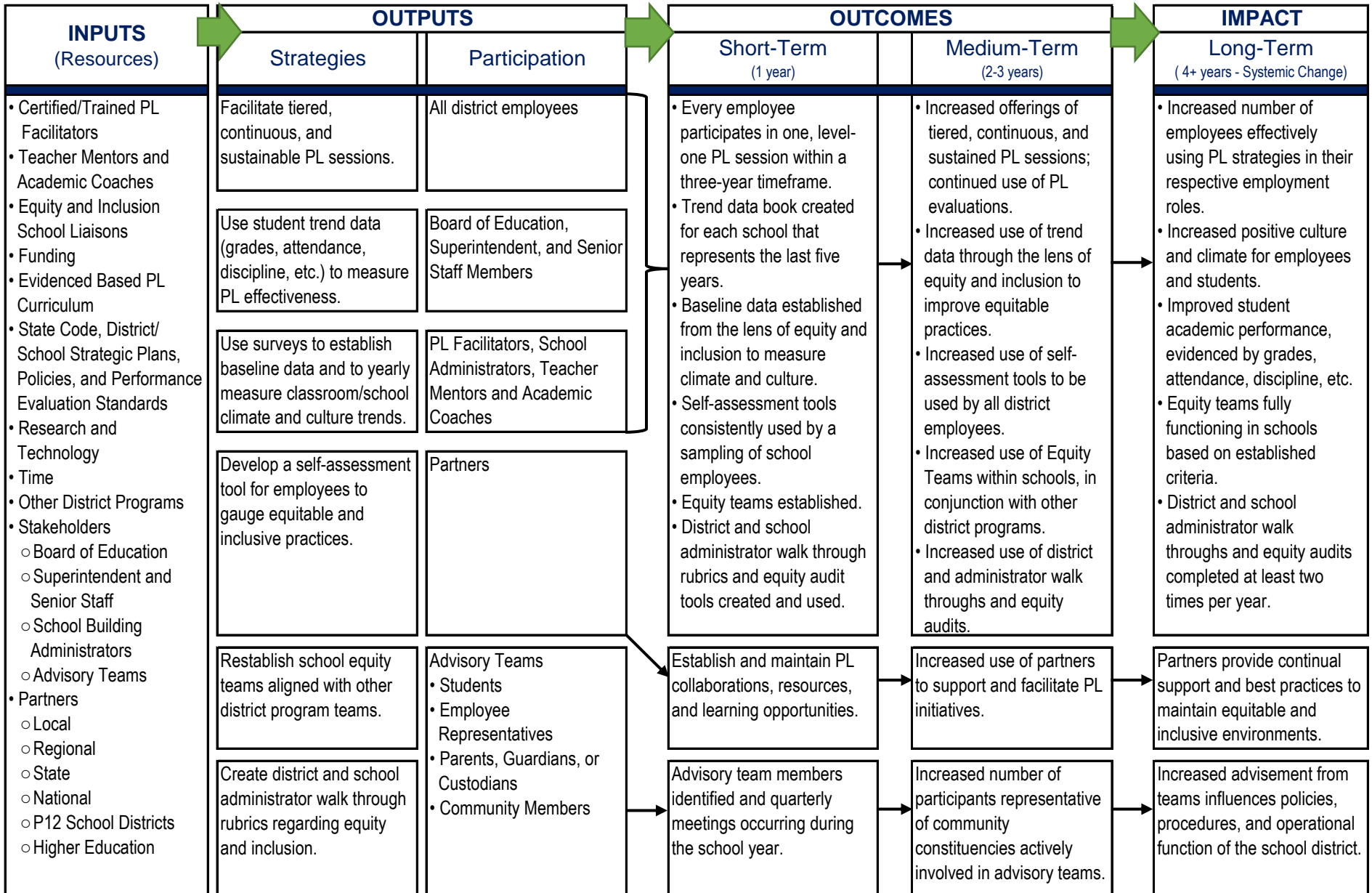


Equity and Inclusion Professional Learning Logic Model

Goal: Implement a professional learning (*PL) evaluation system to measure program effectiveness and impact on student achievement.



Equity: Practices based on student needs rather than group identity, resulting in positive outcomes for all students.

Inclusion: A classroom, school, or organizational setting where diverse groups are represented and included in all sectors of the classroom, school, or organizational setting. *PL: Professional Learning

Equity and Inclusion Professional Learning Framework

Competencies	Description	Alignments
Awareness	<p>Supports participants in developing their awareness regarding equity, inclusion, and cultural proficiency.</p> <ul style="list-style-type: none"> • Self-Awareness • Awareness of Others 	<p>Deep Equity Phase 1 – Tone and Trust Phase 2 – Personal Culture and Personal Journey</p>
Application	<p>Supports participants in using key strategies to promote equitable, inclusive, and culturally proficient practices.</p> <ul style="list-style-type: none"> • Culturally Responsive Teaching (classroom) • Culture and Climate (schools and district) 	<p>Deep Equity Phase 3 – From Social Dominance to Social Justice Phase 4 – Classroom Implications and Applications</p>
Action	<p>Supports schools and district programs in building capacity toward systemic change regarding equity, inclusion, and cultural proficiency.</p> <ul style="list-style-type: none"> • Policies • Procedures • Protocols • State Code • Strategic Plan Goals • Employee Evaluation Standards 	<p>Deep Equity Phase 5 – Systemic Transformation / Planning for Change</p> <p style="text-align: right;"><u>Deep Equity – by Gary R. Howard</u></p>

Professional Learning Workshop / Sessions

The following guidelines pertain to individuals or organizations who want to facilitate an Equity and Inclusion PL workshop in Berkeley County Schools:

1. Content (Summary, Goals, and Objectives)
2. Competency Area (Awareness, Application, or Facilitation)
3. Target Audience
4. Length of Workshop(s)
5. Follow-up Sessions, Activities, or Resources
6. Associated Fees, If Applicable (Partners)

Codes, Policies, Strategic Plan Goals, and Evaluation Standards that Support Equitable and Inclusive Practices

WV STATE CODES

[§18-5-5a:](#) Study of Multicultural Education for School Personnel

WV Department of Education Policies

[Policy 2322:](#) West Virginia System of Support and Accountability

[Policy 2510:](#) Assuring the Quality of Education: Regulations for Education Programs

[Policy 2315:](#) Comprehensive School Counseling Program

[Policy 4373:](#) Expected Behavior in Safe and Supportive Schools

Berkeley County Schools Policies

[BC File IDF:](#) Equity and Inclusion

[BC File IBA:](#) Berkeley County Comprehensive School Counseling Program

[BC File JGG:](#) Expected Behavior in Safe and Supportive Schools

[BC File GM:](#) Non-Discrimination Grievance Procedures

WV Department of Education Strategic Plan

[Meeting Standards for Effective Schools \(Policy 2322\)](#)

[Measures for Progress:](#)

- School Readiness
- Grade 3 Reading & Math
- Career Exploration
- Grade 8 Reading & Math
- College and Career Readiness
- Student Engagement and Well-Being

Berkeley County Schools Strategic Plan

Priorities for College and Career Readiness

Organizational Effectiveness: To facilitate district-wide equitable practices

Evaluation Standards

Teacher:	Standard 2 - The Learner and the Learning Environment	Element 2.1
Teacher:	Standard 2 - The Learner and the Learning Environment	Element 2.2
Teacher:	Standard 3 - Teaching	Element 3.3
Teacher:	Standard 4 - Professional Responsibilities For Self-Renewal	Element 4.1
Counselor:	Standard 4 - Leadership and Advocacy	Element 4.1
Counselor:	Standard 5 - Professional Growth and Responsibilities	Element 5.2
Administrator:	Standard 4 - Positive Learning Climate and Cohesive Culture	Element 4
Administrator:	Standard 5 - Professional Growth and Retention of Quality Staff	Element 5
Administrator:	Standard 6 - Support Systems for Student Success	Element 6