

Timestamp	How did we do in achieving Meeting Target 1: We can continue to get to know one another through continued practice with CRT Strategy 1: Know Yourself?	How did we do in achieving Meeting Target 2: We can interact with an anchor text (TMWYA Ch. 2) to help us develop our understanding and application of CRT Strategy 3: Building Caring Relationships?	How did we do in achieving Meeting Target 3: We can use the Consultancy Protocol to work through a specific problem of practice?	How did we do in achieving Language Objective: We can develop an initial understanding and definition of "problem of practice"?	What's something that worked for you in this meeting?	What are some things that you'd like to see worked on for our meetings?	What is a potential problem of practice that you might bring to the ELT for consideration and discussion?	What QUESTIONS or IDEAS do you have that I might be able to help address?	Anything else?	Would you like me to know who you are? Feel free to share your name here!
11/12/2020 18:41:22	4- Highly Proficient	3- Proficient	4- Highly Proficient	3- Proficient	breakout rooms and talking with "new" people, discussing a real problem in the district and how we can start to address it	come up with ideas for what school equity teams can do		none right now	As always, thank you! I really appreciate how kind, open, and approachable you are. It sets a great example for other admin. :)	
11/12/2020 18:44:25	4- Highly Proficient	4- Highly Proficient	4- Highly Proficient	4- Highly Proficient	Sharing stories and listening to them with an open heart.	How to listen with an open heart and not to defend themselves nor to criticize	Exploring how the process to protect BIPOC are in placed in the BSD		Love this sessions!	Giselle Rincon
11/12/2020 19:23:56	1- Developing	1- Developing	3- Proficient	2- Nearly Proficient	Breakout team responses and sharing. The topic of the problem of practice hit home because my friend and boss was a black principal in a similar school setting during that same time period. I know she faced many similar issues from our PTO. She was beloved by our staff, but no doubt she had many racist hurdles to jump and I'm sure we did not support her as much as she needed or deserved.	All weeks are long weeks on the computer...plus a two hour screen meeting. Not your fault! But I wonder... Could we be more efficient with our time? The first hour felt like we could have had the same result, but spent 10 minutes. Can renaming ourselves substitute saying/sharing it? Maybe we rename ourselves with our grade/job title one week. Another week, favorite past time...etc. Of course this only works because we've already had a few weeks with pronouns and identity labeling and sharing. At the risk of being ignorant and insensitive, I have mixed feelings about affinity groups, which no doubt serve an important purpose--the rub is that white people benefit from hearing our BIPOC colleagues and friends. When they are in an affinity group, we miss them.	Not sure yet...Keep asking!	Perhaps we might get started with an opening question that we reflect on and write responses to in the chat-- that can give us 5 min. of thoughtful time while we wait for those who were running a few min. late or had login issues. But we should start as close to 4:30 as possible to honor everyone's time. It's better to start on time and end early rather than the reverse.	Christy Wilson--You can reach out anytime for any reason. I only write all this because I care. I hope none of it comes off as negative. Also--the title of this says Oct.8th Reflection. But I'm reflecting on Nov.12th.	
11/13/2020 9:57:37	3- Proficient	3- Proficient	2- Nearly Proficient	3- Proficient	Loved having a guest with a "real" issue	Maybe some action ideas on how to better reach our administration and be able to serve our kids better.				
11/13/2020 10:38:06	4- Highly Proficient	4- Highly Proficient	3- Proficient	3- Proficient	The problem of practice, the consultancy protocol, the triad relationship building work		Expulsion situations especially through an anti-racist lens, racist incidents that are on the more subtle side of anti-Blackness/White Supremacy so that we can learn more about how to interrupt sooner.			Jessica Pierce