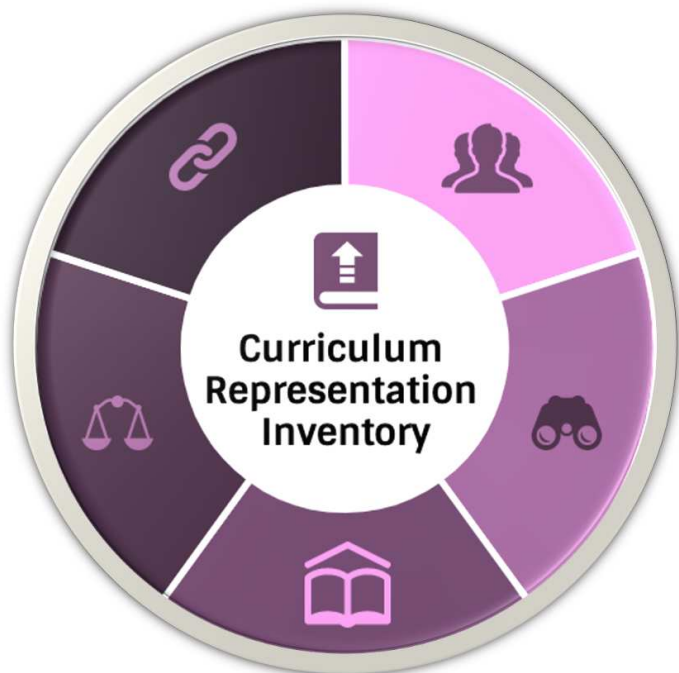


An overview of the

# Curriculum Representation Workshop Series



Provided:  
August 2021

Prepared By:  
Nicole Tucker-Smith,  
CEO

# Detailed Work Plan

## Our Approach to DEI Curriculum Consulting

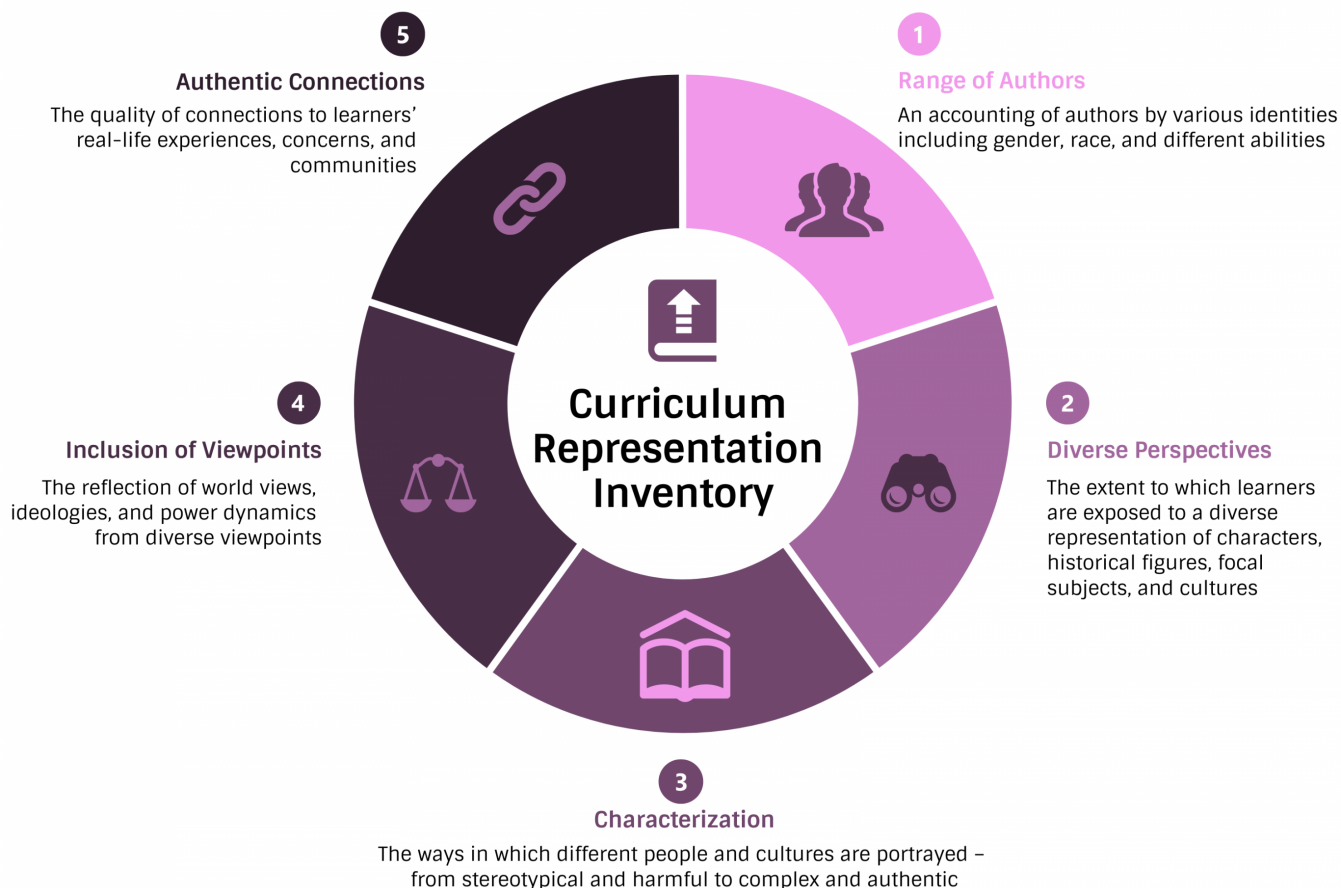
Lessoncast offers a robust, research-based Curriculum Representation Workshop Series to develop and build educators' capacity to design representative curriculum and cultivate cultural respect for diverse perspectives within the classroom. We bring together teams of educators to identify gaps, opportunities, and next steps for designing inclusive and equitable curricula and student learning experiences. We customize our methods and materials to fit your district's context and specific curriculum development and professional learning needs.

This series may be provided in-person or virtually, in a two-day academy experience or as a series of four two-hour workshops with differentiated asynchronous activities. Professional learning is guided by two session facilitators and a set of tools designed to provide a multifaceted review of existing curriculum, deepen educator reflection, and inform instructional practice. Session participants may include classroom teachers, media specialists, department chairs, administrators, C&I leaders, para-educators, teaching candidates / fellows, and school counselors.

The workshop series is informed by research on culturally responsive education and equitable curriculum and instructional practices. Our tools focus on five domains of curriculum representation: 1) range of authors, 2) diverse perspectives, 3) characterization, 4) inclusion of viewpoints, and 5) authentic connections. See graphic.

“ I used to feel overwhelmed about how to make my curriculum more inclusive. This series provided a terrific roadmap with bite-sized pieces.

~ Teacher Workshop Participant





## Follow-up Workshops

Participating educators may choose to attend one or all of the following workshops based on the goals from their action plan. These workshops are designed to provide additional guidance in supporting educators as they implement next steps.

### Journey Mapping

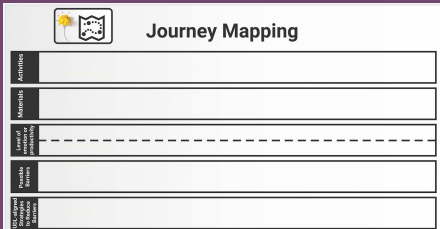
Participants explore a journey mapping process, which centers the student experience to consider learning outcomes from multiple perspectives. Participants plan a future journey mapping experience to gather feedback from students as part of the curriculum representation design process.

### Facilitating Student Discourse

Participants gain an understanding of various techniques, norms, and protocols to facilitate student discourse during lessons that attend to representation of diverse perspectives. Session includes strategies and resources for higher-level questioning.

### Unit Design

Participants identify key components to include when designing units that attend to representation of diverse perspectives in coursework. Participants apply a template to their course design. This template is customized to align to state standards.

A graphic titled "Journey Mapping" featuring a lightbulb icon. Below the title is a table with five rows, each with a label on the left and a corresponding input field. The labels are: "Activities", "Assessments", "Learning Objectives", "Standards", and "Resources". The "Assessments" row has a dashed line in its input field.

## Our Deliverables

- By employing the Curriculum Representation Inventory, participating educators will produce a **quantitative and qualitative review of current curriculum**.
- With guidance from expert Lessoncast facilitators, participating educators will develop an **action plan to restoratively design curriculum** in a manner that celebrates DEI and promotes the values of belongingness and cultural respect.
- C&I Leadership will adapt and customize **unit and lesson frameworks** that include diverse perspectives, authentic connections, and aligns to state student learning standards.
- Participating educators will access, practice, and adopt **concrete instructional strategies for facilitating student discourse**.
- Participating educators will produce **model units** that incorporate a range of authors, diverse perspectives, and authentic connections across content areas.
- Participating educators will adopt **processes for co-designing with students** to continuously improve and ensure authentic, equitable learning experiences.
- The district will gain an **extensive library of resources** to support ongoing professional growth in designing DEI curricula across content areas.

## Your Outcomes

- C&I administrators and Department Chairs will build their leadership capacity to support the review, development, implementation, and continuous improvement of DEI curricula and authentic student learning experiences.
- School leaders will access and employ instructional lookfors that align with expectations for effective teaching and cultivate a classroom and school culture that promotes a sense of belonging and celebration of diverse perspectives.
- Classroom teachers across content areas will increase competence and confidence in designing and implementing DEI curricula to improve student learning outcomes.
- Students will experience equitable instructional opportunities that promote higher-level thinking and incorporate diverse perspectives.
- Families will increase their sense of belonging and acceptance of people with differing ideas and practices.
- The district will implement a sustainable process, which includes robust tools and strategies, to ensure inclusive and equitable curricula across content areas.

# Consulting Experience

## About Lessoncast

Founded in 2012, Lessoncast is the premiere professional development firm for putting equity-related professional learning into classroom practice. Grounded in research and adult learning theory, the Lessoncast team helps school districts operationalize their plans for equity and inclusion. CEO and founder, Nicole Tucker-Smith, is a thought leader in equity-related professional learning and is author of "[The Illusion of Equity PD](#)," published in Educational Leadership (March 2021), and [Supercharge Your Professional Learning](#), published by CAST (February 2020). Tucker-Smith is also co-chair of the [UDL Rising to Equity initiative](#), which is focused on re-envisioning the Universal Design for Learning (UDL) Guidelines to better address barriers to equity.

For a decade, the Lessoncast team has provided high-quality, interactive professional learning services focused on designing and implementing inclusive, equitable learning experiences. Our professional learning experiences serve teachers, paraeducators, school and system leaders. We offer a range of flexible options including in-person workshops, synchronous and asynchronous remote/virtual PD sessions, resource libraries, and communities of practice. Previous consulting work includes systemwide implementation of DEI and UDL initiatives.

“ Nicole was dynamic and professional, starting the session with energy and setting norms and expectations early on. The information she delivered was clear, concise and relevant. Her visuals and instructional techniques are based on adult learning theory and they are interactive and engaging.

~ Director of Teaching & Learning

## Feedback from Curriculum Representation Workshop Participants

- “ I used to think that this work felt very overwhelming and polarizing, and now I feel much more capable, confident, and able to see the universal appeal of doing this work.
- “ I used to think that I had to overhaul class curriculum completely in order to incorporate meaningful DEI moments, but now I know that I can take it one step at a time. Keeping the 5 domains in mind will be very helpful in editing and elevating my courses.
- “ I used to think it was more difficult to incorporate multiple perspectives in some curriculum areas (i.e. STEM). Now, I realize through the domain model, that there is always something that can be adjusted to be more inclusive and thoughtful.
- “ I used to think changing my curriculum would be hard and now I think that with these steps and guides it's not as overwhelming. Also, what helps with that is to know that we are not "redesigning" the curriculum, but yet "restoring" it! Thinking of it that way brings so much more meaning to this work! Restoration of things takes effort and time, but in the end are beyond worth it!

## Words Used to Describe the Curriculum Representation Series

Helpful   Well done   Thought-provoking   Guided facilitation   Engaging presentation  
Sequential   Scaffolded   Model for good teaching   Well-organized   Excellent resources  
Thorough materials   Focus on mindfulness   Promotes growth mindset   Actionable   Feasible



# PROJECT TEAM MEMBERS

## Nicole Tucker-Smith - Project Lead & Session Facilitator



Nicole Tucker-Smith, founder and CEO of [Lessoncast](#), helps schools implement professional learning initiatives focused on inclusive teaching and equity best practice. Nicole co-authored [\*Supercharge Your Professional Learning: 40 Concrete Strategies to Improve Adult Learning\*](#) (CAST Publishing, February 2020) and leads the Supercharge Your PL Course Community, which provides practical how-to information for applying the UDL Guidelines to professional learning experiences. In addition, she wrote *Remote PD Zen*, available on [Amazon](#), [Apple Books](#), and [Google Play](#). She also leads the [Jumpstart PD Network](#), a community of educators to share ideas, spread resources, post tips, and dialogue on key areas of interest related to designing and delivering effective PD focused on inclusion and equity. Nicole's latest article, "[The Illusion of Equity PD](#)," is featured in the March 2021 issue of Education Leadership.

She has served as a teacher, supervisor of parent support services, principal, and systemwide coordinator of professional development and training for Baltimore County Public Schools. Nicole was also a program coordinator for Johns Hopkins University Center for Technology in Education and teaches as a faculty member for the JHU School of Education. Nicole is an international presenter on Universal Design for Learning, a member of the CAST National Faculty, co-chair of the [UDL Rising to Equity](#) initiative, and she provides her professional development expertise to support implementation of UDL in P12 and higher education learning environments.

## Marina Gillmore - Session Facilitator



Dr. Marina Gillmore has built her professional career around working with youth and teaching, training, researching, and writing about issues related to critical literacy, equity and access, social justice, belief and value exploration, and self-efficacy. She holds a doctorate in Leadership for Educational Justice and has conducted award-winning research on the experiences of underserved youth in urban environments. Marina co-founded and directed the Institute for Educational and Social Justice, an organization dedicated to advancing educational and social justice causes through writing, publishing, and educational outreach projects that built awareness and understanding of educational and social justice issues. Additionally, she is the co-founder of the SPARK Center for Professional and Personal Renewal, Inc., a non-profit organization dedicated to helping educators and other change agents balance lives of personal wellness and purpose with professional efficacy and effectiveness. Her educational consulting work in the areas of literacy and equity has taken her throughout the country, with a strong emphasis in serving linguistically and culturally diverse communities.

## LaMarr Shields - Student Panel Moderator



Dr. LaMarr Darnell Shields is an educator, author, and thought leader who has dedicated his life to inspiring others to pursue a higher, more meaningful purpose and achieve sustainable value for long-term success. As a former professor at the Johns Hopkins School of Education and founder of the PRAISE Academy for Boys currently housed at Johns Hopkins University, his extensive experience as a scholar-practitioner in the field of racial, ethnic, and academic identity among Black and Latino male youth, coupled with his depth of experience with fostering interconnectivity and deep engagement among educators, policymakers, parents, and other change agents, uniquely positions him as a leader in the field. As a member of the National Blue Ribbon Commission on Equity and Achievement, he brings with him an unparalleled level of enthusiasm and complexity to this collaborative work.

## Demonstration Video

For an overview of Lessoncast's Curriculum Representation Domains and a demo of the Curriculum Representation Inventory, view this [webinar recording](#) presented by Nicole Tucker-Smith and Marina Gillmore, Lessoncast facilitators.



## Timestamped Outline of Webinar

- 4:10 - Agenda, What to Expect, Introductions & Overview
- 16:51 - Reframing Curriculum, Mindfulness & Design
- 21:29 - Why Curriculum Representation Matters
- 29:34 - Curriculum Representation Inventory
- 49:12 - Action Planning for Restorative Curriculum Design
- 49:58 - Supporting Ongoing Professional Growth

Questions?  
Contact Nicole Tucker-Smith  
[nicole@lessoncast.com](mailto:nicole@lessoncast.com)

Lessoncast proposal for ---