

Logic Model: Teacher Leadership Summit

Empathy is Equity: Guerrilla Teacher Academy

Problem Statement: There are ongoing inequities in access, opportunities, achievement, discipline, and engagement in our school. We have blind spots in our institution that prevent us from understanding those inequities.

Goal: If we intentionally create practices, time, and space to build awareness and empathy, then we will have an equitable learning community where all members are valued.

Rationale:

We want to partner with [admin] to establish meeting routines and norms for everyone to thrive and feel valued so that we can begin to reduce inequity in achievement, opportunity and access for all learners. If we can communicate and empathize with each other as a staff then can achieve equitable solutions.

Inputs:	Activities:	Outputs:	Outcomes:
<p>People:</p> <p>Teachers/Admin</p> <ul style="list-style-type: none"> ● Resistant ● Unaware ● Defensive ● Neutral ● Curious ● Insurgent <p>Parents</p> <ul style="list-style-type: none"> ● Conservative ● Dis/Unengaged ● Neutral ● Advocate - their kid ● Advocate - all kids <p>Resources:</p> <p>Partners:</p>	<pre> graph TD A([Diversity Study]) --> B[ECS Staff] B --> C[Value Debate Statement Pushback Questions Values] B --> D[Reflections] C --> E([Values]) D --> F([Bearing Witness (Dyads)]) E --> G[Brainstorming and Prioritizing] F --> G G --> H([Next Steps 2016-2017]) </pre> <p>Spiraling PD</p> <ul style="list-style-type: none"> ● Equity Focused Meeting Norms ● Staff Meeting Protocol 	<p>1 month:</p> <ul style="list-style-type: none"> ● Cataloging Practices That Exist ● Developing Value Statements ● Solidifying Meeting Protocols <p>3 month:</p> <ul style="list-style-type: none"> ● Establishing PD Priorities ● Forming Committees Informed By Equity Focus - Citizen Circles, Action vs. Discourse <p>6 month:</p> <ul style="list-style-type: none"> ● Designing and Implementing Staff-wide Practices Informed By Equity 	<p>Short Term: 1 year (Survey Data)</p> <ul style="list-style-type: none"> ● Biases Are Recognized ● Perspectives Shift ● Communication Improves <p>Medium Term: 2 years</p> <ul style="list-style-type: none"> ● New Practices Emerge (Observations) ● Current Practices Are Deeply Informed By Equity -> "Doing right by all students." <p>Long Term: Beyond 2 years</p> <ul style="list-style-type: none"> ● Achievement Inequity Reduced -> Grade Level Reporting (MTSS)

Logic Model: Teacher Leadership Summit

Empathy is Equity: Guerrilla Teacher Academy

- [Pittsburgh Public Schools](#)
- [Dr. Temple Lovelace](#)
- Community Opinion
- [Parent Community Organization](#)
- [Center for Victims](#)

- Committees

- Student - School Connection Improved (Survey, PLP Reflections)
- More Diverse Applicant Pool
- Discipline Referrals Reduced

Student Impact: (If..., then...)

If we reach our goal, then we will begin to reduce inequity of student achievement, access, and opportunity by creating spaces where all learners feel valued.

: