Integrated Comprehensive Systems for Equity – Four Cornerstones

**Cornerstone 1 – Focus on Equity**
- Step 1 – History of Marginalization/Current Model
- Step 2 – Deficit to Assets-based Thinking
- Step 3 – Begins With Us: Identity Development for Systems Change
- Step 4 – Understand Equity Research
- Step 5 – Equity Non-Negotiables
- Step 6 – Equity Audit to Drive Change

**Cornerstone 2 – Align Staff & Students**
- Step 7 – Align School/District Teams with Equity Non-Negotiables
- Step 8 – Re-align Staff and Students to Eliminate Inequities
- Step 9 – Re-align District Office to Eliminate Inequities

**Cornerstone 3 – Transform Teaching and Learning**
- Step 10 – Co-Plan to Co-Serve
- Step 11 – Identity Relevant Teaching & Learning for All Learners

**Cornerstone 4 – Leverage Policy and Funding**
- Step 12 – Transform roles and Responsibilities
- Step 13 – Leverage Funding to Eliminate Inequities
- Step 14 – Align Policy and Procedures to Eliminate Inequities

Engage & Develop Community

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ICS Implementation Timeline

Year 1

Cornerstone 1: Focus on Equity

Year 5

Cornerstone 2: Align Staff and Students

Cornerstone 3: Transform Teaching and Learning

Cornerstone 4: Leverage Policy and Funding

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