



OEIB School Leadership Coaching Cycle

Introduction:

The ultimate task of the Office of Equity, Inclusion, and Belonging (OEIB) is to support the CPS mission to eliminate racial, cultural, and socio-economic opportunity gaps that exist throughout the school district. The primary goal is to provide every scholar with a rigorous and culturally responsive student-centered teaching and learning experience. Achieving this goal requires anti-racist leadership and teaching in action at every school, in every classroom in CPS.

Purpose:

To support school leaders on their journey as actively anti-racist leaders, the OEIB is creating and providing support, coaching, professional learning, and consultation on issues related to educational equity, anti-racist leadership, and equity-centered management (OEIB Goal 3). This support is focused on exploring “What does anti-racist leadership and teaching look like in action in CPS?” through an intentional, data-driven, and student-centered coaching cycle.

Description:

We know that many school leaders have already begun their anti-racist leadership journey- our goal is not to replace but to enhance and build on the anti-racist efforts that school leaders are implementing/plan to implement at their school sites. It is also important to highlight that this coaching cycle is not part of an evaluation. This coaching cycle will focus on supporting individualized anti-racist leadership goals based on the needs of the school leader and their school community.

Coaching Cycle Phases:

Phases	Description
0: Listening & Learning	<ul style="list-style-type: none"> ● OEIB Coach conducts a listening conversation focused on listening and learning from the School Leaders: <ul style="list-style-type: none"> ○ What is 1 equity-based practice, initiative, or program you and your team engaged in/are engaging in that you are most proud of and would like to share? ○ What is the most challenging equity-based dilemma you are currently facing right now?



	<ul style="list-style-type: none"> ○ What support would you like?
1: Goal-Setting	<ul style="list-style-type: none"> ● School Leader will create an individualized anti-racist leadership SMARTIE* goal aligned to the equity-based dilemma they are currently facing that will be the focus of the coaching cycle
2: Action Planning	<ul style="list-style-type: none"> ● School Leader, with the support of the OEIB Coach, will create an equity-focused action plan with specific measurable student outcomes using equity and evidenced-based self-assessment tools (e.g. from the Mid-Atlantic Equity Consortium and The Leadership Academy)
3: Implementing	<ul style="list-style-type: none"> ● School Leader, with the support of the OEIB Coach, will implement the action plan
4: Progress Monitoring	<ul style="list-style-type: none"> ● The School Leader and OEIB Coach will review the progress on the anti-racist leadership SMARTIE goal, action plan, and specific measurable outcomes
5: Recalibrating	<ul style="list-style-type: none"> ● Based on the progress made, the School Leader will recalibrate the anti-racist leadership SMARTIE goal, action plan, and specific measurable outcomes ● In addition to the specific measurable student outcomes, other dimensions will be reviewed including: <ul style="list-style-type: none"> ○ instructional practices ○ social-emotional learning ○ school and classroom culture ○ student discipline ○ student and family engagement ○ hiring practices ○ community partnerships

* SMARTIE: Strategic, Measurable, Attainable, Realistic, Time-Bound, Inclusive, and Equitable



Time & Work Commitments:

<p style="text-align: center;">School Leaders (Principal & Assistant Principal)</p>	<p style="text-align: center;">OEIB Coach</p>
<ul style="list-style-type: none"> ● Principal/Head of School and Assistant Principal (together) meet with OEIB Coach at least 1x/month (1 hour) ● Principal/Head of School meets individually with OEIB Coach at least 1x/month (1 hour) ● Assistant Principal meets individually with OEIB Coach at least 1x/month (1 hour) ● Introspection and learning opportunities prior to meeting (up to 1 hour) ● Introspection and learning opportunities after meeting (up to 1 hour) 	<ul style="list-style-type: none"> ● Meet at least 1x/month with Principal/Head of School and Assistant Principal (together) and with each of them individually ● Conduct a school-site visit/walkthrough/instructional rounds using equity and evidenced-based tools (e.g. from the Culturally Responsive Teaching Learning Walk Protocol, Mid-Atlantic Equity Consortium and The Leadership Academy) at least 1x/quarter ● Available on-call via phone and email to support in thought-partnership on equity-based dilemmas (as needed) ● Support in equity-based data collection, analysis, and progress monitoring (as needed)

OEIB Definitions:

Educational Equity is academic success and social and cultural belonging for each and every student.

Anti-racist/bias leadership refers to a commitment by educational leaders to examine how race is used to isolate, disadvantage, and make power inaccessible to people of color and marginalized groups.

Equity centered management refers to educational leaders working to create an environment where staff (particularly those most negatively impacted by white supremacy and other systems of oppression) experience belonging and thrive in their work.