

An overview of the

Curriculum Representation Workshop Series



Vendor: Lessoncast Learning LLC

Established: 2012

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Detailed Work Plan

Our Approach to DEI Curriculum Consulting

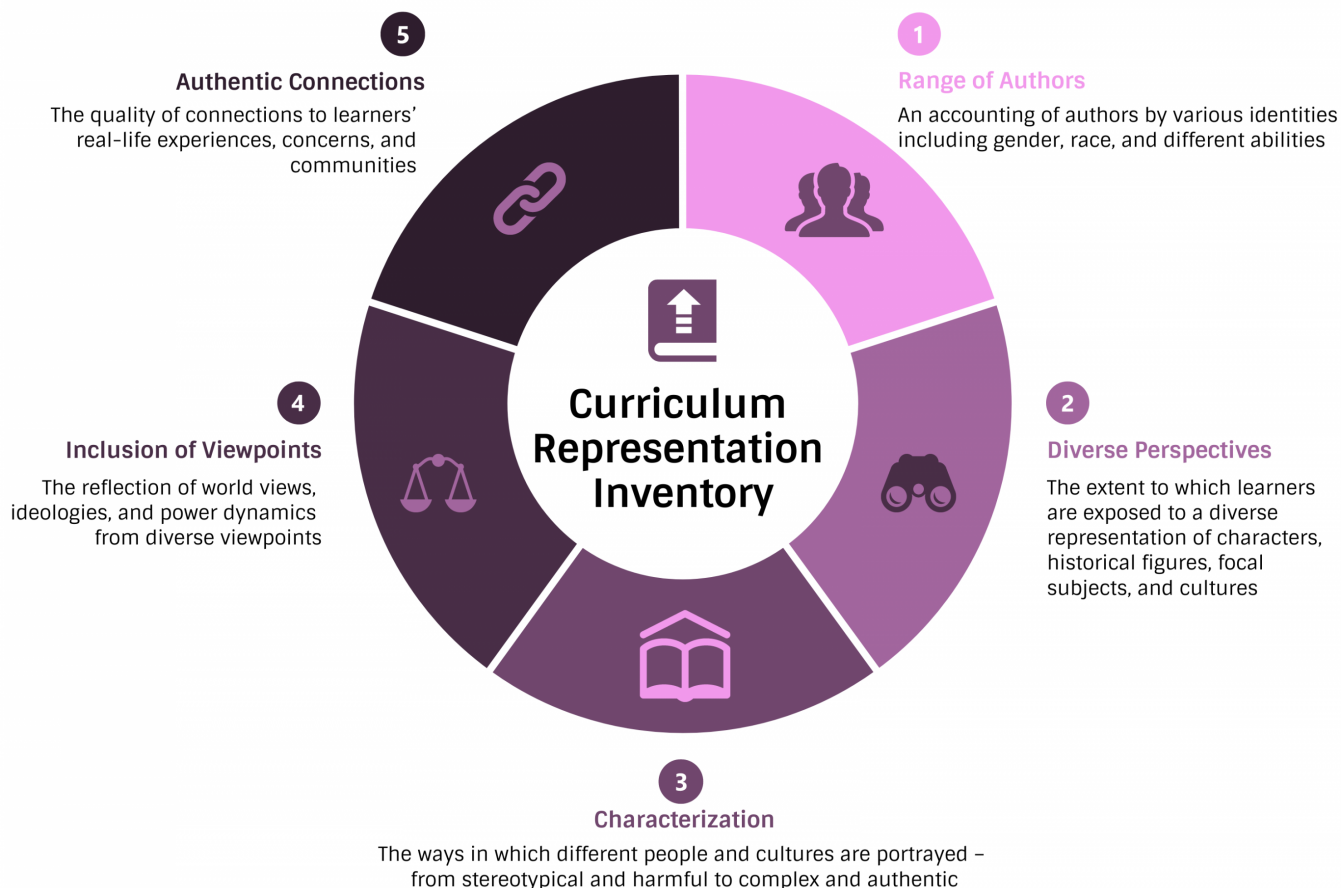
Lessoncast offers a robust, research-based Curriculum Representation Workshop Series to develop and build educators' capacity to design representative curriculum and cultivate cultural respect for diverse perspectives within the classroom. We bring together teams of educators to identify gaps, opportunities, 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.

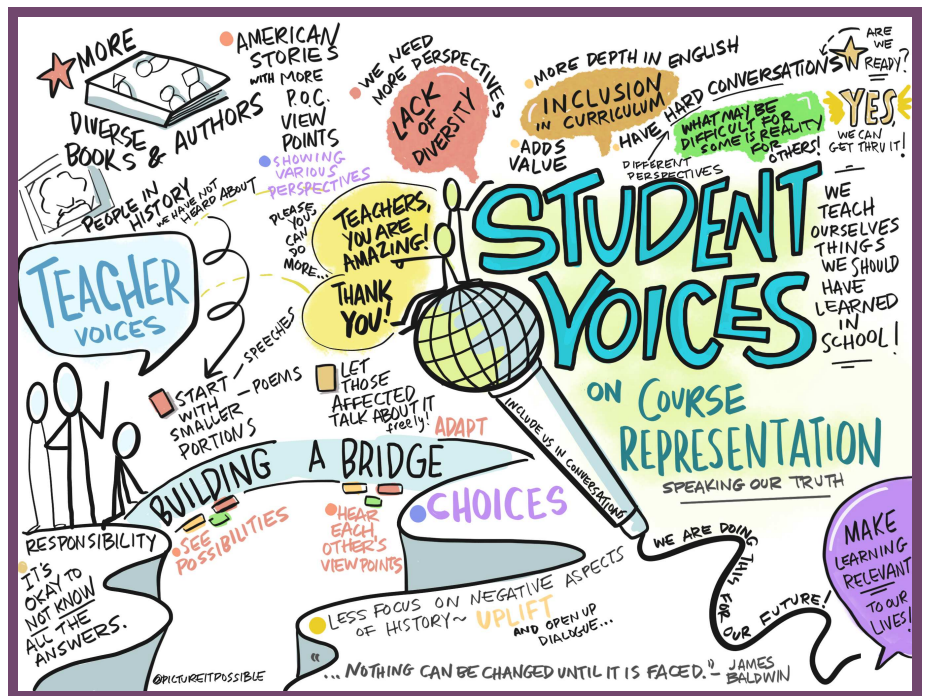
~ Teacher Workshop Participant



The Curriculum Representation Workshop Series

Student Panel (Optional)

Your district may opt to kick off this professional learning series with a student panel. The student panel is held virtually via Zoom and moderated by Lessoncast facilitators. Six to ten students, typically ranging from 8th to 12th grade, respond to questions to share their experiences with the current curriculum. Questions may be submitted by educators in advance or during the panel via the Q&A feature. The educator attendees may also share supportive comments in the chat. This student panel often serves as a catalyst and helps to clarify for educators why this work is important for their students. See the following visual representation of some of the student comments from a curriculum panel.



“ We don’t expect teachers to have all the answers.

“ I wish we would stop calling them ‘tough’ conversations. For some of us, these are our lived experiences.

“ Learning about history doesn’t always have to focus on the negative.

~ Student Panelists

Professional Learning Content

Part I: Developing a Lens to Constructively Examine Curriculum

Lessoncast facilitators work with participants to develop their lens to look constructively at curriculum and deepen their ability to ask questions about the inclusion of diverse perspectives. Participants explore the role of mindfulness in minimizing bias in curriculum and reflect on their individual identities. Then we build understanding of the five Curriculum Representation Domains: Range of Authors, Diverse Perspectives, Characterization, Inclusion of Viewpoints, and Authentic Connections.

Part II: Applying the Curriculum Representation Inventory

Participants consider how the five domains of the Curriculum Representation Inventory show up in their specific content area(s) and curriculum. With guidance from Lessoncast facilitators, participants use the Curriculum Representation Inventory to examining their curriculum and note opportunity areas. Each participant accesses a full set of materials with domain rationale, scoring tools, and reflection questions.

Part III: Findings Discussion

Participants bring their inventory findings and reflections from the Curriculum Representation Inventory. Through a guided process, participants identify gaps and opportunities for designing a more inclusive, representative curriculum. Professional learning includes how to use the Curriculum Representation Inventory materials as rubrics for future curriculum evaluation.

Part IV: Reflecting to Inform Action

Lessoncast facilitators guide participants in crafting a collective commitment and vision statement. Together we define equity in curriculum as “the agency to pursue options that align with aspirations” and explore what that looks like in their context. They set goals informed by findings and guided by professional learning. By the end of the session, participants establish an action plan with immediate next steps for implementation.

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

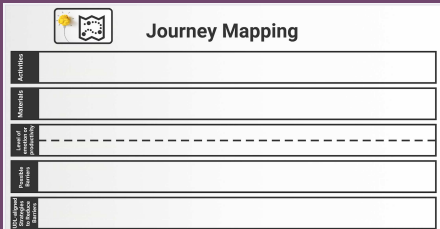
Participants explore a journey mapping process, which centers the student experience to consider learning outcomes from multiple perspectives. Participants plan a future journey mapping experience to gather feedback from students as part of the curriculum representation design process.

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. It contains a table with four rows and two columns. The first column lists "Activities", "Assessments", "Learning Objectives", and "Standards". The second column is a large empty space for notes. The "Assessments" row has a dashed line across the middle of its cell.

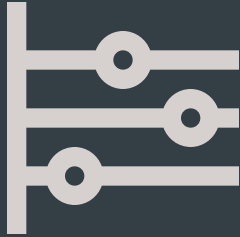
Our Deliverables

- 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.

SAMPLE TIMELINE



Project Tasks	Timeframe
Work with C&I & Dept chairs to build capacity & establish leadership's understanding of five domains for designing & lookfors for implementing DEI curricula	Sept. - Dec. 2021
Conduct school-based Curriculum Representation PD in cohorts: Each elementary school participates as a cohort. Middle and high school educators attend either the Humanities or STEM cohorts. Total of 10 cohorts.	Jan. - June 2022
Offer Follow-Up Workshops for Educators	March - July 2022
New Teacher and Mentor PD	July / Aug 2022
Lessoncast facilitators conduct Curriculum Representation classroom walkthroughs & offer feedback & recommendations	Sept. - Oct. 2022

Estimated Costs

sessions include 2 facilitators unless otherwise specified. Costs do not include travel expenses for in-person sessions.

Item	Rate	Quantity	Amount
Curriculum Representation Workshop Series - Teams of teachers in cohorts meet with Lessoncast facilitators to identify gaps, opportunities, & next steps for designing inclusive & representative learning experiences. Cost includes 12 hrs of PD & license to Curriculum Representation Inventory & materials.	\$12,000 / cohort	___ cohorts	-----
Follow-up 3-hour sessions offered virtually for up to 500 participants per session	\$4,000 / session	----	-----
C&I & Department Chair Leadership sessions	\$12,000 / cohort	___ cohorts	-----
New Teacher and Mentor PD	\$6,000 / day	_ day	-----
Curriculum Representation classroom walkthroughs at each school, feedback & recommendations	\$10,000	---	-----
Optional Student Panel	\$3,000	1	-----
Additional consulting hours as needed	\$250/hr	TBD	---

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



Collaboration Philosophy

Lessoncast believes in partnering with districts to provide collaborative solutions that understand your local context, meet your community's unique needs, and create lasting change for all students, families, teachers, and leaders. We'll help you think about your most pressing DEI issues in a whole new way, bringing a fresh perspective to long-standing challenges and helping you envision - and achieve - transformational improvement that will be sustainable over the long term.

Our objective is to provide research-based strategies, tools, resources, and coaching to school systems that are committed to taking meaningful action towards fulfilling its mission to educate and prepare each student for college, career, and life.

Our expertise is bringing research-based professional learning into classroom practice. This approach involves providing professional growth opportunities at multiple levels from classroom educators to district-level leaders. We have extensive experience working collaboratively within complex systems to create large-scale transformation that is sustainable.

We connect theory and relevant research to support doable changes in classroom practice. We apply a Universal Design for Learning (UDL) philosophy to professional learning and recognize variability among adult learners, so that each practitioner accesses the support they need for their specific context. We believe that barriers exist in environments and systems and not in people or cultures. This mindset allows us to co-design DEI initiatives with districts in a manner that is focused on local strengths and needs, invitational and not invasive, reflective and practical. This intentional approach helps the district achieve the results it envisioned for its community along with creating a future-proof plan for sustainability and optimization of the work.

Previous and Current Clients Include:

- Grossmont Union HSD
- Ontario-Montclair SD
- Baltimore City Public Schools
- Phoenix Union School District
- Redlands USD
- Palm Springs USD
- Placer County Office of Ed
- The Bryn Mawr School
- Morgan State University
- St. Lucie Public Schools
- Penn. Training & Technical Assist. Network
- Nevada County Superintendent of Schools
- Lake Elsinore USD
- St. Louis Special School District
- El Monte School District
- West San Gabriel Valley SELPA
- Bowie State University
- University of New Hampshire

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.

Additional Qualifications

Lessoncast's application of the neuroscience relevant to DEI work and our experience in working with school districts across the country uniquely positions our team to offer expert facilitation that leads to lasting impact. Team lead Nicole Tucker-Smith recently published an article, "[The Illusion of Equity PD](#)," in Educational Leadership. This article explains what is required to design and implement DEI professional learning initiatives that actually work to change practices and outcomes. Tucker-Smith is an internationally recognized author and speaker on designing and delivering equity-related professional development that is digestible for educators and leads to concrete results for students.

Advantages

The lead Lessoncast facilitator, Nicole Tucker-Smith, has previously presented Universal Design for Learning (UDL) for Eanes ISD educators. Presenting as a contractor for CAST, Tucker-Smith received favorable evaluation feedback. Tucker-Smith is also currently serving as the co-chair for [UDL Rising to Equity](#), an initiative to re-envision the UDL Guidelines to better serve to address barriers to equity.

Lessoncast facilitators bring a wealth of experience and are in a unique position to make connections between DEI practices and UDL, so that participating educators see that neither equity nor UDL is "another thing to do" but rather a research-based shift to inform the work they are already doing.

References

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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
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Lessoncast proposal for ---