



**COURAGEOUS
CONVERSATION**

BEYOND DIVERSITY

GLENN E. SINGLETON | PRESIDENT & CEO
PACIFIC EDUCATIONAL GROUP

TESD and Pacific Educational Group

An Update on Racial Equity Work

Provided to the Education Committee

April 2020

Introduction

In the spring of 2018, the District began a partnership with Pacific Educational Group (PEG) specifically to enhance the policies and practices around racial equity.

As stated by PEG, the goal is to “engage in sustained partnerships with educational organizations to transform beliefs, behaviors, and results so people of all races can achieve at their highest levels and live their most empowered and powerful lives.”

Components of the Work

- Beyond Diversity
- District Executive Equity Leadership Team (DELT)
- Leadership for Racial Equity Team (LEADS)
- Site Equity Leadership Teams (E-Teams)
- PEG Affiliate Practitioners
- Students Organized for Anti-Racism (SOAR)

Beyond Diversity

- Provides a foundation for all other work
- 2-day seminar designed to foster thoughtful exploration of how race influences the culture and climate of our schools and to practice strategies for engaging in conversations around issues related to race
- Offered August of 2018 and 2019
- Approximately 150 participants to date – faculty, administrators, support staff and School Board members

District Executive Equity Leadership Team (DELT)

- DELT is focused on building executive capacity and accountability for leading and implementing district equity transformation
- Includes Superintendent, Directors and Teacher Affiliates
- All members participated in Beyond Diversity training
- DELT has participated in 8 full day seminars
- Areas of focus have included examination of policies and practices, student achievement data, strategic initiatives

Leadership for Racial Equity Team (LEADS)

- LEADS is focused on deepening the will, skill, knowledge and capacity of administrators to lead, oversee, and manage the dynamic process of system-wide racial equity transformation
- Includes Superintendent, Directors, Principals and Assistant Principals
- All members participated in Beyond Diversity training
- LEADS has completed 6 full day seminars
- The LEADS curriculum is designed to assist in reaching the goal of establishing building level Equity Teams

Site Equity Leadership Teams (E- Teams)

- E-Teams examine their school's policies, practices, programs, structures, climate and culture to identify barriers to equity and excellence and lead systemic change efforts that result in high levels of achievement for all students.
- Includes Building Administrators and 5-8 Teachers from each building
- All members participated in Beyond Diversity training
- E-teams will complete two sessions of training as a group by the end of this year with a goal of beginning building-level implementation

PEG Affiliate Practitioners

- The Affiliate Program is designed to enable participants to serve as Courageous Conversations About Race Practitioners, Facilitators, and Coaches within their own school districts
- A group of seven – 5 teachers and 2 administrators – are certified as Affiliates
- Affiliates received 50 hours of additional training and on-going coaching
- Currently, the Affiliates are engaged in the next level of training with the goal of becoming facilitators of the Beyond Diversity training in TESD

Students Organized for Anti-Racism (SOAR)

- SOAR is designed to empower young people of all races to become catalysts for change through leadership for racial equity.
- Focused currently on Conestoga
- First session took place in Spring 2019 and continues through this school year
- Students were recommended by teachers, counselors and administrators
- Approximately 50 student members in SOAR – representing many diverse perspectives
- Students receive training in Beyond Diversity that is similar to what is provided to adults
- Training is provided by PEG consultant
- Intersessions are designed and facilitated by CHS SOAR Advisers

Examples of Additional Work

- Affiliates prepared and delivered inservice sessions for those who had participated in Beyond Diversity and for those who had not yet had the chance but had a strong interest in equity
- Ongoing review and revision of ELA and Social Studies curriculum through the lens of equity and social justice
- Dialogue using the Courageous Conversations protocol incorporated into Diversity Committee
- The development of a lending library of professional resources related to equity

Moving Forward

- Consideration of equity as a component of the next Strategic Plan
- Continue discussion around District policies and practices that impede or support equity
- Implementation of E-Teams at all schools
- Next sessions of Beyond Diversity TBD
- Consideration of how SOAR might be established at the middle schools and what connections can be made to elementary
- Develop a plan for parent involvement in the initiative