



EQUITY & EXCELLENCE for EVERYONE


Equity Toolkit for Administrators and Schools 2021-2022

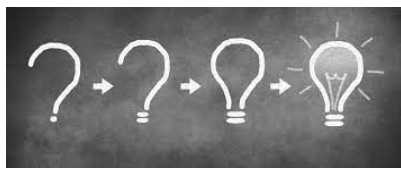
The District will:

- Provide staff to support equity work across our district
 - Chris Poston, Executive Director of Excellence and Opportunity
 - Monica Hadley, Social Worker
 - Arius Rowe, Social Worker
 - Office Support
- Host monthly professional development opportunities for administrators to support the equity work in their school
- Provide time for principal collaboration and learning to share
- Provide professional development opportunities for all Chatham County employees throughout the school year

Schools will:

- For the 2021-2022 school year, all schools require teachers to have an equity goal for their Professional Development Plans
- Schools will work on identifying school-wide areas of focus in regards to equity and culturally responsive classrooms and work to address these areas in the School Improvement Plans.
- Carry out PD provided by the district in the time frame requested

RESOURCES	DESCRIPTION
PRINCIPAL EQUITY ROUNDTABLE 	<p>Principals will have professional learning 1 time per month, and will be expected to then share the learning with their staff. Some of these meetings will be face-to-face and some will be virtual.</p> <ul style="list-style-type: none"> • September- 28th - Equity and Your School's Why (ZOOM) <ul style="list-style-type: none"> ◦ PD materials • October - 26th - Culturally Responsive Classrooms <ul style="list-style-type: none"> ◦ PD materials • November -30th - Culturally Responsive Classrooms <ul style="list-style-type: none"> ◦ PD Materials (same as October) • January - 25th - via zoom Affinity Group Presentation • February - 22th - Face to face • March - 22th • April - 26th
STAFF EQUITY INSTRUCTIONAL STRATEGIES 2021-2022	<p>At each Principal meeting, we will provide mini professional learning sessions using an instructional strategy and we will ask principals to share with their staff members.</p> <p>CCS E-Bookshelf</p> <ul style="list-style-type: none"> • October - 13th- No Opt Out Strategy • November- 10th - Think Pair Share • January - 27th - • February - 16th -



- March - 16th
- April - 13th
- May - 11th

DISTRICT EQUITY Team Meetings



[Equity Team Members by School](#) (Thursdays) 4:00-5:30 Location TBD

- Meetings dates for 2021-2022
- September - 30th (Horton Middle multipurpose room)
- October - 21st (zoom)
- November -18th (Ag Center)
- January - 20th - canceled due to weather
- February - new date 17th (~~24th old~~)
- March - (new date) 31th
- April - 28th

STAFF DEVELOPMENT OPPORTUNITIES



We will offer several virtual and face to face opportunities to learn and grow together, as we get to #TheHeartofCSS. Please click below and register for an upcoming book study!

[Register](#) for our Equity Professional Learning Opportunities!

STUDENT FOCUS GROUPS



One component of our equity work this year will be around student voice. We plan to schedule focus group meetings for middle and high school students. Mr. Poston will coordinate through the principal and the student support team. Schools may request support for student groups as needs arise.

Latinx Focus Groups Dates and Schools:

Middle School Parent Groups:

Student Voice High School Groups:

- Jordan Matthews - September/October 2021
- Seaforth - February 2022

EQUITY EVENTS

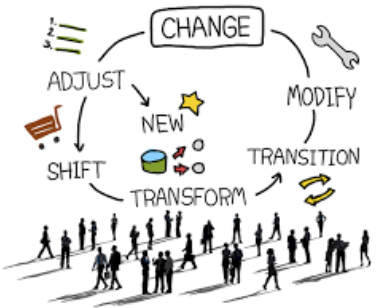





- *September*
 - *Hispanic Heritage Month September 15th-October 15th*
 - *Native American Day (4th Friday of the month)*
 - *Rosh Hashanah Sept. 6-7*
 - *Yom Kippur Sept. 15-16*
- *October*
 - *Hispanic Heritage Month September 15th-October 15th*
 - *Unity Day*
 - *Down Syndrome Awareness Month*
 - *Filipino American Heritage Month*
 - *Italian-American Heritage Month*
 - *LGBTQ+ History Month*
 - *National German Heritage Month*
 - *Polish-American Heritage*
 - *Mental Illness Awareness*
 - *Filipino American History Month*
- *November*
 - *Native American Heritage Month*
- *December*
 - *Kwanzaa*
- *January*
 - *17th-Dr. Martin Luther King Jr. Day of Service*
- *February*
 - *Black History Month*
- *March*
 - [*Women's History Month*](#)
 - *Disability Awareness Month*
- *April*
 - *Autism Awareness Month*
- *May*
- *June*
 - *Chatham Juneteenth Event*
 - *LGBTQ+/Pride Month*
 - *June 18: Autistic Pride Day*
- *July*
 - *Disability Pride Month*
- *August*

PDP and SIP EXPECTATIONS

Each school has been asked to incorporate equity goals into their School Improvement Plans. Also, teachers will have an equity PDP goal for the 2021-2022 school year.

- [Equity Planning SIP Document](#)
- [Equity PDP Goals](#)

	
<p>Community Engagement & Supports</p> 	<ul style="list-style-type: none"> • Hispanic Liaison- MOU <ul style="list-style-type: none"> ◦ Orgullo Latinx Pride Youth Program at Seaforth ◦ Orgullo Latinx Pride Youth Program at Jordan Matthews • Communities in Schools- MOU • Boy and Girls Club- MOU • YMCA- MOU • CORE- • NAACP • NAACP • CCS Equity Community Ambassadors <ul style="list-style-type: none"> ◦ Meeting date 1 - November 22, 2021 (face-to-face) ◦ Meeting date 2 - January 25th (via zoom) ◦ Meeting Date 3 - April 26th • Parent Community Events <ul style="list-style-type: none"> ◦
<p>EQUITY SUPPORT DOCUMENTS</p> 	<ul style="list-style-type: none"> • <i>This link will take you to the district E3 Website where we will house all of our equity resources and professional learning.</i> • <i>Here is the district Equity Team folder where you will find...</i> • <i>Equity Books Purchased for schools at the end of 2021 school year</i> <p><i>Many of these titles are also available in SORA for electronic reading and free checkout, K-12</i></p>
<p>NEW SOCIAL STUDIES STANDARDS</p> 	<p><i>In February of 2021, the state adopted revised Social Studies Standards. Below are helpful links that will support understanding of the revisions</i></p> <ul style="list-style-type: none"> • NC DPI Social Studies Resource page • preamble • 2021 SBE Approved Unpacking Documents • 2021 SBE Approved Crosswalks • 2021 SBE Approved Strand Maps • Glossary • CCS Parent Letter for new SS standards

LGBTQ RESOURCES



- [Slides](#) from Tharrington Smith Presentation - Principal Meeting 9/15/21
- [Safe Schools NC](#)



The ASIS Division will be using a variety of social media hashtags this year to share the great things that are happening in your classrooms. See the list below for hashtags you can use.

- [#theheartofccs](#)- This is the official theme hashtag this year.
- [#CCSASIS](#)- This can be used for anything related to academics
- [#CCSE3](#)- This will be used for equity resources from our district equity team