

Looking for more?

**Search “James Whitfield” at TED.com to watch
“Defining Equity. Pursuing Unity.”**

Or email JamesW@BeTheCulture.com





AESD ASSOCIATION OF
EDUCATIONAL
SERVICE DISTRICTS

Nine ESDs. One Network.
Supporting Washington's Schools and Communities.

MTSS Fest 2023

OSPI's Integrated Conference

Supporting Systems for Leadership & Belonging

AUGUST 3 8:30 a.m.-4:00 p.m.

AUGUST 4 8:30 a.m.-2:00 p.m.

**Three Rivers Convention
Center in the Tri-Cities**

Leadership To Close The Gap:

***Tools to Advance the
MTSS Movement***

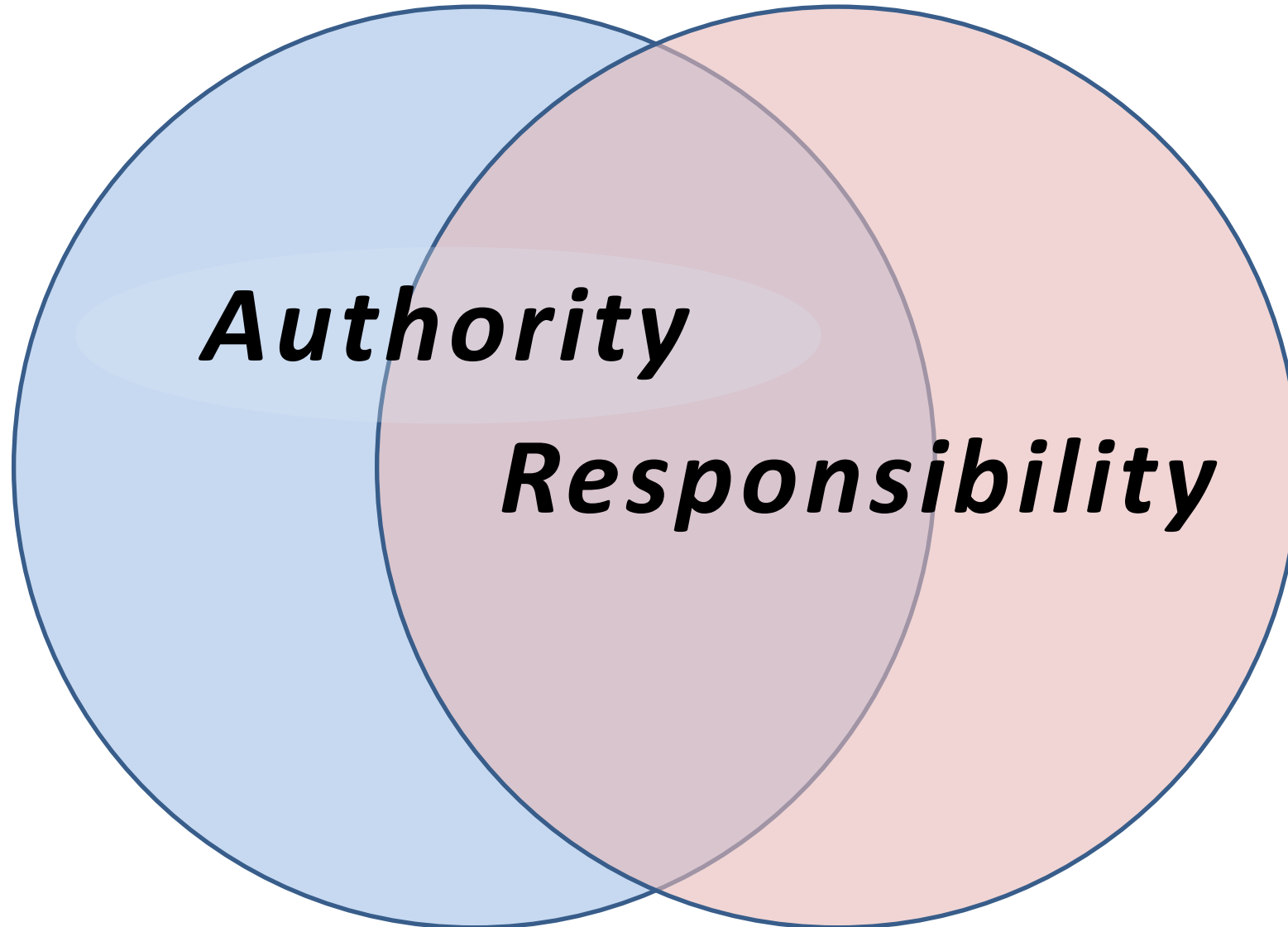
James Whitfield

Co-Founder, Be Culture





GAP





POWER \longleftrightarrow LOVE

Power without love is reckless and abusive,
and love without power is sentimental and
anemic.

Power at its best is love implementing the
demands of justice, and justice at its best is
power correcting everything
that stands against love.

- Rev. Dr. Martin Luther King, Jr.



LEADERSHIP POWER AND DUTY

Authority:

Authorized.
Potential or as
exercised.

Influence:

Granted at the
time it is
exercised.

Responsibility:

Internal/external
unconditional
mandate.

Enforceable.

“In the structure’s
best interest.”

Interpersonal.

“In your (our)
best interest.”

Moral/Ethical.

“For the greater
good.”

Direction,
protection,
order.

Norms,
agreements,
relationships.

Fulfil promise to
all connected
constituents.



- TOOL -
MOBILIZE THE PEOPLE
IN THE
MOVEMENT



PRO TIP

The People
ARE
the Work.



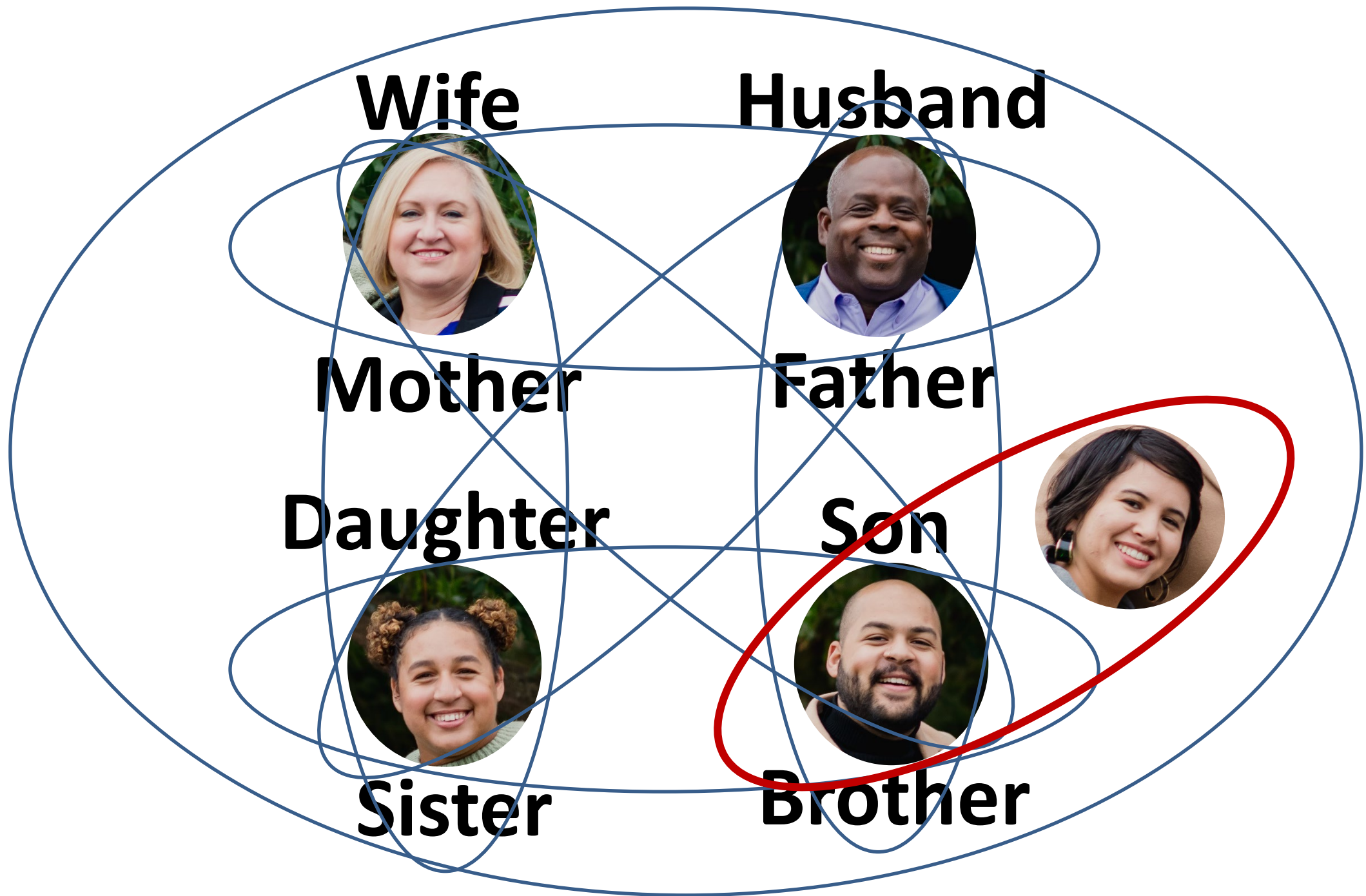
TEAM REFLECTION

Thinking about our team(s) and MTSS:

- What is our responsibility for MTSS? What is our promise, and to whom?
- Where do we have un/under utilized authority? Where does our authority have limitations that need to be addressed through influence? Do we understand (and can we communicate) why MTSS is in *their* interest?



- TOOL -
APPLY ALL LEVERS OF
SYSTEM CHANGE

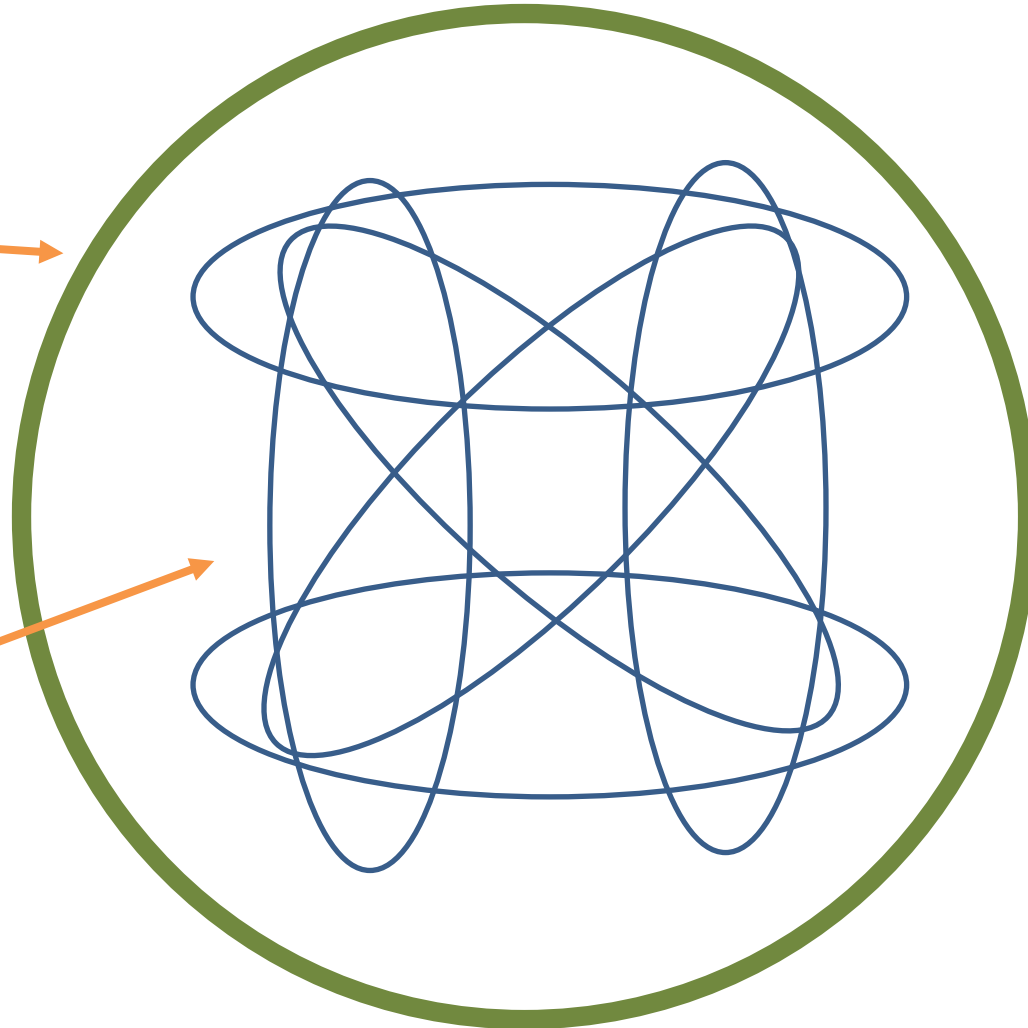




PARTS OF A SYSTEM

People
(Boundary)

Relationships



Rules:
Explicit
&
Implicit



SOCIAL SYSTEMS

- *Families*
- *Teams*
- *Companies*
- *Societies*





SYSTEM DESIGN

Right-Hand



***Predominant
Design***



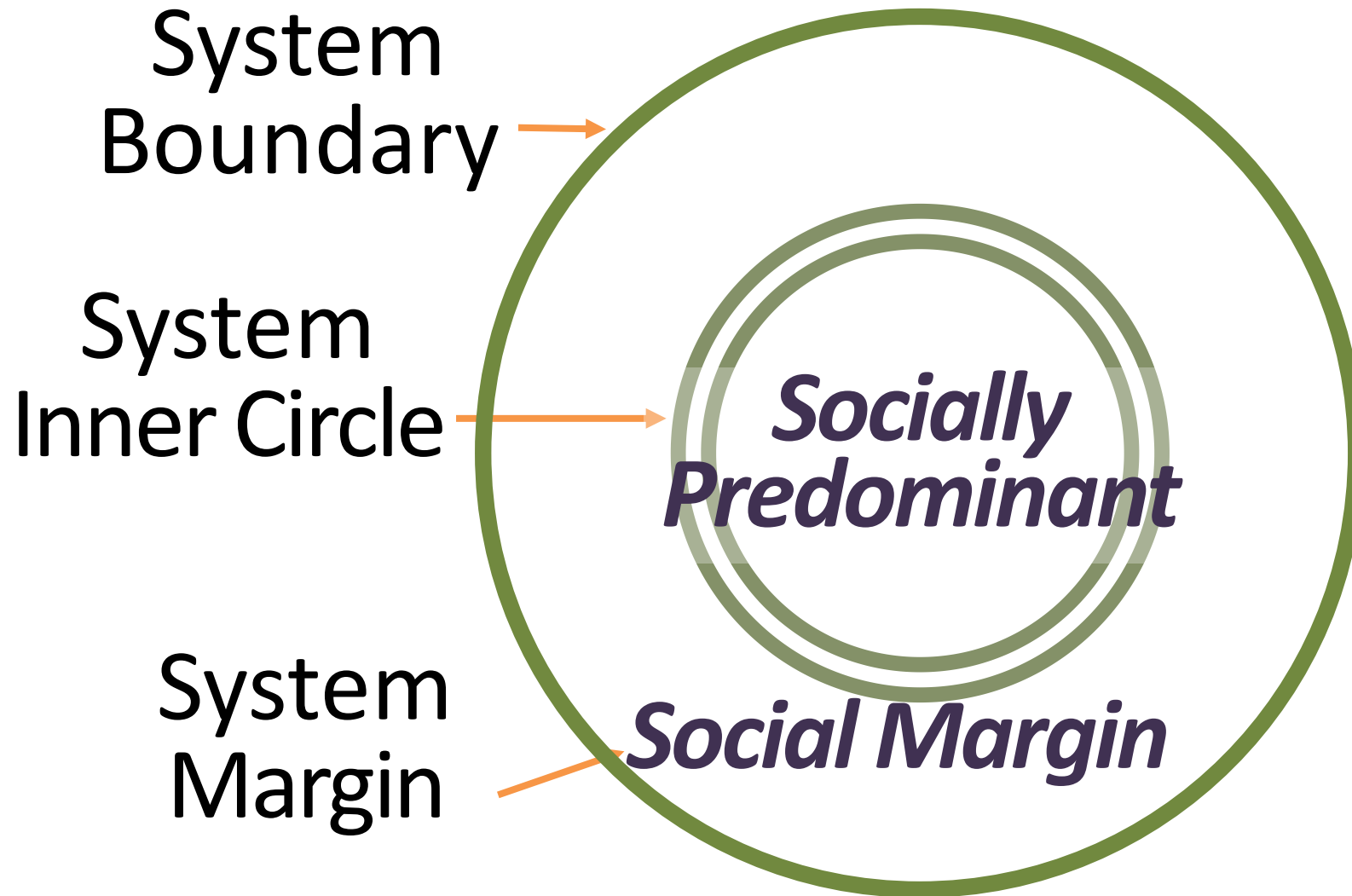
***Shared
Design***

Left-Hand



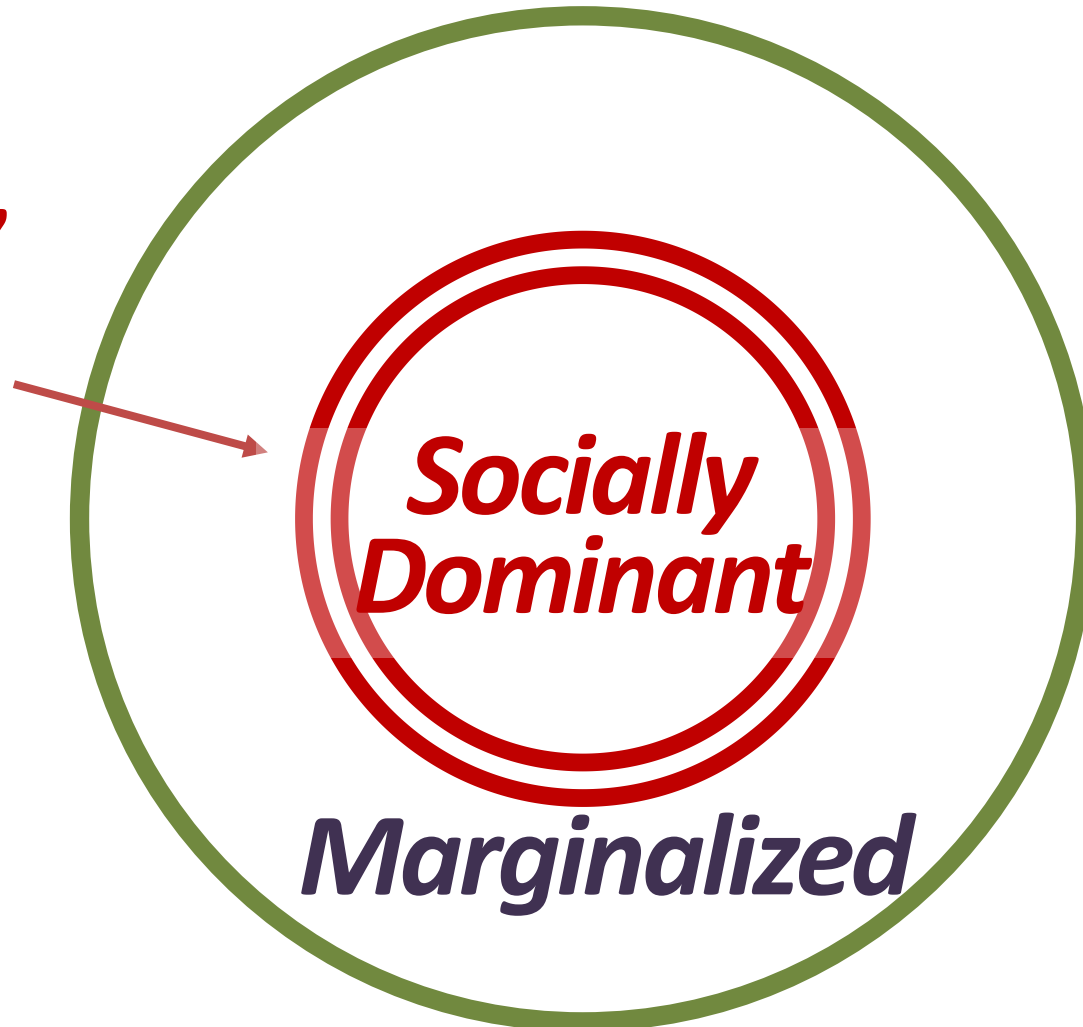
Outsiders

SYSTEM ANALYSIS



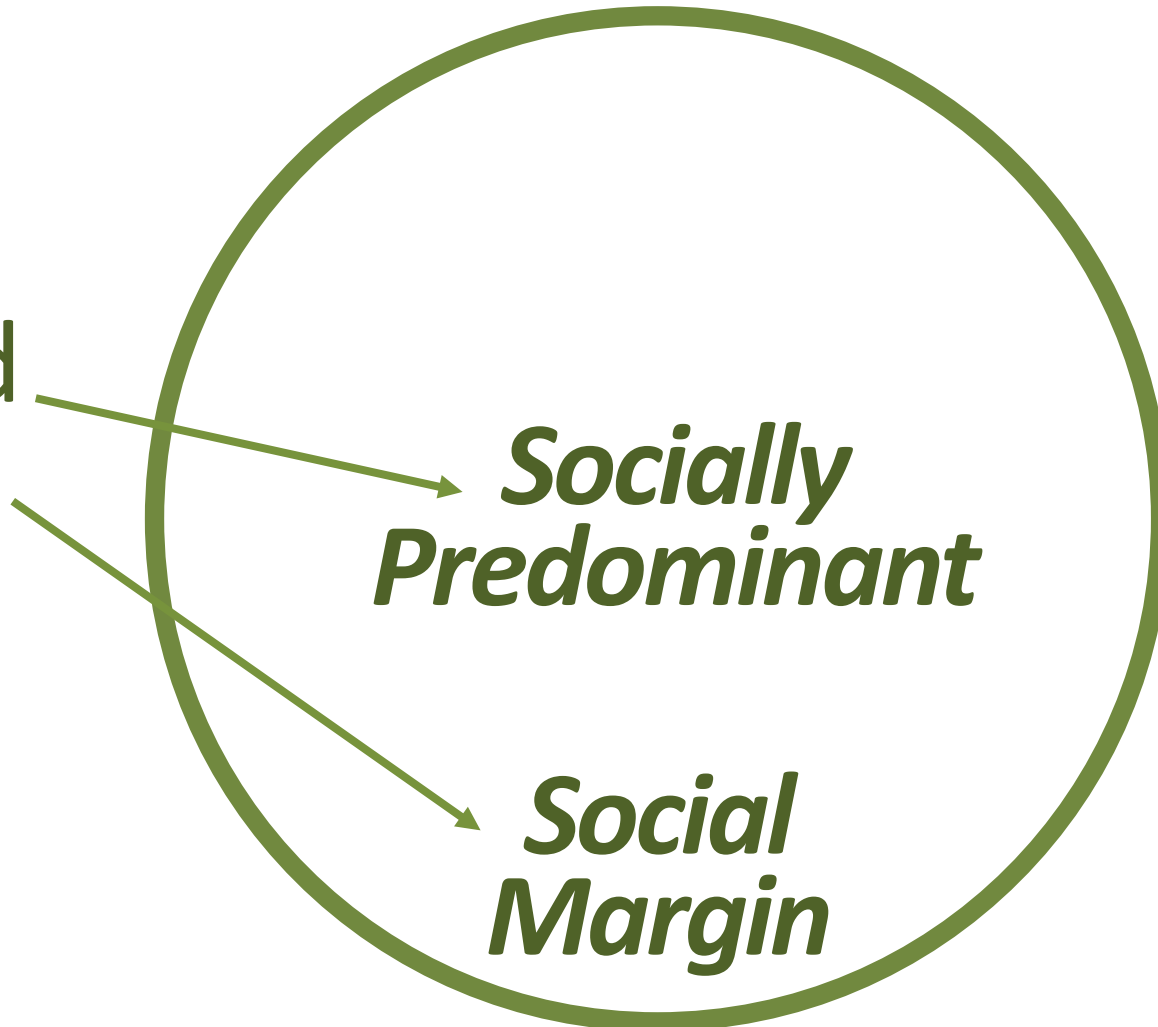
SYSTEM ANALYSIS: INEQUITABLE

Concentrated
ability to set
rules in system,
including how
to cross into
the Inner
Circle(s)



SYSTEM ANALYSIS: EQUITABLE

Shared
ability for
setting and
evolving
rules in
system





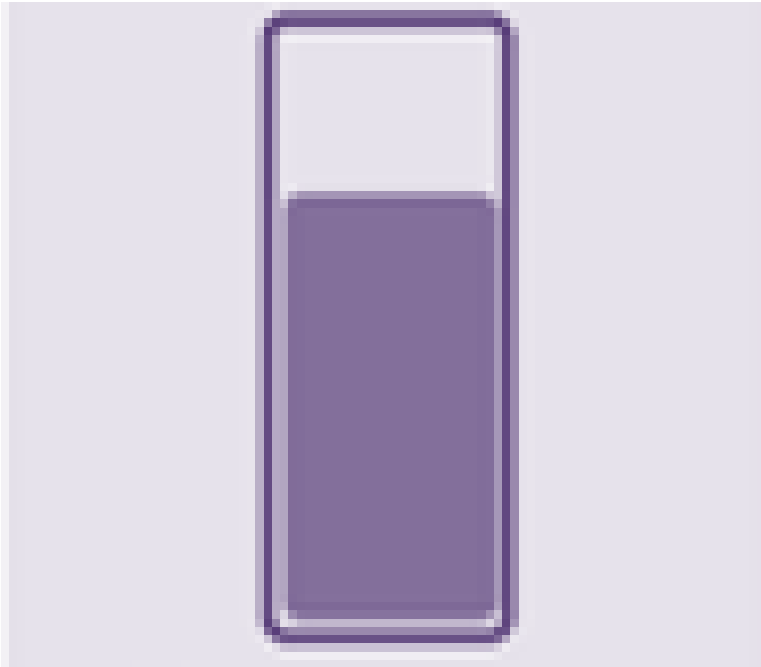
***“So, what do you
mean by, ‘EQUITY’?”***



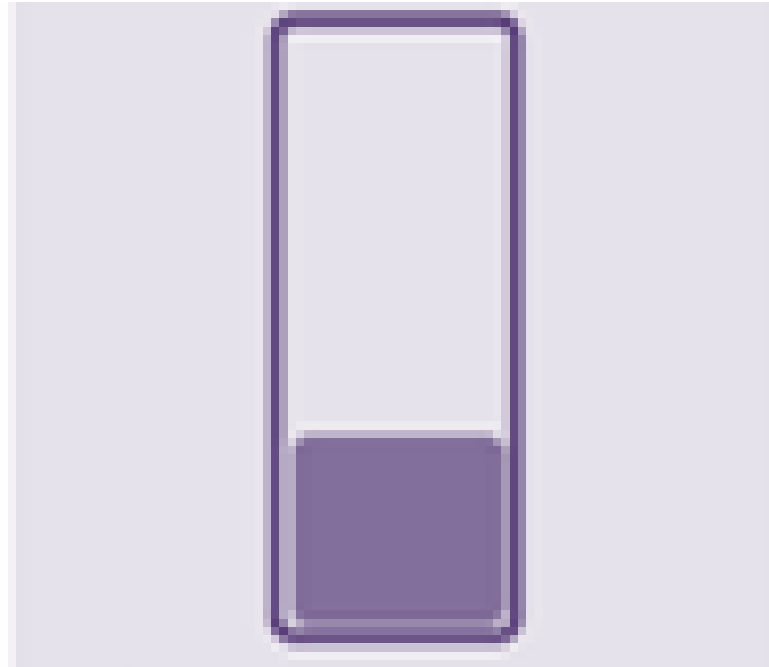
“Equity”



House Value:
\$500,000



Mortgage:
\$300,000



Your Equity:
\$200,000 [40%]



BI STOX<GO>

EQUITY MARKET MINUTE

By Bloomberg Intelligence

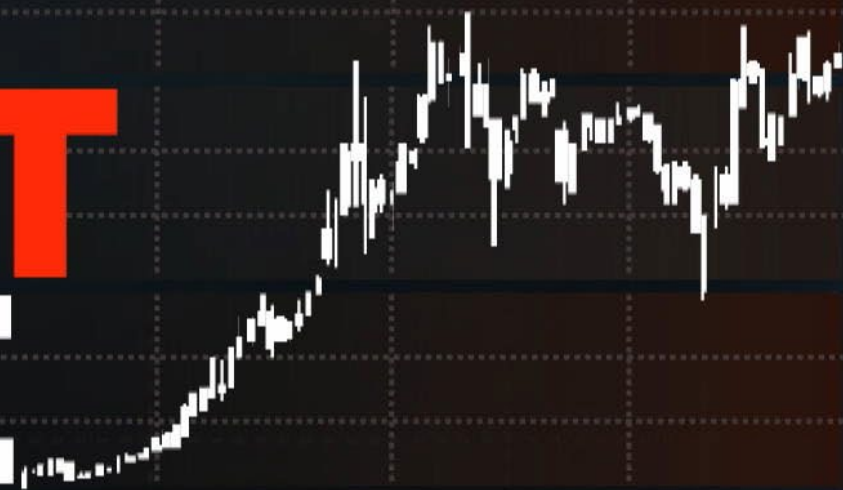




Image A



“Equality”

Image B



“Equity” ?



PRO TIP

Equity
is
Shared Ownership



Shared Ownership

≠

Same Roles





EQUITY AS SHARED OWNERSHIP

- Shared definition of success.
- Shared ability and responsibility to identify barriers to success.
- Collaboration across roles to overcome the barriers.
- Ongoing feedback/adjustments to reach success together.



TEAM REFLECTION

Thinking about MTSS in your systems:

- With whom are we intending to build equity?
Why?
- How are we addressing people, relationships, and rules to mobilize change?



**- TOOL -
LOOK BEYOND
INTERVENTIONS
TO CREATE A CULTURE OF
INTEGRATION**





SYSTEM CULTURE

A group's collective expectations and
patterns of behavior

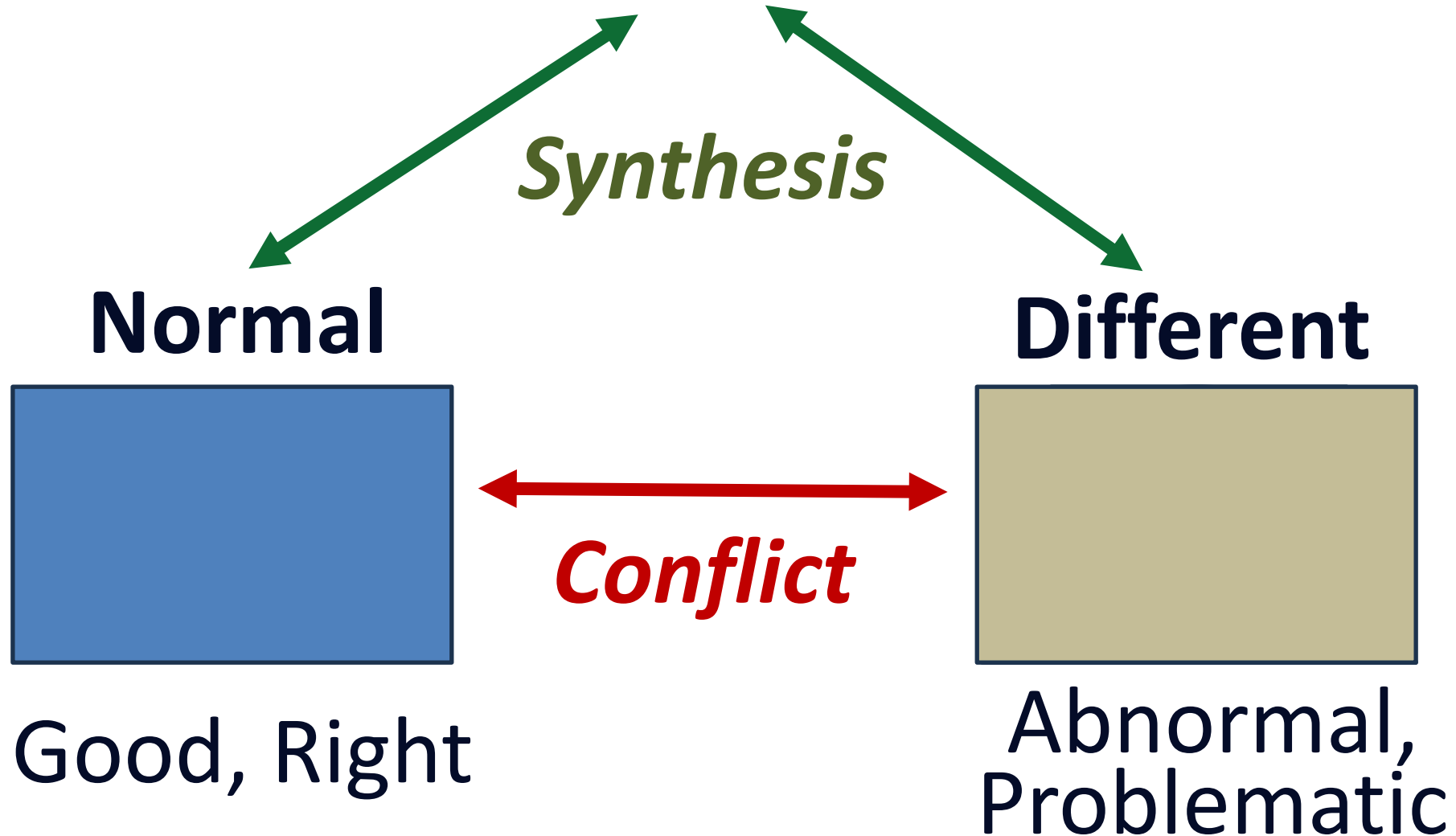
– reflecting spoken and unspoken values –
as lived out among people, relationships,
and rules within a system.



INCLUSION SPECTRUM

| | |
|----------------------|----------------------------------------------------------------|
| Inclusion | Involvement/participation – usually regarding a difference. |
| Accommodation | Specialized approaches to allow participation with the “norm.” |
| Accessibility | Make changes that allow all differences to participate. |
| Integration | Actively synthesizing differences. |
| Equity | Shared ownership. |

INTEGRATED ADAPTATION





STEPS TO INTEGRATION

When a student is pulled from the mainstream:

- **Reflect:** Characteristics of the specialization that might be beneficial to the rest of the students?
What might synthesis look like?
- **Revisit/Clarify:** Definition of success & whose barriers to success are we prioritizing?
- **Re-organize:** How can adults work together differently to synthesize a new approach?



PRO TIP

Sustainable change requires
leadership to relentlessly
Message, Model, Manage,
and **Harmonize** the new
culture expectations.



TEAM REFLECTION

Thinking about how MTSS is operationalized:

- What are some examples of inclusion as Accommodation? Accessibility? Integration?
- With whom would we work to make these approaches more equitable – defining a shared definition of success and collaborating to overcome differently perceived barriers?

DISCUSSION / Q&A

James Whitfield
BeTheCulture.com





PRO TIP

Embrace the unconditional
responsibility.

Equitably. Relentlessly.

For the Greater Good.



ONE WORD OR SHORT PHRASE

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