

Achieving Equity in Teaching and Learning



“A system that leverages resources and attention to make our equity work sustainable”



Academic Excellence

- Rigorous High-Performance Expectations
- Students of the Month
- Core Content Through the Lens of Equity
- 8th Grade Readiness for AP Courses
- “Trojan Time” PBIS

Data Reviews (aka Data Driven Dialogue)

An Equity Leadership

Equity through Social Consciousness and Critical Race Theory

- Student Equity Team
- Staff Equity Team
- Staff Equity Book Club
- Student Statement form (students’ share their voice)
- All systems/practices are designed with an equitable lens.

Developmental Responsiveness

- Advisory Teams (daily students meet in smaller learning communities)
- One Child Mentoring Program (100% participation)
- Staff Mindfulness Training
- ACEs (Adverse Childhood Experiences) and Nonviolent Crisis Intervention (CPI) trained staff
- Winner’s Circle
- Response to Interventions (RTI)

Shaping OUR Path

*“There are no pedagogical barriers to teaching and learning when **willing people are prepared** and made available to children.*

If we embrace a will to excellence, we can deeply restructure education in ways that will enable teachers to release the full potential of all our children.”

—Asa G. Hilliard, The Maroon Within Us



EQUITY

Our Shared Purpose

Equity is the moral responsibility of each Tappan team member **to take the intentional actions**

necessary to create a learning community free of **barriers, biases and disproportionality** for each and every student regardless of personal characteristics and social circumstances.



An Equity Leadership Team is a group of committed individuals whose goal is “to ensure that each child receives what they need to reach their academic and social potential.” – Oregon Leadership Network

*With clarity of purpose, we **increase the impact of our work**. Achieving equity will take **focus**. With clarity and focus we can **leverage** our collective talent and **concentrate** our resources to make change happen.*

Tappan Middle School

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