goals. Working in partnership with the Taiwan Ministry of Education, Fulbright Taiwan, and Chung Cheng National University, this project seeks to expand opportunities for students and educators to develop international friendships and global cooperation.

To date, Humboldt County has well over 100 sister classrooms with partnering schools in Taiwan. In the summer of 2023, many of these teachers traveled to Taiwan to meet their partners in person and engage in joint project-based



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professional development. Partnering teachers and administrators from Taiwan are scheduled to visit Humboldt County in the Summer of 2024.

Moreover, other projects designed to broaden global perspectives are being built including clubs, Model United Nations, Mandarin language instruction, and more. The vision is simple: we want to build an infrastructure that enables every student and teacher in Humboldt County to have the opportunity to develop authentic friendships with peers around the world.

The Global Classroom Connect program has attracted American teachers outside of Humboldt County and is seeing participation from around California and several other states. For more information please contact Dr. Colby Smart, Deputy Superintendent at the Humboldt County Office of Education.

CAREER TECHNICAL EDUCATION ADVANCEMENTS

The Humboldt County Office of Education remains steadfast in its commitment to serving the community and county high schools by fortifying Career Technical Education (CTE) programs in our region.

Spearheaded by the Career and College Resources Department and its transformative Education at Work Initiatives, we are dedicated to collaborating closely with students and educators, offering high-quality resources to facilitate exploration and preparation for both careers and post-secondary education.

Our partnerships with more than 100 industry leaders contribute to a diverse array of services, learning opportunities, and work experiences for students, ensuring that Humboldt County students possess the necessary resources for success in their future career pathways.



Community Connections for Career Opportunities



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Education at Work Initiatives represent the next stride in laying a robust foundation for our future workforce, featuring a variety of components.





The Trades Academy facilitates exploration of trades careers through field trips to local trades businesses, guest speakers in high school CTE classes, and offering Virtual Reality Career Exploration to middle and high schools.

We also extend Residential and Commercial Construction CTE pathways to charter schools in Eureka, with plans for county-wide expansion.

For more information or to get involved, contact Jack Sheppard, HCOE CTE Program Manager, at (707) 582-8357 or **jsheppard@hcoe.org**.

CAREER EXPLORATION PROGRAMS

HCOE offers a series of comprehensive 3-4 week programs providing high school students with immersive learning experiences, incorporating career exploration and job shadowing. Additionally, we offer an annual Trades Day in the spring, an internship program, and the Humboldt Hydro Farms career training program.

Trades Day is an event introducing high school youth to industry career opportunities, providing hands-on experiences in construction, design, sub-contracting, heavy equipment, engineering, and other skilled trades.

Our Internship Program places positive

and hard-working high school students in both paid and unpaid internships throughout the community.

Humboldt Hydro Farms stands as a career training program within the Ag/Natural Resources CTE sector. This initiative is meticulously designed to deliver career-related instruction, handson work experiences, research opportunities, and participation in a student-run business for interested Community School and Charter School students.

For more information about these or any of our programs, visit our Career and College Resources page at hccearg/career-college-resources.



Health-Careers Exploration Summer Institute (HESI)

HESI offers students aged 16 and older an opportunity to delve into various healthcare careers through observation in hospital and clinical settings.







Technology Exploration Summer Institute (TESI)

TESI allows students interested in technology to further explore career paths with hands-on work experiences alongside local businesses.





Trades Academy Summer Institute (TASI)

New in 2024, TASI builds on the Trades Academy mission to provide opportunities for students to explore careers in the trades.



TASI
TRADES ACADEMY SUMMER INSTITUTE
an Education @ Work initiative

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Cherry trees blossom in the courtyard of HCOE's Glen Paul School.

STUDENT PROGRAMS & SERVICES

GLEN PAUL SCHOOL

Glen Paul School plays a crucial role in serving 22 out of the 31 school districts in Humboldt County, with a current enrollment of 140 students hailing from various districts across the county. We support 70% of the area districts' extensive support needs students, providing them with access to specialized educational, life skills, and vocational programs.

Unlike schools with open enrollment, districts refer students and families to Glen Paul based on identified support needs and determinations made by Individualized Education Program (IEP) teams.

Our centralized school campus is equipped



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Director of Early Education

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Members of the HCOE Health team work with students in a Glen Paul School classroom.

with nine on-site classrooms, complemented by an additional nine classrooms strategically located on campuses throughout the county. This intentional distribution allows us to maximize accessibility and support for our diverse student population.

At Glen Paul, we take pride in maintaining small class sizes and fostering an environment where our students benefit from personalized attention. Our dedicated team includes educational specialists, speech therapists, occupational therapists, Adapted Physical Education (PE) instructors, and numerous other professionals providing both direct and supplemental services.

This approach ensures that each student receives the tailored support they require, promoting a conducive learning environment for their overall development and success.

COURT AND COMMUNITY SCHOOLS

Humboldt County Office of Education's Court and Community Schools are dedicated to providing specialized educational opportunities to students beyond the confines of a traditional school setting. Our schools cater to a diverse population, serving nearly 400 students annually, spanning from middle school through high school and representing various districts across Humboldt County.

A distinctive feature of our program is the high staff-to-student ratio, ensuring that our team remains attentive to individual student needs. This approach allows us to address the unique barriers to academic success that each student may encounter.

Coast Cross Country League

In the fall of 2023, HCOE's Eureka Community School joined with several other local charter and community schools to form a new cross country league. Scan the QR code to view a video from the first meet in September!





Recognizing the significance of supporting the whole child, Court and Community Schools (CCS) offer a comprehensive array of services. These include social-emotional supports, small group and individual instruction, personal and career guidance, and a culturally rich curriculum. Our commitment to enrichment is evident in programs such as Career Technical Education, covering areas like horticulture, forestry, art-music-entertainment, culinary arts, construction trades, athletics, and computer technology.

CCS places a strong emphasis on creating a trauma-informed school environment. This environment fosters a sense of belonging and community connectedness through the implementation of multi-tiered systems of support. Our goal is to ensure that every student not only receives an education tailored to their unique needs but also feels supported, valued, and part of a community that understands and addresses their individual challenges.

THERAPEUTIC LEARNING CLASSROOMS

The Therapeutic Learning Classrooms (TLCs) program is a collaborative effort between various entities such as the Humboldt Del-Norte SELPA, the Humboldt County Office of Education, school districts within Humboldt County, and individual students and their parents/guardians.

TLCs are specialized classrooms integrated into public school campuses that provide a unique and supportive learning environment. They utilize Social Emotional Learning, which is not only taught explicitly but is also woven into the curriculum. Additionally, the program offers counseling services and behavioral support to assist students in learning and practicing positive coping strategies.

The primary goal of the TLC program is to equip students with new skills and strategies that will empower them to better access their education and successfully transition back to



Lori Lewis of the HCOE Health Team works with a student.

the least restrictive school environment. The TLC classrooms are designed to be safe and nurturing spaces where students can thrive and feel accepted. They aim to create a school-based community that celebrates individual differences and promotes inclusivity.

We are pleased to report that the TLC program has been making a positive impact on our students and the school community. The program is a testament to our commitment to providing tailored support to students and ensuring their well-being and success.

HEALTH TEAM AND LVN'S

The Humboldt County Office of Education Health Team and Glen Paul LVN's are dedicated to supporting diverse students and staff through school health services at districts, charter schools, and within HCOE programs so that students are better able to be healthy and ready to learn. The health service providers include LVN's, Credentialed School Nurses, a School Audiometrist, a Medical Clerk, and a Supervisor of Health. The team provides on-site nursing

services at Glen Paul School.

The itinerant staff within the Health Team travels to schools throughout Humboldt County, actively supporting schools in meeting state mandates for essential school health services. This includes conducting vision and hearing screenings, special education health assessments, as well as providing training and supervision for designated school staff responsible for specialized physical healthcare services.

The Health Team serves as a valuable resource, offering consultation and services to school staff on various health-related matters. This includes guidance on communicable diseases, first aid protocols, implementation of stock epinephrine auto-injector programs, TB assessments, and school immunizations. By addressing these aspects, the team contributes to creating a healthier school environment, ensuring the safety and well-being of students and staff across the county.

SCHOOL-BASED OCCUPATIONAL THERAPISTS

School-based occupational therapy (OT) is a vital service that aims to assist children facing disabilities or challenges in actively participating in school activities and reaching their educational objectives. Service is provided by appropriately certified OTs, who are integral members of the child's education team. OTs collaborate closely with children to enhance a variety of skills, including fine motor skills, sensory processing, self-care, social skills, executive functioning, and handwriting.

In addition to working directly with students, OTs play a collaborative role, engaging with teachers, parents, and other professionals. This collaboration extends to providing consultation, training, and resources to both school staff and families, fostering a supportive environment that enhances students' success and independence

throughout the school setting.

The significance of school-based OT lies in its ability to help students achieve academic, social, and personal goals, ultimately preparing them for future occupations. At HCOE, we are proud to have a dedicated team of three occupational therapists currently serving 189 students in 55 schools across 28 districts in Humboldt County. This commitment underscores our focus on ensuring that every student receives the necessary support to thrive academically and develop essential life skills.

SCHOOL PSYCHOLOGISTS: SHAPING SUPPORTIVE EDUCATIONAL ENVIRONMENTS

One of the many ways that HCOE endeavors to support Local Educational Agencies is by providing services from our team of School Psychologists. HCOE School Psychologists support districts in many ways, including completing comprehensive assessments, providing support related to Special Education laws and regulations, as well as being a resource for parents and staff related to questions pertaining to student learning, social emotional functioning and behavior. HCOE School Psychologists support more than 30 districts and charter schools within Humboldt County, completing hundreds of assessments per year. In addition to supporting districts, they support HCOE programs such as Special



The HCOE School Psychologist team

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A child plays in the playground of our new Redwood Learners Preschool location at the Franklin campus.

Beginnings, Glen Paul and Court and Community Schools. Additionally, our School Psychologist team provides trainings for district staff (such as Crisis Prevention and Intervention training).

Even amidst resource constraints, our dedication to comprehensive evaluations remains unwavering. We prioritize meeting mandated Individualized Education Program (IEP) timelines, ensuring that every child receives the support they need precisely when they need it. Our team is steadfast in its commitment to contributing to the success and well-being of all students.

EARLY START

This past year the Special Beginnings Birthto-Three program operated four regionalized classroom programs for children with autism. Parent engagement activities were provided through the classroom services, including playgroups and parent education. The itinerant infant program served students and families from Redway to Hoopa. This year, the program is branching out to offer speech groupings and expanding itinerant teacher services.

SPECIAL BEGINNINGS PRESCHOOL

The Special Beginnings preschool program (ages 3-5) oversees three Special Day Classrooms, two Integrated Classrooms, and has Itinerant Teachers serving students in their homes and community settings across the county.

Special Beginnings is excited to announce the opening of Redwood Learners Preschool in Eureka on the Franklin Campus. Redwood Learners is an inclusive, state-run general education preschool that serves both typically developing children and those with special needs. The program is co-taught by an Early Childhood Educator and an Education Specialist in order to meet the needs of all students. This program is



Then-board president Sheila Rocker-Heppe cuts the ribbon at a ceremony commemorating the installation of the mural.

just one of the many ways the County Office is working to support student access to inclusive opportunities in our community.

In order to support this new preschool program on the Franklin campus, the Early Education department worked with renowned consultant, Lisa Daly, to create a naturalistic outdoor play space. Naturalistic play spaces have recently seen a big push in early childhood education.



A child plays in Redwood Learners' new playground in front of the mural, which was created by HCOE's Emily Reinhart.

Materials such as wood, metal, shells etc., were carefully selected and the space was designed with defined zones to support gross motor skills, music, art, dramatic play, sensory, and safety learning, to name a few. We are grateful to artist and designer Emily Reinhart and students from the Eureka Community School for their work creating this mural. This work of art depicts the beauty and diversity found in Humboldt County.



LOCAL CHILDCARE PLANNING COUNCIL

During the 2022-2023 academic year, the Local Child Care Planning Council supported 44 individual early childhood educators and seven early childhood programs through Quality Counts Humboldt. The LPC embarked on leading a diverse group of dedicated professionals to begin the process of planning for a mixed delivery system of care for 3- and 4-year-old children within the county.



California Preschool Instructional Network

CALIFORNIA PRESCHOOL INSTRUCTIONAL NETWORK (CPIN)

This year CPIN partnered with the Transitional Kindergarten program manager to coordinate materials on important state information regarding TK implementation. In addition, CPIN collaborated with the TK program manager in coordinating topics for trainings that can benefit TK staff.

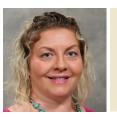


The HCOE HR team, left to right: Nancy Taylor, Ariel Aaron, Kristen Webb, Marika Myrick, Bailey Johnson, Katrina Tritten and Nick Baer.

HUMAN RESOURCES

Whether you're currently engaged in education or considering a career within school settings, HCOE's Human Resources (HR) department is here to assist. Beyond the roles of teachers and paraeducators, school districts provide a myriad of behind-the-scenes positions, including clerical, fiscal, food service workers, school bus drivers, and more!

Our Credentialing team recently launched the highly successful Substitute Consortium, addressing a critical need in the county by centralizing the hiring process for substitute teachers. This initiative enables substitutes to work across 46 districts and charter schools,



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creating valuable employment opportunities for the community.

HCOE takes pride in acknowledging the dedicated employees of our districts through initiatives like the Excellence in Teaching and Classified Employee of the Year awards. We are dedicated to supporting the diverse career paths within the realm of education.



TRANSPORTATION SERVICES

The HCOE Transportation Department provides home-to-school transportation for about one hundred special needs students, within nine different districts throughout Humboldt County. We have 12 buses and eight bus routes, with a team of school bus drivers, dispatchers, and driver trainers. We provide a customized service for each of our students and parents throughout Humboldt County with the utmost safety in mind. We also provide transportation for field trips for the teachers of our programs and program partners.

HCOE has a white fleet of 56 vehicles that support HCOE staff in their daily travel for work duties, such as home visits, other school sites, etc., a small fleet of pickups and vans serve our maintenance department here at HCOE. With





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the environment in mind, we are in the process of transitioning our fleet to utilize as many hybrid vehicles as possible.

BUSINESS SERVICES

HCOE's business office strives for and takes pride in our outstanding customer service and support for both our internal departments and the 31 school districts and 15 charter schools in Humboldt County. We are committed to accuracy, being knowledgeable in all areas of school finance and continuous improvement.

Our business office has 25 staff members, which include a Director of Fiscal Services and three managers over the three major areas of our responsibilities: Internal Business Services, Accounting/Payroll, and External Business Services.

The business office is responsible for the fiscal oversight of local school districts and HCOE-sponsored charter schools to ensure their fiscal stability by reviewing and responding to their budget adoption and interim reports, and maintaining the payroll and accounts payable review and approval systems.

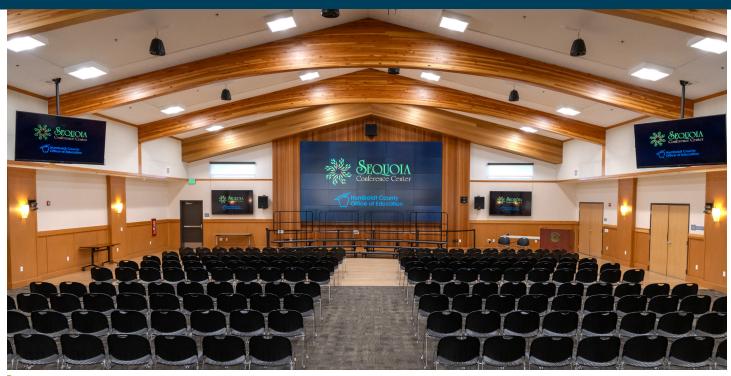


Angela West
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HCOE's business office also provides direct services to our small school districts by processing their payroll, accounts payable, and preparing their budget. To ensure all school districts and charter schools within the county are trained in all aspects of school finance we provide workshops and labs in all areas of school finance and develop tools and procedures to guide our district and charters.

To encourage communication and information sharing between HCOE and the districts and charters we have quarterly Business Information Group (BIG) meetings and host listservs for Business User Group (BUG) and Payroll User Group (PUG).

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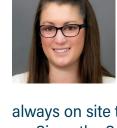


The Sequoia Conference Center hosts a wide variety of events, from professional development conferences to non-profit fundraisers.

SEQUOIA CONFERENCE CENTER

The Humboldt County Office of Education is home to the Sequoia Conference Center, a 9,300 square foot facility that hosts a wide range of events from professional development for educators, to student events and celebrations, as well as non-profit fundraisers.

We pride ourselves in our relationships with other local organizations and our focus on hospitality. We have state-of-the-art technology that makes hybrid events easy for all participants and a knowledgeable and friendly staff that are



Amanda Moxon Sequoia Conference Center Manager 707-445-7027 info@sequoiacenter.net

always on site to help.

Since the Sequoia Center was established in 2015 it has become a highly sought-after venue within the community and a great place to hold many annual student events.





Humboldt County Office of Education Equity Statement

HCOE is committed to equity, diversity, inclusion and belonging. We believe that the circumstances children are born into should not predict their access to the resources and rigor necessary for success. We strive to create a work environment and schools that cultivate a sense of belonging; grounded in safety, dignity and respect. We are committed to building a culture of connectedness, allowing us to grow and learn better together.

We see and celebrate the range of human differences as a source of strength. We welcome the unique contributions that each person brings. We recognize that inequitable systemic barriers exist, and that our work, individually and collectively, is to eliminate these opportunity gaps that result in disparate educational outcomes for our most vulnerable students. We accept that our equity work is a journey and not a destination.



Revised May 2024 • v1.1