

Person

Self-awareness around lenses and biases
How do my lenses influence my interpretation?

Role

Commitment to incorporating equity into the specific activities/tasks required of you
In what ways can equity be incorporated into my responsibilities? What authority do you have over embedding equity into the work you do?

System

Understand and acknowledge systemic inequities
What behaviors and decisions have caused inequities to exist and persist? How can you advocate for equity in your primary leadership role?

AIM

What are we trying to accomplish?

How will this project address disparities?



MEASURE

How will we know that the change is an improvement?

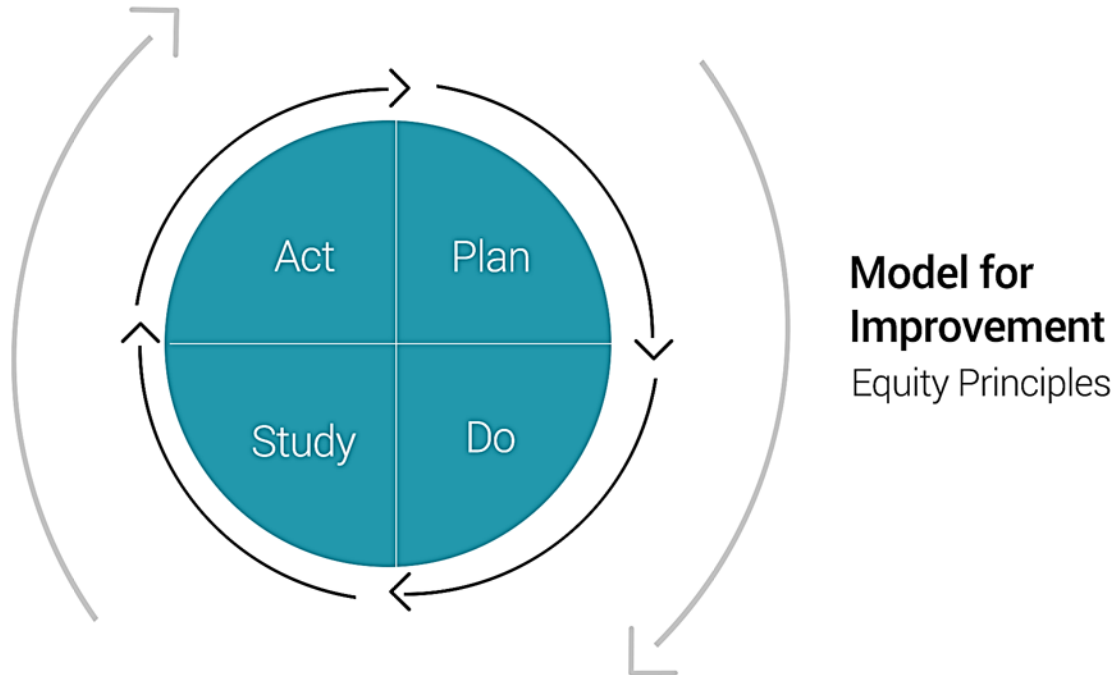
What mechanism is in place to capture the voice of the child/student?



CHANGE

What changes can we make that will result in improvement?

As you consider interventions, what would those most affected by the change say?



Plan: Who is involved in the planning? What would those most affected by the change say?

Do: When implementing out your plan, how will you meaningfully engage the people you are working for and with?

Study: Are there any unintended consequences for certain populations and/or communities? Are there strategies to mitigate any negative impacts?

Act: (Adopt) If implemented on a larger scale, what unique student factors do you need to consider? How will you adjust for additional student characteristics? (Adapt) What improvements can be made to further eliminate disparities? (Abandon) Is it possible that the change failed because cultural or racial factors were not considered?