

Curriculum Review and Professional Development

Objective: A primary objective of ORCSD curriculum is to support a school culture that denounces racism, and continually encourages students and staff to work toward becoming anti-racist in the interest of promoting equity and fostering social justice in the school community.

A committee of district educators, made up of representatives from all levels, will annually review k-12 curriculum through the lens of anti-racism, equity and social justice. This committee will make recommendations for adjustments to ensure balanced and equitable content throughout the academic program.

An age-appropriate curriculum with K-12 cultural competencies will be developed that includes but is not limited to the following concepts.

1. Promote the value of how culture and race enhance and enrich life.
2. Bring awareness to all members of the ORCSD about the role of all people, their cultures, and contributions to global citizenship.
3. Responding to the role racism has and does play in the world.
4. The history of racism and its negative effects on society and the individual and to include how to be an antiracist.
5. Promote an understanding of stereotypes and the negative consequences they create.
6. Promote an understanding that microaggressions, which are indirect, subtle, or unintended language against marginalized groups are an act of racism.
7. Class content will include the contributions of people of color to that area of study that will impact the classroom experience of all students.

Staff are expected to be role models against racism and hate speech in any form in all aspects of the role as an ORCSD educator.

Staff will be sensitive to cultural and religious traditions and adjust classroom expectations accordingly.

Staff will be provided regular professional development to promote the following.

1. Creating a classroom culture that promotes equality and social justice.
2. Age-appropriate instructional methods to embed cultural competency curriculum into the classroom experience of all students. Classroom resources will include multiple authors of color using written texts, articles, and multimedia.
3. Methods of intervention when witnessing racism in any form.
4. Reporting practices and protocols for a person experiencing or observing discrimination.
5. Class content in all subject areas will include the contributions of people of color to that area of study that impacts the classroom experience for all students.