

Leadership is a hybrid course that supports educators to lead implementation of antiracist principles in curriculum and instruction. It provides clarity about what antiracist education means — and what it doesn't — and culminates with each learner participating in two simulations that give them a chance to practice key communications skills. At the end, each participant develops a personal implementation plan. We've divided the pilot into three phases: Get Started, Learn, and Wrap Up.

## Get Started

### **Kickoff Session: An Introduction to Learn 2 CARE Leadership** (live, 1 hour)

*Educators will...*

- Deepen understanding of the Learn 2 CARE Leadership program through reflective conversations.
- Explore the ways in which racial identity impacts teaching, learning, and leading.

Upon completion of this session, educators will continue to explore and develop their racial literacy and understand what to expect from the Learn 2 CARE Leadership program.

## Learn

### **Foundations of Antiracist Education** (self-paced, estimated at 90 minutes)

*Educators will...*

- Discover the CARE principles.
- Examine the CARE research briefs.
- Close-read the CARE Framework.

Upon completion of this course, educators will have the context, language, and knowledge to understand the benefits of antiracist education, collaborate with peers, and explain the importance of implementing antiracist change.

### **Widening your Lens: Antiracist Choices** (self-paced, estimated at 90 minutes)

*Educators will...*

- Understand the role of curriculum in antiracist education.
- Learn how to use the CARE Choice tool for identifying antiracist content.
- Analyze and compare a variety of content with an antiracist lens
- Curate a library of antiracist content.
- Design an antiracist lesson.

Upon completion of this course, educators will create a curated antiracist library and lesson plan to be used with students. They will also have continued access to the CARE Choice tool for further content identification and analysis.

# Learn continued

## **Conversations around Curriculum Content** (live session, 1 hour)

*Educators will:*

- Review key learning about CARE and related content.
- Analyze an antiracist lesson.
- Prepare for Simulation 1.
- Practice the leadership skills of questioning, listening, perspective-taking and dealing with hesitancy to change.

Upon completion of this course, educators will have taken a critical look at curriculum, and deepened their understanding of the components of leading change in school curriculum.

## **Responding to Racism in School** (self-paced, estimated at 90 minutes)

*Educators will:*

- Understand the ways in which racism may show up in schools and communities.
- Learn strategies for speaking up against racism and understand the consequences of remaining silent.
- Review examples of how others have responded to racism.
- Reflect and analyze previous responses to racism in schools and communities.

Upon completion of the course, educators will learn strategies for confronting racism, and deepen their commitment to action.

## **Addressing Racism in School** (live session, 1 hour)

*Educators will:*

- Review key learnings from self-paced courses.
- Prepare for Simulation 2.
- Practice the leadership skills of questioning, listening, perspective taking and dealing with hesitancy to change.

Upon completion of this course, educators will practice responding to racism that leads to healing and reconciliation.

# Wrap Up

## **Looking Back and Looking Forward** (live session, 1 hour)

*Educators will:*

- Reflect on overall learning and experience.
- Identify areas for growth.
- Create an antiracist action plan for future development and implementation.

Upon completion of this course, educators will reflect on what they have learned through the program and start to develop an implementation plan to continue their antiracist journey.