

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
<b>K-12 Curriculum that provides students with knowledge, skills, and awareness of race, racism, equity, and inclusion</b>	Develop K-12 equity and inclusion competencies.	Implement equity and inclusion competencies.	Review impact of implementation of equity and inclusion curriculum and offer PD to address issues identified in the review.	Provide professional development to address areas identified in 2021-22 and develop assessment program to determine student growth on equity and inclusion competencies.	Conduct comprehensive assessment of equity and inclusion curriculum and use findings to guide development of goals for 2024-2029 strategic plan.	By 2024, K-12 curriculum will be inclusive with respect to content and student experience, embracing and affirming all social identities among students and staff.
<b>Equitable and inclusive school climate</b>  <b>Developing Staff</b>	Develop specific strategies and partnerships to recruit, hire, and retain diverse staff at all levels and roles. Include goals for hiring over next four years.  Develop retention strategies to retain recently hired diverse staff member.	Implement recruitment and hiring plan developed in year one.  Research school districts in which diversity is supported	Develop retention strategies to retain recently hired diverse staff members.  Customize to OR retention practices.	Review hiring process and modify strategies to better promote diverse applicants.  Partner with UNH and Town of Durham to develop joint effort.	Conduct comprehensive assessment of hiring efforts.	By 2024, the ORCSD will have increased staff diversity while assuring a welcoming, inclusive environment free of harassment and discrimination.  While assuring a welcoming, inclusive environment free of harassment and discrimination.
<b>Using Restorative Justice Techniques</b>		Explore restorative practices as a tool to address disciplinary issues within the school community.	Begin implementation of restorative practices.	Review restorative justice practices and make adjustments as needed.	Restorative Justice initiative and set goals for next five years.	By 2024, the ORCSD will have the tools in place so that students and staff can respond appropriately and supportively to incidents of harassment or discrimination.
<b>Equitable and Inclusive Co-curricular and Extra-curricular Programs</b>	Conduct a review of current extra-curricular and co-curricular activities and organizations to identify areas in need of growth in order to provide an equitable and inclusive experience for all.  Provide PD to advisors and coaches to create more equitable and inclusive programs.	Create assessment tools used by organizations and teams to assess student experience relative to equity and inclusion.  Continue to provide PD to advisors and coaches on providing equitable and inclusive environments.	Implement use of assessment tool developed in 2020-21 in all extra-curricular and co-curricular activities.  Review data gathered and make adjustments to programs to provide a more fully inclusive environment for all students and staff.	Implement goals established in 2021-22.	Conduct comprehensive assessment of co-curricular activities to determine success in creating inclusive and welcoming programs, including athletics; set goals for next five years based on assessment of co-curricular activities.	By 2024, all extra-curricular and co-curricular activities will offer equitable and inclusive experiences for all students and staff.
<b>Family and Community Engagement on Equity and Inclusion</b>	Create a Family and Community Engagement Advisory Group to set goals and design program activities.	Implement the goals for Family and Community Engagement established in 2019-20.	Implement goals set in 2020-21 to promote community and family engagement.	Community and family engagement goals at the district and building levels will be implemented.  The Advisory Group will review progress to date and make recommendations.	Conduct a comprehensive assessment of family and community engagement and set goals for 2024-29 strategic planning.	By 2024, ORCSD will continuously engage with Durham, Lee, and Madbury residents to assure understanding and support for Equity and Inclusion goals.