

I felt personally challenged by what our presenters brought to MMEA this year. Gender justice is for sure an area of growth for me. Many of our attending members connected with our two presenters. Follow up conversations commenced for over 30 minutes in the convention halls after each session.

New Learning:

Ron Ritchhart's text *Creating a Culture of Thinking* presents the concept of equity work through effective teaching practice and just culture building. He presents 8 cultural forces. I'd like to share key dispositions of the first force to inspire some thinking.

1. Expectations
  - a. LEARNING vs. work
    - i. How often is the position of learning priority?
  - b. UNDERSTANDING vs. knowledge
    - i. Do your students truly understand and did they memorize and now just know it?
    - ii. Can your students apply, perform, adapt, etc. with the new 'knowledge'?
  - c. DEEP vs. surface learning
    - i. What do you actually ask students to do with the skills and knowledge they are acquiring that will develop their understanding and push it forward?
  - d. INDEPENDENCE vs. dependence
    - i. How much control do you assert over the learning process?
    - ii. Authoritative control promotes dependence
  - e. GROWTH vs. fixed mindset
    - i. What are your personal beliefs about the achievement of your students?

"Equity is not a program. It's a process."