

TOOL 1: CONSCIOUS COLLECTIVISM ACTION TOOL

Shifting to conscious collectivism requires a personal commitment to challenge and change how we work with our students, parents, communities, and other stakeholders to design emancipatory educational ecosystems. The Conscious Collectivism Action Tool helps us think about how we can each individually push our systems to develop the policies, practices, and strategies that will foster conscious collectivism in classrooms, schools, or districts. This tool can also be used at the macro levels of an ecosystem (municipality or state). While completing this exercise, you identify your readiness to embrace conscious collectivism (individual), how you can contribute to conscious collectivism in your ecosystem (structural), and the actionable strategies you can take to make conscious collectivism part of your practice (strategies) (Pollock et al., 2010).

Individual: How can you apply the components of conscious collectivism in your role?

Structural: What acts can you take in your role that can counteract large patterns of racial inequality in how students, parents, and other stakeholders are engaged?

Strategies: What methods, techniques, procedures, or processes can you employ in your role to make conscious collectivism part of your practice?

(Continued)

	WHAT CAN I DO? INDIVIDUAL	WHAT CAN I DO? STRUCTURAL	WHAT CAN I DO? STRATEGIES
Collective Context			
Collective Planning			
Collective Purpose			

CONSCIOUS COLLECTIVISM ACTION TOOL: TEACHER EXAMPLE

	WHAT CAN I DO? INDIVIDUAL	WHAT CAN I DO? STRUCTURAL	WHAT CAN I DO? STRATEGIES
Collective Context	<p>Inquire about the thoughts, feelings, experiences, and beliefs of my students, their parents, and colleagues.</p> <p>Know my history and the history of those around me.</p>	<p>Advocate and hold the school accountable for including the least heard voices in our planning, etc.</p> <p>Recognize that different types of information are important to our work. It's not just student achievement data that matters.</p>	<p>Ask "why?" and "why not?" consistently.</p> <p>Begin each school year by creating a classroom education history wall so the class can learn from each other's past experiences.</p>
Collective Planning	<p>Identify how the content areas can be applied in different areas of my work.</p> <p>Engage my students, parents, and colleagues in a root-cause analysis of a challenge in my classroom.</p>	<p>Identify and challenge classroom, school, and district policies and practices that create barriers to conscious collectivism.</p> <p>Monitor my behavior and privilege when participating in mixed-group work, and don't be afraid to hold others accountable for doing the same.</p>	<p>Identify existing opportunities that can become more open, public, or transparent.</p> <p>Embed participatory planning in my students' curricula, so their ideas become integrated into the classroom learning and they learn how to direct their education.</p>
Collective Purpose	<p>Be able to articulate my goals and expectations of education and the larger community.</p> <p>Actively listen to my students' and their parents' goals and expectations of education and for the goals and expectations of the larger community.</p>	<p>Attend conferences and workshops that give me an understanding of how my beliefs and experiences impact my classroom and school.</p> <p>Identify opportunities for collective learning and reflection to be embedded in the school/district.</p>	<p>Over-communicate the shared beliefs of the class in different ways as needed.</p> <p>Give parents the opportunity to observe and provide feedback on the class.</p>