

ABINGTON SCHOOL DISTRICT
ABINGTON, PENNSYLVANIA

SUPERINTENDENT'S
ADMINISTRATIVE PROCEDURE

REGARDING: **Equitable Practices**

Section: **Superintendent's
Committees**

Effective Date: August 26, 2020

Reissued: NEW

See Also:

BACKGROUND:

Abington School District's mission statement notes that:

Building upon the historical and culturally diverse roots of our community and its proud traditions, and recognizing the uniqueness of each student, the Abington School District promotes excellence as our standard and achievement as the result.

Further, as reflected in the 2019-2022 District Comprehensive Plan, shared values for the school district include:

- 1. Public education, providing opportunities for all children, is the cornerstone of American society and essential to the future of our country.*
- 2. Diversity is a strength and an asset.*
- 3. Everyone can learn and learning is accomplished in different ways and at different rates.*
- 4. Every individual has equal human value.*
- 5. A secure and safe environment and peaceful conflict resolution are essential to learning and to society.*
- 6. The commitment to excellence is essential and worth the effort.*
- 7. A quality school district requires the allocation of appropriate resources.*
- 8. Successful individuals and institutions actively engage in the process of reflection and improvement.*
- 9. Shared decision making and active participation strengthen organizations and communities.*
- 10. The involvement of each school family and every member of the community is essential to the educational process.*
- 11. Every individual needs to be prepared to function in a global society.*

As highlighted in both the mission statement and in the shared values, it is a commitment of Abington School District to serve all children well. An example of this commitment is the school district's 2004 implementation of the Opportunities to Learn (OTL) initiative. Through OTL, Abington School District made a dedicated effort to narrow achievement gaps by increasing the participation of minority students in the gifted program and honors and advanced placement classes, increasing the inclusion of special education students in the general education program, and increasing opportunities for student support and mentoring. Building upon this successful initiative and with a desire to progress in the area of equitable practices, in November 2019, the position of District Equity Officer was established. A primary task of the District Equity Officer is to facilitate further implementation of equitable practices through collaboration with stakeholders across the school district.

Committee Charge

The Superintendent's Committee for Equitable Practices is established to make recommendations with regard to Equitable Practices in the Abington School District. In the formulation of its recommendations, the committee is directed to conduct the following action steps with stakeholder feedback:

1. Identify and understand district demographics
2. Analyze data (disaggregated when available)
3. Define equity and recommend a vision for equity for Abington School District
4. Analyze District policies and practices within an equity lens and establish recommendations for revision as appropriate
5. Develop and recommend an equity action plan and policy for the school district

To achieve these action steps, the committee will review data regarding the following:

1. Curriculum
2. Discipline
3. Academic Achievement
4. Human Resources
5. Opportunity and Access
6. Professional Development
7. Communication and Family Engagement
8. School Climate

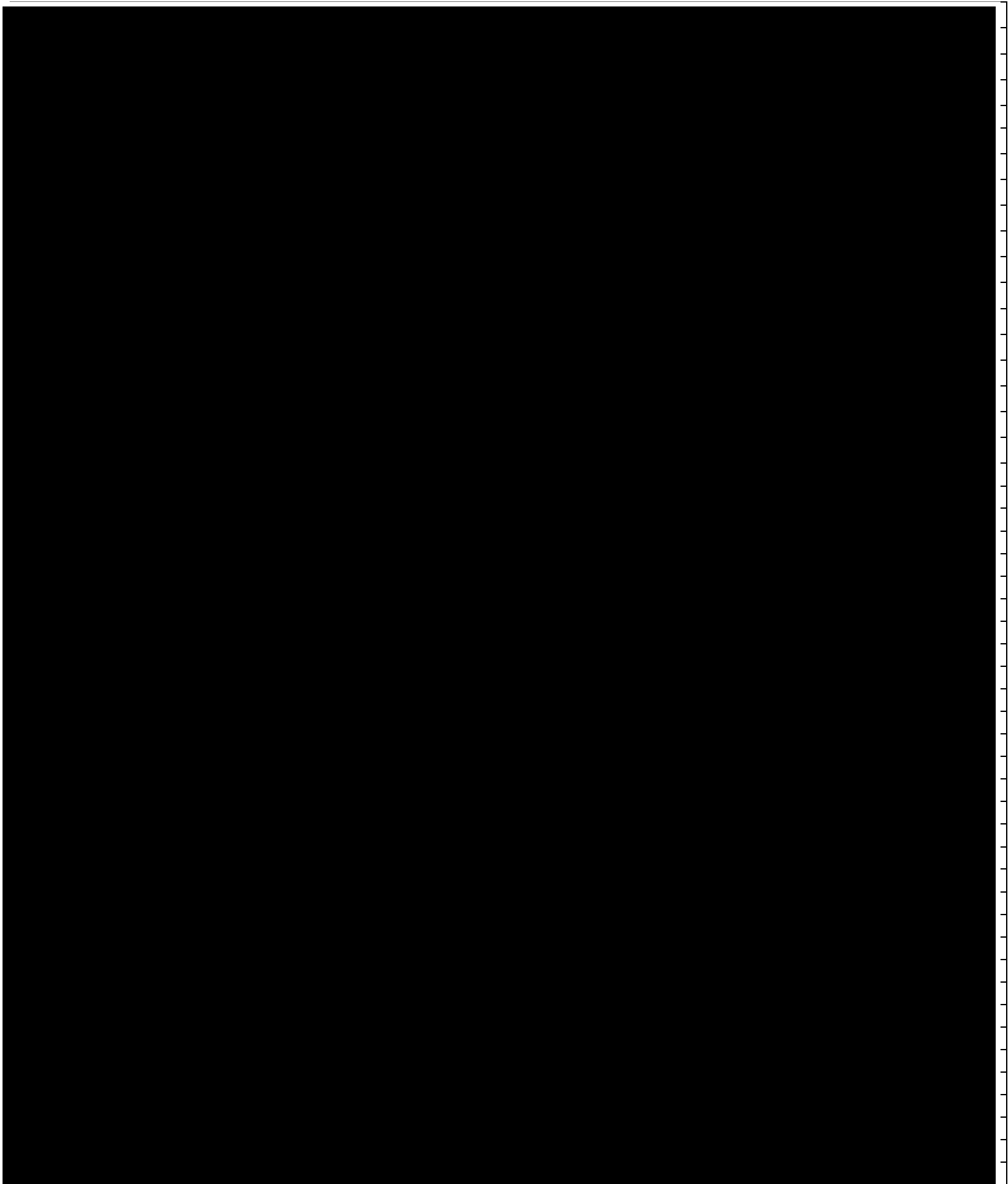
Committee Membership

Kristopher Brown	Chair, District Equity Officer	Administration
Jeffrey Fecher	Superintendent of Schools	Administration
James Melchor	Assistant Superintendent	Administration
Allie Artur	Communications Coordinator	Administration
Stephanie Viola	Assistant Director of Elementary Teaching and Learning	Administration
Toni Butz	Director of Teaching and Learning	Administration
Laura Enama	Assistant Director of Secondary Teaching and Learning	Administration
Susanne Alfonso	Director of Human Resources	Administration
Judy Bomze	Director of Student Services	Administration
Marie Capitolo	Assistant Director of Student Services	Administration
Matthew Harris	Supervisor of Fine Arts	Administration
Paula Hairston	Administrative Assistant	Administration
Angelo Berrios	Principal	Senior High School
Bradley Palmer	Assistant Principal	Senior High School
Cosimo Fiorino	Assistant Principal	Senior High School
Ernest Johnson	Assistant Principal	Senior High School
LaVonda Daniels	Assistant Principal	Senior and Junior High School



Tomea Sippio-Smith		
Daniel File	Principal	Junior High School
Ronald Brison	Assistant Principal	Junior High School







Damon Jordan	Principal	Willow Hill Elementary
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Margot Clark	NAACP	
Kelley Warner	Abington Township Police Department	
Drew Kent	Abington Township Police Department	