

Equity Leader Labs

Exploration • Innovation • Transformation



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

EQUAL
OPPORTUNITY
SCHOOLS

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 low-income and students of color?
- 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 low-income and students of color.

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?

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 toward 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
- AICE/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 low-income and students of color.
- You want to lead using 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 low-income and students of color.

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.

WHAT IS COVERED?



CYCLE 1

DESIGNED 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 low-income and students of color

- Develop expertise to create a belonging-rich learning environment for low-income and students of color.
- 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

DESIGNED FOR RETURNING LAB PARTICIPANTS TO ENGAGE MORE DEEPLY WITH KEY EQUITY CONCEPTS. COLLECTIVELY, WE WILL ENCOURAGE AND SUPPORT ROBUST IMPLEMENTATION OF EQUITY STRATEGIES.

Session 1, 2 & 3

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

- Participants will analyze and engage with race-related content and apply the learning to daily practice.
- Participants will engage in skill-building activities that will increase proficiency in the following:
 - Classroom belonging for low-income and students of color.
 - Identifying and addressing race-related barriers to creating an inclusive school culture.
- Participants will engage in deep reflection and analysis, and develop action items that utilize research-based strategies for belonging and equity in education.

“Worthwhile constructive session - Powerful that I am leaving with questions and reflections for me as an educator to continue to think about and uncover. Thank you for this opportunity to continue to grow and think from new perspectives.” -Everette Public Schools

“ I have loved every minute of these labs. Your instructors/moderators were fun and insightful and the videos along with the questions were very introspective. Overall this was very nicely done and most unforgettable. I believe as a district, it has brought us closer together as well.” -Westerville School District



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

AO

Access Opportunity

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

PHASE 2

ES

Experience Success

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

PHASE 3

EE

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

SE

Sustain Equity

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

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