

FIGURE 4.2 Goals/Action Plan Developed by Winthrop's Social Justice Professional Learning Community—Summer 2020

1. Common Language

Within five years, our school community will have a common language and systems (practices, routines, sentence starters, etc.) to engage respectfully in productive and challenging conversations about social justice issues.

- Research models and systems for having discussions on social justice issues.
- Choose models to pilot in the classroom and with staff/peers.
- Establish set of vocab, working definitions (akin to social thinking).
- Display, post in classroom, actively publicize vocab.
- Observing model teachers (videos, other schools, teachers in our schools) having conversations with students.
- Establish common norms among staff and classroom re: accountable talk.

2. Staff Development

Within five years, our staff will have a unified commitment to antiracist teaching that is supported by ongoing training/professional development.

- Advocate for districtwide commitment to providing ongoing professional development on antiracist teaching.
- All staff and administration must participate in the professional development.
- Advocate and actively recruit a diverse staff (fellows, interviewing questions).
- Establish partnerships/collaborate with other communities with a commitment to antiracism work.
- Incorporate antiracist training through teacher-to-teacher mentoring.

3. Curriculum and Teaching Practices

Teachers will unpack and begin to implement social justice standards in order to create an inclusive curriculum that centers and amplifies diverse voices.

- Advocate for districtwide commitment to providing ongoing professional development on antiracist teaching.
- All staff and administration must participate in the professional development.
- Advocate for and actively recruit a diverse staff (including teaching fellows) and develop relevant interview questions.
- Establish partnerships/collaborate with other communities with a commitment to antiracism work.
- Incorporate antiracist training through teacher-to-teacher mentoring.
- Develop a definition of the characteristics and behaviors of an antiracist student.