



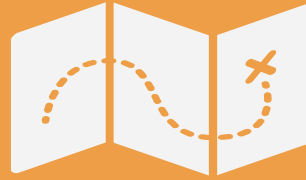
# Engaging in the Challenging, yet Healing, Work of Justice in our Schools

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THE MUSEUM SCHOOL | DECATUR, GA

AMLE  
OCTOBER 2020

# Today's Workshop



- . WELCOME AND INTRODUCTIONS
- . CHECK-IN
- . NORMS
- . LEARNING TARGETS
- . ABOUT THE MUSEUM SCHOOL
- . EDI AT THE MUSEUM SCHOOL: A MINI-LESSON
- . PARTNERSHIPS & RESOURCES
- . LET'S EXPLORE: VIRTUAL GALLERY WALK
- . NEXT STEPS FOR YOUR SCHOOL/CLASS



# Before We Get Started

- PARKING LOT: THIS IS WHERE YOU CAN POST YOUR QUESTIONS FOR THE PRESENTERS. KEEP IN MIND THAT QUESTIONS WILL NOT BE ANSWERED UNTIL AFTER THE PRESENTATION



**Parking Lot: Engaging in the Challenging, yet Healing, Work of Justice in our Schools**



Thank you for joining and participating in this session! This space is to add any burning questions that you may have. As you add your questions, the speakers will return to this document and respond. This will allow us to put all of our questions AND answers on one document for future reference. Thank you!

- CHAT: USE THIS FEATURE TO INTRODUCE YOURSELF, SHARE YOUR “AHA” MOMENTS, AND COMMUNICATE WITH OTHER PARTICIPANTS DURING THE PRESENTATION
- NOTES PAGE: THIS DOCUMENT WILL HELP YOU ORGANIZE YOUR NOTES THROUGHOUT THE SESSION AND HELP YOU PLAN YOUR NEXT STEPS



# Welcome!

**KATHERINE KELBAUGH, PH.D.**

FOUNDING PRINCIPAL  
EXECUTIVE DIRECTOR  
THE MUSEUM SCHOOL

**LILLIAN GALICIA**

FOUNDING STAFF MEMBER  
ASSISTANT PRINCIPAL  
THE MUSEUM SCHOOL



# Participant Check-in

Who's in the room? Select the role that best describes your role within your school community.

Executive  
Director/ Head  
of School

Building  
Administrator  
(ie. Principal/Assistant  
Principal, Dean)

District Leader

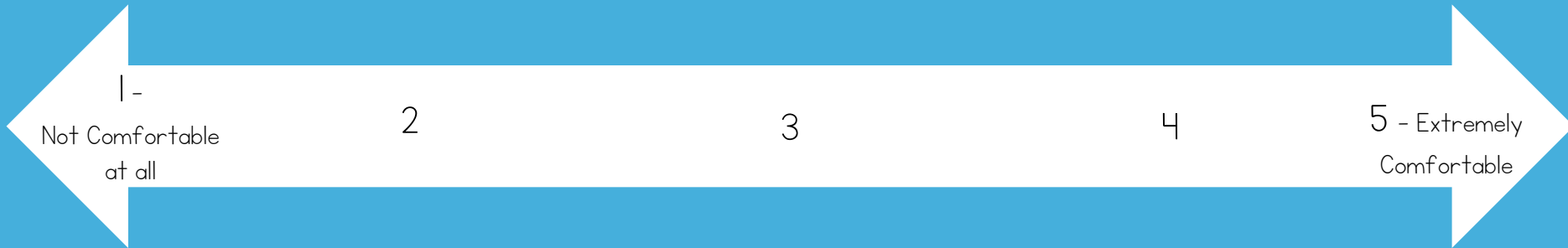
Teacher

Support Staff  
(ie. Instructional Coaches,  
Department Chairs, etc.)



# Participant Check-in

On a scale of 1-5, how comfortable are you with topics of equity, diversity, inclusion (EDI) and justice?





# Participant Check-in

How would you describe your school community's journey in EDI and justice work?

We are beginning our journey in exploring EDI topics.

EDI topics are discussed occasionally. Some stakeholders participate in this work.

1

2

3

4

We need more practice and resources for continuing our work with EDI topics.

EDI topics are consistently discussed and are embedded into our daily practices. All stakeholders are active participants in this work. We can teach and support others in this work but we know we still have a lot of work to do.

I.

# NORMS AND LEARNING TARGETS

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Let's start with some norms and learning targets!

# ■ norms



- SPEAK FROM THE I
- ASSUME POSITIVE INTENT, CALL OUT  
NEGATIVE IMPACT
- BE WILLING TO SIT WITH DISCOMFORT
- HONOR THE RELATIONSHIPS
- MEET PEOPLE WHERE THEY ARE
- ADMIT YOU DON'T KNOW
- LISTEN (ENGAGED LISTENING)
- AGREE TO DISAGREE
- HONOR EMOTIONS

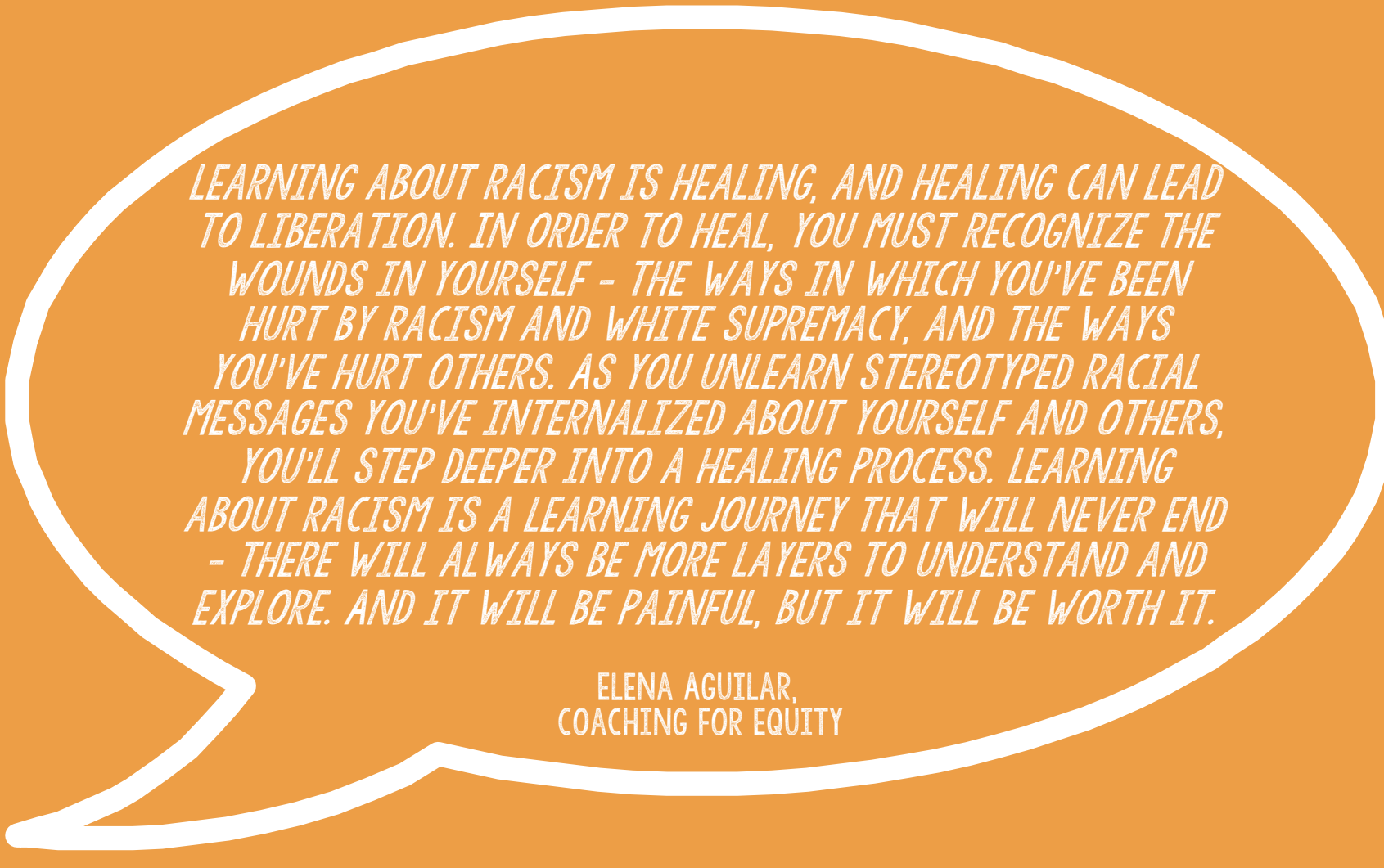


# Learning Targets

**I can engage in the presentation to learn about one school's approach towards justice for all students and staff.**

**I can explore the resources provided and begin considering how the resources may be helpful for my school/classroom.**

**I can apply the information shared today and apply it to my own school/classroom.**



*LEARNING ABOUT RACISM IS HEALING, AND HEALING CAN LEAD TO LIBERATION. IN ORDER TO HEAL, YOU MUST RECOGNIZE THE WOUNDS IN YOURSELF – THE WAYS IN WHICH YOU'VE BEEN HURT BY RACISM AND WHITE SUPREMACY, AND THE WAYS YOU'VE HURT OTHERS. AS YOU UNLEARN STEREOTYPED RACIAL MESSAGES YOU'VE INTERNALIZED ABOUT YOURSELF AND OTHERS, YOU'LL STEP DEEPER INTO A HEALING PROCESS. LEARNING ABOUT RACISM IS A LEARNING JOURNEY THAT WILL NEVER END – THERE WILL ALWAYS BE MORE LAYERS TO UNDERSTAND AND EXPLORE. AND IT WILL BE PAINFUL, BUT IT WILL BE WORTH IT.*

ELENA AGUILAR,  
COACHING FOR EQUITY

# A little bit about The Museum School



## Quick Facts

- K-8 DeKalb County Charter School
- Opened in August 2010
- Museum Model learning
  - Learning expeditions
  - Travel journals
  - Project-Based learning
  - Exhibit nights
- Workshop model
  - Calkins' Units of Study for reading and writing
  - Eureka Math
  - Partners and primary sources for social studies and science

## Demographics

TOTAL ENROLLMENT	588
STUDENTS ON WAIT LIST	1,024
STUDENTS ELIGIBLE FOR FREE/REDUCED LUNCH	31%
STUDENTS OF COLOR	47%
STUDENTS WITH EIPS	9%
STUDENTS WITH 504 PLANS	9%
STUDENTS IN THE MTSS PROCESS	10%
STUDENTS IN THE GIFTED PROGRAM	24%



# EDI AT Tms

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ORIGINS | MILESTONES | PROGRAMS | PARTNERSHIPS

# A timeline of EDI milestones



**JANUARY 2017**

FULL STAFF ENGAGED IN PRINCIPAL LED, DIVERSITY- BASED PROFESSIONAL LEARNING USING PROTOCOLS: CHALK TALKS, FINAL WORD, TEXT-RENDERING

**JULY 2017**

ENGAGED DIVERSITY CONSULTANTS TO LEAD STAFF TRAININGS, PARENT COFFEE CONVERSATIONS, AND ASSIST IN BUILDING THE STAFF EDI TEAM

**JANUARY 2018**

STAFF-BASED EDI TEAM IS CREATED TO SUPPORT STAFF WITH EDI PROFESSIONAL LEARNING AND ACTION STEPS TOWARDS JUSTICE FOR ALL STUDENTS

**SEPTEMBER 2019**

PARENT-LED "PARENT COUNCIL FOR DIVERSITY AND EQUITY" KICKS OFF ITS FIRST QUARTERLY MEETING

**NOVEMBER 2020**

THE STUDENT EDI TEAM HOSTS ITS FIRST MEETING WITH THE SUPPORT OF FACULTY ADVISORS

**MARCH 2017**

NEW 5-YEAR CHARTER APPROVED - INCLUDED GOALS AROUND INCREASED DIVERSITY FOR STUDENTS, STAFF, AND BOARD MEMBERS

**SEPTEMBER 2017**

BOARD-LEVEL DIVERSITY TEAM CREATED TO SUPPORT CHARTER GOALS AND SCHOOLWIDE DIVERSITY PROGRAMS

**JUNE 2019**

EDI PROGRAMMING BECOMES EVEN MORE EMBEDDED AND INTEGRATED INTO THE SCHOOL: BOOK CLUB, LEARNING COMMUNITY, NEW EXPLORERS PRESENTATION, STAFF MEETING PRESENTATIONS, RESOURCE LIBRARY, GRADE-LEVEL MEETING AGENDAS

**JUNE 2020**

THE MUSEUM SCHOOL BECOMES THE 2<sup>ND</sup> SCHOOL IN GA TO JOIN THE DIVERSE CHARTER SCHOOLS COALITION

# EDI AT TMS



EDI  
TEAM  
(STAFF)

DIVERSITY  
COMMITTEE  
(BOARD)

PCDE  
(PARENTS)

EQUITY &  
DIVERSITY  
COUNCIL  
(STUDENTS)

ALONE WE CAN DO SO LITTLE;  
TOGETHER WE CAN DO SO MUCH.

~ HELEN KELLER

# Diversity Committee:

A focus on engaging the Board and providing oversight

PARTICIPANTS: GOVERNING BOARD MEMBERS,  
SCHOOL LEADER, COMMUNITY MEMBERS



ENSURE THE  
SCHOOL IS ON  
TRACK TO MEET  
CHARTER GOALS  
AND STRATEGIC  
GOALS

COMMUNICATE  
THE WORK OF  
THE EDI TEAM

ENSURE  
NECESSARY  
RESOURCES ARE  
AVAILABLE TO  
SUCCESSFULLY  
IMPLEMENT  
PROGRAMS

ENGAGE  
COMMUNITY  
PARTNERS

# Diversity Committee Highlights and Impact

EDI WEBSITE  
AND COVID-19  
WEBSITE  
SECTION ON  
SUPPORT AND  
RESOURCES

DASHBOARD TO  
MONITOR  
GOALS AND  
PROGRESS AND  
HOLD TEAMS  
ACCOUNTABLE

COLLABORATION  
WITH THE  
GEORGIA  
CONSERVANCY TO  
MAP ENROLLMENT  
APPLICATION  
PATTERNS

FACILITATION  
OF BOARD-  
LEVEL  
DIVERSITY AND  
EQUITY  
TRAINING

# Equity, Diversity, and Inclusion Team

A focus on supporting and growing school staff

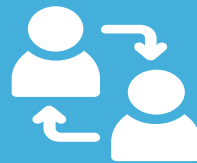
PARTICIPANTS: SCHOOL STAFF MEMBERS,  
REPRESENTING A VARIETY OF TEAMS AND POSITIONS

PARTNER WITH ALL  
STAKEHOLDERS,  
SPECIFICALLY STAFF,  
TO ENSURE  
EQUITABLE BEST  
PRACTICES ARE  
BEING IMPLEMENTED

CONTINUOUSLY  
PROVIDE  
EXPERIENCES AND  
RESOURCES TO  
BROADEN AND  
DEEPEN OUR  
UNDERSTANDING OF  
CULTURAL  
DIVERSITY

ENSURE THAT  
PARENTS AND  
BOARD MEMBERS ARE  
THOROUGHLY  
INFORMED AND  
WHEN ABLE, ACTIVE  
PARTICIPANTS IN  
EQUITY WORK

INVESTIGATE CURRICULA  
TO ENSURE CULTURE,  
LANGUAGE, AND STUDENT  
ABILITY IS RECOGNIZED,  
VALUED AND  
MEANINGFULLY  
INCORPORATED INTO  
LEARNING EXPERIENCES



# Staff Equity, Diversity, and Inclusion Team Highlights and Impact

DEVELOPMENT OF A  
STEERING COMMITTEE  
TO LEAD EDI  
PROGRAMMING

GUIDANCE AND  
PARTICIPATION IN  
RECRUITMENT AND  
HIRING PROCESS,  
WITH A FOCUS ON  
INCREASING STAFF  
DIVERSITY

DEVELOPMENT OF  
COMPREHENSIVE SET  
OF RESOURCES AND  
PROFESSIONAL  
LEARNING  
WORKSHOPS FOR  
STAFF

CREATION OF A  
MEANINGFUL,  
IMPACTFUL BLACK  
HISTORY MONTH  
INCLUSIVE  
CELEBRATION

I have the audacity to believe  
that peoples everywhere can  
have three meals a day for  
their bodies, education and  
culture for their minds, and  
dignity, equality, and  
freedom for their spirits.

Martin Luther King, Jr.

# Parent Council For Diversity and Equity

A focus on engaging the caregivers

## PARTICIPANTS: PARENTS & CAREGIVERS OF MUSEUM SCHOOL STUDENTS

ORGANIZED AND  
FACILITATED BY  
MUSEUM SCHOOL  
PARENTS

DESIGNED TO  
ADDRESS  
MISCONCEPTIONS  
AND ADDRESS  
SCHOOL POLICY  
QUESTIONS

OFFERS PARENTS A  
VOICE AND  
OPPORTUNITY TO  
SHARE IDEAS AND  
FEEDBACK

PCDE  
FACILITATORS  
DEBRIEF WITH  
ADMINISTRATORS  
FOLLOWING  
MEETINGS



# Parent Council For Diversity and Equity **Highlights and Impact**

INCREASED  
COMMUNICATION AMONG  
PARENTS OF COLOR AND  
ADMINISTRATORS  
(IE. MUIR HOUSE NAME  
CHANGE)

OPPORTUNITY FOR PARENTS  
INTERESTED IN EDI TOPICS TO  
SHARE EXPERIENCES AND LEARN  
MORE ABOUT SCHOOL POLICIES  
AND PROGRAMS  
(IE. MIDDLE SCHOOL ATHLETICS)

NETWORKING AND  
RELATIONSHIP BUILDING  
AMONG PARENTS OF COLOR  
AND WHITE PARENTS  
(IE. NEW PARENT LEADERS)

FORUM FOR PARENTS OF COLOR  
TO COLLABORATE WITH WHITE  
FAMILIES AND  
ADMINISTRATORS TO REVIEW  
SCHOOL POLICIES AND  
POTENTIAL UNINTENDED  
CONSEQUENCES  
(IE. GIFTED PROCESS)

# Equity and Diversity Student Council

A focus on supporting and empowering students



**PARTICIPANTS: ALL STUDENTS + STUDENT LEADERS  
SELECTED THROUGH AN APPLICATION PROCESS**

**EMPOWER STUDENTS  
TO PROMOTE  
DIVERSITY WHILE  
WORKING AS  
CHANGE AGENTS,  
PROBLEM SOLVERS,  
AND ADVOCATES**

**GIVE SPACE TO  
ALL STUDENTS  
TO SHARE THEIR  
EXPERIENCES.**

**SUPPORTED BY  
SEVERAL FACULTY  
ADVISORS/  
SPONSORS**

**DIRECT  
CONNECTION  
WITH STAFF-  
BASED EDI TEAM**

# Equity and Diversity Student Council Highlights

KICKING OFF  
ITS FIRST  
MEETING ON  
NOVEMBER 5

DESIGNED TO GIVE  
STUDENTS AN  
OPPORTUNITY TO  
SHARE THEIR VOICE  
AND BE PROBLEM  
SOLVERS

WILL INFORM  
EDI-BASED  
DECISIONS  
ACROSS THE  
SCHOOL

It is easier to build  
strong children  
than to repair  
broken men.  
- Frederick  
Douglass

# Partnerships



**NATIONAL CENTER FOR  
CIVIL AND HUMAN RIGHTS**

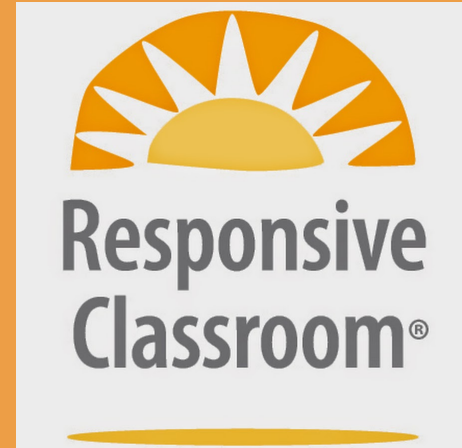


Wren Consulting- Partner from 2017-2019





# Resources





# Let's Get **Real**:

## Looking Back and Ahead



THIS IS MESSY AND TOUGH WORK.  
BUT IT IS ALSO **HEALING** AND **RESTORATIVE**.  
TAKE CARE OF YOURSELF AND TAKE CARE OF OTHERS.

THE DIFFICULT I'LL DO RIGHT NOW. THE IMPOSSIBLE WILL TAKE A LITTLE WHILE.  
- BILLIE HOLIDAY



# Lessons Learned:

- Tell your story!
  - Internal and External Communication- share the work that you are doing within your school community!
  - Provide space for staff, students and caregivers to tell THEIR story
- Be vulnerable and be ready for deep reflection of yourself and your practice
- This is emotional work!
- Not everyone is ready for the same depth of work. Plan on differentiating! (ie. pool metaphor)
- Engaging in this work is not optional. How can you “normalize” the practice of engaging EDI conversations?
- EDI work and programming expand to the entire school community. Think access!

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**What is one key takeaway,  
next step, or wondering that  
has emerged from this  
session?**





# Let's EXPLORE

## Engaging in the Challenging, yet Healing, Work of Justice in our Schools

### Plan for Implementation

Today's PowerPoint

Where do I start? Plan for Implementation/Guiding Questions

### TMS Tools & Resources

#### Agendas:

- Staff EDI
- Board Diversity
- PCDE

#### Resources Used/Created by TMS

Resources TMS is Looking Into for Next Steps

### TMS Partners & Websites

- [List of Partners & Websites to Support Your Work with EDI](#)

### Books, Articles, PD, Blogs/Newsletters

- [List of Books, Articles, PD, Blogs/Newsletters to Support Your EDI Work](#)

### Parking Lot & Reflection

- [Let's Collaborate! Share your go-to resources on this Padlet and share with other attendees in this session.](#)
- [Parking Lot with Questions for Today's Presenters](#)
- [Feedback & Reflection on Today's Session](#)

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Welcome Curriculum Admission Students Parents Resources Contribute Contact

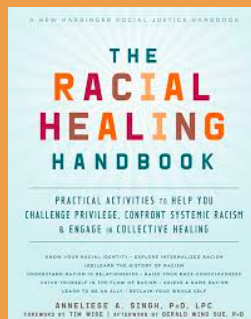
## Our Community: A Commitment to Equity, Diversity and Inclusion

Groups across the school community—from staff and parents to the Governing Board—have been working in partnership to make substantial gains toward creating a community that works for justice and celebrates differences.

"The Museum School's mission and core values are around real-world success and cooperation, responsibility, respect and kindness," said Executive Director Katherine Kolbaugh, "We feel responsible as adults to identify areas where we don't feel there is equity within the school and to address it."



[HTTPS://THEMUSEUMSCHOOL.ORG/WELCOME/OUR-COMMUNITY/](https://themuseumschool.org/welcome/our-community/)



Collaborative Board: Engaging in the Challenging, yet Healing, Work of Justice in our Schools

Thank you for joining and participating in this session! This space is to add any resources (ie. links to articles, books, videos) and share your thoughts and ideas for others to glean from. We are all in this together and we can all learn from each other. We can't wait to see what new ideas come from this shared!

Resources Me/My School Have Created & Would Like to Share!	Resources Me/My School Have Used & Would Like to Share!	Websites to Checkout!	Must-Read Books	Must Read Articles
1	2	3	4	5

QUESTIONS WHILE YOU ARE EXPLORING? USE THE PARKING LOT (BEYOND EVEN TODAY)

# THANK YOU!

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PLEASE SHARE YOUR FEEDBACK.

PLEASE KEEP IN TOUCH.

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# CREDITS

Special thanks to all the people who made and released these awesome resources:

- EDI Resources, Tools, & Agendas: Brittney Ford, Catie Eisel-Elder, EDI Steering Committee and the TMS EDI team
- Board Diversity Committee Resources, Tools, & Agendas: Katherine Kelbaugh and the TMS Board Diversity Committee
- PCDE Agendas: : Lillian Galicia and the TMS PCDE Committee
- Staff Agendas: Mike Stewart, Instructional Coaches, and EDI Team
- Presentation template by [SlidesCarnival](#)