



Equity Mini-Challenge from the Wisconsin Instructional Coaching Collaborative

Instructional coaching to promote equitable practices in literacy and mathematics

Visit <https://dpi.wi.gov/literacy-mathematics/instructionalcoach/pl/coaching-for-equity> to learn more about equity mini-challenges.

Commitments for Dialogue about Equity: Four Agreements



Can we commit to...

Goals:

- Understand four agreements to be applied during dialogue about equity
- Reflect on how these agreements apply to you, particularly in conversations about race

<p>Staying Engaged</p> <p>*Listening fully with our ears, eyes and heart *Monitor your distractions</p>	<p>Speak Your Truth</p> <p>* Without blame and judgement * All voices and perspectives are welcome and honored</p>
<p>Expect/Accept Non-Closure</p> <p>* Be open to the experience and each other * Building relationships and equity/social justice work takes time</p>	<p>Experience Discomfort</p> <p>* Notice moments of discomfort and stay curious * We recognize that this is challenging work</p>

Materials:

[Norms and Commitments - Four Agreements](#)

Introduction:

The Four Agreements (adapted by the Wisconsin RtI Center from the National Equity Project and Pacific Education Group) support us in talking about things - such as race - that we have been conditioned to not talk about.

Establishing a shared understanding, reviewing, regularly applying, and reflecting on use of the agreements is the foundation of a productive, healthy professional learning environment focused on educational equity.

Connection to Wisconsin’s Model for Culturally Responsive Practices: This mini-challenge supports all of the key considerations within Wisconsin’s Model for Culturally Responsive Practice by serving as a foundation for every conversation about equity. The Four Agreements make work the work of will, fill, and skill possible and productive.

Directions:

1. Read the [Four Agreements](#).
2. During and after reading, consider:
 - What do each of these agreements mean to you? How would you explain each?
 - Which agreement is most comfortable for you? Why?
 - Which agreement is least comfortable for you? Why?
3. Share your reflections in one or more of the following ways:
 - Discuss face-to-face with colleagues
 - Engage in an online discussion in the [Google+ community for instructional coaches](#)

Additional Learning:

- [Reflection questions](#) about application of the Four Agreements to conversations about race
- [Susan R. Adams's reflection](#) on applying the Four Agreements
- [Community agreements](#) from the National Equity Project

Visit the Wisconsin Instructional Coaching Collaborative: <https://dpi.wi.gov/literacy-mathematics/instructionalcoach>

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