

Massachusetts Department of Elementary and Secondary Education (DESE)
RETHINKING DISCIPLINE INITIATIVE
PHASE II, COHORT I – Professional Development

As part of DESE’s [2023-2024 Rethinking Discipline Initiative](#), [The Equity Imperative](#) will facilitate a learning series to help guide school-based practitioners and leaders in the process of reflection as they work to design change within schools and districts. The learning series, coupled with a reflection resource, will assist practitioners as they create an action plan that outlines the steps they intend to take during the 2024-2025 school year (SY25).

These sessions are designed for leaders and staff from schools and districts identified in late January 2024 who will be participating in the Rethinking Discipline Initiative’s first Phase Two, two-year cohort. Other schools and districts with preliminary identifications in SY23 or SY24 are also encouraged to participate. Additional interested schools and districts may also request to participate, space permitting.

This series will include four 90-minute learning sessions, all held from 8:30am-10:00am EST.

The first three sessions will be organized according to The Equity Imperative’s theory of action, and aligned with the practices summarized for each:

1. ILLUMINATE: February 8, 2024

In **session one** we will support practitioners to illuminate and name an equity challenge that is connected to a specific area of work (that directly or indirectly impacts student experiences and adult discipline practices);

2. INDICATE: March 7, 2024

In **session two**, we will equip practitioners with the ability to indicate the structural causes of that equity challenge, with special attention to the areas within the locus of control; and,

3. NAVIGATE: April 4, 2024

In **session three**, we will engage participants with the principles of improvement science and demonstrate how to design a solution where the impact is measurable and focused on addressing the illuminated challenge.

May 30, 2024:

Session four will extend the discussion related to navigating change. We will support practitioners in strategic thinking to ensure their designed solution is sustainable, sharing best practices to engage families, students, or other strategic partners.