



Champlain Valley Educator Development Center

Collaborative Professional Learning to Support Vermont Schools



Courageous Conversation LEADERSHIP FOR RACIAL EQUITY (LEADS)

Target Audience: Superintendents, Central Office Admin, Principals

LEADS seminars are focused on deepening understanding of institutionalized racism and its impact on student learning, as well as providing support for leading systemic EQUITY transformation initiatives in the district and schools. District leaders are introduced to the **Equity Leadership** curriculum and instructional framework through a series of six LEADS seminars. These seminars address system-wide application of critical race theory, systems thinking, adaptive leadership, and culturally relevant practices to transform school culture and climate, empower families and engage communities of color. In the final seminar, leaders select their equity leadership teams and create an individualized framework for accelerating and sustaining racial equity transformation in their spheres of influence.

March 13, 2020

LEADS Seminar #1: Introduction to the Theory of Transformation and Racial Equity Framework Organizational leaders will utilize the language and tools of mindfulness to deepen understanding of the Courageous Conversation protocol and apply it in their personal and professional lives. They will review PEG's Systemic Equity Framework and Theory of Transformation ("Framework").

April 9, 2020

LEADS Seminar #2: Using Critical Race Theory to Transform Leadership and District Here we further examine the impact of race in schooling and introduce Critical Race Theory (CRT) – its importance, relevance, and application as an analytical tool for understanding race and the educational disparities resulting from systemic racism.

May 8, 2020

LEADS Seminar #3: Systems Thinking, Adaptive Leadership, and School Culture and Climate We begin the process of applying CRT as a tool for analyzing personal, professional, and organizational manifestations of systemic racism in our lives. Leaders will start to internalize adaptive leadership as a method to lead staff in identifying current organizational strengths and weaknesses for systemic racial equity transformation. They will be introduced to Peter Senge's Ladder of Inference

Dates:

March 13, 2020
April 9, 2020
May 8, 2020
September 29, 2020
October 28, 2020
December 11, 2020

Time: 9 am – 4 pm

Location:

Hampton Conference
Ctr., Colchester, VT

Prerequisite: Register for one of the two-day institutes Beyond Diversity (Sept or Nov) if you have not yet attending a Courageous Conversation session.

Cost:

CVEDC Members
\$1500 (Split between fiscal years is available)

Non-Members

\$1650 (split between fiscal years is available)
Note: For district teams of 6 or more, Superintendent registration is included. (not transferrable).



Book included.

To Register: www.cvedcvt.org

Questions? info@cvedcvt.org

Or call: 802-497-1642



Are you a CVEDC Member?
All schools in Addison, Chittenden,
Grand Isle and Franklin Counties
are members.



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and Iceberg as tools for leading staff through individual and organizational introspection and uncovering racial inequities.

September 29, 2020

LEADS Seminar #4: Creating Culturally Relevant Schools and Classrooms Leaders engage in dialogue about the intersection of Race and pedagogy. Conversations are facilitated to support and challenge participants' thinking about the role of leadership in creating culturally relevant environments using "The Protocol". Critical Race Theory, systems thinking, adaptive leadership, and organizational learning are revisited and connected to race and pedagogy. Leaders are introduced to Collaborative Action Research for Equity (CARE) as a method for transforming learning and teaching, and improving the participants and performance of all students, especially underserved students of color.

October 28, 2020

LEADS Seminar #5: Empowering Families and Engaging Communities of Color Engaging in dialogue about the intersection of race and community empowerment, the seminar examines the often tightly held beliefs, mythologies, and pathologies that serve to marginalize and disenfranchise communities of color. Using Courageous Conversation, and informed by their emerging understanding of adaptive leadership, Critical Race Theory, systems thinking and organizational learning, participants will be challenged and supported to disavow these beliefs and engage with people of color in more authentic ways. Leaders are introduced to PASS (Partnerships for Academically Successful Students) as a process for developing effective relationships and partnerships with families and communities of color.

December 11, 2020

LEADS Seminar #5: Theory to Action: Creating a Framework for Accelerating and Sustaining District-wide Racial Equity Transformation Leaders are prepared to move from racial equity theory into intentional practice. A major thrust of this seminar is focused on leaders assessing their understanding of and engagement with The Framework at a personal, professional and organizational level. Participants will create a personal equity leadership plan and develop a distributive leadership structure for racial equity in their organization or department and will begin the process of selecting Equity Teams to guide equity-focused professional learning.

More information on the program, Pacific Educational Group and its history and more expansive descriptions can be found on our website.

Register separately for the two-day BEYOND DIVERSITY training in either September or November before registering for the 6 day LEADS Seminars. If you have attended Courageous Conversation workshops already, you are good to go to LEADS with your team.

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