



NETWORK MAGAZINE

For Independent Schools

12 Questions to Ask Before Your DEI Antiracism Strategy Blows Up

...page 6

By Patrick F. Bassett, President (retired), NAIS, and Sanje Ratnavale, President, OESIS Network, Inc.

Inside This Issue

Intrepid Ed News Digest

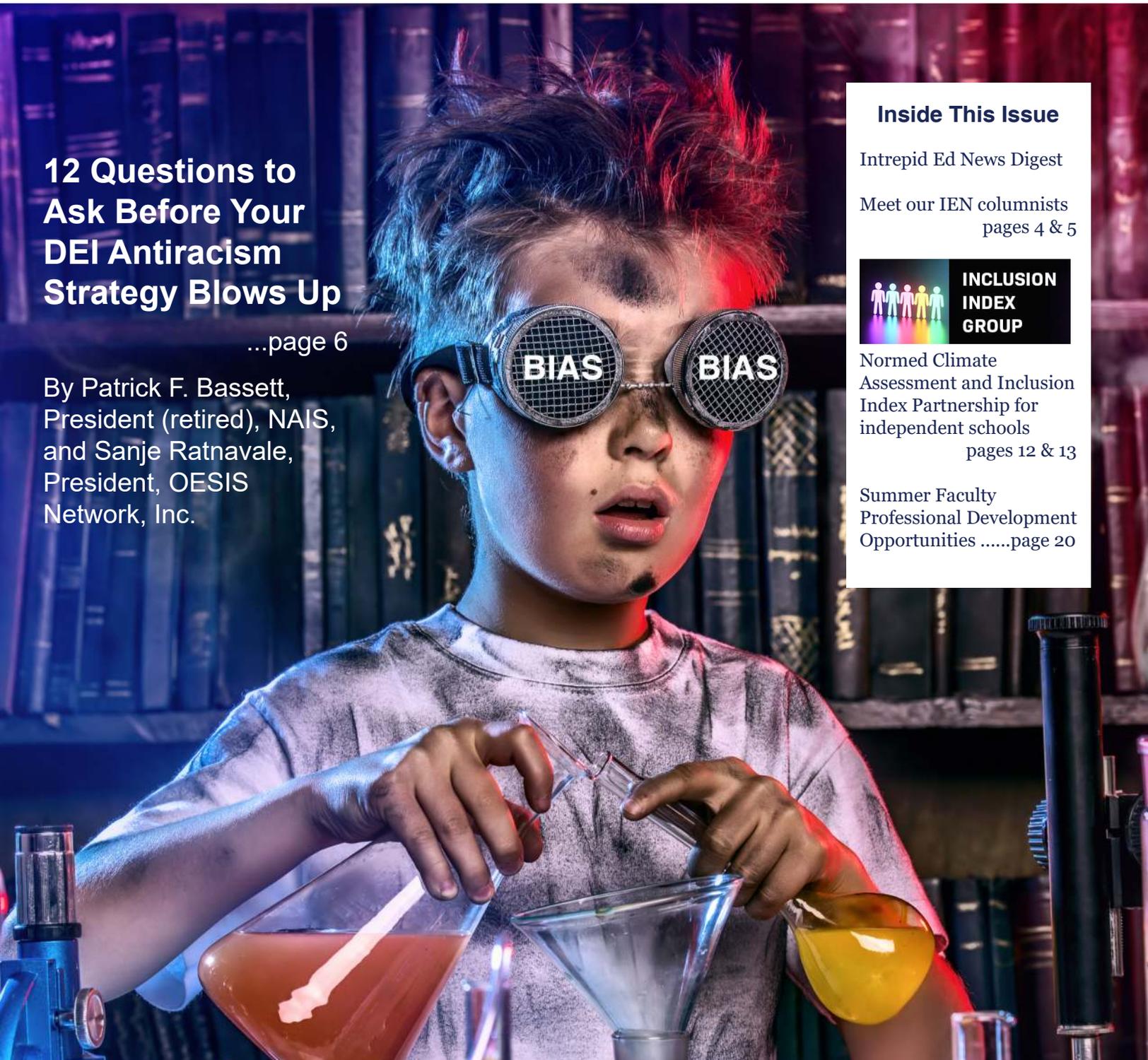
Meet our IEN columnists
pages 4 & 5



**INCLUSION
INDEX
GROUP**

Normed Climate Assessment and Inclusion Index Partnership for independent schools
pages 12 & 13

Summer Faculty Professional Development Opportunitiespage 20





OPALS

OPEN SOURCE AUTOMATED LIBRARY SYSTEM

DON'T LET QUARANTINE LOCK YOU DOWN! More access to more information, right at your fingertips

In "*normal*" times, we would have returned to school and resumed library services following proven procedures: updating calendars, uploading summer acquisitions, restarting student and teacher directories and organizing library facilities. The sudden March closings led to virtual learning, and now to diverse school and learning strategies. "*Quarantine*" blocked access to familiar "*routes*" we all frequently used to bring learning, cultural and recreational reading resources to the community members we serve. Quite suddenly, those wanting access to these resources were and might still be unable to come to us.

These developments prompted us to consult librarians and regional administrators, to help the OPALS community adapt to these changing circumstances.

New experiences and technological outcomes have been released incrementally this past summer and will continue to be released throughout the fall.

This release consists of several documents which can be found on our help page:

- School library services guide: facts, challenges & procedures for "*new normal*"
- Services quarantine management utility instructions
- Opals self-service requests & management updates

Please visit opalsinfo.net/covidhelp

Pivoting from the Pandemic to What Could Be



Sanje Ratnavale
President
OESIS Network

During the pandemic, we reached out to education thought leaders throughout the country to assemble a prestigious panel of columnists for a new collaborative education forum, *Intrepid Ed News*.

We launched intrepidnews.com in January, so we can publish columns that take a deep dive into every aspect of education, sharing various perspectives on historical lessons learned, while exploring where we are and where our educational community could go.

This spring and summer we are expanding our focus to encompass parent education. Please encourage your school's communication director to participate in our new Communications Directors' Parenting Cafe to suggest topics that our columnists should write about, or that they'd like to contribute (*see details below*) [Article submissions are welcome](#).

This publication includes excerpts from some of our *Intrepid Ed News* columns to give you a taste of what *Intrepid Ed News* provides. We encourage you to follow the links to read more and bookmark the site, so you can read a feature article with your morning coffee. Please share your reflections in the comment section, so we can curate content that provides a lighthouse for educators and parents.

Recently we announced our normed climate assessment and inclusion index partnership with Six Seconds (see pages 12 and 13).

Read more about our Diversity, Equity and Inclusion Partnership with Six Seconds on pages 18 and 19).

Best wishes for a healthy, safe summer.

Sincerely,

Sanje Ratnavale

Join our Zoom School Communications Directors' Parent Education Cafe

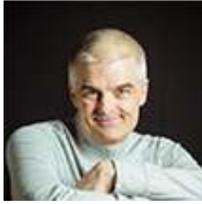
What Do Parents in Your Community Need to Read?

Register for a 30-minute Zoom at
1 p.m. ET / 10 a.m. PT
on Tuesdays, beginning June 15

Facilitated by Intrepid Ed News Senior Parenting
Columnist Deborah Farmer Kris

Come connect with colleagues, share ideas for topics you'd
like our parenting columnists to cover, and gain new
insights on how to reach and teach parents.

Meet our Columnists



Jon Bergmann
Flipped Learning Pioneer



Dennis Bisgaard
*Interim Head of School
The Northwest School
(WA)*



Tom Daccord
*International Education
Technology Consultant
Co-founder,
EdTechTeacher*



Joshua Freedman
*CEO and Co-founder, Six
Seconds: The Emotional
Intelligence Network*



Hubert Ham
*Director of Innovation &
IT, The Alexander Dawson
School (NV) and The
Esports EDU Lab*



Anabel Jensen, Ph.D.
*Founding President, Six
Seconds: The Emotional
Intelligence Network*



Alan Katzman
*CEO and Founder
Social Assurity*



Julie King
*Director of Educational
Technology, The Buckley
School in New York City*



Deborah Kris
*Senior Parenting Columnist
Intrepid Ed News*



Thom Markham, Ph.D.
Founder, PBL Global



Jonathan E. Martin
*Author, Reinventing
Crediting for Competency-
Based Education*



Kevin Merges
*Executive Director, Global
Education, & Director, The
Innovation Center, Rutgers
Preparatory School (NJ)*



Augusta Moore, Ph.D.
*in Philosophy
Middle School Teacher*



Peter Mott
*Former Director
NEASC Commission on
International Education*



Colleen O'Boyle
*Assistant Head of School
for Academic Affairs, La
Jolla Country Day School
(CA)*



Jeannette Parikh
*English Department Chair
& Head of Community
Reading The Cambridge
School of Weston (MA)*



Allison Powell
*Director, Digital Learning
Collaborative
former VP, INACOL*



Sanje Ratnavale
*President,
OESIS Network*



Ray Ravaglia
*Founder, Stanford
Online High School, &
Chief Learning Officer,
Opportunity Education*



Will Richardson
*Co-founder, The Big
Questions Institute*



Heather Staker
*President, Ready to Blend
Adjunct Researcher,
Christensen Institute*



Devin Vodicka
*CEO, Altitude Learning
and the author of
Learner-Centered
Leadership*



John Watson
*Founder and Primary
Researcher, Evergreen
Education*



Richard Wells
*A world-recognized
educator, author and
blogger on future
education trends*



Jim Wickenden
*Principal for Independent
Schools
DRG Talent Advisory
Group*

Intrepid Ed News is expanding its focus to publish thought-provoking, forward-thinking articles for parents, as well as educators. Our editorial team invites school communication directors to contribute articles to enhance parent education and school/community partnerships.

We are excited to announce that **Deborah Farmer Kris** has agreed to join our prestigious team of columnists as Senior Parenting Columnist, beginning in April.

Deborah is an author, teacher, parent educator, and founder of Parenthood365. As a child development expert, Deborah works as a parenting columnist for PBS KIDS and writes about education for MindShift, an NPR learning blog.

Over the course of her career, Deborah has taught elementary, middle and high school, worked as a school administrator, directed two leadership institutes, and served as an associate scholar at the Boston University Center for Character and Social Responsibility. Her writing has been featured several times in The Washington Post; she is the co-author of the book *Building Character in Schools: A Resource*



Deborah Farmer Kris
Senior Parenting Columnist

Guide; and she is the author of two forthcoming picture books – *I Love You All the Time* and *You Have Feelings All the Time* (Free Spirit Publishing, January 2022).

Deborah has a B.A. in English, a B.S. in Education, and an M.Ed. in Counseling psychology. A popular speaker, she has offered workshops to hundreds of parents and educators around the country. She and her husband have two kids who love to test every theory they’ve ever had about child development! Mostly, she loves finding and sharing nuggets of practical wisdom that can help kids and families thrive — including her own.

Check out our [Editor's Picks for Parents](#) and

EDITOR'S PICKS FOR PARENTS



Will K-12 transcripts evolve like credit scores? | Sanje Ratnavale | 5 Min Read



Does grading school work hurt learning and society? | Richard Wells | 3 Min Read



Blended instruction: Why Then and Why Now? | Debbie Ayers | 3 Min Read

our new [Parent Education category](#) index.

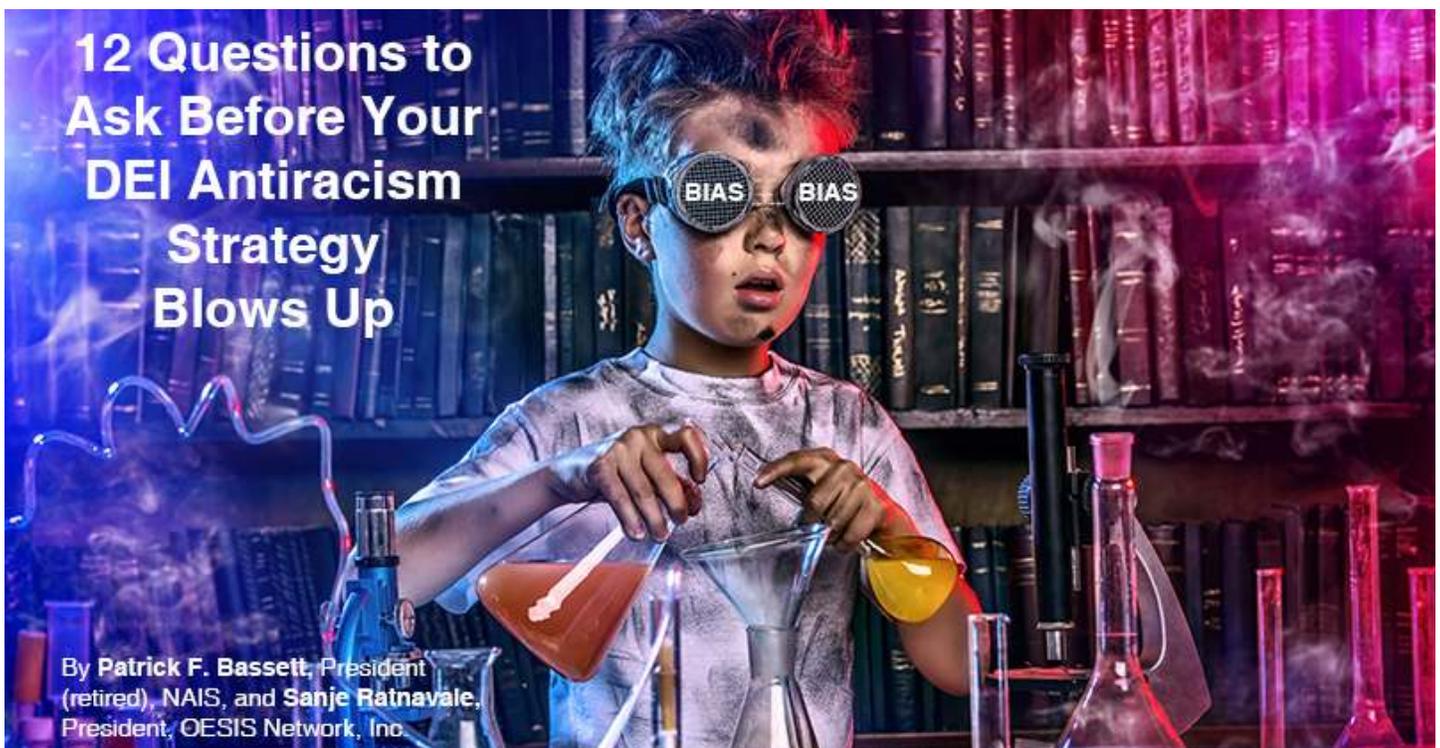
Below are links to recent *Intrepid Ed News* articles that are recommended for parents:

<p>Is Play the Summer Solution to "Lost Learning"? Deborah Farmer Kris</p>	<p>Will K-12 transcripts evolve like credit scores? Sanje Ratnavale</p>	<p>Social Media: With Great Power Comes Great Responsibility Alan Katzman</p>
<p>Helping Children Feel Safe To Share Today's Class Heather Staker</p>	<p>Does grading school work hurt learning and society? Richard Wells</p>	<p>The 3L Reset: Taking 3 Minutes to Help Kids Build Stronger Habits Deborah Farmer Kris</p>

12 Questions to Ask Before Your DEI Antiracism Strategy Blows Up

By **Patrick F. Bassett**, *former President (retired), NAIS*, and

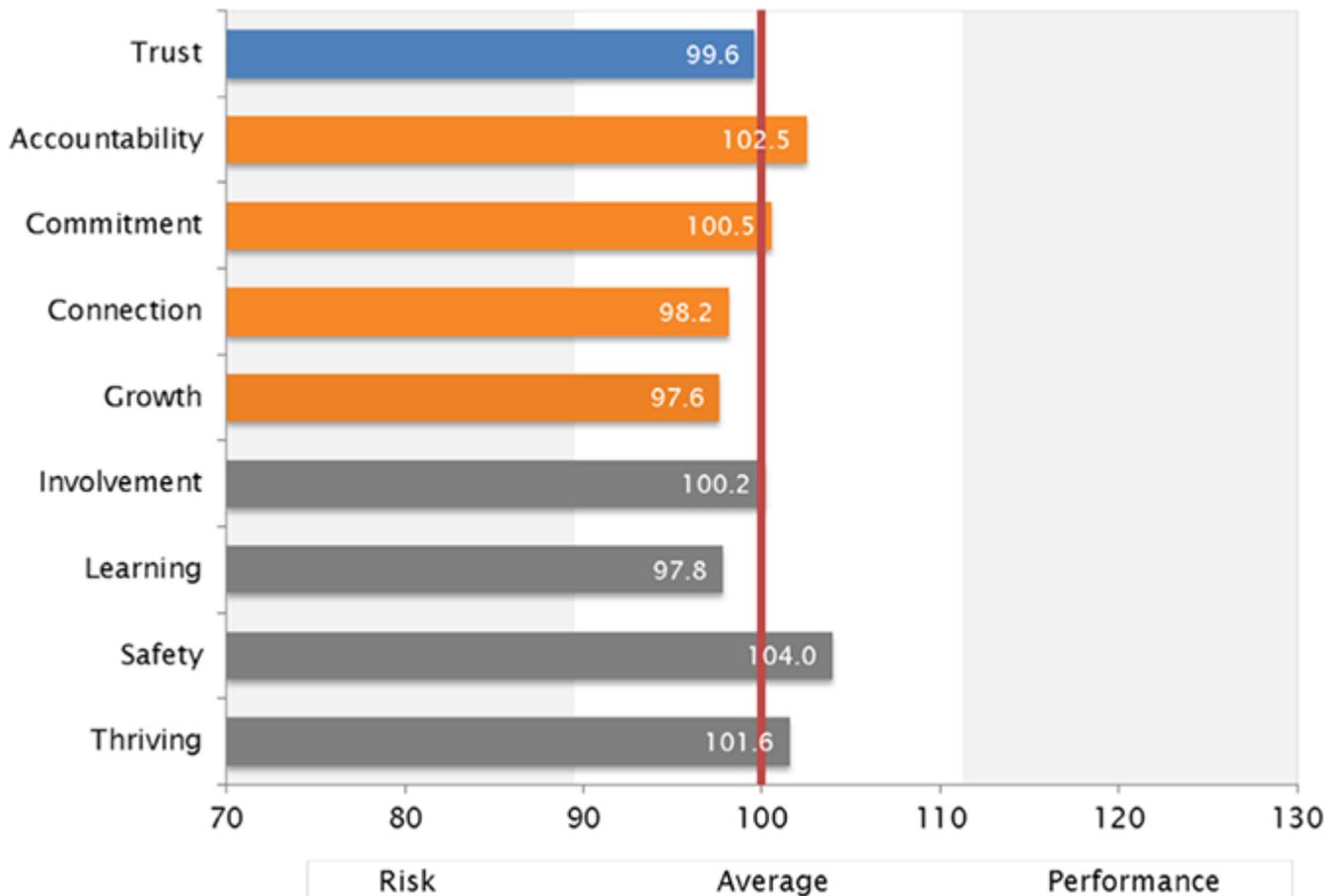
Sanje Ratnavale, *President, OESIS Network, Inc.*



The hunger for schadenfreude over private schools has unleashed a feast for journalists and Twitterati, eager to prove their role as arbiters of hypocrisy and lighthouses of virtue. Nevertheless, well-intentioned DEI plans are being hatched across the country and they are focusing for the most part on allegations of systemic racism at schools. Systems thinking and systemic change acknowledge Newton’s Law that every action has an equal and opposite reaction. It is in this context that the authors write together for this magazine (for a second time in the last

year) not just to identify pitfalls but to offer solutions. We are not here to opine on the need for an anti-racist canon at your school (any more than we would deign to critique any religious underpinnings at a parochial school) or whether antiracism itself forms an acceptable mission or valid set of purposes. We are here to look at the implementation approach critically from an educator lens, not a doctrinaire perspective.

[Read more](#)



Assessing a true inclusion baseline is fundamental, as shown in the chart above. [See a sample of a leading normed survey](#) for schools developed by Six Seconds using its Education Vital Signs tool.

Check your school's Education Vital Signs

\$2,000 Normed Inclusion Assessment discount with 2021 OESIS Network Membership, until July 15



**INCLUSION
INDEX
GROUP**

Normed Inclusion Assessment for Schools

Assessing ♦ Thriving ♦ Learning ♦ Involvement ♦ Safety | *for students, parents & staff*

A Partnership of  and 

THE EMOTIONAL INTELLIGENCE NETWORK The Leading Network for Inclusion in K-12 Schools

Check your school's 

All packages include two surveys up to 24 months apart with 26 questions each.

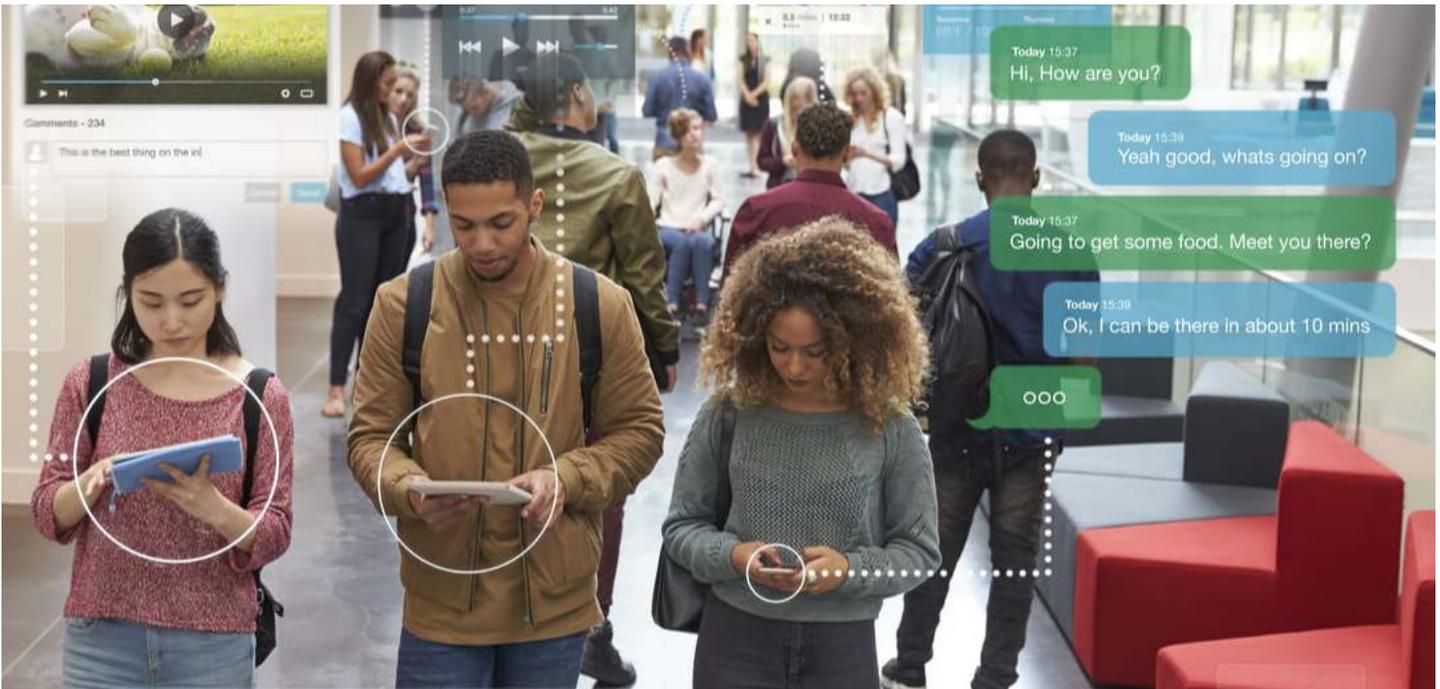
See page 13 for Normed Inclusion Assessment package details.

[Register for 2021-2022 OESIS Network Membership](#)

How can Social Media be a Good Witch for College Admissions

Social Media Series

By **Alan Katzman**, CEO and Founder, Social Assurity



The idea that colleges will look at students’ social media during the admissions decision-making process is not new. Kaplan Test Prep first began tracking this practice in 2008 when 10% of college admissions officers from the most selective colleges reported viewing applicant social media profiles during the admissions process. This first Kaplan survey was commissioned only four years after the founding of Facebook in 2004, which happens to be the same year as most of our current high school juniors were born.

Back in 2008, the idea that colleges would even consider passing judgment on students’ by viewing their social media was a controversial and newsworthy topic. Social media was still

very much a novelty and Facebook was generally dismissed as a teenage infatuation. Social media was (and arguably still is) a place where teens posted impulsively and spontaneously without fear of consequence. These attention-getting posts left an indelible and traceable trail of shallow, unimpressive, and immature content. Unsurprisingly, the social media footprint discovered by colleges in the early days did not bode well for students. Thus was born the enduring myth that discoverable social media could only damage a college-bound student’s admissions chances.

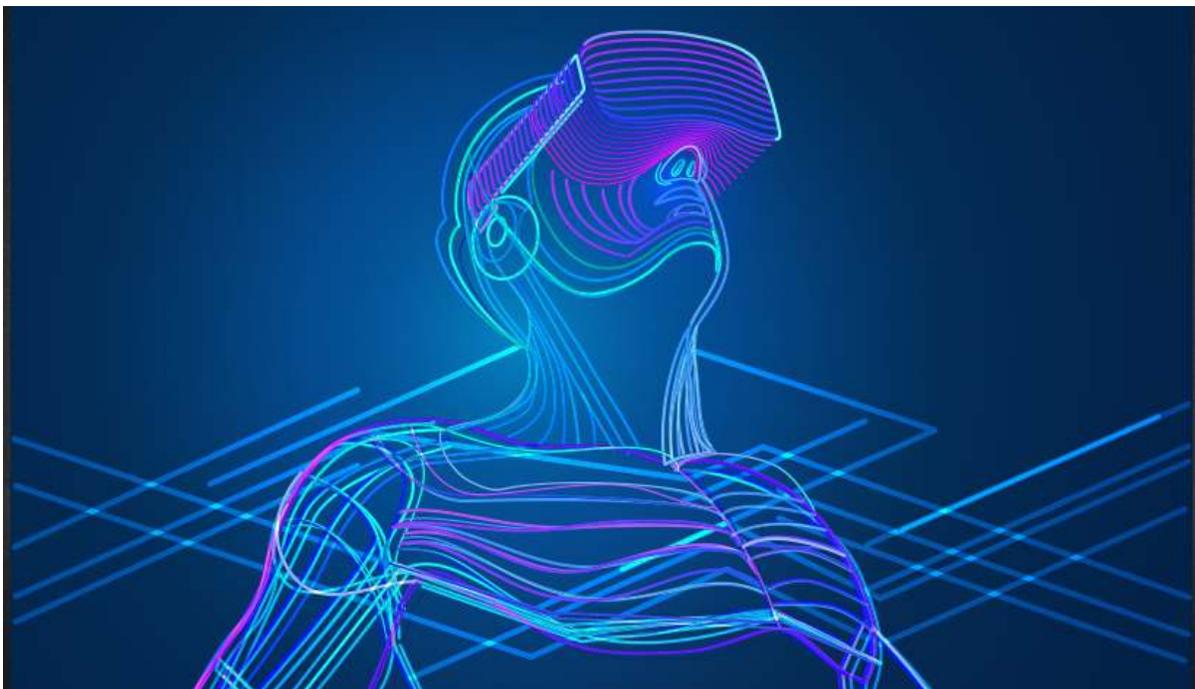
Fast forward to 2021, ...

[Read more](#)

What is the Role of Virtual Reality in Education?

Virtual Reality Series — Part 1

By **Kevin Merges**, *Executive Director of Global Education Programs, Director of the Innovation Center, Rutgers Preparatory School*



My hope is that this space will offer school administrators and teachers information on emerging technologies and how they might transform our programs.

Over 25 years ago, I saw the movie *Disclosure*. I remember virtual reality (VR) being very logical. Of course, we should be able to walk up to a virtual filing cabinet and pull out a virtual file to review. Years later, I learned about *Second Life*, when one of my students told me he opened a shop in the VR world and was getting paid real money to fix items in the virtual world. I was impressed he could make money with skill in *Second Life* in a shop that did not exist in what

most people would call the “real world.” Now the idea of in-app purchases of virtual items is part of everyday life.

Early versions of virtual worlds were necessary for training people on dangerous tasks like flying an airplane. These experiences required very large, and expensive, computers to run the simulations. Society is transitioning to cheaper headsets, standalone headsets, WebVR, and phones that can show 360-video with 3DoF (degrees of freedom). Current estimates are for sales of VR headsets to exceed 65 million units this year offering increased access to virtual content to a wider market of consumers.

[Read more](#)

Will Accreditation Survive COVID-19 and Racism?

Accreditation Series — Part 1

By **Sanje Ratnavale**, *President*, OESIS Network, and *Publisher*, Intrepid Ed News



What do parents and students do when they want to find out about a school's quality? What do teachers do? Exactly what they would do when they book a trip or a vacation. Check social media.

The COVID-19 summer of 2020 was a sad case in point, as accreditation leaders had to contend with the reality of public shaming on social media by black students of their experiences at schools nationwide. Was this problem picked up by accreditation protocols or by school accreditation visits? Did any of the accreditation recommendations unearth a lack of inclusivity, racism, and inequity? There was no way for accreditation leaders to obviate responsibility because it was not confined to a

specific school or even type of school. It was their problem.

What else did 2020 and COVID-19 uncover about accreditation? Top of my list was not the unfortunate technology issues, but, as a striking example, that schools really believed they were doing project-based learning when they were not: this exposed a significant difference between their stated missions or high-level public statements and their actual practice of substituting final projects in place of tests. How so, exactly, and why should it matter to accreditation? The OESIS Network surveyed 153 schools in April 2020 on what they needed most for school closings when remote learning had to be deployed in the future.

[Read more](#)

Rethink Class Time — Never Lecture in Class Again

By **Jon Bergmann**, *teacher and author of [Flip Your Classroom](#)*



For my first 19 years as a teacher I was a committed lecturer and probably spent 60% of my class time doing whole group “teaching.” I honed my craft. I had some standard jokes. I spiced it up with cool demonstrations in my chemistry class. Most of my students seemed to pay attention. They took notes, they asked questions, and they seemed engaged. But were they? Did I really reach every student teaching that way? In retrospect, I didn’t.

Today, I don’t lecture in class anymore. In fact, I haven’t given a whole-class lecture since 2007. How did I do that? What do I do instead?

This article is one in a series where we will discuss how you can make mastery learning a reality. I will share how I, and thousands of

other teachers, have transformed classrooms into a place where every student succeeds. In my previous article, we learned about what happens in mastery classrooms. This article will focus on No Whole-Class Direct Instruction.

The heart of a Flipped Mastery classroom is one simple question:

“What is the best use of face-to-face class time?”

I would argue that it is students working on complex things (whatever that looks like in your class) in the presence of their teacher.

[Read more](#)

Partnership on Normed Climate Assessments and Inclusion Index for Independent Schools



Sanje Ratnavale
President
OESIS Network



Joshua Freedman
Cofounder and CEO
Six Seconds

[Six Seconds](#), the leading global SEL non-profit serving school districts and large organizations globally (from the United Nations, to LAUSD, Amazon, HSBC and Qatar Airways) and the [OESIS Network](#), the leading network for innovation at independent schools, announce their third joint initiative: A Partnership on Normed Climate Assessments and Inclusion Indices for Independent Schools. We are delighted to deepen our current PD Pathway Partnership and our DEI Consulting Solution to expand the use of a tool formulated over 20 years with multiple validation studies, and used by over a hundred schools. The partnership establishes the following:

1. **A Dedicated Partnership Team** of consultants and managers to expand the delivery of Six Seconds' leading Normed Climate Assessment, called Education Vital Signs (EVS), to independent schools.
2. **School-Specific Reports** for schools to establish confidential institutional benchmarks from indexed scores. Strict data and privacy: all surveys are strictly anonymous and confidential, and only aggregate data is shared with the school.
3. **Survey Customization** that can broaden the normed question range from 26 to 40. **The DEI Consulting team** under our existing partnership can help schools who need post-assessment feedback and action plan development.
4. **The Inclusion Index Group:** An Advisory Board to help the formulation of Independent School Inclusion & Climate Indices. This Board will also peer review and publish *Independent School Sector Research Reports*.
5. **Inclusion Index Group Conference** on Oct. 20 and 21, 2021 at Marriott Boston Quincy.

LEARN MORE

FREQUENTLY ASKED QUESTIONS

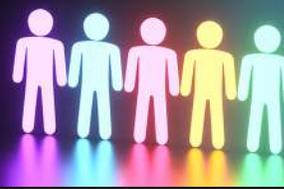
1. **How is the climate assessment normed?**
It is normed and standardized with a median score of 100 and a 15-point standard deviation following a bell curve typical of psychometric assessments. See the charts on the following pages.
2. **What is the history of the development of the assessment?**
EVS is a well-validated tool, which has been subject to four different validation studies, most recently in 2015. The 2015 re-analysis and norms are based on 6200 individuals. See page 17 for further details.
3. **Who has participated in the assessments?**
The total EVS database includes thousands of responses from students, parents, teachers and administrators from over 100 schools ranging from 100-2000 students, a mix of private, public, religious, and charter schools primarily in the U.S., Canada, and Asia.
4. **What is the price of each climate assessment?**
Surveys are sold in packages of two so schools gauge school improvement. The surveys can be deployed at any time over 24 months.
5. **To what degree can the assessment be customized?**
See page 16 for a list of typical additional questions that can be added to the index group of 26 standard questions.
6. **How private is the data collected?**
The survey complies with GDPR and other student and adult privacy laws. Only anonymized and aggregated data is returned to the school and retained by Six Seconds and OESIS. A detailed confidentiality agreement will be provided to schools.
7. **How long does it take to set up and complete the survey?**
The confidential assessment is completed online by all or selected constituents in a school or district. The survey takes 10-20 minutes to complete. The entire process, from announcement to results, can be completed in less than two weeks.

Partnership Pricing Levels

Register Your Interest and
Schedule an Introductory Meeting

Silver	Gold	Platinum
\$4,000	\$6,000	\$8,000
\$2,000 discount for OESIS Network member schools until July 15; \$1,000 after July 15, 2021		
<ul style="list-style-type: none"> Two surveys up to 24 months apart Up to 500 participants in each survey 	<ul style="list-style-type: none"> Two surveys up to 24 months apart Up to 1,000 participants in each survey 	<ul style="list-style-type: none"> Two surveys up to 24 months apart Up to 2,000 participants in each survey
<ul style="list-style-type: none"> 26 questions 	<ul style="list-style-type: none"> 26 questions and up to 13 custom questions 	<ul style="list-style-type: none"> 26 questions and up to 13 custom questions
<ul style="list-style-type: none"> Standard report with norms 	<ul style="list-style-type: none"> Standard report with norms + custom questions 	<ul style="list-style-type: none"> Standard report with norms + custom questions
<ul style="list-style-type: none"> No consulting 	<ul style="list-style-type: none"> Three hours consulting to customize and program question bank 	<ul style="list-style-type: none"> Six hours consulting to customize and program question bank and provide post-assessment feedback
	<ul style="list-style-type: none"> Confidential institutional percentile score according to Independent School Index of Key Questions 	<ul style="list-style-type: none"> Confidential institutional percentile score according to Independent School Index of Key Questions
	<ul style="list-style-type: none"> 25% discount on Inclusion Index Group Report on Independent School Index (when available) 	<ul style="list-style-type: none"> 50% discount on Inclusion Index Group Report on Independent School Index (when available)

The Inclusion Index Group Conference
Oct. 20-21, 2021
Marriott Boston Quincy



15% conference discount

20% conference discount

25% conference discount

Truth and Schools

By **Peter C. Mott**, *Director/Founder*, TreeTopVisions



What is truth? What is real and what isn't? Are we “entitled,” under the guise of free speech, to embrace whatever crackpot theories and conspiracies are peddled in social and public media? Is the earth “flat” because tens of thousands of people believe it is? What is the link (or, as it may happen, the disconnect) between fact and belief? Is climate change real or a “hoax”? How should we navigate a world in which anyone and everything is capable of being manipulated and twisted to serve the purpose of postulating alternate realities?

No, I do not propose or have simple answers to these questions. The point is that they — as well as a host of others that guide us through the

labyrinth of life — must be asked — in schools and in just about any place where people gather to hold intelligent conversations and discussions with agreed-upon norms and rules. These are not “trendy” or tedious questions that will come and fade like fashion styles; they are existential in that they define our humanity and shape what we are capable of becoming, for better or worse.

But are schools putting questions like these and hundreds of others prompted by them at the center of their curricula beyond dutifully — and often glibly — mouthing commitment platitudes in their mission and vision statements?

[Read more](#)

A Wellbeing Baker's Dozen: 13 Tips for Reducing Stress and Anxiety During COVID-19

By **Anabel Jensen**, *Founder and President*, Six Seconds: The EQ Network



as human beings, have developed a visceral comprehension of what neuroscientists are now aware: no matter how sophisticated technology is—it does not match the fine-tuned communication system in our bodies and brains. For example, our bodies are essentially polygraph machines. We are constantly monitoring our surroundings to keep us out of danger.

Currently we are in a crisis. When a crisis occurs the brain is on high alert. According to a recent poll, 90% of Americans are watching the news (mostly distressing), 70% are worried about the consequences of the virus, and 50% are concerned they will catch the virus. In addition, 61% are struggling with bouts of loneliness.

An additional by-product of Covid-19 has been Zoom fatigue. I wonder how many of you are suffering and are unaware of the fact? We,

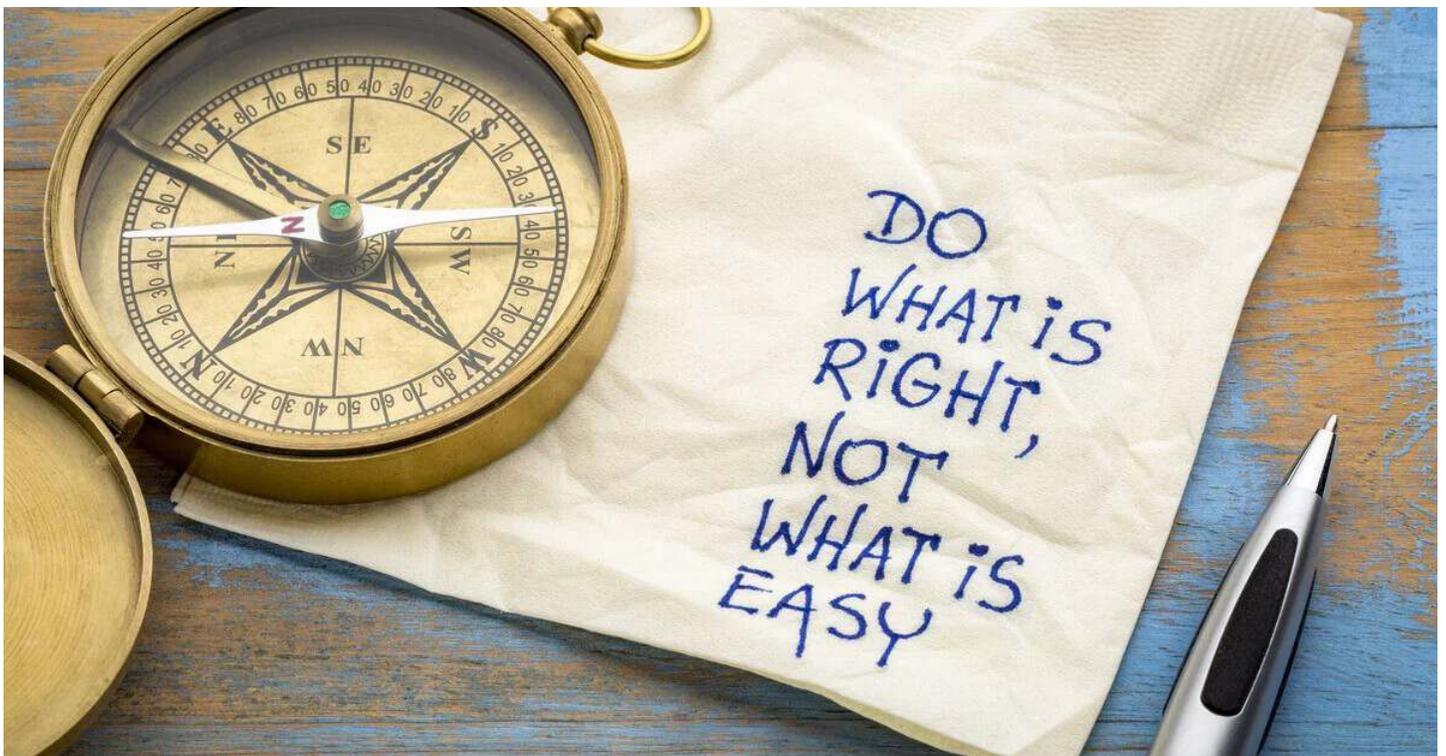
Without thinking about it, we pick up nonverbal clues that tell us whether the person with whom we are interacting is friend or foe. Zoom makes it virtually impossible for the normal process to take place. We can look in the camera so others can see our eyes or we can look at others for nonverbal clues. On Zoom we cannot do both at the same time. There is a time lag.

We are out of sync.

[Read more](#)

Our Unpleasant Truths: Where Have They Delivered Us? — Part I

By Will Richardson



Regardless of your political persuasion, the color of your skin, your age, or where you happen to be living, life is appreciably different at the start of 2021 from just a year ago. One of my new favorite writers, Scott Galloway (and others), is arguing that while the calendar ticked off one year in 2020, changes that were just starting to make inroads into our lives accelerated the equivalent of five or maybe even 10 years last year.

And none of it feels like it's slowing down, does it?

The challenges we face today are existential. We're grappling with deep, systemic, long-term issues around race. The climate crisis is no longer on the horizon; it's inside the walls. Here in the U.S., our very understanding of democracy is being put to the test. And the pandemic has exposed inequities and ineptitude that tear at the very fabric of our society.

[Read more](#)



Summer 2021

The Leading Network for Innovation at Independent Schools

Independent School Faculty Professional Development



All pathways begin with an Introductory Level to provide scaffolding, terminology, examples, and an opportunity to reflect on applying the content to developing a unit. Level 1 participants take a deeper dive into developing a unit. Level 2 is implementation, feedback, and revision. Level 3 is additional revision and feedback leading to Mastery. OESIS Network member schools can complete pathways independently in their OESIS-XP school portal, or register for a cohort Pathway with guidance and feedback from OESIS Network Leaders. Cohort Pathways are \$100 per person at the Introductory Level and \$150 per person at subsequent levels.

Click video icons below to listen to a brief overview from the pathway developer.

Flex-Blended Learning

- ▶ The Flex-Blended Pathway will help you sort through the options for online and blended delivery, and make a choice that best meets your needs.

Project-Based Learning (PBL)

- ▶ PBL works extremely well in any delivery environment and increases student engagement, making it extremely suitable for the uncertain environment of this fall.

Competency-Based Education (CBE)

- ▶ A comprehensive tutorial on the fundamental components of mastery- or competency-based systems, including the arguments for migrating to this more outcomes-oriented approach.

Social-Emotional Learning (SEL)

- ▶ While the social-emotional well-being of students is always a critical consideration, the redefinition of real connection in the online world demands some rethinking of the learning experience.

Cultural Competency

- ▶ How do we thoughtfully understand and navigate the complexities of multiple cultures in our curricula and school communities? Given current events, the Cultural Competency pathway is very relevant.

Grading for Transparency and Opportunity

- ▶ If you are not yet ready to eliminate grades, one can still improve grading by making it more transparent and equitable, which includes tying grades to measurable learning standards.

Critical Thinking and Argumentation

- ▶ Using the skill of convincing argumentation, our partner ThinkerAnalytix helps you learn to teach students the art of argumentation as a means of improving Critical Thinking.

Implementing STEAM Programs

- ▶ Curricular equity integrates the traditional Science and Math projects with Engineering, Robotics/Technology, and the Arts. Develop your own project using resources provided by a STEAM director and future astronaut.

[OESIS Network members may register for cohort pathways online.](#)

DEI & SEL Leadership Outsourcing

The urgency around phasing in Diversity, Equity and Inclusion strategies, building capacity and readiness calls for a thoughtful approach. A commitment to DEI requires building a budget that often includes recruitment, training, and consulting. In this webinar series, experts break down the key elements and look at what could be evolutions in immersive program rollouts that touch all school communities.

To address the needs expressed by our network schools, OESIS and Six Seconds are collaborating to provide DEI and SEL leadership services on a staff augmentation basis. Through this initiative, we deepen our current curriculum PD partnership with Six Seconds, the leading global SEL non-profit serving school districts and large organizations. Together, we offer a unique outsourced solution providing schools access to more than 200 certified Six Seconds consultants and coaches nationwide.



Sanje Ratnavale
President
OESIS Network

Sanje founded OESIS in 2013 and serves as the President of what has grown to become the leading network for innovation at independent schools: the acronym OESIS grew from the initial focus on Online Education Strategies for Independent Schools.

He has held senior administrative positions at independent schools including associate head of Sschool at a K-12 school for seven years, high school principal for three years and CFO for seven years. Sanje has taught Latin and History at the high and middle school levels.



Dr. Anabel L. Jensen
President and Founder
Six Seconds

With over 30 years of pioneering work in emotional intelligence education, Anabel is an inspiring and caring speaker who helps people find the best in themselves and each other. Anabel says people pay attention to less than 30% of what you say, but 70% of what you do, so she models the lessons she teaches. Anabel was the principal of Nueva School and co-founded the Synapse School to educate future change makers. As the Founding President of Six Seconds EQ Network, Dr. Jensen has co-authored four books on teaching EQ, written numerous articles, and has taught the principles of emotional intelligence to more than 15,000 educators and leaders around the world.



Joshua Freedman
CEO, Six Seconds

Josh is one of the pioneers in the field of emotional intelligence; he cofounded Six Seconds in 1997, is the bestselling author of *At the Heart of Leadership* and five other books and six validated psychometric assessments on EQ, and contributor to many EQ programs including Coaching Equity Essentials. He's also an instructor at Columbia Teachers College SPA administrative credential program; he is cocreator of the world's largest social emotional learning program, POP-UP Festival — in partnership with UNICEF World Children's Day, bringing skills for emotional wellbeing to millions of children & adults in 200+ countries.



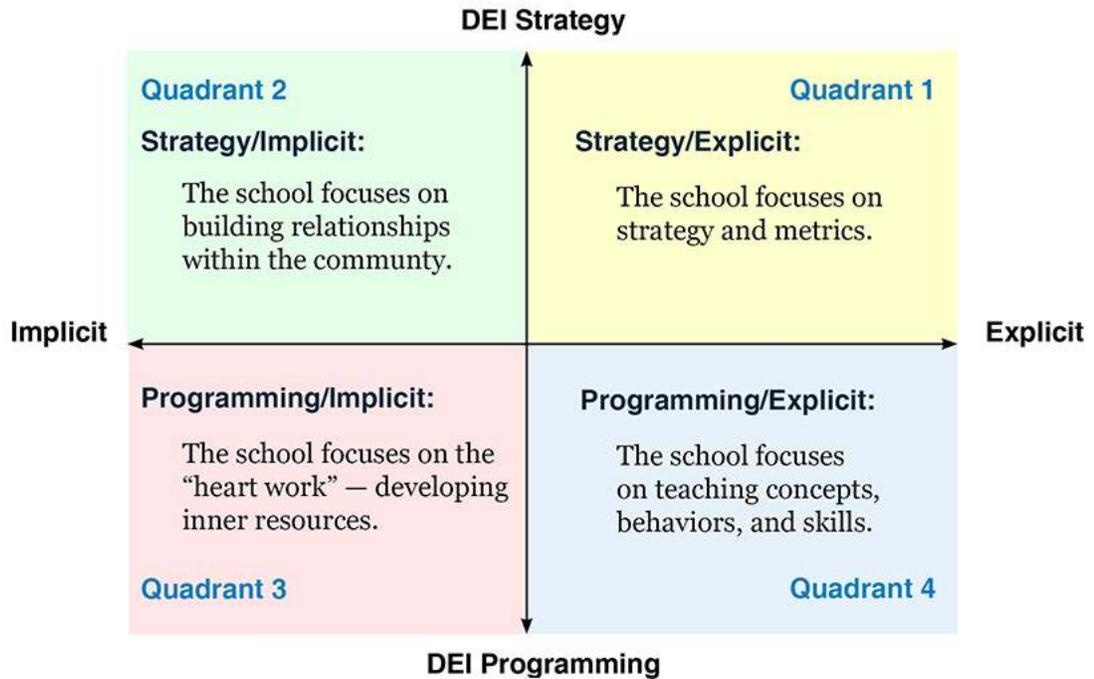
Cheryl Leet
Asst. Director of Education

After a decade of experience as a classroom teacher, including five years at the innovative Synapse School, Cheryl joined Six Seconds to design curriculum, assessments, and trainings about emotional intelligence competencies for a global audience. Her goal is to integrate SEL into all levels of education so that students and faculty can explore their purpose. Cheryl sits on the CASEL SEL Provider's Council and an independent school board in her home state of Arizona. Cheryl is a Fulbright Grantee and holds her M.Ed. in Curriculum and Instruction for the Gifted and Talented.



Michael Eatman PCC
Founder, Culture7 Coaching

Michael is an experienced inclusion strategist, educator and coach. His credentials include Certified Diversity Professional for Organizational Leadership from Diversity Training University International, Preferred Partner and Certified EQ Advanced Practitioner from Six Seconds EQ Network, and Advanced Certified Personal & Executive Coach by the College of Executive Coaching. He's also an instructor at Columbia Teachers College SPA administrative credential program and a leader in the Coaching Equity movement.



Our model provides you with the opportunity to augment your staff with consultants who look and feel like employees and bring an objective perspective. We will help leverage your existing resources to focus initially on the strategic elements (readiness and awareness), followed by programmatic elements, leading to more successful cultural transformation. This path may be less risky and less expensive than hiring a full-time position without a systemic plan and structures in place. Our solution provides the experience of Six Seconds to deliver a customized plan, including community assessment, programming, strategy and culture building to achieve organizational change around DEI and SEL.

Learn more about this process, which evolves around the above matrix by reading the five-part series in Intrepid Ed News. Each of the four quadrants is explained during an accompanying webinar.

- [Part I: What’s the Real Plan for DEI? Quadrant 1](#)
- [Part II: What’s the Real Plan for DEI? Quadrant 2](#)
- [Part III: What’s the Real Plan for DEI? Quadrant 3](#)
- [Part IV: What’s the Real Plan for DEI? Quadrant 4](#)
- [Part V: What’s the Real Plan for DEI? Quadrant 4](#)

Register Your Interest and Schedule an Introductory Meeting

Key Issues Summer Program

The Key Issues Summer Program is designed to provide a simple, low-commitment faculty professional development opportunity for teachers who need to recharge from the pandemic. For example, Online Education Week will include workshop streamed from the DLAC Summer Institute, a series of articles in *Intrepid Ed News*, an asynchronous discussion of the issues, and the opportunity to complete an OESIS Flex-Blended Learning Pathway or other PD option.

June 14–19, 2021 Online Education Week led by Digital Learning Collaborative

June 16, 2021: Free Virtual workshop streamed from the DLAC Summer Institute



DIGITAL LEARNING ANNUAL CONFERENCE
JUNE 14–16, 2021 * AUSTIN, TX

REGISTER

June 21–26, 2021 Social Emotional Learning Week led by Six Seconds

June 23, 2021 free Zoom: *SEL: Why is Social-Emotional Learning foundational for the success of every education program?*

June 28 – July 2, 2021 Diversity, Equity and Inclusion Week (collaborative partner TBD)

June 30, 2021 free Zoom: *DEI: How does my school live the principles of DEI and avoid the traps that have confounded so many DEI programs?*

July 5 – 9, 2021 Project-Based Learning Week led by PBL Global

July 7, 2021 free Zoom: *PBL: Why is real PBL so critical to the needs of the whole student?*



Learn how to integrate project-based learning with design thinking, empathy and well-being at the center of an authentic student-led process.

Free online, on-demand courses ♦ Personalized mentoring

July 12–16, 2021 Competency-Based Education Week led by Altitude Learning

July 14, 2021 free Zoom: *CBE: How do competencies strengthen school programs through integration and measured outcomes?*

July 19–23, 2021 Critical Thinking Week led by ThinkerAnalytix

July 21, 2021 free Zoom: *Critical Thinking: Why are great critical thinking skills the key to academic success and civility?*

July 26–30, 2021 Grading Week led by Nick Dressler

July 28, 2021 free Zoom: *Grading: How can we use grading to help students become the leaders of their own learning?*

Aug. 2–6, 2021 Student Feedback Week led by Tara Quigley

Aug. 4, 2021 free Zoom: *Student Feedback: Why is the quality and quantity of good feedback the gateway to great student learning? (Based on Using Feedback to Improve Learning)*

Aug. 9–13, 2021 Leadership Week led by BIG Questions Institute

Aug. 11, 2021 free Zoom: *Leadership: As a school leader, how do I instill the values of rethinking our beliefs and embracing the joys of being wrong? (Based on Adam Grant's Think Again)*



Arguments are good.

Teach students to argue with empathy and evidence.

Learn to use a research-backed method called **argument mapping** to help students build logical reasoning skills at their own pace by working through personalized practice exercises.

The new interactive textbook ***How We Argue*** is structured like a leveled game, so it naturally augments any learning environment, from fully in-person to fully asynchronous.

Learn more and create a free teacher account here!

**ThinkerAnalytix is an educational nonprofit that partners with the Harvard Department of Philosophy to teach logical reasoning skills so that students achieve academically and discuss social issues constructively.*



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INNOVATION SPOTLIGHTS

Bite-Sized Faculty Professional Development

Click a box below to access each micro pathway on Intrepid Ed News.

STRIVING FOR EDUCATIONAL EQUITY IN YOUR SCHOOL

BUILDING COMMUNITY IN A HYBRID ENVIRONMENT

THE EVOLUTION OF PBL AT THE DERRYFIELD SCHOOL (NH)

SCHOOL SUCCESS SERIES: ALL SAINTS EPISCOPAL SCHOOL (TX)

COMPETENCY-BASED EDUCATION STRATEGIES WITH ERIN NORDLUND

SCHOOL SUCCESS SERIES: THE MASTER'S SCHOOL (NY)

EFFECTIVE STUDENT FEEDBACK

OESIS 2021 MEMBERSHIP OPTIONS

The Leading Network for Innovation at Independent Schools

[Apply Online](#)
[Schedule a Zoom](#)

SERVICES	MEMBER SCHOOL	NETWORK SCHOOL
PRICE	<ul style="list-style-type: none"> \$2,500 annual membership for schools with up to 100 teachers \$3,500 annually for schools with 100-200 teachers 	<ul style="list-style-type: none"> Some services are available to non-member network schools at a higher price.
<u>CLIMATE ASSESSMENT & INCLUSION INDEX</u>	<ul style="list-style-type: none"> \$2,000 discount for OESIS schools until July 15; \$1,000 after July 15, 2021 	<ul style="list-style-type: none"> May purchase for full price
FACULTY PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> OESIS-XP Pathway Curriculum for all teachers in SEL, DEI, PBL, CBE, Grading, Critical Thinking, STEAM, and Flex-Blended Learning included Access to OESIS-XP Video Library with 350 PD videos included Cohort Pathways: \$100 - \$150 per pathway moderated by a Network Leader: includes feedback, digital credential and portfolio. Conferences: 35% discount 	<ul style="list-style-type: none"> Not available Not available \$350 per pathway No discounts
RECRUITMENT	<ul style="list-style-type: none"> OESIS Job Board: Free postings with premium placement and banner ads Placement through OESIS Career Confidential: fee is 5% of first-year salary and 5% on rehiring in year two for teachers; 10% of year one salary for administrators OESIS Outsourcing Solutions 	<ul style="list-style-type: none"> \$49 per job post or package of 10 for \$399. Banner ads at \$300 per ad. 12% of first year salary for teachers or administrators Surcharge for non-member schools
HEALTH & WELLNESS	<p>RT-PCR Testing</p> <ul style="list-style-type: none"> Insurance-Covered Testing Available Cash Testing: \$88 per test 	<ul style="list-style-type: none"> Surcharge of \$500 per round \$100 per test
RESEARCH & PUBLICATIONS	<ul style="list-style-type: none"> Included Full Research Reports <i>Intrepid Ed News</i> subscriptions 	<ul style="list-style-type: none"> Executive Summaries Not Included
PLATFORMS	<ul style="list-style-type: none"> Canvas access is included for OESIS-XP. Student Portfolium pathways & ePortfolios begin at \$3,500. 	<ul style="list-style-type: none"> Not Included

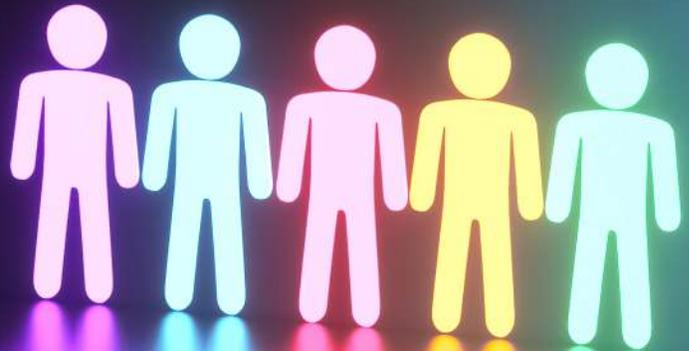
The Inclusion Index Group Conference

Oct. 20-21, 2021



Marriott Boston Quincy

**DEI & SEL
Outcomes,
Planning and
Strategy**



[Submissions Open](#)