

Leading CRT “Build the plane before you fly it!”
A Case Study of Visitacion Valley Middle School

Timeline of Events

Summer of 2014

1. I read CRT and the Brain!

Fall of 2015

1. We read and discussed 1 chapter with our Equity leadership Team (ELT)

Spring 2016

1. ELT and a few others attend 2 day Seminar
2. We worked through Racial Equity Movement series for 3 months in Spring Semester
3. Admin identify CRT as a focus for the following year

Summer of 2016

1. We purchase books for the entire staff and pre-pay them for their time to read the first half of the book
2. We send additional 8 staff to 2 day CRT Seminar

Fall of 2016

1. Partnership with Zaretta Hammond
2. Intro to CRT at our welcome back staff meeting
3. Work with ILT to discuss segments of the book
 1. Plan weekly PD for all Staff
4. Zaretta trains whole staff over the course of 4 sessions spotlighting talk structures

Spring 2017

1. ILT gets excited about student talk and selects structured academic talk as a focus for the Spring semester
2. ILT pilots work, observes each other and invites greater staff to observe them
3. School-wide Spring semester focus on talk structures, posters, teachers pick focal skill
4. Teachers observe Lead Teachers
5. Instructional Rounds focused on Academic Talk
6. End of the year Teacher showcase where some departments present their reflections on using Structured Academic Talk and CRT throughout the year

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Staff Quotes	Conditions
“We want to practice this.”	Capacity, Timeset – Path
“Ok, so what is it”	Capacity - Path
“We want strategies” “What can I use tomorrow?”	Capacity – Path Mindset – Emotion
“We are already doing that”	Mindset – Emotion Adult Culture – Path, Direction
“It’s all about relationships right?”	Mindset - Emotion
“I’m uncomfortable giving up the control”	Mindset – Emotion Capacity - Path
“We keep doing something different every month.”	Leader Capacity - Path
“I don’t feel comfortable leading this.”	Teacher Leader Capacity – Path
“When do I find time to do this in the class period?”	Timeset – Path
“What I have been doing is working.”	Mindset - Emotion

Reflections and Conclusions

- You have to start somewhere. Determine which condition is needed and plan it out.
- Some people have to see it in action before they will believe it, those folks need "strategies" and need to implement them with fidelity.
CAPACITY/PATH
- Some people need to believe it before they can see it, those folks need data, theory, research, and their heart string pulled MINDSET/EMOTION
- It not enough to spend 1 PD session or even a full day on CRT. It must be year long and multi-year plan.