



Orange County Schools

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Orange County Board of Education

Resolution for the Board's Next Steps towards Equity in Education in OCS

WHEREAS, Orange County Schools acknowledges persistent racial intolerance, inequities and academic disparities in our district as defined by Policy 1030; and

WHEREAS, Policy 1030 states that Orange County Schools will take active measures to:

- a. Develop and promote a culture of high expectations for all students;
- b. Identify and eliminate inequities in access to opportunities;
- c. Continuously raise the level of achievement for all students while eliminating academic disparities;
- d. Ensure that personal characteristics (real or perceived) will not predict any individual's educational outcomes;
- e. Recognize and aggressively address opportunity gaps;
- f. Actively recruit, support, and retain a diverse workforce;
- g. Actively train and support all administrators, teachers, and staff in implementing this policy including creating culturally affirming and relevant classrooms and schools;
- h. Engage with staff, students, parents/guardians, and the entire community to build and sustain a culture emblematic of the ideals of this Equity Policy;
- i. Equitably allocate resources to accomplish these goals; and

WHEREAS, we acknowledge that students, families and staff have not always felt safe speaking out about race related issues and racially charged incidents in OCS; and

WHEREAS, we must continue to place value on building a culture dedicated to truth and respect for each person's lived experience; and

WHEREAS, the COVID-19 pandemic is also impacting families in disparate ways along lines of race and income, and this could amplify existing educational disparities and put at risk our forward momentum as a district with a named commitment to equity in education;

NOW THEREFORE, we, the Orange County Board of Education, resolve to do the following during the 2020/2021 school year:

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.
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.

3. Ensure that the district creates a yearly equity plan.
4. 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.
5. 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.
6. Begin a full equity audit of the Board's policy manual.
7. Begin a full equity review of district resource allocation.
8. Provide district-wide equity training on implicit bias, culturally responsive teaching strategies, and effective communication and family engagement.
9. Hereby declare Juneteenth a paid holiday in Orange County Schools.
10. Review the names of buildings in our district to examine their origin and compliance with Policy 1030.
11. 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.
12. Analyze access barriers to programs and opportunities within OCS that have a disproportionate representation of students along racial or socioeconomic lines, and determine how the Board can support equitable access to these opportunities.
13. 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.
14. 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.

Adopted this 14th day of September, 2020 by vote of the Orange County Board of Education.

Hillary MacKenzie
Chair, Orange County Board of Education

Monique Felder, Ph.D.
Superintendent, Orange County Schools