

## **Equity 360<sup>o</sup> Proposal to California Montessori Project for Professional Learning Related to Diversity, Equity, and Inclusion in Public Montessori Contexts**

Our proposal emerges from a year of collaboration with the California Montessori Project (CMP). It is based on a theory of action that DEI work at CMP will flourish when the CMP collective explicitly defines its vision for DEI work, translates this vision into actionable steps and engages in cycles of reflection to understand how and if progress towards the vision is occurring. Our work is focused primarily on building the capacity of CMP to make this theory of action a reality at their schools.

### **Timeline:**

#### **January 2023 – December 2023**

1. Monthly meeting with Superintendent Barley and DEI leaders from across the network in advance of monthly CMP leadership team meetings to coordinate, share resources, check in on activities since the prior meeting, and review agendas and activities with a goal of building school level expertise in delivering DEI related professional development.

#### **Winter 2023 - Spring 2023**

1. Support CMP in developing an Acceptance, Belonging, and Care (ABC) Framework, including:
  - a. Providing the team with relevant examples;
  - b. Assisting the team in developing a process for engaging diverse voices in the development of the Framework; and,
  - c. Facilitating discussions related to creating and advancing the Framework– specifically related to instruction, curriculum, co-curriculum, communication, and campus culture - including:
    - i. What action items will make the Framework a reality?
    - ii. Which body/ies at the site will share responsibility for implementing action steps related to the Framework? Who will be a part of this body/these bodies?
    - iii. What are milestones for Year 1, Year 3 and Year 5 of implementation?
    - iv. Assistance with the development of timelines, implementation rubrics, and resources.
2. Continue to meet monthly with CMP participants. For each meeting, prepare:
  - a. A presentation with appropriate content related to deepening participants’ understanding of the theories and information foundational to CMP’s ABC Framework. Content will include multi-media resources, short readings, and lectures;
  - b. A fully developed staff professional learning activity/lesson plan that the participants can implement at their sites;
  - c. Design and development activities to support site leaders in thinking through lesson plan implementation issues at their respective sites; and,
  - d. Reflection activities so that participants can monitor progress towards collectively defined milestones and problem solve together.
  - e. Develop a tool that can be used at each site at the conclusion of any DEI PD to gather systematic feedback from participants.

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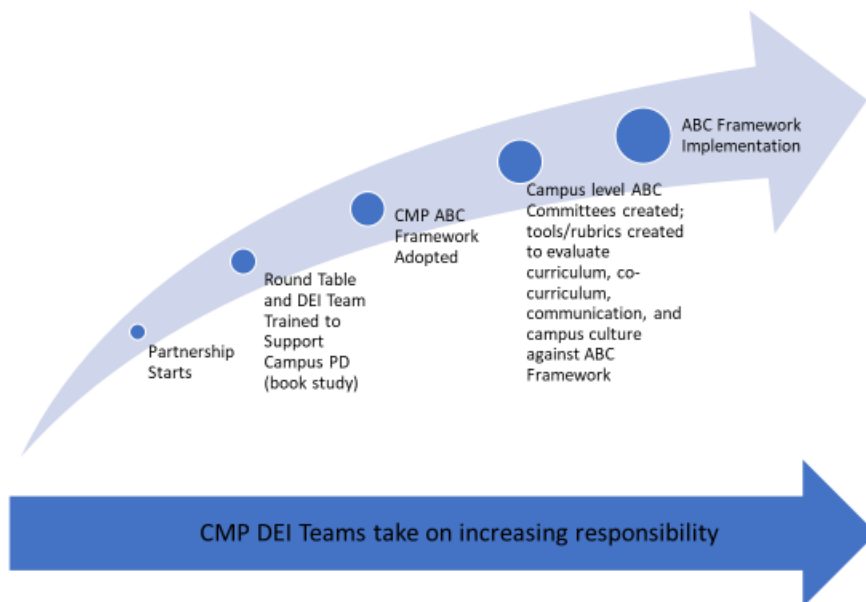
**Summer 2023**

3. Develop a Summary Report that includes:
  - a. Adopted ABC Framework(s)
  - b. ABC Framework implementation timeline
  - c. Library of activities developed and shared by Equity 360<sup>0</sup> and by leadership team/staff at sites
  - d. Highlights of changes accomplished
  - e. Identification of next steps
  
4. With DEI team:
  - a. Develop the agenda for Summer 2023 all CMP ABC Day
  - b. Organize and facilitate the Summer 2023 all CMP ABC

**Fall 2023**

1. Facilitate monthly meetings to support exchange across campuses related to activities and actions aligned to the ABC Framework implementation.
2. Support campus and central office level ABC Committees to develop and utilize tools to evaluate instruction, curriculum, co-curriculum, communication, and campus culture through ABC Framework.
3. Grow capacity of campus and central office level ABC Committees to take on increasing responsibility for leading professional development and ABC Framework related planning.
4. Engage in observations of CMP campuses to provide feedback on ABC Framework implementation.

## CMP Sacramento State DEI Trajectory



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### The Equity 360<sup>o</sup> Team for the California Montessori Project:

The team members below are both experts in DEI work as well as familiar with the unique attributes of Montessori education as all three have had children successfully complete their elementary education at CMP-Capitol Campus.



*Valerie Becker* is a Lecturer in the College of Education at Sacramento State University, where she teaches courses in Urban Education, Bilingual Learners, and Critical Thinking. Prior to coming to Sacramento State, she was the Director of Student Life at St. Andrew's School (Barrington, RI), and Director of Student Activities at Dana Hall School (Wellesley, MA).



*Mimi Coughlin* is a Professor in the College of Education at Sacramento State University, where she teaches courses for students pursuing Teaching Credentials and Master's of Arts in Teaching. She has designed and facilitated Professional Development initiatives in Placer County, Elk Grove USD, San Juan USD, and on the CMP Capitol Campus. She is a former Middle School and High School History-Social Science teacher.



*Pia Lindquist Wong* is the Associate Dean for Research and Engagement for the College of Education at Sacramento State University. She has taught courses on educational policy, educational research, and critical pedagogy to pre-service and in-service teachers. She has served as a consultant for diversity, equity, and inclusion professional learning for districts throughout Northern California and for the Programa de Especialização Docente-PED sponsored by Brazil's Instituto Canoa and Stanford University's Lemann Center.



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**Budget:**

TASK	COST
Task 1: Facilitate CMP efforts to develop an ABC Vision and Mission	\$5,000 for Professor Becker \$5,000 for Professor Coughlin
Tasks 2 & 5: Develop regular meeting agendas and associated tools; lead professional development sessions; collect and analyze relevant data; support implementation efforts; collaborate with CMP leadership	\$15,000 for Professor Becker \$15,000 for Professor Coughlin \$5,000 for Associate Dean Wong
Task 3: Prepare Final Report	\$1,500 for all 3 team members
Task 4: Facilitate all CMP ABC Day at Sac State	\$1,000 for all 3 team members \$5,000 for honoraria to guest presenters
Subtotal	\$57,500
Fringe for Personnel @ 12%	\$6,900
Indirect Costs @ 20% Public School Rate	\$11,500
<b>SERVICE CONTRACT TOTAL</b>	<b>\$75,900</b>

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Equity 360<sup>0</sup> designs professional learning programs that transform educational practice across an organization (teachers, leaders, counselors, etc.) and elevate the growth and achievement of all students, especially those from traditionally marginalized groups. Educational equity and inclusiveness require long-term efforts on the part of educational institutions, their personnel, and the communities they serve. Too often organizations make only short-term investments in equity efforts and, therefore, remain stuck in unproductive cycles with little tangible progress. Equity 360<sup>0</sup> assembles teams of experts from Sacramento State’s College of Education to lead educational organizations in deep examinations of practice and policies, engage staff in professional learning about culturally relevant and researched-based tools, practices, and strategies, and assist in the development of differentiated support to leaders and practitioners as they implement and assess what they have learned.