

OCS Equity Plan

What is Equity in OCS

Orange County Schools defines equity as an interruption of systems, structures, policies, and practices which privilege some students while discriminating against other students.

Equity:

- Goes beyond formal equality to fostering a barrier-free environment where all students have the opportunity to benefit equally in order to succeed and thrive.
- Is applicable to race, class, sexual orientation, gender identity and expression, religious/faith tradition, family structure, geographic origin, and ability/disability
- Requires every adult to recognize the uniqueness of each student, their individual strengths and needs, and to treat every student as capable of success
- Disrupt systems by challenging and countering bias and unfair and inequitable policies and practices
- Call for continual self-reflection of our own practices and how they impact student outcomes

Literacy

Across a 7 year trend, of state testing data, in Orange County Schools:

- The North Carolina End of Grade scores of Black, Hispanic, Students with Disabilities, Economically Disadvantaged, English Language Learners, Students in Foster Care and Students who are Homeless are consistently below the 40th percentile in Reading and below the 50th percentile in Math
- The scores for Students with Disabilities have consistently been the lowest of the student groups
- Although achievement for all students has been flat, Orange County Schools White, Economically Advantaged students outperform similar students in many districts across the state.

OCS Equity Framework





OCS Equity Goals

Goal 1: Identify and eliminate academic disparities and inequities in access to and success in programs and opportunities (***The Educational Experience***)

Goal 2: Create safe, inclusive, racially, culturally and linguistically affirming and relevant spaces and experiences (***The Educational Experience***)

Goal 3: Build the equity leadership capacity of district leaders, administrators, teachers, staff, and the OCS School Board by developing equity-oriented leadership skills, mindsets, and knowledge (***Equity Embedded Leadership***)

Goal 4: Recruit, hire, support, and retain a staff that reflect the diversity of the district and mirrors the demographics of the OCS student population (***Equity Guided Decision Making***)

Goal 5: Make decisions, draft policies and allocate and utilize resources that are aligned to the district Equity Policy. Assess the racial and equity impact of decisions, policies, and resource allocation and identify strategies to address inequities (***Equity Guided Decision Making***)

Goal 6: Engage staff, students, families, and the entire community in developing, cultivating and sustaining a culture of equity (***Collective Responsibility***)