



Inclusion, Anti-Oppression and School Councils

Earl Grey Senior Public School
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Agenda

1. Introductions
2. Minds On
3. Video Activity
4. Equity in your school
5. Wrap-Up: Sharing

Objective:

- Establishing concrete ideas for moving equity forward in schools
 - What might an inclusive school council look like?



Minds On

State one word that comes to mind
when you hear the terms *Equity and/or*
Anti-Oppression

Stella Young: I'm Not your Inspiration

https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much



What Does My Headscarf Mean to You?

<https://leanin.org/education/ted-talk-what-does-my-headscarf-mean-to-you/>



Guiding Questions

- 1. What do these videos have to do with equity, anti-oppression or inclusion?**
- 2. Why are these videos relevant?**
- 3. How might your school space be equitable or inequitable?**



Debrief



Stereotypes, bias and power live in our schools.

They impact opportunities and achievement.

They also cause children and adults to believe the lie,

UNLESS we interrupt them.

What is Equity?

Equity and inclusive education aims to **understand, identify, address, and eliminate** the biases, barriers, and power dynamics that limit students' prospects for learning, growing, and fully contributing to society.

Barriers may be related to sex, sexual orientation, gender identity, gender expression, race, ethnic origin, religion, socio-economic background, physical or mental ability, or other factors.

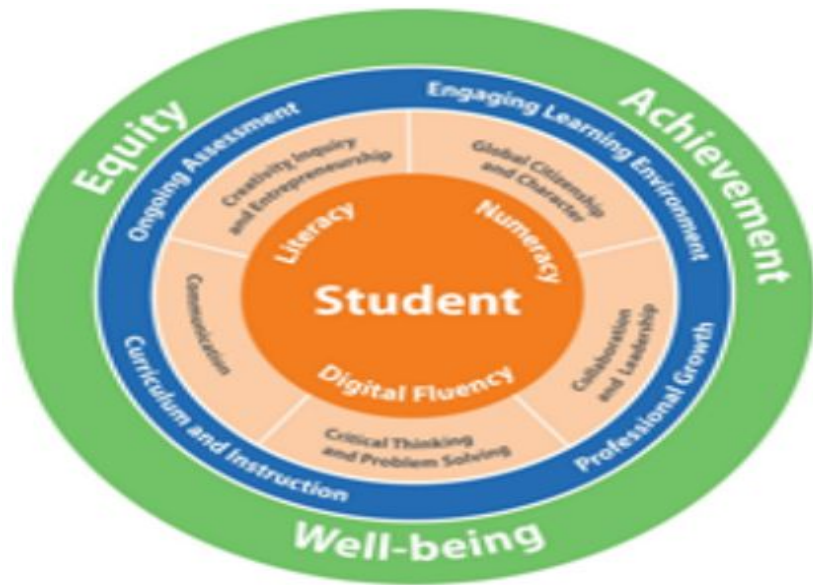
It is now recognized that several factors may intersect to create additional barriers for some students. These barriers and biases, whether overt or subtle, intentional or unintentional, need to be identified and addressed.

Equity and Inclusive Education in Ontario Schools, 2014, guideline pg. 6

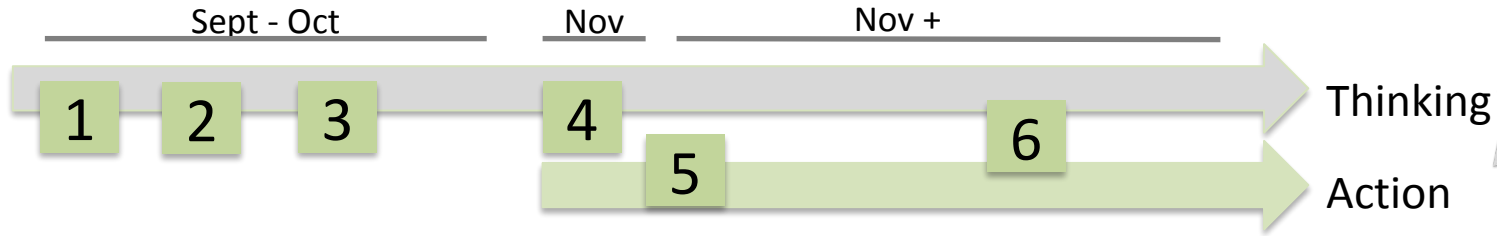
Focus Areas

EQUITY

Our goal is to improve student achievement and well-being for each and every student in the TDSB. **All students deserve to graduate** as a foundation for the next successful chapter of their lives after high school.... This commitment to equity requires that **we engage in challenging conversations** not only at the system level but at each and every school.



6 Key Conversations for Building Shared Leadership



Together, superintendents and principals, will have 6 key conversations to develop a strategy that supports the school's goals of equity, well-being and achievement:

1

Where are we now?

We start by examining data. By analyzing qualitative, quantitative and perceptual data, we determine: Where are we now?

2

Where are we going?

Reflecting on the data we begin to focus our thinking to develop three foci - one each for equity, well-being, and achievement for the school.

3

What do we need to learn?

In order to achieve our goals we need to identify the capabilities our learning community: What do we need to learn together?

4

How do we know?

What gets measured, gets done. We leverage evidence, data and success criteria to identify the key indicators to understand the impact of our actions.

5

Act!

Moving beyond thinking, we take action to achieve the results that our school is working on together.

6

What change will we make to our thinking and behaviour?

At this stage, we reflect on what has been accomplished to re-focus our efforts and determine if our thinking or actions might need to shift.





Equity in your School

What are some ways to make your school council more inclusive?

How might we think about the structure, timing etc of school councils?

What are some concrete ideas for moving equity forward in you schools?



Sharing



Thank You!