

The CIP Equity Coaching Framework

The *User Implementation Checklist* is comprised of 6 domains that Equity Teams work to implement in Year 1 and Year 2. Each of these categories represents the knowledge, skills, and attitudes that participants take back to their respective sites and implement across the school, which is supported through coaching.

V: Collective Vision	M: Motivation/Change Management	3I: Intervene, Interrupt, and Instigate Equity Conversations/Shape the Discourse
<ul style="list-style-type: none"> ● The Why ● Equity Definition/Vision ● Equity Challenge ● AIM ● Focus on Student Learning ● High Expectations ● Hope & Optimism ● Communicate progress 	<ul style="list-style-type: none"> ● Communicating progress ● Visualization ● Engaging the heart/emotional appeal ● Healing/Processing Time ● Eliminating barriers ● Celebrating incremental success ● Strengths-based ● Reflection 	<ul style="list-style-type: none"> ● Will/courage ● Equity consciousness ● Emotional intelligence ● Constructivist Listening ● Communication strategies & stems ● Discourse 2 ● Language ● Conflict resolution
C: Improve Culture	SA: System Analysis and Monitoring	BC: Build Capacity through research, professional learning, modeling, and observation/feedback
<ul style="list-style-type: none"> ● Characteristics: inclusive, professional, collaborative, data-driven, inquiry and improvement mindset ● Focus on student learning ● Cultural competence ● Community agreements ● Learning dispositions ● Strategic team selection ● Teaming ● High expectations ● Emotional intelligence 	<ul style="list-style-type: none"> ● Disaggregated quantitative data ● Qualitative data (empathy interviews, student shadowing) ● Equity audit ● Root causes ● Budget ● Master schedule: courses/teacher & student placements ● Bell Schedule ● Year-Long Professional Learning Plan ● Program design ● Monitoring data 	<ul style="list-style-type: none"> ● Equity Consciousness <ul style="list-style-type: none"> ○ Identity ○ Implicit bias ○ Privilege ○ Systemic oppression ○ Constructivist Listening ● Culturally and Linguistically Responsive Teaching <ul style="list-style-type: none"> ○ High Expectations ○ Rigor ○ Relevance ○ Relationships ○ Independent Learners ○ Specific Strategies ● Continuous Improvement <ul style="list-style-type: none"> ○ Data Analysis ○ Equity Challenge ○ AIM statement ○ Change Ideas ○ PDSA Cycle ○ Scale

A Coaching Guide for coaches to support LITs with implementation

Goals	Framework	Lens	Characteristics	Actions
<ol style="list-style-type: none"> 1. Find root causes for systemic issues and invest in systemic improvements 2. Implement 6 Categories 3. Prioritize systemic change 4. Create space for healing 5. Push for deeper discourse 6. Reflect on individual equity journey and language 	<ul style="list-style-type: none"> ● Blended Coaching (instructive, collaborative, facilitative, & transformational) 	<ul style="list-style-type: none"> ● Systemic Oppression <ul style="list-style-type: none"> ○ <i>Stems</i> ● Continuous Improvement <ul style="list-style-type: none"> ○ <i>Stems</i> ● Systems Thinking <ul style="list-style-type: none"> ○ <i>Stems</i> ● Change Management <ul style="list-style-type: none"> ○ <i>Stems</i> ● Instruction 	<ul style="list-style-type: none"> ● Good listeners ● High emotional intelligence ● Reflect on own biases ● Self-Awareness ● Honesty ● Sincerity ● Competence ● Reliability ● Optimistic & hopeful 	<ol style="list-style-type: none"> 1. Build relationships/ trust 2. Create coaching goals and plan (will, knowledge, skill, capacity, emotional intelligence) 3. Listen 4. Observe 5. Question <ol style="list-style-type: none"> a. <i>Coaching Intervention Stems</i> 6. Envision 7. Feedback 8. Model/Role Play

