
In an effort to support an aligned approach to the race and equity work in *Sample District* for the 2020-2021 academic year, we propose the following:

Monthly Equity Sessions: Superintendent’s Cabinet & School Leaders

Courageous Conversations About Race

The first step in addressing issues related to race and equity is engaging in a process of personal learning and reflection. And for districts to do this work well, it is critical that both district and school leadership have an opportunity to engage in their own learning to prepare them to support school staff and students. To that end, we would recommend a year-long engagement that leverages the Courageous Conversations process.

In an effort to allow all members of the Superintendent’s Cabinet and School Leaders to fully participate in the Courageous Conversations process, Insight will assume full responsibility for the design and facilitation of the equity work for this group.

Insight will:

- Develop the scope and sequence for the 20/21 academic year
- Plan agendas for monthly equity sessions
- Facilitate monthly sessions
- Provide work for all team members to complete in anticipation of sessions
- Facilitate on-going planning conversations with the team to support the work of district-wide engagement

Deliverables:

- Scope/sequence document
- Agendas
- PPT presentations
- All materials related to the Courageous Conversations course of study

District Equity Team Facilitation & Equity Plan Development

Staff in *Sample District* have indicated a strong desire to engage in district-wide learning on race and equity. This District Equity Team, which established itself and is just beginning to identify next steps, is comprised of staff members from within the district schools and represents a variety of positions within each school. In order to support both the professional learning of individuals in the group, as well as prepare the district to engage in district-wide equity initiatives in the future, we would propose leveraging the District Equity Team to initially engage in the Courageous Conversations process while working to build a district equity plan in anticipation of the 21/22 school year.

Specifically, the District Equity Team would engage in the following:

- Professional learning and dialogue via Courageous Conversations
- Examination of the current state (utilizing available data) on *Sample District* with the goal of developing district-wide equity goals for the 21/22 school year
- Provide input on current equity work in the district and support the planning of a district-wide equity initiative for the 21/22 school year
- Develop the district's Equity Plan to guide the future work of the district

Insight would support the initial launch of the District Equity Team, including managing communications, design and facilitation of meetings, and the development of a plan for the work of the team.

Insight will:

- Prepare a plan for the 20/21 school year, to include key outcomes of the team, deliverables, and timelines.
- Design and facilitate initial District Equity Team meetings.
- Provide guidance on the development of a district-wide Equity Plan, including a detailed plan for the district team.
- Guide the development of a public facing Equity Plan for district stakeholders that articulates the need for equity work within the district, goals for the district, and an overview of how the district will engage its staff.

Deliverables:

- Detailed district-wide equity plan that outlines the work at the district and school levels, as well as key timelines
- Scope and sequence document for school-level engagement for the 2020-2021 academic year
- Community-facing equity plan