



District Goal EQUITY

Provide staff and students with opportunities and experiences to understand the importance of different cultures and to accept and embrace differences.

Presenter: Coletta Graham



Professional Development

Equity in Action Leadership Academy

This 4-day virtual academy session has been developed to deepen the knowledge and skills of leaders and leadership teams to systemically respond to issues of equity through the exploration of a problem of practice unique to their site. Over the four sessions, participants will:

- Deepen leaders' knowledge and skills to use and adapt social justice practices to increase system-wide equitable outcomes for all learners;
- Develop socio-political awareness/critical consciousness by acknowledging and exploring the current reality within the educational environment;
- Investigate systemic barriers, within public education, that we knowingly or unknowingly reinforce and that may ultimately lead to further propagation of access and opportunity gaps;
- Support leaders to identify a reasonable Problem of Practice (PoP) and receive critical feedback on possible solutions to create an avenue for developing a theory of change and an action plan to resolve issues; and
- Use evidence of impact to assess implementation measures of the PoP.

(NJPSA, 2021)



Professional Development

Equity in Action Leadership Academy

Session 1: Journey into the Equity Imperative

- Explore, self-reflect
- Engage in collaborative conversations
- Uncover structural and systemic assumptions

Session 2: Driving the Equity Imperative Through Dialogue and Data

- How are you using data to identify your equity priorities?
- How will it be shared to begin the courageous conversations that will lead to implementation of equitable practices?

(NJPSA, 2021)

A vibrant, cartoon-style illustration of a diverse group of children and adults. In the foreground, several children are shown eating and socializing. One child is eating a slice of pizza, another is drinking from a blue cup, and others are holding plates with food. In the background, more children and adults are visible, some wearing school uniforms. The overall scene suggests a positive, inclusive social environment.

Professional Development

Equity in Action Leadership Academy

Session 3: Moving the Equity Imperative to Address Systemic Change Progress

- What barriers and challenges must be uncovered and addressed in order to create a system in which equitable practices are fully implemented in a culture that embraces access and opportunity?

Session 4: Equity in Operation: Now and in the Future

- What are we learning as we create a coherent system for our learners through a focus on equity?
- What shared commitments, partnerships, and new practices have been implemented?

(NJPSA, 2021)



Professional Development

Coaching

Equity Committee will receive coaching and training at our Equity meetings during the school year

- This guidance will provide committee members with the support to turnkey and promote ongoing professional development for staff during faculty meetings and PLC meetings


Professional Learning Sessions

The faculty and staff will participate in 2 training sessions during school inservice days this school year

- Part I - Culturally Responsive Practices: The meaning of culture, equity and implicit bias
- Part II- A deeper dive into the implementation of culturally responsive practices




Major Activities

- **The Equity Committee will acknowledge student voice by implementing student representatives on the Equity Committee**
 - Invite students to attend and participate in Equity Meetings during the school year
 - Invite students to participate in discussions and brainstorm ideas for school activities
 - **The Curriculum and Instruction subcommittee members will participate in ELA Committee Meetings to review materials using an equity lens.**
 - Members will participate in reviewing ELA materials and resources throughout the year during PLC meetings
 - Members will participate in staff collaboration and informational sessions throughout the year during faculty meetings
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Major Activities

- **The Equity Committee will participate in school activity meetings to promote and equitable programs for students**
 - Committee members are involved with No Place for Hate activities through the Anti-Defamation League (ADL), a national organization which promotes respectful schools and communities (ADL, 2021).
 - The school participates in 3 schoolwide projects during the year that promote equity
 - **The Equity Committee has a partnership with Not in Our Town (NIOT) - Chesterfield Chapter. Not in Our Town is a national organization to stop hate, racism and bullying, and build safe, inclusive communities for all (NIOT, 2021).**
 - Participate in meetings with committee members throughout the school year.
 - Promote and build community awareness through collaboration and activities.
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References

Anti defamation League/No Place for Hate. (2021).

<https://www.adl.org/who-we-are/our-organization/signature-programs/no-place-for-hate>

NJPSA. (2021). <http://njpsa.org/equity-in-action-leadership-academy2/>

Not in Our Town (NIOT). (2021). <https://www.niot.org/>

