
DAC Workshop (March 22nd @ 7 pm)

“...emergent strategy, strategy for building complex patterns and systems of change through relatively small interactions, is to me—the potential scale of transformation that could come from movements intentionally practicing this adaptive, relational way of being, on our own and with others.” -[adrienne maree brown](#)

Workshop Description: Leading for equity requires strategic planning and goal setting. In this training, we will explore strategies for developing SMART goals for equity, inclusion, & belonging at HPS.

Workshop Title: Designing Strategic Goals for Anti-Racist Diversity, Equity, Inclusion, & Belonging

Workshop Agenda:

- Grounding Activity
- Invitations & Agreements
- Circle Practice
- Session Overview
- Segment 1: SMART Goals
- Segment 2: SMART Goals for ARDEIB
- Segment 3: Practice
- Closing

To prepare for the workshop please read the following:

[SMART Goals How to Guide by the University of California:](#) Provides a context of what SMART goals are and how to create them. You do not have to complete the activities at the end. We will do our own during the workshop.

[Sample Blueprint from NYU:](#) A 1-page overview of their suggested blueprint for equity work for NYC schools. This sample offers language to consider for designing our smart goals.

[UC Davis Goals for Equity:](#) Another example of goals for ARDEIB work at the university level. Useful for language when creating strategic goals for the district.

Last session we discussed the current district strategic plan:

Goal Area 1: To academically, socially, and emotionally prepare students for a successful future as active, contributing members of their community.

Goal Area 2: To provide a comprehensive and rigorous learning experiences to best prepare students for future success as lifelong learners.

Goal Area 3: To cultivate a positive and supportive culture so the students can continue to learn and grow.

Keep in mind: DAC Mission & Vision Statements

VISION

The Hawthorne Public Schools will ensure that diversity in all of its forms is respected and valued within the educational community by fostering and promoting an environment of inclusiveness where all students, staff, and families feel welcome while being their authentic selves.

MISSION

The Hawthorne Public Schools will **create an environment that provides opportunities to meet the entire population's diverse needs**, which will enhance student achievement both **academically and socially**. The Hawthorne Public Schools commits to promoting these principles and ideals to correct current and historical shortcomings and contribute directly to the quality of learning for all educational community members.

Updates:

- In progress: curriculum audit
- Focus Groups: confirming dates

Wellness tip for this month: Consider your morning routine. Is it working for you? If not, consider creating a morning routine that will start your day differently.

Resting Affirmation for this month: I will rest because I want to.

Living Affirmation for this month: I am human. I am not a machine. I will check in on my wellbeing and center my care.