



Purpose of Community Conversations



1. Understand how the strategic plan impacts our community.
2. Foster connection and relationships.
3. Prioritize listening and learning in two-way conversation.
4. Encourage understanding.
5. Allow for reflection and continued growth.

NORTH CLACKAMAS SCHOOL DISTRICT EQUITY RESPONSE FRAMEWORK



The North Clackamas School District Equity Response Framework is designed for educators to examine personal awareness and system readiness while promoting a deeper level of understanding of the complexities and actions needed to address equity related incidents in our schools and restore relationships. The framework is an ongoing cycle of equity-focused planning, action, and reflection.

Build BUILD TRUST AND CREATE SAFE AND CARING ENVIRONMENTS

- Establish, foster and maintain a climate of safety and respect
- District and site documents support the NCS D Equity Stance
- Decision making is equity-focused
- Staff are trained and supported
- Students are trained and supported

Restore RESTORATION AFTER AN INCIDENT IS ESSENTIAL IN THE HEALING PROCESS

- Evaluate the response to the incident
- Design and implement restoration plans, including new practice
- Ongoing support is provided to impacted stakeholders

Address INCIDENTS SHOULD BE TREATED SERIOUSLY AND WITH IMMEDIATE ATTENTION

- Establish immediate support and safety
- Investigate and document actions
- Communicate and follow up with stakeholders



BUILD

Preventing incidents starts with building trust and creating caring environments

Establish, foster and maintain a climate of safety and respect by building strong relationships between staff and students and staff and staff and families. Regularly assess school climate by eliciting stakeholder input and by systematically using data to track incidents and trends and share the climate expectations with students and families.

District and site documents clearly state the district equity stance. Stakeholders receive consistent and accessible communication about policies and avenues for reporting issues and for seeking support.

Decision making is transparent and done with an equity lens that assists in removing barriers and interrupting inequitable practices.

Train all staff to recognize and respond to incidents of bias, hate, and discrimination.

Train all students in school expectations for a safe and respectable school climate and provided avenues for students to safely share their experiences and report incidents.





ADDRESS

Incidents should be treated seriously and with immediate attention

Establish Immediate physical and emotional support and safety for persons impacted. This includes denouncing the act and make plans for restoration.

Investigate and Document Actions. Start by designating a lead and determining the scope of the incident. Get all of the facts and record actions taken. Make decisions and act with a lens of equity while caretaking and maintaining safety for the person(s) impacted. Seek support as needed, (or as directed by district policy as applicable), for the investigation.

Communicate the timeline and point persons for the follow up with each stakeholder group. Frequent and accurate communication lets stakeholders know the incident is being treated seriously. This helps maintain trust.





RESTORE

Restoration after an incident is essential in the healing process

Evaluate the response to the incident using an equity-focused protocol. Evaluation and reflection help assure the needs of stakeholders have been met and the organization learns from strengths and vulnerabilities within the response process.

Restoration plans assure the needs of those impacted are being met. This includes a reentry strategy for the person(s) who caused the hurt.

Plan for implementing new practices by using an equity lens to vet decisions. Communicate decisions and actions to stakeholders groups and include the timeline of implementation.

Plan for ongoing support for the person(s) impacted, the one(s) who caused the hurt, and the school staff. Establish persons responsible, timelines, funding for restoration activities, and long term follow up communication plans.



What do you **notice**?

What do you **wonder**?

What about this framework is
helpful?

