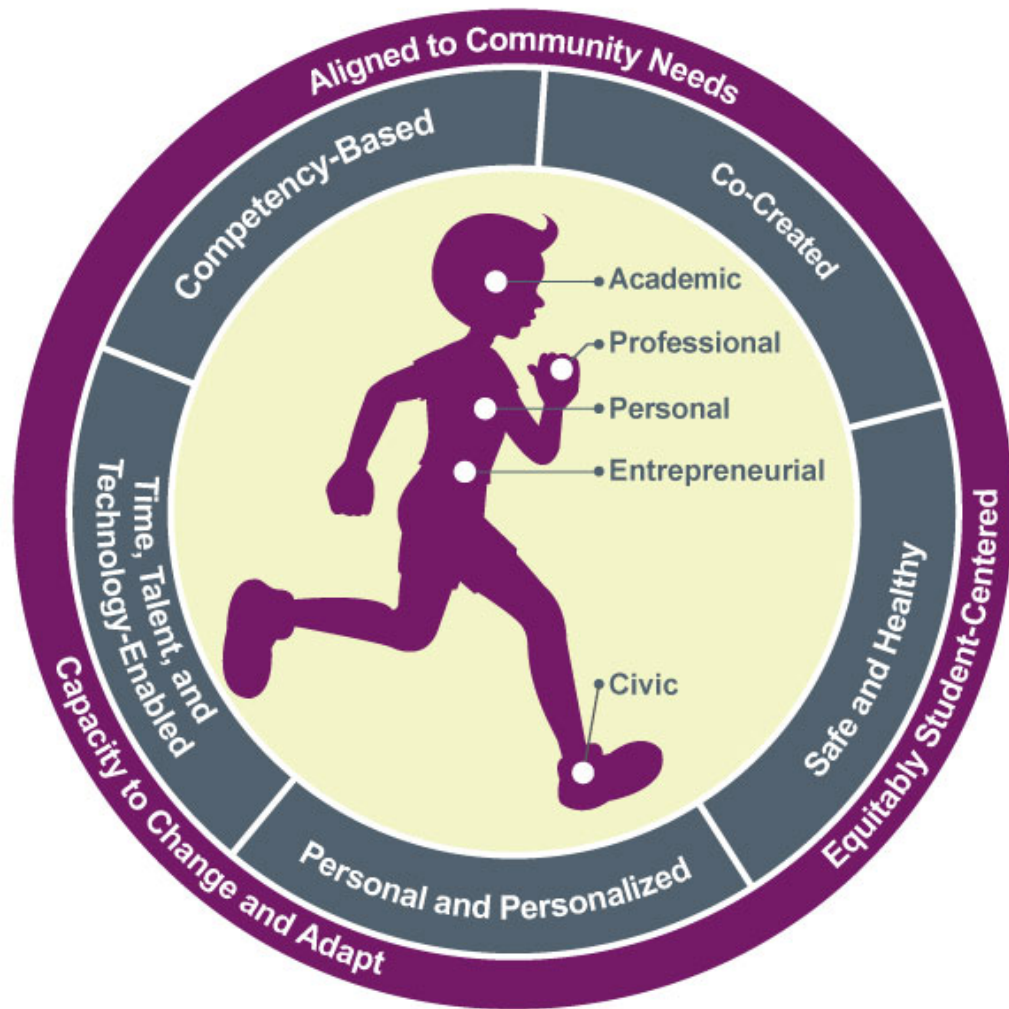


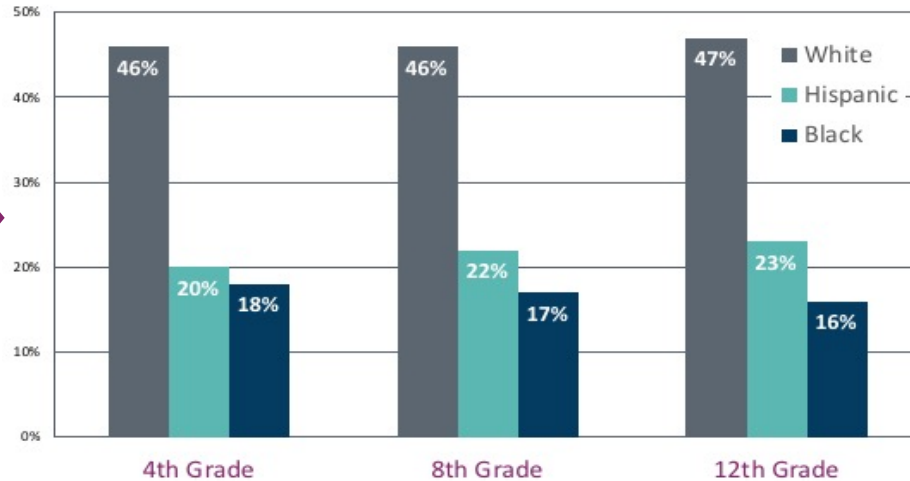
Rebecca Holmes

President and CEO



Individual vs. Systems Focus

Proficiency Rates on 2013 NAEP Reading Test



Proactive

Reactive

Proficiency Rate by Race
Source: National Center for Education Statistics (NCES)

SYSTEMS

Design, History,
Oppression

INDIVIDUAL

Fixing People



“We can’t be creative if we refuse to be confused. Change always starts with confusion; cherished interpretations must dissolve to make way for the new.”

Margaret Wheatley

Heather Chikoore

Policy and Equity Specialist

Your Personal “Why”

Constructivist listening is for the benefit of the speaker, not for the listener.

Guidelines for constructivist listening:

- Equal time
 - Don't interrupt
 - Double confidentiality
 - No criticism
-

Think about a time when you are sure
you met the needs of a student.

What was that like, and how did it
make you feel?

Think about a time when you did NOT
meet the needs of a student.

What was that like, and how did it
make you feel?

Think of a current student in your school or district who is struggling.

What are the aspects of the education system that contribute to that student's struggle or prevent him/her from getting the supports needed to be successful?
