



Evidence of Progress Monitoring
School District of Indian River County
#SDIRCStrongerTogether

Date: 11/18/2020

School/Department: Sebastian River Middle

Action Step #
and Description: 2.6 MTSS Framework
(If more than one action step is evidenced here, please include all action step #'s and a brief description of each.)

Explanation of Evidence: Copy of MS OneNote MTSS agenda: names of students on the left, past weekly agendas in the middle, and current week's agenda on the right. Screenshots from the weekly teacher/staff newsletter featuring professional development opportunities on equity issues, including equitable classroom practices vs. inequitable practices and a self-assessment and research on the self-assessment and how the equitable practices benefit students. Another screen shot of a professional development offering entitled Diversity & Discipline: Black Girls in Crisis.

Results of Action Taken: A few teachers have completed the survey, but we would like to encourage more to complete it.

Reflection: Perhaps if this were part of a district-wide professional development or training, we would be able to get a good grasp on where we are as a district on equitable practices. This is very valuable information.

SRMS

MTSS Agenda

The screenshot shows a Microsoft Word document titled "MTSS-Problem Solving Team". The document is in the "Class Notebook" view. The left sidebar shows a list of agenda items for the 2020-21 school year, with "Agenda 11/4" selected. The main content area displays the title "Agenda 11/4" and the date "Thursday, October 29, 2020 2:42 PM". Below the title is a table with the following columns: Name, Date, ID, Gr, Race, G, ESE, Referred by, and Reason. The table contains three rows of data, with the last row being "Attendance; family situation". Below the table, there is a note: "Need to set date for next meeting on attendance and invite April - combine October and November on November 18 (no school on November 11)". At the bottom of the page, there is a footer: "2.6 - MTSS Framework SRMS November 2020".

Name	Date	ID	Gr	Race	G	ESE	Referred by	Reason
								Attendance
								TCE MTSS Team recommends continuation
								TCE MTSS Team recommends continuation
								Attendance; family situation


Need to set date for next meeting on attendance and invite April - combine October and November on November 18 (no school on November 11)

— data review from Sturgeon

data review from Sturgeon

SG


November 2




EQUITY MATTERS

EQUITABLE CLASSROOM PRACTICES SELF-ASSESSMENT

This is an ANONYMOUS 27-question survey.

 Equitable Classroom Practices vs. Inequitable Practices - Examples.pdf [Download](#) 4.2 MB

 Equitable Classroom Practices_self-assessment.pdf [Download](#) 224.2 KB
This document explains the descriptors in the survey in more detail.

LINK TO THE RESEARCH FROM MCPS

DIVERSITY & DISCIPLINE: BLACK GIRLS IN CRISIS WEBINAR

On October 17, there was a very late announcement of a **Diversity & Discipline: Black Girls in Crisis Webinar**. If you were not able to attend, [here is a link to the replay of the webinar](#). It is 2 hours long, but it is a VERY worthwhile experience - since it's a recorded webinar, you can watch it in segments if you like. Download and complete the In-service Credit Request and earn PD Credit.



Diversity & Discipline - Black Girls in Crisis - Renewed
Harmony 10.17.2020.pdf

PRINT THIS PRIOR TO WATCHING TO TAKE NOTES



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351.5 KB



Inservice-Credit-Request-Instructional-Staff.docx
COMPLETE AND SUBMIT TO MS. HOLMES for PD CREDIT



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26.8 KB

Equitable Classroom Practices

Equitable Classroom Practices is a companion tool to the Expectations: Effort-based Intelligence element of the *Framework for Improving Teaching and Learning*. This document elaborates on the qualities of each look-for by describing the specific, observable teacher behaviors that communicate high expectations to students. The document is a catalyst for reflection and discussion about how educators may unconsciously interact with students from different racial, ethnic, socio-economic, gender, language, and disability groups in ways that have a tangible consequence on student achievement.

The research on teacher expectations has a long history beginning with the work of R.K. Merton in 1948 and continuing with Rosenthal and Jacobson in the 1960's, Brophy and Good in the 1980's, and Ferguson in the 1990's. These researchers and others have identified factors that may lead to lower teacher expectation for some students. These factors include race, ethnicity, socio-economics, gender, appearance, and oral language patterns. It is important to note that teacher expectations based on these factors are unconscious and unintentional. No one intends to negatively affect students' achievement, but decades of research confirms that differential treatment based on expectations promotes the academic success of perceived high-achieving students and inhibits the learning of perceived low-achieving students. Research indicates that perceived low-achieving students are:

- Given less wait time
- Less likely to be asked to respond in class
- Asked fewer higher order questions
- Given fewer opportunities to learn new material
- Less likely to be given opportunities to improve their answers
- Less likely to receive feedback on public responses
- Given briefer and less informative feedback
- Given more frequent criticism

Over time, these experiences not only hinder learning, but also negatively affect students' attitudes and motivation, resulting in self-fulfilling prophecies. Clearly, every teacher must consciously and consistently demonstrate these specific, observable, and measurable behaviors to all students regardless of their current academic performance if we are to eliminate the achievement gap. Our challenge is to be ever vigilant in ensuring that students from all racial, ethnic, socio-economic, language, and disability groups receive the same consistent messages of high expectations.

The equitable classroom practices described in this document are also aligned with the standards in the Teachers Professional Growth System (PGS). Evidence and examples of equitable classroom practices are described as well as the contrasting practices that can perpetuate inequities in student achievement. Like the PGS, the equitable classroom practices are research-based, and the examples represent the best practices for communicating high expectations to students.

Equitable Classroom Practices is not an all-inclusive description of best instructional practice. The teacher behaviors and practices here attached reflect the research for communicating high expectations to all students.

Equitable Classroom Practices

Evidence of Equitable Classroom Practices	Evidence of Inequitable Classroom Practices
1. Welcomes students by name as they enter the classroom <ul style="list-style-type: none"> • Correctly pronounces students' names 	<ul style="list-style-type: none"> • Does not greet students at the door • Mispronounces students' name • Acknowledges only high performing students and/or behaviorally compliant students
2. Uses eye contact with high- and low-achieving students	<ul style="list-style-type: none"> • Does not make eye contact with all students
3. Uses proximity with high- and low-achieving students equitably	<ul style="list-style-type: none"> • Remains in the same area or part of the room
4. Uses body language, gestures, and expressions to convey a message that all students' questions and opinions are important <ul style="list-style-type: none"> • Smiles • Nods head in affirmation • Leans toward the student 	<ul style="list-style-type: none"> • Uses non-verbal behavior to convey negative messages <ul style="list-style-type: none"> • Rolls eyes • Turns away from student • Frowns • Does not use non-verbal cues to validate students' questions and opinions • Uses body language, facial expressions or voice tone not congruent with the verbal message
5. Arranges the classroom to accommodate discussion <ul style="list-style-type: none"> • Teacher to student • Student(s) to student(s) 	<ul style="list-style-type: none"> • Keeps classroom arrangement stable regardless of the instructional activity • Structures all activities from teacher to students
6. Ensures bulletin boards, displays, instructional materials, and other visuals in the classroom reflect the racial, ethnic, and cultural backgrounds represented by students	<ul style="list-style-type: none"> • Displays materials that do not reflect students' cultural backgrounds
7. Uses a variety of visual aids and props to support student learning	<ul style="list-style-type: none"> • Teaches without use of visual aids or props
8. Learns, uses, displays, some words in students' heritage languages	<ul style="list-style-type: none"> • Makes no attempt to use or display words in students' heritage language
9. Models use of graphic organizers, for example <ul style="list-style-type: none"> • Venn diagram • Anticipation guide • Flow chart • Concept ladder 	<ul style="list-style-type: none"> • Does not teach or model use of graphic organizers • Uses the same graphic organizer without assisting students to transfer to new organizers and content

Equitable Classroom Practices

Evidence of Equitable Classroom Practices	Evidence of Inequitable Classroom Practices
<p>10. Uses class building and team building activities to promote peer support for academic achievement, for example</p> <ul style="list-style-type: none"> • Uncommon commonalities • Round-the-clock buddies • Four corners • Line-up • People searches or treasure hunts 	<ul style="list-style-type: none"> • Allows students to self-segregate • Does not structure academic interactions between students
<p>11. Uses random response strategies, for example</p> <ul style="list-style-type: none"> • Numbered heads • Color-coded cards • Equity sticks/calling sticks/calling cards 	<ul style="list-style-type: none"> • Calls only on students who raise their hands • Calls only on perceived high-achieving students • Uses round robin methods for student responses • Calls on students as a consequence for inattention
<p>12. Uses cooperative learning structures, for example</p> <ul style="list-style-type: none"> • Think-Pair-Share • Teammates consult • Jigsaw • Pairs check • Partner A and B • Boggle • Last word 	<ul style="list-style-type: none"> • Uses only teacher-directed instruction • Does not structure opportunities for students to learn together
<p>13. Structures heterogeneous and cooperative groups for learning</p>	<ul style="list-style-type: none"> • Structures only homogeneous groups • Fails to provide structure for small group learning
<p>14. Uses probing and clarifying techniques to assist students to answer, for example</p> <ul style="list-style-type: none"> • Restates the question • Breaks down the question into smaller ones • Asks a related question • Gives the student a hint, clue, or prompt 	<ul style="list-style-type: none"> • Accepts answers without providing opportunities for students to explain their thinking • Moves to another student when there is no response or an incorrect response • Fails to assist students' answers to respond
<p>15. Acknowledges all students' comments, responses, questions, and contribution by</p> <ul style="list-style-type: none"> • Affirming • Correcting • Probing 	<ul style="list-style-type: none"> • Ignores students' comments, responses and questions • Responds more readily to high performing students
<p>16. Seeks multiple perspectives</p> <ul style="list-style-type: none"> • "That's one idea. Does anyone else have another?" • "That was one way to solve the problem. Who did it another way?" 	<ul style="list-style-type: none"> • Validates only one perspective and/or response • Does not acknowledge a variety of strategies to solve problems • Implies one correct response or perspective to open-ended questions

Equitable Classroom Practices

Evidence of Equitable Classroom Practices	Evidence of Inequitable Classroom Practices
<p>17. Uses multiple approaches to consistently monitor students' understanding of instruction, directions, procedures, processes, questions, and content, for example</p> <ul style="list-style-type: none"> • Thumbs up • Unison response • One question quiz • Envelope please 	<ul style="list-style-type: none"> • Teaches without pausing to check for understanding • Uses a single approach to check for understanding • Does not use a strategy for checking understanding throughout instruction • Uses only self-assessment tools to check for understanding
<p>18. Identifies students' current knowledge before instruction, for example</p> <ul style="list-style-type: none"> • Word splash • K-W-L • "What do you think when you hear the word ____?" • Evidence of pre-assessment 	<ul style="list-style-type: none"> • Teaches prior to pre-assessing student knowledge • Teaches without activating students' prior knowledge
<p>19. Uses students' real life experiences to connect school learning to students' lives</p> <ul style="list-style-type: none"> • Asks students to reflect upon and discuss the following questions at the start and throughout a unit of study • "What events or situations occur in your family or neighborhood that require some knowledge of ____?" • How does knowing about ____ benefit your interactions in your family, neighborhood, or school?" • How does not knowing about ____ impede your interactions in your family, neighborhood, or school?" 	<ul style="list-style-type: none"> • Uses examples or illustrations not reflective of students' lives to teach curriculum • Relies primarily on teacher-generated statements of curricular relevance • Does not ask students to make curricular connections to their own lives
<p>20. Uses Wait Time 1 and 2</p> <ul style="list-style-type: none"> • <u>Wait Time 1</u>: Teacher silently waits at least 3-5 seconds for a student's response after posing a question • <u>Wait Time 2</u>: Teacher silently pauses at least 3 seconds to consider the student's response before affirming, correcting, or probing • Pauses silently following a student's response to allow other students to consider their reactions, responses and extensions • Structures silent think time before expecting students to respond 	<ul style="list-style-type: none"> • Fails to provide silent think time to individuals or the class • Comments immediately following a student's response • Answers own questions • Rephrases a question immediately after asking • Does not allow students to respond to each others' answers or comments • Asks more than one question before stopping to allow students to respond

Equitable Classroom Practices

Evidence of Equitable Classroom Practices	Evidence of Inequitable Classroom Practices
<p>21. Asks students for feedback on the effectiveness of instruction</p> <ul style="list-style-type: none"> Asks students to indicate the learning activities that are effective in helping them to learn Uses the plus/delta quality tool to discern what instructional practices help students learn Uses interviews, surveys, and questionnaires to gather feedback from students Uses exit cards 	<ul style="list-style-type: none"> Fails to ask students for feedback on the effectiveness of instruction Does not use student feedback to reteach
<p>22. Provides students with the criteria and standards for successful task completion</p> <ul style="list-style-type: none"> Evaluates student work by providing performance criteria (i.e. rubrics, exemplars, anchor papers) 	<ul style="list-style-type: none"> Fails to provide students with models of excellence Does not develop rubrics with students
<p>23. Gives students effective, specific oral and written feedback that prompts improved performance</p>	<ul style="list-style-type: none"> Does not provide feedback needed by students to improve their work
<p>24. Provides multiple opportunities to use effective feedback to revise and resubmit work for evaluation against the standard</p>	<ul style="list-style-type: none"> Refuses to accept work for re-evaluation purposes Provides feedback without opportunities to revise and resubmit work
<p>25. Models positive self-talk</p> <ul style="list-style-type: none"> Uses think-aloud Consistently gives students four key messages Shares stories of overcoming obstacles through effort Recognizes students' use of effective effort 	<ul style="list-style-type: none"> Fails to use encouraging language with students Posts the four key messages but does not refer to them Does not provide time for students to reflect upon and share effective use of effort
<p>26. Asks higher-order questions equitably of high- and low-achieving students</p> <ul style="list-style-type: none"> Analysis questions Synthesis questions Evaluation questions 	<ul style="list-style-type: none"> Asks higher-order questions to those perceived as high-achievers only
<p>27. Provides individual help to high- and low-achieving students</p>	<ul style="list-style-type: none"> Assists only higher-achieving students with independent work

Equitable Classroom Practices

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Equitable Classroom Practices Self-Assessment Checklist

Equitable Classroom Practice	Frequency of Use			
	Never	Rarely	Some-times	Often
1. Welcomes students by name as they enter the classroom <i>Asks students for correct pronunciation of their names; correctly pronounces students' names</i>				
2. Uses eye contact with all students <i>Makes culturally appropriate eye contact to all students</i>				
3. Uses proximity with all students equitably <i>Circulates around student work areas to be close to all students</i>				
4. Uses body language, gestures, and expressions to convey a message that all students' questions and opinions are important <i>Smiles; nods head in affirmation; leans toward students; turns toward students who are speaking to show interest</i>				
5. Arranges the classroom to accommodate discussion <i>Arranges seating to facilitate student-student discussion; seating to facilitate teacher-student discussion</i>				
6. Ensures bulletin boards, displays, instructional materials, and other visuals in the classroom reflect the racial, ethnic, and cultural backgrounds represented by students <i>Displays and uses materials (supplemental books) that reflect all students' racial, ethnic, and cultural backgrounds year round; displays products and props from students' home and community background</i>				
7. Uses a variety of visual aids and props to support student learning <i>Uses multiethnic photos, pictures, and props to illustrate concepts and content; uses appropriate technology to illustrate concepts and content</i>				
8. Learns, uses, and displays some words in students' heritage language <i>Posts some content words or phrases in students' heritage language; uses some words or phrases from students' heritage language in the classroom</i>				
9. Models use of graphic organizers <i>Uses a variety of graphic organizers during instruction; encourages students to identify and use the task-appropriate graphic organizer by modeling</i>				
10. Uses class building and teambuilding activities to promote peer support for academic achievement <i>Structures academic and social interactions between students</i>				
11. Uses random response strategies <i>Uses random response strategies (i.e., numbered heads, color-coded cards, equity sticks, calling sticks)</i>				
12. Uses cooperative learning structures <i>Structures opportunities for students to learn with and from their peers (i.e., Think—Pair—Share, Teammates Consult, Jigsaw, Pairs Check, Partner A and B, Boggle, Last Word)</i>				
13. Structures heterogeneous and cooperative groups for learning <i>Uses random grouping methods to form small groups; explicitly teaches collaborative learning skills to students; provides opportunities for cooperative groups to process/reflect on how well they accomplished the task</i>				
14. Uses probing and clarifying techniques to assist students to answer <i>Rephrases the question; asks a related question; gives student a hint, clue, or prompt</i>				
15. Acknowledges all students' comments, responses, questions, and contributions <i>Uses affirming, correcting, or probing to acknowledge all students' responses</i>				
16. Seeks multiple perspectives <i>Validates all perspectives with responses such as "That's one idea. Does anyone else have another?"; "That was one way to solve the problem. Who did it another way?"; "Who has an alternative view?"</i>				

Equitable Classroom Practice	Frequency of Use			
	Never	Rarely	Some-times	Often
17. Uses multiple approaches to consistently monitor students' understanding of instruction, directions, procedures, processes, questions, and content <i>Uses a variety of approaches to monitor students' understanding throughout instruction (Thumbs Up, Unison Response, One Question Quiz, Envelope Please)</i>				
18. Identifies students' current knowledge before instruction <i>Uses a variety of methods to assess students' knowledge before instruction such as: Word Splash, K-W-L, Anticipation Guide, Brainstorming, Webbing</i>				
19. Uses students' real life experiences to connect school learning to students' lives <i>Asks students to reflect upon and discuss the following: "What events/situations occur in your family or neighborhood that require some knowledge of ____?"; "How does knowing about ____ benefit your interactions in your family, neighborhood, or school?"; uses examples that are reflective of students' lives to support learning.</i>				
20. Uses Wait Time <i>Pauses at least 3 – 5 seconds to consider the student's response before affirming, correcting, or probing; pauses following a students' response to allow other students to consider their reactions, responses, and extensions</i>				
21. Asks students for feedback on the effectiveness of instruction <i>Asks students to indicate the learning activities that are effective in helping them to learn; uses interviews, surveys, and questionnaires to gather feedback from students; uses exit cards to gather feedback about instruction</i>				
22. Provides students with the criteria and standards for successful task completion <i>Evaluates student work by providing performance criteria (i.e., rubrics, exemplars, anchor papers)</i>				
23. Gives students effective, specific oral and written feedback that prompts improved performance <i>Confers with students to provide feedback to improve performance; provides opportunities for students to use peer reviews; provides written feedback that allows students to revise and improve their work</i>				
24. Provides multiple opportunities to use effective feedback to revise and resubmit work for evaluation against the standard <i>Allows students to revise work based on teacher feedback; encourages and structures opportunities for students to provide feedback to peers based on an established standard</i>				
25. Explains and models positive self-talk <i>Explains the importance of positive self-talk; shares examples of how positive self-talk leads to positive outcomes</i>				
26. Asks higher order questions equitably of all students <i>Asks analysis questions; asks synthesis/create questions; asks evaluation questions; poses higher order questions and uses a random method for calling on students; provides think time for all students before asking for responses</i>				
27. Provides individual help to all students <i>Ensures all students receive individual help</i>				

From **A Resource for Equitable Classroom Practices, 2009**, Equity Training and Development Team, Office of Organizational Development, Montgomery County Public Schools, Maryland