



Communities of Practice Pilot: Success for All Learners Through Equity

The California Department of Education (CDE) and the California Adult Literacy Professional Development Project (CALPRO) are pleased to offer a regional Community of Practice (CoP) pilot on *Success for All Learners Through Equity*, to be held online and in Sacramento from 1 to 4 pm on March 17th and 31st, 2020. This module will introduce participants to research-based concepts related to increasing equity in education, and the application of these concepts to adult education.

What are the goals and objectives of the *Success for All Learners Through Equity* module?

The goal of this module is to support adult education staff at every level to achieve personal cultural competence and to create a culturally competent and equitable environment within each adult education agency.

Objectives:

- Identify implications of equity and inclusion;
- Define skills and actions of program managers, teachers and staff to ensure equity;
- Describe the concept of equity in the context of empowering students;
- View policies and procedures through an equity lens;
- Define the levels of cultural competence;
- Use data to identify instances of inequity in programs; and
- Identify at least one actionable step to increase equity in the classroom or front office.

Who is the intended audience?

This module is intended for all adult education staff including front office and support staff, instructional staff, and administrators. Every attempt has been made to make the readings and activities relevant to each of these groups. Ideally a program may send a team made up of an administrator, instructor or instructional leader, and a front office staff member. Although team participation is not required, agencies might consider whether team participation is feasible, as making program and instructional changes will rely on all three groups.

What are “Communities of Practice”?

Communities of Practice are groups of people who share a concern or a passion for something they do and strive to learn how to do it better as they interact regularly.¹ To provide opportunities for

¹ Etienne Wenger, *Communities of Practice: A Brief Introduction*. June 2006. <http://wenger-trayner.com/introduction-to-communities-of-practice/> (accessed March 2017).

California adult educators to interact regularly and to engage in sustained professional development, CALPRO is offering professional development in a Community of Practice format that includes online interaction along with two face-to-face sessions.

What is a pilot?

This Community of Practice is complete and ready for participants, but before offering it statewide, we are field-testing the content, design, and the online activities as a pilot. Throughout the pilot, participants will be asked for feedback. This feedback will be used to improve the delivery of future trainings

What are the benefits of participating in this CoP Pilot?

- More in-depth engagement with training content;
- Opportunity for “early adoption” of best practices;
- Opportunity to interact with fellow educators and the trained facilitator online and in-person to share practical experiences and problem solve;
- Collegial support for thinking about program and curriculum changes;
- Contribution to the development of an enriched statewide professional development experience for adult educators in California.

Participant Commitment and Expectations

1. Complete Online Activities

Participants must access pre-session, interim and post-session assignments. The online assignments are essential to the training, and participants must complete the assignments prior to attending the in-person sessions. The in-person sessions will not repeat information that participants have received online.

2. Attend Both In-Person Sessions

Dates: March 17 and 31, 2020

Hours: 1:00 p.m. to 4:00 p.m.

Location: CALPRO Offices

2151 River Plaza Drive, Suite 320
Sacramento, CA 95833

For a CoP to be effective, participants must commit to the following expectations:

All Participants

- Complete all online assignments before, between, and after the face-to-face meetings
- Attend both face-to-face meetings
- Provide collegial support and feedback to fellow training participants
- Be comfortable using the computer, internet, and e-mail. Technology use may include opening an internet browser, opening documents online, clicking to view videos, and typing text in a Web site. In-depth training on using the internet will not be provided.

NOTE: When you register for the CoP, you will automatically also be enrolled in a brief online, self-directed course on how to use the Moodle platform that will help you to better understand how to navigate the online portions of the CoP, if you are new to Moodle. Completion of the Moodle course is not required, but participants are encouraged to take advantage of what it has to offer.

APPLICATION INFORMATION

Eligibility: Staff from programs funded by the California Department of Education Adult Education Office through the Workforce Innovation and Opportunity Act (WIOA)-II are eligible to apply. When spaces are available, CALPRO will admit adult educators from non-WIOA funded agencies.

Cost: There is no registration fee to participate. All expenses for educators' release time, travel and meals are the responsibility of the agency/participants.

Certificates: Certificates of completion will be issued to those who complete all online activities on time and participate in both in-person sessions.

Apply: Submit your [online application here](http://bit.ly/CALPROpilot2020) or paste this link into your browser:
<http://bit.ly/CALPROpilot2020>.

The deadline for applications in Tuesday, February 18, 2020 at 5 pm.

Participants will be notified of acceptance by February 21, 2020.

Questions: For additional information, contact Marian Thacher, mthacher@air.org or 916-286-8810.