

### Toward Excellence in the Education of Black Students: Transforming Learning, Achievement and Well-being – Leadership Development

#### What is our goal?

To integrate professional learning about anti-racism and anti-Black racism into all leadership development opportunities.

#### How will we achieve it?

- Provide mandatory training for all Principals/Vice-Principals in anti-oppression and anti-Black racism connected to school improvement (June 2019)
- Mobilize staff in our system who are capable of facilitating learning in all aspects of equity, anti-oppression, and anti-Black racism to support our professional learning efforts (ongoing)
- Provide schools with resources to develop a deeper understanding about the significance of engaging with families and community partners to better support Black students (ongoing)
- Provide employees various tools and resources to understand and respond effectively to various forms of discrimination e.g., anti-Black racism, anti-Indigenous racism, anti-Semitism, Islamophobia, anti-Asian racism, homophobia, transphobia, and the discrimination faced by those with physical and intellectual disabilities, and monitor the use of the tools and learning in their daily work (ongoing)
- Develop a plan to provide professional learning to all managers/supervisors involved in hiring processes to ensure that competency in equity and human rights is embedded in hiring practices across the system and that barriers to fair hiring are eliminated (Winter 2019 and ongoing)
- Support Superintendents to monitor the implementation of equity goals and the achievement of Black students and other vulnerable groups of learners (ongoing)

#### How will we know we are successful?

- All Principals/Vice-Principals will have raised consciousness of anti-racism and, more specifically, anti-Black racism.
- Monitor the focus of equity goals in schools for next steps in staff learning about anti-Black racism, human rights and anti-oppression.
- The achievement and well-being gap will decrease while expectations remain high for all students because we are providing access to the programs, resources and learning opportunities that all students require.
- The engagement of Black students will increase because we are honouring voice, experience, identity and expertise, and we are willing to adjust our directions and plans because of this engagement.