UNDERSTANDING THE POWER OF TEACHING AND ITS ROLE (IN)JUSTICE

Deborah Loewenberg Ball @deborah_ball 14th International Congress on Mathematical Education 2017 Felix Klein Award Lecture Wednesday, July 14, 2021 • East China Normal University, Shanghai, China



ACKNOWLEDGING THE LAND I AM ON



© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu

ACKNOWLEDGING THE COLLECTIVE NATURE OF MY WORK

- My colleagues: Chandra Alston, Hyman Bass, Alyssa Brandon, Elena Crosley, Matthew Dahlgren, Nicole Garcia, Maisie Gholson, Imani Goffney, Mark Hoover, Anna Sfard, Meghan Shaughnessy, Kathryn Taylor, Amber Willis
- My students: Karen Ahn, Gabrielle Bernal, Karin Brown, Amber Davis, Rosalie DeFino, Joy Johnson, Lauren Hickman, Lindsey Mann, Mimi Owusu, Darrius Robinson, William Waychunas, **Charles Eugene Brooks Wilkes II**
- The more than 1,000 children who have been my students over 45 years







1



This work is licensed under a Creative Commons Attribution-Noncommercial-NoDerivatives 4.0 International License: https://creativecommons.org/licenses/by-nc-nd/4.0/ © 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu



6

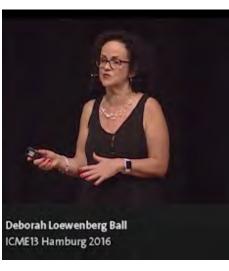
to(h)

0

0

CONTINUING THE JOURNEY





Ball (2016) https://lecture2go.uni-hamburg.de/l2go/-/get/v/19780

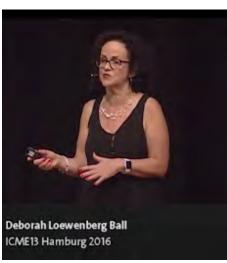




CONTINUING THE JOURNEY







WHY "MATHEMATICAL" WORK **OF TEACHING**"?

To look at how mathematical listening, speaking, interacting, acting, fluency, and doing are part of the work of teaching, not just resources for it

TRYING TO SEE THE WORK OF TEACHING

Taking a socio-cultural perspective on teaching and learning, and drawing on many others' work:

- · Discursive nature of teaching and learning (e.g., Sfard, Adler, many others)
- Diversity: language, identities, race and ethnicity, class, gender

means that there is something to the mathematically interactive, discursive, and performative work of mathematics teaching that is important to understand

30.07.2016

Ball (2016) https://lecture2go.uni-hamburg.de/l2go/-/get/v/19780



This work is licensed under a Creative Commons Attribution-Noncommercial-NoDerivatives 4.0 International License: https://creativecommons.org/licenses/by-nc-nd/4.0/ CC BY-NC-ND

© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@







JUST DREAMS AND IMPERATIVES:

The Power of Teaching in the Struggle for Public Education

Deborah Loewenberg Ball @deborah_ball #AERA18 #AERAPres

Presidential Address • 2018 American Educational Research Association Annual Meeting Sunday, April 15, 2018 • New York

Ball (2018) https://youtu.be/JGzQ70_SIYY









JUST DREAMS AND IMPERATIVES:

The Power of Teaching in the Struggle for Public Education

Deborah Loewenberg Ball @deborah_ball #AERA18 #AERAPres

Presidential Address • 2018 American Educational Research Association Annual Meeting Sunday, April 15, 2018 • New York

Ball (2018) https://youtu.be/JGzQ70_SIYY





How do macro-structures play out in the micro-moments of Black and Brown children's experiences in classrooms?

WHAT WOULD IT TAKE TO DISRUPT THE PATTERNS THROUGH WHICH A BLACK GIRL IS MARGINALIZED?



Seeing Toni's question as key to the class's work

Knowing and

using mathematics in

teaching (MKT)

nterpreting Toni

as asking a

mathematical

question that she means

 Taking as axiomatic the brilliance of Black children, and thus Toni and Aniyah

×

ia, 2015, 2017; Leonard & Martin, 2013; Martin, 2012, 2015)

(c) BY-NC-ND This work is licensed under a Creative Commons Attribution-Noncommercial-NoDerivatives 4.0 International License: https://creativecommons.org/licenses/by-nc-nd/4.0/

© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu

UNDERSTANDING THE POWER OF THE WORK OF TEACHING AND ITS ROLE (IN)JUSTICE: WHAT IS MY PROJECT IN *THIS* LECTURE?

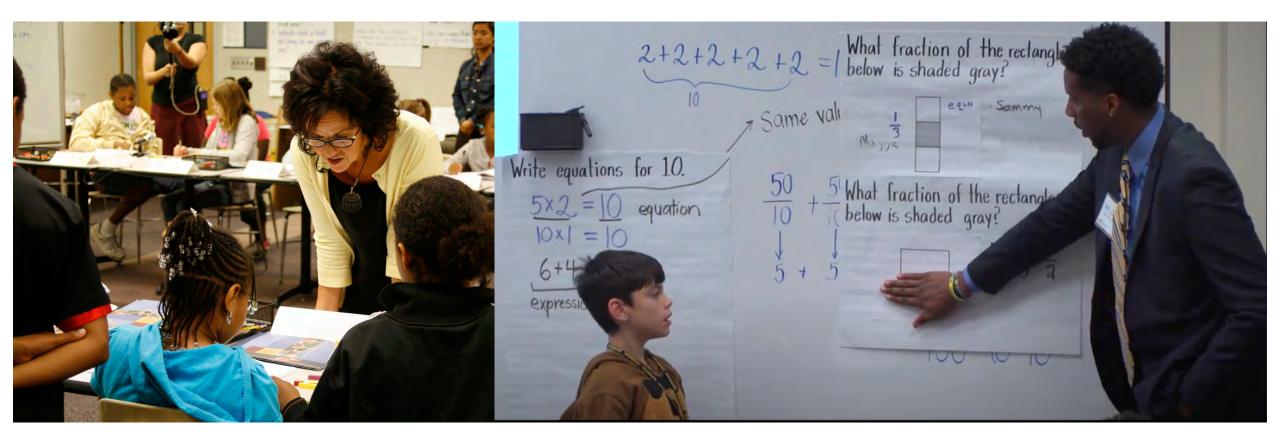
- 1. What is it to *do* the 'work of teaching'?
- 2. What does it mean to foreground the 'power' of that work and why does it matter?
- 3. What are continuing challenges in trying to understand that work, and why should we care?



1. What is it to do the 'work of teaching'?



TEACHING: SO COMMON, AND YET SO COMPLEX





72.5 million teachers worldwide **IT'S COMMON** POLITIC PEOPLE'S REPUBLIC Limpopo Fengshui Shan Mpumalan Gauteng North West MONGOLIA Free State waZulu-Nata Northern Cape O b (East Sea

866,600 teachers

BELGIUM

DRITAIN



PACIFIC

South



Urumo

▲7.723 m

756,900 teachers

KAZAKHSTAN

GERMANY Black Sea Le Havre Georgia FRANCE SWITZERLAND ATLANTIC OCEAN Lyon VONNA ITALY 40 80 m 60 120 k MONACO 1 million teachers

This work is licensed under a Creative Commons Attribution-Noncommercial-NoDerivatives 4.0 International License: https://creativecommons.org/licenses/by-nc-nd/4.0/ (cc) BY-NC-ND © 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu

1.4 million teachers



Eastern Cape

410,000 teachers

Guyana

Venezuela

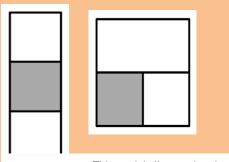
Western Cap





What do you pay attention to? What is 'complex' here?

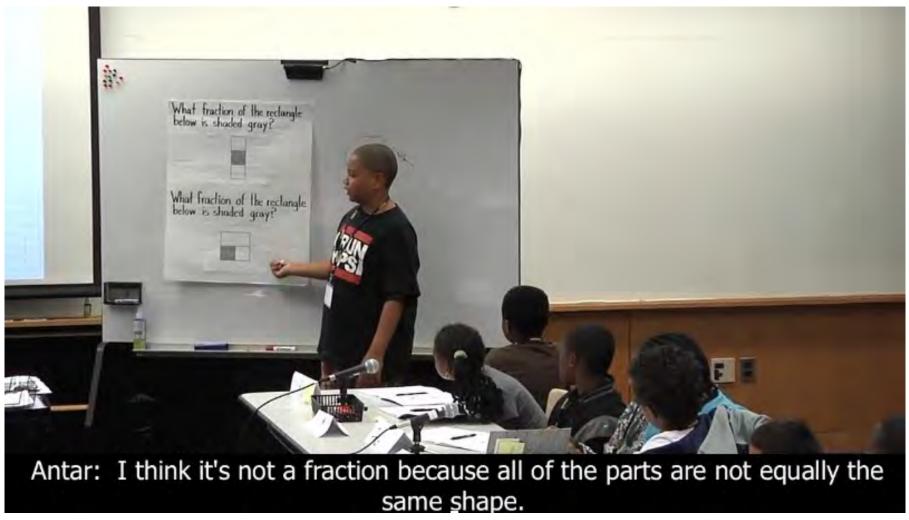
What fraction of each rectangle below is shaded gray?





VIDEO: ANTAR AND GABI

CC BY-NC-ND





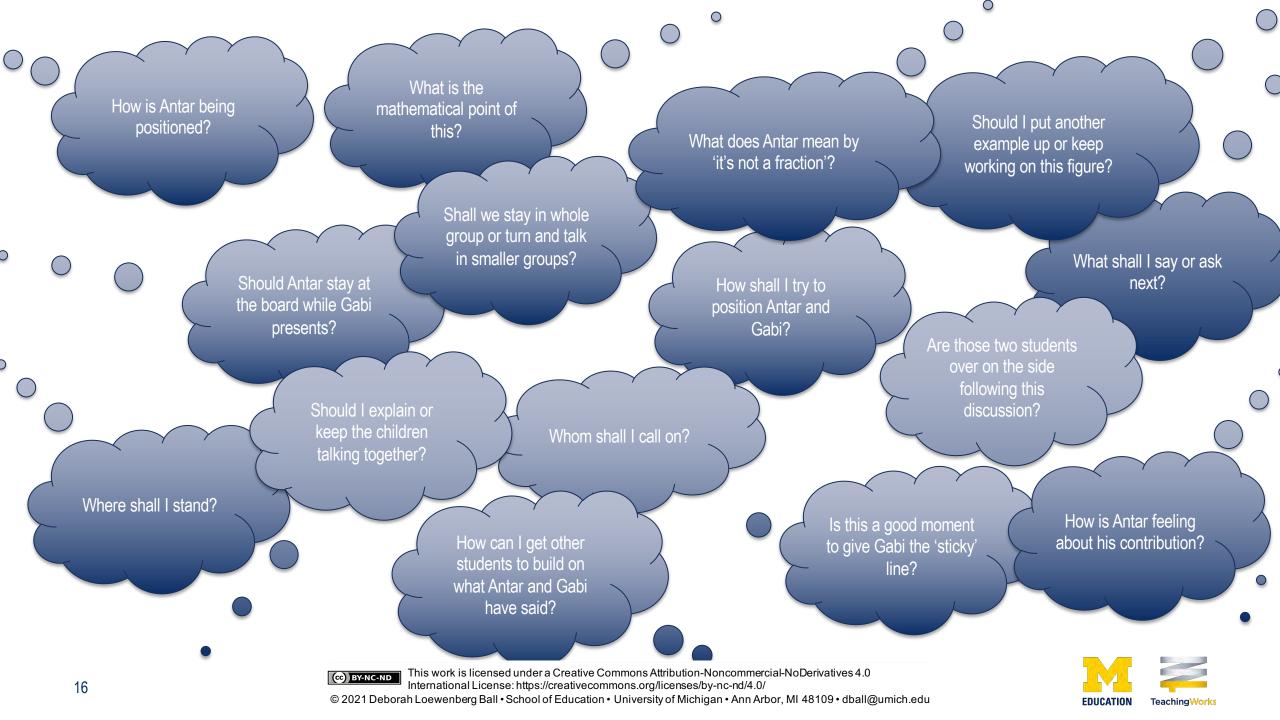


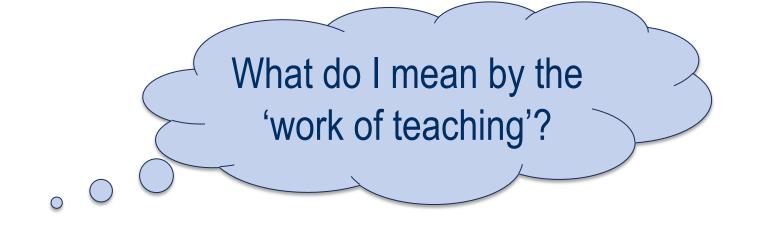


What is meant by 'complex'?













What do I mean by the 'work of teaching'?

Using myself as the object and tool of my inquiry, I teach mathematics daily to a heterogeneous class of third graders at a local public elementary school. . . . I am increasingly aware that there are many resources beyond knowledge that contribute to wise practice: patience, respect, flexibility, humor, imagination, and courage, for instance. (Ball, 1993)

The perspective that we adopt here is that curriculum materials could contribute to professional practice if they were created with closer attention to processes of *curriculum enactment*. Our perspective is premised on an understanding of the nature of teaching itself. While "curriculum" is often taken to refer strictly to the textbook or curriculum materials, the enacted curriculum is actually jointly constructed by teachers, students, and materials in particular contexts. (Ball & Cohen, 1996)

'What do teachers need to do in teaching mathematics—by virtue of being responsible for the teaching and learning of content—and how does this work demand mathematical reasoning, insight, understanding, and skill?' (Ball, Thames, & Phelps, 2008)

... the core tasks that teachers must execute to help pupils learn...
... leading a discussion of solutions to a mathematics problem,
probing students' answers, ... [as well as] planning for instruction,
meeting with parents...' (Ball & Forzani, 2009)

WHY "WORK" OF TEACHING"?

- To focus our attention on what teachers DO and to distinguish this from other features of classrooms, such as instructional formats, classroom culture and norms, what students are doing, how the curriculum is designed
- To honor the effortful and deliberate nature of teaching and not to leave it invisible, implicit, and taken for granted

This work is licensed under a Creative Commons Attribution-Noncommercial-Nol International License: https://creativecommons.org/licenses/by-nc-nd/4.0/ © 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI

 \bigcirc

What do I mean by the 'work of teaching'?

- In part, this *is* the ongoing inquiry.
- It rests on trying to understand what is involved for teachers in their interactions with learners in contexts, in broad sociopolitical environments.
- It is fundamentally both a theoretical and practical question.

Continuing to revisit

and revise the

definition.

What do I mean by the 'work of teaching'?

- In part, this *is* the ongoing inquiry.
- It rests on trying to understand what is involved for teachers in their interactions with learners in contexts, in broad sociopolitical environments.
- It is fundamentally both a theoretical and practical question.

1. How to understand the power of teaching to perpetuate or to disrupt injustice, racism, oppression.

Continuing to revisit

and revise the

definition.

2. How to leverage its possibilities for a different world.



What does it mean to foreground the 'power' of 2. the work of teaching and why does this matter?



The commonness and complexity of teaching have powerful consequences for patterns of racism and oppression in society.

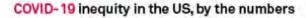


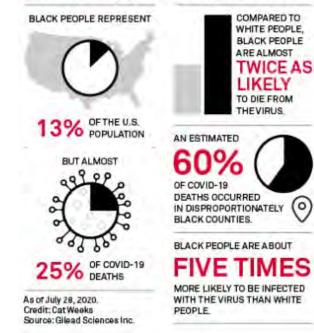




ECONOMIC INEQUALITY





































POLICE







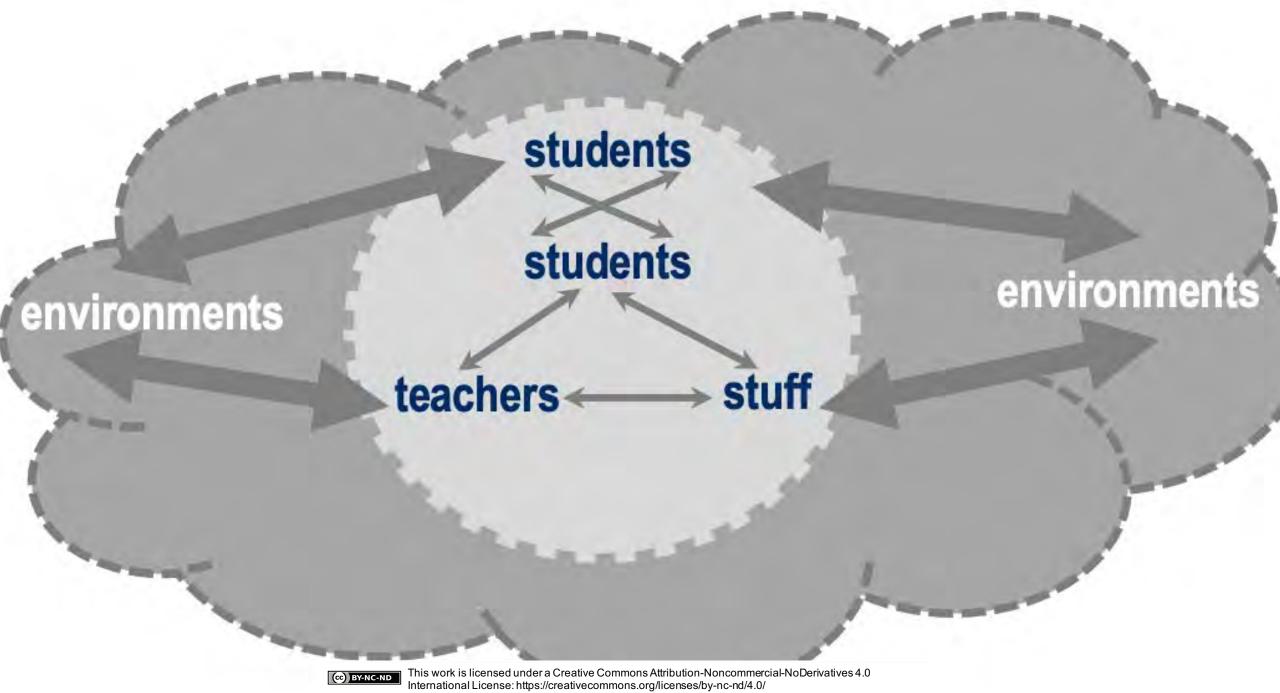






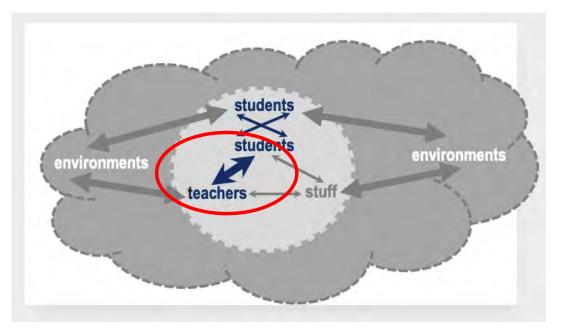
- **1. Teaching is powerful**. When it is done with care and judgment, students can thrive learn mathematics, develop positive identities, learn to value others and work collectively.
- 2. Teaching also involves **enormous discretion**.
- 3. How that discretion is exercised can either reinforce racialized and oppressive patterns of social, personal, and epistemic injustice and harm, or it can **disrupt these patterns**.





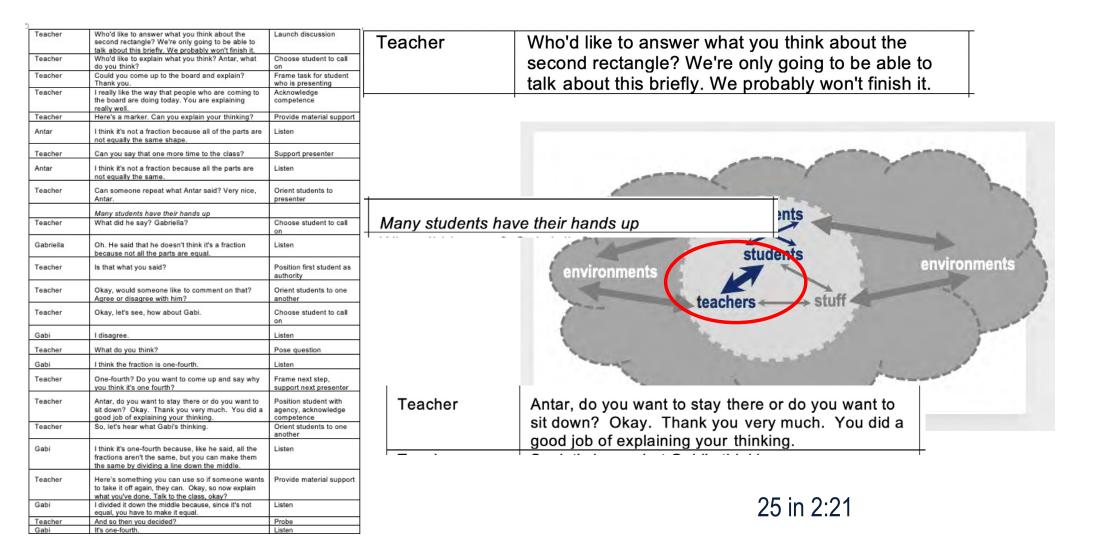
© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu

Teacher	Who'd like to answer what you think about the second rectangle? We're only going to be able to talk about this briefly. We probably won't finish it.	Launch discussion
Teacher	Who'd like to explain what you think? Antar, what do you think?	Choose student to call on
Teacher	Could you come up to the board and explain? Thank you.	Frame task for student who is presenting
Teacher	I really like the way that people who are coming to the board are doing today. You are explaining really well.	Acknowledge competence
Teacher	Here's a marker. Can you explain your thinking?	Provide material support
Antar	I think it's not a fraction because all of the parts are not equally the same shape.	Listen
Teacher	Can you say that one more time to the class?	Support presenter
Antar	I think it's not a fraction because all the parts are not equally the same.	Listen
Teacher	Can someone repeat what Antar said? Very nice, Antar.	Orient students to presenter
	Many students have their hands up	
Teacher	What did he say? Gabriella?	Choose student to call on
Gabriella	Oh. He said that he doesn't think it's a fraction because not all the parts are equal.	Listen
Teacher	Is that what you said?	Position first student as authority
Teacher	Okay, would someone like to comment on that? Agree or disagree with him?	Orient students to one another
Teacher	Okay, let's see, how about Gabi.	Choose student to call on
Gabi	I disagree.	Listen
Teacher	What do you think?	Pose question
Gabi	I think the fraction is one-fourth.	Listen
Teacher	One-fourth? Do you want to come up and say why you think it's one fourth?	Frame next step, support next presenter
Teacher	Antar, do you want to stay there or do you want to sit down? Okay. Thank you very much. You did a good job of explaining your thinking.	Position student with agency, acknowledge competence
Teacher	So, let's hear what Gabi's thinking.	Orient students to one another
Gabi	I think it's one-fourth because, like he said, all the fractions aren't the same, but you can make them the same by dividing a line down the middle.	Listen
Teacher	Here's something you can use so if someone wants to take it off again, they can. Okay, so now explain what you've done. Talk to the class, okay?	Provide material suppor
Gabi	I divided it down the middle because, since it's not equal, you have to make it equal.	Listen
Teacher	And so then you decided?	Probe
Gabi Teacher Gabi	to take it off again, they can. Okay, so now explain what you've done. Talk to the class, okay? I divided it down the middle because, since it's not equal, you have to make it equal.	Listen

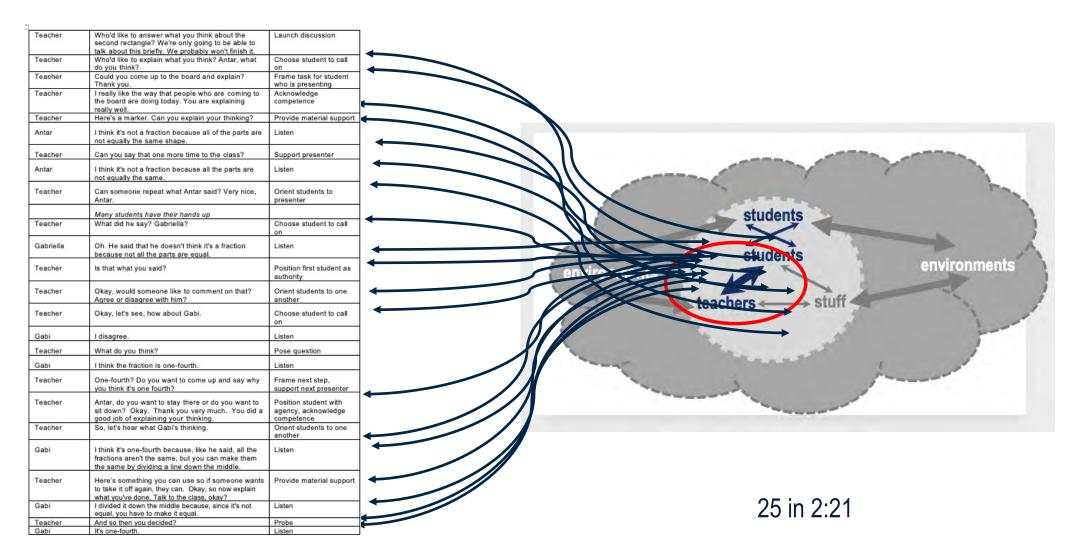


25 in 2:21



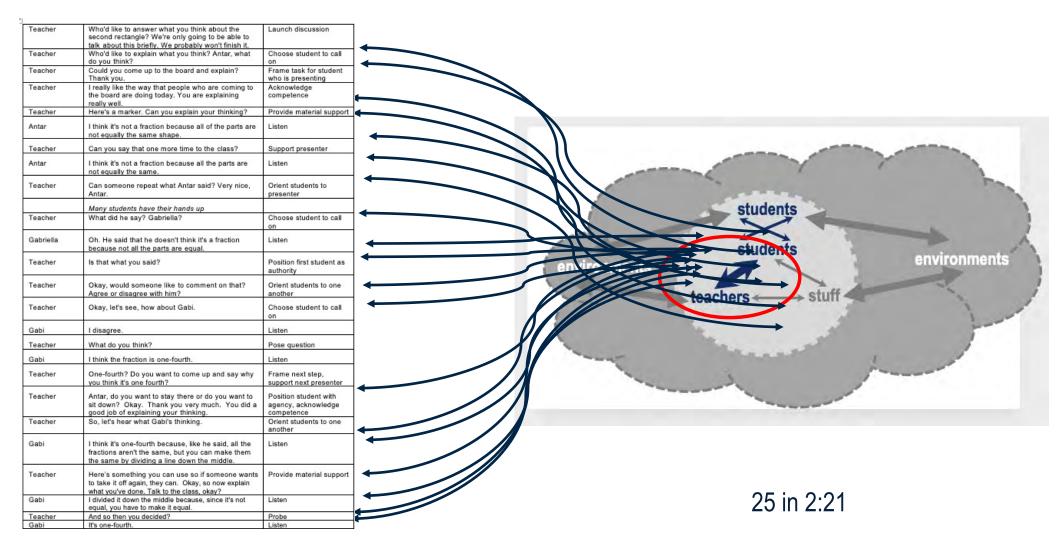








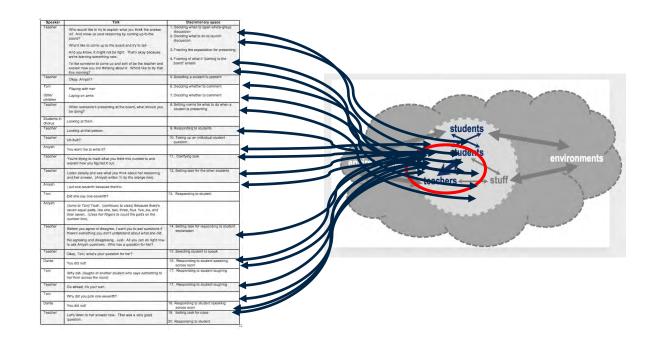
TEACHING IS DENSE WITH "DISCRETIONARY SPACES"





DISCRETIONARY SPACES AND THE POWER OF TEACHING

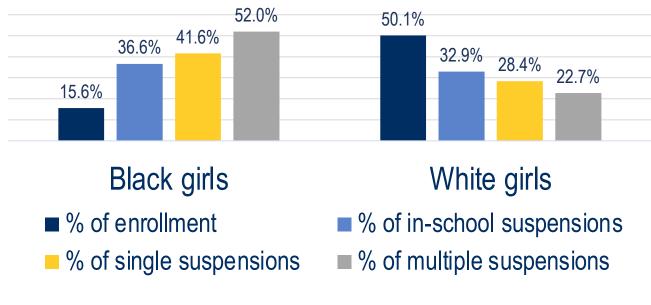
- A discretionary space is where interpretations, next moves, comments, or questions are necessarily determined by the teacher—and not by a policy or curriculum.
- These interpretations and actions are learned through firsthand experience in society and in school.
- These interpretations and actions are also habituated. (Ngo, 2017, Noel, 2018, Sfard)





HARNESSING THE POWER OF DISCRETION

 Teacher education could work to disrupt habits that are embedded in normalized and oppressive patterns of practice.

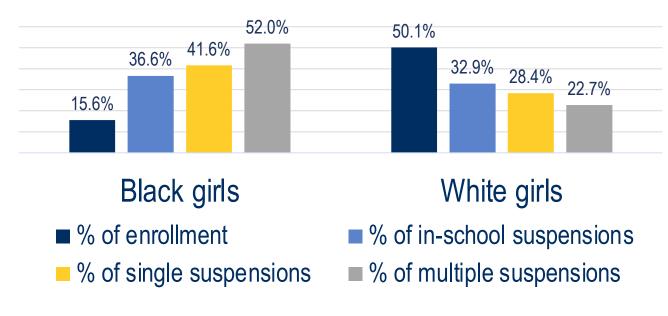


Epstein, R., Blake, J., & González, T. (2017). Girlhood interrupted: The erasure of Black girls' childhood. Washington, DC: Georgetown Law Center on Poverty and Inequality.



HARNESSING THE POWER OF DISCRETION

 Teacher education could work to disrupt habits that are embedded in normalized and oppressive patterns of practice.



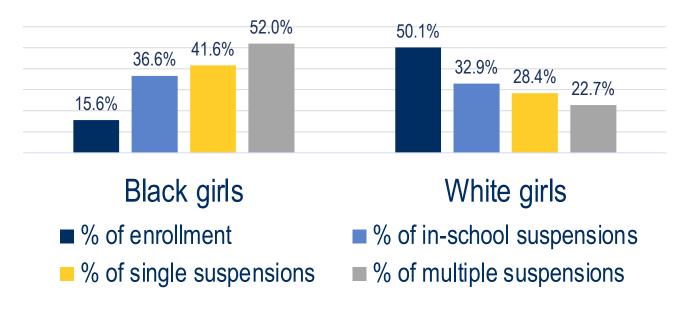
Epstein, R., Blake, J., & González, T. (2017). Girlhood interrupted: The erasure of Black girls' childhood. Washington, DC: Georgetown Law Center on Poverty and Inequality.





HARNESSING THE POWER OF DISCRETION

 Teacher education could work to disrupt habits that are embedded in normalized and oppressive patterns of practice.



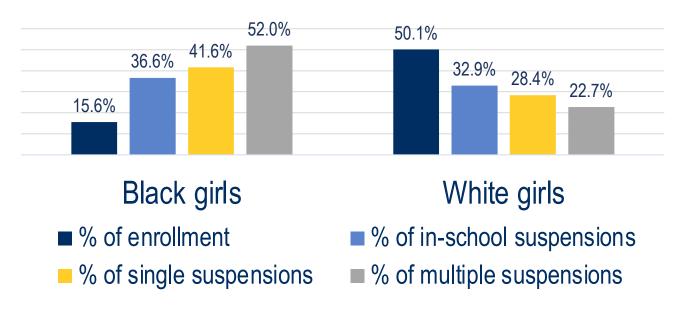
Epstein, R., Blake, J., & González, T. (2017). Girlhood interrupted: The erasure of Black girls' childhood. Washington, DC: Georgetown Law Center on Poverty and Inequality.





HARNESSING THE POWER OF DISCRETION

 Teacher education could work to disrupt habits that are embedded in normalized and oppressive patterns of practice.



Epstein, R., Blake, J., & González, T. (2017). Girlhood interrupted: The erasure of Black girls' childhood. Washington, DC: Georgetown Law Center on Poverty and Inequality.



 But teachers would need more than awareness and commitment: They also need knowledge, repertoires of practice, and judgment.



This is the work of teaching. Studying its broad and powerful role in(justice) is necessary. But such research is challenging.





What are continuing challenges in trying to understand the 3. work of teaching, and why should we care?

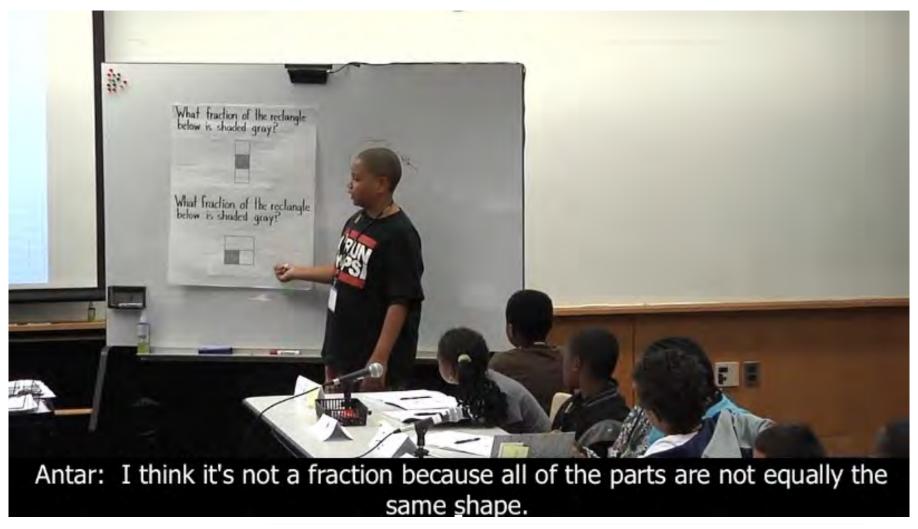


Let's return to the classroom.





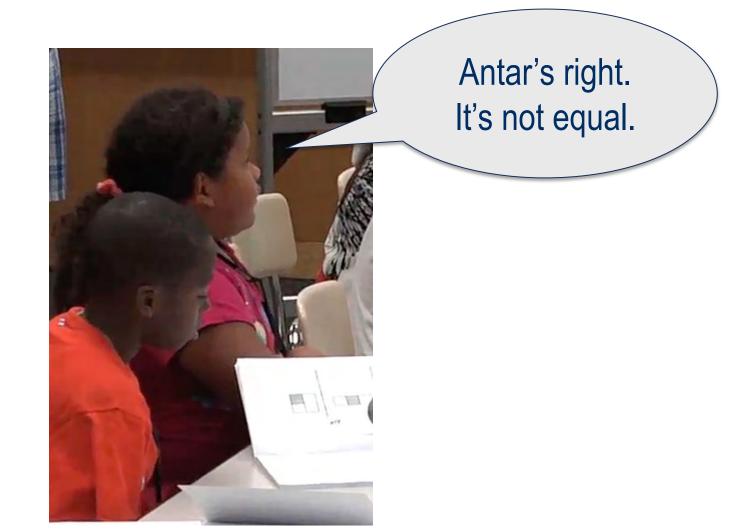
VIDEO: ANTAR AND GABI







AND AS THE LESSON IS ENDING...

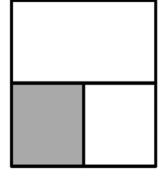






VIDEO: KASSIE





EDUCATION

TeachingWorks

THESE MOMENTS: FILLED WITH DISCRETIONARY SPACES RELATED TO REINFORCING OR DISRUPTING PATTERNS OF RACISM AND HARM

What are some of
 the discretionary
 spaces and risks?



THESE MOMENTS: FILLED WITH DISCRETIONARY SPACES RELATED TO REINFORCING OR DISRUPTING PATTERNS OF RACISM AND HARM











THESE MOMENTS: FILLED WITH DISCRETIONARY SPACES RELATED TO REINFORCING OR DISRUPTING PATTERNS OF RACISM AND HARM







- How are these three different Black children—Antar, Gabi, and Kassie—positioned in front of their classmates—as contributing to the mathematics, as lacking understanding? Are their brilliance and humanity seen?
- What is signaled about being a 'doer of mathematics'—both what and who?
- What mathematical understanding is developing in the class?

What are some of

the discretionary

spaces and risks?

• How are Antar, Gabi, and Kassie experiencing their teacher, their peers, this lesson?



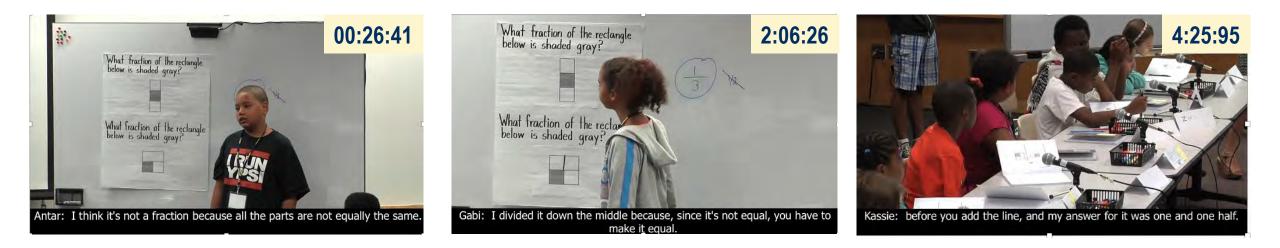
What are the other children in the class learning about Black children, about who and what it means to be 'smart'?

(Gholson, 2021; Wilkes, 2021; Gholson & Martin, 2014; Langer-Osuna, 2015, 2017; Leonard & Martin, 2013; Martin, 2012, 2015)

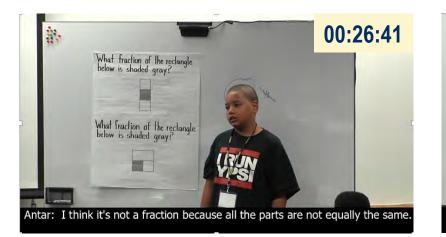




 \bigcirc







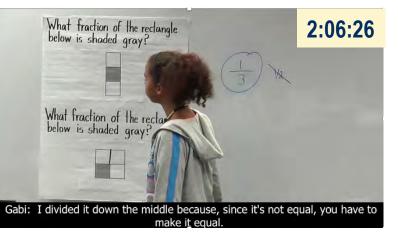
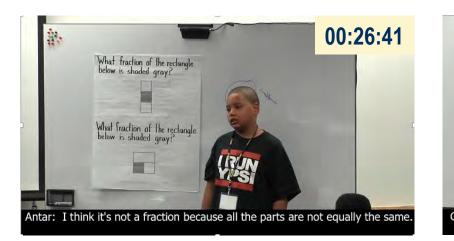


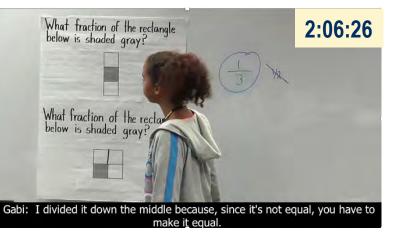


 Image: state state









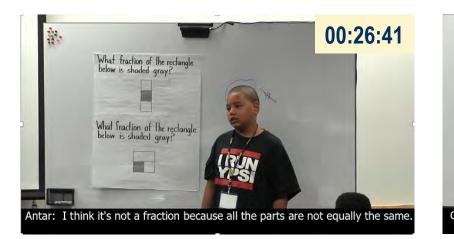


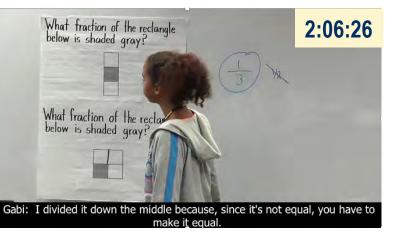
Kassie: before you add the line, and my answer for it was one and one half

- Racial narratives about 'ability' and struggling learners (Nasir & Shah, 2011; Shah, 2017)
- Patterns related to Black girls (Gholson, 2016, 2021; Joseph, 2017; Sengupta-Irving, 2020; Sengupta-Irving & Vossoughi, 2019)
- Area models with fractions
- Patterns related to being a 'doer of mathematics' 'while Black' (Martin)
- Views of mathematics as centered on narrow ideas about 'correctness' and 'errors'







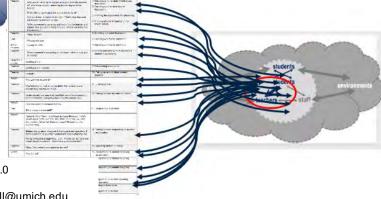




Kassie: before you add the line, and my answer for it was one and one half.

- Racial narratives about 'ability' and struggling learners (Nasir & Shah, 2011; Shah, 2017)
- Patterns related to Black girls (Gholson, 2016, 2021; Joseph, 2017; Sengupta-Irving, 2020; Sengupta-Irving & Vossoughi, 2019)
- Area models with fractions
- Patterns related to being a 'doer of mathematics' 'while Black' (Martin)
- Views of mathematics as centered on narrow ideas about 'correctness' and 'errors'

Registration of the second of



This work is licensed under a Creative Commons Attribution-Noncommercial-NoDerivatives 4.0 International License: https://creativecommons.org/licenses/by-nc-nd/4.0/

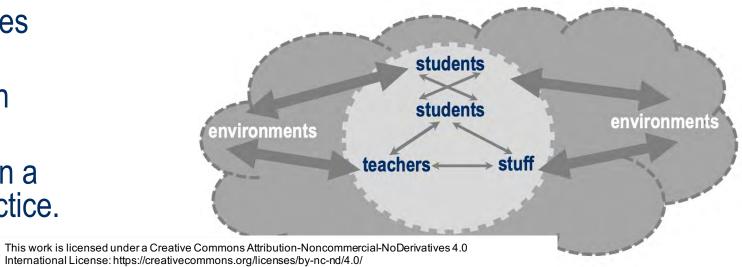
© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu

CHALLENGES IN STUDYING THE WORK OF TEACHING (IN)JUSTICE

- 1. Combining the embodied and relational dimensions with the cognitive and knowledge entailments.
- 2. Building theory and insight while contextualizing the work and centering identities.
- 3. Connecting the dots between macro-structures and micro-interactions.
- 4. Using care to distinguish prescription from detail.
- 5. Representing the work in a usable discourse of practice.

CC BY-NC-ND





© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu















- Developing our approaches to understanding the work of teaching (in)justice is collective work.
- It demands diversity in who 'we' are as scholars and as a research community.
- This will broaden what we consider evidence, what we think the objects of study are, and what we value: epistemology, ontology, axiology.





- The ICMI Felix Klein Award Committee
- The ICME-14 organizers
- My doctoral students, present and past
- My young students, the children I have taught over four decades
- My colleagues at the University of Michigan
- My U.S. and international professional colleagues

Email: dball@umich.edu



THANKYOU! dball@umich.edu Slides will be available on my website https://deborahloewenbergball.com/

(Google Deborah Ball)





Image on slide 2: Map of treaty lands in what is today called Michigan. Retrieved from <u>https://theways.org/map</u>

Location map of the State of Michigan in the United States.

Retrieved from https://www.nationsonline.org/oneworld/map/USA/michigan_map.htm

Image on slide 2:



Image on slide 2: Photo from "The Post-Post-Apocalyptic Detroit" by Ben Austen, *The New York Times*. Retrieved from <u>https://www.nytimes.com/2014/07/13/magazine/the-post-post-apocalyptic-detroit.html</u>







Image on slide 2: Photo from "The 10 Best Places to Retire in Michigan," New Home Source. Retrieved from <u>https://www.newhomesource.com/learn/top-places-retire-michigan/</u>



Image on slide 2: Photo from "Lake Michigan Beaches," Experience Grand Rapids. Retrieved from <u>https://www.experiencegr.com/things-to-do/beaches/</u>



Image on slide 12: Map of People's Republic of China. Retrieved <u>from https://www.mapsofworld.com/answers/geography/what-are-the-key-facts-of-peoples-republic-of-china/#</u>











Image on slide 12: Political Map of India. Retrieved from <u>https://surveyofindia.gov.in/pages/political-map-of-india</u>

Image on slide 12: South Africa Provinces Map. Retrieved from <u>https://hansjohnnie.blogspot.com/2020/08/south-africa-provinces-map.html?m=0</u>

Image on slide 12: Map of Canada Retrieved from <u>https://commons.wikimedia.org/wiki/File:Political map of Canada.svg</u>





Image on slide 12: Map of Turkey. Retrieved from <u>https://www.bespoketurkey.com/top-sights-in-turkey/</u>



Image on slide 12: Map of France. Retrieved from https://kids.britannica.com/kids/article/France/345690



Image on slide 12: Map of Brazil. Retrieved from https://www.go-today.com/brazil-vacations.aspx





© 2021 Deborah Loewenberg Ball • School of Education • University of Michigan • Ann Arbor, MI 48109 • dball@umich.edu



Image on slide 23:

Photo from "Mass Incarceration Is Declining — But Not For Women" by Robert P. Alvarez, Institute for Policy Studies. Retrieved from <u>https://ips-dc.org/mass-incarceration-is-declining-but-not-for-women/</u>



Image on slide 23: Photo from "Housing cuts would exacerbate inequality" by Laura Mascuch, Kristin Miller, Jolie Milstein, and Barika Williams, *New York Daily News*. Retrieved from <u>https://www.nydailynews.com/opinion/ny-oped-housing-cuts-would-exacerbate-inequality-20200623-k2gxn6btrvh6bos6sgwlijokby-story.html</u>

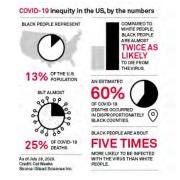


Image on slide 23:

Graphic from "Enough is enough': Gilead-Morehouse study racial, ethnic disparity in COVID-19," by Michael Gibney, S&P Global Market Intelligence.

Retrieved from <u>https://www.spglobal.com/marketintelligence/en/news-insights/latest-news-headlines/enough-is-enough-gilead-morehouse-study-racial-ethnic-disparity-in-covid-19-60035253</u>







Image on slide 23: Graphic from "Six policies to reduce economic inequality" by john a. powell, Othering & Belonging Institute. Retrieved from <u>https://belonging.berkeley.edu/six-policies-reduce-economic-inequality</u>



Image on 23: Photo from "On International Day, UN spotlights indigenous peoples' right to education," United Nations. Retrieved from <u>https://news.un.org/en/story/2016/08/536292-international-day-un-spotlights-indigenous-peoples-right-education</u>



Image on slide 23: Photo from "UN agrees to urgent debate on racism and police violence," Deutsche Welle (DW). Retrieved from <u>https://www.dw.com/en/un-agrees-to-urgent-debate-on-racism-and-police-violence/a-53807879</u>





Image on slide 23:

Photo from "Black and Hispanic women, less educated workers among those hardest hit by COVID-19 job losses" by Sara Savat, *The Source,* Washington University in St. Louis.

Retrieved from <u>https://source.wustl.edu/2021/04/black-and-hispanic-women-less-educated-workers-among-those-hardest-hit-by-covid-19-job-losses/</u>



Image on slides 24–26: Photo from "Why You Need an Experienced Real Estate Agent" by Elizabeth Weintraub, the balance. Retrieved from <u>https://www.thebalance.com/experienced-real-estate-agents-1798883</u>



Image on slides 24–26: Photo from "Black doctors earn less than white peers, study reveals" by Stacy M. Brown, The Philadelphia Tribune. Retrieved from <u>https://www.phillytrib.com/lifestyle/health/black-doctors-earn-less-than-white-peers-study-</u> reveals/article_2d359910-85c8-524b-b6d2-15d1705ad762.html





Image on slides 24–26: "Police." by Flickr user G20 Voice Licensed under a Creative Commons Attribution 2.0 Generic License https://creativecommons.org/licenses/by/2.0/



Image on slides 24–26: Photo from "Want to be a poll worker? Philly says it's responding to 'unprecedented' number of applicants" by Ximena Conde, *WHYY* Retrieved from <u>https://whyy.org/articles/want-to-be-a-poll-worker-philly-says-its-responding-to-unprecedented-number-of-applicants/</u>

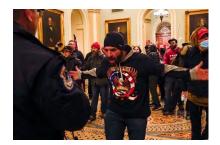


Image on slides 24–26: Photo from "Trump Rioters Storm U.S. Capitol (photos)," *Variety* Retrieved from <u>https://variety.com/gallery/trump-rioters-storm-us-capitol-photos/congress-electoral-college-8/</u>



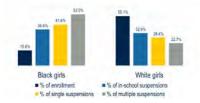




Image on slides 25 and 26: Photo from "20 Classroom Interventions for Children with Anxiety Disorders" by Jerry Kennard, Ph.D., HealthCentral. Retrieved from <u>https://www.healthcentral.com/article/20-classroom-interventions-for-children-with-anxiety-disorders</u>



Image on slide 26: Photo from "10 Ways Well-Meaning White Teachers Bring Racism Into Our Schools" by Jamie Utt, everyday feminism. Retrieved from <u>https://everydayfeminism.com/2015/08/10-ways-well-meaning-white-teachers-bring-racism-into-our-schools/</u>



Data on slides 34–37:

Epstein, R., Blake, J., & González, T. (2017). *Girlhood interrupted: The erasure of Black girls' childhood*. Washington, DC: Georgetown Law Center on Poverty and Inequality.

Retrieved from <u>https://www.law.georgetown.edu/poverty-inequality-center/wp-content/uploads/sites/14/2017/08/girlhood-interrupted.pdf</u>





Image on slides 35–37: Still image taken from "Teacher Caught Berating First Grader (VIDEO)," The Young Turks. Retrieved from <u>https://www.youtube.com/watch?v=yIJqbSkb5Jk</u>



Image on slide 37: Photo from "7 Ways to Build Strong Relationships with Students" by Margy Jones-Carey, Getting Smart. Retrieved from <u>https://www.gettingsmart.com/2017/02/7-ways-to-build-strong-relationships-with-students/</u>



Image on slide 52 and 53: Map of the World. Retrieved from <u>https://geology.com/world/world-map.shtml</u>







Image on slide 53: "A Large Group Of Diverse People Standing Together." Retrieved from <u>https://www.vhv.rs/viewpic/hTmTiix_a-large-group-of-diverse-people-standing-together/</u>



