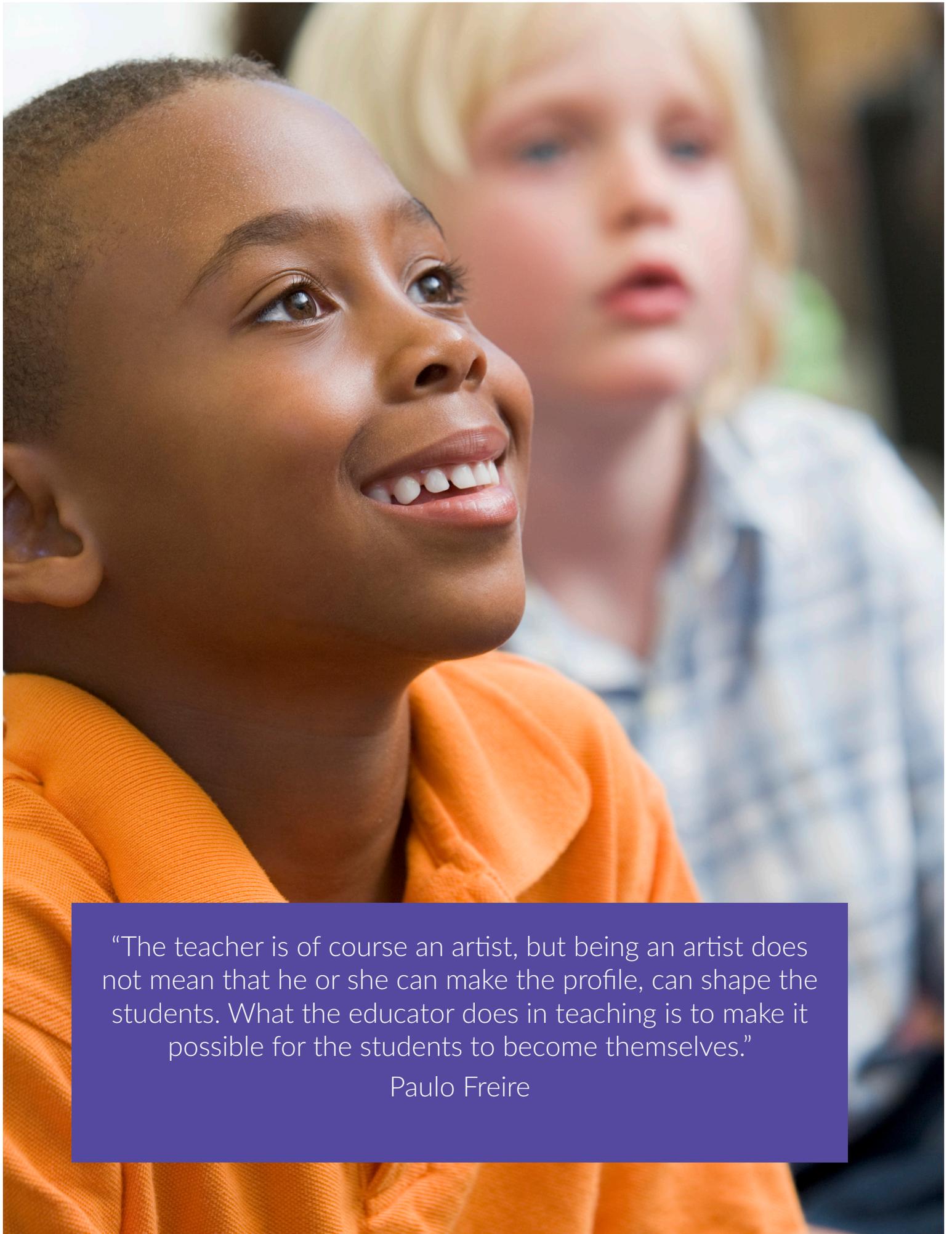




OFFICE OF EQUITY AFFAIRS
WAKE COUNTY PUBLIC SCHOOL SYSTEM

EQUITY LEADERSHIP & SUPPORT
2018 - 2020



“The teacher is of course an artist, but being an artist does not mean that he or she can make the profile, can shape the students. What the educator does in teaching is to make it possible for the students to become themselves.”

Paulo Freire

Equity Leadership

Our Why

Across the United States and in the Wake County Public School System, student achievement outcomes can be predicted by special education status, family income, and race. The predictability of achievement represents the most consistent and persistent challenge in education today. For this reason, Wake County Public School System educators will be guided by the following principles of equity:

- Educators will work to socialize intelligence and effort among all students in every school, every classroom, every day.
- Educators will be intentional about interrupting beliefs and practices that serve as barriers to student achievement.
- Leaders will model and advance courageous conversations about special education status, family income, and race, and how these attributes shape teaching and learning experiences in schools and classrooms.

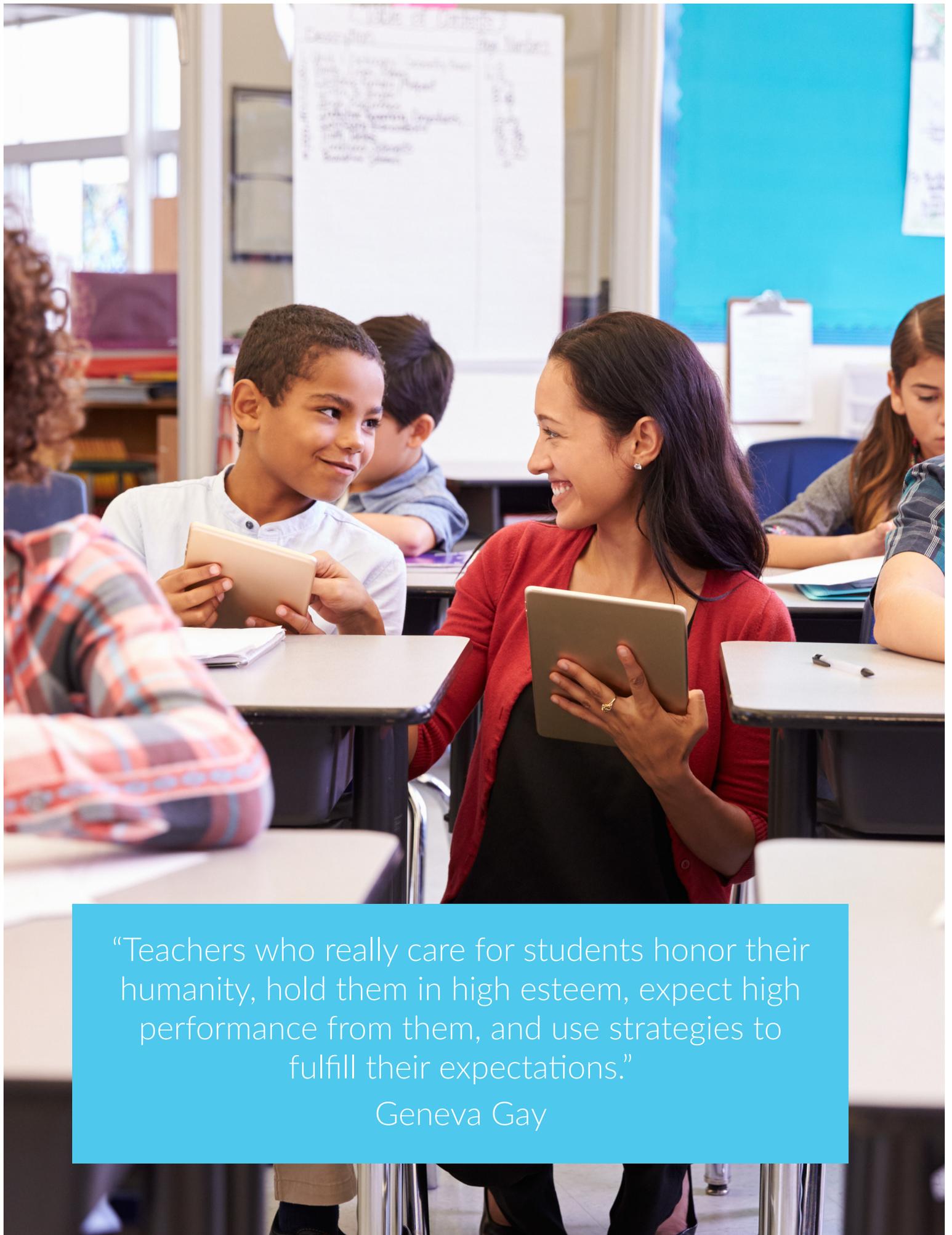
From the principles of equity, the Office of Equity Affairs draws its purpose of *ensuring that equal and equitable opportunity is a priority at all levels of our organization, and that all students, parents, teachers, administrators, and staff have full access to the benefits provided by the Wake County Public School System.*

Our purpose informs our mission of *influencing policies, practices, and beliefs to secure a transformative schooling experience for students and families that have been traditionally and historically marginalized.*

Equity Leadership lives beyond typical forms of leadership by calling on educators to dismantle systemic inequities that limit the possibilities of children. Equity challenges rarely, if ever, yield to traditional measures of leadership ability or authority. Interrupting the predictability of student achievement outcomes based on social and cultural factors requires a practice grounded in changing attitudes toward equity challenges, creating time and space for new learning, and welcoming students and families as full partners in solution-making efforts. More specifically, equity leaders:

- have a compelling vision for the impact they want to have with students and families concerning issues of equity and can communicate their vision in a way that inspires direct action;
- are committed to long-term systemic change efforts and willing to make critical decisions that demonstrate a commitment to interrupting educational inequity;
- value the experiences and leadership of the students and families they serve and build power through relationships to nurture a collective voice for change in their school communities;
- reflect on their experiences to better understand their identity and practice and how it impacts their ability to dismantle educational inequities; and
- have the confidence to take risks and make difficult decisions that are rooted in their values. Even in the face of opposition, equity leaders can draw on a heartfelt conviction for what is best for students and families.

Enclosed in this document is an overview of the theoretical underpinnings that defines WCPSS "equity work." Additionally, this document summarizes the 2018-2020 equity support systems provided by the Office of Equity Affairs to assist educators in expanding their capacity for equity practice and leadership. For more information about our programs contact us at (919) 694-0524 or equityaffairs@wcpss.net.



“Teachers who really care for students honor their humanity, hold them in high esteem, expect high performance from them, and use strategies to fulfill their expectations.”

Geneva Gay

Equity Leadership Framework

The WCPSS Equity Leadership Framework provides the theoretical and content basis for advancing equity work in schools and classrooms. The framework is constructed around five focus areas: Courageous Conversations, Color Consciousness, Identity Development, Culturally Relevant Teaching, and Examining Privilege. Effective equity leaders work to increase their knowledge, understanding, and practice in these areas over time. The Office of Equity Affairs is available to support school and district leaders in this journey through coaching and consultation, professional learning opportunities, and sharing of equity resources and tools.

COURAGEOUS CONVERSATIONS

Strategies for engaging in meaningful conversations about inequity in education.

Essential Learning

- Four Agreements & Six Conditions (Beyond Diversity)
- Equity Compass (Beyond Diversity)
- WCPSS Cultural Responsiveness Framework
- WCPSS Principles of Equity

IDENTITY DEVELOPMENT

The process by which people come to understand their identity and how it impacts their personal experiences and role in society, particularly as applied to their ability to succeed in school.

Essential Learning

- Stages of Identity Development
- Identity Development for People of Color
- Multi-racial Identity Development
- Strange Other (Identity Assignment)
- Third-Culture & Cross-Cultural Children
- Sexuality & Gender Identity Development

EXAMINING PRIVILEGE

Using a philosophical and practical lens to explore how the dominant culture impacts the experiences of all people.

Essential Learning

- Intersections of Power and Privilege
- Internalized Inferiority
- Limits of Superiority
- Critical Race Theory

COLOR CONSCIOUSNESS

Awareness and knowledge of how race and racism operate in our society and our educational systems.

Essential Learning

- Foundations of Race & Racism
- Equity and Social Justice
- Institutionalized Racism
- Anti-Racist Identity and Action

CULTURALLY RELEVANT TEACHING

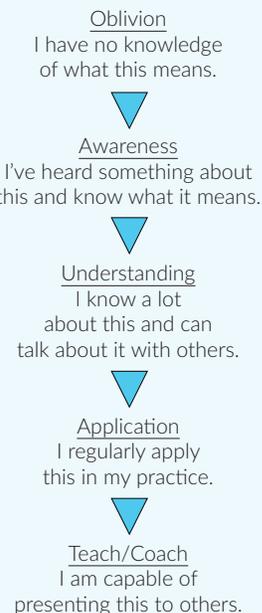
Theories and strategies for engaging students through their cultural background.

Essential Learning

- Motivation Theory
- Cultural Exploration Frameworks
- Stereotype Threat
- Language Acquisition Theories

KNOWLEDGE & SKILL CONTINUUM

The schematic below serves as a tool to determine command of the essential learnings in the Equity Leadership Framework.





“Equity work is specific and intentional. If your language and practice only centers ALL students, it’s probably not deep equity work.”

Rodney Trice

Equity Leadership Supports

Beyond Diversity is a transformative two-day seminar designed to help educators, students, parents, and administrators understand the impact of race on student learning and investigate the role it plays in institutionalizing academic achievement disparities. Participants practice using strategies for identifying and addressing policies, programs, and practices that serve as barriers to ALL students receiving a world-class education.

Equity Leadership Coaching (One-on-One) provides school and district leaders a safe and confidential space to expand their capacity for equity leadership by using school-based or department-based equity challenges as the cornerstone for practice. Equity coaches from the Office of Equity Affairs are available to support leaders with increasing their awareness of equity concepts and skills, problem-solving, and implementation of strategies that interrupt inequities.

WCPSS Equity Workshops The Office of Equity Affairs designs and delivers customized equity workshops for schools and departments throughout the school year. Workshops focus on practices that support academic achievement among at-risk students, culturally responsive instruction, supporting parents and families, and elevating the voices and experiences of at-risk students.

Equity Innovators Forum Educators around the country are working to eliminate the predictability of student achievement outcomes. The Equity Innovators Forum provides an open space for equity innovators to share their work and practice with WCPSS educators by leveraging the use of webinar technology platforms.

Available Fall 2019

Equity Resources & Tools The Office of Equity Affairs provides learning resources and group facilitation tools that educators can use in their schools and departments to advance equity work and courageous conversations. These resources and tools include articles, book study outlines, activity protocols, online learning modules, and mini-lessons on various equity topics.

Available Fall 2018

The **Racial Equity Institute's Phase One Seminar** is aimed at deepening understanding of the historical, cultural, structural and institutional analysis of race in society. With a clear understanding of how institutions and systems are producing unjust and inequitable outcomes, participants in this two-day seminar will leave with a new mindset toward social transformation and racial justice.

Equity Leadership Coaching (Equity Teams) Equity work is inherently a practice of resistance to institutional norms that create and maintain inequities. Equity coaches from the Office of Equity Affairs will assist school and district leaders with creating space and opportunity for a core group of educators to expand their awareness of equity concepts and skills in service to eliminating student opportunity gaps.

WCPSS Equity Micro Courses are open to any educator interested in deepening their understanding, practice, and leadership around equity concepts and skills. Micro courses allow educators to receive a wealth of information and experience in a short time frame. The Office of Equity Affairs uses its CARE model (Courageous Action Research for Educational Equity) as the foundation of Equity Micro Courses.

Student Equity Teams It is important that students closest to equity challenges are full partners in designing and implementing solutions to meet those challenges. The Office of Equity Affairs provides guidance and direction to student leadership teams committed to expanding opportunities for greater diversity, equity and inclusion throughout the school community.

Available Fall 2018

Other Equity Conferences & Workshops The Office of Equity Affairs supports school and district leaders' participation in a number of national, regional and local equity conferences and workshops. Opportunities are typically shared with educators that are directly engaged with coaching support or enrolled in courses established by the Equity Affairs office.

“I have never encountered any children in any group who are not geniuses. There is no mystery on how to teach them. The first thing you do is treat them like human beings and the second thing you do is love them.”

Asa Hilliard

