



Assessing Curriculum for Equity & Inclusion: A Masterclass for K-12 Educators + District Leaders

Dr. Karla Manning | School Diversity, Equity, &
Inclusion Consultant

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XanEdu

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Tonia Slain

- Vice President, K-12 Sales
- 16 years of K-12 ed-tech and curriculum solutions experience

About XanEdu Publishing



With 20 years of custom publishing experience supporting both Higher Education and K-12 schools, XanEdu Publishing is uniquely positioned to help school districts **improve relevancy, equity and access** through customized instructional materials.

“Ultimately this is about equity and growth. What we see when schools are fully implementing XanEdu’s custom Guidebooks is that students are more engaged and take more ownership of their learning, which we know are true indicators of success.”

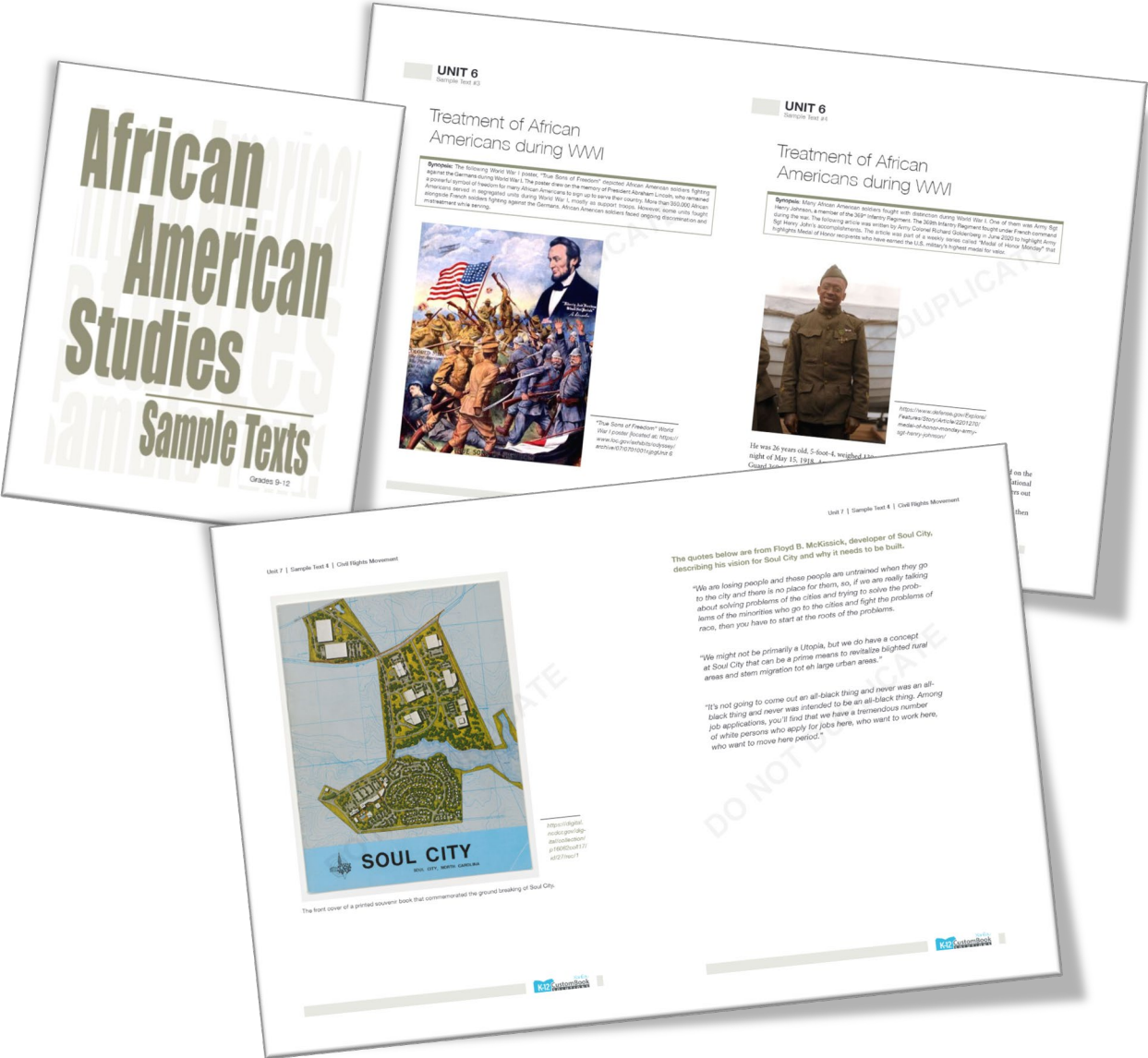
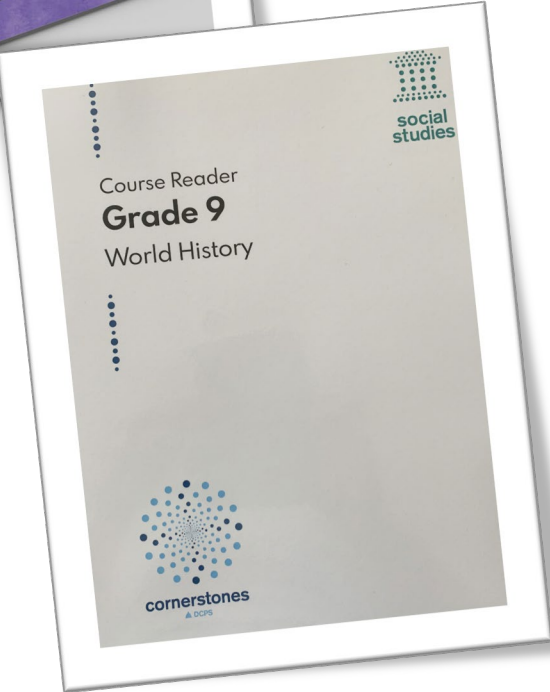
– Raquel Darling-Greer, Literacy Advisor for High School

Why Custom Publishing?

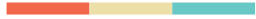


- One textbook does not fit all students' needs
- Individual districts require unique, high-quality, district specific materials that facilitate access, equity and outcomes
- Districts need flexibility to adapt materials to unexpected mandates, standards changes
- Costs of textbooks and instructional materials are at an all-time high, forcing districts to update materials in cycles

Examples of Custom Publishing



Your Host:



Dr. Karla Manning

- Began my teaching career in Chicago Public Schools in 2007
- 13+ years of teaching and working with Black & Brown students, families, and communities
- Earned a PhD in Curriculum & Instruction from UW-Madison, 2017
- Faculty Lecturer in the CUNY system where I teach pre-service teacher undergraduate students
- Former director of a service-learning mentoring program for homeless youth
- Host of *The Equity Experience* Podcast with weekly conversations on race, equity, and education
- Launched The Equity Leadership Group in Feb. 2020
- I provide diversity, equity, & inclusion consulting services to K-12 school leaders/educators in the areas of leadership/staff development trainings, curriculum development, equity audits, strategic planning, and executive coaching.



Four Agreements of Courageous Conversations



Stay
Engaged

Expect to
Experience
Discomfort

Speak Your
Truth

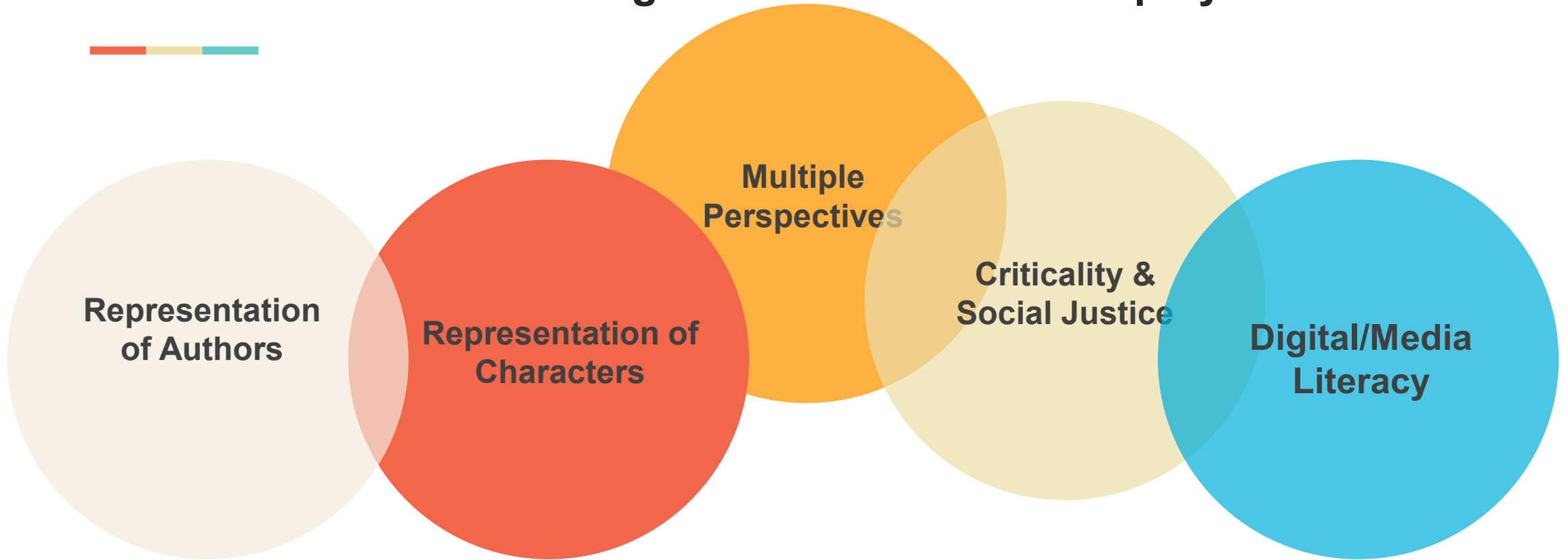
Expect and
Accept a
Lack of
Closure

Initial Guiding Questions



- How are we defining equity? Inclusion? What does it mean to ‘assess curriculum for equity and inclusion’?
- Why is it important that teachers reflect upon curriculum through a DEI lens?
- Why is it important that school administrators reflect upon curriculum through a DEI lens?

A Framework for Assessing K-12 Curriculum for Equity & Inclusion



A Framework for Assessing K-12 Curriculum for Equity & Inclusion: (1) *Representation of Authors*



The Representation section helps you determine the extent to which students in your school are reflected in their curriculum, and the extent to which they are being exposed to a group of diverse of authors, characters, identities, and cultures. Representation can sometimes be just a token gesture - putting non-White or female characters in the place of White male characters.

When assessing our curriculum, one of the first things to consider is the *representation of the authors*.

Sample Curriculum Assessment Activity

Diversity of Authors Tally

	Girl/Woman	Boy/Man	Non Binary	Total
Middle Eastern				
Asian/ Pacific Islander				
Black/ African				
Latinx				
Native American				
White				
Racially Ambiguous				
Multiracial				
Differently Abled				

Total # of authors: _____

Source: NYU Metro Center, Curriculum Scorecard, 2019

A Framework for Assessing K-12 Curriculum for Equity & Inclusion: (2) *Representation of Characters*



Let's think about the extent to which particular characters are represented in curriculum texts

In the next slide, I will present a few statements that we can reflect upon as we assess our curriculum for equity and inclusion

Reflection Statements:

(2) Representation of Characters

- There are references to different ethnic and cultural traditions, languages, religions, names and clothing
- Diverse ethnicities and nationalities are portrayed – not all Asian families are Chinese, not all Latinx families are Mexican, etc.
- Diverse family structures (i.e. single parents, adopted or foster children, same-sex parents, other relatives living with the family, etc.) are represented
- Characters of color are main characters and not just sidekicks
- Characters of diverse cultural backgrounds are not represented stereotypically - or presented as foreign or exotic
- Problems faced by people of color or females are not resolved through the benevolent intervention of a white person or a male

Sample Curriculum Assessment Activity

Representation

Diversity of Characters Tally

	Girl/Woman	Boy/Man	Non Binary	Total
Middle Eastern				
Asian/ Pacific Islander				
Black/ African				
Latinx				
Native American				
White				
Racially Ambiguous				
Multiracial				
People with Disabilities				
Animals				

Total # of characters depicted : _____

Source: NYU Metro Center, Curriculum Scorecard, 2019

A Framework for Assessing K-12 Curriculum for Equity & Inclusion: (3) *Multiple Perspectives*



- Are there multiple truths, perspectives, and lived experiences presented within curriculum texts?
- Are there multiple modalities for students to demonstrate learning (i.e. portfolios, performances, digital texts, action research projects, etc.)?
- Do students have opportunities to contribute to the curriculum they are learning?
- Is the district's curriculum inclusive of racially/culturally diverse histories and identities?

A Framework for Assessing K-12 Curriculum for Equity & Inclusion: (4) *Criticality & Social Justice*



- A culturally responsive curriculum provides opportunities for students to connect learning to social concerns, while raising critical questions related to race, socioeconomic status, gender, sexual orientation, religion, and language
- Attention is paid to disrupting deficit views and perspectives

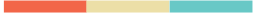
A Framework for Assessing K-12 Curriculum for Equity & Inclusion: (5) *Digital & Media Literacy*



- Do students have opportunities to critically examine the media they consume (i.e. social media, news media, advertisements, commercials, music, and TV/films, etc.)
- Do students have opportunities to create media texts that are inclusive of their viewpoints, perspectives, and voices?

Additional Points to Consider when Modifying Curriculum for Equity & Inclusion

Additional Points to Consider when Modifying Curriculum for Equity & Inclusion



Addressing
resistance &
reluctance

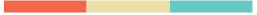
Create opportunities
for student & parent
input in curriculum

Reflection multiple of
modalities of student
learning

School Board buy-in
and approval

Addressing
curriculum for
standardized testing
and/or CCSS

Different Ways to Modify Curriculum to be Culturally Responsive - Equity & Inclusion

- 
- Environmental justice
 - Economic Justice
 - Racial/Ethnic Justice
 - Gender Justice

Learning Resources



Today's attendees will receive:

- Presentation slides
- Webinar recording
- [Blog article](#) - *Incorporating Equity and Inclusion in Early Childhood Curriculum*
- Downloadable – Breaks down the 5 components of the Framework for Assessing K-12 Curriculum for Equity & Inclusion

Contact XanEdu today



- **Increase student engagement** by providing them with relevant, meaningful learning experiences that get them excited about the topic(s) they're studying
- **Control the content, quality, and costs** of your instructional materials
- **Create materials that are culturally relevant and highly-aligned** to the subject matter and student experiences
- **Enable teachers to spend more time teaching** less time on administrative tasks

Contact Information



Schedule a consult to create your own custom readers
<https://bit.ly/3bkCyJo>

K-12 Sales
Contact the K-12 Sales
Team
Phone 800-218-5971
K12@xanedu.com



Teşekkür ederim

Aitah

Je vous remercie

Tak

Ačiū

Дзякуй

Dziękuję Ci

Dėkuji

Takk skal du ha

ارگنشر

謝謝

Спасибо

고맙습니다

Paldies

Grazie

Obrigado

Kiitos

Multumesc

Hvala

Хвала вам

Gracias tibi

Gracias

Tack

Danke

Дякую

Dank je

Aitah

Ευχαριστώ

Thank You!