



**Equity in
Action**



Equity in Action Leadership Academy

Empower Your Staff to Embrace Equitable Learning

Presenters: Pamm Moore, Dr. George Jackson, Rosemary Seitel and Kerri Waibel

Acknowledging that we are on a journey to continuously improve learning opportunities for all students is a first step. Taking action on improvement is the second step! Join in this unique 4-session professional learning opportunity to uncover and address a site-specific problem of practice (PoP) focused on creating equitable learning outcomes for every student within your system. During each session YOU will engage in strengthening your knowledge and skills related to the issues of equity your system may be facing, use a variety of resources that can be adapted to address the issue, engage in dialogue and coaching to build out a plan of action, and get feedback from peers and facilitators to assist in making course corrections. In this academy, participants will:

- Deepen leaders' knowledge and skills to use and adapt culturally responsive practices to increase system-wide equitable outcomes for all learners;
- Sharpen skills such as using street data, listening to student voices, and handling discord, disagreement and competing agendas as a way to respond;
- Develop awareness of the school and district community by acknowledging and exploring the current reality within the context of student learning needs;
- Investigate systemic barriers we knowingly or unknowingly reinforce and that may ultimately lead to further propagation of access and opportunity gaps;
- Identify and take action on a reasonable Problem of Practice (PoP) and receive critical feedback and coaching on possible solutions and an action plan to resolve issues; and
- Identify evidence of impact to subsequently assess implementation measures of the PoP.

Session 1: Journey into the Equity Imperative (PSEL Standards 3, 5, 6, and 10)

Are you ready to embark on a journey to dive deeper into the equity imperative? Session One of the Equity in Action Leadership Academy will create the groundwork to explore your unique equity journey. Only by exploring beliefs that drive learning, engaging in collaborative conversations, and uncovering structural and systemic assumptions, can you advance and change equity in your school. Participants will work collaboratively across teams to understand how advancing equity can create a healthier, more positive and engaging learning environment for all learners. Throughout the sessions, participants will begin to create a toolbox of strategies for equity work that will support you and your team in solving a problem of practice you are facing in your district.

Session 2: Driving the Equity Imperative Through Dialogue and Data (PSEL Standards 3, 5, 6, and 10)

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 more equitable practices? Participants will name and share their WHY for engaging in this work and explore the three levels of data-map, satellite and street data – looking at each through an equity lens. The use of street data will be highlighted as an essential means of understanding student agency and voice and supporting the transformation of an equity cycle.

Session 3: Moving the Equity Imperative to Address Systemic Change Progress (PSEL Standards 3, 5, 6, and 10)

Who will support the implementation of the PoP? 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? Participants, working in teams, will continue to build their capacity by identifying a guiding team to create coherence within the system to maximize shared accountability and embed structures and processes that focus on deep learning practices. Using a coherence lens, presenters will provide additional feedback for participant's initial thinking on their problems of practice.

Session 4: Equity in Operation: Now and in the Future (PSEL Standards 3, 5, 6, and 10)

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? What actions comprise our PoP and what measures of success would be important? The final session is driven by team and individual educator needs as presenters support participants in a deeper dive into why certain data was selected for the PoP and how to overcome barriers to implementing the intended actions.

Register at www.njpsa.org

Fee: \$450 per person for 4 sessions

We strongly recommend participants come with a partner or team to boost internal conversations between sessions. Individual participants will be grouped with others in Sessions 3 and 4. If you have questions about the academy, contact Victoria Duff at vduff@njpsa.org. If you are considering sending a team, you may wish to use the FEA Professional Learning Savings Account. For more information, contact Emil Carafa at ecarafa@njpsa.org.

Cohort 9

Dec. 14, 2023; 9 am - Noon (Zoom)
Jan. 17, 2024; 9 am - Noon (Zoom)
Feb. 21, 2024; 9 am - Noon (Zoom)
Apr. 10, 2024; 9 am - Noon (Zoom)

Cohort 10

Jan. 12, 2024; 9 am - Noon (Zoom)
Feb. 20, 2024; 9 am - Noon (Zoom)
Mar. 20, 2024; 9 am - Noon (Zoom)
Jun. 5, 2024; 9 am - Noon (Zoom)