



Cultural Awareness  
Effectiveness  
Equity  
Education for all

**EQUITY & EXCELLENCE IN EDUCATION**

### MCPS/MCEA/McDaniel Partnership

The Equity and Excellence in Education Certificate Program (EEE) is a partnership among Montgomery County Public Schools (MCPS), Montgomery County Education Association (MCEA), and McDaniel College. This program supports the MCPS Strategic Planning Framework: Academic Excellence, Creative Problem Solving, and Social Emotional Learning.



### THE EEE PROGRAM HELPS EDUCATORS TO:

- Reach every student by building a culture of equity in our schools and classrooms.
- Conduct action research related to cultural proficiency and educational equity.
- Delve into critical race theory to examine the impact of race and ethnicity on public school curriculum and pedagogy.
- Examine ways dominant cultures serve groups to varying degrees.
- Understand how curricular and pedagogical choices can reproduce inequalities or promote success for all students.
- Grow as an educational leader able to transform environments for equity and excellence.

EQUITY | EXCELLENCE | EDUCATION

**PROGRAM CONTACTS**

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*Each course runs for 12 weeks on Thursdays or alternating Saturdays.*

*Classes are located at the MCEA Conference Center (12 Taft Ct., Rockville).*

*Qualified MCPS employees accepted into the program are eligible for discounted tuition and direct billing.*





## ADMISSIONS REQUIREMENTS

- Completed application for graduate study
- Application fee
- Official transcripts verifying completion of an undergraduate degree from an accredited college or university

APPLY ONLINE TODAY AT:  
[www.mcdaniel.edu/gradapply](http://www.mcdaniel.edu/gradapply)

EQUITY AND EXCELLENCE IN EDUCATION CERTIFICATE

## COURSES AND NEXT STEPS

### ETM 501—Foundations of Social Justice Teaching

This course challenges candidates to reflect on their individual beliefs in relationship to social justice teaching. Candidates will gain a comprehensive understanding of the historical struggles for equity and excellence in education. Using Freire's (1970) philosophy of social justice teaching as a context, candidates will analyze their own relationship to issues related to gender, race, class, sexual orientation and disability and examine how these categories intersect to reproduce inequality. The concepts of social justice, race, ethnicity, culture, privilege, institutional racism, poverty and wealth will be explored. In addition, the course will explore the effect of public school students' self-perceptions about how they are institutionally disenfranchised. This course will utilize approaches of multiple perspective-taking and self-actualization combined with educational theory to help candidates develop new approaches to their teaching and interactions that facilitate a positive reframing of student self-perception.

### ETM 511—Race and Ethnicity in American Education

Candidates will scrutinize the historical myths and misconceptions of race and ethnicity in the United States to reveal the underlying social, economic, and political conditions that disproportionately affect people of color and work to the advantage of white people. Candidates will discuss how racial/ethnic consciousness and experience shape one's conception of self and how it affects educators' perceptions, teaching practices, as well as student identity and achievement. Candidates will begin to explore the construct of race including notions of racial privilege. Candidates will identify strategies that work to disrupt patterns of racism in educational institutions.

### ETM 521—Culturally Reflective Instruction

Candidates will examine curriculum and pedagogy to determine/reveal how curricular and pedagogical choices can reproduce inequalities or promote success for all students. Candidates will develop a portfolio to demonstrate key learning in their journey towards cultural competence.

### ETM 525—Leadership for Equity and Excellence

In this course, candidates will develop their understanding of leadership and agency for change and learn to think critically about how policies and practices, no matter how well intentioned, translate into inequitable learning experiences for students in public school settings. They will assess and develop their capacity to serve as change agents for equity and excellence.

### ETM 560—Research and Planning for Equity and Excellence

This course seeks to integrate concepts learned in earlier courses and provide candidates with tools to forward their practice as culturally competent practitioners of social justice teaching. Candidates will learn how to use educational research methods to develop their own plans to promote educational equity and excellence.



### What other MCPS employees are saying about the EEE Certificate:

*"I am forever grateful for the cohort ... I am so much more in-tune and sensitive to race and equity and not afraid to speak up." - 1st grade teacher*

*"I am always talking about these classes wherever I go- they should be required for all MCPS teachers!" - Central Office Administrator*

*"Thank you for creating this cohort. I look forward to each new class. A change is coming really soon! Let the education transformation begin-- I am fired up!" - Middle School Health Teacher*

*"It is amazing how one small decision can change the path you take in life. With each experience I am gaining more insight and reflecting deeper into the world around me. Thank you to introducing us to the change we knew we wanted to see, but didn't know how to make it happen." - 5th Grade Teacher*