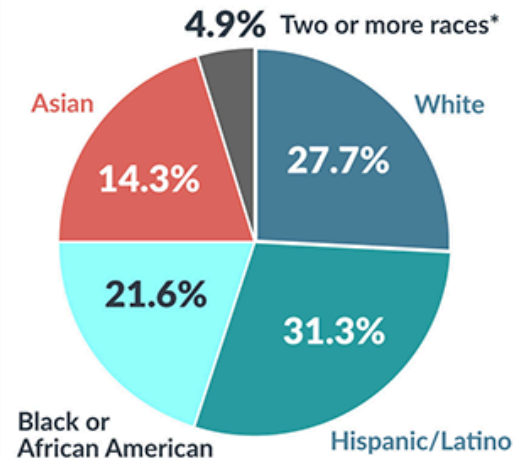


## Supporting School and Office Leadership Teams

Many leadership team members say that they do not have the trust, confidence, or skills to lead their school for equity. For example:

- **77%** of leadership team members say they do not have the trust to discuss race with their *fellow leaders*.
- **72%** of leaders say they do not have the skills to lead their staff in conversations about race.
- **91%** of leaders say they do not have the collective skills and confidence to support teachers who struggle to effectively teach African American and Latino students.

*Responses reflect 24 school leadership teams prior to working with the Study Circles Program.*



\*New Race Category added in 2010

The Study Circles Program supports leadership teams to develop the relationships, structures, and confidence necessary to ensure achievement is not predictable by race and all students are successful in college, career, and community.

Teams that participate in Study Circles develop the capacity to:

- Engage in uncomfortable conversations about race
- Examine a broad range of perspectives from different stakeholders
- Identify and address practices and policies that have fostered the achievement gap
- Create a culture in which all practices and policies are developed through a racially conscious and culturally proficient lens.

### Commitment:

- Schools commit to a year-long program that begins with two full-day retreats and continues with coaching throughout the year.

Contact the MCPS Study Circles Program

Equity Initiatives Unit

240-740-4070

<http://bit.ly/mcpsEQUITY>

## Frequently Asked Questions For Organizing Leadership Study Circles

### WHAT IS THE GOAL OF LEADERSHIP TEAM STUDY CIRCLES?

- The Study Circles Program supports leadership teams to develop the relationships, structures, and confidence necessary to lead through an equity lens and examine beliefs, practices, and policies to ensure achievement is not predictable by race and all students are successful in college, career, and community.

### HOW DO WE DECIDE IF WE SHOULD ENGAGE IN STUDY CIRCLES OR OTHER FORMS OF EQUITY TRAINING and PROFESSIONAL DEVELOPMENT?

- Study Circles complement equity training by focusing on developing the team. Once teams have the skills and structures to be able to talk about race and equity, they are ready to get more professional development that continues to build their capacity.

### WHAT ARE THE EXPECTED OUTCOMES?

- Teams that participate in Study Circles develop the capacity to:
  - Engage in uncomfortable conversations about race
  - Examine a broad range of perspectives from different stakeholders
  - Identify and address practices and policies that have fostered the achievement gap
  - Create a culture in which all practices and policies are developed through a racially conscious lens

### WHAT IS A LEADERSHIP TEAM STUDY CIRCLE?

- Leadership team Study Circles start as a two-day retreat.
- All leadership team members need to be at both sessions for the entire time.
- The work continues with mini retreats through the year led by the Equity Specialist. These dates need to be secured prior to the retreat. The Equity Specialist and Study Circles coordinator will work with the administration to develop a learning progression.

### WHAT DOES THE EQUITY INITIATIVES UNIT PROVIDE?

Organizing a study circle is a collaboration between the school and the Department of Professional Learning and Equity Initiatives. The department will provide:

- Two trained facilitators
- All dialogue materials and handouts
- A 30 minute information meeting for participating staff
- Funds for substitutes if needed
- Ongoing support to implement ideas that come up in the retreats

### WHAT IS THE PRINCIPAL'S TIME COMMITMENT?

- Assign a staff member to coordinate the study circle and communicate with SC program staff
- Meet once with the program staff to plan out the goal and schedule and again after the retreat to plan next steps
- Participates in the information meeting and all sessions of the Study Circle
- Plan a process for supporting and incorporating action steps

### WHAT IS THE RESPONSIBILITY OF THE SCHOOL COORDINATOR?

- Provide the Equity Specialist with a list of all the participants and select data
- Arrange for meeting space outside of the school, food (breakfast and lunch)
- Coordinate action steps that result from the study circle.