

CCS E3 District Equity Planning Matrix

Key: (What are the various layers of the CCS E3 Team Work?)

E3 Team Projects	E3 Team Meetings/PD	Board of Education	Coaching Support	Leadership Development	Events/Support for all staff	Student Groups	Equity Assessment	Equity Plan Work
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	Equity Strategic Plan Pre Work and Input Gathering					Writing of the Final Plan				Plan Roll Out	
					District Equity Assessment						
Focus Groups for Students			Planning of Student Equity Advisory Group			Launch of Student Equity Advisory Group					
BHM Resources shared	PD Day Optional event	Equity Twitter Chat	Equity Twitter Chat	Equity Twitter Chat	Equity Camp Sessions	District Staff Modules for Capacity Building					
	Principal Session 1 & March 10	Principal Session 2 April 21	Principal Session 3 & 4 May 5 and 12	Principal Readings	E3 Equity Ed Camp Planning and Event PD 6	Principal PD 7	Principal PD 8	Individual Equity Coaching for Leaders			
Coaching Support for Assistant Superintendent and E3 Team Core Planning Group											
Sharing of Equity Resources	Sharing of Equity Resources	Board Overview	Board PD #1		Equity Ed Camp and Summer Leadership Institute	Board PD #2		Board PD #3		Board Planning Retreat PD #4	
E3 Team Meeting	PD #1 March 15	PD #2 April 21 PD # 3 May 19		PD #4 June 2	E3 Equity Ed Camp Planning and Event	E3 Team Meeting	E3 Team Meeting	E3 Team Meeting	E3 Team Meeting	E3 Team Meeting	
BHM Resources	Website updates "We Are" Conference	Racial Identity Dev Books out k-5 library- Order books for admin library Autism Awareness		Juneteenth Event	Finalize equity statement for schools	Roll out CCSE3 Team and plans	Hispanic Heritage Month	Bullying Prevention Unity Day	Kindness month Kindness day 13th	Holidays in Chatham	Dr. King Celebration
February	March	April	May	June	July	August	September	October	November	December	January

Equity Collaborative Contract Summary

Contract for 2021

- Leadership Coaching
- Sessions for Equity Team
- Leadership Development Series
- Estimated Cost- \$40,000
- Funding Sources
 - At-Risk
 - PD
 - Contracted services

Contract for 2022

- Equity Audit
- Continued Coaching for Hartness
- Staff Development for District Staff
- Continued work with Equity Team
- Coaching for Leaders (may not be able to afford this.....but I can dream)
- Estimated Cost- ??? TBD

A. EQUITY CENTERED PROFESSIONAL LEARNING & COACHING | Building Capacity for Principals and District Equity Team Leaders

This equity centered professional learning and coaching is designed to support the District Equity Teams and Principals in Chatham County Schools to:

- Operate effectively as Equity Centered Educational leaders for all district and school staffs;
- Identify and consider the policy and practices to address necessary changes in equity centered practices across the district with input from school-based student groups to include student voice;
- Learn to analyze (qualitative and quantitative) impact and effectiveness of instructional programs based on the achievement growth of specific student groups;
- Lead the professional learning of Chatham County Schools' staff focused on increasing cultural competence to foster a more inclusive community for all students and families;
- Develop, refine, and sustain structures, routines, and roles for adult learning. These structures will allow for deeper discussion of the ways race, class, and culture impact academic and educational outcomes throughout schools, districts, organizations and communities;
- Develop skills for leading and coaching change in challenging contexts, including social-emotional intelligence and building trust and relationships;
- Engage in rigorous self-assessment and learning to deepen the impact of leadership for equity as measured by a positive department, district and school climate, improved instructional practice, increased student engagement, and gains in student achievement and equity.

B. EQUITY COACHING AND PARTNERSHIP | Executive Coaching Support for the Assistant Superintendent

The content and structure of this Equity Coaching and Partnership is designed to support Dr. Amanda Hartness to:

- Operate effectively as an **equity-centered leader**;
- To help her develop, refine, and sustain structures, routines, and roles for continued self and collegial learning. These structures will allow for **deeper discussion of the way's implicit bias, race, class, and culture impact education** throughout schools, districts, organizations and communities;
- Develop **skills for leading and coaching change in challenging contexts**, including social-emotional intelligence and building trust and relationships;
- Engage in **rigorous self-assessment and learning to deepen the impact of her equity lens** as a leader who is tasked to support the Chatham County Schools, specifically those who are from the most marginalized communities.
- The work will include **one formally scheduled 60-minute coaching session each month from August 2020 through June 2021. for each.** On demand, real-time follow up coaching support included based on schedule availability.

C. SYSTEMIC EQUITY ASSESSMENT | A Quantitative and Qualitative Picture of Existing Equity Issues and Capacity

The Systemic Equity Assessment is designed to support Chatham County Schools' community to:

- Use Chatham County Schools' student data for a quantitative analysis;
- Have the Equity Collaborative Team conduct a four-day in person qualitative assessment, interviewing district leaders, teachers, students, parents, and community members;
- Provide an assessment report to the district equity team and district administration. The administration can decide how to use the assessment report as part of the full planning process, including releasing the report in part or in full to the public.

EQUITY ACTION PLAN AND DEVELOPMENT | Providing Vision and Strategy for a Multi-Year Systemic Change Effort

The Chatham County Schools' Equity Plan would contain the following elements:

- Overview of diversity, equity, and inclusion challenges as opportunities;
- Review of student achievement data related to achievement disparities;
- Analysis of disproportionalities of student discipline, as well as enrollment in special education, gifted, and other specialized programs;
- Recommendations for addressing equity challenges and opportunity gaps in the areas of pedagogical practice, curriculum, classroom management, and student and parent relationships.



**EQUITY &
EXCELLENCE** for
EVERYONE

CCS E3 District Equity Professional Development Plan 2021

Date/Time	Target Group	Location/Format	Topics
March 15, 2021 10:00-12:00 Last 30 for teamwork	District Equity Team Members Session 1	Virtual	Introduction to CCS Equity Team Work Next steps, Introduction of the Equity Collaborative Team,
March 15, 2021 1:00-2:30	Principals and AP's Session 1	Virtual	
April 21, 2021 10:00-11:30	Principals and AP's Session 2	Virtual	
April 21, 2021 3:00-4:30	Equity Team Session 2	Virtual	
May 5th 1:00-2:30	Principals and AP's Session 3		
May 12, 2021 1:00-2:30	Principals and AP's Session 4	Virtual	
May 19, 2021 3:00-4:30	Equity Team Session 3	Virtual	
June 2, 2021	Equity Team Session 4	Virtual	
SUMMER TBD	District and School Leaders		

Date/Time	Coaching Session	Location/Format	Topics
	Hartness	Virtual	
	Hartness	Virtual	
	Hartness		
April 1st 1:00 p.m.	Hartness		