Defining Educational Equity

Capacity-Building Protocol designed by Partners in School Innovation so you can work with your teams and/or staff to create a shared definition of educational equity.

## PROTOCOL

<table>
<thead>
<tr>
<th>TIME</th>
<th>DETAILS</th>
<th>Materials</th>
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<tbody>
<tr>
<td>5 minutes</td>
<td><strong>Educational Equity Introduction</strong>&lt;br&gt;● As an introduction, share the quote on slide #3&lt;br&gt;○ The complete quote is in the speaker’s notes&lt;br&gt;● Explain why creating a common definition of equity is important&lt;br&gt;○ Building a common definition will help us purposefully and systematically work for equity in our day-to-day practice.</td>
<td>Slide deck</td>
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<td>40 minutes</td>
<td><strong>Building a Common Definition</strong>&lt;br&gt;Synthesizing Protocol: <strong>40 min</strong>&lt;br&gt;● Group dynamics:&lt;br&gt;○ Whole Staff: Participants should be organized by teams that consist of 4 or more people (for example, content area department teams or grade-level teams). If the teams are not at least 4 people, have them combine with another small team.&lt;br&gt;○ Leadership team: As a single team, the last step (#4. Whole Group) can be skipped. There will be only one poster created.&lt;br&gt;● Explain the steps to participants <strong>5 min</strong>&lt;br&gt;1. Individually: <strong>5 min</strong>&lt;br&gt;   ◆ Participants write their own personal definition of equity on a post-it note.&lt;br&gt;2. Pairs: <strong>10 min</strong>&lt;br&gt;   ◆ Participants share their definitions with their partner&lt;br&gt;   ◆ Then, synthesize their definitions to create one definition.&lt;br&gt;3. Team: <strong>10 min</strong>&lt;br&gt;   ◆ Each pair will offer their definition to the team.</td>
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Using a consensus protocol (fist-to-five or thumbs up/sideways/down), build agreement on the team about a common definition of equity.

Write the agreed upon definition on a poster.

4. Whole group: 10 min

- Each team shares their poster
- Point out all of the similarities between the team definitions
- Point out some of the pieces that are unique to individual team definitions
- Explain that you (or a teacher leader) will be taking the various definitions and synthesizing them into one definition to be shared at the next meeting.