

### THE FIXED MINDSET “FIXER”

Equity vs. Equality	Understands the difference between equability and equality and works to provide learning opportunities and distributes resources in an equitable manner
Action Orientated	Encourages students to solve their own problems; focuses on asking questions, teaching strategies, and offering supports to promote problem solving among students.
Flexible	Understanding different needs. Not rooted in harmful educational practices like using non-fluid ability groups
High Expectations	Has high expectations with every student. Models expectations through body language; verbal communication, positive reinforcement, constructive feedback
Communicative	Offers lots of process-oriented feed-back to students; students feel comfortable asking and answering questions.
Strong Relationships	Demonstrates caring and concern for students; knows about their lives, interests, passions, etc.
Process Oriented	Understands that learning is less the outcome and more about the process. Praises and critiques the process, not the person
Value Mistakes	Normalizes mistakes and helps students value them as learning opportunities.
Empathetic	Makes an effort to view challenges and struggles from a student’s perspective.
Positive Interdependence	Establishes a community of learners working simultaneously on personal outcomes and group goals