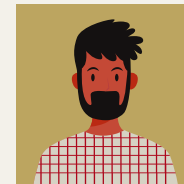
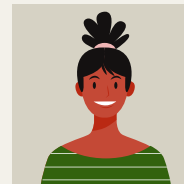
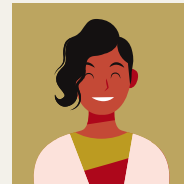
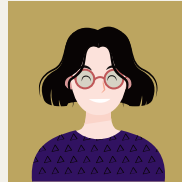
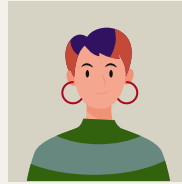


DEARJ Annual Report

A summary of the work done
by the DEARJ Advisory
2022-2023



Members



Elizabeth Bendler

Lancaster Resident, Parent

Laurie Burnett

Co-chair, Stow Resident, Parent

Lindsay Chaves

Co-chair, Stow Resident, Parent

Rhyllis Christopher

Lancaster Resident, Parent

Calvin Cochrane

NRHS Student

Leah Cullinane

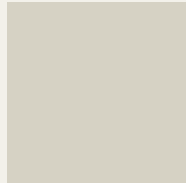
Teacher – Center School

Kelly Lawlor

Secretary, Stow Resident, Parent

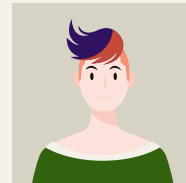
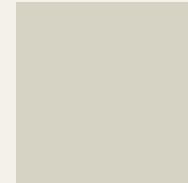
Carla Zils

Bolton Resident, Parent



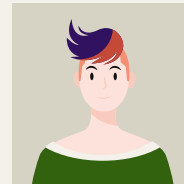


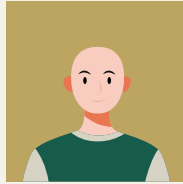
Thank you
Kirk Downing,
Laura Friend,
Sharon Poch &
Aleta Masterson



Vision

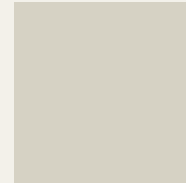
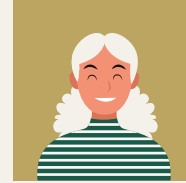
We envision a district where students of all races, ethnicities, sexual orientations, gender identities, religious affiliations, neurotypes, physical abilities, nationalities, incomes, languages, and bodies belong and are able to realize their unique potential as active contributors to their community.





Mission

To continually support and educate the Nashoba Regional School District and School Committee in its work to ensure that Diversity, Equity, Inclusion, and Belonging are embedded within our systems, policies, and practices for all stakeholders.



With our work, we try to...



...ground our efforts in equitable principles, focusing on actively challenging bias and promoting intersectionality.

...ensure our initiatives align and integrate well with the strategic objectives outlined by the district.



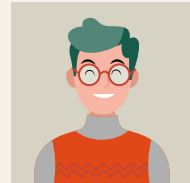
...seek guidance and insight from diverse communities who have demonstrated meaningful and impactful change.

...act in an advisory capacity with a goal of increasing voices that are underrecognized within our community.

Work Accomplished in 2022-23

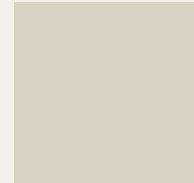
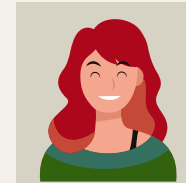
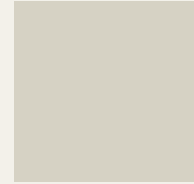
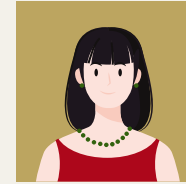
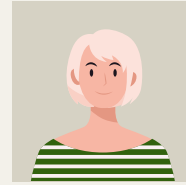
The DEARJ group worked diligently throughout the year to apply our mission and vision to the following working groups

- DEARJ Foundations
- Equity Audit
- DEARJ Website
- District Calendar
- Professional Development
- Decision Making Tool



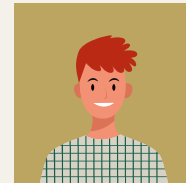
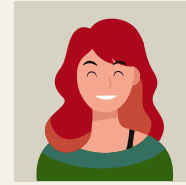
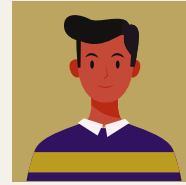
DEARJ Foundations

- Tasked with clearly defining DEARJ purpose
- Created a foundation of best practices
- Revised mission and vision statements
- Developed guiding documents



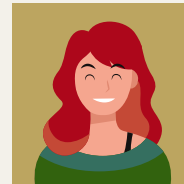
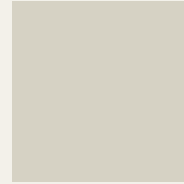
Equity Audit

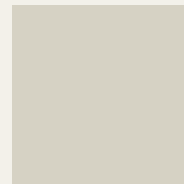
- Participated in the first round of analysis of received proposals
- Applied and elevated concepts from mission statement
- Worked collaboratively with a team of stakeholders



DEARJ Website

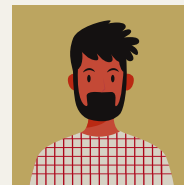
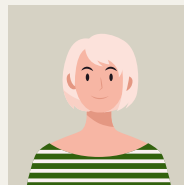
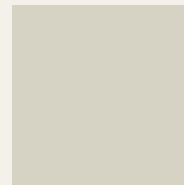
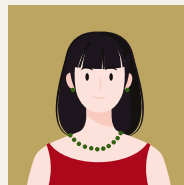
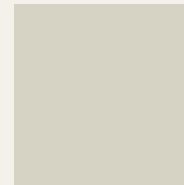
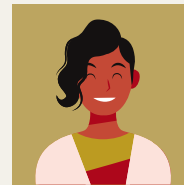
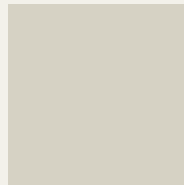
- Currently developing a website to be housed within the NRSC area of the NRSD website
- Goals of
 - Communicating priorities
 - Ongoing transparency
 - Improving community outreach

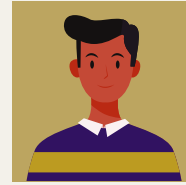




District Calendar

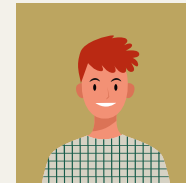
- Continued to work towards a truly inclusive calendar
- Submitted recommendations to the calendar committee for the 2023-24 calendar
- Working to address concerns with 2023-24 calendar





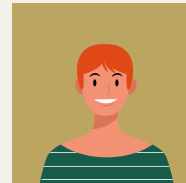
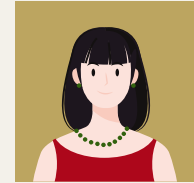
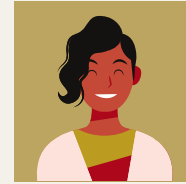
Professional Development

- Conducted a District-wide session entitled “Culturally Responsive Teaching” during March PD
- Curated a list of resources focusing on culturally responsive teaching practices



Decision Making Tool

- Goal of equitable outcomes from every system, policy, and practice
- Researched tools developed and used by other educational institutions
- Development in process of tool for specific use by NRSC and NRSD



Focus in 2023-2024



Equity Audit

Support and advise NRSC throughout the equity audit process



Decision Making Tool

Continue development of tool and train NRSC and NRSD



Community Outreach

Engage with the community to increase DEARJ participation



Calendar & Handbooks

Continue ongoing discussions around attaining true inclusivity



Curriculum & PD

Work to embed equitable practices within PD and curriculum



DEARJ as Advisors

Increase DEARJ participation within NRSC sub-committees



