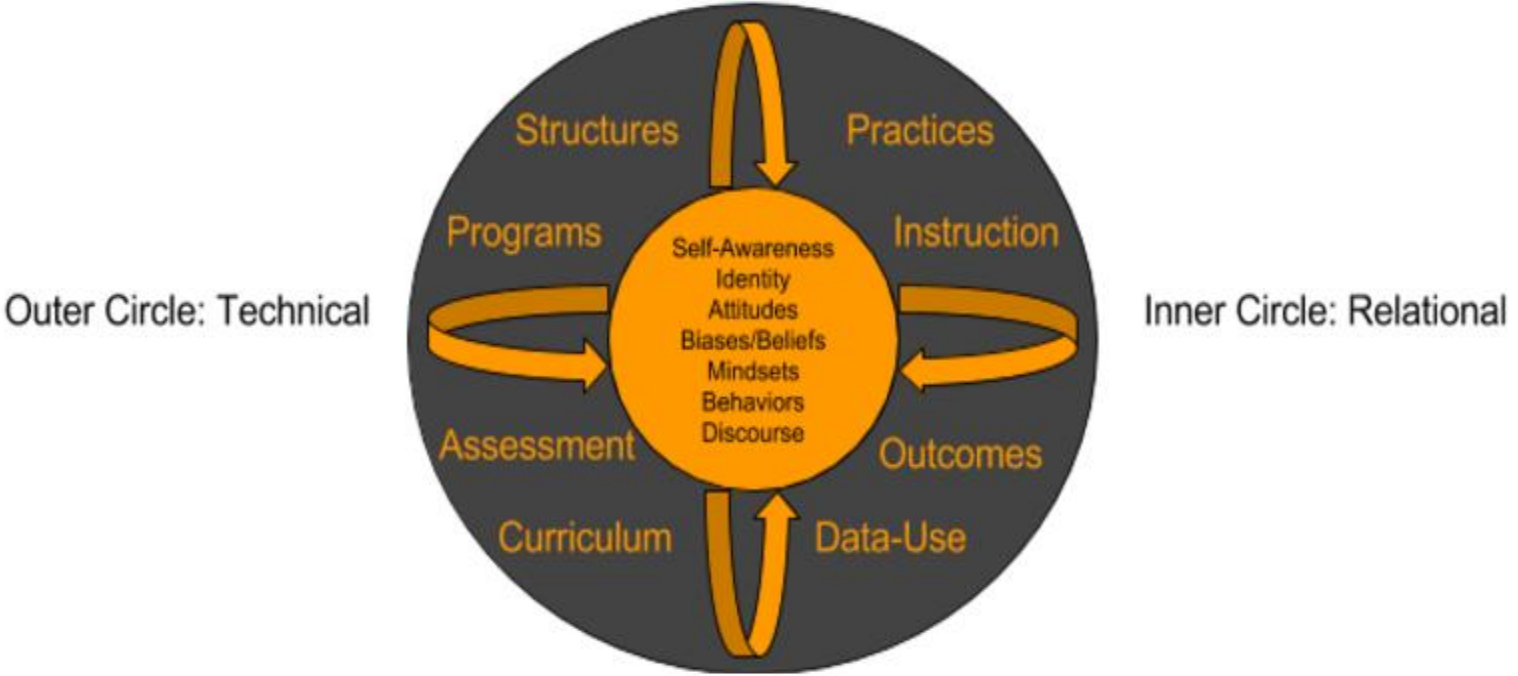


# Overview of Unified PD for 2016-2018:

Leading for Racial Equity in USD116

Leading for Equity from the Inside-Out



**Leading from the Inside-Out**

# Our Equity Mission

We are a community **devoted to dismantling inequitable practices** so that all students **reach their personal greatness**; and **success is no longer predictable by student identity**: race, class, (dis)ability, language, religion, sexuality, gender, immigration status, among others.

**To achieve equity (and excellence) in education, we must develop educators to be equity leaders who can...**

- UNDERSTAND that educational inequity is both relational and technical,
- TRANSFORM our schools by eliminating inequitable practices and opportunity gaps,
- CULTIVATE the unique gifts, talents, and interests of every child, and
- PREPARE all students for success in a complex world.

# Implementation

## ***Relational (Begin Year 1)***

- May 24: School Improvement Plan Review/Planning
- May 25th & 26th - *Unified PD: Leading for Racial Equity*
  - iHotel; Open invitation to USD#116
  - August Training (Date TBD) with Equity Leadership Team
  - PD Cadre & Admin
- Next School Year - *Train-the-Trainers Model*
  - PD Cadre & Admin facilitate one building-level PD session/month
  - *Staff Development Day afternoons devoted to Continuous School Improvement Plans led by School Improvement Teams*
  - Prepare for Equity Audits

# Implementation

## ***Technical (Begin Year 2); Continue Relational***

- 2017-2018 - *Equity Audits*
  - Continuous data review
  - Determining equity challenges
  - Action planning within Continuous School Improvement Plans
  - Continuous PD related to equity

# Implementation

## ***PD Cadre***

- 2 Year Commitment & Increased Stipend
- Apply at Unified PD Institute on May 26th
  - Interviews sometime this summer
- Train-the-Trainers Model next school year
  - Meet once per month
- Facilitate one PD session per month

# Reflection

What are your thoughts, questions, and concerns about working toward racial equity in Urbana Schools?