

Welcome!

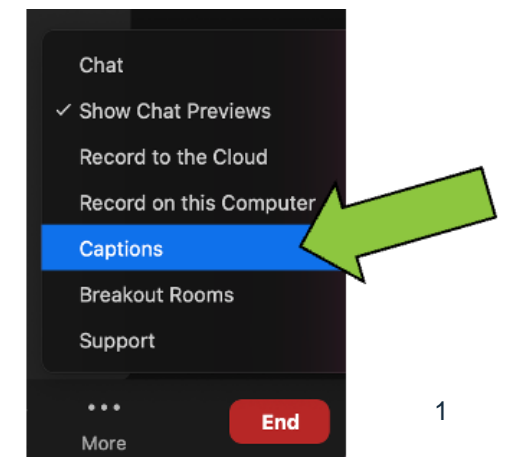
As you enter the space, please do the following:

- 01 Rename yourself to reflect the school or district you are representing (name, district)



- 02 Mute your microphone
- 03 Complete the attendance form:
<https://go.edc.org/SEB-Academy-Sign-In>

- 04 If you would like closed captions, click on the three dots in the bottom right corner and select "captions".





SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY



Incorporating an Equity Approach to MTSS in SEB

Presentors: Sara Niño & Summer Ellis-Xavier



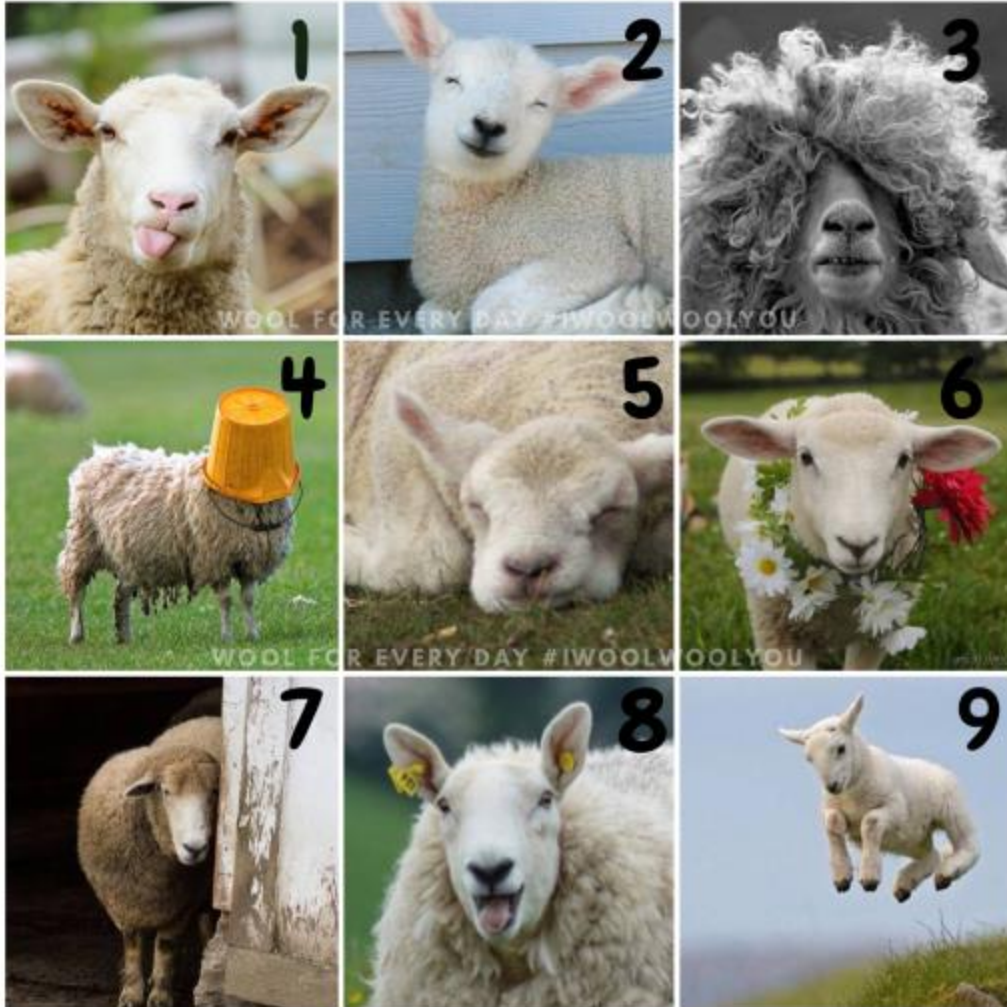
Agenda

- 1. Connector & Introductions**
- 2. Agenda, Agreements, Objectives**
- 3. Overview of Equity and MTSS**
- 4. Equity and SEB**
- 5. Reflection and Closing**

Agreements

- ✓ Use “I” statements to speak from your own experience; we do not expect others to speak for anyone but themselves.
- ✓ Consider *impact* of your words over what you *intended* to say.
- ✓ Practice confidentiality - share learning, keep the names and personal stories you receive.
- ✓ Expect and accept non-closure.
- ✓ Engage actively in a way that works for you.

**On this sheep-scale,
how do you feel today?**



WOOL FOR EVERY DAY #IWOOLWOOLYOU

Connector

On a Sheep Scale of 1 - 9, which sheep best represents how you are feeling right now? Add the number in the chat!

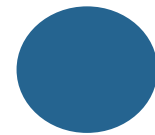


WHO ARE YOU?

- 01 Does your district/school have a public definition for “equity?”
- 02 Is “equity” explicitly addressed in your district/school mission or vision statement?
- 03 On a scale of 1 to 5, how would you rate your knowledge, training, and experience related to equity?
- 04 On a scale of 1 to 5, how would you rate your district/school community’s knowledge, training, and experience related to equity?



Today's Presenters



Sara Niño

SEB Academy Coach/Technical Assistance
Provider



Summer Ellis-Xavier

AdaptiveX Facilitator



Tori Todd

SEB Academy Director of Learning Opportunities, Tech
Support



OBJECTIVES



- + Explore equity as an outcome
- + Discuss the ways equity shows up/doesn't show up
- + Consider your role and relationship with equity
- + Critically Reflect and Envision Possibilities



NOTE CATCHER



SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY



Webinar Note Catcher
MTSS Through an Equity Lens

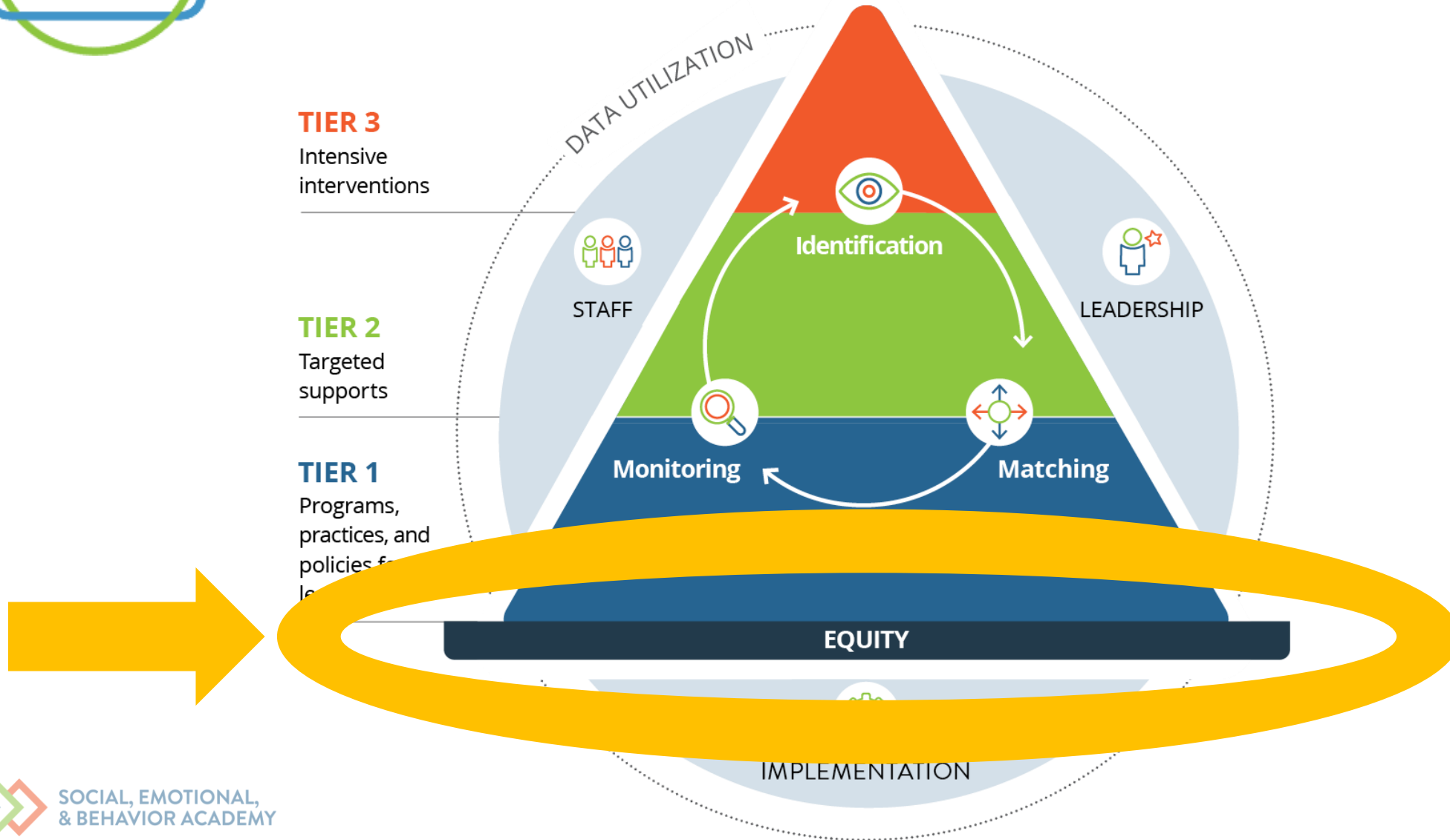
Equity and MTSS	<ul style="list-style-type: none">	<ul style="list-style-type: none">
SEB and Equity	<ul style="list-style-type: none">	<ul style="list-style-type: none">
PBIS, SEL, and Equity	<ul style="list-style-type: none">	<ul style="list-style-type: none">
Possible Pitfalls & Recommendations	<ul style="list-style-type: none">	<ul style="list-style-type: none">
Reflection and Closing: <i>Freedom Dreaming and Accountability</i>	<ul style="list-style-type: none">	<ul style="list-style-type: none">

Overview of Equity & MTSS - Building Background Knowledge



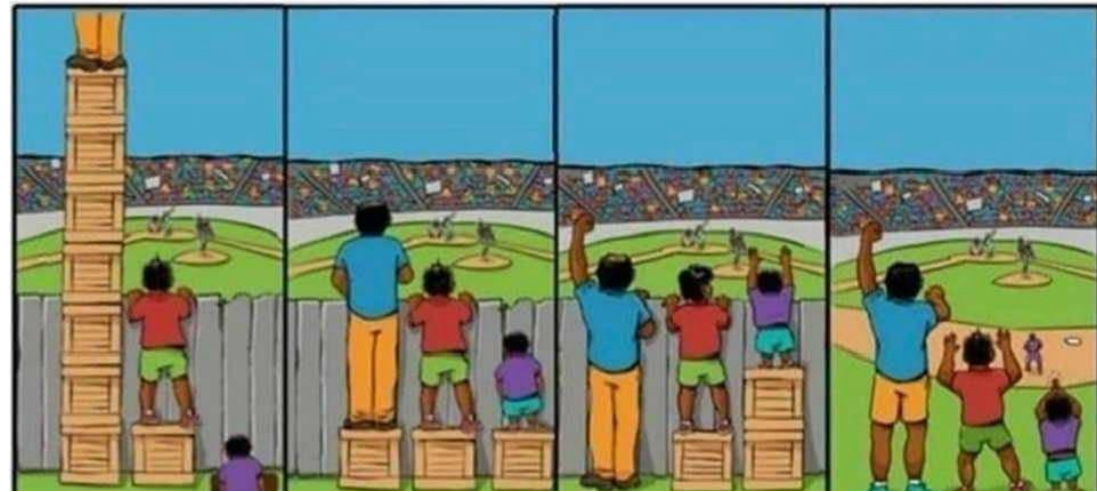


MULTI-TIERED SYSTEM OF SUPPORTS





What is *EQUITY*?



Adapted from: Interaction Institute for Social Change, interactioninstitute.org | Artist: Angus Maguire, madewithangus.com

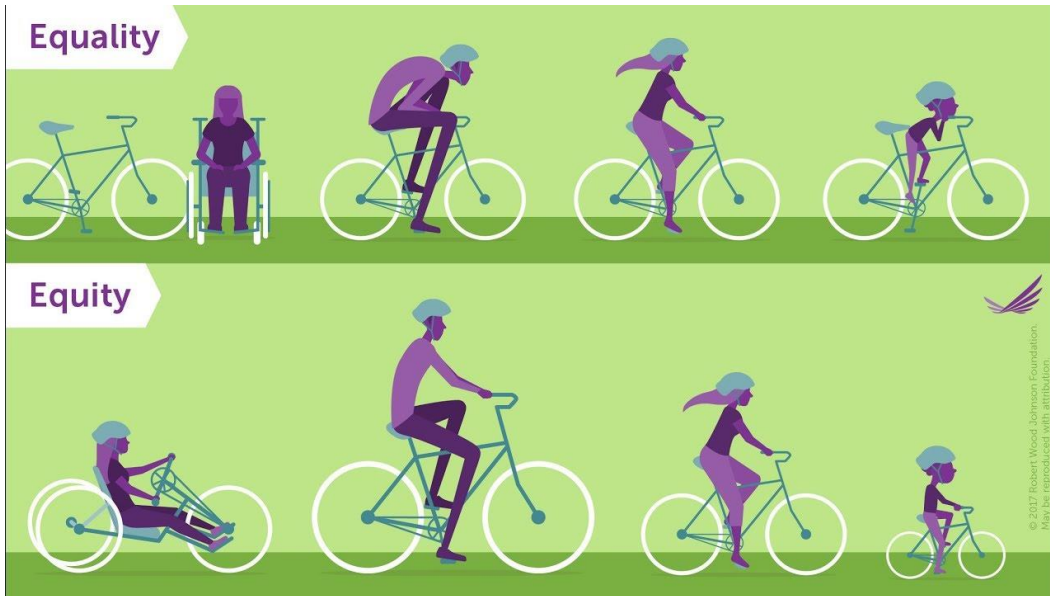
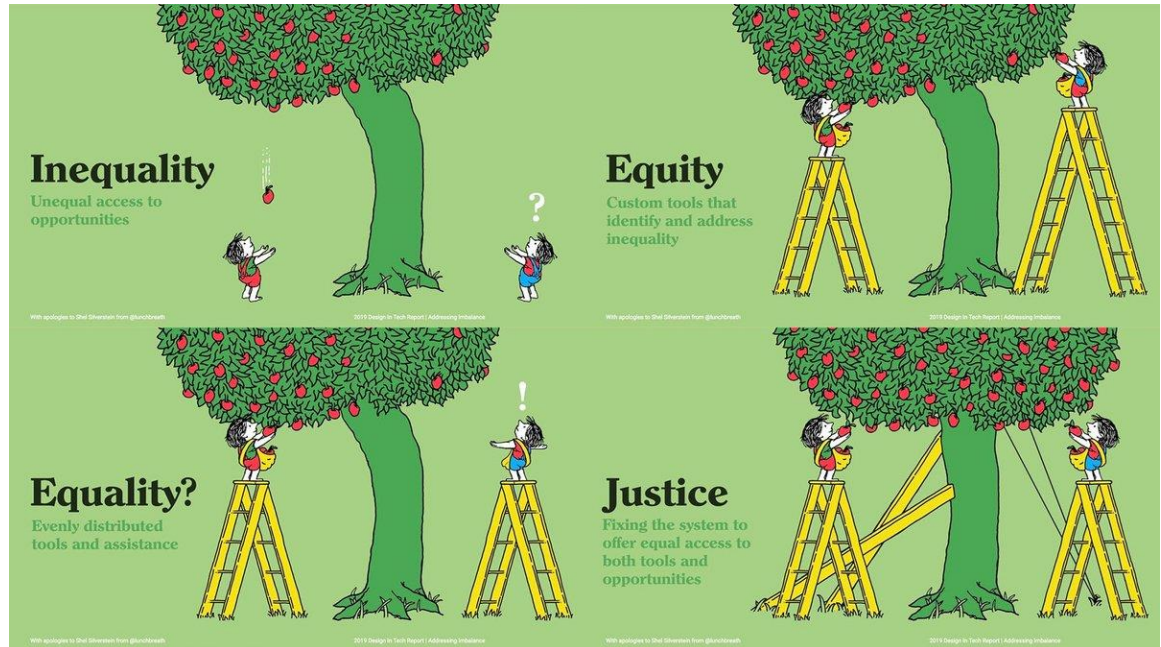


Image credit: Robert Wood Johnson Foundation, 2017



2019 Design In Tech Report | "Addressing Imbalance" Illustrations by @lunchbreath



EQUITY AS AN OUTCOME

“MTSS may be a vehicle for advancing equity; however, MTSS alone is not enough if it does not explicitly and consistently center equity as the primary goal.”

Sullivan, Nguyen, & Shaver, (2022). *Equity by Design: Foundations of Equity-Centered MTSS*. Midwest & Plains Equity Assistance Center.

Critical Consciousness and Reflection

Leadership for Equity

Aligning Language with Intent

Policies and Practices for Equity

Equity & SEB





The promise of social and emotional development as a lever for increasing educational equity rests on the capacity of educators to understand that all learning is social and emotional and all learning is mediated by relationships that sit in a sociopolitical, racialized context – for all children, not just those who are black and brown. Social emotional learning offers the possibility of acknowledging, addressing, and healing from the ways we have all been impacted by racism and systemic oppression and to create inclusive, liberatory learning environments in which students of color and students living in poverty experience a sense of belonging, agency to shape the content and process of their learning, and thrive. This potential will only be realized if we intentionally prioritize educational equity and belonging as a primary goal of social-emotional learning and strategically apply what we know from research on the effects of race and racism, the relationship between culture and learning, and the neuroscience of healthy brain development.

—Social Emotional Learning [National Equity Project](#) (2023)

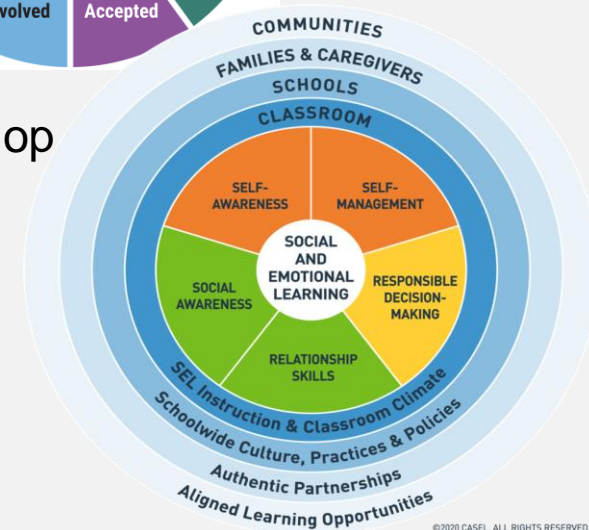


EQUITY - SEL, CULTURE, & SENSE OF BELONGING

Adapted from *Social Emotional Learning - The National Equity Project (2023)*

Building Equity Consciousness and Capacity

- Increase self-awareness of social identities and how these shape experiences, definitions of success, and interpretations of behavior (race, class, gender, language, etc.)
- Learn about and reflect on histories related to race, racism, and exclusion in the United States and build skills for facilitating discussions within the context of lessons
- Deconstruct, reflect on, and create lessons that value, engage, and develop the whole child
- Grow knowledge about the neuroscience of learning; signals triggering a “threat” response, and strategies designed to explicitly decrease stress, increase a sense of calm, and support well-being
- Build a library of approaches that build and sustain trust across social identities



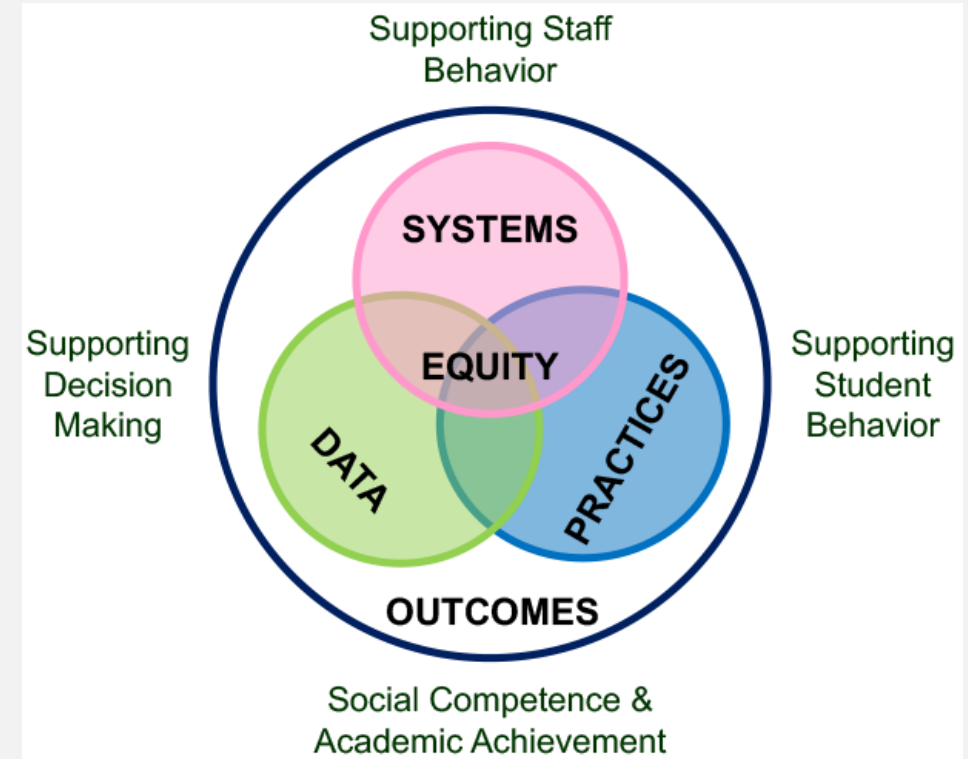


EQUITY - PBIS, BEHAVIOR, & MENTAL HEALTH

Adapted from *Centering Equity within the PBIS Framework: Overview and Evidence of Effectiveness (2022)*

Key Components of an Equity-Centered Approach

1. Gather, use, and report disaggregated data
2. Apply a preventive, multi-tiered, and **culturally responsive** behavior framework
3. Reduce opportunity gaps with engaging instruction
4. Create equity accountability in disciplinary policies
5. Practice strategies that neutralize implicit bias



Center on PBIS. Positive Behavioral Interventions & Supports. PBIS 5 Elements. What is PBIS? Retrieved from <https://www.pbis.org/pbis/what-is-pbis>.



SEL & EQUITY PITFALLS AND RECOMMENDATIONS

Adapted from [The National Equity Project](#) resource (2023)

POSSIBLE PITFALLS	RECOMMENDATIONS
Understand and practice SEL from a deficit-based mindset	<ul style="list-style-type: none">● Understand that all learning is social and emotional● Situate initiatives in historical, socio-political, and racially aware contexts● Locate solutions to problems in collective responses
Overemphasize self-management and -regulation while lacking emphasis on student agency	<ul style="list-style-type: none">● Use SEL approaches to build on student assets● Center student experiences and personal narratives● Build empathy through storytelling
Interpretation of resistance to structures and practices as “defiance” and “non-compliance”	<ul style="list-style-type: none">● Expand the definition of success and normative behavior
Assert colorblind and identity-neutral principles and values	<ul style="list-style-type: none">● Expand notion of self-awareness to include social identities● Routinize talking about race and other social identities
Avoid the topic of race	<ul style="list-style-type: none">● Create space to learn about racialized current events● Build “racial literacy” as a dimension of SEL competence● Grow social awareness and empathy skills
Underestimate unconscious beliefs and assumptions	<ul style="list-style-type: none">● Implement strategies that mitigate effects of implicit bias and stereotype threat● Leverage SEL to acknowledge, address, and heal from bias, racism, and systemic oppression

Exploring Possible Pitfalls Related to Social Identity

Activity: Consider...

- the identities you think about most?
- the identities that you think about least?
- the identities you want to learn more about?
- the identities having the strongest influence on how you perceive yourself
- the identities having the greatest influence on how others perceive you
- ***How can this exercise support building critical consciousness and reflection?***

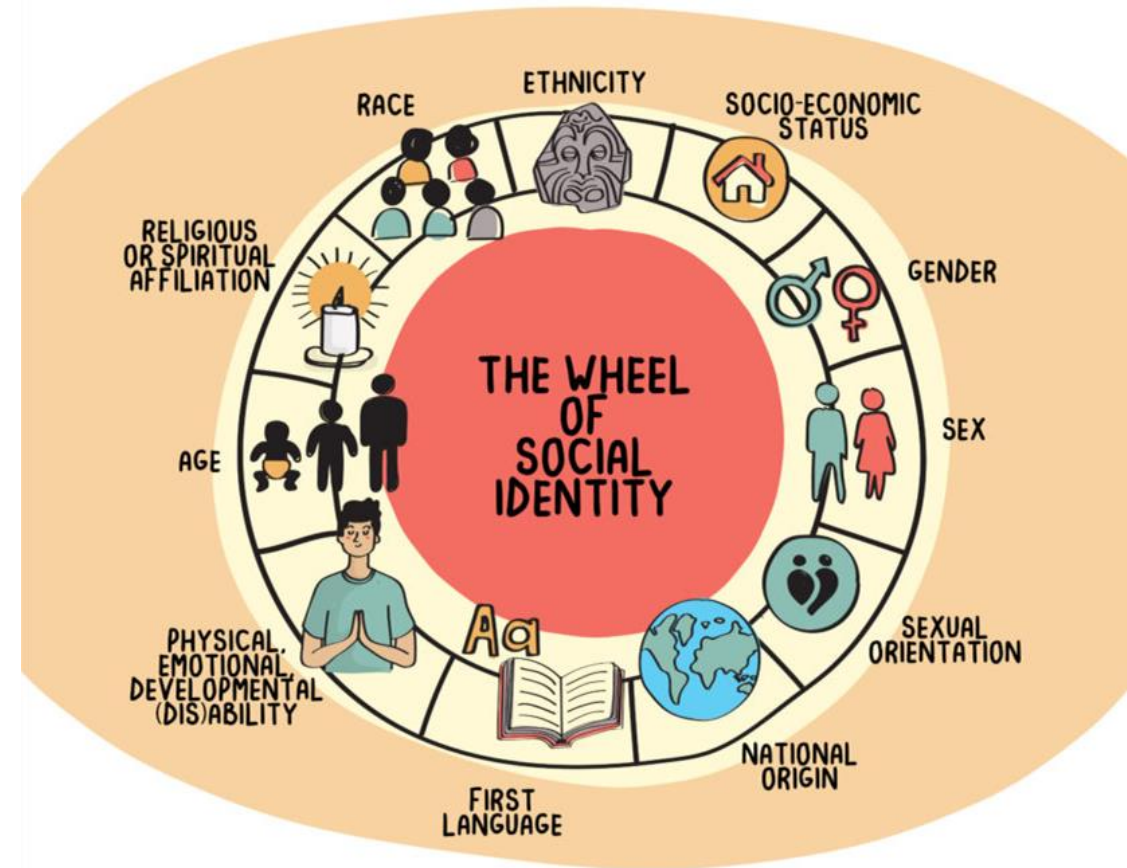
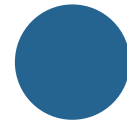


Image Source: Recipes for Wellbeing [The Wheel of Social Identity](#) (2022)

Equity in Action: Stories from the Field



Sara Niño

SEB Academy Coach/Technical Assistance
Provider



Summer Ellis-Xavier

AdaptiveX Facilitator

Reflection and Closing





REFLECTION & CLOSING

- *What is your FREEDOM DREAM for your district/school community?*
- *What is ONE thing you can commit to doing now to move toward your dream?*
- *Share with an accountability partner in the chat.*

When we dare to dream, “we participate in a type of worldmaking that positions us as architects, engineers and creatives of a future that we all deserve”

- Britt Meitzenheimer

Freedom Is a Collective Project
National Equity Project (2023)



RESOURCES

From the SEB Academy Toolkit (www.sebacademy.edc.org)

- Resources & Recommendations for Equity Data Use
- Benefits of SEL

Additional Resources

- [National Equity Project Resources](#) - Equity tools for setting Community Agreements, messaging equity, identifying equity challenges, facilitating discussions/meetings about equity, and more!
- [Learning for Justice](#) - FREE professional development PLCs to learn and grow individually and as a cohort!
- Explore the roots of “culturally relevant” teaching and learning with its author, Gloria Ladson-Billings (2014). [Culturally Relevant Pedagogy 2.0 a.k.a the Remix](#) (10 pages)
- In what ways has “equity” historically been represented in U.S. schools? Browse this 3-page timeline and get curious! [A Partial Timeline of Educational Oppression in the U.S.](#) The Equity Collaborative (n.d.)



NEXT STEPS

TA Provider Support

- Schedule a check-in as needed
- Reach out for support with resources

Peer Sharing Calls

- Tier 2 Supports – look out for an email soon!

Webinar

- SEB and High Leverage Classroom Practices – look out for an email soon!





EVALUATION

Please complete the evaluation survey for today's event to help us improve future offerings:

<https://go.edc.org/111623>





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& BEHAVIOR ACADEMY

➤ Thank You

