



Equity and Excellence: Keys to Prepare for 20-21

**Minnesota Association of Secondary School
Principals**

Douglas Reeves, Ph.D.

The Equity and Excellence Institute

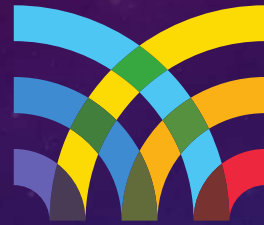
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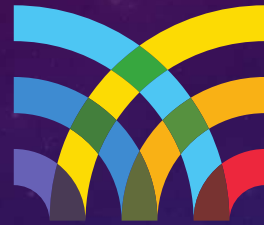
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AS WE BEGIN... WELCOME



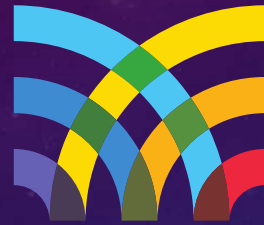
- All participants are muted due to the audience size.
- You may wish to change your view to “Speaker View.”
- We welcome your questions, comments, and insights throughout the webinar. Please use Chat feature to interact with us.
- We will pause periodically to respond to your questions.
- The webinar is being recorded and will be available for download.

LEARNING PROTOCOLS



- Stop any time with questions and challenges
- Represent the people who are not in the room
- Use the “Chat” feature
- Personal responses to every question are guaranteed

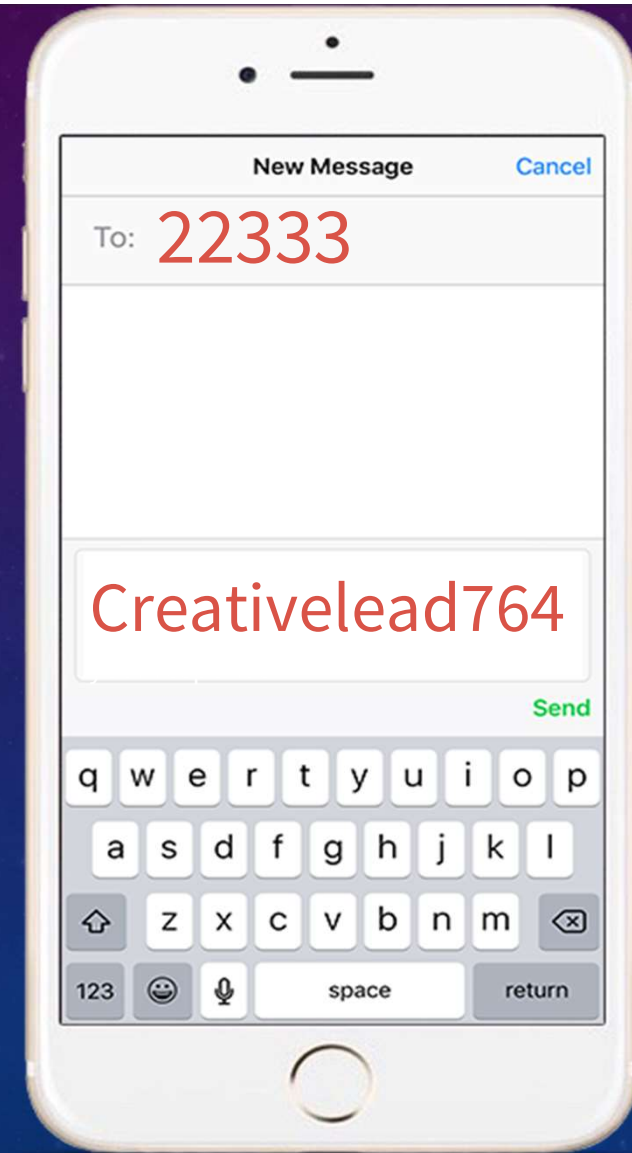
SUPPORT TO STUDENTS AND SCHOOLS



- Grief support groups –
Service@CreativeLeadership.net
- Writing and reflection – MarshWriters.org
- Leadership Support –
Douglas.Reeves@CreativeLeadership.net

POLLING ACTIVITY DIRECTIONS

- If you have not joined the poll:
 - Send a text to Recipient: 22333
 - Type the message:
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Which of these three scenarios do you think is most likely to happen?

Offices open July 1,
schools open Sept 1

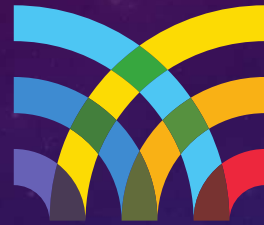
Offices and schools
open but with social
distancing and split
shifts

Fall "wave" and schools
remain closed through
December 31st

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**What are your greatest fears for the 2020-2021 school year?
Please use one word.**

TALKING ABOUT EQUITY AND TRAGEDY



- The most important message: You are safe at school and you can always ask for help if you don't feel safe.
- Coach teachers about talking at age-appropriate levels about death and unfairness
- Make school a safe place for divergent views within your values. Don't allow intellectual or physical bullying.

CORE COMPETENCIES FOR EQUITY AND EXCELLENCE

- Focus
- Instructional Effectiveness
- Leadership Effectiveness
- Effective Feedback (Fair Accurate Specific, Timely)
- Efficacy

Chat: Which Core Competency Is Your Priority for 20-21?



1) FOCUSED TEACHING AND LEADERSHIP

- Power Standards
 - Leverage
 - Endurance
 - Essentiality
- Initiative Fatigue
 - The Rule of Six

Chat – Think of JUST ONE practice or initiative you can stop before the 20-21 year



2) EFFECTIVE FEEDBACK IS FAST

- Fair
- Accurate
- Specific
- Timely



IF YOU DON'T GET FEEDBACK RIGHT, IT UNDERCUTS EVERYTHING ELSE YOU DO...

- Feedback to students –simple fixes, like A,B,C,D,F grades on a 4-point scale.
- Get ride of the average
- Administrators must ask “why” before any D or F goes to parents and students



3) PLANNING FOR DIFFERENTIATION

- First week of school: Reading, writing, and math level for all students – Simple 20-minute teacher-made assessments
- Make pre-assessment part of every lesson



4) APPLYING THE LESSONS OF SPECIAL EDUCATION

- Incremental tasks – what I thought was one task may be four tasks. Maintain rigor, but break it down
- Adaptation and accommodation – ask special educators for example. This is “good ed” – not “special ed”



5) PRIORITIZE PROFESSIONAL LEARNING

- Special support for new teachers who did not receive field experience in the Spring of 2020
- Specific and incremental feedback – use Marshall mini-observation rubrics – just one page at a time
- Systematically gather student work and score collaboratively – key PLC practice
- Data without tears – learning, not judgment



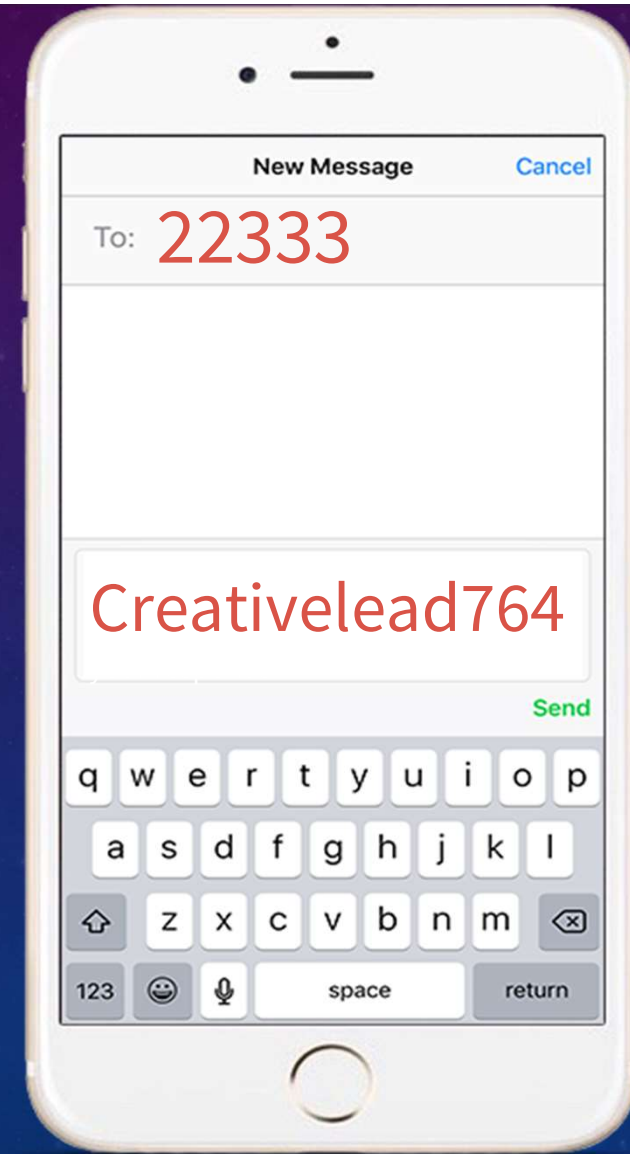
6) LEADERSHIP COMMUNICATION

- Celebrate what went well during the shut-down
- Celebrate your commitment to equity
- Be clear that there is no conflict between equity and excellence
- Civil discourse and civil disagreement



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Which of the six practices discussed are you most likely to implement?

Focused teaching and leadership

Effective Feedback

Planning for differentiation

Applying the lessons of Special Education

Prioritizing professional learning

Leadership communication

LESSONS FROM THE SHUTDOWN

- Don't fill in silence with worst fears – find out WHY students are absent or disengaged
- Personal relationships more important now than ever
- VERY short assessments – 2-3 items – with meaningful checks for understanding



STUDENT LEADERSHIP: ARTS AND SERVICE

- Key to emotional health: Students are valuable as people with purpose and meaning – not helpless victims
 - Poetry slams
 - Musical groups
 - Art displays
 - Story time – 20 minutes for primary students
 - Check in on elders
 - Other service ideas?



MEANINGFUL CHECKS FOR UNDERSTANDING

- Never “Everybody with me?” or “Any questions?”
- Teachers very frustrated with copying and cheating
- The answer is a meaningful check for understanding



EXAMPLE OF CHECKING FOR UNDERSTANDING

"Jerome, I really appreciate that you cited two sources in your essay. Please explain why you chose these sources and why you rejected other sources you might have cited. What made these sources credible to you?"



EXAMPLE OF CHECKING FOR UNDERSTANDING

"Christina, you got the right answer on your geometry proof, but I don't follow how you got from step 2 to step 3 - please explain that to me."



WELLNESS CHECKS

- Use “circles” to start class, with introductions and wellness checks.
- “Question Zero” in PLC’s: What do students need to support learning this week?



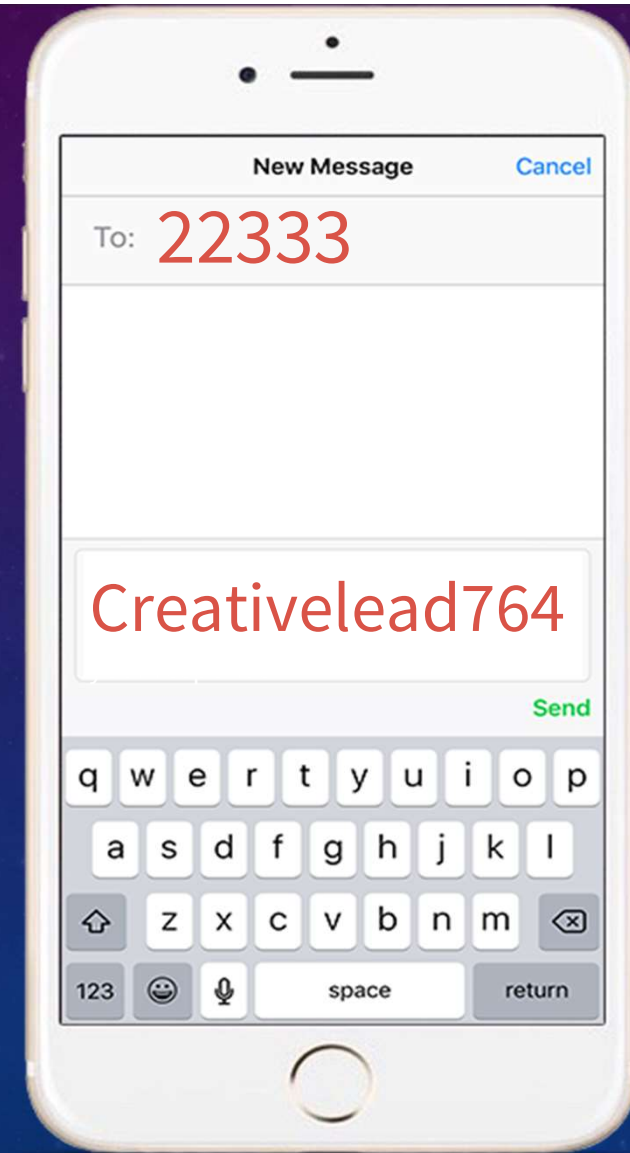
EGG TIMER

- 3-minute presentation of concept
- 3-minute small group or breakout
- 3-minute whole class review
- Five concepts in 9-minute cycles makes fast-paced and energized class



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**What is your greatest hope for the 2020-2021 school year?
Please use one word.**



DISCUSSION, QUESTIONS, FOLLOW-UP

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