Creating Equitable Bay Area Schools (CEBAS)
Scope of Work 2011-2012 for San Leandro Unified School District

To ensure our leadership has the "will and skill" to effectively accomplish racial equity in schools and eliminate the racial achievement gap. Professional development will focus on our lowest performing students, particularly our African American and Latino students.

Principal Leadership Goals: 3 full day sessions – 8:00-3:00
October 13, 2011, January 19, 2012, April 19, 2012

1. Define and develop their role as leaders for racial equity in their schools as strong and effective advocates for underserved students of color and their families.
2. Develop and practice skills for engaging, sustaining and deepening Courageous Conversations about the impact of race and racial disparities on student achievement.
3. Strengthen skills in classroom visits and providing timely and appropriate feedback to improve instruction
4. Provide practice on facilitation of parent empowerment
5. Impact on learning of our African American and Latino students.

All Leadership Team Goals: 3 afterschool sessions – 3:30-5:00
November 17, 2011, March 15, 2012, May 17, 2012

1. Examine policies and practices which serve as barriers preventing traditionally underserved students of color from achieving at high levels.
2. Implement greater access to equitable learning opportunities for students.
3. Deepen parent/family relationships and understanding of student access in the educational context.
4. Impact on learning of our African American and Latino students.

Cost: $11,635 from District Title II Professional Development Budget and GEAR UP Grant