

Acknowledgments

About the Author

Introduction

Changing Landscape of Teaching Force and Its Effect on Disproportionality

The Backdrop of the Integration Project Framework

Organization of the Book

Sample Road Map for Creating an Equity-Driven School

Chapter 1. Social Integration and Intensified Segregation Leading to Disproportionality

Post–Brown v. Topeka Board of Education Integration Patterns

Integration Project: Patterns of Student Enrollment Demographics

Integration Project: Patterns of Teacher and Principal Demographics

Chapter 2. Knowing the Bias-Based Beliefs in Disproportionality

Bias-Based Beliefs in Pedagogy and School Practice: How Does It Show Up in Schools?

Colorblindness Belief

Deficit-Thinking Belief

Poverty-Disciplining Belief

Chapter 3. Leadership Inquiry Skills for Building Equity Focus

Section 1: Understanding Your Data and Data System Capacity

Section 2: Practicing Analysis and Interpretation of Data: Case Studies

Chapter 4. A Process for Identifying Disproportionality and Building an Equity Plan

Step 1: Identifying Your Starting Place

Step 2: Root Cause Process for Understanding Disproportionality Problems

Step 3: Monitoring Equity Work: 3- to 5-Year Span of Work

Step 4: Progress-Monitoring Tools: Monthly Data Calendar

Additional Equity Examinations

Chapter 5. Building an Equity Belief School Climate

Leading Equity Competency 1: Know How to Manage Race Dialogues

Leading Equity Competency 2: Know How to Manage the Comfortable and Uncomfortable Tensions of Learning and Practice

Stage 1 Activities: Building Universal Equity Principles

Stage 2 Activities: Monthly or Quarterly Sessions on Bias-Based Beliefs

Other Ongoing Activities for Replacing Biased Beliefs

Application Activities

Appendixes

1. Data Inventory Worksheet
2. Planning Sheet for Addressing Beliefs and Building Equity Principles
3. Exit Ticket
4. Definitions of Educational Equity Worksheet
5. Applying Definitions of Educational Equity
6. Applying Definitions of Educational Equity: Homework Worksheet
7. Building Our Universal Equity Principles Worksheet
8. Shifting Deficit-Thinking Worksheet
9. Shifting Deficit-Thinking Survey Worksheet
10. Definition Flashcards
11. Shifting Poverty-Disciplining Belief Statements Worksheet
12. Shifting Poverty-Disciplining Belief Statements Survey Worksheet
13. Meritocracy Line Exercise
14. Dual-Axis Model of Vulnerability
15. Dual-Axis Model of Vulnerability Application Worksheet
16. Racial Timeline Worksheet
17. Racial and Ethnic Group Worksheet
18. Shifting Common Colorblindness Statements Worksheet
19. Shifting Common Colorblindness Statements Survey Worksheet
20. Cultural Responsibility Beliefs Worksheet
21. Looking at Books Worksheet
22. Observing Classroom Environments Worksheet
23. Equity Resources for Curricular, Culture/Climate, and Instruction

References

Index