



Magnify Your Commitment to Equity

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August 7, 2019



Ten Minnesota Commitments to Equity

- 1. Prioritize equity.**
- 2. Start from within.**
- 3. Measure what matters.**
- 4. Go local.**
- 5. Follow the money.**
- 6. Start early.**
- 7. Monitor implementation of standards.**
- 8. Value people.**
- 9. Improve conditions for learning.**
- 10. Give students options.**

The Blind Men and The Elephant

[YouTube video “The Blind Men and the Elephant”:](https://www.youtube.com/watch?v=Vn9BUfUCL4I)

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Equity Magnifier

- Center equity in all decision making processes.
- Keep equity as the focal point of any discussion about action planning, decisions and implementation processes.
- Illuminate blind spots, perspectives that are represented, absent or silenced, and awareness of unintended consequences.
- Elevate absent narratives and highlight groups who have been most historically underserved and impacted by policies, programs or decisions.

When to use

- Thought out action planning, decision making, and implementation processes.
- With teams or one-on-one, during formal or informal conversations regardless of person, time or place.

Let's work through a process

Initiative, Practice, Process, and/or Policy	Intended Outcome	Potential Unintended Consequence and Points for Monitoring	Action Steps to Mitigate (immediate)	Action steps to Eliminate (long-term)

Start here

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Professional Learning Communities (PLCs)				

Identify intended outcomes

Initiative, Practice, Process, and/or Policy	Intended Outcome	Potential Unintended Consequence and Points for Monitoring	Action Steps to Mitigate (immediate)	Action steps to Eliminate (long-term)
Professional Learning Communities (PLCs)	To provide educators with a process of engaging in collaborative inquiry and professional growth with the ultimate aim of improving educational opportunity for students.			

Identify unintended consequences and monitoring

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Professional Learning Communities (PLCs)	To provide educators with a process of engaging in collaborative inquiry and professional growth with the ultimate aim of improving educational opportunity for students.	<p>- The intent of the professional learning community can be lost to the rules and structures surrounding it and can result in no tangible benefit to students. PLCs can deteriorate and simply become another "meeting," as in the phrase, "We PLC every Tuesday." Sometimes, it can connote meetings with specific rules, such as:</p> <ul style="list-style-type: none"> (1) administrators may not direct the agendas, only team members may attend, (2) meetings must occur during the contract day, (3) only two PLCs can be held a month, and so on. Absent clear school- or district-wide academic targets or strong leadership, "PLC time" can translate into systemic nonproductive time. 		

Action steps and additional thoughts

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Identify an example in your own local context and run through this document on your own or with a partner.

Example:

- Discipline policy
- Family engagement
- Rigorous course work
- Enrollment disparities, etc.

We do not really see through our eyes or hear through our ears, but through our beliefs.

~Lisa Delpit

Thank you!

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