

Graduate Courses for Educators Summer 2023

Initiatives for Developing Equity and Achievement for Students (IDEAS)



Educators from IDEAS member districts receive discounts on all course and seminar fees. Participants may earn credits from Framingham State University for graduate courses, for an additional fee. For more information about these offerings – including dates and costs – please visit <https://www.massupt.org/ideas-enroll/>.

Updated April 21, 2023

Graduate Courses (30-hour, 2-credit)

IDEAS 1: Anti-Racist School Practices to Support the Success of All Students

This course is designed to introduce educators to the complex issues raised by race and racism and their impact on student engagement and achievement. This course will provide educators with an understanding of racial identity and the importance of building authentic student teacher relationships. This course will also help educators increase their skills of cultural proficiency.

Instructors and Sections:

Jennifer Dirga e & Kerry Hinds
Section A, Mondays & Wednesdays, 9:00am - 3:15pm
July 5; July 17; July 19 & July 24, 2023
Location: Live via Zoom

Edward Byrne & Lateefah Franck
Section B, Tuesdays, 8:30am - 12:45pm
July 11; July 18; July 25; August 1; August 8 & August 15, 2023
Location: Live via Zoom

Caroline Han & Rebecca Smoler
Section C, Tuesdays & Thursdays, 8:45am – 3:00pm
August 1; August 3; August 8 & August 10, 2023
Location: In Person at Wayland Town Hall
41 Cochituate Road, School Committee Room (2nd Floor)

Jennifer Dirga & Leslie Smart
Section D, Wednesdays & Saturdays, 9:00am – 3:15pm
August 16; August 23; September 9 and September 16, 2023
Location: Live via Zoom

To register, please complete and submit the [IDEAS1 registration form](#).

IDEAS 2: Enacting Systemic Change in Educational Institutions

This course is designed to build upon the foundational theories and complex issues studied in *IDEAS 1: Anti-Racist School Practices to Support the Success of All Students*. Participants will study systemic change models and develop, enact, and evaluate a project to effect change in their educational setting, whether that setting is working with a

small group of students, a classroom, a grade level, a school, or an entire district. Successful completion of IDEAS 1 is a prerequisite for the course.

Instructors and Dates:

Lateefah Frank & Rebecca Smoler

In Person: Wednesday, July 26, 2023; 9:00am – 4:00pm

Westwood Public Schools, Professional Development Room, 220 Nahatan Street, Westwood

Live via Zoom: Mondays, October 2 & December 4, 2023;

February 5; March 4; April 8 & May 6, 2024; 4:00pm – 7:15pm

To register, please complete and submit the [IDEAS2 registration form](#).

Graduate Courses (15-hour, 1-credit)

Co-Teaching with a Culturally Responsive Lens

This course explores cooperative group work, student engagement, and specially designed instruction with a focus on a variety of co-teaching models. Participants will explore how to support all students, particularly those who are in special education, come with a socio-emotional/ trauma history, are English language learners, and belong to racial and ethnic minority populations. This course highlights neurological research and its connection to culturally responsive co-teaching (based on the work by Zaretta Hammond, author of *Culturally Responsive Teaching and the Brain*). Participants will learn strategies for attention, retention, and assessment. Humor, movement, and novelty are explored in order to plan instruction and maximize learning. Completion of this course will satisfy special education endorsement requirements.

Instructors and Dates:

Claudia Fox Tree & JoAnne Kazis

Thursdays, 8:30 am – 3:45 pm

July 6 and 13, 2023

Location: via Zoom

To register, please complete and submit the [1 Credit Courses registration form](#).

Understanding Self-Efficacy: Helping Students Do Their Best Work

This course provides participants with an opportunity to explore concepts of self-efficacy, effective praise, and attribution theory. Research by Carol Dweck, Claude Steele, and others is highlighted through experiential activities. Participants will examine how a student’s perception of him/herself as a learner influences their academic engagement and performance. Participants will learn how to use a “strengths approach,” create a growth mindset environment, emphasize mistakes as part of the learning process, and give constructive feedback to promote student success in the school setting.

Instructors and Dates:

Claudia Fox Tree & JoAnne Kazis

Tuesday & Wednesday, 8:30am – 3:45 pm

July 11 and 12, 2023

Location: via Zoom

To register, please complete and submit the [1 Credit Courses registration form](#).

Seminars (6-hour)

Best Practices for Hiring and Retaining Educators for Equity

In this 6-hour seminar, participants will examine what equitable hiring and other human resources practices are and how to implement them with an anti-racist and anti-biased lens. The seminar will show how to build hiring and retention practices which lead to increased diversity of a school/district's faculty and staff. The practical and research-based strategies are intended to help district, building, and department leaders, as well as other hiring managers, create professional environments that can help increase the applicants of color for open positions, retain educators of color in your school/district, and better hire for equity. The seminar uses cases/scenarios, recent research, and best practice sharing to achieve the learning objectives for participants.

Instructors and Dates:

Edward Byrne & Leslie Smart
Monday & Thursday, 9:00am – 12:00 pm
July 17 and 20, 2023
Location: via Zoom

To register, please complete and submit the [Seminar registration form](#).

Anti-Racist Decision Making Strategies for School Leaders

School leaders are faced with important decisions every day and how these decisions either perpetuate or interrupt systemic racism can often be missed by leaders at key decision points. This leads to interpersonal and organizational conflict, erosion of trust, and importantly, missed opportunities to advance anti-racism goals and objectives. Through case studies of school leaders wrestling with complex decisions and utilizing the latest frameworks in decision making research and practice, participants will leave with insights and practical tools to help them make better, anti-racist, decisions in their leadership roles. We'll also discuss how other key factors such as communication tactics, stakeholder engagement, crisis management, and opportunity windows influence a leader's decision making capabilities and possibilities.

Instructors and Dates:

Edward Byrne & Dr. Paula Martin
Wednesday & Thursday, 9:00am – 12:00 pm
July 26 and 27, 2023
Location: via Zoom

To register, please complete and submit the [Seminar registration form](#).

For more information about IDEAS, please visit www.massupt.org/IDEAS or contact Karen Thomsen (kthomsen@massupt.org) or Dana Mullaley (dmullaley@massupt.org).

For more information about any of the current offerings, including additional details about the courses and seminars listed here, please visit www.massupt.org/ideas-enroll.

Notice of cancellation must be given two weeks before the start date in order to qualify for a refund. Courses with insufficient enrollment will be cancelled.