

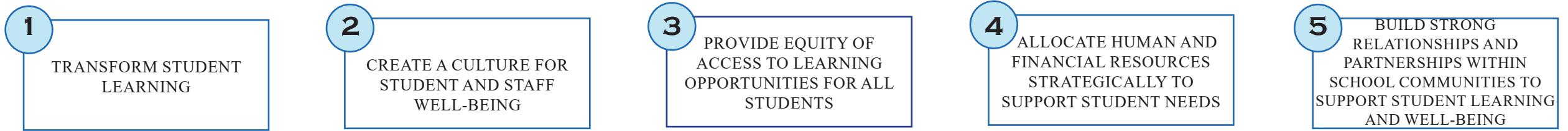
GOAL: LEADERSHIP/ BLACK EXCELLENCE – GOALS FOUND IN MULTI-YEAR STRATEGIC PLAN: ACTION PLANS

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*

SYSTEM GOALS



	1	2	3	4	5
WHO (COHORT GROUP)	AFTER SCHOOL NETWORK	CENTRAL STAFF	PRINCIPALS/VPS	EQUITY LEADERS	BLACK EXCELLENCE LEADERS
	<i>Identified by each Learning Centre</i>	<i>Identified by each Learning Centre</i>	<i>Identified by each Learning Centre</i>	<i>Identified by each Learning Centre</i>	<i>Identified by each Learning Centre</i>
	<i>Learning Coaches (Reading, Math, etc.), CAPs, Guidance (EICs, Student Success, Transition Counsellors & SS, SEPA)s</i>	<i>Learning Coaches (Reading, Math, etc.), CAPs, Guidance (EICs, Student Success, Transition Counsellors & SS, SEPA)s</i>	<i>Learning Coaches (Reading, Math, etc.), CAPs, Guidance (EICs, Student Success, Transition Counsellors & SS, SEPA)s</i>	<i>Learning Coaches (Reading, Math, etc.), CAPs, Guidance (EICs, Student Success, Transition Counsellors & SS, SEPA)s</i>	<i>Learning Coaches (Reading, Math, etc.), CAPs, Guidance (EICs, Student Success, Transition Counsellors & SS, SEPA)s</i>
LEVEL OF ENTRY	<u>Early – Emergent</u> Entry group & early adopters	<u>Emergent</u> Entry group & early adopters	<u>Emergent – Expert</u> Mixed grouping (various stages across continuum)	<u>Experts</u> Adopters who require some facilitation support	<u>Experts</u> Experienced facilitators in Equity and Anti-Oppression
FACILITATOR	External and/or Internal	External and/or Internal	External and/or Internal	External and/or Internal	Internal
	<i>Participants engage in on-going measuring of impact (i.e., surveys, documentation)</i>	<i>Participants engage in on-going measuring of impact (i.e., surveys, documentation)</i>	<i>Participants engage in on-going measuring of impact (i.e., surveys, documentation)</i>	<i>Participants engage in on-going measuring of impact (i.e., surveys, documentation)</i>	<i>Participants engage in on-going measuring of impact (i.e., surveys, documentation)</i>



ANTI-BLACK RACISM STRATEGY: MOBILIZATION STRATEGY 2018/19

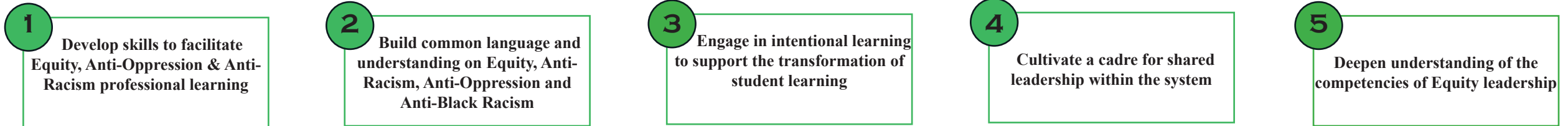
P/VP TRAINING AT LEARNING NETWORKS
(February to May)

- 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



ANTI-BLACK RACISM

