



For students, belongingness
precedes achievement.
For schools, excellence requires equity.

CONTACT

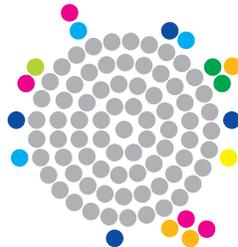
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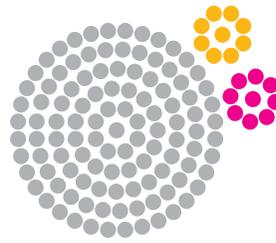
Despite the best efforts of equity leaders, our schools suffer from persistent inequities. However, with IncludED schools have a solution that works. IncludED provides the support that teams need to make the changes required for inclusion and equity.

Through a journey that moves from awareness to commitment to action, the IncludED suite of services help schools ensure excellence with equity for ALL learners through:

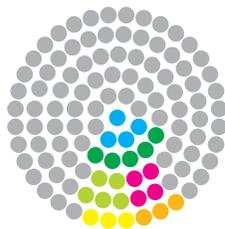
- High expectations (beliefs that presume competence)
- Inclusion (belongingness and togetherness)
- Cultural competence (authentic and positive relationships across difference)
- Equity (fairness; what learners need when they need it).



EXCLUSIVE



SEGREGATED



INTEGRATED



INCLUSIVE

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AWARENESS SERIES

The journey to excellence with equity begins with increased awareness of the issues that emerge from diversity and -- most importantly -- the incredible power we have as educators to influence the lives of students through our mindset. Through this process, teams develop their belief systems; cross-cultural communication skills; capacity to use tools to explore issues related to race, class, and culture; and commitment to excellence with equity in education. With this shared commitment and elevated collective efficacy to educate ALL students, teams are prepared for the next phase of the IncludED process: action.

The Awareness Series guides teams through a process that includes these stages.

1

ORIENTATION

Understanding where this journey is headed and turning attention inward to one's own values and beliefs.

2

PREPARATION

Learning and practicing dialogic communication skills, sharing stories, and building relational trust.

3

EXPLORATION

Learning and using mental models to understand the dynamics, nuances, and issues that emerge from diversity.

4

DISCOVERY & DECISION

Committing to equitable and inclusive action relative to the specific team or school environment (culture & climate).

Entry Point ONE DAY

A partner consultant introduces the work through a presentation in a customized format.

- Keynote
- Half-Day
- Full-Day

ORIENTATION

A customized powerful orientation event designed to provide an entry point: pique curiosity, interrupt negative perceptions of equity work, provide information, and generate motivation and positive energy for the work ahead.

EXAMPLES OF SEQUENCES TWO TO FIVE DAYS

SOLUTION

Two-Day Overview

With the help of our expert facilitators, your team will...

DAY 1

ORIENTATION & PREPARATION

- Focus attention on excellence with equity, one's own response to diversity, and recognizing implicit bias.
- Introduces communication techniques that facilitate cultural competence.
- Develops empathy, relationships, and positive tone and trust.

DAY 2

EXPLORATION & COMMITMENT

- Develop as a learning community.
- Use a mental model to explore issues that emerge from diversity.
- Build collective efficacy for having constructive conversations about race, class, and culture.
- Commit to excellence with equity for every student.

AWARENESS-SERIES

SOLUTION
Three-Day
Overview

With the help of our
expert facilitators,
your team will...

DAY 1

ORIENTATION & PREPARATION

- Focus attention on excellence with equity, one's own response to diversity, and recognizing implicit bias.
- Establish Brave Space.
- Learn communication techniques that facilitate cultural competence.
- Develop empathy, relationships, and positive tone and trust.

DAY 2

PREPARATION & EXPLORATION

- Develop as a learning community.
- Practice communication techniques in courageous conversations about diversity.
- Learn mental models and use them to explore issues that emerge from diversity.
- Build collective efficacy for having constructive conversations about race, class, and culture.

DAY 3

EXPLORATION & COMMITMENT

- Focus on an isolated dimension of difference, such as race.
- Practice communication skills to develop shared understanding relative to the isolated dimension of difference.
- Commit to excellence with equity for every student.

Diversity is being invited to the party;
inclusion is being asked to dance.

—*Vernã Myers* (*Moving Diversity Forward*, 2012)



AWARENESS-SERIES

SOLUTION

Five-Day Intensive

With the help of our expert facilitators, your team will...

DAY 1

ORIENTATION & PREPARATION

- Focus attention on excellence with equity, one's own response to diversity, and recognizing implicit bias.
- Establish Brave Space.
- Learn communication techniques that facilitate cultural competence.
- Develop empathy, relationships, and positive tone and trust.

DAY 2

PREPARATION & EXPLORATION

- Develop as a learning community.
- Practice communication techniques in courageous conversations about diversity.
- Learn mental models and use them to explore issues that emerge from diversity.
- Build collective efficacy for having constructive conversations about race, class, and culture.

DAY 3

EXPLORATION

- Focus on an isolated dimension of difference, such as race.
- Practice communication skills to develop shared understanding relative to the isolated dimension of difference.
- Consider intersectionality and its influence on the lived experiences within schools and classrooms.

DAY 4

DISCOVERY & DECISION

- Engage a powerful and memorable simulation to synthesize prior insights and increase understanding of systemic inequity.
- Use tools to discover new insights about systemic inequities
- Focus on identifying bright spots of inclusionary and equitable practices within team, department, school, or district.

DAY 5

COMMITMENT TO ACTION

- Identify barriers to equity, diversity and inclusion.
- Assess the current state of the school environment through the lense of equity and inclusion.
- Craft a team plan for equity and inclusion.
- Commit to excellence with equity in practice and policy..



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ACTION SERIES

As they progress on the journey to excellence with equity, school teams turn their commitment into action. With the support of the ***Included Action Series***, they use tools and an improvement protocol to transform practices and policies so they are more inclusive and equitable. Educators serve as critical friends for one another to support their improvement efforts. The final day is a symposium where participants present results to each other and a broader community of stakeholders.

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SUSTAINABILITY SERIES

Schools that institutionalize IncludED build their internal capacity to lead the work. The ***IncludED Sustainability Series*** develops teams of internal consultants equipped with facilitation knowledge, skills, and dispositions to effectively lead equity-focused professional learning and development in a manner consistent with inclusion and equity. Participants learn how to operate as culturally proficient facilitators who can guide personal, professional, and organizational growth toward achieving excellence with equity. Teams receive pragmatic facilitator tools and mental models founded on the consultant's primary responsibility of building collective efficacy for successfully educating all students, regardless of their demographic or identity groups.



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