

# THE EQUITY LENS

HONORING ALL WHO SERVED • HAPPY VETERANS DAY



## REGULAR FEATURES

COACH'S CORNER

NEWS FROM TONY LAING, PH.D.

"THE HAN-ESTY BOX"

STAFF SHOUTOUTS

CLICK  
HERE

CALENDAR OF HOLIDAYS

I HAVE AN OFFICE AT LOKER!

Room 19 (Curriculum Office)

Phone: 358-8607



## NATIVE AMERICAN HERITAGE MONTH

Welcome to the 2nd issue of *The Equity Lens*! Along with updating readers on diversity and equity-related happenings, the mission of this monthly journal is to provide interesting, relevant content that you can apply to your work with students. I hope that the newsletter helps to keep equity in the foreground of our conversations.

A few highlights: In the advice column, I respond to *actual* teacher letters about Yom Kippur and a parent-teacher conference that went downhill. One of my favorite tasks was reading the Staff Shoutouts. We are in a giving profession, and it's important to keep our own tanks filled. **Research shows that schools with healthy school cultures are places where faculty work together well and support each other.** Taking a moment to acknowledge a colleague is an act of kindness. Staff Shoutouts will appear in every issue.

**November is Native American Heritage Month!** Please take a look at the Google Doc I created for classroom use and deeper learning. I looked through dozens of websites and teacher resources so that you wouldn't have to. **The Google Doc is a collection of my top picks. Please acknowledge this month with your students in some form. Help to make visible the existence, histories and diversity of peoples who are rendered invisible in this country.** See page 7 for the link.

Enjoy!

Caroline

**COACH'S  
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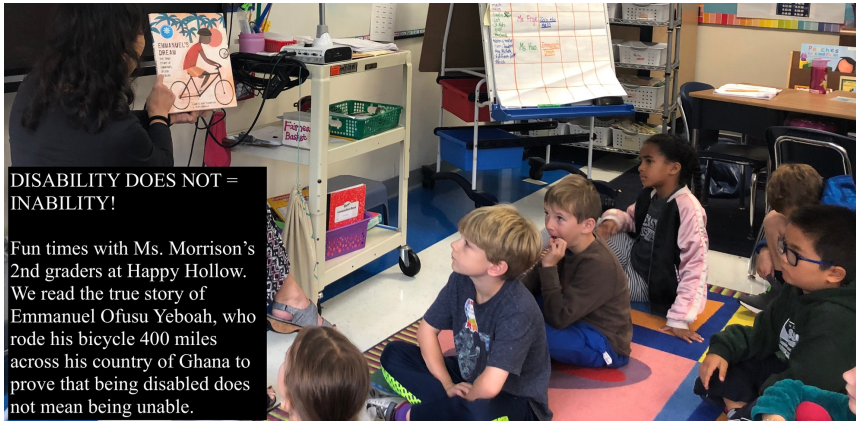


**Ken Rideout**, Science Department Head, wanted some help tracking student participation in an Honors Physics section. Ratio of males to females is 3:2, same for White and non-White students. I tried to learn about velocity and x, y axes and track participation at the same time. Given the pace, I was relieved whenever a student was able to get the teacher off topic (later, Ken shared that he allows for these moments to build community - pro teacher skills!). Later, Ken responded to my feedback with interest and reflection and came up with **a few strategies to increase the participation of his female and Asian-American students**. Ask [ken\\_rideout@wayland.k12.ma.us](mailto:ken_rideout@wayland.k12.ma.us) if you want to hear how it went.

**Are you interested in engaging more student voices in your class? TRY THE PROGRESSIVE STACK!** It is a method that **ensures that students in marginalized groups are heard by calling on them first**.

**How does it work?** The teacher ask(s) a question. Students reflect solo or in pairs). **Wait** (sufficient wait time is critical). As you take volunteers, write down (or mentally note) names in the order that you will call on them --> marginalized groups get called on 1st (e.g., Boston students, females, LGBTQ, EL, students with disabilities, and so forth...). This technique does NOT silence members of the dominant group. As educational policy studies professor Nolan Cabrera explains: **“When privilege is normal in your life, equity feels like oppression. White males are still going to be able to talk in class, we just need them to talk a little less and to listen a little more.”** Try it once and let me know how it goes!

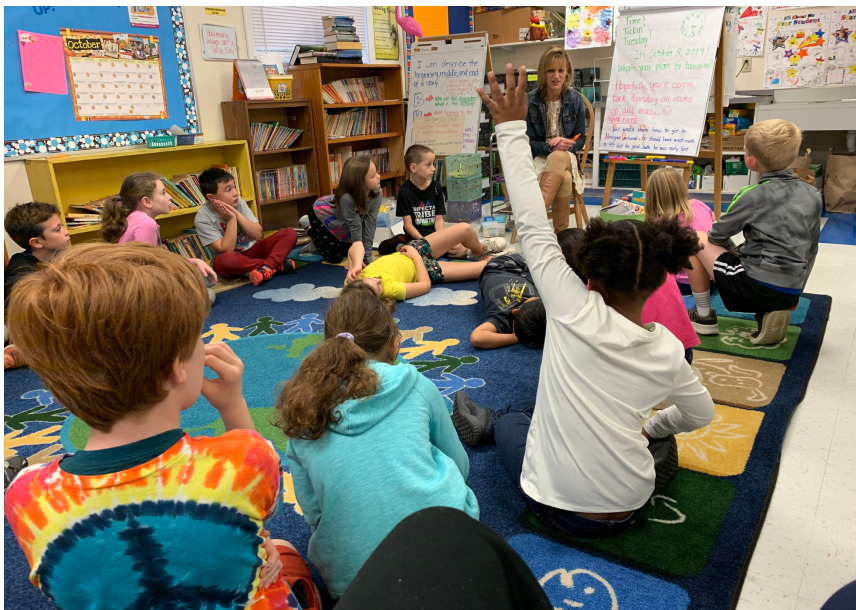
You may want to check out these articles on classroom equity strategies & student engagement.  
<https://drive.google.com/file/d/1ThbBb3dxN621dWbdoQKnZpBNxxTaiaQn/view?usp=sharing>  
<https://drive.google.com/file/d/1AueJWMUUSFRFJFXreQqLxFjdSzwik5i/view?usp=sharing>



**DISABILITY DOES NOT = INABILITY!**  
 Fun times with Ms. Morrison's 2nd graders at Happy Hollow. We read the true story of Emmanuel Ofusu Yeboah, who rode his bicycle 400 miles across his country of Ghana to prove that being disabled does not mean being unable.



An **affinity group** is a place where people with a shared identity come together and support each other. Especially helpful in predominantly white institutions (PWIs), affinity groups can increase a student of color's sense of belonging. Students in any stage of their **racial identity development** have a space of **affirmation** and **empowerment**. Elementary students in the METCO program as well as some Black Wayland resident students participate in weekly affinity groups, facilitated by Ms. Downes and Mr. Cooper!



Ms Cohen's Morning Meeting **woke me up** with all of the positive energy and active participation in the room! These exuberant 3rd graders loved telling their teacher what punctuation "errors" she had made in her wacky sentences.



Ms Dunkelberg's 6th grade Science class thought that the poster project on circuits was **LIT!!!** And so did I!

# NEWS FROM TONY LAING, PH.D.

Greetings everyone,

I have lots of exciting news to share about Wayland METCO! I have been meeting with my team, Boston resident students, and parents. The goals of these meetings are:

- 1) To work with and build rapport with students and parents; and
- 2) To troubleshoot problems that our students encounter inside and outside of school.

Here are some of our regular meetings facilitated by METCO staff:

- **Latoya Downes** convenes weekly affinity group meetings with our Boston elementary resident students and some Wayland resident students of color. Affinity groups provide a safe space to connect as students of color, do structured activities, play games, and share feelings and experiences.
- **JaNae Hood** meets with middle school students during their flex time and/or lunch hour to discuss missing work and check in about any issues that may be affecting students academically, socially or emotionally.
- **Mark Liddell** meets with high school students as part of the Cultural Identity Group Seminar (CIGS) classes that meet by grade level. The seminar covers topics related to African-American Studies and the college application process.
- **Caroline Han**, our Academic Dean, has been visiting classes, K-5 affinity groups, high school CIGS seminars, and having "Leadership Lunches" on a regular basis with MS students. She works closely with our Academic Coordinators and me to support our students academically, socially and emotionally.

**Student News:** The following Wayland High School students participated in The Calculus Project at Boston University, which was mentioned in the last issue of *The Equity Lens* newsletter: Shawn Bernier and Adianez Cabral were scholarship awardees and took part with Cassandra Cardoso and Lauren Grant-Lubin; and Khalia Hamilton and Jayden Saint-Felix held leadership roles by serving as pre-calculus tutors. Additionally Cassandra Cardoso completed a two week writing program at Smith College.

Click on the turkey (or anywhere around it to be taken to the registration page.



The 5th Annual Arredondo Family Foundation Turkey Giveaway is approaching! Veterans, Active Duty, and Military families in need can register below to receive a turkey:

[Register Here](#)

## SAVE THE DATE: Martin Luther King, Jr. Program & Dinner • Monday 1/20/2020

**Theme:** "Season of Change"

**Start and End Time:** 4:30 – 7:30 p.m.

**Location:** Thelma Burns ABCD Building; 575 Warren Street, Boston

**Keynote Speaker:** Pastor Matthew K. Thompson of Jubilee Church & Wayland METCO alumnus (Class of '90)

**Bus Transportation** from Wayland to Boston for Wayland families and interested faculty/staff/ students. FREE.

**Ticket Price:** \$20 Adults; \$15 Children. Proceeds go to scholarships for Wayland METCO students.

**Entertainment:**

- Gordon Michaels – Founder of the Boston Gospel Brunch at the original House of Blues in Harvard Square
- Elementary students will recite the "I Have a Dream."
- Middle School students will perform musical numbers and display original artwork.
- High School students will serve as emcees, and perform musical selections.

There will also be a **tribute** to the Class of 2020. 13 Boston resident students will graduate in June!

For more info, contact [Tony\\_Laing@wayland.k12.ma.us](mailto:Tony_Laing@wayland.k12.ma.us)

**WELCOME NEW STAFF!** I am ecstatic to share that METCO Wayland alumnus (Class of 2010), **DeVaughn Cooper**, joins the METCO staff as the second Elementary METCO Coordinator. He will work with Happy Hollow and Loker students and staff. Latoya Downes will work with Claypit Hill students and staff. **Caroline Han** also joins the staff as Academic Dean. She will work with Boston resident students at the middle and high school.

**Professional Development.** On October 12th, METCO staff attended two professional development workshops led by educator activist Jane Elliott at the Strand Theatre in Boston, along with hundreds of other educators committed to diversity work and building effective coalitions across educational sectors.

I look forward to providing future updates on the METCO Program, students, and staff!

- Tony Laing, Ph.D., METCO Director

## Religious & Cultural Holidays for Nov & Dec

Please click on this link for the calendar (space-saving measure!).

I had trouble opening the link on Firefox. If you do, use Chrome. If it still doesn't open, e-mail me, and I'll send you a link.



## My Top Picks for Classroom Resources for Native American Heritage Month

Please click on this link to access this resource!



The Media Center at the high school has a display in honor of Native American Heritage Month. Go check it out!