

Objectives and agenda for today's meeting

Objectives:

1. Leaders will deepen their understanding of the definition for equitable instruction in SEZP
2. Leaders will discuss solutions, potential actions, and ideas for beginning or deepening school level and individual action steps to confront bias and end systemic racism
3. Leaders will learn about Zone level specific actions aimed at addressing educational systemic racism in our schools

Agenda:

1. Why a Call to Action?
2. Key Messages from the CEO and President of our academic partner
3. Solutions and Action discussion in small break out groups
4. Small group share out
5. Next steps and follow up

Why a call to action?

- Silence and “opt-in” is no longer acceptable in this moment – as educational leaders we must **realize and own** the fact that a just and equitable society begins with our country’s educational system. The day-to-day experience for young people in our schools shapes their sense of self and society.
- We can **no longer** be worried about saying the right thing, we must have courageous and uncomfortable conversations and confront systemic racism head on
- We can no longer wait until leaders **opt-in** to anti-racism work: addressing systemic racism is our call to action
- We can no longer wait for leaders to agree that despite our work or attempts to disrupt a biased system, **we still have racist practices** in our schools
- We can **no longer worry** about hurt feelings of white educators or others who perpetuate racist practices and we are all responsible for calling out the obvious when we witness it

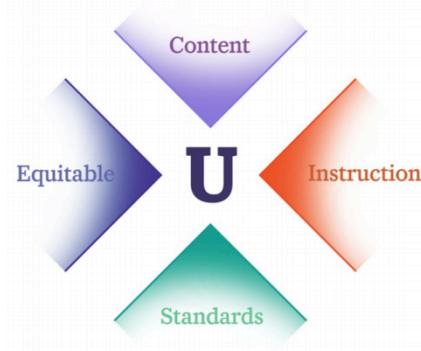
4 agreements for equity conversations

Please abide by our four agreements for equity conversations:

- We must stay engaged
- We must speak our truths (with mercy, grace, and thoughtful consideration for the lived experiences of our colleagues)
- We must experience discomfort
- We must expect and accept that we may not reach closure

UnboundEd's approach

“Learning is grounded in the intersection of standards, content, aligned curriculum and equitable instructional practices that are essential for closing the opportunity gap caused by systemic bias and racism so that all students experience engaging, affirming, and meaningful grade level instruction.”



Small Groups

Break out groups

Small group work purpose and roles:

Breakout spaces are to allow leaders in our autonomous system the space to hear from and share with other leaders about their actions thus far.

Roles

1. Timekeeper
2. Reporter - Who will report out group's conversation
3. Recorder – [who will take notes for the group](#)
4. Process checker – did we follow the directions and 4 agreements for equity conversations

Small group work **time** overview

- a. Individual reflection (5 minutes max)
- b. Small group discussion for individuals to share their reflections (25 minutes)

Small group breakout directions

Directions:

1. Assign roles
2. Take 3-4 minutes and each individual should reflect and write answers to these 3 questions:
 - Given my entry point, what action do I need to take to improve my own ability to engage in anti-racist work? What education do you need?
 - What does our school need to do to engage or enhance anti-racist work?
 - What has happened thus far to address the current situation with students and/or staff? What has been effective and why?

4 Agreements reminder

- *We must stay engaged*
- *We must speak our truths (with mercy, grace, and thoughtful consideration for the lived experiences of our colleagues)*
- *We must experience discomfort*
- *We must expect and accept that we may not reach closure*

Share out your small groups key
ideas

Each group will have ~2 minutes
to share out. Notes and the
presentation will be emailed after
the meeting

Actions for SEZP

At the Zone level – we are committed to end the “still” by

- Examine our performance framework to determine how to shift from aggregate data to subgroup data to name and work on gaps in student performance
- Revisit our annual school planning process to target persistent problems in our data and help schools create laser-focused action steps to improve
- Consider how leadership goals should be integrated with our call to action
- Expand opportunities for schools to work together in their journey in anti-racist work
- Develop an equity and anti-racism rubric for leaders
- Improve the language in our founding documents, like our Best Practice Guide to explicitly name our equity work
- Continue to support the educators who have been engaged in a book group. This group will be sharing tools and action steps for schools to consider given their level of activism in anti-racist work.
- Reviewing and revising school handbooks, Code of Conduct and other policies with an anti-racist lens.

School level leadership actions

At the School level-you must commit to end the “still” and consider what evidence will serve that you’ve improved your school’s culture and student outcomes

- In a year from now, how will you report:
 - How did we acknowledge what was happening in June 2020?
 - How did we ignite courageous conversations about race within our schools?
 - How did we drive and support action in our school to disrupt racist practices within our school?
 - What evidence do you have that your school is better for black educators and for Latinx educators (respectively) and that you’re closing the opportunity and achievement gap for black students and for Latinx students (respectively)?

Individual action steps

At the Individual level-you must commit to confronting your own belief systems and biases

1. Name your professional goals related to educating yourself and your current understanding about the history of race in Springfield
2. Educate yourself on the historical facts from the perspective of the black and brown communities
3. Name and advocate for the support you need to expand your current level of knowledge: do you need coaching, begin and participate regularly in an affinity group, engage in book studies, engage in action-based work through our partnership with UnboundEd, or other ideas you heard today that can improve your practice and increase your capacity to be an educational activist

Resources

[What if We... Don't Return to School as Usual](#)

[Curated list of resources for white people](#)

Free access to University of Minnesota -
[reading for racial justice books](#) through August 31,
2020

Evolving [SEZP Equity](#) webpage