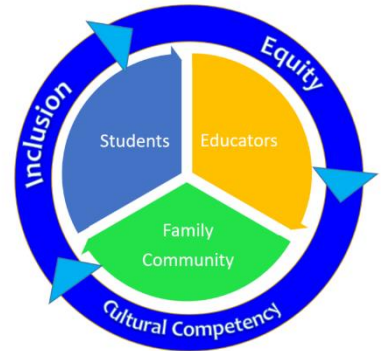


Marin County

Plan for Equity Capacity Building and Learning

Concept:

Equity in education is critical as we look at **school climate and its effect on student achievement**. In addition to producing educated individuals, a primary purpose of our public schools is to educate students for citizenship, which requires an understanding of the role and function of equity in producing democratic communities where future students will live and work.



Questions to consider as we define this work:

- *How do we as a county define Equity?*
- *How does the implementation of an Equity professional development program impact the performance of public school districts?*
- *Does the presence of an Equity professional development program impact student academic performance data when it is provided to teaching staff and central office employees?*
- *Does the presence of an Equity professional development program impact student academic performance data when it is provided to teaching staff but not to central office employees?*

Marin County Office of Education has assembled a team of educators from Local Educational Agencies across Marin to look carefully at our work on equity. In order for this multi-faceted work to be effective and sustainable it must have a strand-approach for our stakeholders: students, educators, and family/community.

Projected Plan: With an overarching theme of Equity, Cultural Competency and Inclusion

- Quarterly events - larger in scale designed to have impact across stakeholders
- Ongoing opportunities of cohort training for identified stakeholders
- Provide curriculum options to support sustainable and impacting change
- Collaborate with community partners to tap into local and national expertise in this area of interest

The purpose of this plan is to:

- Provide professional development around equity, cultural competency and inclusion that is differentiated and increases cultural proficiency levels
- Offer strategy and curriculum workshops such as but not limited to: *A World of Difference Institute & No Place for Hate* to support various agencies with resources for our community
- Emphasize importance of an inclusive school climate and culture
- Positively impact the social character and academic achievement of our student population

To date we have begun this work through engagement of the following:

- Formulation of Countywide Equity Sub Committee and consultation/input for various community based organizations
- Coordination/collaboration with Pacific Educational Group to provide –keynote presentation (Glenn Singleton) and two-day workshop (Courageous Conversations)
- Hosted Anti - Defamation League (ADL) - Anti-Bias training (two sessions with a diverse audience)
- Immigration Information and Guidance – collaboration with Canal Alliance and other Community Based Organizations

- Researching ADL curriculums such as *A World of Difference Institute & No Place for Hate* [Click here](#) for more information.
- Hosted Equity – Education – Excellence (E3) - Equity in Action Workshops
- Collaboration with Epoch Education – Nancy Dome (targeted work with Early School Success Initiative)
- Hosted AVID Workshop – Culturally Relevant Teaching: Transforming Educators
- Consulted with Karen Nemeth for Anti-Bias work in Early Childhood Education environments
- Researching Zaretta Hammond workshops for 2017-18
- Hosted Flippen Group – Capturing Kids Hearts Workshop
- Consulting with Beyond Differences about opportunities to collaborate

Request

Formal request for fiscal resources up to \$20,000 to support and off-set cost of professional development offerings in the area of Equity, Cultural Competency and Inclusion. These funds will be used over the course of multiple fiscal years including, but not limited to begin in April 2017 through April 2019. Expenditure reports and updates on activities offered/planned will be provided semi-annually and/or as requested (October and April).