Scope and Sequence of Modules

The Engaging Equity course is made up of 18 individual modules. Each module should take 60–90 minutes for the learner to complete. The full scope and sequence of modules, including learning goals for each module, is below.

CLUSTER 1
Personal Mindsets

Racial Equity Foundations

Audience: All (e.g., school leaders, teachers, specialists, mental and behavioral health providers, and district leaders)

MODULE 1
Setting the stage to discuss equity

- Recognize and learn how to work with the three core tensions that arise when discussing race.
- Learn to set the stage for equity conversations by creating a learning environment that allows for these tensions to be surfaced.
- Develop a foundational understanding of how beliefs, policies, procedures, and practices contribute to racial inequities.

MODULE 2
Introduction to bias-based beliefs and reflecting on identity

- Build foundational knowledge of bias-based beliefs and how they contribute to disparate outcomes and experiences for students of color.
- Examine how identity and culture inform implicit bias and other bias-based beliefs.

MODULE 3
Digging deeper into identity and the impact of bias-based beliefs

- Build understanding of the relationship between culture and identity and the role they play in educational equity.

ENGAGING EQUITY
mindsets, practices, & systems
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SCOPE AND SEQUENCE OF MODULES   1

- Make connections between identity, culture, and educational beliefs, policies, practices, and procedures.

- Develop foundational understanding of implicit bias, microaggressions, and bias-based beliefs and how they contribute to inequities in educational institutions.

- Examine the realities of both microaggressions and microinterventions in educational settings.

MODULE 4
Challenging our beliefs and identifying intervention strategies to interrupt biases

- Develop a common understanding of equality and equity.

- Identify intervention strategies for reducing and interrupting implicit biases and microaggressions.

- Consider ways to replace bias-based beliefs and practice being able to challenge each other's bias-based beliefs.

CLUSTER 2
Social-Emotional and Instructional Strategies

Culturally Responsive and Sustaining Practice

Primary Audience: School leaders, teachers, mental and behavioral health providers, and other specialists

MODULE 1
Prioritizing adult well-being for healthy schools and positive school climate

- Define culturally responsive and sustaining education.

- Examine how adults' social and emotional learning and well-being are fundamental to creating culturally responsive and sustaining learning environments.

- Practice self-awareness and self-regulation strategies to help you respond mindfully, rather than react.

- Create a Personal Professional Wellness plan for yourself.

MODULE 2
The habits of culturally responsive and sustaining educators

- Understand the six key habits of culturally responsive and sustaining educators.
- Consider the extent to which the practices of emotional self-awareness and critical self-reflection support culturally responsive and sustaining learning environments.
- Reflect on the ways that our cultural frames of reference align and/or misalign with those of students and how this can impact teaching and learning.
- Learn the importance of practicing empathy to better understand and design empowering learning opportunities for students.

MODULE 3
Co-creating the conditions for culturally responsive and sustaining learning environments

- Understand the characteristics of culturally responsive and sustaining learning environments and the role that educators play in creating them.
- Examine the concept of the school and classroom as an ecosystem which is always changing according to internal and external factors.
- Understand ways to build trusting relationships with students that prepare them to take on intellectually challenging work.
- Reflect on what nurturing a culturally responsive learning environment requires of you, personally.

MODULE 4
Culturally responsive and sustaining instructional strategies

- Consider how to implement culturally responsive and sustaining instructional approaches.
- Explore how to recognize, honor, and integrate students' funds of knowledge as teaching and learning assets.
- Reflect on how to engage students in empowering socio-political discussions and learning activities that support the development of their critical consciousness.

Community Skills

Applying Equity Skills to Educating a Diverse Population

Primary Audience: School and district leaders, teachers and specialists

MODULE 1
Scaffolding quality instruction for multilingual learners

- Identify key tenets of sociocultural learning theory.

- Consider how scaffolding supports students (with a focus on Multilingual Learners) to fully engage in learning opportunities that develop content and language simultaneously.

MODULE 2
The importance of quality classroom talk for multilingual learners

- Recognize the importance of oral language development for Multilingual Learners.

- Distinguish the difference between interactions that promote deep learning and language development and those that do not.

MODULE 3
An introduction to culturally responsive and sustaining Indigenous education

- Understand the legal status of Indigenous Nations in Oregon and explore Oregon's Tribal Nations.

- Understand why culturally responsive and sustaining education is important for Indigenous students.

- Learn some specific culturally responsive and sustaining educational approaches for interacting with Indigenous students.

MODULE 4
Culturally responsive and sustaining instructional practices in Indigenous education

- Learn culturally responsive and sustaining principles that can guide instructional strategies, activities, materials, and curriculum for Indigenous students.

- Get acquainted with content-specific, culturally responsive and sustaining approaches connected to traditional Indigenous educational approaches.

MODULE 5

Understanding the intersection between ability and race

- Learn foundational information about disabilities.

- Understand the impact of the intersection of race and disability for students of color.

- Recognize the reasons for inequities experienced by students of color with disabilities due to disproportionality.

- Identify strategies to disrupt disproportionality for students of color with disabilities.

MODULE 6

Creating authentic partnerships with historically marginalized families and other community partners

- Reflect deeper on how our identities impact how we engage with our most important partners in student learning: families and community members.

- Consider what changes are needed to create authentic opportunities for partnership that can improve learning conditions and outcomes for historically marginalized populations, including students with disabilities.

- Understand the characteristics of engagement rooted in White dominant culture and the characteristics of engagement rooted in an intentional equity mindset.

CLUSTER 4
Systemic Competencies

Building Equitable Educational Systems

Primary Audience: district and school leaders

Secondary Audience: Teachers, school specialists, mental and behavioral health providers

MODULE 1
Understanding systemic elements of culturally responsive and sustaining education

- Understand the components of educational systems and opportunities within each for advancing culturally responsive and sustaining education.

- Learn research-based strategies for leveraging opportunities within each component of the system to advance culturally responsive and sustaining education.

MODULE 2
Equipping educators with culturally responsive data literacy skills

- Understand the importance of centering culture and equity in data interpretation and use.

- Identify the broad range of data sources beyond assessments that can inform culturally responsive data use and educational equity.

- Develop an inquiry orientation that identifies and examines biases and challenges assumptions and preconceptions about students to make sound inferences.

MODULE 3
Examining assessments with an equity mindset

- Understand how to build systems that incorporate broader data sources and authentic student and family feedback about learning.

- Acquire strategies for making equity-based decisions about your current assessment systems.

MODULE 4
An introduction to conducting resource equity analyses in your district: Understanding data sources

- Learn a process and methodology to review how educational and financial resources (time, training, expertise of educators, etc.) are allocated, particularly with respect to a district's mission to provide equitable opportunities for all staff, students, and families.

- Acquire strategies that improve the future use and distribution of funds to the benefit of students whose needs exceed those of the general education student.