

## 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 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

### Cornerstone 3 – Transform Teaching and Learning

Step 10 – Co-Plan to Co-Serve

Step 11 – Identity Relevant Teaching & Learning for All Learners

Engage &  
Develop  
Community

# ICS Implementation Timeline

