

Agenda

<http://bit.ly/2vWpeHA>

- **Takeaways and objectives** (5 Minutes)
- **Ignite Video** (5 minutes)
- **Chunk: Collective Efficacy for DRTs** (15 minutes)
- **Unpacking Cultural Discourse - Post August 12th, 2017** (25 minutes)
- **Equity Team Planning** (20 minutes)
- **Whip around takeaway** (5 minutes)

Takeaways and Objectives for Today:

Goal: Participants will...

- Make an introductory acquaintance with the concept of “Collective Efficacy,” and connect the concept of collective efficacy to our role as DRTs and Equity Teams
- Unpack Charlottesville’s current need for cultural discourse and sensitive approaches to engaging with school stakeholders
- Name first steps as leadership teams returning to schools

Ignite!

All that We Share

(“Cross the Line” CRT Strategy)

Meet, greet, and discuss:

- What personal steps can we take to ensure that we bring the heart of this video into our own classrooms and schools?

CHUNK!

Collective Efficacy

Superintendent's 2017 Charge: *It's Key to the Learning Results We Want*

Collective Efficacy is *“the collective self-perception that teachers in a given school make an educational difference to their students over and above the educational impact of their homes and communities.”* (Tschannen-Moran & Barr)

“Fostering collective teacher efficacy should be at the forefront of a planned strategic effort in all schools and school districts. Educators’ beliefs about their ability to reach all students, including those who are unmotivated or disengaged, should be openly shared, discussed, and collectively developed.” - Jenni Donohoo,
Collective Efficacy

DRT Role Description

The Diversity Resource Teacher takes primary responsibility for promoting building-based culturally responsive teaching practices and supporting equity and diversity needs with assistance from the Division Coordinator for Equity and Diversity.

Responsibilities

- Provides leadership in the development of and implementation of the equity and diversity priorities related to the school improvement plan.
- Attends monthly meetings of the diversity resource teachers to plan and facilitate division-wide concerns, training needs and special events.
- Develops and maintains building-level resources for equity, diversity, and culturally responsive teaching.

Chew

[1-3-6 Protocol](#) (how might this protocol appeal to multiple cultural archetypes?)

Summarize...

- “Collective Efficacy”
- “Diversity Resource Teacher”

Then Connect:

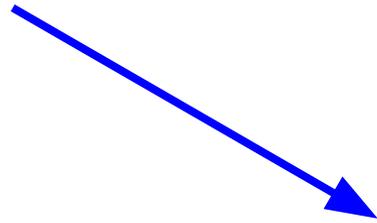
- How does the concept of “Collective Efficacy” relate to our role as DRTs?

Unpacking Cultural Discourse

- Diversity Resource Teachers may be asked to facilitate culturally sensitive conversations with students, staff, and the community.
- We are expected to be responsive, prepared change agents in creating safe school communities.
- [Resources to Support ACPS Community, Post August 12th,](#)
Skim and Scan

TASK: REVIEW THE ARTICLES COLLECTIVELY AND NAME A PLAN FOR LEADING YOUR STAFF IN UNPACKING CULTURAL DISCOURSE POST-AUGUST 12th, 2017

FOOD FOR THOUGHT!



***SHARING
RESOURCES***

VERSUS

***MODELING
CULTURAL
DISCOURSE***

The Four Agreements of Courageous Conversations

Let's practice together:

Four Corners - CRT STRATEGY

- Which one are you most comfortable with?
- Which one are you least comfortable with?

Share your answers with your team as you begin your discussion



The Power of Proactive-Personal Reflection

“Know yourself. Know your biases, know what will **push your buttons** and what will cause your **mind to stop**. **Every one** of us has areas in which we are **vulnerable** to strong feelings. Knowing what those areas are in advance can diminish the element of surprise. This self-knowledge can enable you to devise in **advance strategies** for managing yourself and the class when such a moment arises. You will have thought about what you need to do in order to enable your mind to **work again.**”

--Lee Warren (Derek Bok Center, Harvard)

ACPS Equity Team Description

Each school is encouraged to establish an equity team to assist the diversity resource teacher with promoting culturally responsive teaching practices at the school level. The diversity resource teacher will serve as the team leader unless otherwise determined at the school level.

Purpose

- To assist the diversity resource teachers with sharing strategies for:
 - Disseminating information
 - Modelling culturally responsive teaching practices
 - Organizing school wide activities and events to support diversity
 - Examining school culture and generating creative solutions for more inclusive and equitable environments
 - Collaborating to develop professional development for staff around CRT
 - Working collaboratively with the administrative team to goal plan using gap data
 - Providing a resource for other teachers to teach using CRT and provide multicultural resources
 - Supporting ACPS Equity Education Policy IGAK

Actions to Ensure Collective Efficacy:

- Communicate Goals and Set Clear Expectations**
- Engage Teams and Leverage Resources**
- Study/Use Data and Give and Receive Feedback**
- Supervise/Evaluate and Celebrate Success/Act on Failure**

Equity Team Planning Template

Use this planning template to lay the foundation
for an impactful Equity Team

- *You will have time during the next DRT meeting to work on this document.
- *DRTs can connect with instructional coaches to finish this plan by September 30th

“Whip Around or Popcorn” Takeaway

Think: What will you do to *either* move your Equity Team forward, *or* serve as a leader in your school community around unpacking cultural discourse in light...

Summarize: Use 1 - 4 words that express your sentiment for the work

Join your media specialist for lunch at noon
to continue this discussion:

Room G109-110

Additional Resources!
Folks will ask you the following
questions... How do I get
started? What is CRT?

We have STARTED to answer that
question.....

[Diversity Resource Hub](#)