



ACTION FOR EQUITY: LEADERSHIP ORIENTATION

BUILDING EXPECTATIONS OF SUCCESS

Public education is intended to unlock opportunities for all students no matter their zip code, ethnicity, or family income. Sadly, this is not the reality for many kids across the country—particularly low-income and students of color.

However, you have made this important decision to prioritize education equity in your district and Equal Opportunity Schools (EOS) is excited to begin our work together.

Because of this, EOS developed a four-hour orientation to support the Access Opportunity phase in the Action For Equity model. This phase, the first in our four-phase process, is designed to increase participation rates in AB/IB/AICE classes for low-income and students of color while beginning the work of transforming the school culture and educator mindsets needed for equity.

“I was already thinking about equity and inclusion prior to the orientation, but this meeting helped me to articulate how these concepts would look in a public school setting.”

- Johnny Ray McCray, World History Teacher

IS YOUR SCHOOL'S FULL DIVERSITY REFLECTED IN YOUR ADVANCED CLASSES?

Attending this orientation will allow your district and schools to be more effective and successful in your education equity journey.

Please bring a team of colleagues and prepare for a great day of learning and vision building as we embark on our partnership. Please let our team know what dates work best for your school/district using the preferred dates form that will be provided to you.

WHO SHOULD ATTEND?

District partners should request participation from both district and school site individuals who will be leading your education equity journey.

DISTRICT-LEVEL ADMINISTRATORS INCLUDE:

- Superintendent
- Assistant Superintendent
- District Lead
- Data Lead
- Director of School Counselors

BUILDING-LEVEL ADMINISTRATORS INCLUDE:

- Principals
- Assistant Principals
- AP/IB/AICE Coordinators
- Lead Counselors

ATTENDEES HAVE THE OPPORTUNITY TO:

- Engage in various exercises and activities essential to the successful implementation of the Access Opportunity phase in the Action For Equity model
- Craft your message as to why this work is important
- Engage with and interpret your school's specific data
- Learn more about the tools EOS offers to aid in your success
- Work with a team of experts from EOS

AT THE END OF THIS WORKSHOP, YOUR TEAM WILL BE PREPARED TO:

- Anticipate and overcome potential barriers to success
- Communicate the Access Opportunity phase in the Action For Equity model, goals, and process to staff
- Set expectations for various roles, including leadership
- Interact with the tools Equal Opportunity Schools will provide you throughout the Access Opportunity phase
- Articulate how EOS and racial equity applies to school and district goals and complementary initiatives

“We’re now looking at kids as who they are – holistically, not based on a test or GPA number.”

- Tracy Forst, AVID Site Coordinator



“The workshop was highly organized, engaging, and informational and provided plenty of time to collaborate with schools to discuss their experiences, roadblocks encountered, best practices implemented and where/when to push for additional support.”

- David Farley, Assistant Principal

VALUE: This four-hour workshop is designed to give district and school leaders the opportunity to proactively engage in our education equity work before the school year begins.

EXPERTISE: With hundreds of school partners, multiple years of engagement, and continuous development of program best practices, EOS has the experience and knowledge necessary to position partners for a successful education equity journey.

PARTNERSHIP: EOS works hand-in-hand with district and school leaders to develop a culture of academic excellence by removing false participation barriers and shifting adult mindset from exclusivity to inclusivity, working to identify students’ strengths, and reaching equitable participation in AB/IB/AICE classrooms.

LEADERSHIP ORIENTATION SESSIONS ONE & TWO AGENDA:

Leadership Orientation sessions can be experienced on the same day with a break between or on two separate days depending on your team’s needs and availability.

SESSION ONE (2 Hours):

- Welcome & Introductions
- How We Got Here
- The Opportunity According to Data
- Next Steps & Homework

SESSION TWO (2 Hours):

- Homework Review
- Overview of the Partnership Year
- The Role of Leadership
- Your Personal Commitment
- Next Steps

Action For Equity™

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 low-income and students of color, have access to and success in your most academically intense high school programs.

PHASE 1:

ACCESS OPPORTUNITY™

-YOU ARE HERE-

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

PHASE 2:

EXPERIENCE SUCCESS™

Designed to support low-income and students of color toward a successful experience in their first AB/IB/AICE course.

PHASE 3:

EXTEND EQUITY™

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:

SUSTAIN EQUITY™

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