

**District Goals, 2017-18**

Acknowledge that we have an achievement gap  
Recognize that we all have a responsibility to address the achievement gap  
Create an environment where people can feel curious and courageous to address our African-American/Black students' experiences in our classes and schools and the impact they have on their learning.

**Professional Development, 2017-18**

September 6: How to have a conversation about race  
September 13: What is implicit bias and how does it show up in Belmont data  
October 4: Aspects of Identity and Implications for Practice, led by instructors from Initiatives for Developing Equity and Achievement for Students (3-hour workshop)

**District Goals, 2018-19**

Develop a common language to describe culture and race  
Recognize the impact that culture and racial identity formation have on us as educators and on our students as learners  
Improve the climate in our schools for our African-American/Black students and others by confronting bias and recognizing student assets

**Professional Development, 2018-19**

September 5: Culturally Proficient Educators: Building a More Equitable Classroom, led by Dr. Kalise Wornum, Senior Director of Educational Equity, Brookline Public Schools  
October 10: Culturally Responsive Toolkit training, Marking the Moment to Interrupt Bias  
January 23: Cultural Perspective-Taking training, Considering Culture

**District Goals, 2019-20**

Broaden our interpretation of culturally and linguistically diverse learning behaviors  
Understand the differences between independent and dependent learning  
Identify instructional practices in our classrooms that develop independent learners

**Professional Development, 2019-20**

September 4: I'm a Good Person. Isn't that Enough? led by Debby Irving, author of *Waking Up White*  
October 16: Transforming Thinking: Changing How We Think About Kids & Changing How Kids Think (Using as a resource *Culturally Responsive Teaching and the Brain* by Zaretta Hammond)  
January 22: Shifting Mindset: Changing How Kids Feel About Their Thinking (Using as a resource *Culturally Responsive Teaching and the Brain* by Zaretta Hammond)