

Swun Math Multiplies Student Success

See how Swun math is making a difference for students



INTERSECTIONALITY AND THE ROADMAP TO EXCELLENCE



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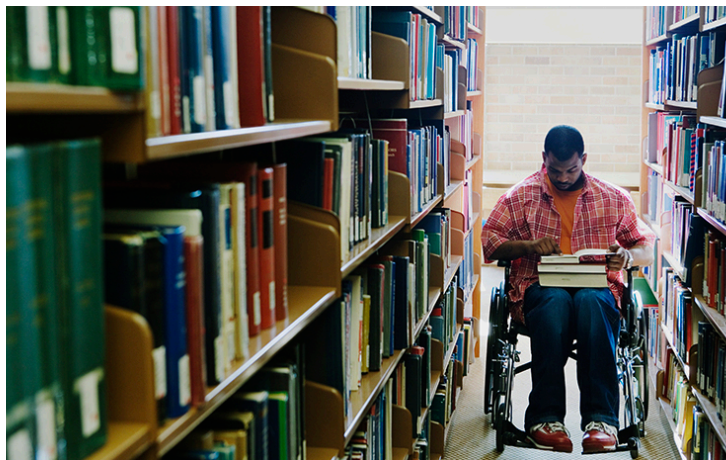
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NEWS YOU CAN USE

TO MAKE THE WORLD A BETTER PLACE



We are continually amazed and inspired by the creativity, integrity and tenacity we encounter as we work with colleagues to make the world a better place. ARLP has been partnering with leaders from the University of California Berkeley to create a more inclusive and supportive environment for staff and guests. Additionally, we're working with the Galt Joint Elementary School District on a yearlong project to enhance their already excellent leadership practices utilizing Improvement Science and ARLP's Quantum Leadership Framework.

In this month's edition of News You Can Use to make the World a Better Place you'll read about fantastic leaders such as Si Swun of Swun Math and the fantastic results he and his team are facilitating for California's students and

families. After reading the article you can check out our podcast to hear an interview with this inspiring leader. Also, you'll read about how Social Workers use Intersectionality to set clients up for fantastic success. Everything in this newsletter can be adapted to inform your leadership practice. These resources are provided to help you in your important work to make the world a better place. Thank you for your efforts and please feel free to reach out and contact us with your success stories and also your questions.

Warmly,



Alan Rogers, Ed. D., CEO
AR Leadership Partners



Rebekah Rogers, CoFounder; President
AR Leadership Partners

Swun Math Multiplies Success

Si Swun was a teacher who is now a farmer, and he's cultivating success for students. Swun is the founder and CEO of Swun Math and he has been leading this team for 16 years. The mission of Swun Math is closing the achievement gap among students. Results are phenomenal with the company now serving nearly 100,000 students throughout the state of California.

Swun's approach is rooted in dynamic customization of curriculum and partnership. His methods incorporate research-supported practices such as Gradual Release of Responsibility and Zone of Proximal Development. The team at Swun Math analyzes student performance data as a means to develop customized instructional methods and materials that bridge the gap between the Common Core State Standards in mathematics and the students' skills.

The team at Swun Math has learned the value of close partnership with the school district communities they serve. The professional learning team demonstrates unparalleled flexibility by adapting grade-level specific professional learning, demonstration lessons, co-planning, and co-teaching. They also provide on-site coaching and

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monthly professional development for school administrators who have completed the training and are now in a role of support for classroom teachers.

In addition to fantastic outcomes for learners, several practices distinguish the service of Swun Math:

- Focus on students' needs and experiences
- Research-supported practices for high-quality instruction
- Job-embedded, side-by-side professional development and support
- Customization of instructional materials and training and support to meet student's learning needs and the developmental levels of the teachers
- Ongoing support of initiative leadership with personalized coaching for administrators
- Partnership with Parents via ongoing communication and training so parents have a role to play in their children's learning

This team at Swun Math, under Si Swun's effective leadership, has shown how the devastating effects of the ongoing achievement gap among students don't have to become an accepted fact of life. Other innovators can follow the Swun Math example of excellent and thoughtful service to students, their families, and the teachers and administrators who serve them. Listen to Si on our podcast via the ARLP website or on Apple Podcasts:

[ARLP Podcasts](#)

If you'd like to learn more about how the results and methods employed by Swun Math can accelerate your practice reach out to them by visiting their website:

<https://math.swunmath.com/index.html>

Swun Math focuses on meeting students' needs

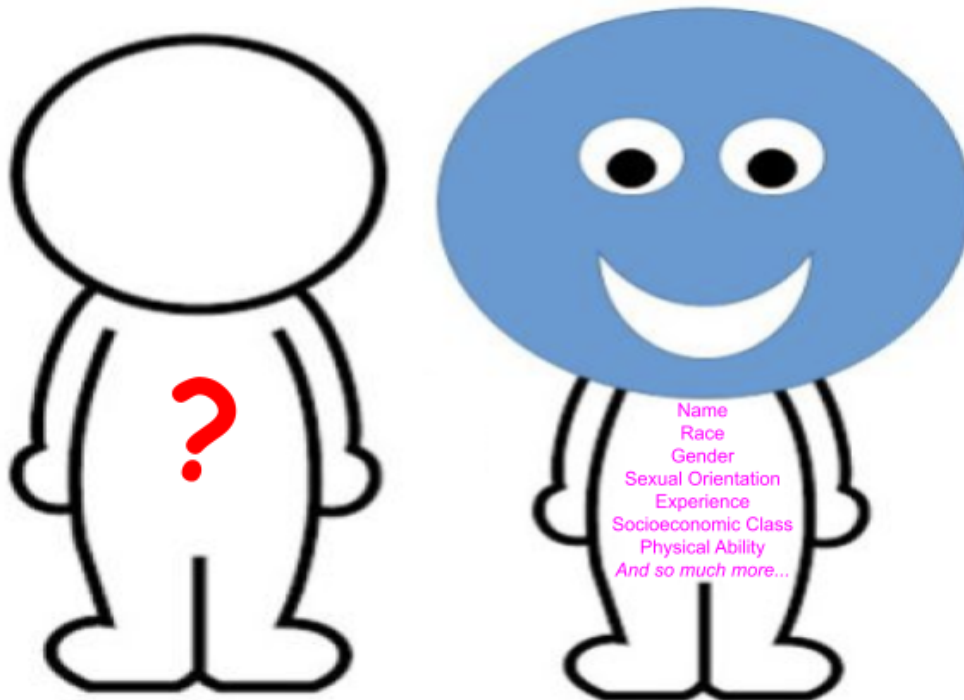


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SOCIAL WORKERS FIND INTERSECTIONALITY IS ON THE ROADMAP TO LEADERSHIP EXCELLENCE

Professor Kimberlé Crenshaw of Columbia and UCLA introduced the term Intersectionality in 1989 and it is relevant to contemporary social work (Steinmetz, 2020). Sociologists have viewed intersectionality as the overlapping systems of privilege and oppression that are

Intersectionality allows us to take into account everything we can about the uniqueness of the individual instead of seeing them as a generic person with no distinguishing traits, talents, or needs.



particularly impactful to women of color (Coleman, 2019). As social work is both an academic discipline and a practice-based profession that promotes social change and development for groups and individuals, the

framework of intersectionality can be applied for improved client outcomes.

Intersectionality can effectively inform how social workers interact with clients. Social workers can use the framework to gain true insight on the

individual client's circumstances. Intersectionality posits the uniqueness each individual possesses. Doing this empowers the social worker to customize support by being mindful of the different facets of each person's social identity. This approach to understanding and supporting clientele is the opposite of being "color-blind" or expecting representatives from a given subgroup (ethnicity, orientation or other) to serve as representative of others who share one aspect of their identity e.g., a black or brown person serving as a representative for black or brown people in general. Additionally application of the framework would discourage a standardized approach to supporting the individual via means that have proven effective with others who share limited traits in their social identity. Don't just assume, for example, a generic or standardized support approach for the client who is an african american teen who identifies as lesbian and is experiencing homelessness and situational poverty (Gutiérrez y Muhs et al, 2012).

Social workers have an opportunity to utilize the Intersectionality Framework to inform the development of support for clientele. An inquiry protocol upon initial contact that specifically identifies how the client may have experienced the inequity or marginalization due to: Race; Religion; Socioeconomic Status; Gender; Age; Sexual Orientation; Physical and Mental Abilities; Nationality... The social worker using the framework could ask the client if they've experienced privilege and/or inequity due to their social identity (or aspects thereof) and whether the client anticipates a pattern in the future. This inquiry makes a team of the social worker and the client so that true understanding of the client's social identity informs the support plan.

Intersectionality can also influence the ways social workers and sociologists conduct research. It can be used as a central theoretical concept that would allow the researcher to call out or test the level of diversity that exists within otherwise homogenous groups. It could help highlight interdependence of systems of inequality or oppression and avenues for improvement. Also, it could lead to conventions and protocols that would empower support providers and their systems to develop more support plans for clients.

Works Cited

1. Arica L. Coleman, "[What's Intersectionality? Let These Scholars Explain the Theory and Its History](#)," *TIME*, March 29 2019.
2. Gabriella Gutiérrez y Muhs et al., eds., *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, [LB2332.3 .P74 2012](#)
3. Katy Steinmetz, "[She Coined the Term 'Intersectionality' Over 30 Years Ago. Here's What It Means to Her Today](#)," *TIME*, February 20 2020.

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Dr. Alan Rogers, CEO, Co-Founder

www.arleadership.org

al@arleadership.org

916.284.5060

Ms. Rebekah Rogers, President, Co Founder

www.arleadership.org

209.352.6777

rebekahrogers@arleadership.org

