



## EQUITY, INCLUSION, COMMUNITY

### Chronology of FPS Faculty and Staff Professional Learning

<b>2016 - 2017</b>	
Equity Institute: Leading for Equitable Classrooms (5 day series) Facilitated by Center for School Change	Administrative Team
<b>2017 - 2018</b>	
Administrative Retreat - "Equity Matters - Developing a Theory of Action" Facilitated by Harvard RIDES Program to launch partnership in the Equity Collaborative at the Harvard Graduate School of Education	District Leadership Council
Examining the Racial Achievement Gap - Case Study Method using data to uncover systemic barriers to achievement and find opportunities for improvement Facilitated by Principals and District Leaders at each school	District Level and School-based Teams
Equity and Diversity Faculty Training Workshops in every school - Color Blind vs. Color Brave, Equity vs. Equality, Implicit Bias Facilitated by The RE-Center: Race and Equity in Education	All Faculty K to 12
Established and Communicated Core Belief: EQUITY MATTERS Faculty meetings focused on considering implications	All Faculty K to 12
Equity Intensive - 3 Day Workshop Facilitated by The RE-Center: Race and Equity in Education	Approx. 15 Teacher Leaders and Administrators
Faculty Book Clubs - Topics included: Partnering With Parents, Cultural Competence, Engagement Strategies Sponsored by CREC Open Choice Program	Various faculty member volunteers
<b>2018 - 2019</b>	
Teaching in Multi-Cultural Classrooms Facilitated by The RE-Center: Race and Equity in Education	All Faculty K to 12

IAR hosted CREC's Dine and Discuss Event focused on Cross District Sharing of Equity-related strategies	Attended by voluntary FPS teachers and administrators
Equity Intensive - 3 Day Workshop Facilitated by The RE-Center: Race and Equity in Education	Approx. 20 Teacher Leaders and Administrators
Developing Faculty Capacity to Implement and Facilitate Proactive and Restorative Circles Facilitated by Carol Kerkin, CREC	IAR, EF, NW, WD Teachers
Faculty Book Clubs - Topics Included: Trauma-Informed Practices, Confronting Bias in Education Sponsored by CREC Open Choice Program	Various faculty member volunteers
<b>2019 - 2020</b>	
Seedlings Institute - Leading for Social and Emotional Intelligence using the RULER Approach Facilitated by Dr. Marc Brackett, Yale School of Emotional Intelligence	Administrative Team
The RULER Approach - Recognizing, Understanding, and Regulating Emotions Facilitated by Dr. Marc Brackett, Yale School of Emotional Intelligence Follow-up Training with all faculty and staff in these schools	Leadership Teams from IAR, WD, UN, NW, and EF
Administrative Retreat - "Social and Emotional Learning to Create an Inclusive Sense of Belonging" Facilitated by Admins who attended RULER Institute	District Leadership Council
PLX (Farmington's Professional Learning Exchange) Multiple Sessions on Social and Emotional Learning, Courageous Conversations, Social Justice, Confronting Bias, and other related topics. Teachers self-selected sessions to attend. Some teacher to teacher sharing, others presented by experts in their fields	K to 12 Faculty
Developing Faculty Capacity to Implement and Facilitate Proactive and Restorative Circles (all faculty, + advanced training for leadership group) Facilitated by Dr. Joseph Brummer	FHS, WW All Teachers + 35 Teacher Leaders
Dismantling Systemic Racism: 2019 Conference on Race, Education & Success	FHS Teacher Leaders attended

Equity Intensive - 2 Day Workshop Facilitated by The RE-Center: Race and Equity in Education	Approx. 25 Teacher Leaders and Administrators
Trauma Sensitivity Training: Historical Trauma and its Impact on Learning	NW Faculty
<b>2020 - 2021 -</b> Currently developing plans for these and other learning experiences	
Summer Book Club Readings - 10 Titles (see Padlet webpage) Focused on Anti-Racism, Stereotypes, Systemic Oppression, and Cultural Competence	Teachers and Administrator volunteers
Summer Online Learning Modules: Systemic Oppression and Institutional Racism in the United States - past, present, and future goals  Video content, readings, journaling, and discussion groups	Teachers and Administrator over 130 participants
Responding to Bias and Racism in School: Strategies for Teachers August Return to School Mandated Training Facilitated by Family School Liaisons and Principals	All Faculty K to 12
Social Justice Student Leaders from FHS - Faculty Presentations at each school	TBD
Ongoing - Building Faculty Capacity to Implement and Facilitate Proactive and Restorative Circles Facilitated by Trained Teacher Leaders	ALL Schools
Closing Achievement and Opportunity Gaps Partnership and Facilitation by <i>Equal Opportunity Schools</i>	Aug - June Ongoing Training
The RULER Approach - Recognizing, Understanding, and Regulating Emotions Facilitated by Dr. Marc Brackett, Yale School of Emotional Intelligence Follow-up Training with all faculty and staff in these schools	Leadership Teams from FHS and WW
Community Council for Equity and Inclusion - The council will include students, parents, and faculty representatives, as well as outside experts, to engage in an ongoing dialogue about dismantling systemic racism and working toward school communities with inclusion, social justice and equity goals at the center of school improvement work.	Launch - Fall of 2020