Now is the Time to Redefine School

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# Schools Should Strive For

| 1 | PHILOSOPHY | Create a philosophy that believes all students have their own genius and add value to the learning community |
| 2 | CULTURE   | Establish a culture of high expectations and support for every member of the learning community. Foster authentic individuality and personal identity |
| 3 | PEDAGOGY  | Adopt a teaching methodology designed toward student voice, choice and leadership |
| 4 | CONTENT   | Curate content that is culturally and communally relevant, and challenges the hegemonic structures |
| 5 | DIVERSE STAFF | Staff at all levels, particularly in the classroom, that mirrors the student population and has wherewithal to bring their own lens to the work |
| 6 | EXPANDED COMMUNITY | Develop an expanded community that bridges the gap between school and community, supporting the reciprocity of learning and resources |

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Philosophy

Create a philosophy that believes all students have their own genius and add value to the learning community
Philosophy

SHORT TERM
Administration and staff define what it means to believe in every single student and how that is demonstrated through day to day interactions and program structure

LONG TERM
Develop an onboarding protocol that ensure new staff understand the school's philosophy

WHAT NEEDS TO BE TRUE
Every single adult working at the school must subscribe to the philosophy
Establish a culture of high expectations and support for every member of the learning community. Foster authentic individuality and personal identity.
Culture

SHORT TERM

▪ Every student held to the same high standards, then given tools and support to meet them
▪ Shift away from punitive measures of discipline and move towards restorative practices
▪ Institutionally, create more time for learning and planning

LONG TERM

▪ Over time create a place of belonging where everyone feels valued and wants to work at their highest level
▪ State funding to lower teacher load to no more than 80 students per year for middle and high school

WHAT NEEDS TO BE TRUE

▪ School-wide belief that every student is a learner with a value and voice
▪ Removal of academic tracking that results in segregation
▪ Ensure there are mindset shifts from success/failure to exploring learning as a process
Pedagogy

Adopt a teaching methodology designed toward student voice, choice and leadership
Pedagogy

SHORT TERM

▪ True standards-based instruction where students and teachers know what standards they’re trying to hit and have exemplars to measure against
▪ Competency/performance-based assessments based on state standards
▪ Students lead learning through discovery and discourse

LONG TERM

▪ Institutionally, create more time for learning and planning
▪ Systems and structures to support continued implementation of exploratory learning
▪ Adapting school schedules to accommodate innovative instruction and activities that are good for the school community

WHAT NEEDS TO BE TRUE

▪ Willingness to move from state standardized tests to performance/competency-based assessments
▪ High quality, extensive, and continuous professional development for teachers and staff including racial equity training
▪ Willingness to use multiple technologies to supplement learning and facilitate collaboration

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Content

Curate content that is culturally and communally relevant, and challenges the hegemonic structures.
Content

SHORT TERM

- Use content responsive to student’s culture and interests, and is representative of the diversity of our country
- Identify current resources that have been assessed for cultural relevancy, representation and exposure
- Create more time for teachers to plan and select content

LONG TERM

- All curricular content is chosen from the lens of equity and inclusiveness
- Ongoing professional development to examine curricular content for equity

WHAT NEEDS TO BE TRUE

- Willingness to abandon the hegemonic approach to curricular content
- Teachers need curricular resources that are equitable, inclusive and adaptable
- Teachers need the skills to select culturally relevant and representative content that meets the learning standards
Diverse Staff

Staff at all levels, particularly in the classroom, that mirrors the student population and has wherewithal to bring their own lens to the work
Diverse Staff

SHORT TERM

▪ Hire more teachers of color to all schools
▪ Create inclusive school environments that decenter the culture of whiteness and holds space for experiences that have been traditionally marginalized
▪ Identifying support systems within the schools to mentor new teachers of color

LONG TERM

▪ Setup a sustainable statewide system that will recruit and retain teachers of color with a goal of having the teachers of color mirror the population of their schools
▪ Elevate teachers of color to leadership roles in the schools and district
▪ Fill the pathway by enabling students to see teaching as a desired profession

WHAT NEEDS TO BE TRUE

▪ Principal must create environment that is inclusive of teachers of color
▪ Reprioritize what and who we think makes a good teacher
▪ Extensive, consistent and ongoing racial equity training
▪ Commitment to the school philosophy

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Expanded Community

Develop an expanded community that bridges the gap between school and community, supporting the reciprocity of learning and resources.
Expanded Community

SHORT TERM

• Valuing the student experience as knowledge whether it’s at school, home or in the community
• Stay away from words like “learning loss” and “working hard to catch up”
• Determine how external stakeholders can be collaborators and build relationships

LONG TERM

• Build a statewide system that enabled external stakeholders to connect with their local schools
• Include the whole family in the education of the student

WHAT NEEDS TO BE TRUE

• Every student must have exposure to offerings of external stakeholders and experience learning outside of their classroom
• Teachers and staff must be positioned to understand how external stakeholders add value
• The school must have a system of engaging and placing external stakeholders
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Send questions and comments to STEMbyTAF@techaccess.org
Our Students And Teachers Deserve The Best. Let’s Give It To them!