The National Association of Independent Schools (NAIS) is pleased to join forces with Joe Feldman, noted educator and author, to present a comprehensive yearlong professional development program for educators committed to more accurate, bias-resistant, and intrinsically motivating grading practices. Feldman is the author of *Grading for Equity: What It Is, Why It Matters, and How It Can Transform Schools and Classrooms*. Equity Design Lab participants will:

- Examine ways traditional grading unwittingly reinforces century-old beliefs about students’ academic and intellectual capacities and reinforce social and educational inequities.
- Learn the Three Pillars of Equitable Grading and their associated practices.
- Explore Equitable Design, the foundations of Action Research, and conduct four cycles of Action Research to apply and develop proficiency with equitable grading principles and practices.
- Establish a professional learning community to support and advance your mastery of the EDL content.

**Equity Design Lab: Time Commitment**

The Equity Design Lab begins with an online intensive, featuring a concentrated series of synchronous and asynchronous activities spread over three days of three-hour sessions. Following the Institute, participants will participate in four action research cycles and four group coaching sessions during the 2021-2022 school year. Additional optional experiences will be available during the year as well.

**Equity Design Lab 2021-22: Session Dates**

- **Three-Day Intensive Institute:** 12:00-3:00 PM Eastern / 9:00 AM-12:00 PM Pacific
  - Wednesday, July 28-Friday, July 30, 2021
- **Action Research Cycle Meetings:** 1:30-3:30 PM Eastern / 10:30 AM-12:30 PM Pacific
  - September 30, 2021, 1:30-3:30 PM Eastern / 10:30 AM-12:30 PM Pacific
  - November 4, 2021, 1:30-3:30 PM Eastern / 10:30 AM-12:30 PM Pacific
  - January 13, 2022, 1:30-3:30 PM Eastern / 10:30 AM-12:30 PM Pacific
  - March 31, 2022, 1:30-3:30 PM Eastern / 10:30 AM-12:30 PM Pacific
- **Group Coaching Sessions (Four, TBA)**

**EDL: Grading for Equity Institute Agenda**

<table>
<thead>
<tr>
<th>Day 1: Foundations of Grading</th>
<th>Session Description</th>
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| Session Objectives | 1. Why Grading? Why Grading for Equity?  
|                   | 2. History of Grading and Its Impact on Teaching and Learning  
|                   | 3. Grading for Equity: Introducing the Three Pillars  
|                   | 4. Equitable Grading Practices: Accuracy Pillar |

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<tr>
<th>Day 2: Anti-Racist Grading, Well-Being, and Pillars 2 and 3</th>
<th>Session Preparation</th>
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<tbody>
<tr>
<td>Videos, readings, workbook preparation</td>
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| Session Objectives | 1. Equitable Grading Practices: Bias-Resistance Pillar  
2. Traditional Grading and Stress  
3. Equitable Grading Practices: Motivation Pillar |
|-------------------|------------------------------------------------------------------------------------------------------------------|
| Day 3: Implementing Equitable Grading Practices | **Session Preparation**  
Videos, readings, workbook preparation |
| Session Objectives | 1. Equitable Design  
2. Possibilities and Challenges for Equitable Grading  
4. Action Research Planning |