



Leadership 4 Justice #4Real

Leadership 4 Justice #4Real, will equip our educators with the #4REAL approach to achieving a socially just and standards-based STEM (Science, Technology, Engineering and Mathematics) Education. Our multifaceted series addresses the root causes of student inequities and social injustice so that you graduate with an action plan on how to recognize and dismantle systemic racism, increase student outcomes and rebuild your education system #4Real.

Is it just us or have we been fighting systemic inequity for years? Why are we still losing our underrepresented students of color? Our English Learners? Our students with special needs? According to the The 2014 NAEP technology and literacy assessment, there were gaps found among eighth- graders that spanned across race and class.

- Just 18 percent of black students scored at or above proficient, whereas 56 percent of white students fell into that category.
- Students who qualified for free or reduced-price lunch scored an average of 28 points lower than students from more affluent families.

We are here to disrupt this narrative!

Leadership 4 Justice focuses on leadership in STEM education and building a culture grounded in social justice. The intended audience is for instructional coaches, site and district leaders, and agency superintendents.

Each organization will receive the following:

- **September 19:** Super Saturday Lead 4 Justice #4Real Kick Off Virtual Conference
- **Group-Paced Course:** Direct access to the year-long Leadership 4 Justice online course with up to 15 unique log-ins
- **Coach:Team Monthly Coaching** District/School Team virtual coaching with the STEM4Real consultants for INTRAdistrict collaborating
- **Weekly Office Hours** with fellow Leadership 4 Justice partners for INTERdistrict networking
- **June 2021: Leadership 4 Justice Culminating Event** to share best practices, reflect on learnings, and celebrate successes!
- **Individual Course Units for Professional Development** (to be purchased directly with our university partner)

[Schedule a call](#) with us TODAY to reserve a spot! We are only taking 25 schools/districts!

<https://calendly.com/stem4real/leadership4justice>



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Course Outline		
Leadership 4 Justice #4Real Topic	Outcomes	Monthly Assignment Focus
September 19 Socially Just STEM4Real Kick Off	Kick Off - What is Social Justice in STEM? View presentations on the following content: <ul style="list-style-type: none"> • Social Justice in STEM: How to address anti-blackness in STEM • Cultural Relevance in STEM Education: What The Independent Thinker Looks Like • Addressing Students with Special Needs and English language Learners • Understanding the Recognize, Dismantle, Rebuild Approach 	Build your team of 15 educators school/district wide to take on this work
October Session 1 From "Recalcitrant" to Resilient Educators: Building Resilient Relationships	Power in Vulnerability Finding power in our fumbles, mistakes, and *facepalm* moments Root Cause Analysis What is the root cause of your problematic relationship(s)? Communication Quadrant Analysis Controllers vs. Promoters vs. Analysts vs. Supporters	Coaching 4 Equity #4Real Coaching Action Plan Create your year-long plan of action Equity Audit
November Session 2 Race and Implicit Bias in the Classroom	Systemic Leadership Needs Identify systemic leadership needs for equitable instruction in all content areas Current Systems of Inequity Analyze current systems of inequity in schools and districts Race, Microaggressions and Implicit Bias Reflect on implicit bias that affects student outcomes in the school/district	Student Group Stereotypes Activity Microaggressions Sorting
December Session 3 Measuring Your Impact #4Real	Key Performance Indicators Develop key performance indicators and measure the impact of our instructional leadership (surveys, interviews, achievement). High Needs Populations Shine a light on strategies for homeless students, foster youth, and English learners and students with special needs.	Survey and Interview Questions to measure impact of our work



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<p>January Session 4 Instructional Learning 4 All Planning for Equitable Instruction</p>	<p>Create an Equitable Classroom Assess and decolonize grading and attendance practices, and place empathy and cultural responsiveness at the forefront of your instructional plan for EVERY student. Case Study Student Analysis Create 3D (DO-KNOW-THINK) Instructional Sequences that focus on case study students that teachers can monitor throughout the year.</p>	<p>Design 3D5E Learning Sequences</p>
<p>February Session 5 Inclusive Equity Through Family and Community Engagement: A Systemic Approach</p>	<p>Barriers to Family Engagement Explore root causes of negative experiences and how to rebuild the structures Understand the Anatomy of Family Engagement Structure Discuss an asset-based mindset that can increase engagement and responsiveness Creating Essential Conditions for Families Define opportunities to build trust through relational processes</p>	<p>Create your Family and Community Engagement Action Plan</p>
<p>March Session 6 Dismantling Racist and inequitable Education Systems</p>	<p>Recognize the Inequity of a System Look at signs and clues at how the inequity of a system can contribute to student inequities in curriculum and instruction. Dismantle or Bust Leverage your leadership to stand up, speak up, say something and advocate for students OR think about your next steps. Stand up or look for an exit strategy Rebuild the System for Equity Create a vision grounded in Social Justice and define your collective WHY.</p>	<p>Vision for Social Justice in STEM Education</p>
<p>April-May Session 7 Am I a Racist or an Anti-Racist?</p>	<p>Difficult and Courageous Conversations Learn how to navigate and encourage courageous conversations Creating an Anti-Racist Space Analyze professional learning and foster abolitionist teaching spaces Leading 4 Equity Action Plan Reflections Reflect on the accomplishments of your Action Plan and how you plan to move forward Celebrate, Connect, Rejoice!</p>	<p>Final Presentation on Leadership 4 Justice Action Plan</p>



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<p>June Session 8 Sharing of Best Practices: Recognize, Dismantle and Rebuild</p>	<p>Present District/School Wins Discuss how you have reflected, shifted and implemented the work. Recognize and Dismantle Share what existing systems were contributing to inequity within your organization Rebuild Discuss what your organization implemented to rebuild an equitable system</p>	<p>Present final presentation on Leadership 4 Justice Action Plan Share reflections on lessons learned</p>
<p>Bonus Designing Equitable 3D5E Distance Learning during Covid-19 Closures</p>	<p>Create an Equitable Virtual Classroom Assess and decolonize grading and attendance practices, and place empathy at the forefront of your distance-learning classroom for EVERY student. Prioritize Internet Safety in Distance Learning Create 3D (DO-KNOW-THINK) Instructional Sequences that prioritize safety, digital footprints, and also provide robust learning in the virtual world.</p>	<p>Distance Learning 3D5E Learning Sequence</p>

In the Leadership 4 Justice #4Real Series, you will:

- Observe real and relevant instruction with engaged and inspired students
- See an immediate increase in authentic family and community engagement
- Create a systematic action plan that prioritizes opportunity for every student group (ELL, SPED, Students of Color)
- Rebuild a school culture that dismantles systemic racism and bias

RECOGNIZE

Systemic racism begins with our own implicit biases. It is vital that we RECOGNIZE the implicit systems that prevent each student from achieving in STEM, particularly in math and science. We as educators have the power to disrupt this narrative.

DISMANTLE

In this course, we will work with leaders to systematically DISMANTLE the systems that oppress our underrepresented minorities, students with special needs and English language learners. We do this with our emphasis on family engagement and our coaching teams that work with your school or district one-on-one.

REBUILD

After every demolition, we must rebuild a structure that is better, safer, and healthier for our students. This is where we come together to share best practices and actual data that shows the shifts we took as leaders to inflict real positive change for every student.

Schedule a call with our team!

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