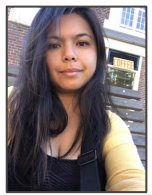
Scaffolding Vulnerability One Story At a Time: Clearing a Path to Equity

Abby Almerido

Santa Clara County Office of Education

scaffolding Vulnerability one story at a time

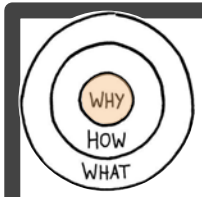
[Clearing a Path to Equity]



Abby Almerido
Academic Technology Specialist
Educational Technology Services

CONNECTEDNESS STRATEGIC INDIVIDUALIZATION LEARNER ANALYTICAL

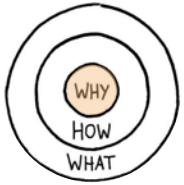
WHY
HOW
WHAT
HELLO



Santa Clara County Office of Education

INVESTING FOR IMPACT

EQUITY • DIVERSITY • INCLUSION • PARTNERSHIP



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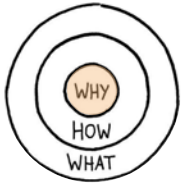
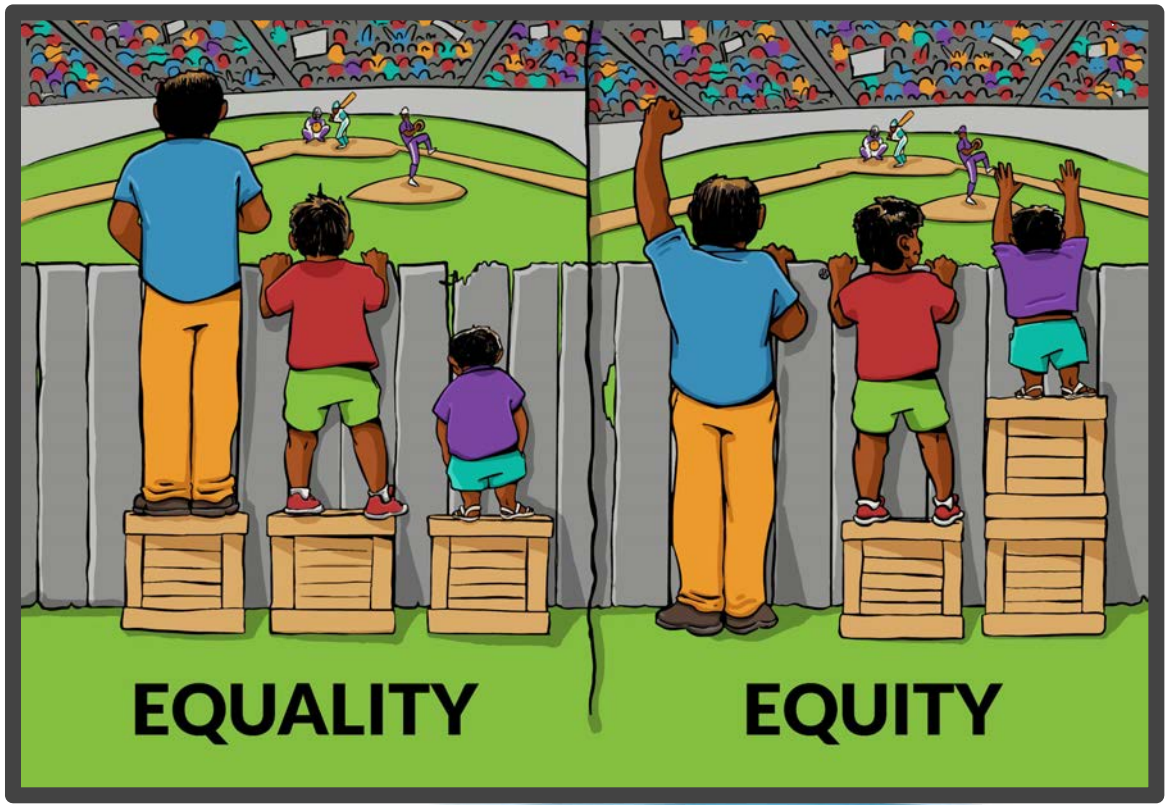
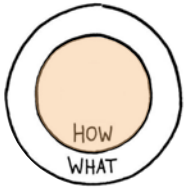


Racial Predictability of Achievement

"In nearly every category associated with positive academic outcomes, students of color typically are underrepresented, and in categories associated with negative outcomes, they are overrepresented."

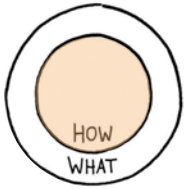
- Dr. Pedro Noguera





What conditions might a community need in place to make these conversations and work open for

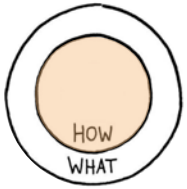
a variety of perspectives?



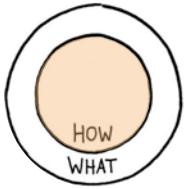
Employee Satisfaction Survey Results (2017-2018)

Table 4. Longitudinal Results - Agreement Scale Questions Weighted Averages

	2015-16	2016-17	2017-18
My work is satisfying.	4.1	4.2	4.1
I am satisfied with the pay I receive for the work that I do.	3.0	3.2	3.2
I am satisfied with the health-care related benefits.	3.1	3.3	3.4
I am satisfied with my total benefits package (medical, dental, vision, retirement, disability, life insurance, EAP, Wellness/Vitality, etc.).	3.4	3.5	3.5
I am satisfied with the opportunities for growth.	3.2	3.3	3.2
I am satisfied with the opportunities for career advancement.	3.1	3.2	3.1
I am satisfied with the SCCOE's public image/reputation.	3.1	3.5	3.1
I am likely to pursue job opportunities elsewhere.*	2.8	2.7	2.8
I am satisfied with my job.	3.8	3.9	3.8
My colleagues/coworkers encourage me to develop my job skills so I can advance in my career.	3.5	3.5	3.5
I trust my colleagues/coworkers.	3.9	3.9	3.9
My colleagues/coworkers trust me.	4.0	4.0	4.0
My immediate manager/supervisor encourages me to develop my job skills so I can advance in my career.	3.5	3.6	3.6
I trust my immediate manager/supervisor.	3.7	3.8	3.8
My immediate manager/supervisor trusts me.	3.9	4.0	3.9
There is a climate of trust in my department.	3.4	3.5	3.5
There is a climate of trust in my branch.	3.2	3.3	3.2
There is a climate of trust at the SCCOE.	3.0	3.2	3.0
Employees generally manage constructive feedback well at the SCCOE.	3.2	3.3	3.1
Employees generally admit to mistakes at the SCCOE.	2.9	3.0	3.0
Employees generally have humility at the SCCOE.	3.2	3.2	3.3

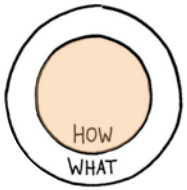


I trust my immediate manager/supervisor.	3.8
My immediate manager/supervisor trusts me.	3.9
There is a climate of trust in my department.	3.5
There is a climate of trust in my branch.	**3.2**
There is a climate of trust at the SCCOE.	**3.0**



Employees generally manage constructive feedback well at the SCCOE. **3.1**

Employees generally admit to mistakes at the SCCOE. **3.0**



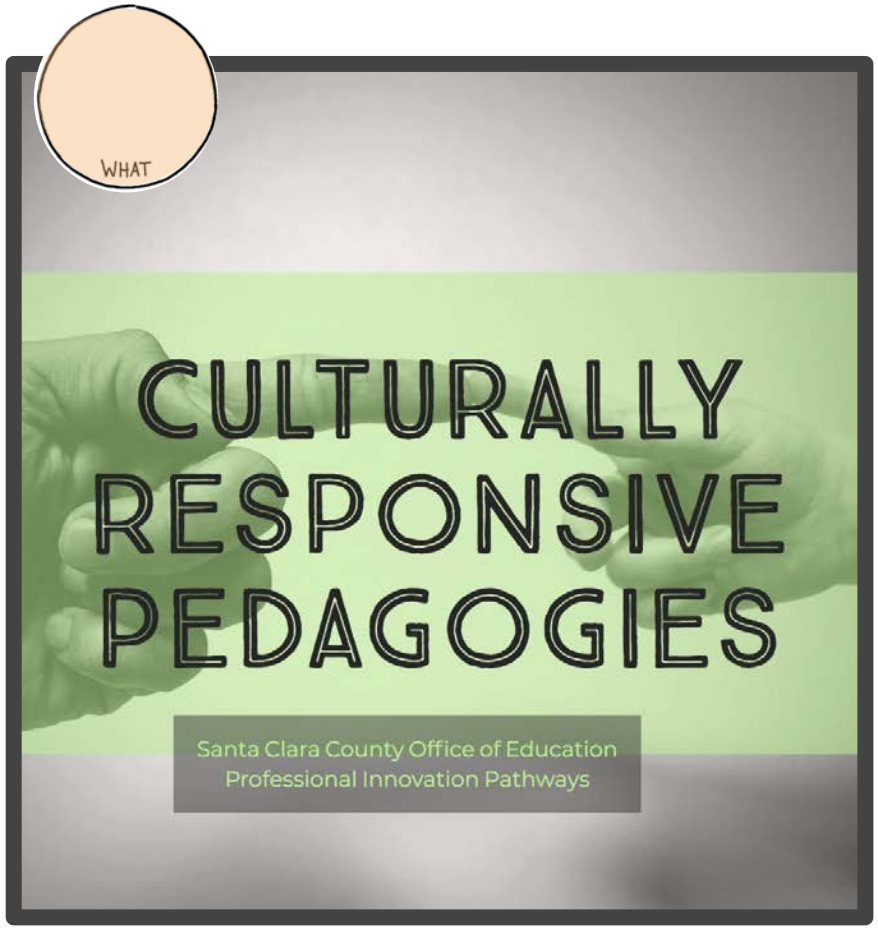
my name identity

A Declaration of Self

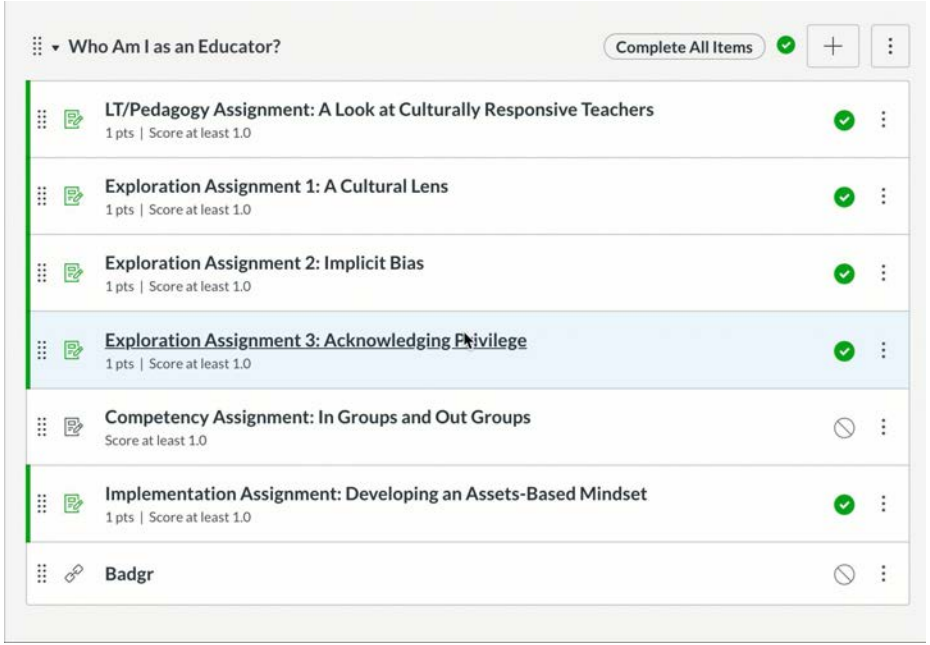
1. **Identity:** Who am I? Where do I come from?

2. **Implicit Bias:** What lenses do I view the world and people through? How does that impact my work?

3. **Action:** How might we design and engage in practice that are inclusive and powerful?



Course for Educators



HR LT Pilot

- My Name, My Identity
- Cultural Tree + Strengths
- Blind Contour Abstract (an exercise on snap judgments)

By the Numbers

Dr. Demerris Brooks-Immel | Craig Blackburn | Karen Larson | Gena Pacada | Martin Cisneros

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Avinika Shankla | Monica Jacoby | Dharma Jayabal | Kevran Day | Sandy Fakaosi
Olivia Santillan | Jenny Cheng | Rhonda Beasley | Tricia Zamora | Michelle Fine | Lisa Ketchum

[REM's *Everybody Hurts*
playing out of Dwight's car]

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