

Saba Ahmed

State Certified Early Childhood Education Equity Trainer

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As Talent & Professional Development Manager, Saba currently operates the Professional Development Consortium for Wonders Learning. This training organization provides opportunities for Early Childhood Education trainers to collaborate around trends and issues in the field of ECE. Saba believes in educating, empowering, and equipping young children with strong social, emotional, and cognitive foundations as they begin their journey into the world.

Saba has worked in the field of early childhood education for 17 years, serving in every capacity from Afterschool Aide to Program Director. She has held positions with NAEYC and working in partnership with CAEP. Saba holds a Bachelor's Degree in Elementary Education and Masters in Special Education with a primary focus on Emotional and Learning Disabilities.

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About TOTE

Maryland's Developing Equity in Early Childhood Education state-approved trainers engaged in a rigorous vetting process ensuring that their skills, experience, temperament, and commitment to justice aligned with Maryland's expectations and vision.

Developing Equity in Early Childhood Education

Introducing the Developing Equity in Early Childhood Education four-part training series that provides leaders, administrators, and practitioners an opportunity to examine and address issues that impact equitable early childhood education (ECE). The series consists of four 3-hour modules that build on one another:

Module 1: Culture and Equity in Early Childhood Education

Orients participants to the foundational content that is necessary for deeper study of equity and its implications in ECE environments, including issues of human diversity that are broadly defined to include race, ethnicity, culture, nationality, religion, sexual orientation, gender identity, and ability. Participants will discuss identity and culture and reflect on their own cultural identity. They will also discuss equity and identity, as well as the difference between it and equality by reviewing and discussing real-life scenarios that involve issues of equity in ECE.

Module 2: Implicit Bias: Key Concepts

Explores the science of implicit bias and how implicit bias shows up in daily life, and provides opportunities to practice strategies that interrupt implicit bias. This session emphasizes the impact of microaggressions and stereotypes that influence teaching and learning while working with children and families. Participants will engage with content that leads them to a common understanding of implicit bias and reflect on their own bias and that of others. Research studies involving bias and strategies to address bias in the workplace will be shared.

Module 3: Poverty and Privilege

Examines how social inequity leads to educational inequality and how educational inequities reproduce social inequality in the broader society. Participants will review the links between social and educational disparities and recognize the structural forces of injustice and how those forces contribute to unequal opportunities, experiences, and achievement outcomes for children and families along the lines of race/ethnicity, class, gender, and immigration status. Specific topics include poverty and privilege.

Module 4: Building Systems of Equity

Synthesizes the key outcomes from sessions one, two, and three and provides the foundational steps that need to be taken to build equity driven systems. Participants will end the series with a concrete equity goal and an action plan for success!

For more information about the Developing Equity in Early Childhood Education training series, please contact Lynne Hall at lynne@maec.org. To schedule training with one of the Maryland state certified trainers, please visit our website: <https://maec.org/early-childhood-tote/>