**Educators of Color Leadership Community**

Supporting the leadership, retention and growth of PSESD teachers of color

**Program Assurances**

2021-2022 academic year

**For this document to be considered complete:**

1. The commitments outlined in the Assurances page must be read, agreed upon, and signed by the ECLC participant and their principal/supporting administrator.
2. In Fall 2021, the participant will collaborate with their school principal (or supporting administrator) to discuss how the schools’ participation in ECLC will result in a commitment to supporting the retention of educators of color.
3. The participant, and the school principal/supporting administrator will meet to revisit the educator of color retention plan and activities throughout the 2021-2022 school year in supporting implementation of the Road Map Regional Equity Plan or the District’s Equity goals related to workforce diversity.
4. The Assurances page must be uploaded with the ECLC Intake and Principal/administrator Commitment form by **October 7, 2021.**

A teacher participant in the ECLC will attend a minimum of four regional convenings during the 2021-2022 school year, to participate in culturally relevant coaching, mentoring, leadership or other professional development related to the retention of teachers of color. The dates of the meetings are as follows:

**ORIENTATION** for **new** ECLC members and administrators:

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Orientation will be held virtually. Links will be sent to you after you [register for a session](https://docs.google.com/forms/d/e/1FAIpQLScQbgzBbR0PAJDTjBNgB5qlbf2QaLLk7DTSAtDuuLiLpQY42g/viewform?usp=sf_link).

* Oct. 6 3-4 pm
* Oct. 13 3-4 pm
* Oct. 20 3-4 pm
* Oct 27 2:30-3:30 pm

**2021-2022 ECLC Sessions are currently planned to be virtual via Zoom. As circumstances and health and safety guidelines allow, we will shift to in person meetings.**

**Principals and supervisors of ECLC participants: signing this Assurances form means that you will support your participant in taking the time to engage fully in the professional learning opportunities provided during ECLC.**

**NOTE ON SUBSTITUTE SHORTAGE: PSESD understands that there is an unprecedented substitute shortage impacting professional learning for certificated teachers and paraprofessionals. We also understand that Educator of Color retention efforts that take place after school or in addition to contract hours add to our educators’ workload and are not systemically accessible to our educators who are most impacted by the factors leading to attrition and burnout—our Educators of Color.**

**If your district cannot support substitute time for your educators to participate in ECLC, please consider these options:**

* **In-building coverage during ECLC sessions (usually 90 minutes long)**
* **The “ECLC In Your District” option: contact Eileen Yoshina to arrange for district-specific ECLC sessions co-facilitated by current ECLC members and scheduled at a time that works for your district’s participants (ie, during district PD days, or during contracted PD hours)**
	+ **Contact Eileen Yoshina for more information eyoshina@psesd.org**

ECLC 2021-2022 Virtual sessions will include topics of interest, speakers, and affinity groups by racial/ethnic identity and role.

Multiple sessions scheduled over two days. Attend as you have time/interest.

* Session 1:  11/3/21 and 11/5/21
* Session 2: 1/12/22 and 1/14/22
* Session 3: 3/23/22 and 3/26/22
* Session 4: 6/8/22 and 6/10/22

The goal of this program is to provide support that is intentionally designed to meet the unique needs of teachers of color. District administration and/or principals are important partners in this work! Principals/supervisors are required to attend an orientation session that will acquaint them with the goals of the program and with professional learning on supporting educators of color. Principals/admin will also be required to attend the final ECLC meeting to learn from their ECLC participant about the ongoing support they will need in order to sustain themselves as an educator of color.

Additionally, professional learning will be offered for principals and administrators to strengthen their capacity to support educators of color. Contact Eileen Yoshina at eyoshina@psesd.org to learn more.

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| **Teacher Participant Information** |  |
| **Participant’s Full Name:**Click here to enter text. | **Principal/Administrator Full Name:**Click here to enter text |
| **School:**Click here to enter text. | **Grade level or subject:**Click here to enter text. |
| **District:**Click here to enter text. | **Participant’s Email:**Click here to enter text. |
| **School Principal/Administrator Contact Information** |
|  **Administrator Email:**Click here to enter text. |  **Administrator Phone Number:** |
|  |  |
| **ECLC Participant Commitments** |
| * Professional Learning Convenings:
	+ Attend and participate in a minimum of four ECLC sessions
	+ Attend an orientation

Note: Travel and substitute costs associated with all ECLC participants will need to be financially supported by the school district.* Submit: 1) completed [ECLC Teacher intake form](https://docs.google.com/forms/d/e/1FAIpQLSd3nrLB_N8jCrUBYtNKvlXpr4OFI2qfOvI6WULc00sZXUt2WA/viewform?usp=sf_link) 2) completed [ECLC Principal intake form](https://docs.google.com/forms/d/e/1FAIpQLSeZaIK74u5lbqJwXjOCA4h0l8mmDZsEkPTUFFAV93B-6HOHQQ/viewform?usp=sf_link) and 3) signed Assurances page.
* In Fall 2021, collaborate with the school principal to analyze how school climate supports educator of color retention, and co-create personal goals for improvement.
* Implement learning from the ECLC within your own educational practice.
* After each ECLC Session, meet with your supporting administrator to *revisit* and *update* the plan for creating a school climate that allows educators of color to thrive.
* Collaborate with PSESD and other ECLC members to share practices that support and retain teachers of color.
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| **Administrator Commitments** |
| * The ECLC participant **and** their principal or supporting administrator must collaboratively review and sign the Assurances page.
* The participant’s principal or supporting administrator must attend an [orientation session](https://docs.google.com/forms/d/e/1FAIpQLScQbgzBbR0PAJDTjBNgB5qlbf2QaLLk7DTSAtDuuLiLpQY42g/viewform?usp=sf_link) to learn about the goals of the program and best practices for teacher of color retention. The supporting administrator must also attend the final ECLC session. TBD.
* In Fall 2021, collaborate with the school principal to analyze how school climate supports educator of color retention, and co-create personal goals for improvement.
* Schedule regular check-ins to collaboratively evaluate progress on school climate and equity goals.
* **Support the travel and substitute costs** for the ECLC Participant to attend and participate in a minimum of four professional learning convenings.
* Ensure structures within the school/district to enable the ECLC participant to share learnings with other educators after the ECLC sessions as appropriate.
* If there is a change in the principal of the teacher’s work assignment between the time of acceptance and the next school year, the Assurances’ page will need to be signed by the new administrator prior to September 30th of the following school year to ensure continued participation.
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| **School Endorsement** |
| I acknowledge that this educator submits this intake form with my approval and full support. I will endorse the School Plan and I will financially support and release this educator for a minimum of four days of professional learning to support this work. I agree to the above listed commitments. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **SIGNATURE OF ADMINISTRATOR DATE**  |
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| **ECLC Participant** |
| I acknowledge that, as a 2021-2022 ECLC participant, I am agreeing to attend all identified days of professional learning convenings to support this work. I agree to the above listed commitments. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **SIGNATURE OF ECLC PARTICIPANT DATE**  |
|  **District Commitment (optional)** |
| I acknowledge that this ECLC Participant submits this intake form with the approval and full support of the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (School District). I agree to support the above listed commitments. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_DISTRICT ADMINISTRATOR DATE |
| **Information and Photo Release** |
| I hereby give my permission that all of the attached materials, materials generated as a result of this application, photos or video taken of me as a result of my participation in the ECLC program may be used to promote the ECLC.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**SIGNATURE OF ECLC Participant DATE** |