
Celebrating the Life and Legacy of Dr. Martin Luther King Jr.



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Director of Inclusive Excellence

The function of education is to teach one to think intensively and to think critically.
Intelligence plus character - that is the goal of true education.

~Dr. Martin Luther King, Jr.



Dr. King's Impact on CCSD

- The Moral Imperative
- Empowerment
- Affirmation
- Freedom
- Humanity
- Justice
- Rights
- Love
- Voice



The Office of Inclusive Excellence

Our Purpose

In the **Office of Inclusive Excellence**, we exist to fulfill a **greater cause**. We exist to disrupt and dismantle power structures that have historically limited opportunities for students of color and to ensure that every student receives an excellent education.

Our Why

Our WHY is bound in:

Our belief that EVERY student in CCSD **deserves excellence**.

Our charge to break boundaries AND shatter ceilings.

Our belief that we do not have a choice. Failure to do so is being complicit with racism.

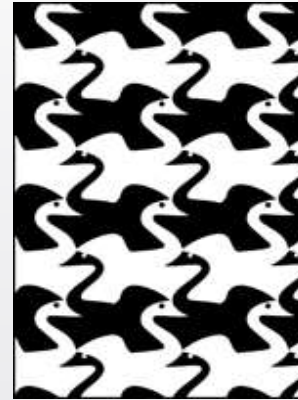
Our Charge

STUDENTS and parents, teachers, community members, administrators, staff members can be **affirmed** in who they are without dehumanizing others in the system, creating an environment where individuals are **valued** and **our authentic Identities/our authentic selves** (the essence of who we are) can exist in the learning environment.

All Means All



Inclusive
Excellence is . . .



Eliminating
Predictability Based on
Race



Equity



CCSD District Counseling

Office of Inclusive Excellence

Who comprises the OIE?



CCSD Office of Inclusive Excellence

In **CCSD**, we are a family of **phenomenal educators** who **aspire** to help our students thrive. Our **systems and structures** serve to lead the way to **academic excellence** for **all students**. Our **Office of Inclusive Excellence** leads the way in the adaptive work needed for our students to emerge as their **authentic selves, ready to change the world**.



PLCs



We are CCSD!

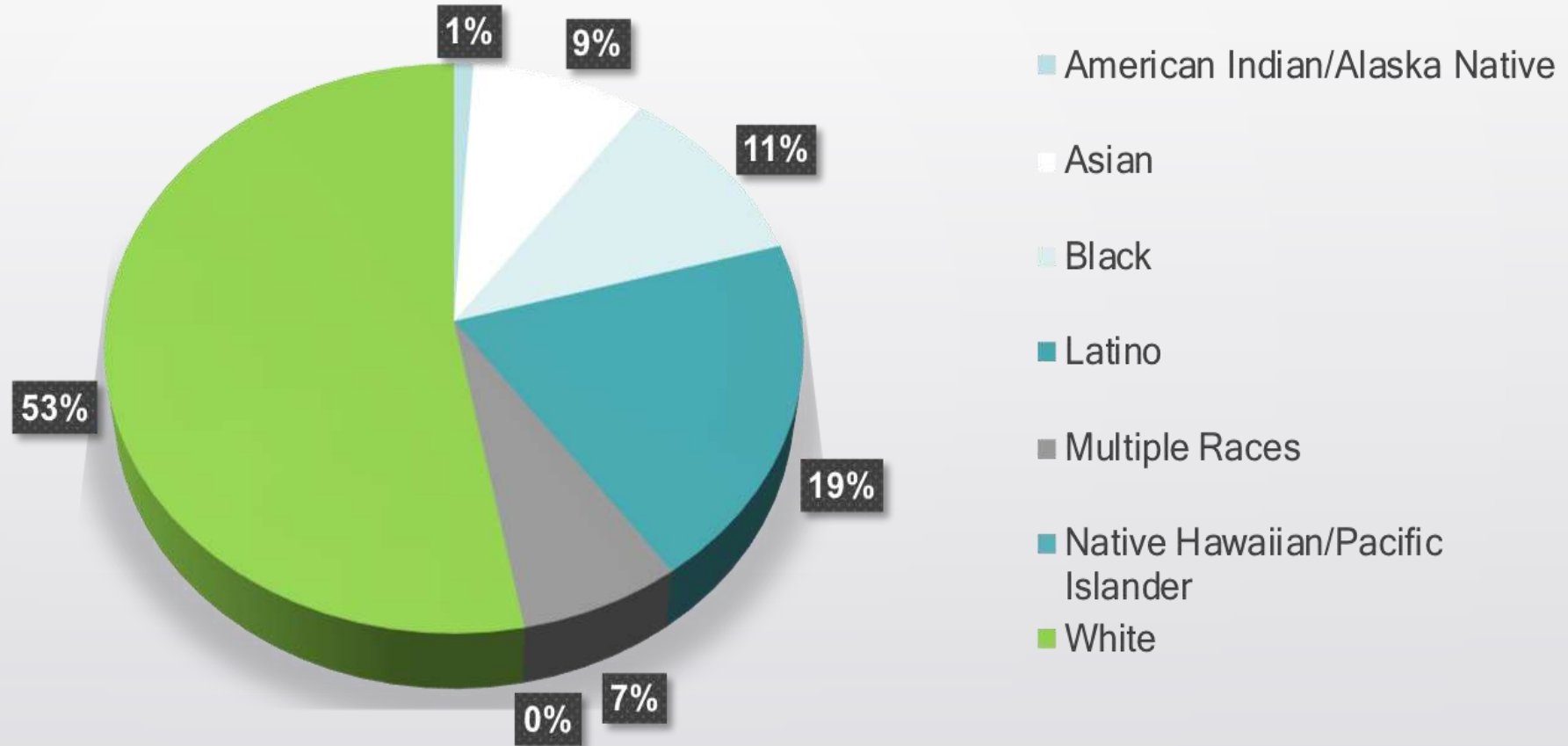


Planning with Equity and Pedagogy as the Design and Delivery Lens

All Means All

We serve **54,000 students** who hold a myriad of identities. We see our beauty. We recognize that we are wonderful because of our racial, cultural, linguistic, ethnic, and religious diversity!

Ethnic Distribution of Students





Systemic Framework for Inclusive Excellence

How does CCSD ensure Inclusive Excellence for all students? What is the framework that guides our behaviors and system-wide work?

Theory of Action for Equity Transformation



If we elevate our collective racial consciousness, drawing attention to historic racial inequities that have impeded inclusive excellence for all, then CCSD staff will identify, interrupt and dismantle systems that are rooted in whiteness and are detrimental to the futures of all.



CCAR Protocols

The tools we use to have healthy, productive conversations about race.

COURAGEOUS CONVERSATION ABOUT RACE PROTOCOL

Courageous Conversation protocol utilizes the four agreements, six conditions, and compass in order to engage, sustain, and deepen interracial dialogue about race.

THE COMPASS



THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a "working definition" for race
6. Examine the presence and role of "Whiteness."

THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

We are the hope and dream of Dr. King . . .

As educators, we are called to educate the youngest child, the middle child, the oldest child, the unexpected, later-in-life child, the wild child, the special child, the strong-willed child, the angelic child, the peculiar child, the intelligent child, the artistic child, the athletic child, the musical child, the out-of-control child, the perfectionistic child, and every child in between. The students of CCSD fall on all ends of the spectrum. The Office of Inclusive Excellence is compelled to labor tirelessly, alongside our community, to ensure that our 54,000 students' exceptional needs are addressed, validated and met.

