



Inclusion, Diversity, and Belonging

At Ori Learning, we believe that everyone deserves access to equitable and accessible education. We are committed to creating a learning platform that reflects the diversity of our students, offers accessibility to content, and provides an inclusive environment where all learners can thrive. Our mission is to increase opportunities for learning, regardless of background or ability, by providing high-quality curriculum and accommodations accessible to and representative of students.

Ori Learning solutions are research-based, informed by various frameworks to shape learning and instructional approaches for every student:

Universal Design for Learning

All Ori Learning solutions utilize Universal Design for Learning (UDL) to ensure each learner can access and participate in relevant, challenging learning opportunities by offering a variety of approaches based on three principles:

- **Multiple Means of Engagement:** Ori Learning engages learners with multiple activity types including (but not limited to): Polls, Collaboration Boards, Videos/GIFs/Images, Interactive Slides.
- **Multiple Means of Representation:** All Ori Learning solutions have been thoughtfully crafted to ensure they are both developmentally appropriate and culturally diverse. Our curriculum and instructional materials are tailored to meet the unique needs of every student, ensuring there are no barriers to accessing high-quality instruction. Ori Learning is focused on accessibility for all students including powerful accommodation tools. We understand the importance of cultural diversity in education and have made it a priority to make sure our curriculum and resources are inclusive and reflect students from diverse backgrounds. Additionally, student voices and experiences are integral to the learning approach while student choice enables selection of activities relevant and interesting to students and their lives.
- **Multiple Means of Action & Expression:**
Ori Learning solutions support student expression through speech-to-text responses; free response activities that can be answered via text or voice recording; the option to upload drawings, images, and projects; interactive question types such as multiple choice, matching, ordering, fill in the blank, true/false, categorization, and more.

Learning Sciences

Ori Learning solutions were designed incorporating Learning Sciences to ensure:



- Learning is meaningful to each and every learner.
- Effective learning experiences are aligned to the needs of those who access our platform and curriculum.
- Design methodologies are utilized to iterate and improve, informed by data and feedback available from users.

Employer-Recognized Best Practices and Target Skills

Our Transition curriculum is informed by research and best practices and targets skills employers recognize as most critical to success in the workplace. The curriculum is based on research from:

- **The Zarrow Institute on Transition and Self-Determination** at the University of Oklahoma
- Predictor clusters outlined by the **National Technical Assistance Center on Transition-The Collaborative (NTACT-C)**
- Indicator 13 Checklist by the **National Secondary Transition Technical Assistance Center (NSTTAC)**
- Guideposts from **The Office of Disability Employment Policy**
- Guiding principles from **Transition Tennessee**

Collaborative for Academic, Social, and Emotional Learning

The grade banded SEL curriculum for transition is informed by and directly aligns with the five CASEL core competencies. Additionally, it integrates research findings and best practices from:

- The *Social-Emotional Learning Toolkit* published by the **New Jersey Department of Education**
- The *Guide to Federal Education Programs that Can Fund Social-Emotional Learning* from the **Center for Health and Health Care in Schools**
- *Grit: The Power of Passion and Perseverance* by **Angela Duckworth**
- *Social-Emotional Learning Solutions* resource developed by the **American Institutes for Research**

We recognize that building a culture of inclusivity requires a commitment not only in our curriculum but also in our internal operations. Our goal is to create a company culture that values and promotes inclusivity with all employees, so that everyone can succeed. We believe that a diverse and inclusive team, where all perspectives are welcomed and respected, leads to better decision-making and stronger outcomes for our learners. We are dedicated to creating an environment where everyone feels supported, respected, and included, regardless of their background, identity, or ability.



In summary, at Ori Learning, we are committed to creating an accessible, inclusive, and supportive learning environment for all, both in our learning platform and in our company culture.

