

Learning Content: Mindful Lesson Planning Through a Racial Equity Lens

- All teachers are intentional in lesson planning to deepen student engagement, maximize learning time and use a variety of cooperative routines aligned with the *Thoughtful Classroom Framework*
- All teachers plan differentiated instruction that meets the varying student needs (academically, culturally, linguistically, socially/emotionally)
- All teachers have standards-based grade level lessons planned through the backward design process
- All teachers have SMART standards-based learning goals and objectives
Strategies/Tools: Thoughtful Classroom, WICOR Lesson Planning, AVID Strategies, CLR/CRT

Learning Process: Powerful Instruction Through a Racial Equity Lens

- All teachers state and/or post learning objectives for expected student learning and revisit the focus throughout the lesson; objective is clearly communicated so students understand what they are learning and why it is important
- All teachers intentionally provide for opportunities for high quality student learning including AVID/CLR/CRT strategies
- Each student does the work; each student does the learning
 - All students are provided with opportunities to enrich their learning through student engagement and collaboration
 - All students are actively engaged in learning, make meaningful contributions and are able to think critically
 - All students respond to higher level thinking questions using identified academic language*Strategies/Tools: CLR, Thoughtful Classroom, AVID, CLR, CRT*

Learning Impact: Ongoing Analysis of Assessment Through a Racial Equity Lens

- All teachers will regularly analyze assessment data that will drive decision making about instruction
 - Collaborative & Independent
 - Formal & Informal assessments (STAR, ACCESS, exit slips, ALEK)
 - Decisions on student placement & lesson planning
 - Engaging in Data Teams as an active participant
- All teachers will use assessment information to consistently provide timely, specific, and informative feedback that instills a growth mindset
- Students will be provided time and structure for self-monitoring, improvement and goal setting
- All teachers will celebrate student growth and success in a public format
Strategies/Tools: Goal setting, MTSS, Data Teams, Data Maps

Learning Context: Creating a Racially and Culturally Conscious Professional Learning Community (What are the contributing factors)

- Grade level Meetings/Departments Meetings: Lesson planning, data review, instructional strategies, reflection, professional learning as opportunities to engage in Courageous Conversation and thinking dedicated to improving student learning
- All staff will demonstrate a belief that it is their role to develop positive relationships with and among all students and with and among all staff with a focus on improving the climate, culture and academic success of north Junior High
- All teachers will engage in Courageous Conversation protocols that examine race and culture when designing impactful learning
- All teachers will engage in professional learning that promotes systematic equity transformation work through Culturally Responsive Teaching and Cultural Competency
Strategies: AVID, PBIS, CLR, Committees, SEL, Courageous Conversation, Innocent Classroom