



Old Rochester Regional School Committee Equity Subcommittee Meeting Minutes

January 17, 2023 AT 4:30 p.m.
135 Marion Road, Mattapoisett, MA 02739
Superintendent's Conference Room

SCHOOL COMMITTEE MEMBERS PRESENT: Mary Beauregard, Marion School Committee, Jason Chisholm, Rochester School Committee, Frances-Feliz Kearns, ORR School Committee, Amanda Hastings, Mattapoisett School Committee, Margaret McSweeney, ORR School Committee, Joseph Pires, ORR School Committee and Matthew Monteiro, ORR School Committee, Alternate.

SCHOOL COMMITTEE MEMBERS ABSENT: None.

ADMINISTRATIVE MEMBERS PRESENT:

Craig Davidson, Director of Student Services, Sharlene Fedorowicz, Assistant Superintendent of Teaching & Learning & Michael Nelson, Superintendent of Schools.

Building Leadership: Linda Ashley, Center School Principal, Charles West, Rochester Memorial School, Asst. Principal, Marla Sirois, Sippican School Principal, Peter Crisafulli, Sippican School Assistant Principal, Silas Coellner, Jr. High School Principal, Michael Devoll, High School Principal, Lauren Millette, ORR Guidance Director.

Meeting called to order at 4:30pm by Frances Feliz-Kearns.

Next, Superintendent Nelson welcomed everyone to this meeting of the Equity Subcommittee and introduced The Leadership Council members present. Then Superintendent Nelson introduced the subcommittee's appointed school committee representatives.

The following agenda items were addressed:

I. Approval of Minutes from October 13, 2022:

Motion to accept the minutes as amended

Motion by Margaret McSweeney

Motion Seconded by Jason Chisholm

Motion Passed 4-0

Abstentions: Mary Beauregard and Joseph Pires

II. General

a. Provide Progress Report on Equity Action Plan(s)

Superintendent Nelson made the following statement:

At our last meeting – this subcommittee discussed several important topics to set the course for our work this year. These topics included, acknowledging the subcommittee's name change from Anti-Racism Subcommittee to the Equity Subcommittee. Next, we discussed the role of this subcommittee and how we would proceed moving forward this school year. This subcommittee will hear updates and offer feedback to the Superintendent and the administrative team based on the efforts to foster educational equity for all students and members of our school community.

At our last meeting – we discussed that our schools have two sets of adopted goals – the Strategic Plan (known as Vision2023) and our School Improvement Plans. As a result, our working action plan related to Equity is tied directly to those goals.

The administrative team presented and discussed the outcomes they are seeking this year as related to each Strategic Goal (i.e. 21 Century Learning, Social Emotional, and Global

Citizenship). This evening Dr. Fedorowicz will facilitate a progress report on the efforts that have been made since we last made. During the report, Dr. Fedorowicz will ask for members of our team to highlight some of our outcomes thus far. Action items may have been completed, are in progress, or have not been started at this point in the school year. We will not review each action within the working document.

Members of The Leadership Council highlighted items from the plan. Please see the enclosed Equity Subcommittee Action Plan Update.

b. Incident Report Discussion

Superintendent Nelson made the following statement:

At our last meeting – we were asked to bring forward global data regarding reported incidents and investigation compliance. As a result, Director Davidson will report on the relevant data related to this school year.

Director of Student Services Craig Davidson presented data since the start of the school year. He informed the committee of the process for the collection of the data and the follow-up process was reviewed and discussed.

c. The subcommittee reviewed and discussed Member Kearns preparing a standardized report out of each meeting.

The members discussed having a uniform process to report the Equity Sub Committee summary to their respective school committees. As a result, a motion to approve the creation of a standardized report process out from each subcommittee meeting to be prepared by Ms. Kearns and then distributed to all Equity Subcommittee members was made and approved unanimously.

Motion by Margaret McSweeney
Motion Seconded by Amanda Hastings
Motion Passed 6-0.

d. The subcommittee reviewed and discussed training availability and funding.

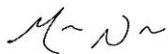
The members discussed upcoming opportunities of locally offered training events to support additional learning related to the Equity Subcommittee. School Committee members can contact Central Office in regards to training opportunities to determine if any allocated funds for school committee education are available.

III. Public Comment

Rhonda Baptiste of Rochester addressed the committee to share her public comment regarding her parental experience and updates from her work with Tri-Town Against Racism.

**Jason Chisholm made a motion to adjourn the meeting at 5:35pm.
Joseph Pires seconded.
Motion Passed 6-0.**

Respectfully submitted,



Michael S. Nelson
Superintendent

Equity Sub-Committee Action Plan 2022-2023 (WORKING DOCUMENT)

Vision:

The responsibility of the Old Rochester Regional School District and Superintendency Union #55 schools is to foster an inclusive environment for all students to celebrate our school-system's diverse perspectives related to race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, actual or perceived shared ancestry, ethnic background, national origin, culture, education and life experiences that represent our school community. Our vision is to create a safe environment where students, staff, and the community feel a sense of belonging and are able to perform at the highest level.

Focus Area #1: 21st Century Learning Joint School Committee - Vision 2023 - 9.29.22.

Core Subjects - Enhance all curricula by embedding them with 21st-century skills and themes
Learning and Innovation - Engage students in learning that is purposely designed to incorporate 21st-century skills of collaboration, creativity, communication, and critical thinking/ problem-solving (4Cs).

21st Century Learning Action Plan					
District					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
Assemble D-W Leadership Team to create Curriculum Review Plan (CRP) that incorporates equity	● October 24 (kickoff) ● December 6 ● Monthly meetings	ORRHS Guidance	● Dept. Coordinators ● Team Coordinators ● ES Representatives	Creation of CRP w/ equity addressed by end of the 2022-2023 school year	Monthly meetings occurring to create CRP

				- Principals - ASTL			
Apply for Project 351 grant (ORRHS and ORRJHS)	October 21, 2022 deadline	Internal		ASTL	Implementation of Project 351 if awarded	Applied and grant awarded November 2022. Project 351 kickoff meeting Nov 29, 2022 . Training #1 Dec 10, 2022	
TLC meetings: Standing agenda item on progress of building-based action items and outcomes, including progress on non-negotiables	TLC days and times	Superintendent's Conference Room		All Administrators	Evidence of updated action items by building at least once a month at TLC	Meeting monthly to plan PD and update Equity action plan Oct 11 Oct 12 Dec 13 Jan 17 *Non-negotiables, here and throughout document, are in progress by re-establishing and updating work with William James College (formerly Teachers 21) on Equity work	
D-W Learning Walks to look for evidence of Sense of Belonging and	Two LW per building per year as scheduled	ORRHS ORRJHS OHS/Center		All Administrators	Completion of LW as assigned by	* Summer SAIL program 8/2023 * HS 9/30/2022	

Inclusion	Learning Wal...	Sippican RMS	- building Evidence and collaboration of patterns and trends aligned to agreed upon Expectations, Look Fors, and Sense of Belonging - Feedback to Staff	* Sippican 10/28/22 * JHS 12/9/2022 * RMS 1/6/2023
MCAS Data Analysis by demographics	TLC meetings (fall)	Superintendent's Conference Room	Use of data to determine if inequity occurs for any marginalized group. Determine differentiated action steps and supports for marginalized groups based on data results	Presented MCAS data to all School Committees. In process continuation of more in depth data analysis with each building
Provide Professional Development to define, identify, and address educational equity.	February 2023 (Equity PD)	District-wide	Staff trained on defining, identifying, and addressing microaggressions with toolbox of resources to use in buildings and classrooms to apply targeted skill	*Sippican: Principal's meeting 12/13/22 microaggressions (N, W and S) *Community Talks Series - Part 6 - Sarah Ward – February 2, 2023

					sets. Evidence of toolbox use in classroom through administrative learning walks	*High School and Junior High Admin and Social Worker attended Promoting Resiliency in LGBTQ+ students conference on October 20th *High School Principal attended "Addressing hate in school Sports Conference on December 8th.
ORRHS						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence	
Update and reinforce classroom rules with non-negotiable expectations to promote a sense of belonging "We do not make fun of people on social media" "We do not call people names"	Implement after being trained in November faculty meeting for consistency and rollout	ORRHS	Principal Assistant Principal Teachers and Staff	- Evidence of messages to students (bulletin boards, discussions, etc.) during LW - Reduction of incident reports from beginning of	Discipline dashboard within Powerschool. Significant decrease in repeat offenses. Increased awareness of staff and students to report incidences. Feeling of a more safe environment to	

					month to end of month after start of implementation	report.
Establish an Advisory Council composed of a diverse group of members which represent various perspectives of the guidance department, including teachers, administrators, community members, parents/caregivers, and students to review and make recommendations about guidance program activities and results.	After school and evening meetings	ORRHS	Director of Guidance	- Establishment of Advisory Council to meet monthly - Access to extracurricular activities, scholarships, post-secondary, and college/university opportunities for all students as tracked by increased participation, demographics, and acceptance rates - Tracking which students access AP/advanced courses, honors courses, etc.	Invitation sent in November for Advisory Council Members First meeting held on January 5, 2023	

Provide at least two student assemblies during the 2022-2023 school year	Bulldog Block during school year	ORRHS	Principals Teachers Students	Two assemblies	To be scheduled, (tentative topic on bullying and civil rights with law enforcement)-
Participate in AP Equity Self-Assessment	Spring '23	ORRHS	Principal Director of Guidance Dept. Coordinators	improve the equity of ORRHS's AP program, and to better support AP participation and success of students from historically underserved backgrounds.	For Spring 2023
ORRHS					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
Update and reinforce classroom rules with non-negotiable expectations to promote a sense of belonging "We do not make fun of people on	Implement after being trained in November faculty meeting for consistency and rollout	ORRHS	Principal Assistant Principal Teachers and Staff	Evidence of messages to students (bulletin boards, discussions, etc.) during LW	Discipline dashboard within Powerschool. Increased awareness of staff and student reports of non-negotiables.

social media" "We do not call people names"				Reduction of incident reports from beginning of month to end of month after start of implementation	Students are feeling "safe" to report. Taking responsibility for community culture. <u>Discipline Dashboard</u> <u>Created</u> Created schoolwide classroom expectations that support a sense of belonging and teacher schoolwide practices to support a sense of belonging on 1/13/23
Improve upon and adapt the Responsive Classroom Advisory lessons content and organization in conjunction with PBIS	Guidance PLCs	ORRJHS	Administration and Guidance Counselors Cultural Proficiency Team with Student Voice Students voice through verbal feedback and conversations	- Monthly themes to include respect, kindness, manners, getting to know you through recognition of PBIS Cards and Caught Being Kind for students - Continue to improve and update Identity Map lessons	On-going review of advisory themes and activities Mass State Police Anti-Bullying Presentation Scheduled for winter/spring Advisory lesson reflect student and staff voice Updated Responsive Classroom Advisory Lessons and Themes

				- Monthly Assemblies for students supporting Classroom Advisory lessons - At least two guest speakers for student assemblies - Student verbal feedback related to themes to gauge student voice	through January 2023. Added PBIS cards and <u>Caught Being Kind Certificates</u> .
OpenSci Ed Curriculum Supplementation: OpenSciEd instruction begins with the interests and curiosities of students and empowers student voice to support more equitable learning opportunities for all students.	PD and Science PLCs	ORRJHS	Administration, Department Coordinator, and Science Teachers	- Completion of two pilot units at each grade level. - Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams.	Observation of OpenSciEd during Learning Walks at ORRJHS OpenSciEd: OER, high quality, NGSS-aligned science materials and professional learning support in Grade 6 - 8 sciences 7th Grade "Contact Forces" unit in progress 8th Grade "Chemical

						Reactions and Transformations of Matter" in progress Two site visits completed by OEI Consultant. Nov 22 and Jan 23 PD Scheduled for 2/6 & 2/7
OHS/Center						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence	
Update and reinforce classroom rules with non-negotiable expectations to promote a sense of belonging aligned to Responsive Classroom "We do not make fun of people on social media" "We do not call people names"	Winter faculty meeting	Center and OHS buildings and classrooms	Principal Teachers and Staff	Data collection and analysis to determine number of incident reports from beginning to end of month, and beginning to end of the year, after start of implementation is reduced.	September 2022 and ongoing - All classrooms have constitutions/expectations posted and in place Sense of belonging in school and classroom communities reinforces throughout year Kindness lessons and celebrations - whole school and in adjustment counselor lessons	

Project-based learning projects will be showcased to an audience beyond classrooms and will demonstrate social skills, cultural competence, accountability, and leadership and responsibility.	2022-2023 School year Ongoing with culmination and showcase in spring	Classrooms	Classroom Teachers Specialists Administrators	- Monthly Student Work Samples - Educator Eval Portfolios - shows a piece of evidence of equity work - Two Community Events during the school year	Ongoing curriculum and instructional planning discussions during common planning time Family Literacy Night - October 2022 -Art show scheduled for spring 2023 Health lessons and projects focus on sense of belonging, relationships, social skills, self-confidence, self-awareness
Share MCAS Data Analysis (by demographic) provided by the district to teachers for analysis at the building level.	Fall/Winter 2022-2023	Center- Grade 3 OHS - School-wide	Principals Teachers	- Data analysis with teachers used to inform instruction - Responsive teaching lesson plans highlighting instructional practices being implemented in classrooms	MCAS analysis completed during November 8th, 2022 staff meeting MCAS data shared at November SC meeting Writing curriculum standards alignment work by grade level started during November 8th, 2022 and January 10th, 2023 staff meeting - ongoing work will continue

OpenSci Ed Curriculum Supplemental grade 6: OpenSciEd instruction begins with the interests and curiosities of students and empowers student voice to support more equitable learning opportunities for all students.	PD and Science PLCs	OHS Grade 6	Administration, Department Coordinator, and Science Teachers	- Completion of two pilot units at each grade level. - Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams.	In process continuation of more in depth data analysis The Light and Sound Unit has been presented. The OpenSciEd staff visited OHS to observe a lesson and discuss progress, road blocks, etc. with the grade 6 science teacher. Jan. 13 PD day included time for district science teachers to discuss OpenSciEd. Observation of OpenSciEd during Learning Walks at OHS will take place on 2/10/23 OpenSciEd: OER, high quality, NGSS-aligned science materials and professional learning support in Grade 6 - 8 sciences
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Sippican									
Action Item	Date	Location	Role/Responsibilities	Measured Outcome					
One Book One School Book Read https://readtothem.org/one-school-one-book/	Winter 2023	School Wide	Principals: Provide books and parameters for the project Teachers: Read book and support students with class discussions and projects	- Classroom projects displayed in building and/or classroom - Classroom sharing at ASM (all school meeting) after completion of projects	*Book is selected, and funding has been secured				
Update and reinforce classroom rules with non-negotiable expectations to promote a sense of belonging aligned to Responsive Classroom "We do not make fun of people on social media" "We do not call people names"	Winter faculty meeting	Schoolwide Classrooms	Principals Teachers and Staff	- Monthly staff discussions examining trends of behaviors and facilitate with faculty to be more proactive and responsive - Data collection and analysis to determine number of incident reports from beginning to	Assistant Principal reviews discipline data regularly, looking for patterns in both the students reported and types of incidents reported. Increased awareness of staff and student reports of non-negotiables. Students are feeling "safe" to report. Taking responsibility				

					end of month, and beginning to end of the year, after the start of implementation is reduced.	for community culture. Second Step SEL curriculum lessons presented at Town Meetings bi weekly to all students grades K-6.
Project-based learning projects will be showcased to an audience beyond classrooms and will demonstrate social and cross-cultural skills, accountability, and leadership and responsibility.	2022-2023 School year Ongoing with culmination and showcase in spring	Schoolwide Classrooms	Principals Teachers and Staff	- Finished student products - Invitation to community/families to the Showcase event - Educator Eval Portfolios shows a piece of evidence of equity work	Ongoing curriculum and instructional planning discussions during common planning time Arts in Action scheduled for spring 2023 MOP(Marion occupational Program) scheduled for grades 5 and 6 spring 2023 Science Fair scheduled for winter/spring 2023	Reviews with grade levels discussed at FLEX planning meetings
Share MCAS Data Analysis (by demographic) provided by the district to teachers for analysis at	Fall/Winter 2022-2023	School wide	Principals Teachers	- Data analysis with teachers used to inform instruction - Responsive		

the building level.					teaching lesson plans highlighting instructional practices being implemented in classrooms	Data shared at December SC meeting In process continuation of more in depth data analysis
Provide grade levels time to look through IRA resources with an equity lens and select text sets that will be shared with students	Ongoing	School wide	Principals Teachers		- Develop parameters to use in reviewing texts - Final grade level text set lists	Grade level teams have selected and presented themes for the fall and winter
OpenSci Ed Curriculum Supplementation Grade 6: OpenSciEd instruction begins with the interests and curiosities of students and empowers student voice to support more equitable learning opportunities for all students.	PD and Science PLCs	Grade 6	Administration, Department Coordinator, and Science Teachers		- Completion of two pilot units at each grade level. - Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams.	Teachers attended PD First Unit presented to students (light) Teachers provided 2 days to organize and set up material boxes Observation of OpenSciEd during Learning Walks at Sippican The OpenSciEd staff visited to observe a lesson and check in

						with the grade 6 science teacher and Enrichment teacher. Jan. 13 PD day included time for district science teachers to discuss OpenSciEd. OpenSciEd: OER, high quality, NGSS-aligned science materials and professional learning support in Grade 6 - 8 sciences
RMS						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome		
Update and reinforce classroom rules with non-negotiable expectations to promote a sense of belonging aligned to Responsive Classroom "We do not make fun of people on social media" "We do not call	Winter faculty meeting	RMS	Principal Assistant Principal Teachers and Staff	Data collection and analysis to determine the number of incident reports from beginning to end of month, and beginning to end of the year, after the start of implementation is reduced.		All classroom rules developed to align with school rules "Take CARE of yourself, others and environment" SEL lessons have taken place in the cafeteria focusing on friendships/bullying. Whole school activity

<i>people names"</i>					to create a "Friendship Soup" recipe and is displayed in the main lobby.
Project-based learning projects will be showcased to an audience beyond classrooms and will demonstrate social and cross-cultural skills, accountability, and leadership and responsibility.	2022-2023 School year Ongoing with culmination and showcase in spring	Classrooms	Classroom Teachers Specialists Administrators	- Monthly Student Work Samples/Displays related to Heritage and History months in hallway or classrooms - Educator Eval Portfolios shows a piece of evidence of equity work	December 8th common planning time PLC meetings focused on planning/developing project based learning experiences that incorporate the 4 C's. Teams also discussed ways to showcase these PBL experiences to an audience beyond their classroom teacher i.e. parent/guardian nights, school committee meetings, STEAM night, etc.
Share MCAS Data Analysis (by demographic) provided by the district to teachers for analysis at the building level.	Fall/Winter 2022-2023	School wide	Principals Teachers	- Data analysis with teachers used to inform instruction - Responsive teaching lesson plans highlighting instructional practices being implemented in classrooms	MCAS analysis completed during monthly common planning time PLC meeting. MCAS data shared during November SC meeting. In process continuation of more in depth data analysis.

OpenSci Ed Curriculum Supplementation Grade 6: OpenSciEd instruction begins with the interests and curiosities of students and empowers student voice to support more equitable learning opportunities for all students.	PD and Science PLCs	Grade 6	Administration, Department Coordinator, and Science Teachers	- Completion of two pilot units at each grade level. - Provide teachers with professional development on OpenSciEd to create groups of student problem-solving teams.	The Light and Sound Unit has been presented. The OpenSciEd staff visited RMS to observe a lesson and discuss progress, road blocks, etc. with the grade 6 science teacher. Jan. 13 PD day included time for district science teachers to discuss OpenSciEd. Observation of OpenSciEd during Learning Walks at RMS OpenSciEd: OER, high quality, NGSS-aligned science materials and professional learning support in Grade 6 - 8 sciences
PreK					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence

Attend <i>Play as an Anti-Racist Practice in the Early Years/Grades</i> . 2022-2023 series offered by DESE - Matthew Rodriguez from Equity Imperative	Oct 12, 26, November 9, Jan, February 8 th and 15 th , March 16	Building based	Early Childhood Coordinator, Early Childhood Team Members and Principals	Classroom environment (materials, toys, books, and educational supports) will reflect student population and diverse populations as determined by evidence through learning walks and observations	Early Childhood Staff meet and reflect on recent training and individual take aways. Working on identifying student populations that are/not reflected in classroom materials
The Early Childhood Team will revisit and maintain an early literacy classroom library developed based on Anti Bias training in SY2022.	Ongoing	Early Childhood Classrooms	Early Childhood Teachers	Evidence of updated classroom library reflective of a sense of belonging as determined by evidence through learning walks and observations	Teachers are working on updates to the Building Equitable Supports resource to include early literacy materials reflecting adoption and grandparent raising grandchildren.
Early Childhood Teachers will assess materials used in the classroom utilizing the Early Childhood Environment Rating Scale (ECERS).	Ongoing	Early Childhood Classrooms	Early Childhood Teachers	Evidence in classrooms where learning environment is visibly reflective of a sense of belonging through	Early childhood team meets monthly to review data collected through ECERS (Early Childhood Environmental Rating Scale)

					bulletin boards, pictures, etc. as determined by evidence through learning walks and observations	
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Focus Area #2: Social and Emotional Learning

Joint School Committee - Vision 2023 - 9.29.22.

Behavior Management - Develop and expand effective and consistent discipline practices, expectations, and teacher language throughout our learning communities.

Partnerships - Enhance family and community engagement opportunities, communication, and practices.

Social and Emotional Action Plan					
District					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
MASS REDI PD on Equity, Inclusion, and Sense of Belonging using DESE resources	8:30-10am (Wed) October 12 (Kickoff) November 9 December 7 January 11 February 8 March 8 April 12 May 10	Virtual: Register to Get the Webinar Link at www.massupl/redi/	- Central Office Rep - One ES Principal or AP - One Secondary Principal or AP	- CO and Principal representation at at least 75% of sessions by EOY - Implement strategies from M.A.S.S. Guide to Getting Started with Racial Equity, Diversity, and	Administrative Representation has participated in all scheduled meetings. Presenters are focusing on how to use the M.A.S.S. Guide to getting started and taking a look

					at your district core values, Mission, vision, and/or any guiding document currently in place that will allow you to "plug into" it in order to get the work started. Administrative Representatives are taking presentation materials and sharing with Teachers 21 to focus our Administrative working sessions.
					Inclusion and report out at SC by building on what was implemented
William James College - Center for Behavioral Health, Equity, and Leadership in Schools (previously Teachers 21) Monthly Administrator PD	Monthly from October 2022-March 2023	Superintendent's Conference Room	All Administrators	- Identify conceptual models and frameworks to apply to context in buildings. - Test and pilot. - Evidence of effectively using data to promote equity through	- September - Cultural Proficiency Continuum, Year 2 Scope and identify next steps. - November - Psychological Safety, Culturally

Create and share a comprehensive list of behavioral and social and emotional resources for families	November 15 <i>Ongoing updates as new resources become available</i>	District and/or school Website(s)	• Director of Student Services • Principals/Assistant Principals	• Resources shared on District Website under Family and Community Engagement • Resources shared with principals to disseminate and add to school website • Schools add to website	• In process, the creation of a website 1/21 • meeting with district wide counseling team to solidify website material.	Responsive Continuum and microaggressions on Playbook
PD around SEL for educators. Guest Speaker Dr. Rob Evans, Psychologist, to present on SEL related to <i>How educators can best deal with educational challenges and maintain their morale, energy, and</i>	Jan 13, 2023 from 8:30-11am	ORR Cafeteria for all staff in person	OTL Administrators Educators	PD conducted in ORR cafeteria	Presentation by guest speaker, follow-up PD by grade level/building post-guest speaker, educators signed up in SmartPD, Survey results	

resilience.							
ORRHS							
Action Item	Date	Location	Role/Responsibilities	Measured Outcome			
Host and attend Safe Schools Regional Meeting	October 22, 2022 postponed (interpreter needed)	ORRHS Library and Auditorium	GSA Advisor	Student active participation while hosting safe schools regional meetings and obtain student voice to increase sense of belonging	11/2/2022 - ORRHS 12/6/2022 - Bourne High School 2/7/2023 - Bridgewater-Raynham Regional High School 4/25/2023 - TBA 6/6/2023 - TBA	Survey to be completed in Bulldog Block in January 2023	
Students will be able to identify at least two trusted staff members to promote a sense of belonging.	Fall/Winter 2022-2023	ORRHS	- Bulldog Block Mentors - Students	- Relationship Mapping data collected, analyzed, and adjustments to practice made, to ensure teacher teams make connections with assigned students. - Review SEL Data			

				Reports two times a year to adjust SEL needs Review results of Panorama Survey Data used to adjust SEL needs to ensure higher engagement and connectedness based on SEL programming.	On going
Implement and adjust school discipline planning. Maintain relevant discipline data, analyze and identify priority areas for improvement. Review and revise as needed the discipline documentation process.	2022-2023	ORRHS	Assistant Principal	- Maintain relevant discipline data, analyze and identify priority areas for improvement. Review and revise as needed the discipline documentation process. - Adjustment to practices based on analysis of Powerschool Discipline Report data - State Discipline	

				Reports	
ORRHS will revise Student Handbook language to be more inclusive and equitable for all.	2022-2023	ORRHS	Assistant Principal	Make revisions to the 22-23 student handbook	Revisions made to the 22-23 student handbook
ORRJHS					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
4-Day Responsive Classroom Training for staff not trained	4 Professional Development days +	ORRJHS	Responsive Classroom Staff	Attain Responsive Classroom Certifications by the end of the year	* Staff participated in 2 Full day Training - 2 more scheduled
Students will be able to identify at least two trusted staff members to promote a sense of belonging.	Fall 2022	ORRJHS	Teachers and Students	- Relationship Mapping data collected, analyzed, and adjustments to practice made, to ensure teacher teams make connections with assigned students. - Review SEL Data Reports two times a year to adjust SEL needs - Review results of	Relationship Map exercise for staff completed on 1/13/23 Relationship Map for a student exercise will undergo a revision based on staff feedback for improvement. Panorama Sense of Belonging Data to be

					reviewed, discussed and "Playbook" Action items identified by Team for implementation during Trimester 2 22-23
				Panorama Survey Data used to adjust SEL needs to ensure higher engagement and connectedness based on SEL programming.	School Council Agenda 12/14/22, 3/8/23, 4/26/23, 5/24/23
ORRJHS will revise Student Handbook language to be more inclusive and equitable for all.	2022-2023	ORRJHS	Assistant Principal	Revisions made to the 22-23 student handbook	Level 1, 2, and 3 behavior incidents, interventions, and consequences are being documented in Powerschool. <u>Discipline Dashboard Created</u>
Implement and adjust school discipline planning. Maintain relevant discipline data, analyze and identify priority areas for improvement. Review and revise as needed the discipline documentation process.	2022-2023	ORRJHS	Principal and Assistant Principal	- Maintain relevant discipline data, analyze and identify priority areas for improvement. Review and revise as needed the discipline documentation process. - Adjustment to practices based on analysis of Powerschool Discipline	

					Report data	
					State Discipline Reports	
OHS/Center						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence	
Professional development for faculty and staff using the Center for Responsive Classroom Resources to promote diversity, inclusion, and equity in the schools. Topics include: ~ <i>Using Teacher Leadership Style and Language to Create Classroom Equity</i> ~ <i>Getting to Know and Connect with Students</i>	Monthly faculty meetings Grade level PLC	Center and OHS	Principal Teachers and Staff	- Discussions at All School Meetings - Classroom daily Morning Meetings - Evidenced through classroom observations and learning walks	Responsive classroom practices observed and during evaluation observations and discussed at post observation meetings Responsive Classroom articles presented in principal memos and during staff meetings	
Students will be able to identify at	Ongoing	- Center and OHS - Classroom	Center/OHS SEL Team	Measure students' data	Weekly classroom	

least two trusted staff members to promote a sense of belonging.			Teachers and Staff	points on Panorama to ensure higher engagement and connectedness based on SEL programming. Relationship Mapping data collected, analyzed, and adjustments to practice made, to ensure teacher teams make connections with assigned students.	lessons with adjustment counselor - data collected in November Leadership team discusses students at risk weekly. RTI Center and OHS begin each day with All School Meeting. Responsive Classroom strategies are used each morning and followed-up in the classroom. SAC holds social groups with students to allow for peer to peer conversations related to relationships. This includes peer mediation.
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Sippican					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
Students will continue to identify at least two trusted staff members to promote a sense of belonging.	Fall 2022	School wide	Teachers: implement lessons and collect data Clinical Staff: Support teachers implementing bullying lessons and collect and organize trusted adult data	- Measure students' data points on Panorama to ensure higher engagement and connectedness based on SEL programming. - Anti-bullying lesson plans - Spreadsheets organized by grade level documenting trusted adults	Data collected in October for all students, Google form created to share across disciplines
Measure and compare/contrast student data points from Panorama surveys to ensure engagement and connectedness with SEL programming.	Ongoing	School wide	- Teachers - Administrators	- Comparison chart of data points spanning two years to look for areas of growth and gaps to adjust practice. - Presentation of information to staff	Second Step SEL lessons are being taught in town meetings.
Using data from a	Ongoing	School wide	Clinical Team	Curriculum review	Clinical team has

collection of our resources, align strengths and needs for students and find direct correlations between Responsive Classroom and Second Step curriculum.			• Administrators • Teachers	document used to highlight and compare units, lessons and supplemental follow up lessons.	begin to document lessons and units
Organize Spirit Days to encourage connections amongst students and staff	Monthly	School wide	Teachers Staff	• Published list of celebrations • Artifacts from each day documenting successes	Celebrated World Smile Day World Kindness Day Compliment Day (January)
School discipline practices will be progressive and tiered by design and will provide students with restorative opportunities to change behavior and nurture relationships when possible.	Ongoing	• School Building • Classroom	Teachers Staff	• Incident reporting data will be monitored in an attempt to see trends of types of incidents and better understand the efficacy of interventions. • Verbal feedback from students will	Corrective conversations to educate the students about why their behavior is being addressed. Mediation between the parties is a higher level extension of

					also be utilized to look at outcomes. Classroom meetings will be used to get feedback as well.	making amends. This may be used for more chronic interpersonal incidents as well. Both formal (Counselor mediates, one or more sessions) and informal (Admin mediates immediately following an incident), when appropriate. Community service interventions are also used and work best if closely related to the offense (e.g., you made the mess, you need to clean it up).
RMS						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome		
Students will be able to identify at least two trusted	Fall/Winter 2022-2023	- School Building - Classroom	- RMS SEL Team - Staff	Measure students' data points on	SEL lunch lessons introduced	

staff members to promote a sense of belonging.				Panorama to ensure higher engagement and connectedness based on SEL programming. • Social workers collect SEL Survey Reports 2-3 times a year to be reviewed by the SEL team to identify students that need additional supports • Panorama Survey Data to determine Sense of Belonging; data analyzed as an SEL team and school to determine areas of strengths and improvements	students to the importance of identifying trusted adults to foster a sense of belonging. Students began to identify one adult and follow up conversations took place during classroom morning meetings. RMS Student Ambassadors have been established and began meeting.
School discipline practices will be progressive and tiered by design and will provide students with restorative opportunities to	Ongoing	• School Building • Classroom	• Teachers • Staff • Administrators	• Incident reporting data will be monitored in an attempt to see trends of types of incidents and better understand the efficacy of interventions.	Think about it: sheets, 1,2,3 plans and restorative practices have been implemented.

change behavior and nurture relationships when possible.				- Verbal feedback from students will also be utilized to look at outcomes. - Classroom meetings will be used to get feedback as well.	The SEL team has conducted social groups with students to allow for peer to peer conversations related to relationships.
PreK					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
Create and implement classroom rules as reflecting the Responsive Classroom Model	First 6 weeks of school	Designated classroom	Early Childhood Staff	Evidence of visible messages to students (bulletin boards, discussions, etc.)	All early childhood classrooms follow the Responsive Classroom Model - Hopes and Dreams as well as simple classroom rules daily. <u>3 R's - Reinforcing, Redirecting and Reminding</u>

Focus Area #3: Global Citizenship

 Joint School Committee - Vision 2023 - 9.29.22.

Global Awareness - Support students as they learn from, and work collaboratively with, individuals representing diverse cultures, religions, and lifestyles in a spirit of mutual respect and open dialogue in personal, work, and community contexts.

Empathy - Teach students to demonstrate an understanding of others' perspectives and needs while listening with an open mind to understand others' situations.

Global Citizenship Action Plan					
District					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
Apply for Project 351 grant (ORRHS and ORRJHS)	October 21, 2022 deadline	Internal	ASTL	Implementation of Project 351 if awarded	Grant Awarded, Central Office, ORRHS, ORRJHS admin representation at initial Zoom Meeting in November. Lauren Millette attended opening event with two ORRHS Juniors in December.
Assist schools with implementation of resources from MASS	TLC meeting updates	Central Office TLC meetings	Central Office administrators	Success measured by building level	Administrative Representation has participated

REDI PD on Equity, Inclusion, and Sense of Belonging				measured outcomes	in all scheduled meetings. Presenters are focusing on how to use the M.A.S.S. Guide to Getting Started and taking a look at district core values, mission, vision, and/or any guiding document currently in place that will allow us to "plug into" it in order to get the work started.
Incorporate look fors and evidence related to Cultural Proficiency and Equity in the Educator Evaluation plans	ongoing	District-wide	Administrators Teachers Staff	Educators provide a piece of documentation in their formative and summative evaluations that shows evidence of cultural proficiency used in their roles	Learning Walks incorporated Cultural Proficiency and Equity Look Fors

ORRHS					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence
Implement resources from MASS REDI PD on Equity, Inclusion, and Sense of Belonging	Monthly faculty meetings	ORRHS	Principal Teachers and Staff	Administrators, faculty and staff will increase their knowledge and implementation of practices to support equity, inclusion, and sense of belonging as evidenced by shared resources and discussions on monthly faculty meeting agendas	Participation on 11/10/22, 12/1/22, 1/19/23
Collect, analyze and share exemplars of projects that embed global themes at each grade level.	2022-2023	ORRHS	Department Coordinators	Up to two subject-area projects articulated in curriculum software	In progress
Update curriculum units with links and resources in each curriculum area that provide learning experiences for	2022-2023	ORRHS	Department Coordinators	Up to two subject-area project links articulated in curriculum software	In progress

global/multicultural learning.						
ORRHS will become a member of United Global Educational Network while collaborating with schools across the world (Argentina, Canada, China, Denmark, Egypt, Germany, India, Russia, South Korea, Spain, Turkey, Uganda)	2022-2023	Video conferencing ORRHS	Department Coordinators Administrators	Up to 9 representative staff members participating in quarterly meetings	*One staff and one administrator have become Globally Certified through AFS and Global Up *Beginning stages of training students to become Globally Certified through Global Up.	
Participation in the MEMORY PROJECT. This connects kids from across the world with ORRHS students through art and promotes intercultural understanding and kindness.	2022-2023	ORRHS	Director of Guidance Art Department Coordinator	Up to 40 students participating in the Memory Project in connection with other students globally this year.	In progress: Students have been matched with children from Syria. December 15th Bulldog Block Meeting Integrated into Art class, Art club, and through community sign-ups	
Attend MSAAM/IAA Diversity/Equity/Inclusion Summit	1/20/23	College of the Holy Cross	Assistant Principal Director of	TBD	TBD	

				Guidance			
Attend Addressing Hate in School Sports Conference	12/8/22	TD Garden Boston	Principal	Share commitment to prevent and address hate and bias and create positive sports environments for young people.	Attended Addressing Hate in School Sports Conference on December 8, 2022		
ORR-JHS							
Action Item	Date	Location	Role/Responsibilities	Measured Outcome			
Implement resources from MASS REDI PD on Equity, Inclusion, and Sense of Belonging	Monthly faculty meetings	ORR-JHS	Principal Teachers and Staff	Administrators, faculty and staff will increase their knowledge and implementation of practices to support equity, inclusion, and sense of belonging as evidenced by shared resources and discussions on monthly faculty meeting agendas	TBD		
Continue to identify and support three 8th grade Project 351	November 2022	ORR-JHS	Administrators and Staff	Project 351 Ambassadors attend statewide	Project 351 Ambassadors identified Nov.		

Ambassadors. One ambassador from each town.				conference and they lead a school based community service project	16th, 2022 1/9/23 - Countdown to Launch Day Call 1/14/23 - Annual Launch & Service Day in Honor of Dr. King & Coretta Scott King and in Celebration of the Ambassador Class of 2023
OHS/Center					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	
Implement resources from MASS REDI PD on Equity, Inclusion, and Sense of Belonging	Monthly faculty meetings	Center and OHS	Principal Teachers and Staff	Administrators, faculty and staff will increase their knowledge and implementation of practices to support equity, inclusion, and sense of belonging as evidenced by shared resources and discussions on monthly faculty meeting	Staff meeting scheduled for February, 2023 - Topic: Staff professional development focused on cultural proficiency

Read alouds, library displays of books, and curriculum connections celebrating Heritage and History months	Ongoing through the school year	Center and OHS	Principals Teachers and Staff	agendas	Read alouds, book displays, bulletin boards related to Heritage months completed in October (Hispanic Heritage) and November (Native American Heritage) February (Black History Month) All School meetings and classroom lessons celebrating history and heritage Librarian creating a list of books related to equity and heritage months
Creation of school and district-wide list of books related to equity and heritage months				- Evidence of students' discovery and celebration of history and cultures through classroom discussions and read alouds - Students will participate in at least two curriculum connections per month celebrating history and heritage - Completed comprehensive list of books related to Heritage and History by month	
Sippican					
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	

Implement resources from MASS REDI PD on Equity, Inclusion, and Sense of Belonging	Monthly faculty meetings and FLEX planning meetings	School wide	Principal Teachers and Staff	Administrators, faculty and staff will increase their knowledge and implementation of practices to support equity, inclusion, and sense of belonging as evidenced by shared resources and discussions on monthly faculty meeting agendas and FLEX planning calendar	December staff meeting began a focus on Courageous Conversations. Building Admin presented information on microaggressions. Further opportunities will be presented monthly.
Read alouds, library displays of books, and curriculum connections celebrating Heritage and History months Creation of school and district-wide list of books related to equity and heritage months	Ongoing through the school year	School wide	Principals Teachers and Staff	- Evidence of students' discovery and celebration of history and cultures through classroom discussions and read alouds - Students will participate in at least two curriculum connections per month	September: Hispanic Heritage Month October: National Bullying Prevention Month November: American Indian & Alaska Native Heritage Month

					celebrating history and heritage Completed comprehensive list of books related to Heritage and History by month	December: Winter Holidays around the world January: Martin Luther King JR Celebration
Revive Anchor (school to community outreach)	Ongoing	Community wide	Teachers Staff Administrators		Community events possibly including Bingo/Spaghetti Supper, Sippican Celebrates Family, community speakers that support families	Anchor is ready to go. There are three events being planned. The first will be the Bingo and spaghetti supper in March
RMS						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome	Evidence	
Implement resources from MASS REDI PD on Equity, Inclusion, and Sense of Belonging	Monthly faculty meetings	RMS	Principal Teachers and Staff	Administrators, faculty and staff will increase their knowledge and	At the 12/7/22 RMS Staff Meeting, Mr. Medeiros and Mr.	

				implementation of practices to support equity, inclusion, and sense of belonging as evidenced by shared resources and discussions on monthly faculty meeting agendas	West had the staff participate in a DEI activity related to the Cultural Responsiveness Continuum. The staff were provided with 12 Common Beliefs related to culturally responsive teaching. Small groups read the beliefs and were asked to answer specific questions related to the reading. https://www.learningsforjustice.org/sites/default/files/general/common_beliefs_descriptions.pdf
Read alouds, library displays of books, and curriculum connections celebrating Heritage and History months Creation of school and district-wide list of books	Ongoing through the school year	School wide	Principals Teachers and Staff	Evidence of students' discovery and celebration of history and cultures through classroom	Global themes and or activities have been highlighted in weekly Medeiros Minute

related to equity and heritage months					discussions and read alouds - Students will participate in at least two curriculum connections per month celebrating history and heritage - Completed comprehensive list of books related to Heritage and History by month	newsletters as well as being displayed throughout the building. Scholastic Dollars were provided to each team so that books may be purchased for classroom libraries.
PreK						
Action Item	Date	Location	Role/Responsibilities	Measured Outcome		
Continue to development Project Based learning in alignment with the PreK Social Studies Standards	School Year	Designated classroom	Early Childhood Staff	Update curriculum units aligned with MA State Frameworks	* Nov 10, 2022 PD - Building Equitable Supports Part 2 Project Based Learning Social Studies units updated in Atlas.	

