

What do we do?

We believe that improving grading to be more equitable—more accurate, bias-resistant, and motivational—is one of the most underutilized, yet most powerful, levers to improve teaching and learning. Since 2014, the work we do has supported tens of thousands of educators to improve their grading and assessment.

We respect and expect our participants to be reflective professionals who want to grapple with the “third rail” of grading, and to find opportunities to better serve every student in an educational system that hasn’t historically done that.

In our workshops, presentations, and other services, we provide participants with new information, facilitate a collaborative dialogue for them to make meaning, create a structure for them to prototype new ideas and practices, and help them to reflect and grow—thereby modeling the very same learning experiences we expect them to provide to their students.

Most importantly, the work we do benefits students. External evaluators have found that our professional development improves student achievement, reduces grade inflation, and decreases disparities in achievement and opportunity. Plus, teachers find that more equitable grading improves their relationships with their students, reduces stress in their classrooms, and not only improves their grading and assessment practices, but their overall approach to teaching and learning.

We create powerful learning experiences for educators to grade more equitably, transforming schools and classrooms.



Joe Feldman, CEO and Author of *Grading for Equity*

Our Company Values

Integrity • Care • Equity

EQUITABLE GRADING PATHWAYS

Do you believe in the importance of equitable grading?

The grades students receive profoundly affect their learning experiences, opportunities, and even life trajectories. We have programs for educators to explore, engage, and commit to equitable grading - grading that is accurate, bias-resistant, and motivational. From introductory presentations and institutes to System Change Partnerships, we have the expertise, skills, and resources to inspire and empower teachers to create a more equitable and effective grading system that supports all students, particularly those historically underserved.

EXPLORATION STAGE



Exploration & Awareness

- Introduction to Grading for Equity
- Grading for Equity Keynote with Joe Feldman

ENGAGEMENT STAGE



Engagement & Understanding

- Grading for Equity Book Study
- Grading for Equity Online Course
- Grading for Equity Institutes
- Question & Answer Session

COMMITMENT STAGE



Commitment & Implementation

- System Change Partnership
 - Workshop Series
 - 1:1 Teacher Coaching
 - Leadership Support
 - Student Interviews
 - Impact Reporting
- Policy & Strategic Consulting

Schedule a
call with us
to learn more!

info@crescendoedgroup.org



Grading for EQUITY

EXPLORATION STAGE

Ready to launch a conversation about equitable grading?

We help build awareness and understanding of equitable grading through introductory workshops and keynote speaking engagements. Participants will feel a greater sense of urgency and motivation to tackle the complexity of improving grading with an overview of the *why*, the *what*, and the *how* of equitable grading!



INTRODUCTION WORKSHOP

- Interactive overview of the importance and urgency of equitable grading
- Brief history of traditional grading and its negative impact on teaching and learning
- How common grading practices perpetuate opportunity gaps
- The 3 pillars of grading, and an example
- Possibilities, challenges, and pathways toward more equitable grading



KEYNOTE PRESENTATION

- Importance and urgency of equitable grading by Joe Feldman, CEO & Author of *Grading for Equity*
- Overview of the negative impact of traditional grading on all students, particularly those historically underserved
- Data on the benefits of equitable grading, and the pitfalls
- How equitable grading is situated in the current political / educational climate

This professional development provides a great catalyst for us to examine our grading practices and have districtwide conversations about why we do what we do.

-District Superintendent, CA



”
**\$5,000 - \$25,000
INVESTMENT**

Grading for EQUITY

Ready to build a shared understanding of equitable grading?

Teachers are familiar with equitable grading, but now they're eager to learn more about how to implement the practices. These intensive events integrate hands-on activities with interactive lectures and small-group discussions to deepen learning and build capacity to quickly begin using more equitable grading practices.

ENGAGEMENT STAGE



GRADING FOR EQUITY INSTITUTES

1-Day or 2-Day Institutes

- Offered specifically for your district/or school
- Intensive introduction to the *why, what, and how* of equitable grading
- Deep exploration into the history of traditional grading and how current practices undermine equity
- Challenges and opportunities of implementing more equitable grading practices
- Equitable grading application

+ Summer Institutes include:

- Unique opportunity to learn collaboratively with colleagues from other schools/districts nationwide
- Offers a certificate of completion to apply toward professional learning credits
- Additional session for leaders



BOOK STUDY

- Facilitated discussions about Joe Feldman's book, *Grading for Equity*
- Structured, paced exploration of the book's content



INTERACTIVE ONLINE COURSE

- 10 modules, each comprised of a video, readings, and reflection exercises
- Receive individualized feedback & support on course exercises
- Self-paced learning about equitable grading

[ONLINE COURSE INFORMATION](#)



QUESTION & ANSWER SESSION

- Opportunity to ask implementation or clarifying questions about equitable grading practices and policies
- Most effective when paired with a book study, online course enrollments, or another Grading for Equity support

My grades are going to be a more accurate reflection of students' mastery of the material, not just their compliance. I see a shift in how students are talking about their work--there is much more emphasis on learning, and fewer questions like, 'How many points is this worth?'

-High School AP English Teacher, VA

**\$2,000 - \$50,000
INVESTMENT**

Grading for EQUITY

Ready to implement and lead equitable grading?

When teachers and leaders are ready for systemwide change in grading, our System Change Partnerships are a great fit. We support teachers with a series of intensive workshops, individual coaching, and action research cycles in which they implement equitable grading practices, collect data, and share results with colleagues. Alongside teacher-focused learning, we provide administrators with strategies and approaches to lead this work and engage families and students.

COMMITMENT STAGE



TEACHER COHORT- KICKOFF

- How traditional grading undermines effective teaching, learning, and equity
- Introduction to all equitable grading practices
- Action plan development to implement equitable grading immediately



INDIVIDUALIZED COACHING

- 1:1 support of each teacher by another teacher proficient in equitable grading
- Tailored guidance for equitable grading implementation and confidence



TEACHER COHORT - WORKSHOP SERIES

- Ongoing exploration of equitable grading practices
- Different focused practice in each workshop



LEADERSHIP COHORT - WORKSHOP SERIES

- Preparation to support teachers in cohort
- Strategies for equitable grading communication, leadership, and policy development
- Planning for systemwide change to more equitable grading



TEACHER-DRIVEN ACTION RESEARCH

- Teachers choose an equitable grading practice to implement and collect data
- Teacher-driven action research generates classroom-level and student-level data
- Multiple cycles strengthen implementation of practices



COMMUNITY ENGAGEMENT

- Workshops to garner support and recruit teacher participants for cohorts
- Presentations led with school/district leadership to constituents
- Interviews with students so their voices inform and motivate improvements to grading



This was the most useful professional development that I have ever been a part of. The cohort style, coaching, and workshops all felt meaningful. I didn't just reflect on my teaching, I redesigned my teaching because of this.

–High School Science Teacher, MN

**\$45,000 - \$200,000
INVESTMENT**

EQUITABLE GRADING IMPACT



Teachers are

3x

more likely to agree
that students understand how
grades are determined and how to
specifically improve their grade



Nearly

1/2

of teachers

reported our PD made them
more likely to stay
in their school or district



90%

of teachers

reported our PD
improved relationships
with their students

“

I loved being a part of this cohort in Grading for Equity! This is the first time I've fully incorporated what I've learned from PD into my teaching and STUCK with it!

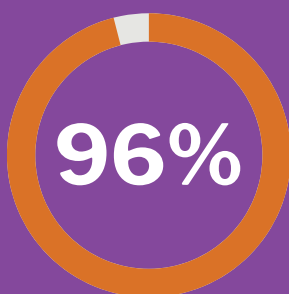
-High School Science Teacher, NY

The best-run PD I've ever been a part of! In every workshop, concretely helpful and builds on larger philosophies. It's thought-provoking to my whole practice.

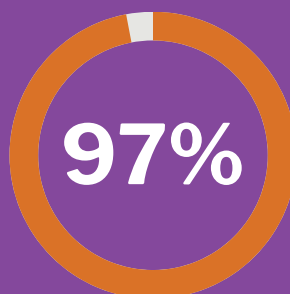
-College Math Professor, CA

I finally feel like the teacher I've always wanted to be. I feel so supported both by this PD and my school to let this part of my teaching philosophy shine through!

-Middle School History Teacher, PA



teachers would highly
recommend Grading for
Equity PD to other teachers



teachers reported that Grading for
Equity PD improved not just
grading, but their overall teaching



teachers reported that
Grading for Equity PD had a
higher impact vs. other PD
experiences

Data from 2021-22 survey of 360 teachers

