

PROJECT DESCRIPTION OF DISTRICT EQUITY CONSORTIUM

The equity consortium convenings are collaborative initiatives to bring all the district equity leaders within the metro Atlanta education system together to help each other achieve their goals. The school districts included (but not limited to) are Atlanta Public Schools, DeKalb County Schools, Gwinnett Public Schools, City Schools of Decatur, Forsyth County Schools and Clayton County Schools. This group meets once a month for 90 minutes to attend discussions facilitated by Learn4Life staff.

Educators Need More Support to Manage Politicized Issues

- Only 14% of teachers report sufficient access to resources, supports, or guidance to help them navigate conversations about race, racism, or bias in their classrooms.
- Inconsistent messages from principals or other school leaders lead to their uncertainty about how to address these topics in their classrooms.
- 40% of teachers reported that the intrusion of political issues and opinions into their professions added to job-related stress.

Source: Ashley Woo et al., "Walking a Fine Line—Educators' Views on Politicized Topics in Schooling," RAND Corporation (2022).

Problem Statement

As the ["divisive concepts" legislation](#) is implemented, this group of diversity leaders seeks to provide their teams with clear and concise equity policies and practices that are compliant with the law and effectively create conditions in which the needs of students from all races and cultures may be met. Each district has their own issues specific to their region but their goals are similar. Currently, the topic of diversity, equity and inclusion within the metro Atlanta school district is complicated and unclear.

Project Goals

The goal of this project is to provide those that have been tasked with implementing equitable policies and procedures within their school district tools to achieve their goals with a universal guide. We are aware of the difficulties these leaders face so we want to help them alleviate some of the barriers that prevent them from successfully achieving their goals. This goal will be completed through a collaborative process involving district equity leaders and other key stakeholders that will be facilitated by the Learn4Life.

KEY DELIVERABLES

- **Develop a universal guidebook:** in consultation with the key stakeholders and metro Atlanta equity leaders, consultant will assemble a playbook and set of tools to foster community amongst leaders and incorporate best practices that other school districts can model. This guidebook will be compliant with the law and effectively create conditions in which the needs of students from all races and cultures may be met. Specific deliverables include consolidating work around these key topics:
 - Detailed factual basis of code and law - detail will be rooted in law and equity, justice, and truth.
 - Implementation - best practices for moving this work forward.
 - Development of an approach to measure results –suggestions for measuring effectiveness.

- **Implement clear communication channel:** a clear communication structure will allow district leaders to address concerns from their community and staff.
 - Effective communication platform - determine the best means of communication for leaders to interact with all stakeholders
 - Answering questions/comments - Tools will include best practices to manage questions and responses, including sample templates and FAQs.

POTENTIAL PROJECT STEPS FOR CONSULTANT

1. **Interview Metro Atlanta Equity Consortium Members** - to understand specific challenges and work underway
2. **Assess national landscape** - identify promising practices in other similar education ecosystems as metro Atlanta
3. **Analyze recent legislation and State BoE directives around equity and education-** review legislations and other directives in detail to understand which aspects are specifically enumerated in law.
4. **Regularly update with Metro Atlanta Equity Consortium** on progress. They will serve as steering committee while Learn4Life will serve as project managers.
5. **Generate communication and process materials** that offer a roadmap for district leaders and teachers to operate in the presence of these laws. This will include a communication toolkit of supports to address questions and feedback from stakeholders.

Proposals should include a brief cover letter, CV, and any supporting documents to info@l4lmetroatlanta.org. This position will remain open until filled.