

Willow Wind EDI Plan

2018-19

Capacity Building

During the 2018-19 school year, Willow Wind teachers will increase awareness and understanding of how to integrate social justice standards into core curriculum.

1. Provide annual staff development/training related to diversity, cultural agility and implicit bias.
Indicators: Professional Development Modules from Teaching Tolerance
Responsible Person: Principal
Complete by: 10/15/18
2. Ongoing reflection and learning through PLC work using critical friends protocols.
Indicators: PLC Calendar
Responsible Person: Principal & Teachers
Complete by: 6/15/19
3. Encourage self-awareness and cultural competency with all adults. Culturally aware adults model the social justice standards.
Indicators: Discussions following Professional Development Modules and PLC
Responsible Person: Teachers
Complete by: 6/15/19

Curriculum and Instruction

Willow Wind teachers will use differentiated instruction, collaborative learning groups and real world connections support students' understanding of the social justice standards.

1. Provide training using the Professional Development Module on Instruction from Critical Practices for Anti-Bias Education by Teaching Tolerance.
Indicators: Complete PD Module and collect formative assessment based on the program-wide lessons for equity and justice.
Responsible Person: Principal
Complete by: 6/1/19
2. Review curriculum materials to ensure they are culturally diverse and inclusive.
Indicators: Curriculum review
Responsible Person: DL Richardson
Complete by: 6/15/19
3. Develop program-wide lessons for students to demonstrate their anti-bias awareness and civic competency by applying knowledge in authentic, real world contexts.
Indicators: Lessons and Community Friday activities implemented in November and April
Responsible Person: Teachers
Complete by: 5/1/19

Climate and Culture

Willow Wind classrooms will have culturally responsive classroom culture where classrooms are safe spaces for all students. Students are seen, valued, cared for and respected as their full selves.

1. Provide training using the Professional Development Module on Classroom Culture from Critical Practices for Anti-Bias Education by Teaching Tolerance.

- Indicators: Complete PD Module and collect formative assessment based on the classroom contract lessons and results.
- Responsible Person: Principal
- Complete by: 10/15/18
2. All teachers will integrate the Mind Up Curriculum into their core classes to ensure social and emotional safety for all students.
- Indicators: All teachers use the Mind Up Curriculum
- Responsible Person: Teachers
- Complete by: 6/1/19
3. Teachers and students together will create classroom contracts based on the social justice standards. Students will have ownership in their agreements
- Indicators: All teachers use lessons to collaboratively create contracts with their classes and revisit agreements regularly.
- Responsible Person: Teachers
- Complete by: 10/1/18
4. All teachers will incorporate collaborative Learning into their core instruction. This will support viewing diversity as an asset and teach effective teamwork across differences.
- Indicators: PLC sharing on collaborative learning opportunities for students.
Teacher Leadership position on linking PBL to standards assessment.
- Responsible Person: Teachers and Lacy Kleespie (Teacher Leader on PBL)
- Complete by: 6/1/19

Community Engagement

1. Provide training using the Professional Development Module on Family and Community Engagement from Critical Practices for Anti-Bias Education by Teaching Tolerance.
- Indicators: Complete PD Module during October Inservice.
- Responsible Person: Principal
- Complete by: 10/15/18
2. Offer parent workshops on Raising Culturally Competent Kids three times during the 2018-19 school year.
- Indicators: Workshops are scheduled, held and well attended.
- Responsible Person: Principal and Moneeka Settles (Parent organizer)
- Complete by: 6/1/19
3. Create a Parent Tech Committee to support digital citizenship and technology education.
- Indicators: A minimum of three Tech Committee meetings during the 2018-19 school year
- Responsible Person: Principal
- Complete by: 6/1/19
4. Promote real world connections to help students connect their identity to the larger world. This supports three anti-bias domains; identity, justice, action.
- Indicators: All student will complete Performance Tasks connected to the Program-Wide lessons for students to demonstrate their anti-bias awareness and civic competency by applying knowledge in authentic real-world context – Do Something and/or Write to the Source
- Responsible Person: Teachers & Principal
- Complete by: 5/1/19