**ICS Equity Action Plan**

**District:**

**School:**

|  |
| --- |
| **Cornerstone 1: Focus on Equity** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **1: Know the History of Educational Marginalization**  | 1. At the SLT
	1. SLT read the modules and moved the work from an individual level to a team level.
	2. SLT Complete End of Module “Creating Our Plan” for Modules 0 and 1 shared out the History of Marginalization PPT
2. At the Staff Level
	1. All staff read Modules 0 and 1 prior to meeting.
	2. The staff drew their current model
	3. All staff discussed the 1) problems with the current model 2) what is proactive (occurs prior to student struggle) and reactive (occurs after student struggle in the model).
	4. SLT introduced the Equity Audit –staff divided into student groups represented within the audit to collect the data.
	5. Feedback was collected and typed up to begin the next meeting.
		1. What resonated
		2. Any questions, concerns, changes?
 |  |  |

|  |
| --- |
| **Cornerstone 1: Focus on Equity** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **2: Shift from Deficit to Assets- Based Thinking and Language**  | 1. At the SLT
	1. Reflect on previous meetings: What resonated, questions, concerns?
	2. SLT read the module 2 and moved the work from an individual level to a team level.
	3. SLT completed End of Module “Creating Our Plan” for Module 2 and shared out the Deficit to Assets-Based PPT
	4. What other work was completed in the area of deficit based vs asset based language.
2. At the Staff Level
	1. Were what resonated, questions, concerns shared out with the staff?
	2. Share out the Asset vs. Deficit-Based Thinking PPT
	3. Staff listed stereotypes and myths related to affluent, middle Class, Families experience poverty
	4. Staff watched the Philadelphia video with an asset based lens
	5. Staff discussed how the list differ from the original list?
	6. Staff reviewed Assets-Based Thinking/Language
	7. Discussed research on poverty
	8. Completed feedback cards -(type up and share at the next meeting)
		1. What resonated
		2. Any questions, concerns, changes?
	9. Include questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |
| **Cornerstone 1: Focus on Equity** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **3: Engage in Identity Development**  | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 3 and moved the work from an individual level to a team level.
	3. SLT completed End of Module “Creating Our Plan” for Module 3 share out the Equity Begins with Us: Identity Development for Systems Change PPT
2. At the Staff Level
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. Shared out Slides: Equity Begins with Us
	3. Staff complete the Identity Development Inventory s and its relation to teaching and learning. S
	4. Continued to develop identity through books, relationships, movies, etc. Decided on a shared reading.
	5. Threaded development work through all staff activities
	6. Closed with feedback cards (type up and share at the next meeting)
		1. What resonated
		2. Any questions, concerns, changes?
	7. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 1: Focus on Equity** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **4: Apply the Equity Research** | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 4 and moved the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 4 share out The Equity Research PPT
2. At the Staff Level
3. Reflected on previous meetings: What resonated, questions, concerns?
4. Shared out Slides: Apply the Equity Research
5. Completed Research Activity
6. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
	1. What resonated
	2. Any questions, concerns, changes?
7. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 1: Focus on Equity** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **5: Develop Equity Non-Negotiables** | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 5 and moved the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 5 share out the Equity Non Negotiables PPT
2. At the Sta Level
	1. Have all Staff Read Module 5
	2. Shared out Slides: Develop Equity Non-Negotiables
	3. Have staff work in teams and respond to Appendix A and B in Module 5.
	4. Completed creating Equity Non-Negotiables
	5. Equity Non-Negotiables have been vetted out by all schools and district.
	6. Equity Non-Negotiables have been Board Approved
	7. Closed: Last 5 minutes, feedback cards What Resonated, What Gives them Pause (type up and share at the next meeting)
	8. Any questions, concerns, changes?
	9. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 1: Focus on Equity** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **6: Conduct Equity Audit**  | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 6 and moved the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 6 share out the Equity Audit to Drive Change PPT
2. At the School Level
	1. Reflected on previous meeting: What resonated, questions, concerns?
	2. Have all staff read Module 6
	3. Shared Out Equity Audit PPT – complete activities of review the data
	4. Teams shared out findings by student group of data collected in visual graph form.
		1. Includes reviewing equity data at the school, identifying strengths, areas of focus, writing goals, and reflecting on how the equity data reflects the current model
	5. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
		1. What resonated
		2. Any questions, concerns, changes?
	6. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 2: Align Staff and Students** |
| **ICS Step/Module** | **ICS Process** | **Work you have already completed related to this Module/Step.** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **7: Realign Staff and Students**  | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 7 and moved the work from an individual level to a team level.
	3. Practice realigning all staff
	4. Meet with specific teachers and therapist specific to their alignment to a grade level or content – to best meet the needs of the students on their caseloads
	5. SLT Complete End of Module “Creating Our Plan” for Module 7 shared out the Realign Staff and Students to eliminate inequalities PPT
2. At the School Level
	1. Reflected on previous meeting: What resonated, questions, concerns?
	2. Share Out Realign Staff and Students using symbolic visual as well as possibilities from your practice charts.
	3. Keep it clear and simple
	4. Closes: Last 5 minutes, feedback cards (type up and share at the next meeting)
		1. What resonated
		2. Any questions, concerns, changes?
	5. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 3: Transform Teaching and Learning** |
| **ICS Step/Module** | **ICS Process** | **Work You Have Already Completed Related to this Step** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **8: Construct Co-plan to Co-Serve to Co-Learn** | 1. At the SLT
	1. Reflect on previous meetings: What resonated, questions, concerns?
	2. SLT read module 8 and moved the work from an individual level to a team level.
	3. SLT Completes End of Module “Creating Our Plan” for Module 8 share out the Co-Plan to Co-Serve PPT
2. At the School Level
	1. Reflected on previous meeting: What resonated, questions, concerns?
	2. All staff read Module 8
	3. Discussed how realignment creates co-planning and co-serving teams
	4. Discussed how co-planning teams function/agendas
	5. Review Lesson Plans which lesson plans?
	6. Completed activity of teams sharing their strengths and challenges.
	7. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
		1. What resonated
		2. Any questions, concerns, changes?
	8. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 3: Transform Teaching and Learning** |
| **ICS Step/Module** | **ICS Process** | **Work You Have Already Completed Related to this Step** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **9: Design Identity Relevant Teaching and Learning**  | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 9 and moved the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 9 share out the IRTL PPT
2. At the School Level
3. Reflected on previous meeting: What resonated, questions, concerns?
4. All staff read Module 9
5. Completed Hattie Activity 1 –
6. Completed Hattie Activity 2 – practices below .40, above .40 and replacement
7. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
	1. What resonated
	2. Any questions, concerns, changes?
8. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 4: Leverage Policy and Funding** |
| **ICS Step/Module** | **ICS Process** | **Work You Have Already Completed Related to this Step** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **10: Align Human Resource Systems**  | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 10 and moved the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 10 share out the Transform Roles and Responsibilities PPT
2. At the School Level
	1. Reflected on previous meeting: What resonated, questions, concerns?
	2. All staff read Module 10
	3. Discussed transformation of roles and responsibilities
	4. Completed position descriptions
	5. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
	6. What resonated
	7. Discussed any questions, concerns, changes?
	8. Type up staff responses and send out to all participants
	9. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 4: Leverage Policy and Funding** |
| **ICS Step/Module** | **ICS Process** | **Work You Have Already Completed Related to this Step** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **11: Leverage Funding**  | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 11 and moved the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 11 share out the Leverage Funding to Eliminate Inequities PPT
2. At the School Level
	1. Reflected on previous meeting: What resonated, questions, concerns?
	2. All staff read Module 11
	3. Completed analysis of expenditures relative to Equity Non-negotiables
	4. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
		1. What resonated
		2. Any questions, concerns, changes?
	5. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |

|  |
| --- |
| **Cornerstone 4: Leverage Policy and Funding** |
| **ICS Step/Module** | **ICS Process** | **Work You Have Already Completed Related to this Step** | **1. Considerations When Facilitating with Staff****2. Future Next Steps for your Team to facilitate this module** |
| **12: Cross-Check Policy Procedures** | 1. At the SLT
	1. Reflected on previous meetings: What resonated, questions, concerns?
	2. SLT read module 12 and moves the work from an individual level to a team level.
	3. SLT Completed End of Module “Creating Our Plan” for Module 12 share out the Leverage Policy to Eliminate Inequities PPT
2. At the School Level
3. Reflected on previous meeting: What resonated, questions, concerns?
4. All staff read Module 12
5. Completed analysis of policies relative to Equity Non-negotiables
6. Policy/Procedures/Student Handbooks, etc
7. DLT/BLT Agendas
8. Position Descriptions
9. Hiring/Interviews
10. Expenditures
11. Closed: Last 5 minutes, feedback cards (type up and share at the next meeting)
12. What resonated
13. Any questions, concerns, changes?
14. Included questions during appropriate staff meetings – based on Cornerstones each month
 |  |  |