**PROFESSIONAL DEVELOPMENT SERVICES**

*An integral part of our work is to provide ongoing learning opportunities that are specific to the needs of your staff and your goals for improvement. These sessions help your staff become experts in culturally responsive teaching, which creates a pathway to a positive, equitable learning environment.*

**Equity Walk**  
Equity walks consist of a comprehensive look at the school to assess that the school environment is one that lends itself to equal opportunities for all students and parents. The purpose of the walk is to look at the school environment, examine data (achievement, suspensions, referrals, AP class student selection), and visit classrooms to determine if the environment is one that is conducive to the success of all students.  Discipline policies, communication to parents (language translation), and school procedures are also reviewed for consistency, inclusivity and equity.

**Equity Institute**  
An 8-day comprehensive workshop series that covers all foundational elements of cultural proficiency, while developing a unique Equity Action Plan. Participants are galvanized by hands-on interactive activities that amplify knowledge of the cultural proficiency framework for school and district systems to ensure equity.

**Introductory Workshop**  
Provides foundational tenets of equity through cultural proficiency. The workshop builds on grounded knowledge in the cultural proficiency continuum, the cultural proficiency guiding principles, the four tools of cultural proficiency, and the barriers to cultural proficiency.

**Focus Groups**

A comprehensive approach to conducting a needs assessment based on stakeholder feedback. The consultant interviews sample focus groups to listen to varied perspectives and collect information on the climate of the school based on the experience and expertise of the group. The obtained information will assist school leaders in developing a case for action.

**Job-Embedded School Support**  
 A “boots-on-the-ground” support system that provides direct systemic collaboration towards the cultural proficiency journey through data analysis, comprehensive coaching, classroom modeling and professional development. Consultants work hand in hand with school administrators, teachers, and staff to assist in strategizing, designing, planning, and delivery of campus environment equity support.

**Job-Embedded District Support**  
A “boots-on-the-ground” support system for the superintendent and his/her cabinet. This high-level interfacing provides support in equity governance, policy creation, district strategic planning, district accountability structures such as school site visits, and support to board of education leadership governance.

**Culturally Responsive Teaching**

Educators are responsible to respond to the diversity of the community, not just that of the dominant mainstream culture. The consultant provides comprehensive support and professional development to classroom teachers to support culturally responsive teaching. CRT is a researched based approach to make meaningful connections between what students learn in school and their cultures, languages, and life experiences. The consultant works hand in hand with teachers to support instructional practices, assist with lesson design planning, delivery of instruction, strategizing to connect all learners, data analysis, and curriculum mapping. The consultant encourages the examination of pedagogy in a manner that recognizes, affirms, and values the worth of individual students.