



## Leading for Equity Redesign Network (LERN)

*What can we learn from this moment of explosive innovation about how to create more equitable and culturally responsive districts, schools and classrooms?*

***What future will we create by the conscious actions we take today?***

### WHY PARTICIPATE IN A NETWORK NOW?

As we navigate a time of unprecedented global upheaval and disruption of our basic social systems, it is imperative that the coming year is guided by resilient, humanizing, bold and innovative educational leaders with a commitment to **equity**. The crisis is far from over, but if we lean into learning and acting courageously now, things will never be the same again. Leading for Equity in this time requires that each of us has knowledge, skill and capacity to lead differently than we ever have before. As leaders we are called upon to **respond, recover**, and ultimately **redesign** ([Transcend Education, 3 Jobs that Matter for Schools Navigating a COVID world, May 2020](#)) our systems to care for our young people and communities and ensure equitable access to the learning experiences and educational opportunities that every young person needs to thrive.

### NETWORK ASPIRATION

We aspire to create an education system in which **every** young person:

- Is able to fully participate in the civic, social, and economic life of their community;
- Is guided by a sense of social responsibility;
- Recognizes opportunities and options and has the competencies to pursue those options;
- Recognizes barriers to opportunity and can both navigate and challenge those barriers;
- Can build meaningful relationships with others that bring joy, sustains them in their work, and contributes to their well-being and the well-being of their families and communities.

## LEADING FOR EQUITY REDESIGN NETWORK (LERN) GOALS

Working together with like minded leaders from across the country, participants in the LERN Network will have access to the support needed to create the schools we need now more than ever.

The LERN Network will provide on-going, networked, professional learning and capacity building opportunities for a team of leaders from your district. Each participating district will create a team of teachers, site administrators, central office administrators, school board members, and student leaders to participate in Network activities.

### These teams will:

- Form your district's **Leadership for Equity Redesign Network (LERN) Team** and learn how to work collaboratively across roles to learn about and make progress on equity focused change efforts.
- Learn, apply, and reflect on the skills, mindsets, and tools in the [National Equity Project's Leading for Equity Framework](#) to guide leadership, team development, and professional learning.
- Review a broad set of quantitative and qualitative data to identify a priority **student-centered equity challenge** in your system.
- Utilize the skills, mindsets, and modes of the [National Equity Project's Liberatory Design Process](#) to learn about this equity challenge by listening to students and families, observing, conducting surveys, utilizing student feedback data, and reflecting with colleagues across districts and within the District LERN Team.
- **Partner with students and families** to reimagine policies, practices, and ways of working to increase student belonging, engagement, and learning.
- Demonstrate learning and strategic leadership development to address the equity challenge. **Make measurable progress** and document and share learning and changes that contributed to improved outcomes.

## NETWORK DESIGN

Through monthly virtual District LERN Team meetings, cross-network learning sessions, consultancies and collaborative inquiry, District LERN Teams will engage in facilitated site level and collective, cross-district learning.

### Participation Includes:

- Three 3 hour **Leading for Equity Redesign Network (LERN) convenings**, designed to support collaborative learning across districts and collective leadership actions in service of creating equitable learning experiences and outcomes.
- **Up to 6 Virtual Professional Learning Sessions** open to staff from across your district at the discretion of your Equity Design Team. These sessions will be based on the *NEP's Leading for Equity Framework* to include core practices and mindsets for leading with *Equity, Complexity, Liberatory Design, and Culturally Responsive Learning*.
- **Coaching and facilitation by National Equity Project staff to include:**
  - **Monthly leadership development and strategy sessions** with your identified District Equity Design Team (typically 1-1.5 hour meetings)
  - **Monthly executive coaching sessions** and resource support for members of the District Equity Design Team.

## TESTIMONIALS: RECENT DISTRICT NETWORK PARTICIPANTS

In the 2019-2020 school year, NEP convened district teams from 7 Districts in the Midwest region. Here are some testimonials from that network:

- “NEP has been an amazing experience for me as a teacher. It has allowed me to reaffirm my role within a system that needs reinventing.”
- “I have found this experience meaningful and it has expanded my leadership skills and mindsets to lead for equity.”
- “The opportunity for an ongoing focus and how the work of other districts has inspired and motivated our efforts.”
- “Learning from the equity research. Partnering across the district. Understanding how students are doing game changing work across the district.”
- [Read more about our client satisfaction and virtual session feedback data.](#)

## PROGRAM COST

The total cost of all services within the LERN District Network is \$30,500 for 2020-21. All sessions, coaching, and resources will be delivered virtually.

District Equity Leadership Learning Network			
Service	Description	Time Commitment	Cost No Trvl
District Equity Design Team Facilitation and Coaching	Monthly leadership development and strategy sessions	Each meeting 1-1.5 hours	\$30,500
	Leadership Coaching and Resource Support	Typical coaching session 1 hour - up to 20 hours included	
Network Convenings	Three virtual convenings of full District Equity Leadership Learning Network	Each session 3 hours	
Professional Learning Sessions - Network wide	Six learning sessions are included in this Network service. Districts will have choices in the sessions they choose and the staff that will attend each	Each session 2 hours  Sessions offered on monthly basis	