

Equity- centered Leadership in Challenging Times

Webinar
October 22, 2020

If you can see the
slide and hear the
music, you are all set.



Welcome! We will begin shortly

All attendees are muted upon entry.
Please use the chat feature for comments
and the Q&A feature for questions during the webinar.

Let's get started



Frederick Brown
Moderator

Chief Learning
Officer/Deputy

Learning Forward



Thank you for joining us

The webinar will be recorded and available.

All webinar registrants will receive a follow-up email that will include the webinar slide deck, recording, and other resources mentioned during the presentation.

Please introduce yourselves in the chat box

- Your name
- Your location
- Your role in the educational sector



[@learningforward](https://twitter.com/@learningforward)

Participants will ...

- Hear how two district leaders are answering the charge from the [CCSSO document, *Restart and Recovery — Considerations for Teaching and Learning*](#)
- Understand how these leaders are addressing structures and systems at the district level to meet the needs of students and families, particularly those most affected by recent events
- Explore strategies to support students' academics, well-being, connectedness, and mental health

First, a question:

In your district, how is “equity” or
“equity-centered leadership” defined?

(Please place your response in the chat box.)

Learning Forward believes . . .

Schools achieve their utmost potential when

- **Each student** experiences relevant, culturally responsive, rigorous learning and benefits from the collective guidance and care of exceptional teachers and leaders;
- Each educator has access to **high-quality professional learning** so they can cultivate the strengths and address the needs of each student they serve; and
- Each leader **advocates for and builds an education system that dismantles institutional racism** and removes other barriers to students' equitable access to learning.

<https://learningforward.org/2020/10/learning-forwards-equity-position-statement/>



The screenshot displays the Learning Forward website interface. At the top, there is a navigation bar with links for 'Become a member today!', 'Conference', 'Log In', and 'Career Center'. Below this is the Learning Forward logo and the tagline 'THE PROFESSIONAL LEARNING ASSOCIATION', followed by a menu of 'ABOUT', 'ADVOCACY', 'STANDARDS', 'RESOURCES', 'SERVICES', 'PROGRAMS', 'BOOKSTORE', and 'JOIN'. The main content area features a 'Back to Blog' link and the title 'Learning Forward's Equity Position Statement' dated October 14, 2020. A large image of diverse children is shown with the text 'LEARNING FORWARD ON EQUITY'. To the right, there is a 'CURRENT ISSUE' section with a thumbnail for 'THE LEARNING PROFESSIONAL' magazine, featuring the article 'SUPPORTING EACH OTHER'. At the bottom, a paragraph states: 'Learning Forward's commitment to equitable outcomes for all students is longstanding, guided by the premise that when more educators experience high-quality professional learning, more students have access to high-quality teaching and learning. We serve leaders of learning and change, who undertake the essential work of creating cultures and structures where all students and educators learn and grow daily.'

Learning Forward believes . . .

Professional learning aligned to the Standards for Professional Learning **disrupts and dismantles causal inequities** by:

- Eliminating gaps in access and opportunities by ensuring high-quality teaching, leading, and learning;
- Equipping educators with knowledge and strategies specifically designed to recognize and eliminate bias in the classroom and in their own instructional practices;
- Strengthening self-examination practices and collective responsibility of all educators in the system;
- Providing evidence and data about strategies or designs that support equitable learning;
- Prioritizing coherent and aligned systems that provide academic rigor, high-quality curriculum and culturally relevant instructional materials, educator quality, and resources to support each student; and
- Transforming policies at all levels that shape anti-racist learning systems for adults and students alike.

Structures and systems that meet the needs of students



Panel discussion



Alissa Peltzman

Independent
Consultant

Washington, DC
Metro Area



Sheila McCabe

Assistant
Superintendent of
Educational
Services

Fairfield-Suisun
Schools (CA)



Ann Levett

Superintendent
Savannah-Chatham
County Schools
(GA)

Considerations for Teaching and Learning

- **State education leaders** can share this guidance directly with districts and customize it to fit their specific context.
- **District and school leaders** can use this to guide their planning decision-making and implementation as they get ready to restart school.
- **Technical assistance providers** can integrate these considerations into their offerings as they support states and districts.
- **Advocates** can build broad awareness and support the enabling conditions.

Access the guidance at ccsso.org/coronavirus

These materials are free to use and fully customizable to meet your needs.

(See the Overview of the guidance for attribution.)



System Conditions

Engagement. How will the needs of students and families, especially the most vulnerable, and the voices of teachers, school leaders, and staff be incorporated into the structures and decisions school systems make for SY21?

Curriculum Selection. How will each student consistently access high-quality instructional materials to support their learning?

Technology. How will each student access learning every day, whether in-person or remote?

Scheduling. How will each student attend school, whether in-person, remote, or hybrid, in a manageable and safe way that supports learning coherence?

Staffing. How will each student be supported by teachers so they experience strong and integrated teaching, whether in-person or remote?

Managing and Improving. How do we know what's working well and what needs to be adjusted?

Wellbeing and Connection

Staff Wellbeing & Connection. How can we create a culture of care in which staff growth and wellbeing are prioritized, and all feel safe, connected, supported, engaged, and valued, both individually and collectively?

Student Wellbeing & Connection. How can we create a culture of care in which students' growth and wellbeing are prioritized, and each student feels safe, connected, supported, engaged, and valued, both individually and collectively?

Tailored Student Supports. How can we identify the range of health and wellbeing needs in our students, and provide them with or connect them to effective, culturally relevant supports?

Academics

Priority Instructional Content. What must students learn?

Curriculum and Instruction. How will each student learn this content, whether in-person or remote?

Assessment. How prepared and how well is each student learning this content?

Professional Learning How will teachers be prepared to teach this content effectively, whether in-person or remote, and meet the needs of each student?

Example of Detail: Appendices for Academic Guidance

Appendices and Research

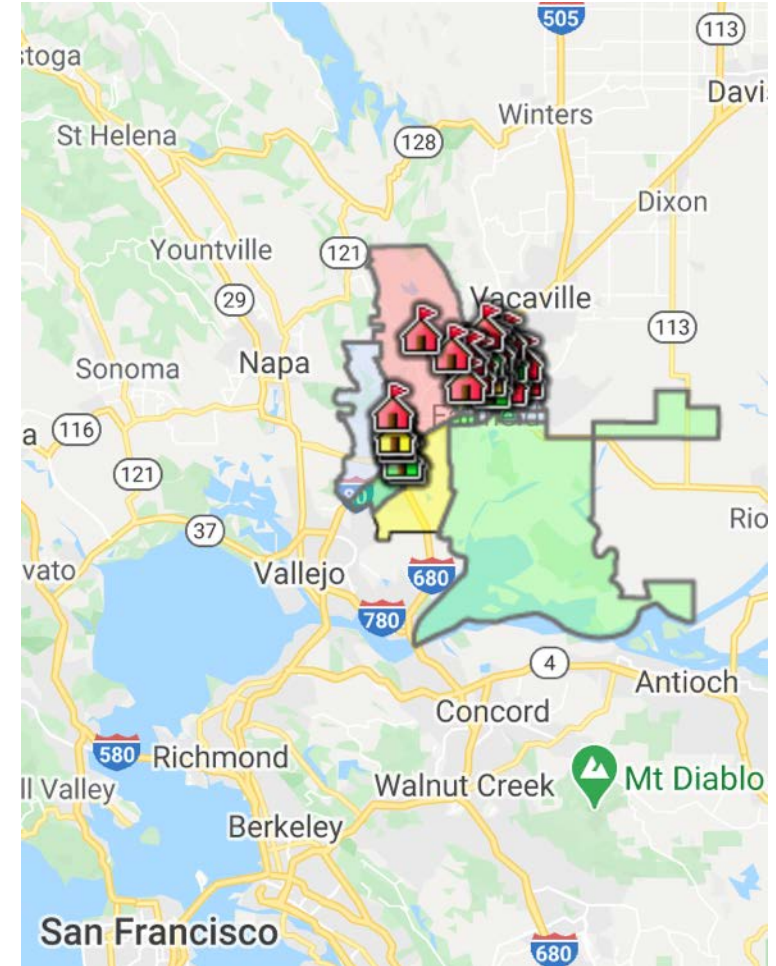
- [Appendix A](#): Priority Instructional Content Detailed Overview
- [Appendix B](#): Detailed Content Considerations by Topic (Mathematics, K-2 Reading Foundations, K-12 Reading Comprehension, Science, Students with Disabilities, English Learners)
- [Appendix C](#): Curriculum and Instruction Detailed Overview
- [Appendix D](#): Remote Learning Instructional Considerations
- [Appendix E](#): Content Specific Learning Routines for In-person and Remote Learning
- [Appendix F](#): Steps to Adjust Curriculum for Remote and Hybrid Learning
- [Appendix G](#): Assessment Detailed Overview
- [Appendix H](#): Professional Learning Detailed Overview
- [Appendix I](#): Questions for Curriculum and Professional Learning Providers
- [Appendix J](#): Professional Learning - Critical Knowledge and Skills for Teachers and School Leaders
- [Appendix K](#): Professional Learning - Teacher and School Leader Self Assessment
- [Appendix L](#): Professional Learning - Setting Priorities and Creating a Professional Learning Scope and Sequence
- [Appendix M](#): Professional Learning - Collaborative Planning Time Reporting Template
- [Appendix N](#): Comprehensive Resources List
- [Appendix O](#): Comprehensive Research List by Topic

Fairfield-Suisun USD Demographics

Sheila McCabe, Assistant Superintendent of Educational Services



- Located 47 miles north of San Francisco
- 31 schools
- Approximately 21,500 students
- One of the most diverse school districts in California
 - 44% Hispanic
 - 16% White
 - 14% African American
 - 9% Two or More Races
 - 9% Filipino





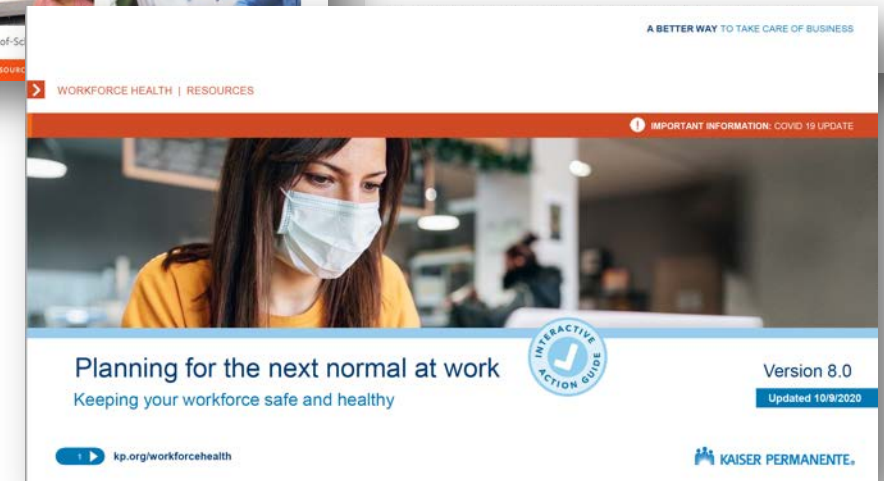
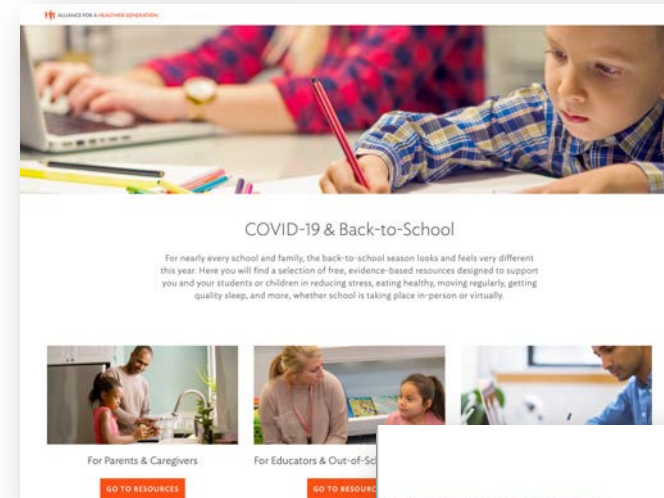
FLUSD's Response to COVID-19

- March 13, 2020 announced that school facilities would be closed
- Multiple extensions until ultimately the Governor announced closing of school facilities through end of school year
- Developed a 5-phase continuum
 - Planned to re-open in Phase 4: 100% in attendance with safety protocols
 - Mid-July started conversations about possible shift to Phase 1: Distance Learning or Phase 2: 25% in attendance on any given day
 - Governor ordered all schools on "Watch List" to open in distance learning
 - Board voted to remain in distance learning through mid-January

Well-being, Connectedness, & Mental Health Supports



- Summer return to work plan for Central Office staff
- Staff wellness activities
 - Yoga series
 - Mindfulness activities
 - Promotion of “work-life balance”
- Virtual Water cooler meetings
- Kaiser Permanente Partnership
 - [Kaiser COVID-19 Return to Work Playbook](#)
 - [Resilience in School Environments](#)
 - [Alliance for a Healthier Generation](#)



Well-being, Connectedness, & Mental Health Supports



- [Virtual student wellness center](#)
- Engage! parent/family newsletter
- Short videos for parents/families
- Family Resource Centers
- Student meal distribution
- Technology assistance





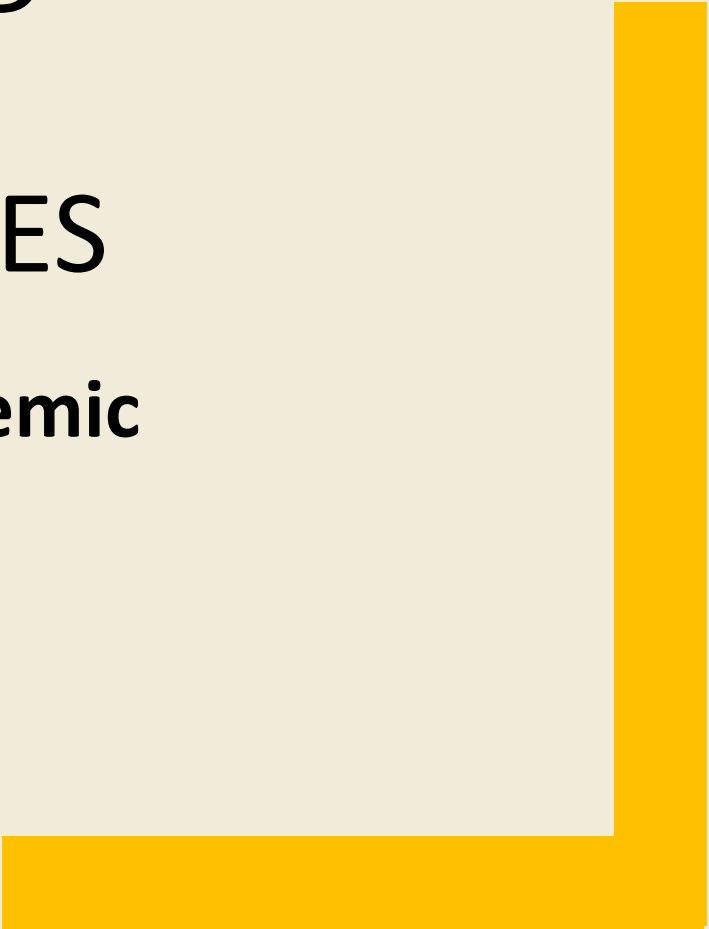
EQUITY-CENTERED LEADERSHIP IN CHALLENGING TIMES

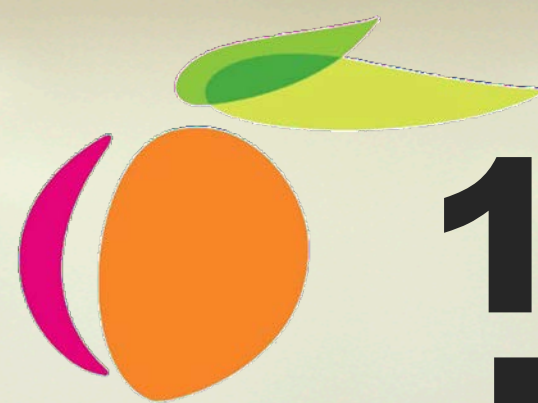
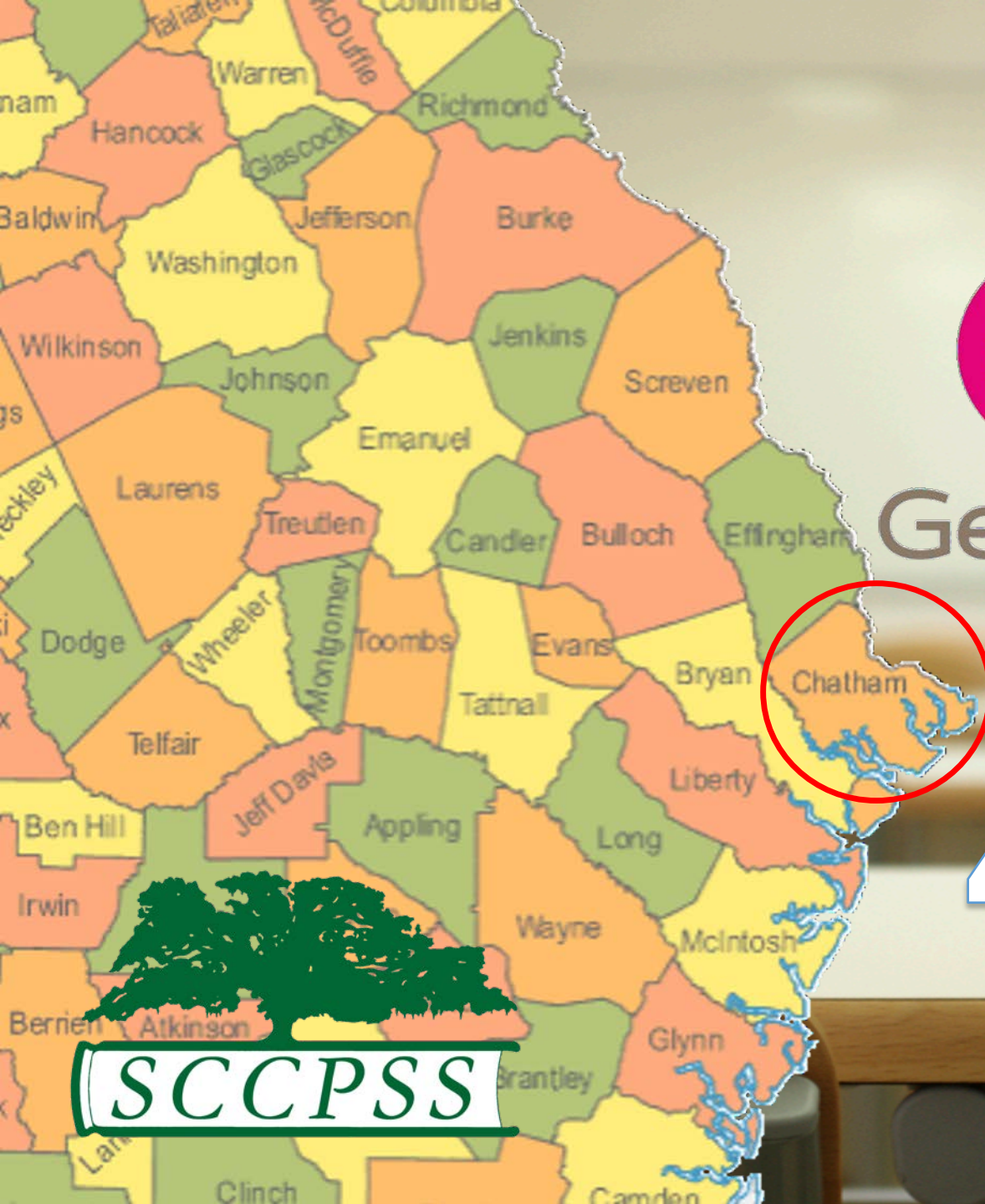
Operation During the Pandemic

M. Ann Levett, Ed.D.

Superintendent

October 22, 2020





Georgia™

10TH Largest District

426 Square Miles

Covered in Chatham County





Almost 37,000 Students
5,600 Employees
55 Schools (5 Charters)
1 Virtual School



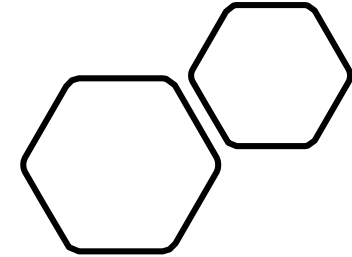
65% Free or Reduced Meals
49% White 6% Hispanic
39% Black 3% Asian
3% Two + Races

COVID 19 – OPERATIONAL UPDATE

The Road to Reopening

Since Our Storm Began...

We Have Come so Far



Since March 13, 2019, we have accomplished so much!

-  **Learning Management System**
-  **1:1 Technology Initiative**
-  **E-Learning Academy**



With Board approval, the School District has been able to move forward on major initiatives and launched programs that have reimaged school as we know it!


COVID 19 – OPERATIONAL UPDATE

The Road to Reopening: Virtual Milestones!

- ✔ Virtual Graduation Ceremonies
- ✔ Class of 2020 Curbside
- ✔ SCCPSS-TV and VOD Platform
- ✔ Virtual New Educator Orientation
- ✔ WiFi Buses Launched
- ✔ Transitions Events – 6th/9th Drive-in Style
- ✔ New Twilight K-5 Program



Ann L. P. @AnnLPGA · Apr 28
Started this morning with curbside celebration at New Hampstead High School, home of the Phoenix! @SCCPSS @Galmpovement @WTOC11 @SavannahNow @WSAV @TheBigGuyWJCL @ajc @AJCGetSchooled



COVID 19 – OPERATIONAL UPDATE

The Road to Reopening: Virtual Milestones!

- ✔ **Successful Giving Campaign**
- ✔ **Meal Distribution Plan (by bus)**
- ✔ **COVID-19 Testing On-Site**
- ✔ **Additional Staff Professional Development (at the start of the year)**
- ✔ **Technology Distribution Events**
- ✔ **Special Pre-K Curbside Events**

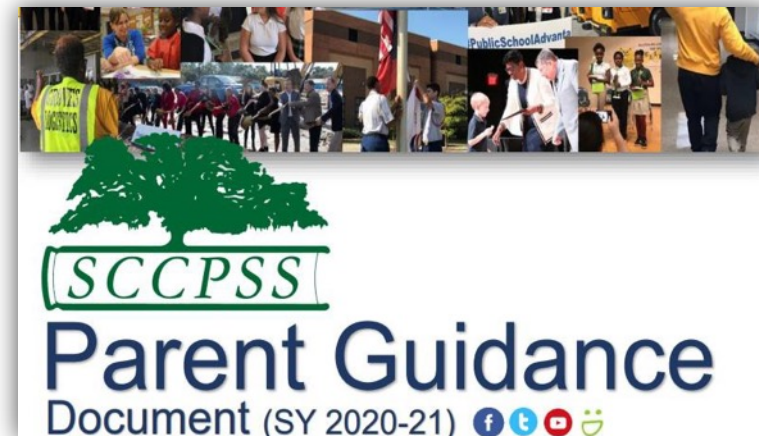
\$265,392



COVID 19 – OPERATIONAL UPDATE

The Road to Reopening: Virtual Milestones!

- ✔ **Continued Mobile Health Services (school sites)**
- ✔ **Continued Mental Health Services (school sites)**
- ✔ **Extensive Return-to-Work Guidance (for staff)**
- ✔ **Extensive Parent Guidance (2020-2021)**



Support In Several Forms



Extended Staff
Planning Period

Parent
Preparedness

Social Emotional

Athletics & Extra
Curricular

- Robust Professional Learning Plan: LMS Rollout
- Counseling Website
- Curriculum Warehouse
- Athletics, Band, Cheerleading plans in place
- Social Emotional Resources Offered, Wrap-around Services, Community Services
- Parent Guidance Tools



Additional Support



Student Well-being

Access to District Resources

Staff Well-being

Family Assistance

- **APEX Mobile Health Services** available at school sites/community locations for students and families.
- **Mental and Emotional Well-being** resources: The Employee Assistance Program is available to offer emotional support during this stressful time.
- **Learning Pods** – Clergy and School District



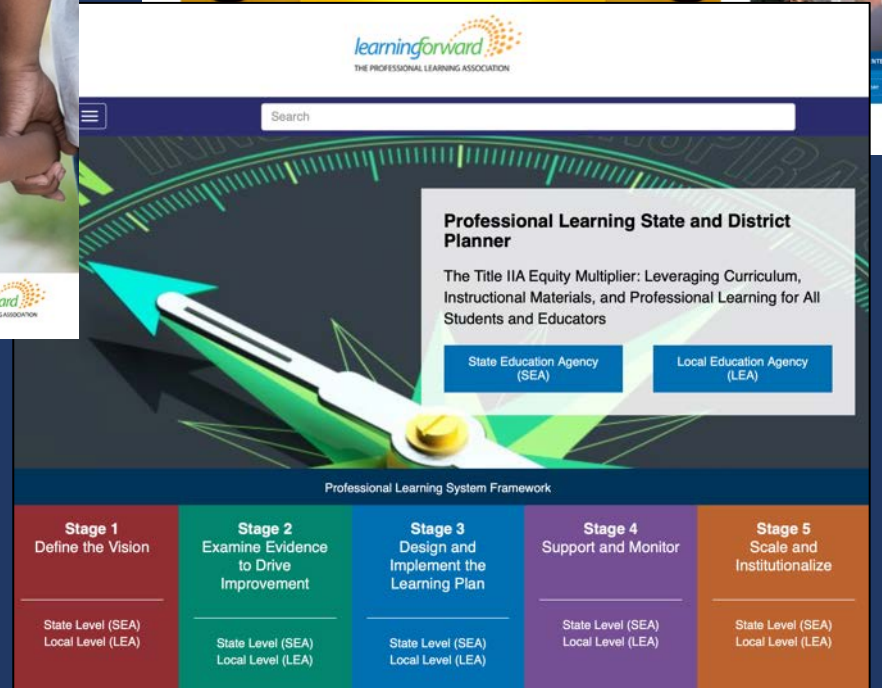
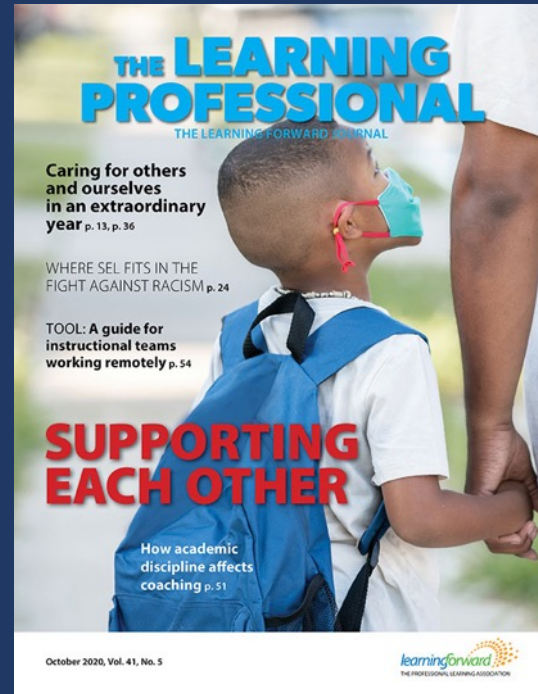
Discussion and Questions



Online resources

Look for follow-up resources, including a recording of this webinar and slides

- Read latest issue of [The Learning Professional](#)
- Check out the [Learning Forward blog](#)
- Use the planner at [Professional Learning State and District Planner](#)



Mark your calendars

**Thursday
November 12
3 pm ET**

Engaging young children and their families: Best practices for remote and hybrid learning

**Thursday
November 19
3 pm ET**

Virtual Professional Learning Structures and Strategies

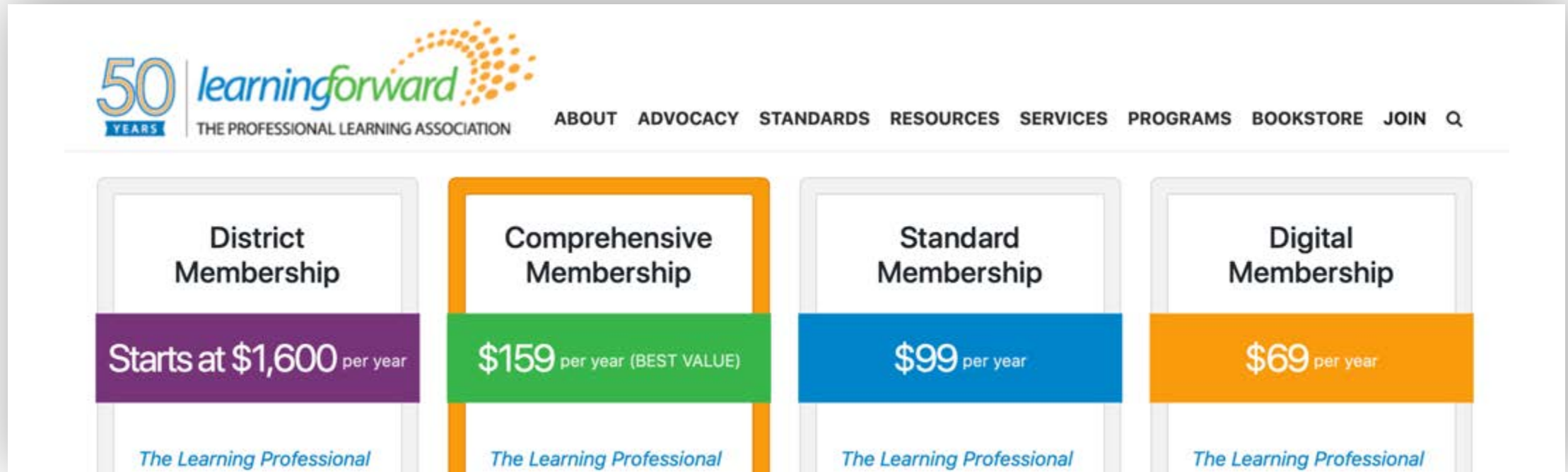
VIRTUAL learningforward
2020 ANNUAL CONFERENCE
DEC. 6-8, 2020

Registration is now open.



Learning Forward memberships

- Get \$10 off any new Learning Forward membership
 - Use coupon code **LFWebinars***
 - **Visit** <http://learningforward.org/membership>
- * Code valid for new members only



The screenshot displays the Learning Forward website's membership page. At the top left is the logo for the 50th anniversary of Learning Forward, with the text "50 YEARS" and "learningforward THE PROFESSIONAL LEARNING ASSOCIATION". To the right of the logo is a navigation menu with links for ABOUT, ADVOCACY, STANDARDS, RESOURCES, SERVICES, PROGRAMS, BOOKSTORE, JOIN, and a search icon. Below the navigation menu are four membership options presented in vertical cards:

Membership Type	Price	Value
District Membership	Starts at \$1,600 per year	
Comprehensive Membership	\$159 per year	(BEST VALUE)
Standard Membership	\$99 per year	
Digital Membership	\$69 per year	

Each membership card also includes the text "The Learning Professional" at the bottom.

Thank you!

