
In an effort to support an aligned approach to the equity work in *Sample District* for the 2019-2020 academic year, we propose the following:

Monthly Equity Sessions: Superintendent’s Cabinet

In an effort to allow all members of the Superintendent’s Cabinet 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 19/20 academic year.
- Plan agendas for bi-weekly equity sessions.
- Facilitate bi-weekly sessions (on site once/month and virtually once/month)
- 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

As part of the initial planning process, the district determined it would benefit from establishing a District Equity Team. This team would be comprised of key representative stakeholders (district leaders, school leaders, teacher leaders) who would be responsible for ensuring a coherent approach to the equity work throughout the district by engaging in the design and delivery of the content.

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

- Professional learning and dialogue
- Examination of the current state (utilizing available data) on *Sample District* with the goal of developing district-wide equity goals for the 20/21 school year.
- Provide input on current equity work in the district and support the planning of a district-wide equity initiative for the 20/21 school year.
- Develop the district's Equity Plan to guide the future work of the district related to race and equity.

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

Insight will:

- Meet with district leadership to support selection of committee members and plan for initial meeting.
- Prepare a plan for the 19/20 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

Equity Sessions: School Leaders

Insight will play a supportive role in the design and implementation of the equity sessions with school leaders.

Insight will:

- Meet with appropriate district staff to collaboratively plan the engagement process for school leaders.
- In collaboration with district staff, develop agendas for upcoming meetings
- Provide/review resources as needed for sessions with school leaders.
- Attend 2-4 sessions as needed to provide coaching/feedback and ensure district staff feel fully equipped to lead equity sessions on their own.
- Provide guidance on alignment to the work of the Superintendent's Cabinet and other equity initiatives within the district.

Deliverables:

- Scope and sequence document for engagement of school leaders
- Monthly planning calls/review sessions with district facilitators
- On-going consultation on upcoming sessions