The Equity Leader Lab
An EOS Community

We collaborate with school administrators and staff to impact and alter the student experience.
The Equity Leader Labs (ELLabs) convene our partner districts’ and schools’ Equity Team members to develop and adopt the policies, practices and mindsets to sustain equity in support of historically marginalized student success.

**WHAT?**

ELLabs convene educators to experiment with new ideas and strategies. A laboratory incubates experimentation, growth and learning and is long overdue in education. It is easier to repeat what we did yesterday than to be bold and creative about what is possible for us to do tomorrow. The Equity Leader Labs give you the skills and opportunities to enshrine a higher sense of what is possible for students of color and low-income students in your school system.

The Equity Leader Labs:

- Share learnings from across our national portfolio.
- Create space for learning and experimentation in support of equitable opportunity and success.
- Focus on policies, practices and mindsets that facilitate equity.
- Lead by doing the hard work of asking “why not?”.

**WHO?**

The Equity Leader Labs is for district and school leaders, across all disciplines and functions, who are committed to equity in advanced level college prep courses.

The ELLabs is for districts and schools that have partnered with EOS for at least two (2) years. District and school participants have made significant progress towards closing their equity and opportunity gaps, and are prepared to implement policies and practices to sustain their work towards equity.

Each participating school team consists of at least one (1) and up to three (3) of each of these roles:

- District Lead
- Principal
- Assistant Principal
- School Equity Champion
- Counselor(s)
- AP/IB Teacher(s)

**WHY?**

- You want to change and improve the way you serve students of color and low-income students.
- You want to lead in progressive and stimulating methods that inspire change.
- You believe equitable learning opportunities are an urgent and pressing need.
- Innovation comes from experimentation and experimentation requires a laboratory. Join us to parse through the noise and to find, experiment and adopt new ways of working on behalf of students of color and low-income students.

**HOW?**

The ELLabs convene four (4) times a year and includes work in between sessions. EOS assumes that participating schools continue to facilitate use of EOS tools and resources at their site—including, but not limited to, surveys, advocacy, outreach, and enrollment of historically marginalized students.

The sessions will generally consist of preassigned work in preparation, a speaker or facilitator to set the foundation for the day, team breakout work-sessions, full-group developmental activities, and open floor conversations.

Equity Leader Labs participants have successfully implemented the EOS program and utilize the EOS data tools at their schools.
The Equity Leader Labs will develop adaptive leaders who take research-based, practitioner-vetted change to their schools for educational equity.

Modeled on the best of continuous improvement research, brain science, equity leadership and the expertise of EOS and our most experienced school and district partners.

Develop policies, practices, and mindsets that support experiences of belonging for historically marginalized students.

Equity Leaders select new opportunities and goals specific to their schools, glean strategies, and best practices from peers and national experts, implement changes, and evaluate improvements.

Together, we will tackle the complex systems leadership work needed to break through to equitable college readiness.

WHAT IS COVERED?

Each session has been designed to touch on a specific and identified topic, based off of thousands of past partnership visits and communications. The sessions each represent an area of importance in the journey towards a sustainable equity program.

ELLabs’ sessions have a designated topic to be covered, leading to collaboration in the form of job-alike work groups, expert-led discussions, and open forums. Each cohort will have the autonomy to structure the session to best meet the needs of the participants.

**Session #1: Equity and Excellence: A Foundation for Change**
Reflect on your EOS journey and create your Equity Leader Labs action plan.
- Define core equity and opportunity concepts and strategies
- Use EOS data to develop and anchor learnings
- Develop focused areas for improvement and set goals for these areas
- Prepare first developmental activity (Student Shadow)

**Session #2: Belonging and Student Experience: New Perspective and Understandings**
Understand, empathize and impact the experiences of historically underrepresented students.
- Reflect on the Student Shadow developmental experience
- Develop expertise to create belonging-rich environments for students
- Define “tests of change” to increase belonging at your school
- Prepare for second developmental activity (Policy + Practice Diagnostic and Co-Pilot)

**Session #3: Policies, Practices, Mindsets: Be the change you want to see**
Develop a roadmap of district/school specific policies, practices and mindsets to extend and sustain equity.
- Reflect on Policy + Practice Diagnostic and identify specific policies, practices to improve
- Develop a more comprehensive understanding of adult mindsets for equity
- Design staff training roadmap
- Review advocacy and outreach progress
- Prepare for third developmental activity (Sustaining Equitable Enrollment)

**Session #4: Extend and Sustain: The New Normal**
Develop your action plan for next year.
- Reflect on third developmental activity
- Plan next year’s school activities to sustain equity
- Evaluate progress
- Set future Spring outcomes
“Looking at data from a student perspective isn’t something we are typically doing. Sometimes we think something is working or going well and students feel differently. That was a huge eye-opener to understand what’s working.” – Pilot ELLabs Member

**Action For Equity™ (A4E)**

The A4E model builds on the learnings of our first 5 years. Equity at the highest levels is urgent and possible. Our new, expanded model, drives partners from access to success and onward to sustainability, while staying true to our mission of ensuring students of all backgrounds have equal access to America’s most academically intense high school programs—and particularly that low-income students and students of color have opportunities to succeed at the highest levels.

**Phase 1:** Data, coaching and action to ensure students of color and low income students enroll at equitable rates in your most rigorous high school courses.

**Phase 2:** Maintain equitable access, support students and staff, and focus on the experiences of students of color and low-income students in the development of belonging-rich contexts for their success.

**Phase 3:** Develop and enshrine the policies, practices and mindsets to sustain equitable opportunities and begin to drive the core work on your own.

**Tools Package™**

When partners have demonstrated key actions/outcomes through each of these three phases and we have developed confidence that they can sustain equitable enrollment, they may enter into a lower-intensity partnership, without Partnership Directors, but with access to the EOS Tools and national network of partner districts.