
Equity Task Force OCS Board of Education Roundtable Discussion

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ENGAGE. CHALLENGE. INSPIRE.

OCS Strategic Plan

Strategic Plan 2021-26 Priorities

EQUITY

PRIORITY 1: Teaching Tomorrow's Leaders

PRIORITY 2: Excellence and Efficiency

PRIORITY 3: Exemplary Staff

PRIORITY 4: Empowering Culture



Strategic Plan 2021-26 Priorities

EQUITY

PRIORITY 1:

Teaching Tomorrow's Leaders

Goal I: By 2026, at least 65% of OCS students will achieve grade level proficiency.

Goal II: By 2026, at least 90% of OCS schools will meet or exceed growth as measured by the state model.

Goal III: By 2026, the OCS 4-year cohort graduation rate will be at least 92%.



Strategic Plan 2021-26 Priorities

EQUITY

PRIORITY 4:

Empowering Culture

Goal I: By June 2026, OCS will decrease the overall number of out-of-school suspensions in all subgroups by 10% annually.

Goal II: By June 2026, OCS will address attendance by reducing the district chronic absenteeism rate from 21.83% to 19% as a way to improve student readiness, engagement, and academic outcomes by resolving a significant barrier to student learning.

Goal III: By June 2026, OCS will implement and maintain ongoing, effective, and meaningful engagement methods to strengthen communication and relationships between schools, families, and the community.



Purpose

A large, faint, light blue watermark logo is centered on the right side of the page. It depicts a graduation cap (mortarboard) with a tassel, positioned above a stylized building with a central tower and two side wings. The entire logo is set within a large, light blue circular shape.

Equity Task Force

Policy Code: 1030 Equity in Education

A. Definition of Equity

The concept of educational equity goes beyond formal equality to fostering a barrier-free environment where all students, regardless of their race, class, or other personal characteristics, have the opportunity to benefit equally in order to succeed and thrive.

An emphasis on equity calls on every adult to treat every student as capable of success and recognizes the uniqueness and strengths of each student allowing for differences in time, attention, instruction, and support to ensure that all students can succeed academically and participate responsibly in our community.



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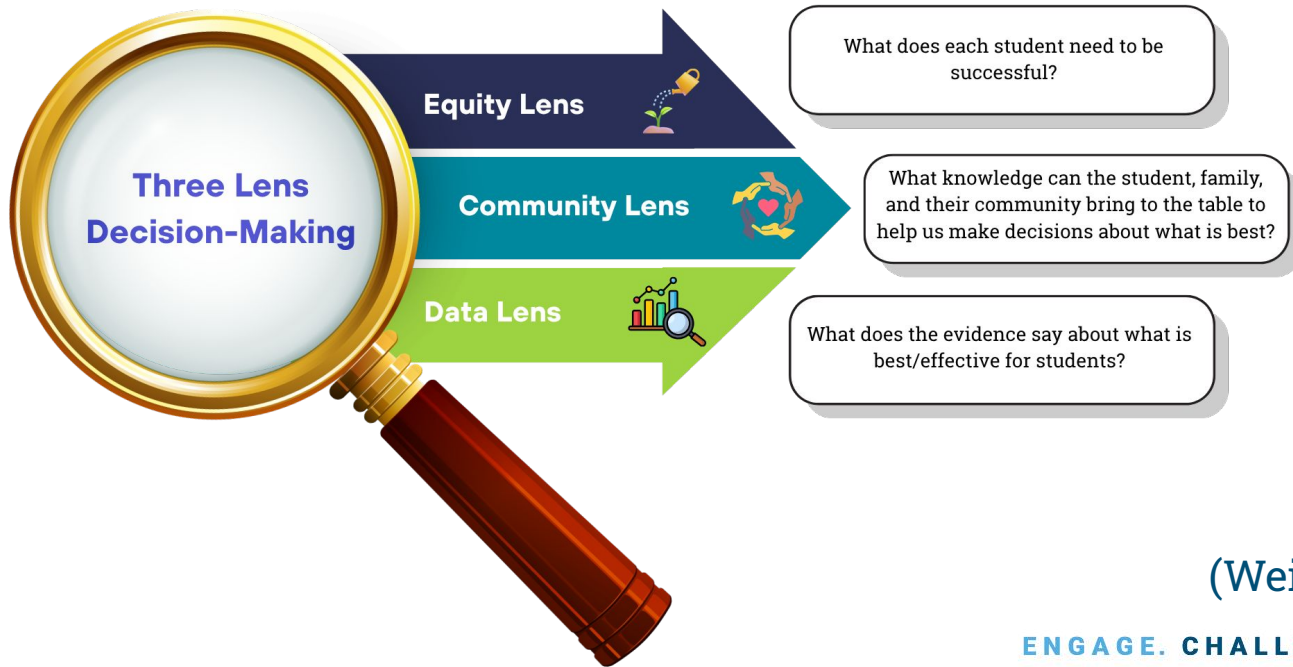
Equity is an interruption of systems, structures, policies, and practices which privilege some students while discriminating against other students. Strategies that promote equity are intended to ensure fairness by the following:

1. Countering biased behaviors that cause harm to specific groups.
2. Countering unfair policies, programs, and practices that consistently result in negative outcomes for groups who are disadvantaged by these actions.
3. Negotiating, re-allocating, and sometimes re-imagining resources, opportunities, and supports when equal distribution of these things (one size fits all) results in inequitable outcomes that do not adequately meet specific needs and interests of all groups of students.



Making Decisions with Three Lenses

OCS cares deeply about all of its students and families and wants them to thrive in schools. OCS is committed to do what is best for each and every one of them. To determine what is best, the Equity and Student Achievement Team and Equity Task Force applies three lenses:



(Weiler, 2025)

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Equity Task Force

Core Values and Objectives

- Ensure access to high quality (evidence-based) teaching and learning opportunities for every single student.
- Facilitate a culture of belonging by ensuring everyone feels valued, validated, and safe.
- Identify and address academic disparities and inequities in access to and success in programs and opportunities.
- Authentic family and community engagement and collaboration towards a culture of equity and excellence.



Task Force Initiatives

Equity Task Force Initiatives

2025-26 School Year

- Review of State Accountability Data results to explain how high quality (evidence-based) teaching and learning is measured
- Strategic Plan Pillar 2 rewrite utilizing the state Strategic Plan & feedback from:
 - Teachers & administrators
 - Community members
 - Students
 - Equity Task Force members
- Student Roundtables with Cedar Ridge and Orange High School students



Next Steps



Equity Task Force Next Steps

2026-27 School Year

Continued Support for Pillar 2 of the Strategic Plan:

- Aligned community resources and collaboration with community agencies
- Student mental health
- Chronic absenteeism
- Continued opportunities for receiving and acting upon student voice
- Ongoing feedback and discourse regarding student discipline in the continued effort to decrease the number of out-of-school suspensions







Orange County Schools

NORTH CAROLINA

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