



Shared Experience

Embedding the Essential Components in Your Learning Community

In the chart below, describe how each of the essential components for creating collective equitable cultures is reflected in your learning community.

ESSENTIAL COMPONENTS	DESCRIPTION	IN YOUR LEARNING COMMUNITY
Mindfulness on dimensions of leadership and how we focus, deliver, and assess instruction	Leaders purposefully call attention to creating an equitable culture, which requires a focus on the following dimensions: pioneering, energizing, affirming, inclusivity, humility, deliberation, and resoluteness (Sugarman, Sullard & Wilhem, 2011). These dimensions are needed to focus, deliver, and assess instruction.	
	<ul style="list-style-type: none"> • Focus: leveraging the actions of the learning community on the shared mission, vision and beliefs • Deliver: strategizing and aligning actions to outcomes • Assess: gathering defined sets of data to conduct an analysis that validates real-time actions of equity 	
Programs that support and accelerate all learners	<p>Programs provide solutions to equity stumbling blocks that hinder transformation of the learning community. Such programs are intended to support and accelerate all learners:</p> <ul style="list-style-type: none"> • Support: designing opportunities for the members of the learning community to respond to identified needs with immediacy • Accelerate: cultivating an environment to reduce inequities with an intense focus and velocity 	
Strategic resourcing that addresses inequities	<p>The learning community proactively makes decisions regarding resources (people, programs, and professional development) that specifically addresses inequities.</p> <ul style="list-style-type: none"> • Addressing inequities: mobilizing the supports for organizational learning by eradicating barriers that oppress the movement of the collective 	

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ESSENTIAL COMPONENTS	DESCRIPTION	IN YOUR LEARNING COMMUNITY
Professional development that aligns to the needs of our learning community	Professional development improves knowledge, attitudes, and skills for systemic transformation. <ul style="list-style-type: none">Aligns to the needs of the learning community: adjusting actions as a result of intentional scrutiny of organizational disparities that impede learning for all	
Expressions of cultural representations that fortify the collective	Culturally fortifying experiences are integral to being a collective. <ul style="list-style-type: none">Cultural representations: Producing and exchanging meaning between members of a culture through the use of language, unspoken rules, unconscious beliefs and norms, and hidden dynamicsFortify the collective: Strengthening and enhancing the individual and the collective by prioritizing the good of the society over the welfare of the individual	
Community engagement and involvement where school is accessible	All members of the learning community contribute, invest in, and learn from each other. <ul style="list-style-type: none">School is accessible: providing approaches to reach intended outcomes that are designed to benefit all members of the community	

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