

March 25, 2021 Meeting

Objectives: Come to consensus about the most equitable grade floor and understanding why that is true.

Icebreaker (5 min)

Norm check (5 min)

- *Which norms are we doing well? Which ones do we need to work on? (put a plus next to the glows, and a - next to the grows)*
 - **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”
 - **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open.
 - **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
 - **Expect and accept non-closure:** We do not need to rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue. This norm should not be used to avoid difficult conversations.
 - **Do we need to add any norms?**

Intro(5min): Reflection: What are your beliefs about what the grade floor should be at UAI? Why do you think that?

Reading (10 min)

- *Fair Isn't Always Equal* (204-208)
- *Grading For Equity*

Reading Discussion (40 min)

- Do you agree or disagree with what we are reading? Why?
 - Do you understand the effects of a student receiving a zero?
 - What is it teaching a student when they receive a zero and they are unable to recover? How does that affect a student mentally and their motivation?
 - Do you allow opportunities for mastery so that students are able to replace failing grades?
 - If you use a grading scale out of 100, which percentage indicates failure?
 - Case sample: 1 student earns four grades:
 - 3 exams student scores 100
 - 1 exam they fail (earn a score of a 0)
 - Their average score would be 75, does that accurately represent their abilities?
 - Are grades to penalize students or a measure of their performance?

Record 5 key points that your group discussed on the agenda

Share out (10 min)

- Share your discussions with the entire team.
- Zoom poll:
 - The lowest grade should be 50%.

- Students should receive the grade that is their actual average.

Questions for Dr. Love (10 min):

- At our school we are having a discussion about what the floor grade should be. Some people believe that if a student does not complete an assignment they should earn a zero while others believe that the lowest grade should be a 50. What are your thoughts?
- How are we perpetuating white supremacist ideals through punitive grading and discipline?
- What are your thoughts on zero tolerance policies (not accepting late work, punitive measures for lateness, uniforms/dress codes, turning on your zoom camera, kicking kids out of a zoom when they're not responsive)? Do these policies better help prepare Black and Brown students for life beyond high school?

Next steps (30 min)

- We live in a culture of punishment. Punishment does not change behaviors. **It's teaching that changes behavior.**
- We cannot rely on our personal experiences.
- What are other ways that we motivate students?
- We need to remind people when their beliefs deviate from student learning, that then we are not using grades as a tool for learning.
- We need to teach how to give meaningful feedback. *We need to reach out to the Mastery Collaborative to get support for this.