



SUPPORT YOUR SCHOOLS IN EQUITY- FOCUSED PLANNING

Foster Collaboration and Progress with an Equity-Focused Improvement Planning Cohort

FORM AN ADVANCING EQUITY COHORT

The work of creating an affirming, inclusive, and equitable learning environment for all students begins with a plan that is rooted in data, framed by achievable goals, aligned to resources, and tied to measurable outcomes.

To help your district support individual school teams in meeting this complex challenge, SchoolWorks will facilitate an **Advancing Equity Cohort** in your district - a year-long professional development program for collective school leadership teams focused on step-by-step equity planning.

The experience will result in a custom equity-focused action plan for each school that includes specific opportunities for stakeholders to collaborate and lead the work.

BENEFITS

- **Access to Expertise:** Each cohort is led by an expert facilitator specializing in equity-focused improvement.
- **Individualized Support:** In addition to collective workshops, each cohort includes individual coaching support for each participating school.
- **Community-Building:** Each cohort includes both in-person and virtual touchpoints throughout the program to build a lasting support network among participants.

WHAT IS AN ADVANCING EQUITY COHORT?

A year-long professional development program for collective school leadership teams focused on equity planning.

Membership

Cohorts include up to five schools from a single district. The school leader and one leadership team member attend sessions.

Program Overview

Two (2) half-day in-person workshops
Four (4) 1-hour virtual cohort meetups
Six (6) one-on-one coaching calls with the cohort facilitator

Timing

March 2024 – June 2025

Outcomes

Participating schools gain expert guidance and peer support as they develop and implement a needs-aligned equity-focused action plan.

\$49,000
for five schools*

*Pricing will be adjusted for smaller districts.

SCHOOLWORKS ADVANCING EQUITY COHORT

PROGRAM TIMELINE

PLANNING

Pre-Work Needs Assessment
March 2024

In-Person Workshop
"Deep Dive Into Planning"
April 2024

1-on-1 Coaching Call
May 2024

Virtual Cohort Meetup #1
June 2024

1-on-1 Coaching Call
July/August 2024

Virtual Cohort Meetup #2
September 2024

*EQUITY-FOCUSED ACTION
PLANS COMPLETE*

IMPLEMENTING

1-on-1 Coaching Call
October 2024

Virtual Cohort Meetup #3
November 2024

1-on-1 Coaching Call
January 2025

In-Person Workshop
"Pivoting with Challenges"
February 2025

1-on-1 Coaching Call
March 2025

1-on-1 Coaching Call
April 2025

Virtual Cohort Meetup #4
June 2025

“ This fast-paced but methodical way of guiding us through the process challenged my thinking around what really needs to be prioritized for the benefit of our students. ”

- 2023 AEC Member

AEC TOPICS OF EXPLORATION

- Developing a Mission, Vision, Goals, and Core Values that Reflect a Strong Commitment to DEI
- Systemic Challenges and Change Management
- Elevating Equity in School Environments
- Anti-Racist Practices
- Fostering DEI in Staff Culture

MEET OUR FACILITATORS

All of our expert facilitators are former school leaders who specialize in both leadership development and DEI improvement in their ongoing coaching work.



**Dr. Sean Larry
Stevens**

**Lyn
Bajaj**

**Rebecca
Watson**

Facilitators will lead group workshops/meetups and provide differentiated one-on-one coaching to each school team that is aligned to needs.

GET STARTED

SchoolWorks is actively forming cohorts for 2024-25. To find out more about forming a cohort in your district, contact Jennifer Strock at jstrock@schoolworks.org.