

ANTI-BLACK RACISM STRATEGY: MOBILIZATION STRATEGY 2018/19

GOAL: LEADERSHIP / BLACK EXCELLENCE - GOALS FOUND IN MULTI-YEAR STRATEGIC PLAN: ACTION PLANS

Content of training/ professional learning negotiated with community • Engaged in a deep dive into Anti-Black Racism through current research, understanding & context

PRINCIPLES

Differentiated by cohort groups • Relatively equal representation from each LC • Scaling "what we learn" • Continuum of learning for all including facilitators • Identification of clear outcomes • Identification of the types of deep understanding • Ensure 5 priorities are reflective and visible in work

1

TRANSFORM STUDENT LEARNING

2

CREATE A CULTURE FOR STUDENT AND STAFF WELL-BEING

SYSTEM GOALS

PROVIDE EQUITY OF
ACCESS TO LEARNING
OPPORTUNITIES FOR ALL
STUDENTS

ALLOCATE HUMAN AND FINANCIAL RESOURCES STRATEGICALLY TO SUPPORT STUDENT NEEDS BUILD STRONG
RELATIONSHIPS AND
PARTNERSHIPS WITHIN
SCHOOL COMMUNITIES TO
SUPPORT STUDENT LEARNING
AND WELL-BEING

WHO (COHORT GROUP)

AFTER SCHOOL NETWORK

Identified by each Learning
Centre

LEVEL OF ENTRY

FACILITATOR

<u>Early – Emergent</u> Entry group & early adopters

External and/or Internal

Participants engage in ongoing measuring of impact (i.e., surveys, documentation)

CENTRAL STAFF

Identified by each Learning
Centre

Learning Coaches (Reading, Math, etc.), CAPs, Guidance (EICs, Student Success, Transition Counsellors & SS, SEPAs)

Emergent
Entry group & early adopters

External and/or Internal

Participants engage in ongoing measuring of impact (i.e., surveys, documentation)

PRINCIPALS/VPS

Identified by each Learning Centre

Emergent – Expert
Mixed grouping (various stages across continuum)

External and/or Internal

Participants engage in ongoing measuring of impact (i.e., surveys, documentation)

EQUITY LEADERS

Identified by each Learning
Centre

Already capable of entering into work - includes individuals from all cohorts

Experts
Adopters who require some facilitation support

External and/or Internal

Participants engage in ongoing measuring of impact (i.e., surveys, documentation)

BLACK EXCELLENCE LEADERS

Identified by each Learning
Centre

Shared leadership, prior experience, facilitation support, strong relationships

Experienced facilitators in Equity and Anti-Oppression

Internal

Participants engage in ongoing measuring of impact (i.e., surveys, documentation)



ANTI-BLACK RACISM STRATEGY: MOBILIZATION STRATEGY 2018/19

P/VP TRAINING AT LEARNING
NETWORKS
(February to May)

- Each Learning Network pair or triad will identify (3 key VPs/Ps & SOEs) to facilitate & support monthly learning (group identified by November)
- Facilitation group will have opportunity to build their capacity to support training in Feb to May
- Build system capacity to close achievement, well-being, engagement gaps

PURPOSE/ INTENDED OUTCOMES

- Develop facilitation Skills
- Common language & understanding on Equity, Anti-Racism, Anti-Oppression, Anti-Black Racism
- Facilitate and develop cadre for shared leadership
- Transform student learning

EQUITY & ANTI-OPPRESSION LEADERSHIP DEVELOPMENT

Develop skills to facilitate
Equity, Anti-Oppression & AntiRacism professional learning

Build common language and understanding on Equity, Anti-Racism, Anti-Oppression and Anti-Black Racism

Engage in intentional learning to support the transformation of student learning

Cultivate a cadre for shared leadership within the system

Deepen understanding of the competencies of Equity leadership

ANTI-BLACK RACISM

Develop current
understanding and pedagogy
through the creation of reading
groups – focus on current research
on Anti-Black Racism (monthly)

Cultivate a cadre of Equity leaders to support ongoing system professional learning

Facilitate on-going communication to share best practices and lessons learned

Build networks of learning across system

Facilitate all Learning
Networks – Anti-Black Racism
professional training (February
to May)