

Professional Development

It is important to remember we are all on a journey to grow and to learn. We must recognize that some are at the beginning of this journey and others have been walking the path of social justice and anti-racism for years. We must start where people are, not where we want them to be.

Oyster River's journey starts with the clear expectations outlined in Policy ACA. There are four phases in acquiring new knowledge.

Phase I. The basic level is the expectation that we will do this work as an adopted policy of the ORCSD School Board.

Phase II. The next level shifts responsibility from the Board to the individual characterized, as I am doing this work because I am beginning to understand.

Phase III. Next comes independence, which can be characterized as, I do this work because I understand and believe in this work.

Phase IV. Finally, interdependence. I do this because I understand, believe, and can apply my knowledge to assist in any given situation.

To ensure that Policy ACA, Racism, is implemented with fidelity, the following procedures are to be adhered to:

Student Education

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

Staff will be sensitive to and learn the correct names of all students.

Teachers will respect the emerging fluency in language for all students, particularly English Language Learners (ELL students).

Oyster River High School

All Syllabi will have prominently placed at the top, the following statement developed by ORHS staff (Insert statement here)

Grade 9 - Policy ACA and the anti-racism statement developed by ORHS staff (insert here) will be discussed at length at the beginning of each school year in Essential of English, World Cultures and Health. This does not preclude other classes or advisory from using Policy ACA and statement to further the message of anti-racism. It does ensure that every Freshman will be taught Policy ACA.

Grade 10 - Policy ACA and the anti-racism statement developed by ORHS staff (insert here) will be discussed at length at the beginning of each school year in Sophomore English, US History and Health.

This does not preclude other classes or advisory from using Policy ACA and the statement to further the message of anti-racism. It does ensure that every Sophomore will be taught Policy ACA.

Grade 11 - Policy ACA and the anti-racism statement developed by the ORHS staff (insert statement here) will be taught at the beginning of each school year in the Junior year in Civics. This does not preclude other classes or advisory form using Policy ACA and the statement to further the message of anti-racism. It does ensure that every Junior will be taught Policy ACA.

Grade 12 - (Culminating activity/demonstration/project) This could be tied to a Capstone Project and be part of the Oyster River Vision of a Graduate.

Oyster River Middle School

All course descriptions will prominently display the anti-racism statement developed by the middle school staff (insert statement here)

At the beginning of each year in Grades 5 - 8, during Bobcat time/ Advisory, staff will use to the statement to educate middle school students about the negative impact of racism.

Moharimet and Mast Way Schools

An anti-racism statement will be developed appropriate to K-4 children.

The statement will be prominently displayed on all curriculum materials and communications with the general public