

Our ABAE (Anti-bias/Anti-racist) Pledge

Reading Results is committed to upholding ABAE principles in all we do and know that this work is central to the vision that ALL children have the right to read and succeed. This requires explicit and intentional effort to counteract the systemic and systematic exclusion of BIPOC students.

We believe that literacy is a basic human right, and access to it is a social justice issue. Centuries of institutional and systemic racism have created disproportionate access and opportunity for BIPOC students compared to their white peers – particularly in the field of education. We support school districts and school efforts to achieve educational equity, by providing differentiated resources to support the success of all students.

The Reading Results Equity Lens is used to guide this process internally and help us hold ourselves accountable in this work. Our Equity Lens outlines sets of questions to help focus our work and center our ABAE ideals in all we do. Each tutor should be familiar with the Reading Results Equity Lens – particularly, the “top two” guiding questions:

- **Is this [policy, decision, material, interaction] racist, non-racist, or anti-racist?**
- **How might this [policy, decision, material, interaction] increase, decrease, or ignore equity?**

The full version of our Equity Lens can be found in the staff area of the Reading Results website.

Ready For Rigor Framework

In *Culturally Responsive Teaching & The Brain*, Zaretta Hammond writes:

Learning to put culturally responsive teaching into operation is like learning to rub your head and pat your stomach at the same time. This move feels a bit awkward at first because you have to get your hands to perform two different movements in unison. The trick is to get each movement going independently then synchronizing them into one rhythmic motion. The practices are only effective when done together. In unison they create a synergistic effect. The Ready for Rigor Framework lays out four separate practice areas that are inter-dependent. When the tools and strategies of each area are blended together, they create the social, emotional and cognitive conditions that allow students to more actively engage and take ownership of their learning process.