



Professional Development

“Education for the good”— my goal is to make that vision a reality by promoting equity and supporting diversity with culturally responsive and academically rigorous educational practices. My trainings are designed to increase educator capacity by making diversity and equity central to professional development.

Modules can be mixed and matched and offered as 90-minute workshops, 3-hour seminars or 1-2 day institutes. Let’s talk about creating a customized professional development plan for your school!



Anti-bias Education from Theory to Practice

- 1. Foundations in Diversity and Equity Work—** This training provides an introduction to anti-bias education with an overview of the conceptual frameworks, theory and language critical for thinking about and doing diversity and equity work in education.
- 2. Anti-bias Education in the Early Grades—** This training uses the Teaching Tolerance film *Starting Small* to discuss anti-bias education in early childhood, offering developmentally appropriate strategies and practices for lower elementary classrooms.
- 3. Anti-bias Learning Standards for K-12 Education —** This training introduces the Teaching Tolerance Social Justice Standards—a roadmap for anti-bias education at every grade level. Participants will learn how teachers, counselors and administrators can use the domains, anchor standards and student outcomes in their work.
- 4. Anti-bias Practices for the Whole School—** This training introduces best practices for anti-bias education in four critical areas: curriculum and instruction, classroom culture, community engagement and teacher leadership.
- 5. Prejudice Reduction and Collective Action: Moving from Identity and Diversity to Justice and Action—** This training introduces a truly inclusive model for anti-bias work that bridges traditional prejudice reduction efforts with the anti-oppression tenets of equity and collective action, showing how both are necessary in diverse 21st century schools.



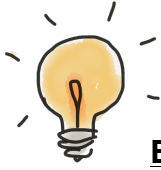
Start with the Adults: Identity, Culture and Power at School

- 6. Recognizing Our Implicit Bias—** This training provides an introduction to implicit bias—what it is, how it operates, and its impact is across society and in education in particular. Participants will be exposed to the research and to debiasing strategies.
- 7. Intersectionality The Importance of Seeing and Being Seen at School—** This training examines how multiple identities like race, gender, class, sexual orientation and ability intersect to make certain students more vulnerable at school and offers strategies for better supporting all students.
- 8. Ask Me Who I Am Before You Tell Me What to Do: Identity and Culture in the Classroom—** This training challenges participants to reflect on how the interplay of their own identities and the identities of their students play out in the classroom to form unconscious power dynamics and hidden biases.
- 9. Why Talk About Whiteness?—** This training looks at white racial identity and racial literacy both within the larger context of social justice work and in schools in particular. Participants will be challenged to move beyond an acknowledgment of white privilege and toward meaningful anti-racist action and pedagogy. *[This training may be modified to include a greater emphasis on working with white students or in predominantly white schools.]*
- 10. Building Racial Literacy and Fostering Radical Friendships—** What do the mobilization of communities of color and the ally work of white folks mean for the day-to-day relationships between educators? How do these relationships, often fraught with racial stress, impact students? Radical friendship offers a guidepost for navigating, improving and deepening interracial relationships at work and school.



Culturally Responsive Curriculum and Instruction

- 11. Culturally Responsive Curriculum Design Principles—** This training models how to apply a culturally responsive lens to planning instruction. Participants will learn how to develop interdisciplinary and theme-based units, anti-bias essential questions, and real world assessments that challenge students to apply what they learn to problems and issues relevant in their own lives and communities.
- 12. Choosing the World Our Students Read—** This training explains the role of literacy and representation in culturally responsive pedagogy and the importance of providing students with both mirrors, that reflect their own identities and lived experiences, and windows, that teach about people who are different from them. [*This training can be customized to focus on specific subject areas and grade levels.*]
- 13. Perspectives for a Diverse America: a K-12 Literacy-based Anti-bias Curriculum—** This training introduces *Perspectives*, Teaching Tolerance's literacy-based anti-bias curriculum that connects academically rigorous and culturally relevant content. Participants will learn and spend time practicing with the curriculum's social justice standards, diverse text anthology, collection of literacy strategies and variety of writing and performance tasks.
- 14. I Got the Power! Using Critical Literacy to Activate Civic Engagement—** This training is focused on how to integrate critical literacy strategies such as interrogating the text, reading for bias and writing counter-narratives as ways to develop students' critical thinking and civic-mindedness while improving their comprehension skills.
- 15. Civil Rights Done Right: Essential Practices for Civil Rights Education—** This training examines the state of civil rights education in the United States and offers a template for how to assess and improve both the curricular content and instructional practices used in teaching and learning about the modern civil rights movement.



Equity Pedagogy

16. Keep Talking! Getting More Comfortable with Uncomfortable

Conversations— This training builds capacity to effectively facilitate discussions about race, racism and other difficult topics. Participants will learn strategies for preparing themselves and supporting their students in having meaningful conversations about challenging topics.

17. Class in the Classroom: Wealth, Poverty and Learning— This training examines both how we teach *about* wealth and poverty and how we teach students who are *from* wealth and poverty. Participants will discuss common educator beliefs and blindspots about socioeconomic status and learn strategies for challenging deficit thinking or bursting the bubble of privilege. *[Based on pre-consultation, this training will be customized to your school's unique community and SES context.]*

18. Boys and Girls: Gender Binarism, Sexism and Homophobia at School— This training identifies how gender and heteronormative beliefs, attitudes and behaviors are reinforced at school, often unintentionally. Participants will learn how to look for these forms of bias and to create gender inclusive learning environments where all students feel respected and welcomed.

19. Teaching about Race, Racism and Police Violence— This training opens discussion around the ongoing need to address current events related to racial bias and police violence with students. Participants will be introduced to existing curricular resources as well as recommended best practices to effectively deal with this difficult topic in the classroom.

20. We Can't Talk About That...Can We? The Courage to Teach in a Polarized America— This training questions teacher neutrality and objectivity in the context of our current social and political climate. Participants will learn ways to respond to, rather than avoid, students' concerns and interests about politics and social issues. *[Pre-consultation will be required to develop a community-responsive training that is sensitive to the local political climate.]*



School Climate and Discipline

- 21. Speaking Up to Bias and Responding to Hate at School—** This training develops the skills for educators to respond to biased language or stereotypes in school and to help students speak up to prejudice. Participants will also receive tools to develop a response plan for more serious bias incidents and hate crimes at school.
- 22. Reframing Discipline and Reducing School Push Out—** This training addresses common challenges in classroom management and school discipline by focusing on the functions and complexities of student behavior and building educator capacity in responsive, rather than punitive, approaches to dealing with misbehavior.
- 23. Tyrants, Indulgers and Warm Demanders—** This training focuses on classroom management, contrasting ineffective styles that may be too punitive or overly permissive with the “warm demander” approach. Participants will learn about the values, characteristics and benefits of this approach and reflect on how their own identities and the cultural context of their classroom impact their classroom management.
- 24. The Walls Teach: Why Classroom and School Aesthetics Matter—** How our classrooms look contributes to how our students feel about themselves and their school. Participants will examine the messages sent by what is—and what is *not*—represented on their classroom walls and throughout the school building, learning more culturally responsive and inclusive ways to decorate and arrange learning spaces.
- 25. What Equity Looks Like—** This training provides ready-to-use tools and strategies for developing cultural proficiency through classroom observations, school walk-throughs and instructional coaching.