





Educators or leaders will have access to personalized support, either one-on-one or group sessions with **Norma Gordon**. During sessions, participants co-construct instructional strategies that intentionally foster student engagement and mathematical discourse. These strategies are intended to elevate student mathematical identity and agency and create equitable learning environments. Participants will unpack and rehearse mathematical tasks using the **district-specific** curriculum and have access to

-  Individualized Guidance: to understand specific needs, opportunities, and challenges for participants and their classrooms.
-  Conversational Support: to provide participants with a safe space to share concerns, ask questions, and process HQIM implementation practices.
-  Focused Learning: to explore, plan, and/or rehearse teaching methods aligned with district HQIM, principles, and strategies for fostering inclusive, equitable, and culturally responsive learning.
-  Continuous Growth: to empower participants with knowledge and skills needed for ongoing growth and development, both personally and professionally.

m Δ thitations coach-teaching 3-part structure

- **Prepare:** Teachers ***schedule and provide the context in advance*** for either a single (30), double (60), or triple (90) minute coaching conversation session. Sessions are scheduled using https://calendly.com/norma_gordon and can be 1:1 or with team/grade-level groups of up to 4 teachers per session.
- **Conversation(s):** During the session, participants engage in focused collective learning and leave with an action plan.
- **Reflect:** participants can opt to share an asynchronous reflection once they have enacted the action plan via Google Forms, OR schedule a virtual follow-up session (typically 30 minutes).

m Δ thitations coach-teaching monthly subscription is based on the number of sessions anticipated. Sessions can be combined for up to 90 minutes (triple session) and may include up to 4 teachers per session. The subscription includes a 30-minute orientation/meet-the-coach session.

# 30 min sessions per month	MATHitations Conversations Coaching Cost*
4 sessions (2 hours total)	\$800/month
8 sessions (4 hours total)	\$1,500/month
12 sessions (6 hours total)	\$2,000/month

** invoiced at the start of each month. Up to 25% of sessions each month can be rolled over to the **following** month. Payment is due within 45 days of the invoice date. Subscriptions can be canceled at any time upon written (email) notification to normabgordonmath@gmail.com. Any outstanding sessions for the month will be honored. Annual rate quoted upon request.*

*Cancellation Policy: School life happens, and we get it! Please cancel/reschedule at least **4 hours** ahead of a session. If not, the time will count as a ½ session towards the monthly plan. Emergencies are always exceptions.*

Bio

Norma Gordon (she/her/hers) is an accomplished educator with over 35 years of diverse experience in various sectors. Her career began in technology start-ups requiring both technical proficiency and the ability to translate and teach using novel scientific concepts. Norma brought these competencies to public education in 1997, where she was able to hone her teaching, curriculum, and professional development skills by engaging in dynamic learning **for, with, and from** students and colleagues. Working within public education spaces and the education start-up ecosystem, she explores and shares the intersectionality of culturally responsive and social-emotional instruction to foster equitable learning in classrooms, staff rooms, and with community stakeholders.

Norma's educational roles have been with the Public Schools of Brookline and Lexington, the Massachusetts Department of Elementary and Secondary Education, Lesley University, Boston University, and Fitchburg State. Norma provides professional development, advises education companies, and actively engages in mathematics education networks, presenting at national, state, and local events.

