



IEWG Equity Change Idea: Assessing Impact through Listening

Purpose: to refine and synthesize our equity change ideas as part of the Instructional Equity Working Group using critical feedback from those who implemented a change idea and those impacted by it.

What is Instructional Equity? It centers on creating learning experiences for learners that foster creativity, problem-solving, productive struggle, inquiry, and/or academic discourse.

What is an Equity Change Idea? An idea of how to do something differently that you think will result in an improvement, especially an improvement that would help our most underserved students reach a goal we hold for all students. Empathy interviews in a listening campaign can facilitate the process.

What is a Listening Campaign protocol? Listening campaigns are a non-binary way to hold issues up in complexity. Engage in listening to capture the perspective of stakeholders on the change idea. The process is important to minimize partiality of lens. Select 8-10 people to interview and utilize the suggested norms, questions and format below. Interviewees should include:

- Responsible and Accountable leaders – charged with planning and implementing change idea.
- Greatest needs groups – or the lived experience of those most impacted by the change idea. This includes and is not limited to English Learner, Diverse Learner, Students in Temporary Living Situations, African American, Latinx, LGBTQ, Low Income, and SPED.

What is an Empathy Interviews? An approach to find out as much as possible about the people involved in/impacted by the change idea including their thoughts, emotions and motivations. In terms of student interviews, we also want to ensure we tap into their agency and do not ostracize them at all. Each interview should be 15 minutes or so, and can utilize the following norms to create a safe space:

- ◆ Be curious and take a learner stance
- ◆ Listen more than you speak
- ◆ Be fully present, without distractions
- ◆ Express gratitude
- ◆ Keep issues of equity at the center
- ◆ Do not challenge lived experiences

Method for Empathy Interviewing: work with someone in your context who is familiar with equity-based leadership, has been trained in motivational interviewing or appreciative inquiry so students are empowered in the process. Introduce yourself, the change idea, and the purpose of the interview. Ensure the expectation is inquiry and you are not looking for others to “confirm” your change idea. Utilize some or all of the questions below.

1. What was your involvement in X (change idea)?
2. How did you feel about X?
3. Who led X and who was impacted and how?
4. What did you like the most/least about X?
5. What do you wish others knew about X?
6. How would you change X to best serve students?
7. Where there any unintended consequences of X?
8. What conditions were required to implement X?
9. What are you most proud of in relation to X?
10. If X were used in another school, what would be your advice?



Synthesis of Listening Campaign: take thorough notes on each interviewees responses as well as the questions utilized. Summarize your findings from interviews and/or focus group and bring to IEWG meeting on _____. Address the three prompts below in your conclusion:

- (1) What are strengths and opportunities raised about the change idea? Who raised them?
- (2) What are priorities for implementing the change idea at your school? What have you learned?
- (3) What are recommendations for others who are interested in trying your change idea?

Additional Resources

What is **instructional equity**?

- <https://www.bostonpublicschools.org/cms/lib/MA01906464/Centricity/Domain/2292/BPS%20Essentials%20for%20Instructional%20Equity%20V2.pdf>

What is a **change idea**?

- <https://hthgse.edu/crei/change-ideas/>

What is a **listening campaign**?

- <http://nationalequityproject.org/wp-content/uploads/NEP-Sample-Listening-Campaign-Report.pdf>

What is **culturally responsive pedagogy** and student engagement?

- <https://crtandthebrain.com/resources/>

How do I have **conversations with students about race**?

- <http://www.tolerance.org/sites/default/files/general/TT%20Difficult%20Conversations%20web.pdf>
- <https://neaedjustice.org/wp-content/uploads/2018/11/Racial-Justice-in-Education.pdf>

What is motivational interviewing (**empathy interview**)?

- <https://www.homelesshub.ca/resource/motivational-interviewing-open-questions-affirmation-reflective-listening-and-summary>

What is a student **journey map**?

- <https://semmforum.ca/wp-content/uploads/2017/12/Student-Journey-Mapping-SEMM-Forum.pdf>