

# Appendix 8

## Professional Development Template for Equity Belief Work

### School Equity Team Tool



**Purpose:** To provide guidance on the development of a yearlong professional development sequence that considers the type of change (i.e., knowledge, attitude, skill, aspiration, or behavior) and the strategy (i.e., counter-stereotypic, improved decision-making, individuation, intergroup contact, or perspective-taking) for achieving that equity belief.

**Type of Change:** Professional development can have various desired outcomes or types of change. The following are various terms referenced in the template that relate to different types of change (Killion, 2008):

- **Knowledge:** conceptual understanding of information, theories, principles, and research
- **Attitude:** beliefs about the value of particular information or strategies
- **Skill:** ability to use strategies and processes to apply knowledge
- **Aspiration:** desire, or internal motivation, to engage in a particular practice
- **Behavior:** consistent application of knowledge and skills

**Process:** This template is intended to assist in the outlining of a professional development for practitioners. The following are several steps to conduct before completing the template:

1. Decide on a theme for the year.
2. Consider the types of learners involved in the professional development. For example, does your staff enjoy reflection activities, hands-on activities, videos, readings, or other activities? Make sure to have a mix of learning activities that will reinforce the type of change that is expected.

Review the documents with readings, videos, and activities on race, identity, and cultural responsiveness in order to select the types of content that connect with the theme of the professional development (Fergus, 2016a, pp. 167–234).

MONTH	TYPE OF CHANGE: KNOWLEDGE, ATTITUDE, SKILL, ASPIRATION, OR BEHAVIOR	ACTIVITY/ STRATEGY	RESOURCES	APPLICATION (IF APPLICABLE): WHAT YOU EXPECT THEM TO DO AS AN APPLICATION ACTIVITY
September				
October				
November				

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MONTH	TYPE OF CHANGE: KNOWLEDGE, ATTITUDE, SKILL, ASPIRATION, OR BEHAVIOR	ACTIVITY/ STRATEGY	RESOURCES	APPLICATION (IF APPLICABLE): WHAT YOU EXPECT THEM TO DO AS AN APPLICATION ACTIVITY
December				
January				
February				

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MONTH	TYPE OF CHANGE: KNOWLEDGE, ATTITUDE, SKILL, ASPIRATION, OR BEHAVIOR	ACTIVITY/ STRATEGY	RESOURCES	APPLICATION (IF APPLICABLE): WHAT YOU EXPECT THEM TO DO AS AN APPLICATION ACTIVITY
March				
April				
May				

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