I'm Graig!

Twitter
@equitycollab

Text questions or comments during the session!

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I'm Jamie!

Twitter
@jalmanzan
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Text questions or comments during the session!

TheEquityCollaborative.com

I'm Aaron!

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Text questions or comments during the session!

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Here's what we're going for…

- Connect with others during this new time, centering our **humanity over our jobs**

- **Explore adaptive leadership** as a frame for approaching our current equity challenges

- Use colleagues to support our efforts to **grow our leadership**

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Connecting to Each Other

What is a story that you want others to know about how you're experiencing this moment in America's racial history?

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Opener

Breakout Room Conversation ONE

Opener

In the chat box, how are you feeling right NOW?

Adjusted Syllabus
Spring 2020
Brandon Bayne
UNC - Chapel Hill

📸 **Snap a photo if you want this for your breakout room discussion.**

Principles
1. Nobody signed up for this.
  • **Not for the sickness, not for the social distancing, not for the sudden end of our collective lives together on campus.**
  • **Not for an online class, not for teaching remotely, not for learning from home, not for mastering new technologies, not for varied access to learning materials.**

2. The humane option is the best option.
  • **We are going to prioritize supporting each other as humans.**
  • **We are going to prioritize simple solutions that make sense for the most.**
  • **We are going to prioritize sharing resources and communicating clearly.**

3. We cannot just do the same thing online.
  • **Some assignments are no longer possible.**
  • **Some expectations are no longer reasonable.**
  • **Some objectives are no longer valuable.**

4. We will foster intellectual nourishment, social connection, and personal accommodation.
  • **Accessible asynchronous content for diverse access, time zones, and contexts.**
  • **Optional synchronous discussion to learn together and combat isolation.**

5. We will remain flexible and adjust to the situation.
  • **Nobody knows where this is going and what we'll need to adapt**
  • **Everybody needs support and understanding in this unprecedented moment.**

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Affective Opener

Breakout Room Discussion

- Reflect on how this syllabus made you feel

- In the breakout room, introduce yourself

- Share your reaction to the syllabus with your partners (8 minutes)

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Breakout Room Discussion (8 Min)

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Affective Opener

Pair-Share Activity

- Find a partner from another school

- Who is someone that finds it easy to give you advice, especially when it isn't asked for? What makes it so easy for them to give you advice?

- What is some advice that you would give that person about giving advice?

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Working towards equity means…

Eliminating the predictability of success and failure that currently correlates with any social or cultural factor

Interrupting inequitable practices, challenging biases, and creating inclusive school environments for all

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Equity Collaborative Transformation Frame

Equity = Set specific equitable goals

Oppression = Identify systemic, institutional, and individual barriers

Learning Theory and Culturally Responsive Teaching

Coaching and Facilitation

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Equity Collaborative Transformation Frame

Equity and Oppression

Learning Theory and Culturally Responsive Teaching = Support educators to move toward teaching practices that prioritize student thinking

Coaching and Facilitation

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Equity Collaborative Transformation Frame

Equity and Oppression

Learning Theory and Culturally Responsive Teaching

Coaching = Questions follow answers, Only ask questions to which you don't already know the answer, Only give advice once it is asked for (twice)

Facilitation = Supporting cohort learning

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Equity Collaborative Transformation Frame

Equity = Set specific equitable goals
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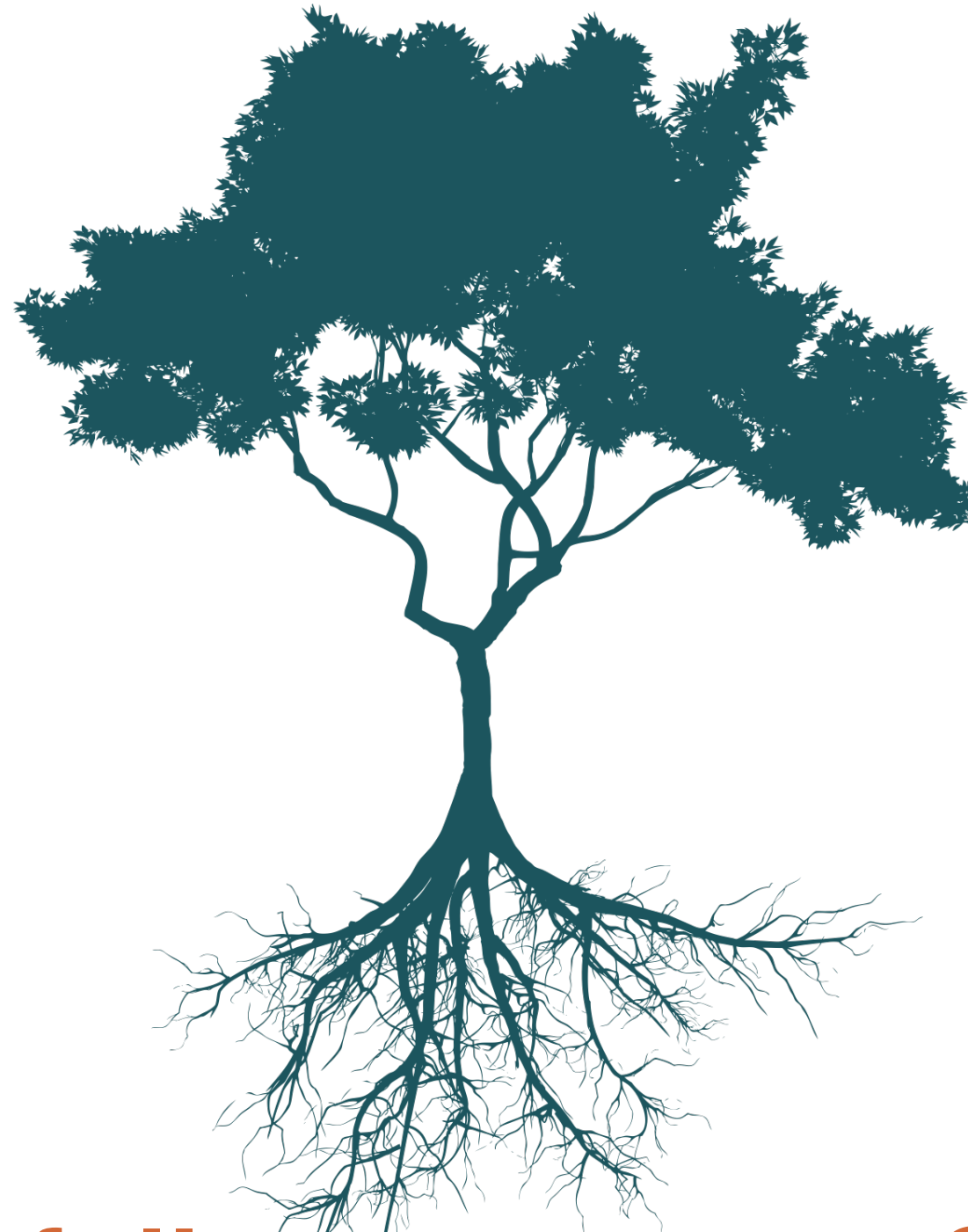
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Equity Collaborative Transformation Frame

Equity and Oppression

Learning Theory and Culturally Responsive Teaching

Coaching and Facilitation

In the chat box… Which area do you believe you need to focus as a leader?

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The Practice of Adaptive Leadership
R. Heifetz, A. Grashow, M. Linsky

Kind of Challenges	Problem Definition	Solution	Locus of Work
Technical	Clear	Clear	Authority
Technical and Adaptive	Clear	Requires Learning	Authority and Stakeholders
Adaptive	Requires Learning	Requires Learning	Stakeholders

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The Practice of Adaptive Leadership

Share with Us

Explain this concept of adaptive challenges in your own words.

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The Practice of Adaptive Leadership

Audience Participation:

Explain this concept of adaptive challenges in your own words.

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The Practice of Adaptive Leadership

R. Heifetz, A. Grashow, M. Linsky
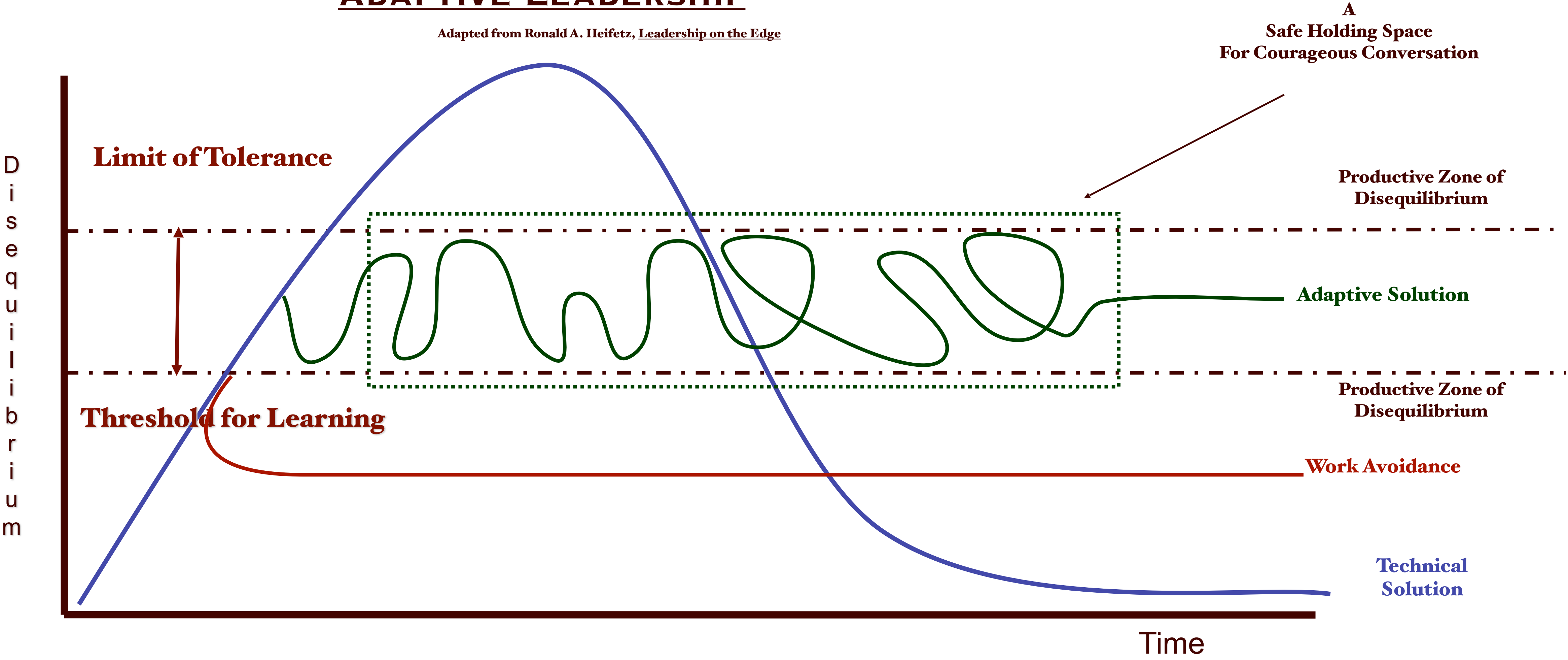
Task	Technical	Adaptive
Direction	**Provide problem definition and solution**	**Identify the adaptive challenges, frame key questions and issues**
Protection	**Protect from external threats**	**Disclose external threats**
Order Orientation	**Orient people to current roles**	**Disorient current roles; Resist orienting people to new roles too quickly**
Conflict	**Restore Order**	**Expose conflict or let it emerge**
Norms	**Maintain Norms**	**Challenge norms or let them be challenged**

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The Practice of Adaptive Leadership

Adaptive Leadership

Adapted from Ronald A. Heifetz, Leadership on the Edge

A
Safe Holding Space
For Courageous Conversation

Limit of Tolerance

Productive Zone of Disequilibrium

Adaptive Solution

Threshold for Learning

Productive Zone of Disequilibrium

Work Avoidance

Disequilibrium

Technical Solution

Time

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The Practice of Adaptive Leadership

Even some "Technical" issues have Adaptive Challenges in an equity context

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The Practice of Adaptive Leadership

Get on the Balcony

Identify the Adaptive Challenge

Regulate Distress

Maintain Disciplined Attention

Give the Work Back to the People

Protect Leadership Voices from Below

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The Practice of Adaptive Leadership

Poll:

Which of the practices of adaptive leadership interests you the most? Why?

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Adaptive Leadership in Practice

Breakout Room Discussion

- Share the adaptive leadership challenge most present for you

- Share how you're feeling about leading others on this work (15 minutes)

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Breakout Room Discussion (15 Min)

The Practice of Adaptive Leadership

Share with Us

What were some themes in your group?

Microlab Reflection Protocol

- A way to process thoughts efficiently.

- Develops understanding across schema

- Emphasizes listening to support self-discovery

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Microlab Reflection Protocol

- *Everyone has time to write in response to a given prompt.*

- *Each member of the trio has two minutes to share what they wrote or what they're thinking without interruption.*

- *Repeat the process for the other prompts, each member of the trio sharing first at some point.*

- *Finish the protocol with time to discuss and respond to what they heard from each other.*

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Breakout Room Discussion (30 Min)

Microlab Reflection Protocol

Prompt:

If you can change your focus from solving your problem to getting better at addressing it, what are some ways you want to grow through the process?

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Microlab Reflection Protocol

Prompt:

- With regards to your challenge, what are the top and bottom limits of your zone of productive disequilibrium?

- Simply: What is the learning you have to do right now?

- What scares you about that?

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Microlab Reflection Protocol

Key to adaptive leadership is "Give the work back to the people." What is some work that you need stakeholders to take on with your adaptive challenge?

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Microlab Reflection Protocol

Group Discussion

Take a few minutes to react and reflect with each other.

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Closing Thoughts

Large Group:

- What from the microlab discussion would you like to share with the group?

In the chat:

- What feedback to you have for us on today's session?
- How are you feeling at the end of our time together?

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