

The Deep Equity PD Resource Center: Getting Started Guide

Welcome to the *Deep Equity: We Can't Lead Where We Won't Go* PD Resource Center!

BACKGROUND

This PD Resource Center is designed to offer digital access to Gary Howard's *We Can't Lead Where We Won't Go: An Educator's Guide to Equity* (referred to as the "Leadership Manual" in the text). The systemic professional development process provided here is based on the belief that real school improvement for equity and social justice is best generated at the building level, created and sustained by principals, teachers, and support staff, and informed by students and their families. In places where good things are happening for racially diverse, low-income, and other marginalized students, the focus has been on the core elements of quality schooling:

- Leaders who are collaborative, courageous, and visionary
- Teachers who are skilled, passionate, and culturally competent
- Students who are challenged, engaged, and culturally affirmed

The activities, concepts, and strategies presented in the *Deep Equity: We Can't Lead Where We Won't Go* PD Resource Center are designed to support you as a school leader as well as your faculty and staff in strengthening each of these core elements of authentic school improvement.

The professional development process provided here is designed to promote change in three dimensions: the personal, the professional, and the organizational. We cannot transform our schools without transforming our practices, and we cannot transform our practices without transforming ourselves.

ORIENTATION TO THE PD RESOURCE CENTER

The Homepage

On the right side of the *Deep Equity: We Can't Lead Where We Won't Go* PD Resource Center homepage, you'll notice two buttons, the **Welcome Video** and the **Related Books & Services**. The **Welcome Video** takes you to a short segment of Gary giving a brief overview of the work and why it's important. The **Related Books & Services** button will take you to a page listing the other offerings in the Deep Equity Program, including books, PD services, and online courses.

At the top of the page, to the left of your name, you'll notice two links titled **My Notes** and **My Favorites**. Anytime you use the "Notes" function in one of the PDFs or alongside the videos or click the star to "Favorite" one of the resources, they will appear in your **My Notes** or **My Favorites**. This allows you to more easily access these items without having to go through each and every Module.

At the top-left side of the homepage, you will notice the dropdown menu, **My Centers**. Here you may easily access the Centers your school has subscribed to and navigate to different Modules within a Center.

The Modules

As the Facilitator, you are given access to 12 Modules, divided into two types. One type is meant exclusively for Facilitators and has the word "Leader" in the title to differentiate it from the other Modules. The other type is for Participants and contains only the handouts that go along with the PD activities you will lead, along with supplemental material such as School Video Clips and articles.

When you open a Module, you can view the details of each resource, including a brief description of the resource. Within each Module, you have the ability to view, "Favorite," and download each resource through the clickable icons to the right of each resource. Again, anything you "Favorite" can also be accessed under your **My Favorites** link.

Organization

To support the multidimensional and multidirectional change described, this PD Resource Center is organized around five “Phases of the Work,” divided into 12 Modules as shown below.

CONTENTS OF THE MODULES

FOR FACILITATORS ONLY The following groups of assets will be visible only to you and other facilitators when you log in.	FOR FACILITATORS AND TEACHERS The following groups of assets will be visible to both you <i>and</i> your teachers when logged in.
<ul style="list-style-type: none">➤ Leader’s Introduction and Orientation<ul style="list-style-type: none">○ Getting Started○ Introduction○ Orientation to the PD Process PDF and Video○ Selected Articles and References➤ Phase One: Leader’s Guide and PD Video<ul style="list-style-type: none">○ Phase One Leader’s Guide○ Phase One Video Introduction○ Activity Videos (5)➤ Phase Two: Leader’s Guide and PD Video<ul style="list-style-type: none">○ Phase Two Leader’s Guide○ Phase Two Video Introduction○ Activity Videos (6)➤ Phase Three: Leader’s Guide and PD Video<ul style="list-style-type: none">○ Phase Three Leader’s Guide○ Phase Three Video Introduction○ Activity Videos (7)➤ Phase Four: Leader’s Guide and PD Video<ul style="list-style-type: none">○ Phase Four Leader’s Guide○ Phase Four Video Introduction○ Activity Videos (8)➤ Phase Five: Leader’s Guide and PD Video<ul style="list-style-type: none">○ Phase Five Leader’s Guide○ Phase Five Video Introduction○ Activity Videos (9)	<ul style="list-style-type: none">➤ Orientation<ul style="list-style-type: none">○ Introduction○ Handouts○ Guide to Video Clips○ School Video Clips (4)➤ Phase One: Tone and Trust<ul style="list-style-type: none">○ Handouts○ Readings (1)○ School Video Clips (2)➤ Phase Two: Personal Culture and Personal Journey<ul style="list-style-type: none">○ Handouts○ School Video Clips (6)➤ Phase Three: From Social Dominance to Social Justice<ul style="list-style-type: none">○ Handouts○ Readings (2)○ School Video Clips (6)➤ Phase Four: Classroom Implications and Applications<ul style="list-style-type: none">○ Handouts○ Readings (1)○ School Video Clips (10)➤ Phase Five: Systemic Transformation/Planning for Change<ul style="list-style-type: none">○ Handouts○ Readings (1)○ School Video Clips (5)

As shown in the table above, the Modules contain all the materials from the printed book. There are PDFs and two types of videos – videos that are meant to scaffold the PD activities, and school-based videos that exemplify *Deep Equity* in practice (“School Video Clips” or “SVCs”). The scaffolding videos are accessible to Facilitators when logged in, and feature Gary Howard’s introductions to each activity, together with Gary’s prompts to guide participants through steps of the activity. In addition to these videos, the Facilitator Modules contain step-by-step directions for the activities and discussions presented in each Phase of the Work, and handouts. The Modules that can be seen by both the Facilitator and the Participant contain the School Video Clips and the handouts needed for PD activities, as well as supplementary readings.

GETTING STARTED

Begin your work by going through all six of the Modules available only to Facilitators, starting with the “Introduction” PDF, the “Orientation to the Professional Development Process” video, and reading through the related discussion activities found in the **Leader’s Introduction and Orientation** Module. This Module also includes supplemental “Selected Articles” to further your understanding of the work.

As you read through and view the material available in the Modules, be sure to pay particular attention to the materials presented in the second half of the “Phase Five Leader’s Guide” PDF found in the **Phase Five: Leader’s Guide and PD Videos** Module. Here, you are given the tools and ideas for planning your overall systemic professional development efforts. The primary planning tool is the “Implementation Planning Guide” in the “Phase Five Leader’s Guide” PDF (See Handout ST-11). This guide provides an overview of all the materials, activities, and videos included in this PD Resource Center. On this form, you are given space to plan the projected dates for each activity and check off items as they are completed.

Once you have completed your planning, you’re ready to begin!