



Welcome!



Achievement Network



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Start with Vision: Closing the Gap for Equitable Literacy Instruction



Meet your facilitators

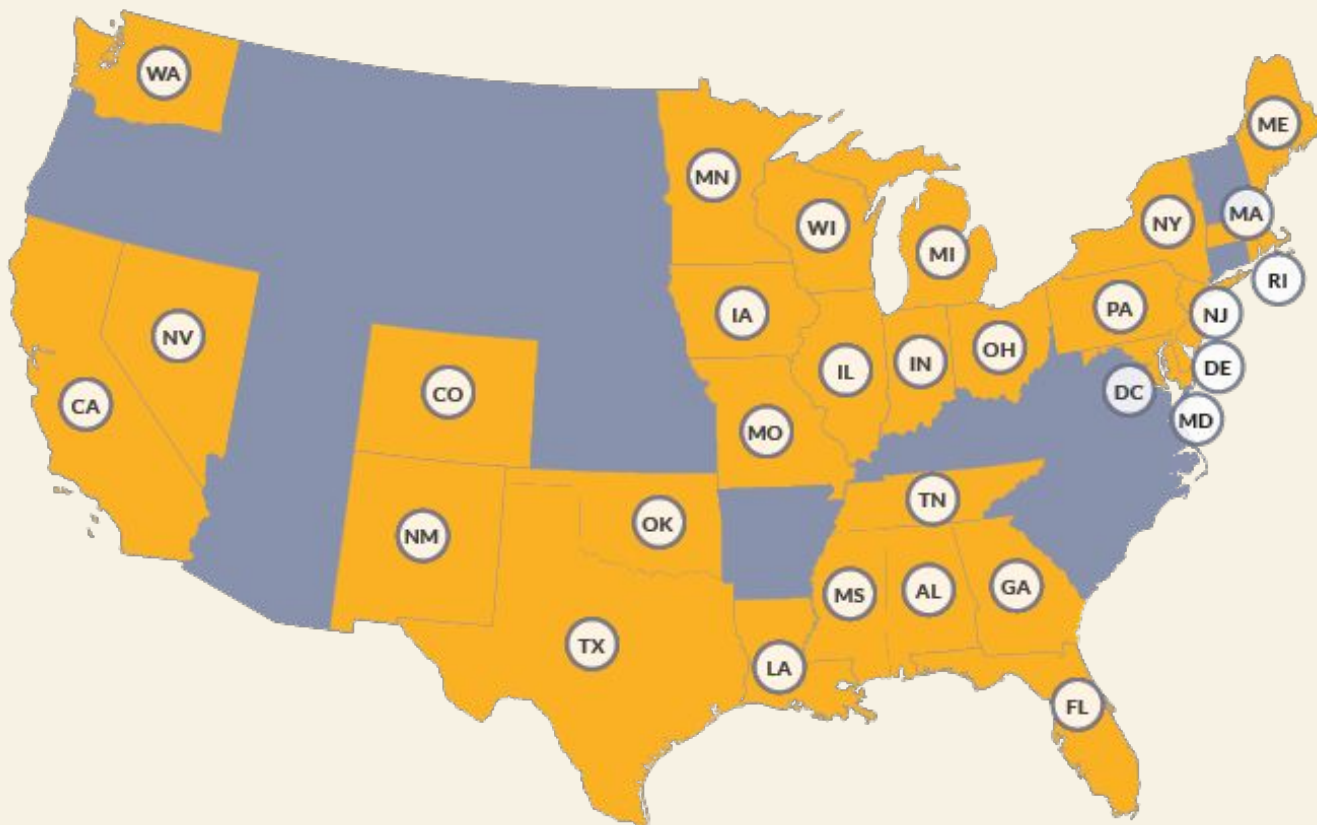


Jay Tillman is a Director of School Support for The Achievement Network and native of St. Louis.. Prior to joining ANet, he served as teacher and leader in Chicago Public Schools and Central Texas.



Matt Driscoll is a Director of Partnerships for The Achievement Network. Prior to joining ANet, he served as a teacher and leader at schools in New Orleans

We've supported nearly 1000 schools and more than 100 systems, serving 340,000 students across 29 states and D.C.



Through our network...

- We draw on data to share best practices.
- We connect schools and systems to learn from each other.
- We continuously improve our support through the insights of highest performing schools.

OUR MISSION

Achievement Network works alongside school leadership teams to strengthen their school-wide practice and culture of using learning standards and achievement data to get breakthrough results for students in historically underserved communities.

OUR EDUCATIONAL EQUITY VISION

A guarantee that educators engage all students with meaningful support that they need to reach and exceed a common standard through high-quality instruction.

OUR COMMITMENT TO ANTI-RACISM

Prioritizing and advocating for the eradication of racist and oppressive systems and structures throughout the educational landscape by building culture, practices, and leadership skills that guarantee equitable instruction for all students.

Invitations

- Be present
- Be brave
- Participate actively
- Learn from each other, teach each other
- Monitor your air-time
- Seek to hear everyone's voice
- Suspend disbelief
- Aim for progress, not perfection
- Anchor in the bright spots
- Respect opposing views and opinions

Objectives

- **Gain** definitional clarity about literacy equity in the classroom
- **Reflect** about where your leadership is in implementing equitable instructional practices. Reflect on your school/system's equity journey
- **Experience** a process with developing or refining your current equity vision for literacy
- **Create** system's next steps in enacting your vision for equitable instruction with students at the center



Agenda

Defining Equitable Instruction

Reflecting on your school/district's equity journey and current state

Building or Refining your Vision

Closing and Next Steps

Grounding in Our Beliefs

- **Educational Equity:** A guarantee that educators engage ALL students with meaningful support that they need to reach and exceed a common standard through high-quality instruction.
- **Institutional Equity:** Leadership, practices and culture that guarantee educators engage ALL students with meaningful support they need to meet and exceed a common standard through high-quality instruction.

Reflect on your own vision and capacity to mobilize your classroom, school, district or community around that vision, and consider:

- Which **aspect of equity** is a **strength** and why?
- When you review these definitions, where do you see **strength in your classroom, school, district or community?** What would you want to enhance? *Be specific.*

LITERACY



Equitable Instruction Across Content Areas



Hold high expectations; **all** students have strengths, knowledge, & can learn **at grade level**



Instruction reflects **anti-oppression** principles

In literacy, this means instruction and curriculum aligned to the **shifts and standards**:



Effective **foundational skills** instruction



Ongoing, coherent learning experiences that **build knowledge of words and the world**



Engagement in culturally relevant, **complex text** and **grade-level texts/questions/tasks**



A majority of time spent **reading, writing, speaking about appropriately complex texts**

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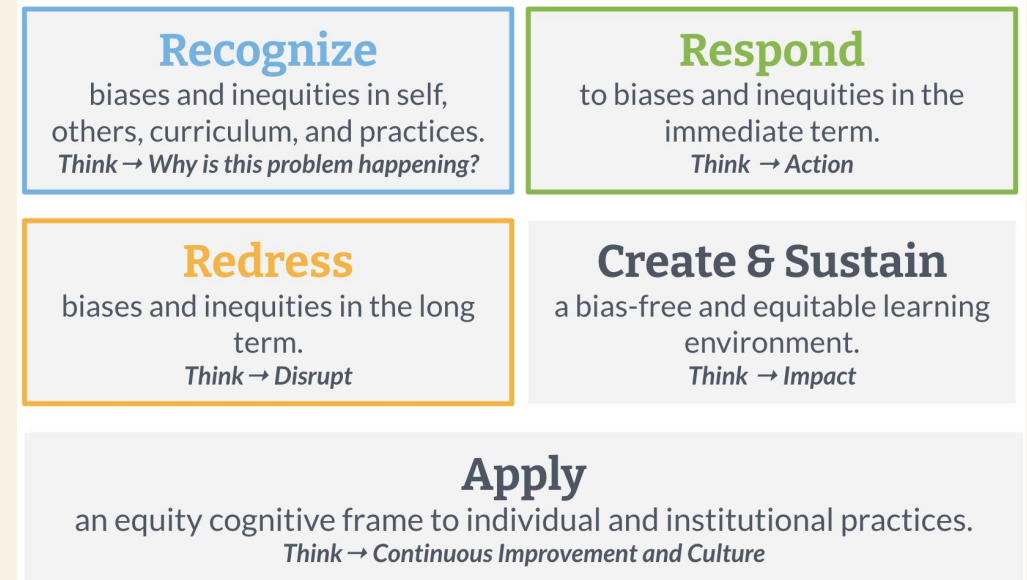


Reflecting on Current State

Where have we experienced success in our equity journey?

When has your district, school, or classroom successfully...

- 1: **Recognized** inequities in your system?
- 2: **Responded** to inequities in your system?
- 3: **Redressed** inequities in your system?



Equity Literacy Institute. "Equity Literacy: Definition and Abilities." 2021.

What can we learn and carry forward from these past successes?

Inequities in the ELA classroom

Zoom in and think about the ELA classrooms across your district, school or classroom and reflect:

- What is the most urgent inequity students are currently facing in ELA classrooms?



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Closing and Next Steps



Building or refining your vision

Equity: Envision It So You Can See It

- [3 min] **Jot down concrete examples** of what an equitable education environment would look like, sound like, and feel like to students, families, and staff.
- [8 min] **Share out with a partner or in small groups**, looking for commonalities and new ideas to expand your thinking.
- [7 min] **Share with the whole group** ideas you heard that will help all of us.

	Looks Like	Feels Like	Sounds Like
Students			
Families			
Staff Members			

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Closing & Next Steps

Technical and Adaptive Challenges

Technical Challenges	Adaptive Challenges
<ul style="list-style-type: none">• Easy to identify• Often lend themselves to quick and easy (cut and dried) solutions• Often can be solved by an authority or expert• Require change in just one or a few places; often contained within categories of work• People are generally receptive to technical solutions; they “feel” easier• Solutions can often be implemented quickly	<ul style="list-style-type: none">• More difficult to identify the root of the problem• Require changes in values, beliefs, roles, relationships, & approaches to work. Solutions often mean changes to habits, routines, ways of being.• People with the problem do the work of solving it• Require change in numerous places; usually cross organizational boundaries• People often resist even acknowledging adaptive challenges• “Solutions” require experiments and new discoveries; they can take a long time to implement and require motivation/investment by those implementing them.

What will be your greatest adaptive challenge with continuing to implement this work? What supports will you need?

Completing Vision and Next Steps

We believe at <X> School District...
Equitable instruction at <X> school district means...
You will be able to see us living out our vision when we...

Create an overall belief statement and complete the rest of the table

We value your feedback!



Thank you!



For more information, contact:

Jay Tillman



Director School Support

jtillman@achievementnetwork.org

Matt Driscoll



Partnership Director

mdriscoll@achievementnetwork.org



@AchievementNet



www.achievementnetwork.org



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Learning. Together.