

# **Plan for Access and Success for All**

**Oakwood Schools  
October 2021**

# **Vision Statement**

Oakwood Schools envisions an educational environment where all students feel safe, valued, seen and heard.

# **Mission Statement**

To create an environment where all students experience access to opportunities and success regardless of age, sex, race, ethnicity, nationality, religion, ability, primary language, socioeconomic status, family structure, gender identity, sexual orientation or other identities.

To embrace policies, practices and procedures reflective of our collective culture, our curriculum and our Oakwood community to reinforce and support all students.

# Guiding Principles

Oakwood Schools is committed to being a district where all students have access and opportunity to succeed. We believe this commitment is best achieved and maintained by **doing** the following:

- Serving *all* students;
- Preparing students to live in a diverse world;
- Ensuring students receive fair treatment at school;
- Ensuring no students are bullied because of who they are;
- Ensuring students feel good about their backgrounds and themselves;
- Ensuring students see themselves reflected in what they are taught at school;
- Teaching students knowledge and skills based on Ohio's Learning Standards;
- Empowering students to act in ways that make the world a better place.

# Culture

## Beliefs

- We believe in meeting the needs of growing and underrepresented populations by valuing and supporting the cultures, languages and experiences of our Oakwood community.
- We believe in policies, procedures, practices and professional development to support the District's vision of access and success for all.
- We believe in promoting safety, positive self-esteem, self-discipline, inclusion and mutual respect.
- We believe in intentionally recruiting and retaining underrepresented and culturally affirming faculty and staff.
- We believe in access and opportunity for all.

# Culture

## Belief Statement #1

**We believe in meeting the needs of growing and underrepresented populations by valuing and supporting the cultures, languages and experiences of our Oakwood community.**

## Actions

- *Create and publish a “shared language” document.*
- *Review discipline, attendance, honors placement and other student data for disparities.*
- *Create, review and update purpose statements for building and district-level organizations and clubs.*
- *Research and consider utilizing alternative evidence-based instructional models.*
- *Provide opportunities for staff to learn emerging technologies and approaches.*

# Culture

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## Belief Statement #2

**We believe in policies, procedures, practices and professional development to support the District's vision of access and success for all.**

## Actions

- *Provide training for staff, parents and students on Social Emotional Learning (SEL).*
- *Use data obtained from staff and students to identify areas of improvement in policies, practices and procedures.*
- *Seek regular feedback from staff, students, parents and community.*
- *Create, review and update processes to foster inclusive environments for all.*

# Culture

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## Belief Statement #3

**We believe in promoting safety, positive self-esteem, self-discipline, inclusion and mutual respect.**

## Actions

- *Promote representation of marginalized students in leadership opportunities and positions.*
- *Partner with area groups and communities.*
- *Build awareness of Social Emotional Learning (SEL) Standards.*

# Culture

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## Belief Statement #4

**We believe in intentionally recruiting and retaining underrepresented and culturally affirming faculty and staff.**

## Actions

- *Acquire data on intentional recruitment and retention of underrepresented faculty and staff.*
- *Participate in Diversifying Teacher Workforce grant with Mad River, Jefferson and West Carrollton school districts.*
- *Develop a plan to recruit underrepresented teacher candidates.*
- *Review recruitment, hiring and onboarding practices.*
- *Provide mentorship for staff through formal and informal opportunities.*

# Culture

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## Belief Statement #5

**We believe in access and opportunity for all.**

## Actions

- *Assess and improve facilities to ensure dignity and independence.*
- *Evaluate communication resources and needs of families transitioning to our community.*
- *Evaluate and ensure digital access for all students.*