

2022-2023 - Professional Learning Plan - Equity and Diversity							
BIEP Priority: Focus	Initiative	Details	Grade(s)	# of Schools	# Teachers/ School	# Days/Teacher	Monitoring
Human Rights and Equity	Anti-Racism and Anti-Oppression Professional Development	General presentation provided in October/November to the system to provide a foundation for equity work throughout the year	K-12	200	1	0	Equity walk follow ups (anecdotal)
Human Rights and Equity	ARAO Monograph Professional Development	Multi-session professional development building teachers' capacity to apply anti-racist and anti-oppressive practices to ensure equitable access to learning for all students	K-12	200	1	0	Supervisory Officer Indigenous Education, Equity, Diversity and Community Relations; Equity Coordinator; Survey Feedback
Human Rights and Equity	TCDSB Equity Book Club	Small group literature circles discussing equity-specific topics to increase teacher awareness of issues affecting students achievement	K-12	20	1	0	Book Club leaders: observation and feedback
Human Rights and Equity	Heritage Months	PD provided throughout the year focused on increasing knowledge and awareness of various cultures to serve student achievement and set students up for success	K-12	200	1	0	Number of attendees, survey feedback
Human Rights and Equity	Equity Champion Hub Days	From December to end of year: Developing educators' ability to support one another and deepen understanding of equity strategies, core knowledge, critical spaces, and changemaking tools	K-12	200	1	0	Number of attendees, survey feedback, ongoing dialogue with educators
Human Rights and Equity	Workshop: Starting and Supporting Affinity Groups (BSAs, GSAs)	Practical and concrete guidance to assist educators in developing affinity groups to support student belonging and remove barriers to equitable access	K-12	200	1	0	Number of system-wide affinity groups this year (especially BSAs and GSAs); ongoing communication with schools
Human Rights and Equity	Framework for Creating Culturally Safe and Inclusive School Climates	PD provided to educators to help foster systems-level change towards a positive school climate that proactively prevents biased and non-biased bullying	K-12	200	1	0	Survey feedback; ongoing monitoring of case referrals/inquiries regarding bullying in schools
Human Rights and Equity	Indigenous Ed Dept: Math Coffee Shop Chats	PD - Math coffee shop chats for teachers through an Indigenous lens with Ojibwe teacher Bryan Bellefeuille from Nipissing First Nation. There will be 4 sessions over the course of October and November /December 2022 offered to teachers in the evening.	K-12	20	20	0	Number of attendees, survey feedback, ongoing dialogue with educators
Human Rights and Equity	Indigenous Ed Dept: AQ funding for FNMI AQ courses	The initiative offered full funding for Ontario FNMI AQ courses. The Indigenous Education Department believes that subsidized AQ courses will provide and strengthen teachers and administrators with a deeper understanding and relationship with Indigenous culture, while building networks of support for educators. Time line Oct. 2022 to June 2023	9 to 12	50	50	0	Number of attendees, survey feedback, ongoing dialogue with educators