We conducted an overview of our Culturally Responsive & Sustaining Pedagogy (CRSP) framework for instructional equity. We considered teacher moves to partner with students and families across the four domains of Awareness, Community Building, Cognitive Development, and Critical Consciousness.

SESSION 1
CENTERING ON INSTRUCTIONAL EQUITY

We conducted an overview of our Culturally Responsive & Sustaining Pedagogy (CRSP) framework for instructional equity. We considered teacher moves to partner with students and families across the four domains of Awareness, Community Building, Cognitive Development, and Critical Consciousness.

APRIL 1 • 4:00PM - 5:30PM ET
PRESENTED BY

Malika Ali
Managing Partner
@Malika_Ali

Heidi Vazquez
Partner
@hvazquez14
Systemic Inequity...

breeds disengagement and under-develops students’ natural cognitive skills, which undermines their confidence and potential.

But...

we can restore natural confidence and competence by bringing the most powerful teaching to students who have been marginalized by systemic inequity through

**Culturally Responsive & Sustaining Pedagogy.**
Theory of Change

If we...
Build awareness about how systemic inequities translate into our schools,

and...
...learn about students’ cultures and build trust & belonging

and...
...nurture cultures of thinking by developing academic mindsets

then...
...students’ cognitive skills, mastery, competence, and engagement will improve.
Theory of Change

**and...**
...students will be empowered to use them in meaningful and transformative ways

**and...**
their self efficacy and confidence will improve

**and...**
they will become self-directed learners & empowered leaders who will transform their lives, their communities, & society
Implemented through an equity lens, our **Culturally Responsive and Sustaining Pedagogy (CRSP)** framework drives academic improvement. Persistent achievement gaps are the result of deficient systems, not deficient students. Our instructional approach begins with awareness, encouraging teachers and leaders to recognize how current systems undermine student confidence and under-develop cognitive processing skills. Our progression of high-value teacher moves is aligned with student data and paves the way for improving student engagement, elevating higher order thinking skills, and nurturing self-directed learners -- resulting in enhanced achievement and empowered students.

## OUR PEDAGOGICAL FRAMEWORK

<table>
<thead>
<tr>
<th>Domain</th>
<th>Explanation</th>
<th>Practice</th>
<th>Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Domain Explanation</strong></td>
<td>Supporting students to understand how cognitive skills empower them to move from critical reflection to critical motivation to critical action so they can transform their lives, communities, and society</td>
<td><strong>Practice</strong></td>
<td>Support students to act in ways that promote justice</td>
</tr>
<tr>
<td><strong>Strategy</strong></td>
<td>After a summative assessment, students “take informed action”</td>
<td><strong>Domain Explanation</strong></td>
<td>Recognizing that we must start with ourselves as actors within an inequitable system. We must be aware of how systemic racism results in compliance-oriented teaching that produces dependent learners.</td>
</tr>
<tr>
<td><strong>Domain Explanation</strong></td>
<td>Leveraging relationships, a mindset around equity, and learning science to disrupt a culture of low expectations &amp; shift the cognitive load to students by developing their information processing skills.</td>
<td><strong>Practice</strong></td>
<td>Develop awareness about students' identities and cultures</td>
</tr>
<tr>
<td><strong>Practice</strong></td>
<td>Develop students' thinking skills</td>
<td><strong>Strategy</strong></td>
<td>Community walk &amp; journal prompts about students' neighborhoods</td>
</tr>
<tr>
<td><strong>Strategy</strong></td>
<td>Using thinking routines to scaffold thinking and make it visible</td>
<td><strong>Domain Explanation</strong></td>
<td>Rooted in this awareness, we learn to build community and nurture academic mindsets so that, when a student is under the load of a cognitive task, the community can support the learner through the task</td>
</tr>
<tr>
<td><strong>Practice</strong></td>
<td>Develop academic mindset</td>
<td><strong>Strategy</strong></td>
<td>1. Build a culture of trust &amp; belonging through storytelling 2. Build a culture of thinking &amp; productive struggle</td>
</tr>
</tbody>
</table>
2 More Sessions This Month

SESSION 2
LEADING INCLUSIVE CHANGE

Through the equity lens offered by our CRSP instructional framework, explore key leadership moves and a change management process to support targeted improvements infused with the flexibility and resiliency required to reach sustainable scale.

April 8 • 4:00pm - 5:30pm ET

SESSION 3
DESIGNING FOR ENDURING IMPROVEMENT

Elevate and explore the small and large changes underway in schools this year that are accelerating equity and access for families. Discuss the data, stories, experiences, and lessons learned that will help educators and leaders plan intentionally and strategically for September 2021.

April 15 • 4:00pm - 5:30pm ET

bit.ly/SpringLearningSeries
Through our Professional Development series, participants receive an overview of the CRSP framework for instructional equity. The series offers opportunities for reflection and discussion, introducing high impact instructional moves across the four domains of Awareness, Community Building, Cognitive Development, and Critical Consciousness.

Through facilitated Professional Learning Communities, groups of committed Teachers and Leaders gather to discuss and reflect on CRSP content. Teachers share lessons, practice new instructional strategies and engage in implementation activities, while Leaders share ideas, implement new routines, and facilitate school-level data analyses.

Through 1-on-1 Teacher Coaching, teachers ready to lead implementation efforts receive individualized, embedded support to help grow their practice. Coaching centers on knowledge building, self-reflection, student feedback, and the strategic implementation of CRSP practices. Emerging best practices are codified and shared with the larger faculty.

Through 1-on-1 Leader Coaching, leaders receive personalized and structured support, focusing on managing sustainable change, advancing instructional equity, and enhancing family engagement. Coaches help leaders grow in their roles as instructional leaders, organizers, consensus-builders, communicators, and problem-solvers.
WAYS TO ENGAGE

When partnering with us, you can choose your level of engagement based on your current context and capacity. Explore our Culturally Responsive & Sustaining Pedagogy framework as a full faculty in Professional Development; develop internal change agents through the facilitation of a CRSP Professional Learning Community; establish implementation expertise and best practices through 1-on-1 Coaching of teachers and leaders; or connect implementation more fully with leadership moves to support whole school change.

TESTIMONIALS

“We have been to a lot of PD in my career and am blown away by the content and organization of these sessions.”
- Teacher

“Highlander coaching has helped me move forward on my continuous journey of improved instruction.”
- Teacher

“The partnership with Highlander has been one of the very best experiences I have had in education.”
- Teacher

“Our CRSP presenter was terrific! She presented complicated ideas in a clear way that was directly relevant to our work in schools.”
- Leader

“I really appreciate how highly engaging CRSP sessions were for us as a district leadership team.”
- Leader

“This is truly an amazing, compelling, hopeful model for change.”
- Leader

READY TO TRANSFORM YOUR SCHOOL OR DISTRICT?

Partner with us today!

highlanderinstitute.org/partner