

# Equity Leader Labs

Exploration • Innovation • Transformation



Shifting adult mindsets, challenging assumptions,  
and elevating equitable practices.



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. Through group learning experiences, facilitated workshops, data analytics and developmental activities, Lab participants develop the skills, habits and mindsets needed to engage as equity leaders in their building.

### The Equity Leader Labs:

- Focus on policies, practices and mindsets that facilitate equity.
- Lead by doing the hard work of asking “why not?”.
- Share learnings from across our national portfolio.

## WHO?

The ELLabs is for districts and schools who are committed to equity, and have partnered with EOS for at least two (2) years. Participants 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
- School Equity Champion(s)
- Principal
- Counselor(s)
- Assistant Principal
- AP®/IB Teacher(s)

## WHY?

You no longer want to do what you did yesterday, but want to be bold and creative about what is possible for tomorrow.

- 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?

ELLabs are workshops that traditionally convene in-person, but will be conducted virtually for the foreseeable future. Each session will consist of both small-group and large-group developmental activities and discussions.

## GUIDING QUESTIONS

As we designed Equity Leader Labs, we kept the following guiding questions in mind:

- What supports are needed to empower educators with the confidence and skills to establish culturally responsive, rigorous, and engaging classrooms that meet the academic and social-emotional needs of students of color and low-income students?
- What are the conditions and experiences needed to equip educators with the ability to mitigate implicit bias, dismantle policies that reproduce inequity, and instead design policies and practices that lead to greater equity?
- What essential experiences, knowledge, and skills do District and school leaders need to transform their mindsets, and to be bold and innovative in designing more equitable and inclusive approaches to education?

As a result, each session has been designed to cover an area of importance in the journey towards a sustainable equity program.

Collectively, these workshops will develop adaptive leaders who will take research-based, practitioner-vetted equity strategies to their schools to develop policies, practices, and mindsets that supports experiences of belonging for students of color and low-income students.



# WHAT IS COVERED?

## CYCLE 1

Cycle 1 of ELLabs is for first-time lab participants who are in Phase 3 of the A4E arc.

### **Session 1: Exploring Implicit Bias: Building a Foundation for Change**

---

**Reflect on your EOS journey and create an action plan.**

- Define core equity terms and concepts
- Engage in equity-focused developmental activities

### **Session 2: Belonging and Student Experience: New Perspective and Understandings**

---

**Observe and reflect on the experiences of students of color and low-income students.**

- Develop expertise to create a belonging-rich learning environment for students of color and low-income students.
- Use EOS data to develop and anchor learnings
- Engage in equity-focused developmental activities

### **Session 3: Equity Tests of Change: Continuous Improvement through cycles of inquiry**

---

**Examine continuous improvement methods for growth and development.**

- Introduce and engage with core principles of continuous improvement
- Gain awareness of barriers to implementing change
- Engage in equity-focused developmental activities

### **Session 4: Extend and Sustain Equity: Establishing the New Normal**

---

**Develop your action plan for next year.**

- Synthesize learnings from all labs
- Plan next year's school activities to sustain equity

## CYCLE 2

Cycle 2 is designed for returning lab participants to engage more deeply with key equity concepts. Collectively, we will encourage and support robust implementation of equity strategies.

**Cycle 2 consists of 3 sessions, and in each session participants will:**

- Analyze and engage with race related content and apply the learning to daily practice.
- Engage in skill-building activities that will increase proficiency in the following:
  - Classroom belonging for African-American students, other students of color, and low-income students
  - Identifying and addressing race related barriers to creating an inclusive school culture
- Identify problems of practice related to enrollment, outreach, belonging, retention, etc., and developing key action steps toward resolution.

"I love how we got time to work as a team for our building specifically -to study, plan and even do! I am excited about how we have started the work on connecting our teams and the timeline to help us move forward." -Sun Prairie Lab Participant

“The workgroups and discussion were powerful and informative. The presentation content was very helpful as there were always thought provoking activities that can be taken back to all or part of the staff to help further the school’s goals.”

-Montgomery County Lab Participant



The Action For Equity™ (A4E) multi-phase model is designed to help you build equity and sustainability at the highest levels of your academic course offerings. A4E is your road map to ensuring that your students, and particularly students of color and low-income students, have access to and success in your most academically intense high school programs.



**Phase 1:**

Designed to increase participation rates in AP®/IB classes for students of color and low-income students while transforming school culture and adult mindsets.



**Phase 2:**

Designed to support students of color and low-income students towards a successful experience in their first AP®/IB course.



**Phase 3:**

Engages school and district leaders in their equity journey, through a community of practice (Equity Leader Labs) and the use of EOS data analysis, tools, and reports.



**Phase 4:**

Designed for partners who are prepared to take nearly full ownership of the process for closing, and keeping closed, opportunity gaps in AP®/IB participation, with remote thought-partnership and support from EOS.