



Equity
Fellows

Equity Fellows

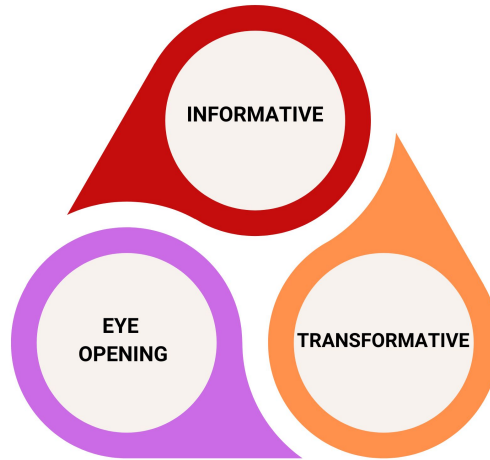


- In 2018, Tom Lasley from Learn to Earn Dayton and Shannon Cox from the Montgomery County ESC identified a need for school to address achievement gaps and find solutions to increasing the graduation rate and providing more students with work force or post secondary credentials.
- A grant from StriveTogether will fund the work of Learn to Earn Dayton, which will work with Dayton Public School and Northmont to place equity fellows in select schools in 2018.
- Seven districts in Montgomery have utilized the trainings within their schools thus far.
- The equity fellows consists of three teachers, one administrator and one member of the community at each school who will identify practices and policies that impede underrepresented students at each school. This includes monitoring achievement and suspension data broken down by race and promoting culturally responsive teaching.
- The Equity Fellows program is a three-year program. However, when MCS partnered with the Montgomery ESC the district was upfront that due to Title IIA funding decisions being made annually that we would only commit to year 1 of the program and we would reevaluate the program and our funding each year. Title II funds are utilized each school year for professional development following Federal guidance.
- MCS worked with the ESC to increase the number of team members from 4 to 6 so we had a total of 12 staff members participate in the program instead of the initial proposal of 8 without an increase in the cost. The cost for the program included the fees paid to the leader, materials, and a \$1500 stipend for teachers and a \$500 stipend for administrators on the teams. The team members participated in 13 two-hour training sessions during evening hours.

History/Background

WHAT IS EQUITY FELLOWS?

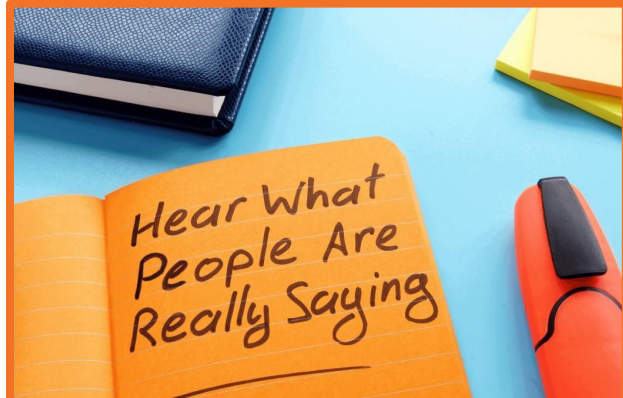
A program in which educators and teacher leaders grow together in their understanding of themselves and those around them, in terms of the social construct of race.



By The Numbers

- **13 sessions in 9 months= 1,560 hours of training (24 PD hours)**
- **3 principals, 7 teachers, and 1 specialist representing six buildings across all grade levels, impacting 5,000 students.**
- **A two year commitment. Year 1 focusing on “Informing Self” and Year 2 on facilitating the learning to a wider group.**


The Power of Active Listening



“Listening doesn't always equate to hearing. Hearing doesn't always lead to understanding but active listening helps each person truly "see" the other.”


— Sanjo Jendayi

- Reflect and Learn
- Build Success for **EVERY** Learner
- Teamwork

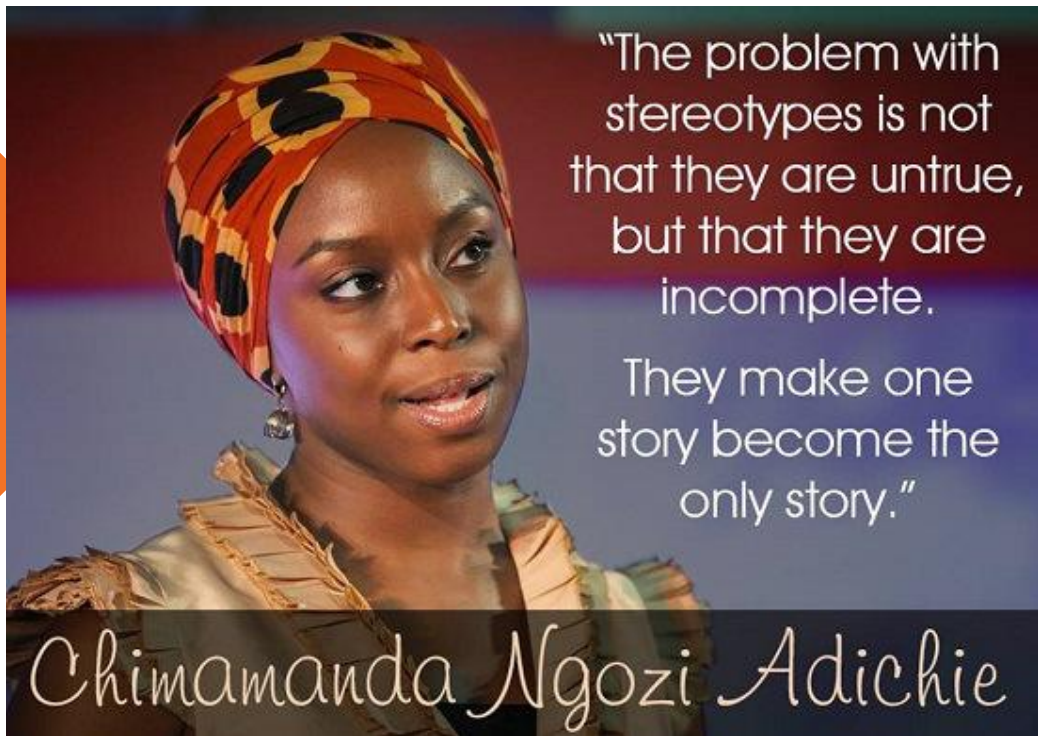


“When I see you through my eyes, I think that we are different. When I see you through my heart, I know we are the same.” – Doe Zantamata

“Difference is of the essence of humanity. Difference is an accident of birth and it should therefore never be the source of hatred or conflict. The answer to difference is to respect it. Therein lies a most fundamental principle of peace: respect for diversity.” – John Hume



The Danger of the Single Story




No **school** is a single story.

No **district** is a single story.

No **teacher** is a single story.

No **parent** is a single story.

And most importantly,
No **student** is a single story.



An equitable educator will acknowledge that just because it worked for me does not mean it works for my students. *Passion for equity* leads to a creative process of building a new educational system that works for all students and all educators all of the time.

Curtis Wallace Linton





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