

Notes from October 2, 2013 Tina Cartwright and Laura Shorter

What is Working?

Very good experiences with teachers

- Prepared; work with individual kids
- Good communication and access

Good access using technology

(Grades, problems, etc. classwork)

Preparing student for next level

- Trying to fight teaching to test

Students and parents and teachers engaged with each other

Guidance counselors in the 'Naviance System'

- Skills and careers

Culture of "nice" – and that's a good thing

- Good values
- Kind citizens

Community Conversations

College prep

Curriculum Night

Good diversity relationships

- ← Kids accept each other
- ↳ Tougher at high school level

Once "in the know" the district works well

↓
But lots of parents struggle

THEMES

Counselors

Teachers

Access

Curriculum

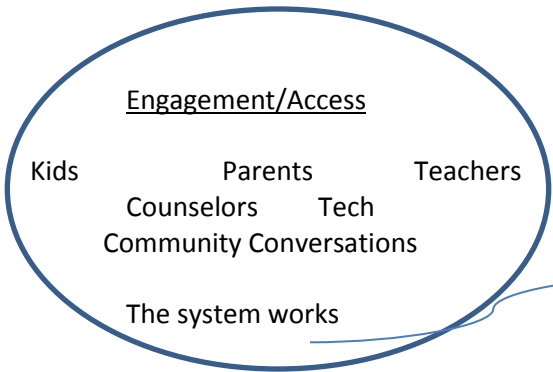
Technology

Curriculum

Student Prep

Next level

College



Acceptance of Diversity and Values

If in the know

What is NOT Working?

Teach to test

Different experience Daughter vs. Son

Greater expectations of daughter and reactions to son

Lower expectations of African American boys

Lack of cultural competence
- Poor/insulting word choices

Some parents can't be the squeaky wheel to address the

- The comments
- Racism
 - Reinforcement of low expectations
 - You can't be the scholar

Lack of cultural competence
dexterity

Questions about income

Teachers unconsciously dumb-down to kids

Reinforcing culture
↓
Subconscious/unconscious

Stories of the undermining of black boys

Lots of teachers are from here
- Recycled residents

Not much experience
outside district

African American kids get singled out especially when they speak up
- Which shuts them down

Male Athletes } Dumb Jocks

Demographics of teachers does not reflect student body

Process

Continue the energy

Get the superintendent in the room

Diversity classes – With teachers

Evolve diversity concept

Reach all the target groups

Co-learning among adults through relationships

Recruit African American teachers

Open conversations about race – With staff

↓
Somewhere to go to talk about race

Cultural dexterity

↓
Rather than diversity

↓
Everybody to be best version of self and help others

→ Content of character motivation

Stitch into strategic plan

Get teachers into the room for the Community Conversations

Find some metrics

Respect as core value

Superintendent

Administration

All Staff

“Diversity Talk”

