

WELCOME

San Jose State Math Team

- Dr. Ferdie Rivera, SJSU
- Dr. Joanne Rossi Becker, SJSU
- Margaret Bonanno, SJSU
- April Mouton, Campbell Union Elem. School District
- Dan Wekselgreen, San Mateo Union High School District

Please fill
out a
name tag

A HANDS-ON ***EXPERIENCE!***



The School We Have Versus the School We Need

A Soluciones Activity from Dr. L Cruz

April J. Mouton
Campbell Union School District
Equity Administrator

TYPE **A** SCHOOL: CHARLES DARWIN ACADEMY

**Learning is based upon
the student's ability.**

TYPE **B** SCHOOL: PONTIUS PILATE ACADEMY

Learning takes place only if the student takes advantage of the opportunities to learn within the school.

TYPE **C** SCHOOL: POBRECITO ACADEMY

All students can learn something, and we will create a warm pleasant environment for them to learn.

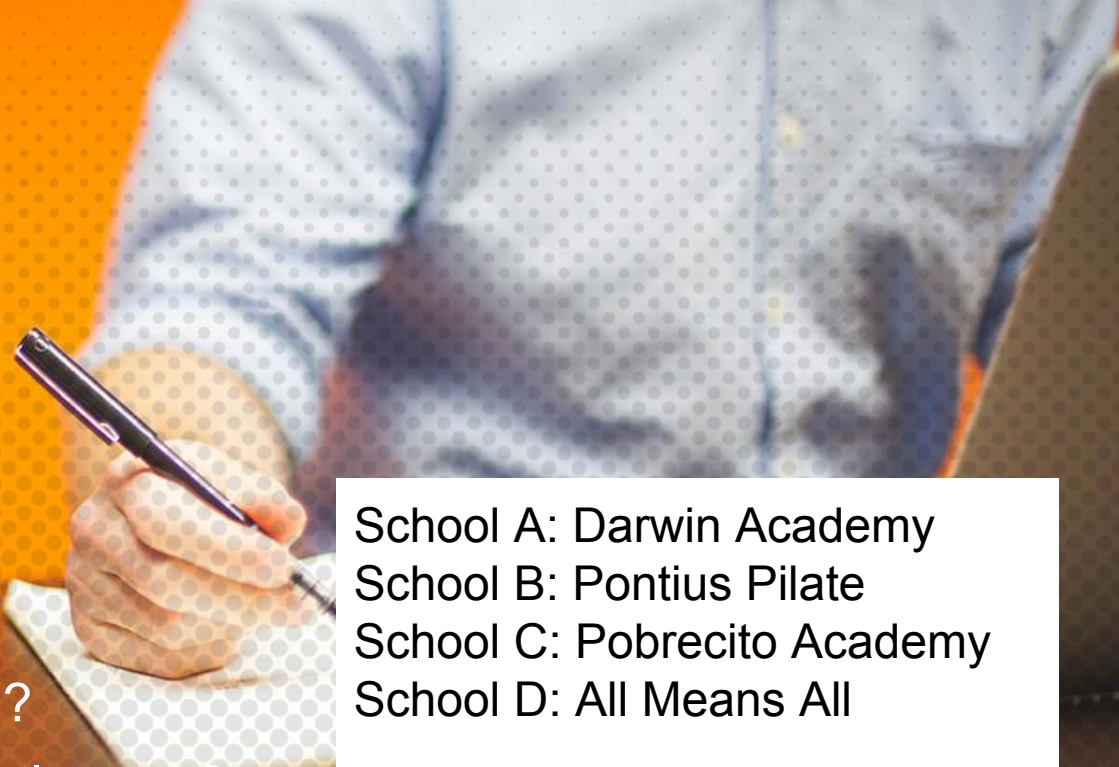
TYPE **D** SCHOOL: ANY MEANS NECESSARY ACADEMY

**All students can learn and we will
do whatever it takes to help
students learn and achieve the
agreed upon curriculum/standards**

ACTIVITY

On a blank sheet of paper, please answer the following questions based on the information just shared on the four types of schools that exist. Do not put your name on the paper.

1. Which should did you attend?
2. In which school do you currently work?
3. In which school do you want to work?
4. Which school do you want your kids to attend?



School A: Darwin Academy
School B: Pontius Pilate
School C: Pobrecito Academy
School D: All Means All



PAPER TOSS & DEBRIEF



SO WHAT MUST BE DONE TO HELP ELIMINATE THE ACHIEVEMENT GAP?

The adult community must be introduced to a manner in which a non-threatening discussion may reveal the overall purpose of our school

A commitment to all students learning, including ELs, must be made. We must move our school cultural from compliance to commitment.

We must be effective in using data as a means of revealing gaps in learning. This revelation must prompt action between the school we say we want to be and the school we currently are!

What is School Culture?
Is your school culture toxic or healthy?

- **Healthy school cultures** have an unwavering belief in the ability of all students to learn at high levels and express this belief in overt and covert ways.
- **Toxic school cultures** believe students can only learn if they are willing to and want to learn.

YOUR SCHOOL'S CULTURE DISCUSSION



Do we know how to ensure effective collaboration as a means of closing the achievement gap for all students?

“When you know your **why**
your **what** has more impact
because you’re walking in
or towards your purpose”

- Michael Jr.



#intro2equity

Example Norms

- We will maintain a positive tone at our meetings
- We will not complain about a problem unless we can offer a solution
- We will begin and end our meetings on time
- We will stay fully engaged throughout each meeting

("devices at 30" degrees during presentations & phones on vibrate)

- We will contribute equally to the workload during team collaboration/planning time
- We will engage in honest, focused, and respectful discussions
- We will limit extraneous and side conversations

7 Norms of Collaboration

1. Promoting a spirit of inquiry
2. Pausing
3. Paraphrasing
4. Probing
5. Putting ideas on the table
6. Paying attention to self and others
7. Presuming positive interventions



Our Norms

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