

SCHOOL PARTNERSHIP INITIATIVE

# EdPolicy Lab 2026–28

A School-Based Equity Transformation Initiative — equipping Chicago Public Schools with the tools, coaching, and structured process to design and implement equity-driven pilot projects over three years.

3-YEAR COHORT

4–6 SCHOOLS

CPS-ALIGNED

EXPERT-LED

EdPolicy Lab is developed by the **Center for Equity, Effectiveness & Efficiency (C3E)** and led by former CPS equity leaders. The program brings principals, assistant principals, teacher leaders, and staff together as a dedicated "EdPolicy Team" — supported by a **women and BIPOC-led facilitation team with deep principal and Central Office experience in Chicago Public Schools** — to operationalize equitable policies, practices, and culture in areas like curriculum, discipline, family engagement, and staff development.

## How the EdPolicy Lab Cohort Works

### YEAR 1 — 2026–27

#### Pilot

Schools enter as a cohort of 4–6, form their EdPolicy Teams, and launch their first equity pilot projects. Foundations-level certification earned.

### YEAR 2 — 2027–28

#### Scale

Data from pilots informs refinements. Teams deepen impact, add new pilots, and advance to Advanced equity leadership certification.

### YEAR 3 — 2028–29

#### Institutionalize

Equity work is embedded in school culture and CIWP processes. Staff achieve Expert-level certification and sustain changes independently.

- **School EdPolicy Team:** Each school appoints ~10–15 members — principals, teachers, counselors, staff leaders. Existing teams like the Instructional Leadership Team or Equity Committee can serve this role. A committed core remains throughout all three years.
- **Monthly On-Site Sessions:** C3E facilitators visit each school monthly (90-minute sessions) to diagnose equity gaps in scheduling, discipline, curriculum access, or family engagement — then co-design pilot solutions using equity tools like the SEAT policy tool and equity rubrics.
- **Cohort Learning & Institutes:** All schools join virtual or in-person monthly training and peer learning. Two larger institutes per year: an August/September Kickoff Institute and a Spring Capstone Institute celebrating progress and sharing lessons learned.
- **Expert Facilitation Team:** Sessions are led by a women and BIPOC-led team with direct experience as CPS principals and Central Office leaders — bringing credibility, cultural competence, and practical insight to every session.
- **Equity Certification & Capacity Building:** Team members earn stackable equity leadership certifications — Foundations (Year 1), Advanced (Year 2), Expert (Year 3) — ensuring lasting capacity in your school.
- **Ongoing Data Integration:** Teams connect pilot projects to school improvement data throughout all three years, including Continuous Improvement and Data Transparency metrics.

## School-Driven Equity Pilot Projects

At the heart of EdPolicy Lab are equity change pilots — specific projects chosen by your school team to tackle your most pressing equity challenges. Each year, your team selects one or two pilots aligned with your school's vision and the CPS Equity Framework. The examples below represent real partnerships with CPS schools:

<p><b>WESTINGHOUSE HIGH SCHOOL</b></p> <p><b>Equity Policy Audit &amp; Revision</b></p> <p>The EdPolicy Team built a school-based Equity Policy Team and co-designed a rubric to conduct a full audit of key policies — including the "Orange List." Student and staff empathy interviews surfaced inequities in policy design, leading to a new norm: "Representation before revision."</p>	<p><b>OGDEN INTERNATIONAL HIGH SCHOOL</b></p> <p><b>Instructional Equity &amp; Student Voice</b></p> <p>Centered inquiry on instructional rigor for students of color. The team designed a Student Instructional Experience Assessment and conducted a Males of Color Co-Design Lab — producing a data-driven Equity Challenge Statement connecting student voice directly to classroom practice.</p>
<p><b>SUTHERLAND ELEMENTARY SCHOOL</b></p> <p><b>School-Wide Equity Stance</b></p> <p>After identifying a lack of shared equity definition across staff, the EdPolicy Team pivoted to co-design a school-wide Equity Stance through staff reflection and a community listening campaign — creating the foundation for all future policy work.</p>	<p><b>HAINES ELEMENTARY SCHOOL</b></p> <p><b>Cultural Responsiveness &amp; Incident Response</b></p> <p>The team conducted a multicultural climate survey and equity audits by department, then developed a "Responding to Racial Incidents" protocol — embedding cultural responsiveness throughout curriculum and discipline practice.</p>

■ **Dynamic Inquiry Approach** Each pilot is developed through an iterative process: teams suspend judgment, ask open questions, gather input from diverse stakeholders, and test solutions — emphasising **Inclusive Partnerships, Liberatory Thinking, Fair Policies and Systems, and Resource Equity** aligned with all four dimensions of the CPS Equity Framework.

## Guiding Frameworks

<p><b>CPS Equity Framework</b></p> <p>Integrated in every meeting and decision — ensuring each pilot explicitly addresses racial and socioeconomic equity, narrowing opportunity gaps, promoting culturally responsive teaching, and removing biased barriers.</p>	<p><b>Community Co-Design for Equity</b></p> <p>Developed by C3E Learning &amp; Education Director <b>Liam Bird</b>. A step-by-step roadmap for including community voice — engaging families, students, and community partners at every stage, from identifying problems to co-creating solutions grounded in lived experience.</p>	<p><b>Reimagining Equity through Dynamic Inquiry (REDI)</b></p> <p>Created by <b>Dr. Kathleen Yang-Clayton</b>. An iterative, evidence-driven PDSA cycle sustaining dynamic inquiry and positive tension — building competency in education policy, public administration, and practice-based inquiry, reified through the CPS Equity Framework, Instructional Core, and Strategic 5-Year Plan.</p>
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## Benefits to Your School

10  
X+

### Exceptional Return on Investment

Each school pays a modest annual fee (\$1,000–\$10,000/year based on CPS Opportunity Index) but receives approximately \$97K–\$117K of EdPolicy Lab services over three years. Philanthropic support from Chicago-area funders makes this possible.

<p><b>Expert Coaching &amp; Training</b></p> <p>C3E brings a women and BIPOC-led facilitation team — many holding prior roles as CPS principals and Central Office leaders — providing tools, templates, and training on equity best practices, data-driven policy analysis, and community engagement.</p>	<p><b>Staff Certification</b></p> <p>Each team member earns stackable equity leadership certifications: Foundations (Year 1) → Advanced (Year 2) → Expert (Year 3). Recognised professional growth for your entire team.</p>	<p><b>Peer Learning Network</b></p> <p>A cohort of schools creates a supportive network, sharing successes and challenges at monthly meetings and institutes — accelerating progress and avoiding “reinventing the wheel.”</p>
<p><b>Sustainable, Systemic Change</b></p> <p>Multi-year, school-driven design embeds equity work into school routine — aligned with CIWP processes — ensuring improvements outlast any single staff member or principal.</p>	<p><b>Proven Model</b></p> <p>EdPolicy Lab methods have been piloted in four CPS schools over 2.5 years. Every principal expressed a strong desire to continue — the main obstacle was funding, which this cohort model solves.</p>	<p><b>Full Implementation Support</b></p> <p>C3E stays with your school through the entire implementation process — not just the idea stage — providing monthly coaching, data integration, and cross-school coordination throughout.</p>

## What’s Required — and What You Receive

SCHOOL COMMITMENTS	C3E / EDPOLICY LAB PROVIDES
<ul style="list-style-type: none"> <li>✓ <b>Leadership Team:</b> 10–15 staff members per year including principal or AP, teacher leaders, and equity-focused staff — committing to monthly sessions and pilot implementation.</li> <li>✓ <b>Annual Fee:</b> \$1,000–\$10,000/year based on CPS Opportunity Index (higher-need communities pay less). Fee secures your place and contributes to program funding.</li> <li>✓ <b>Time &amp; Engagement:</b> Attendance at all on-site and cohort sessions, plus between-session work. School leadership provides coverage and scheduling support.</li> <li>✓ <b>Partnership:</b> Transparent data sharing, openness to feedback, and active collaboration with C3E staff and cohort schools.</li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Expert Facilitation:</b> Dedicated women and BIPOC-led facilitators with deep CPS principal and Central Office experience guide your team throughout all three years.</li> <li>✓ <b>Monthly On-Site Coaching:</b> 90-minute sessions at your school each month, using equity tools including the SEAT policy tool and equity rubrics.</li> <li>✓ <b>Annual Institutes:</b> Two in-person cohort institutes per year — August/September Kickoff and Spring Capstone.</li> <li>✓ <b>Full Toolkit Access:</b> REDI &amp; Community Co-Design toolkit, policy audit rubrics, and all program resources.</li> <li>✓ <b>Progress Support:</b> Regular check-ins and adaptive coaching to ensure implementation stays on track.</li> </ul>

## Hear From the Field

### Dr. Bogard | EdPolicy Lab Principal Testimonial

Hear directly from a CPS principal about the impact of EdPolicy Lab on school culture, equity practice, and instructional leadership. Scan the QR code or visit [bit.ly/48RnXTm](https://bit.ly/48RnXTm) to watch the testimonial video.

■ Scan to watch



## Ready to Transform Your School's Equity Practice?

### Sign the EdPolicy Lab School Memorandum of Understanding

Confirm participation by scanning the QR code to instantly access and sign the EdPolicy Lab – School MOU. The MOU outlines program fees, team commitments, and our partnership agreement. Or visit: [bit.ly/4973b2d](https://bit.ly/4973b2d)

**MOU Deadline: July 15, 2026 · August 2026 Launch**

Questions? Contact **Liam R.F. Bird**, Learning & Education Director, C3E

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■ Scan to Sign MOU

