

Orange County Schools Board of Education
[Resolution for the Board's Next Steps towards Equity in Education in OCS](#)

Resolution Item	Contact/ Lead(s)	Status (In process; Completed; Not Started)
<p>Item 1. As a body, attend racial equity training to work through how we govern in a district that has disparate educational outcomes along the lines of race and socioeconomic status and purposefully work together to decrease achievement and opportunity gaps.</p>	<ul style="list-style-type: none"> ● OCS School Board Chair ● Dr. Monique Felder, Superintendent ● Dr. Dena Keeling, Chief Equity Officer 	<p style="text-align: center;">In process</p>
<p>Item 2. Continue to evaluate the effectiveness of remote/hybrid/in-person learning with an equity lens and direct staff to take action to eliminate inequities in access, experience, and outcomes</p>	<ul style="list-style-type: none"> ● Dr. Monique Felder, Superintendent ● Dr. Kathleen Dawson, Deputy Superintendent ● Dr. Chris Gammon, Executive Director of Curriculum and Instruction ● Todd Jones, Chief Technology Officer ● Dr. Dena Keeling, Chief Equity Officer ● Connie Crimmins, Director of Exceptional Children 	<p style="text-align: center;">In process/Ongoing</p>
<p>Item 3: Ensure that the district sets measurable goals for student growth and achievement that align with our equity goals and regularly monitors progress.</p>	<ul style="list-style-type: none"> ● Dr. Monique Felder, Superintendent ● Dr. Kathleen Dawson, Deputy Superintendent ● Dr. Chris Gammon, Executive Director of Curriculum and Instruction ● Dr. Dena Keeling, Chief Equity Officer ● Connie Crimmins, Director of 	<p style="text-align: center;">In process/Ongoing</p>

	Exceptional Children	
Item 4. Ensure that the district creates a yearly equity plan	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent • Dr. Dena Keeling, Chief Equity Officer 	In process
Item 5. Ensure that an overarching equity focus is integrated into the district's next strategic plan, naming actionable steps to work towards changing disparate outcomes and experiences in the school district and including performance metrics to evaluate progress.	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent • Dr. Kathleen Dawson, Deputy Superintendent 	In process
Item 6. Work through the board's Community Engagement Committee to identify and address gaps in the Board's communication, as a governing body, with various stakeholder groups, such as Latinx and Spanish speaking families, and Black and Indigenous families, and re-engage with the district's Equity Task Force in their advisory capacity to the board	<ul style="list-style-type: none"> • Board Community Engagement Committee Chair • Dr. Monique Felder, Superintendent • Melany Stowe, Public Information and Community Engagement Officer • Dr. Dena Keeling, Chief Equity Officer 	In process/Ongoing
Item 7. Begin a full equity audit of the Board's policy manual.	<ul style="list-style-type: none"> • OCS Board Policy Committee • Dr. Monique Felder, Superintendent • Teresa Cunningham-Brown, Chief Human Resources Officer • Dr. Dena Keeling, Chief Equity Officer • Melany Stowe, Public Information and Community Engagement Officer 	In process
Item 8. Begin a full equity review of district resource allocation.	<ul style="list-style-type: none"> • OCS Board Budget Committee • Dr. Monique Felder, Superintendent 	In process

	<ul style="list-style-type: none"> • Rhonda Rath, Chief Financial Officer • Dr. Dena Keeling, Chief Equity Officer 	
Item 9. Provide district-wide equity training on implicit bias, culturally responsive teaching strategies, and effective communication and family engagement.	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent • Dr. Dena Keeling, Chief Equity Officer 	In process
Item 10. Hereby declare Juneteenth a paid holiday in Orange County Schools.	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent • Rhonda Rath, Chief Financial Officer • Teresa Cunningham-Brown, Chief Human Resources Officer • Jason Johnson, Executive Director of Student Support and School Improvement 	Completed
Item 11. Review the names of buildings in our district to examine their origin and compliance with Policy 1030.	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent • Dr. Dena Keeling, Chief Equity Officer 	Completed
Item 12. Ensure that OCS is continuing to take steps to practice multicultural and culturally responsive pedagogy and implement curricula that include an accurate representation of perspectives.	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent • Dr. Kathleen Dawson, Deputy Superintendent • Dr. Dena Keeling, Chief Equity Officer • Dr. Chris Gammon, Executive Director of Curriculum and Instruction • Connie Crimmins, Director of Exceptional Children 	Not started
Item 13. Analyze access barriers to programs and opportunities within OCS that have a	<ul style="list-style-type: none"> • Dr. Monique Felder, Superintendent 	In process

<p>disproportionate representation of students along racial or socioeconomic lines, and determine how the Board can support equitable access to these opportunities.</p>	<ul style="list-style-type: none"> ● Dr. Kathleen Dawson, Deputy Superintendent ● Dr. Dena Keeling, Chief Equity Officer ● Dr. Chris Gammon, Executive Director of Curriculum and Instruction ● Jason Johnson, Executive Director of Student Support and School Improvement ● Connie Crimmins, Director of Exceptional Children 	
<p>Item 14. Create and support a task force in the district to assess school discipline, that will provide feedback to the Board of Education, including recommendations about the use of in-school and out-of-school suspensions, referrals to justice programs, and the use of School Resource Officers, as requested by students and community members.</p>	<ul style="list-style-type: none"> ● Dr. Monique Felder, Superintendent ● Sherita Cobb, Director of Student Support ● Jason Johnson, Executive Director of Student Support and School Improvement ● Dr. Dena Keeling, Chief Equity Officer 	<p>In process</p>
<p>Item 15. Recognize the phrase Black Lives Matter not as a partisan or political statement, but as an affirmation of the inherent value of the lives of our Black students, staff, and community members - and affirm that Black Lives Matter.</p>	<ul style="list-style-type: none"> ● Dr. Monique Felder, Superintendent ● Dr. Dena Keeling, Chief Equity Officer 	<p>Ongoing</p>