

Prompts for discussion:

What are the primary equity challenges in your district?

Which sub groups appear to be experiencing the greatest difficulties? In which schools?

What factors might explain these patterns?

Which of the key ingredients to school success should your schools be focused on?

What type of support is needed to make greater progress in these areas?

How will be priorities be established?

How will benchmarks be used to monitor progress?

Develop an action plan in response to the prompts:

How will you develop buy-in around the challenges?

Who will take the lead in developing an improvement plan for each school?

How will you develop buy in related to the plan?

How will you monitor progress related to implementation and student outcomes?

Specific Questions for Principals:

What are you doing to build buy-in around an equity agenda at your school?

How will you set priorities for the work?

What support will you need to pursue equity goals?

Specific Questions for Central Office:

How will you support capacity building in struggling schools?

Focus on Discipline

Consider Policies and Practices:

Which children are most affected by your disciplinary policy?

What do you know about their backgrounds besides race and SES?

Reflect and Dialogue:

- How effective are your discipline policies? Are the same students disciplined repeatedly?
- Who are the advocates for the children who are most frequently disciplined?
- How does your school/district address the academic and social needs of these children? Are these kids being prepared to become fully realized citizens of the world?
- What are you doing well with respect to discipline? How do you know it?
- How can you be more thoughtful about what you can do? Not necessarily do more, but do better.
- How are teachers, parents, kids involved in the discipline process? What are you doing to foster shared accountability for discipline?