

Equity in Education – Professional Learning Program

Case Study



The Client

- Broward County Public Schools (BCPS) in Florida
- Total Number of Students: 271,517
- Total Number of Teachers: 15,084

The Project

PCG partnered with BCPS, the sixth largest district in the U.S., to build leadership capacity for culturally and linguistically responsive schools and equity initiatives.

The Opportunity

In 2018, BCPS launched the Equity Liaison program to help teachers and school leaders across the district understand and examine the impact of race on student achievement and the role that racism plays in institutionalized racial disparities. BCPS sought an experienced partner to support this important initiative, and selected with Public Consulting Group (PCG) to design and deliver a robust, equity-focused Professional Learning Program.

The PCG Approach

To ensure BCPS educators and leaders received the tools needed to build and sustain culturally and linguistically responsive schools where all students can thrive, PCG employed a blended learning model that consisted of online courses, coaching support, and in-person workshops. Three hundred Equity Liaisons representing every school across the district—including public, private, and charter schools—participated in PCG’s learning program, featuring the online course *Courageous Conversations about Race* with Glenn Singleton.

Each Equity Liaison received a stipend from BCPS for their participation in the program, which involved follow-up work in their individual schools to drive districtwide equity initiatives to provide opportunities, access, and academic success for all students regardless of background. As a culmination of the program, Equity Liaisons developed comprehensive equity plans for their schools outlining the goals and benchmarks that will guide their work in this area from 2018-2019 and beyond.

The Result

From January through May 2018, all 300 BCPS Equity Liaisons engaged in PCG’s KDS online course *Courageous Conversations About Race*. Results and feedback from the Equity Liaisons has been extremely positive, including:

- 94%** 94% of participants successfully completed *Courageous Conversations About Race*
- 96%** 96% of participants rated the quality of the course’s content as either excellent or good
- 94%** 94% of participants rated the feedback and support received from the online coach as either 4 or 5 on a scale of 1-5
- 92%** 92% of participants indicated that they would be highly likely to recommend the course to a colleague
- 74** On a scale of -100 to 100, participants gave the course an excellent Net Promoter Score of 74 (almost unheard of)

“The resources are great! The many examples that have been highlighted have really helped with my awareness. Reading the responses of my peers have also helped me and exposed me to how other schools in Broward County deal with race.”

BCPS EQUITY LIAISON: MELVERN BOWE, TEACHER

BCPS Equity Liaison Program - Core KDS Course



Courageous Conversations About Race

Glenn E. Singleton

Key to PCG's partnership with BCPS and the success of the district's Equity Liaison Program was the online course, *Courageous Conversations About Race*, which was developed in partnership with Glenn Singleton, founder of Pacific Education Group (PEG). PEG is renowned for addressing systemic educational inequity by providing a framework, guidance, and support to K-12 systems and institutions of higher education focused on meeting the needs of under-served students of color.

In *Courageous Conversations About Race*, educators gain the knowledge and skills to understand and examine the impact of race on student achievement and the role that racism plays in institutionalized racial disparities. Educators learn a practical and accessible protocol that supports them in challenging their personal beliefs around race. By the end of this course, educators have the knowledge, skills, and practical strategies to engage in courageous conversations about race on a daily basis in both personal and professional contexts.

"The course introduced race and the impact of race in a sincere, transparent, and honest way, while giving the historical framework for reference. This added credibility and gave me a better understanding of my own racial relationship. The self-reflective component is also appreciated. These key reflections allowed me to think about earlier submissions, and encouraged me to continue to "evolve" (still evolving). The facilitator has been positive and encouraged our Courageous Conversations through questions in the discussion board. Lastly, the other participants have shown me how diverse our backgrounds are, yet how similar our positivity is."

BCPS EQUITY LIAISON: DR. SUZANNE CLARKE, ASD COACH & CURRICULUM SUPPORT

"It has really opened my eyes to discrimination, mindsets, and that we all need to continue working to eliminating these issues by having courageous conversations."

-BCPS EQUITY LIAISON: RITA RODRIGUEZ, AUTISM COACH

To learn more about PCG's equity work with BCPS, including our professional learning programs, contact us today at educatore@pcgus.com.

PCG's Equity Portfolio

In our nation's increasingly diverse schools and classrooms, it is essential for teachers to connect with their students and build a cultural and linguistic frame of reference that will foster the learning, engagement, and success of every child. PCG's Equity PD Program provides teachers and school leaders with critical knowledge to enrich their understanding of culture, recognize and address equity disparities, and support them in becoming culturally and linguistically responsive leaders and educators. Our equity portfolio reaches across a broad spectrum of topics, featuring authors recognized as experts in their fields, including professors from the USC Rossier School of Education. Further, our solutions systematically build district-wide capacity for meeting the needs of diverse learners, increasing educator cultural and linguistic competency and providing research-based, proven approaches to create equitable achievement opportunities for all students. Topics include: Cultural and linguistic competency; Strategies for English language learners; Academic language development; Classroom Management; and Differentiation for all learners.

KDS Online Courses

At the core of many of PCG's professional learning programs, including the work with BCPS, are KDS online courses with virtual coaching. KDS course content is focused, sustained, and collaborative. Each course provides 45 hours of high-impact instruction, practice, and coaching to effectively increase teacher knowledge and put application into practice. Learners complete each course over 12-14 weeks, during which they receive one-on-one online coaching designed to provide personalized feedback, enhance engagement with the materials, and support learners throughout the program.

The online courses include:

- High-quality videos of authentic classroom practices
- Interviews with leading education experts
- Resources to enhance instructional practices
- Learner reflections
- Feedback and discussions with coaches and peers
- Online toolkits and resources

Professional Learning Platform (PLP)

All PCG KDS courses are delivered using the PLP, an integrated online platform that extends learning and facilitates social collaboration to impact everyday practice in classrooms; enabling transformative professional development with fidelity across the district. PLP empowers educators to connect, share best practices, and learn from their colleagues, all while engaging with a "system of support" where focus is on growth rather than evaluation. Additionally, PLP provides on-demand access to curated and user contributed professional learning resources allowing teachers and staff to find reliable content and share it with peers across the district.