



## Equity is big work.

Building and sustaining equitable school cultures is hard work that calls for knowledge, skills, understanding, and deep commitment from leaders and staff. NCMPS has developed TIE IN to support schools in this work, combining our expertise in public Montessori and our team's experience with and study of equity work in organizations.

Montessori education, with its emphasis on agency and interdependency, can be a powerful tool for dismantling inequity.



## What is Changemakers?

The theory of change behind Changemakers is grounded in 2 strong beliefs:

- 1 Sustainable change requires a team effort.
- 2 Change is local.

Equity Changemakers is designed as a **one-year program of work and study for leaders and educators working in public Montessori schools**. The program fosters the development of *leadership, knowledge, skills, and strategies* for making equity changes in the participants' home organizations, their communities, and in the wider education world.

Changemakers will enroll **8-16 individual participants in teams of 2**. Participants will develop new knowledge and skills, and will create and implement action research projects, which will have direct impact on their schools and communities.



## Components

**Mentors:** Participants will be paired with mentors with deep backgrounds and experience in equity work to support reflection and introspection.

**Monthly Convenings:** Participants will join monthly facilitated video calls according to a syllabus developed by the lead facilitator. The cohort will take part in presentations and group discussions and will complete interim assignments and reflections throughout the year.

**Action Research:** Participants will develop and implement community-based and youth-based action research capstone projects including goals, outcomes, and accountability measures.

**Ongoing Work:** Participants will continue as equity leaders and partners in their own communities, and will have the opportunity to join the next year's cohort as co-facilitators.



## Application Process + Cost

We are accepting applications through our **online form**, or through **video**. Be prepared to share experiences around **equity barriers**, as well as plans and goals around a **capstone project**.

**Application Deadline:** November 23, 2021

**Program Cost:** \$2,400

**Start your application [HERE](#)**

For more information or questions, reach out to Jasmine Williams  
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