



EQUITY & EXCELLENCE for EVERYONE

Overview of Chatham County School's Equity Professional Development

The following list is a summary of a variety of training that has been done to support equity work across CCS. This is not an exhaustive list and does not capture specific training that any individual school might do as a part of their School Improvement Plan. If you have questions related to these trainings, you can reach out to Chris Poston, Executive Director Of Excellence & Opportunity at cposton@chatham.k12.nc.us

Date	Audience	Notes/Details
2021-2022	Principal and ASIS Staff	Equity Roundtables September- 28th - Equity and Your School's Why (ZOOM) PD materials October - 26th - Culturally Responsive Classrooms PD materials November -30th - Culturally Responsive Classrooms PD Materials (same as October) January - 25th - Affinity Groups February - 22th - The Culturally Responsive Leader (Culture of Power within Schools) with Dr. Dutchess Ma`ye March - 22th - April - 13th - Culturally Responsive Leader <i>Password: CRL (Based on Dr. Jackson's Letter to the CCS Community)</i>

2021-2022	Equity Team Meetings (representatives from All schools) Agendas	September - 30th October - 21st November - 18th December - 9th January - 20th February - 24th March - 24th April - 28th
2020-2022	All administrators and school employees	Chatham County Schools Title IX Regulations Administrator Training Aug. 13, 2020 Chatham County Schools employees participated in Title IX training Aug. 13, 2020 Chatham County Schools Title IX Train the Trainer Oct. 6, 2020 Title IX Regulation Training Administrators, Principals Nov. 10, 2021 Title IX Training Assistant Principals Dec. 2, 2021 Unpacking Title IX: Assistant Principal Training Feb. 3, 2022
March 8, 2022	Assistant Principals, Social Workers, Nurses	Supporting Transgender students with Tharrington Smith
March 8, 2022	All district staff	Speak Up Module on Addressing injustice in school
January 23, 2022	PE teachers	Providing a Supportive School Climate for LGBTQ youth
October 2021	Principals and District Leaders	Supporting Transgender students and LGBTQ youth with Tharrington Smith
AVID Summer Institute - Orlando - June 27-29, 2022	Staff attendees from Chatham Middle AVID	AVID strand: "Fostering an Equitable and Engaging Culture in Classrooms"

	program	
AVID Eastern Region K-12 Workshops: August 2021 to March 2022	Staff attendees from Chatham Central HS	"Developing Culturally Relevant Educators"
2021	Principals and AP's and Counselors	Supporting LGBTQ+ students
Pandemic Quest 2021	Silk Hope Staff	Inquiry Professional Development , but filed as Equity work due to leadership around isolating race and gender, and the marginalized feelings of those students during the pandemic. Strategies for motivating them to keep working. Strategies for online teaching, breaking access barriers, and asking for help when students don't engage
2021-22	Librarians	Diversity and Equity in Collection Development
March 15, 2021 10:00-12:00	District Equity Team Members Session 1	PD from Equity Collaborative
March 15, 2021 1:00-2:30	Principals and AP's Session 1	PD from Equity Collaborative
April 21, 2021 10:00-11:30	Principals and AP's Session 2	PD from Equity Collaborative
April 21, 2021 3:00-4:30	Equity Team Session 2	PD from Equity Collaborative
May 5th 1:00-2:30	Principals and AP's Session 3	PD from Equity Collaborative
May 12, 2021 1:00-2:30	Principals and AP's Session 4	PD from Equity Collaborative
May 19, 2021 3:00-4:30	Equity Team Session 3	PD from Equity Collaborative

June 2, 2021	Equity Team Session 4	PD from Equity Collaborative
SUMMER TBD	District and School Leaders	PD from Equity Collaborative
2020-2021	District Equity Team Members and Interested Staff	We Are Equity Conference
Spring and Summer of 2021	Equity Team Members	Equity Certification Class with ECU
March 19, 2021	District Equity Team	Let's Talk Racism Conference
May 2021 2021 (March) from 2019 Chat	Equity Twitter Chat for all District and Public	
March 2021	Equity Twitter Chat for all District and Public	Equity Twitter Slide Deck from
March 3, 2020	All counselors, social workers, Social Studies teachers, all district admin, and board members	Racial Equity Institute Groundwater Training
Fall 2020	All District	NCSU's Friday Institute's Teaching Remotely Online Course: Unit on Culturally Responsive SEL Implementation
2021 CCS Digital E Bookshelf	Librarians	Trained librarians to select culturally relevant texts in SORA, and write suggested activities that would maximize student engagement. Shared via this padlet
2022 Digital Learning Academy (3 Sessions)	Representation from each	Equitable access to engaging instruction as well as some digital

	school - Coach/DLF, librarian, and at least 2 teachers appointed by the principal	tools across the district. Inquiry based learning strategy with focus on student choice and voice
A day in the life 2021	Silk Hope Staff K-8 Coaches	Staff engaged in online learning as if they were a student. Students were those in our minority groups. Slide deck Follow up activities were specific to creating environments where students could more authentically engage
2020-2022 School library collection analysis	K-12 School Librarians	Led librarians through analyzing collection data. Actions as a result: weed older texts, increase diverse section titles as suggested by the analysis. Book purchase list currently under construction to fill these gaps.
2021-2022 Book Challenge/ Reconsiderations	K-12 School Librarians	Provided physical copies of books being challenged based on race and sexuality. Participants engaged in a simulated book reconsideration preview process by reading the books, reading the objection statements, and then reading the professional reviews of each title. Curated reviews here -
2019-present	VCE, SCE, MPMS, Moncure.	Continued Academic Vocabulary Toolkit training with Suzy Lambert ongoing yearly
March 2019	Equity Twitter Chat for all District and Public	Equity Twitter Slide Deck
2019	Equity Team Members, select administrators	Racial Equity Institute Phase 2 Workshop
2018-2019	Summer Leadership Institute	We Are Training on Implicit Bias

July 24, 2018	District Equity Team Members and Interested Staff	We Are Summer Educator Workshop
March 2018	Equity Team Members, administrators	Racial Equity Institute Phase 1 Workshop
2017-2019	All ESL teachers, administrators and curriculum leaders	Vocabulary and Language Development for English Learners targeting core teachers, ESL teachers, administrators and curriculum leaders
AVID Summer Institute (2013 - 2019)	Various attendees ranging from teachers to administrators from our participating schools with AVID classes	AVID strand: "Culturally Relevant Teaching: Transforming Educators"
2015-16 PES Equity Work	PES Staff	<ul style="list-style-type: none"> - Culturally Responsive Pedagogy - Culturally Proficient Classroom
2016-17 PES Equity Work	PES Equity Team	Articles with Dr. Blaisdell to increase awareness around privilege
Digital Equity 2017-2018	Digital Learning Facilitators	Digital Equity - Home to school connection/ Homework/ Digital Equity toolkit
2018 Silk Hope Equity Work	Silk Hope Staff	Culturally Sensitive Practices - book choices - acknowledging bias
August 13, 2018	Chatham Middle School -	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson
September 5th and 7th, 2018	Assistant Principals	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson

October 19, 2018	Principals	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson
October 25th and 26th, 2018	Social Workers and Counselors	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson
January 11, 2019	Train the trainer for school social workers	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson
August 20, 2019	Jordan Matthews	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson
September 19, 2019	new social workers, counselors, and administrators	Restorative Practice Training - Dispute Settlement Center of Carrboro/ Val Hanson
2019 - 2020 school year.	CCS Teachers	School Based training at schools led by Ms. Fowler and social workers
Silk Hope Equity & Relationships 2019	Silk Hope Staff	Building upon the foundation of work with inquiry based learning and launched work with students - students identified staff with whom they felt a trusted relationship via this survey . All student pics printed and displayed. Staff identified students with whom they felt they had a connection. Afterwards, revealed students who felt they had no connection at school and allowed reflection on commonalities of these students - most were of color or low socio economic status. Launched into work around how to empathize with students and address personal bias. Rough draft plan . Note to staff
Name that Kid 2019 to present	Silk Hope Staff K-8 Coaches Digital	Culturally sustaining practice for building empathy and acknowledging personal bias

	Learning Academy	
August 2019	Summer Leadership Institute	But That's Just Good Teaching article and equity discussion
August 2018	Summer Leadership Institute	Discipline Disproportion Discussion
August 2017	Summer Leadership Institute	Equity Article About Gaps and Instruction
Tell Me a Story 2020	Silk Hope Staff	Review of cumulative files of students who had low representation in the survey. Investing in blurring lines between bias and making connections with kids.
August 24, 2016, October 28, 2016	School nurses, school counselors, and social workers	Providing a supportive school climate for LGBTQ youth
August 2016	Summer Leadership Institute	Putting Equity First article and activity
January 2015	Board Retreat	Setting the stage for equity activity
January 2015	Principals, AP's District Leaders- followed by all staff	Growth Mindset Articles and Activities
Summers 2013-Present	Summer Reading Camp/ Summer School	Teachers trained to work with students who are not yet proficient in reading (and in later years, Math). Summer Camp was built around building teacher efficacy with strategies that would impact these high risk students, and intentional conversations around the predictability of which students might qualify for camp. Guiding question - How do we decrease this predictability ? Guiding action

		- Apply the strategies in summer school and take them back to staff in respective buildings.
August 2014	Full District	Convocation Keynote on Equity From Dr. Camika Royal
August 2014	Summer Leadership Institute	Focus on Growth Mindset and Equity
Need date here?	All Staff	Barriers to Good Instruction Article and Activity
Various dates over the years	Most schools	Project UPlift Simulations
Various dates over the years	AVID Sites	AVID PD Training logs by school