

MANCHESTER'S EQUITY IMPERATIVE

MANCHESTER SCHOOL DISTRICT/MANCHESTER PROUD – CHIEF EQUITY OFFICER SEARCH

February, 2021

Hiring Manchester School District's new Chief Equity Officer and enabling the success of our Equity Imperative are among our community's highest priorities. For nearly three years, our District's leaders, Board of School Committee, and [Manchester Proud](#), have collaborated to grow community engagement in our schools and create a community-driven Plan for their future. Along the way, the essential need for Equity has become central to our work.

Manchester School District's new strategic plan, [Our Community's Plan for Manchester's Future of Learning: Excellence and Equity for All Learners](#), has been built by our community on a foundation of Equity. It calls for a systemic focus on "structures and practices that break down barriers to a truly equitable and inclusive school district". It acknowledges that our shared goal of exceptional public schools will never be realized unless and until we equitably support the success of EVERY learner.

In spite of the challenges of COVID-19, remarkable progress continues on the implementation of our Plan. This is a powerful demonstration of our shared commitment to Equity and a hopeful predictor of the success of our new Chief Equity Officer. Here are some highlights of current and emerging Equity advancements toward each of the Plan's three over-arching goals:

Goal One: Grow Our Learners

- Our District is redoing its course catalog to represent greater cultural and racial awareness
- Simultaneously, it is evaluating graduation credits to increase requirements, align with the Plan's Graduate Profile, and reflect high expectations for all students
- Policies are being developed to eliminate Leveling and provide teachers and students with the supports needed to optimize opportunities for all students
- Comprehensive guidance policies are being recreated to enable career pathways for all students
- And, our District is about to review disciplinary policies and procedures for fairness and focus on prevention

Goal Two: Grow Our Educators

- Our Superintendent has hired three Network Directors to implement a coherent system of supports for principals and teachers, building capacity and promoting consistency throughout the District
- Professional Development has been expanded, including greater focus on inclusive, equitable practices and cultural responsiveness

Goal Three: Grow Our System

- Our Board of School Committee has pledged to promote diversity and inclusion and has held an Equity Workshop to sharpen its focus and define specific Equity goals
- And, Manchester Proud has assembled a team of local and national experts to build a system-wide network of school-community partnerships, coordinating the utilization of community resources to best serve ALL students

However, much remains to be done. Every day this work evolves, we learn, and our conviction that Equity must be among our most urgent priorities is validated. We believe that now is the time for us to face the challenge of creating more equitable schools, as the centers of a more equitable community, and we are eager for the leadership of our new Chief Equity Officer. Our commitment to Equity is actuated by our fundamental belief that **every student in our District is deserving of equitable supports and opportunities to build happy and healthy futures - futures with better social and economic outcomes for them, and consequently for our entire community.**

*Manchester Proud is our City's first ever community-wide movement to build lasting understanding, engagement, and support for Manchester's public schools. Since our founding in 2018, more than 10,000 teachers, parents, students, community leaders, and residents have joined us, creating a shared vision and strategic plan for the future of our schools. As a result of this progress, which was unimaginable just a short while ago, expectations are raised and hope is rekindled. **Now is the time for change!** Visit us at www.manchesterproud.org*

Learn more about the many extraordinary attributes of Manchester, New Hampshire, by reading our Chamber's most recent Manchester Magazine, the area's regional tourism and relocation guidebook:
https://issuu.com/mcleancommunications/docs/manchester_magazine_2021