

## Information Related to the LCPS Equity in the Center Training

LCPS is committed to the important work of closing equity gaps. This initial phase of work includes required professional learning for the Department of Instruction, school-based administrators, and teachers.

Currently, *Equity in the Center* professional learning is a multi-session journey of learning for school staff aimed at addressing issues of race, bias, and cultural insensitivity.

In each of the sessions, participants will explore the following outcomes related to issues of a sensitive nature, such as race, in three different realms:

- 1. Effects of my personal perspective and understandings on sensitive subjects;*
- 2. Effects of tone and atmosphere (including physical surroundings) on the discussion and study of sensitive subjects;*
- 3. How the content itself involves sensitive issues.*

### **Session I: The WHY of Equity**

In this session, participants explore their personal Why related to equity work and the data that informs that this work needs to be intentional.

### **Session II: The ME of Equity**

In this session, participants will explore how their own individual experiences determine the lens through which they see Equity.

### **Session III: The Culture of Equity**

In this session, participants will explore ways that they have created a safe and inclusive space for ALL students to thrive and succeed.

The purpose of these sessions is not to provide all the “answers” to managing and interacting with sensitive subjects, but instead is meant to help educators facilitate and support constructive conversations on these sensitive subjects.

To date, the following stakeholder groups have been trained:

Stakeholder Group	Session	Date
Department of Instruction	Session 1: The Why of Equity	February 26, 2019
Elementary Principals	Session 1: The Why of Equity	March 19, 2019
Middle School Principals	Session 1: The Why of Equity	March 21, 2019
High School Principals	Session 1: The Why of Equity	March 21, 2019
Elementary Assistant Principals	Session 1: The Why of Equity	March 25, 2019
High School Assistant Principals	Session 1: The Why of Equity	April 30,, 2019

Middle School Assistant Principals	Session 1: The Why of Equity	May 1, 2019
Elementary Deans	Session 1: The Why of Equity	March 27, 2019
Department of Instruction	Session II: The ME of Equity	April 26, 2019

### **Next Steps**

- All Principal stakeholder groups will engage in Session II: The ME of Equity, on **Tuesday, May 21, 2019.**
- All High School Assistant Principals will engage in Session II: The ME of Equity, on **Monday, June 24, 2019.**
- The Department of Instruction team will engage in Session III: The Culture of Equity, on **Tuesday, June 4, 2019** and **Monday, June 10, 2019.**
- All Principals and Assistant Principals at each level will engage in Session III: The Culture of Equity, on **Tuesday, July 30, 2019** at the Annual Administrative Leadership Team retreat.
- Create a professional learning schedule designed to engage ALL LCPS teachers in Session I: The WHY of Equity, during the 2019-2020 school year. Additional resources, including webinars, modules, articles, books, speakers, etc., will be shared with school leaders in an effort to continue the conversations beyond Session I.