

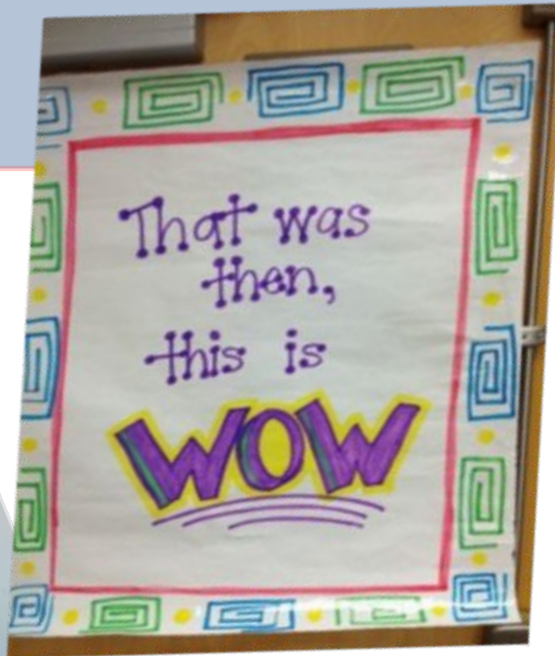


Have in Mind:

What is an expectation
that has been placed on
you or you placed on
someone recently?

***The Role of Bias and its Impact on
our Expectations and Relationships***

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We are either setting expectations for or receiving expectations from others.



Sometimes those expectations are positive; sometimes they are destructive.

Recent Expectation

What is an expectation that has been placed on you or you placed on someone recently?

Where do you think that expectation originated?

What was its impact on you or on the other person?

The image features a solid orange background. In the top-left corner, there are three vertical bars of varying heights, each composed of several overlapping rounded rectangular segments. In the bottom-right corner, there are four vertical bars of varying heights, also composed of overlapping rounded rectangular segments. The text is centered in the middle of the page.

**Let's explore how are expectations
are shaped by our own thoughts
and feelings.**

Definitions

Bias

Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

Implicit Bias

bias in judgment and/or behavior that results from subtle cognitive processes (e.g., implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control.

Physiology of Implicit Bias



Where Do Implicit Biases Come From?

Implicit biases arise from several sources when our brains make unconscious associations.

1. **Developmental History** - IB may occur in experiences with self and the target **or** observing parents, friends, or others of influence in social experiences.
2. **Affective Experience** - IB may occur from a history of personal experiences that connect the target group with fear or negative affect.
3. **Culture** - IB occurs from social understanding of stereotypes prominent in a culture, even if one does not endorse the stereotype.
4. **Self** - IB occurs from people's strong, consistent positive attitudes of self, which transfers easily to other things, people, or groups that share attributes with self.

**Dr. Parker meets
Rishaun.**



Expectations Matter!

- That which is expected is usually what happens.
- People make choices based on how others expect them to perform.
- We communicate expectations in a variety of ways.
- Many of the expectations that affect us happen on automatic.
- People we know v. strangers

Expectations influence reality and affect results.

- **The Placebo Effect on Wounded Soldiers in the Korean War**
- **Athletes and Pre-game Nerves**
- **Expectations lead to the improvement or destruction of a person**
- **Social Labeling - People tend to live up to the positive or negative label bestowed upon them.**

Discuss with your Neighbor:

What thoughts or feelings did you recognize as you looked at the images that could affect your expectations of students or employees in your district?

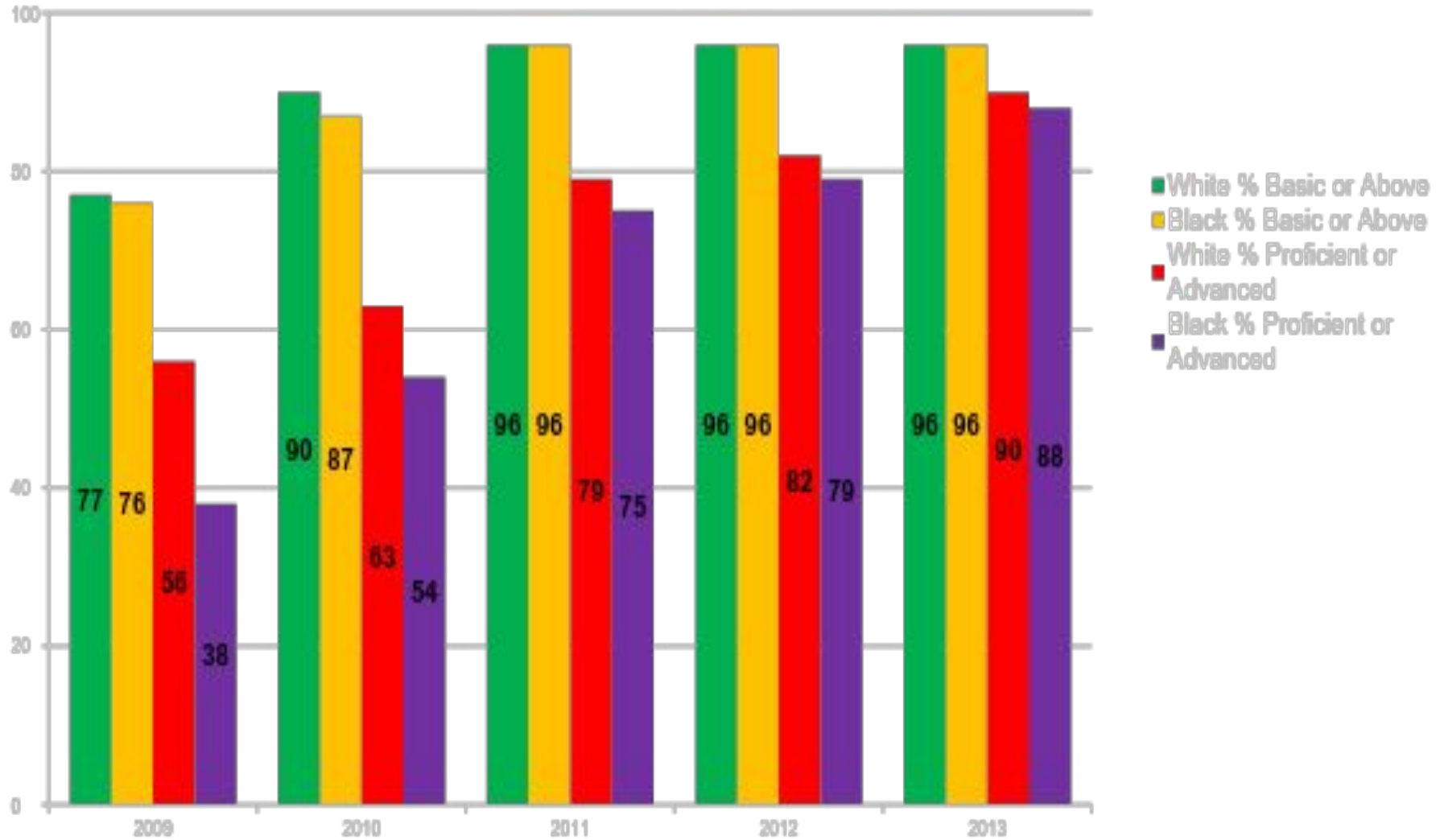
What are some strategies for communicating expectations?

- Make them uncomfortably attainable, logical, and fun!
- Use board meetings and community events to communicate, communicate, communicate positive expectations.
- Use school signage, websites, and communications.
- Inspect what is expected.

Impact of High Expectations

- **Moved from low-performing to high-performing.**
- **Sustained academic growth each year over a five-year period.**
- **Soared from one of the highest dropout rates to one of the lowest in the state.**
- **Increased scholarship offerings from under \$700,000 to over \$5 million.**
- **Secured 7 state championships in 5 years, compared to 1 in the school's history.**
- **Annihilated infractions of physical assault - hitting, shoving, fighting - to almost zero each year during the five-year period.**

Algebra I



- Comparison of Black and White Students' Performance over 5 years on Algebra I End of Course Test



Stop and Jot:

What are one or two
take-aways you have
about the power of
expectations that will help
you be a better school
board member?

Visit www.drandy.com to learn how Dr. Andy partners with school systems to develop leaders to positively impact students' learning and school experience.



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