One-year Equity Partnership

Note: This proposal template provides an overview of the services we can offer to your team. Services and costs will be customized to meet the needs of your individual team. All work is currently being held virtually due to COVID-19. **To receive more information and setup up a consultation meeting please contact Sandra Walden at sandra.walden@sdcoe.net or at 858-295-8910**

Overview

SDCOE Equity Department has designed a one-year model of partnership and support for equity teams from school sites and districts to learn, explore, and lead through issues of equity. We believe that leadership comes from the inside out, and we pay close attention to our own personal development and understanding and, simultaneously, build skillset for practical application.

The following categories have been identified as areas to explore and grow:

Identity and Mindset (Equity Consciousness):
- What is our collective and individual identity? How are our identities connected/disconnected from the community we serve?
- How might our personal identities emerge/diverge from our collective?
- How is our knowledge and passion about issues of equity emerging in our multiple identities?
- What is our mindset about our capacity? Our students' capacities?

Skillset:
- How might we design structures and processes to intentionally view issues of equity?
- How might our classrooms encompass culturally responsive teaching?
- How are internal issues of equity being discussed?

Topics:
Purpose, identity, equity, teaming, implicit bias, micro-aggressions, privilege, systems of oppression, culturally responsive teaching, continuous improvement (improvement science/liberatory design)

Goals

- Establish norms and practices for growing together, including the concept of adult development, team formation, deep listening, giving and receiving feedback and keeping external/internal equity at the center of our work.
- Co-construct ideal collective identity and the necessary actions for its achievement.

- Develop equity consciousness, including a deep understanding of all the 'isms
- Develop a strong team of equity-minded leaders
    - Build knowledge and practice of Improvement Science/Liberatory Design
    - Lead through re-designing a team to identify a system/structure/process rooted in inequity
- Develop, practice, and refine a continuous improvement habit of mind
- Develop, practice, and refine a culturally responsive and sustaining pedagogy

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Proposal

SDCOE Equity department will lead learning and coaching with your team.

Phase 1: Build trust, understanding the collective and the self, and learning equity scholarship
Phase 2: Build the team, communication, trust and practices
Phase 3: Reimagine public schools and design inclusive classroom practices

Phases 1-3 Requirements:
- 10 Professional learning sessions (three-hour online learning sessions, including teamwork activities between sessions (30 total hours) OR
- Seven Professional Learning sessions (six-hour, in-person sessions, if your organization is able to provide a clean, social distancing location)

Ongoing: During the three phases, an assigned equity coach will meet on a monthly basis to ensure progress towards self-selected change and outcome.

Commitment:
- Communicate purpose and commitment to larger community
- Establish an equity team, including diverse roles and perspectives
- Participate actively in professional learning: Implement and complete change ideas and data collection
- Provide accountability for implementation and change

Proposed Dates: TBD

Pricing: TBD

Questions: What are existing norms/rituals/practices for meetings?

SDCOE Equity Team Bios

Dr. Fabiola Bagula is a thought provoker and change catalyst. As a leader in the development and implementation of change initiatives within large educational settings (including programs and people), her expertise in dialogue and conflict resolution enables her to successfully lead in diverse challenging environments. She consistently gains and maintains the trust of those she engages. She specializes in topics of educational and systemic equity, dialogue facilitation, authenticity, improvement science and adaptive leadership.

Dr. Bagula holds a Ph.D. in Leadership Studies from the University of San Diego. Her dissertation work was on Latina leadership and identity formation. She is an executive leadership coach for the San Diego County Office of Education and works with educational leaders across San Diego County. Dr. Bagula is a faculty member of RISE San Diego and prior was adjunct faculty in the teaching department at University of San Diego. Dr. Bagula is a board member for ARNA (Action Research North America) and SPF (Social Publishers Foundation).

Dr. Julie Goldman, Director, Equity Curriculum and Instruction for the San Diego County Office of Education, supports curricular leaders to implement culturally and linguistically sustaining instruction. In this role, she leads the program design, professional learning, and curriculum development for the Writing Redesigned for Innovative Teaching and Equity (WRITE) initiative, a National Academic Excellence Model and statewide literacy initiative. During her tenure, WRITE has received multiple state and national awards, including the Golden Bell Award for Professional Development (California School Boards Association). For two decades, she has led the development and implementation of more than 12 large-scale grants, including serving as the Director of Professional Development for the WRITE ELD Study, an Institute of Education Sciences (IES) Goal 3 project conducted by WestEd and University of California, Davis.

Dr. Goldman has taught English, humanities, journalism, linguistics, sociology, and education courses in K-12, college, and university contexts in the U.S. and internationally, including Argentina, Mexico, Rwanda, Spain, and Taiwan. She holds a B.S. in Journalism, an M.A. in Sociology, and an Ed.D. in Teaching English to Speakers of Other Languages (TESOL). Her research areas include social justice writing instruction and teacher efficacy.