



Leading for Equity Proposal Miami Head Start

OVERVIEW

The University of Florida Lastinger Center is an education innovation hub that blends cutting-edge academic research and practice to transform education. We create equitable educational systems where every child and educator, regardless of circumstances, experiences high-quality learning every day to support children's achievement of critical milestones that are predictive of success in school and life. In conversations with leadership from Miami Head Start, the Lastinger Center has received the following expressed priorities, which will guide the work ahead together:

- Respond to program directors' request to receive support in addressing racial equity
- Host a kickoff event to begin working on racial equity with directors
- Increase the engagement and participation of program directors in monthly meetings by implementing a Community of Practice (CoP) format
- Build the capacity of the directors to lead for equity within their programs using the CoP format
- Integrate a reflective and celebratory culminating event into the Miami Head Start summer 2022 conference

THE LEADING FOR EQUITY INITIATIVE

The UF Lastinger Center proposes two targeted strategies in order to meet the expressed priorities and launch the Miami Head Start Leading for Equity Initiative: *network wide reach* and *sustained capacity building*. This set of professional development strategies will enhance and grow the director's capacity to lead for equity within their programs and across each of the classrooms they support. Details regarding the activities for each strategy are as follows:

Network-wide Reach

In order to provide a wide reach across the Miami Head Start network and begin to build a foundational culture of leading for equity, a half-day kickoff event will be held for up to 100 directors, management and grantee staff. Within this session foundational knowledge and skill building related to leading for equity will be introduced. Three Lastinger facilitators will partner with two facilitators from Miami Head Start to support

www.LastingerCenter.com

[Lastinger@coe.ufl.edu](mailto>Lastinger@coe.ufl.edu)

(352) 273-4103

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the group. Community of Practice protocols will support the review and discussion of the group as they engage with equity focused texts and reflective prompts.

Sustained Capacity Building

To deepen the learning and further build capacity within the Miami Head Start network, a cohort of 25 directors will be identified to engage with 2 Lastinger facilitators and 2 Miami Head Start facilitators as a Community of Practice (CoP). The CoP will convene for five-two-hour CoP sessions before August 2022, continuing their engagement with leading for equity content through the use of protocols and reflective activities. A design committee, made up of the 2 Lastinger facilitators and 2 Miami Head Start facilitators who will be convened prior to the start of the CoPs to identify and set the key objectives and outcomes for the CoP series.

Extended support will be made available to the 25 directors participating in the CoP through the offering of up to 10 office hours across the duration of the CoP. These office hours will help to support the participating directors in preparing for the culminating capacity building event which will be held at the Miami Head Start conference in August 2022.

As a final capacity building support, three Lastinger facilitators with the support of two Miami Head Start facilitators will design and deliver a three-hour culminating session for all 25 original CoP participants held during the Miami Heads Start August 2022 preservice conference. The session design will include both reflective opportunities, to anchor and sustain the learning from the CoPs, as well as opportunities for the participants to 'make their practice public,' sharing artifacts from their learning and evidence of practice changes as a result of the CoP engagement. Time will also be dedicated within the design to identify additional next level learning and practice change opportunities. The original design committee will be convened once again by Lastinger facilitators to debrief the sustained capacity building activities and identify next actions to take.

Together, the initial kickoff meeting and the sustained capacity building provided to the Miami Head Start director network will build a firm foundation of curiosity, commitment and conscious action regarding equity focused leadership and will offer an opportunity

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to identify and illustrate the path forward for continued growth and practice change at the classroom level.

| What | Details | When |
|--|--|------------------------|
| Leading for Equity Kick Off Event | <ul style="list-style-type: none"> • Up to 100 center directors split into two cohorts • 3 hours per cohort (AM and PM session) • Face to face • Three UF certified facilitators | Winter 2021 |
| Leading for Equity Community of Practice | <ul style="list-style-type: none"> • Up to 25 center directors • 5 two-hour sessions • Face to face and/or virtual • Two UF certified facilitators | January 2022-July 2022 |
| Office Hours | <ul style="list-style-type: none"> • 5 months of office hours • 2 hours per month • Virtual • UF certified facilitator support | January 2022-July 2022 |
| Culminating Event | <ul style="list-style-type: none"> • 3-hour culminating event to take place during pre-service • Face to Face • Three UF certified facilitators | Summer 2022 |
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