



# **An Equity-Focused Approach to TSI/ATSI School Improvement**

Learning Community:  
Introduction

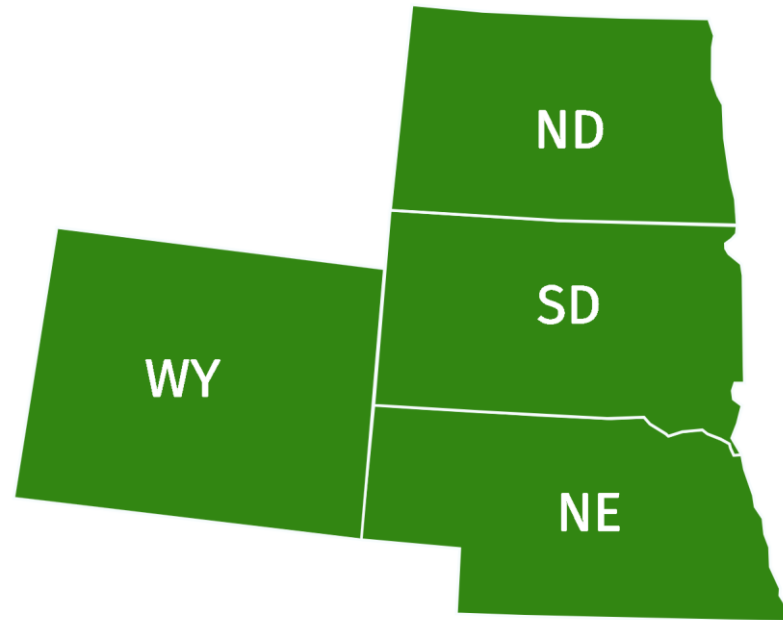
**August 20, 2020**

**August 25, 2020**



# The R11CC

- Funded by the U.S. Department of Education to assist four state education agencies
- Collaborates with the NDE on initiatives to support TSI and ATSI schools



# Goals for Today's Session

## >> Participants will:

- > Hear more about the purpose of the Learning Communities
- > Understand the NDE's core beliefs and approaches to supporting TSI and ATSI schools
- > Reflect on three key shifts of praxis on equity-driven evidence-based practices
- > Learn more about upcoming Learning Communities
- > Discuss next steps on involvement and participation in the Learning Communities



# Does this sound familiar?





# Purpose of the Learning Communities

- Engage with colleagues
- Collaborate with content experts
- Learn from successes and challenges
- Network
- Develop a team approach
- Serve and support kids
- Develop co-designers

# School Improvement Core Beliefs

>> We believe...

- > in the value of work already taking place in schools
- > all schools can improve
- > demography is not destiny
- > school improvement is fundamentally about equity

# Circle of Trust® Touchstones

developed by Parker J. Palmer and the Center for Courage & Renewal  
[www.couragerenewal.org](http://www.couragerenewal.org)

## Give and receive welcome.

People learn best in hospitable spaces. In this circle we support each other's learning by giving and receiving hospitality.

## Be present as fully as possible.

Be here with your doubts, fears and failings as well as your convictions, joys and successes, your listening as well as your speaking.

## What is offered in the circle is by invitation, not demand.

This is not a "share or die" event! Do whatever your soul calls for, and know that you do it with our support. Your soul knows your needs better than we do.

## Speak your truth in ways that respect other people's truth.

Our views of reality may differ, but speaking one's truth in a Circle of Trust does not mean interpreting, correcting or debating what others say. Speak from your center to the center of the circle, using "I" statements, trusting people to do their own sifting and winnowing.

## No fixing, saving, advising or correcting.

This is one of the hardest guidelines for those of us who like to "help." But it is vital to welcoming the soul, to making space for the inner teacher.

## Learn to respond to others with honest, open questions...

instead of counsel or corrections. With such questions, we help "hear each other into deeper speech."

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Learn more about Circles of Trust® at [www.couragerenewal.org/approach](http://www.couragerenewal.org/approach)

## When the going gets rough, turn to wonder.

If you feel judgmental, or defensive, ask yourself, "I wonder what brought her to this belief?" "I wonder what he's feeling right now?" "I wonder what my reaction teaches me about myself?" Set aside judgment to listen to others—and to yourself—more deeply.

## Attend to your own inner teacher.

We learn from others, of course. But as we explore poems, stories, questions and silence in a Circle of Trust, we have a special opportunity to learn from within. So pay close attention to your own reactions and responses, to your most important teacher.

## Trust and learn from the silence.

Silence is a gift in our noisy world, and a way of knowing in itself. Treat silence as a member of the group. After someone has spoken, take time to reflect without immediately filling the space with words.

## Observe deep confidentiality.

A Circle of Trust depends on knowing that whatever we say will remain with the people to whom we choose to say it — whether in small groups or in the large circle — and will never be passed on to others without our explicit permission.

## Know that it's possible...

to leave the circle with whatever it was that you needed when you arrived, and that the seeds planted here can keep growing in the days ahead.

Facilitators of Courage & Renewal programs use these Touchstones to define clear boundaries in a Circle of Trust, the kinds of boundaries that create safe space for the soul. While these Touchstones define how we relate in a retreat, they can be adapted to support workplaces, schools, communities, and other groups—any place where we want to honor the integrity of the individual and build relational trust.



# Virtual Learning Norms

- >> Be present
- >> Be engaged
- >> Be courageous
- >> Take and maintain an inquiry stance
- >> Remain student-focused
- >> Use cameras as comfortable
- >> Move beyond “I know that...” to “Now what?”



# Leading for Transformative Change: Three Key Shifts



Recognize that learning is a culturally mediated, social process rather than “culturally neutral,” individual cognitive process, i.e. the cultural nature of learning (Artiles, 2003; Gutiérrez & Rogoff, 2003; Rogoff, 2003):

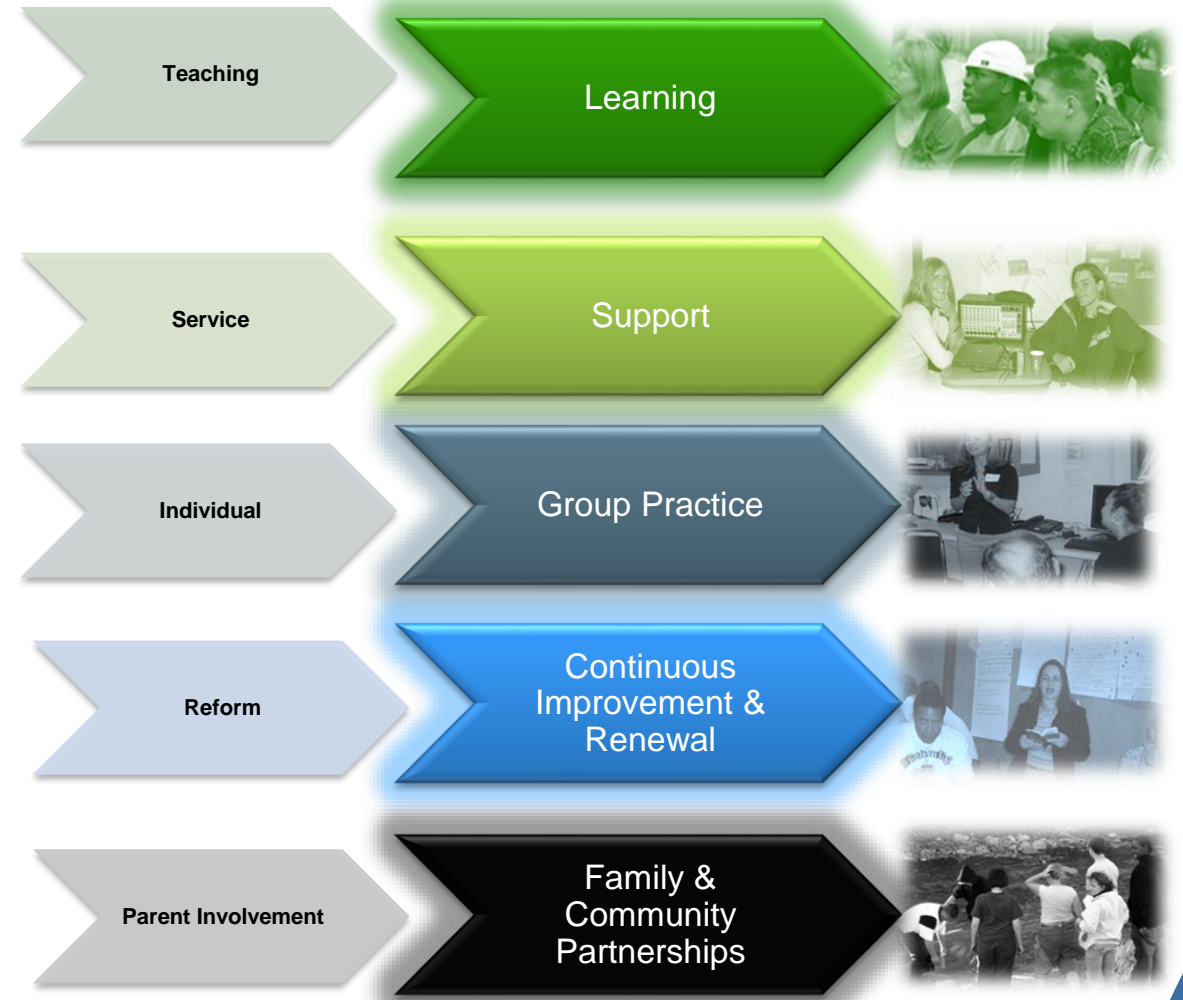


Openly acknowledge, appreciate, and accept differences as positive and valuable (Garcia, 2008; González, Moll, and Amanti, 2005);



Focus improvement efforts away from blaming and “fixing” students and communities, toward addressing systemic failures.

# Five Shifts in Practice That Indicate Transformative Change Towards Equity

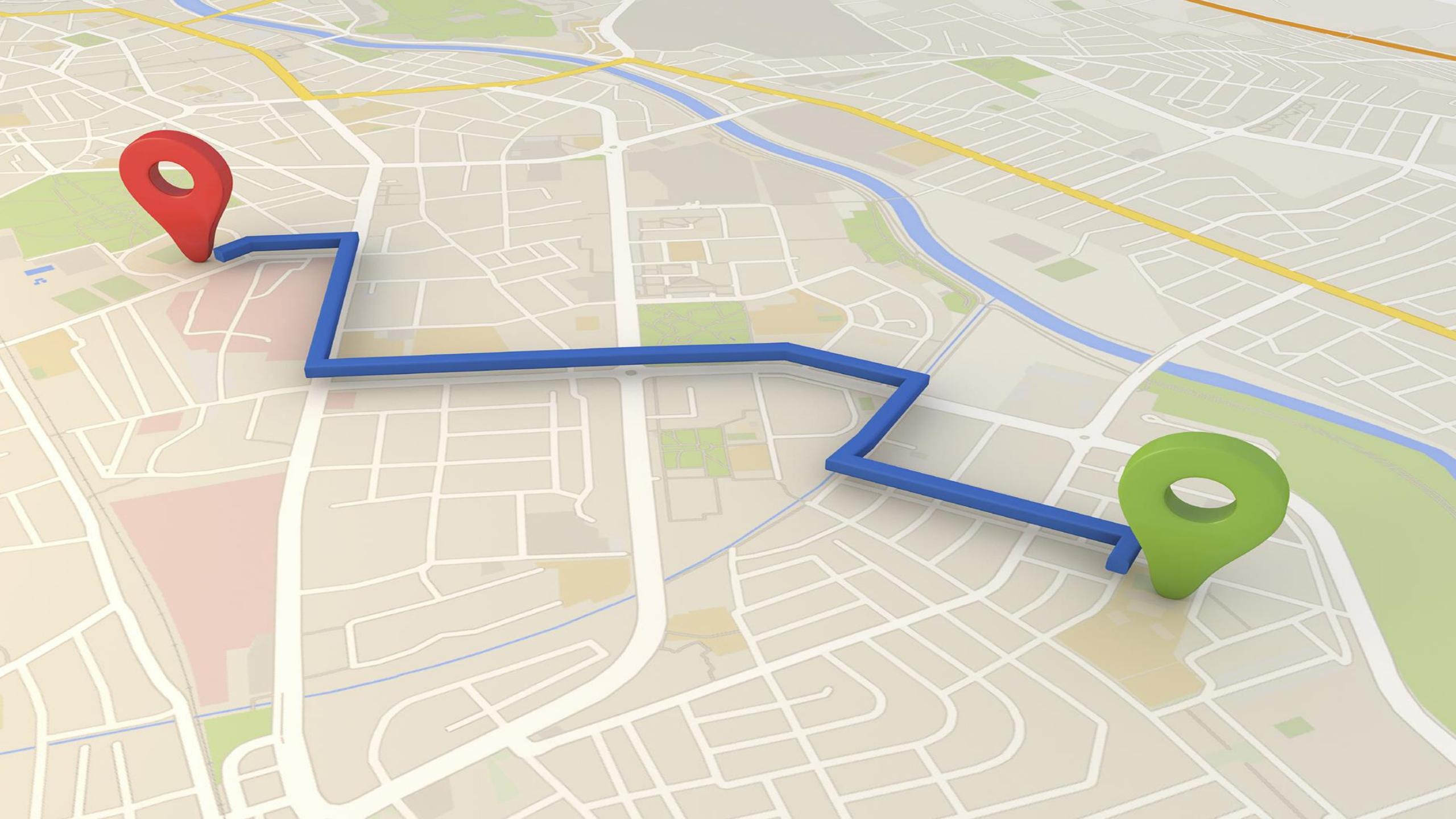


# Think, Ink, and Discuss

- >> Silently Reflect:
  - > How do you incorporate the three key shifts in equity-driven, evidence-based practices?
  - > What experiences do you have implementing the five shifts in practice toward transformative change in equity?
- >> Designate a reporter and share in small breakout groups.
- >> Provide highlights to the larger group.







# Learning Community Logistics

- >> Content
- >> Teams
- >> Participants
- >> Convening approach
- >> Levels of participation
- >> Topics, dates, and times



# Learning Community (LC) topics, dates, and times

Topic	Date	Time
Introduction	8/20/2020	4:00-5:00 p.m.
	8/25/2020	10:00-11:00 a.m.
Understanding Data	9/24/2020	3:30-5:00 p.m.
Collecting and Organizing Data	10/15/2020	3:30-5:00 p.m.
Analyzing and Interpreting Data	11/19/2020	3:30-5:00 p.m.
Identifying Action Steps	12/17/2020	3:30-5:00 p.m.
Planning for Action Steps Implementation	1/21/2021	3:30-5:00 p.m.
Piloting Action Steps	3/4/2021	3:30-5:00 p.m.
Adjusting Action Steps	4/15/2021	3:30-5:00 p.m.
Formalizing and Documenting Processes and Outcomes	5/13/2021	3:30-5:00 p.m.

# Next Steps

- » Follow-up before next LC
- » Invite others to view asynchronous webinar



# Questions, Comments, Insights?







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