

Seeing the  
Whole Picture:  
Cultivating  
Hidden  
Potential within  
Talent Pools

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# Learning Targets

- I can discuss how common traits of giftedness within culturally and linguistically diverse and low-income gifted and talented students can be used to create talent pools.
- I can recognize the common barriers impacting the identification and development of culturally and linguistically diverse and low-income gifted and talented students.



# Colorado Department of Education - Talent Pool

“The body of evidence for some students may not lead to formal gifted identification, but data may demonstrate the student should be included in a ‘talent pool’”

“A talent pool is defined as a group of students who demonstrate an advanced or even exceptional ability in a particular area, but at this time do not meet the criteria for gifted identification. Often students in a talent pool are provided advanced or gifted programming services. As students are presented with additional levels of challenge and rigor, increased achievement may occur. A student may meet the criteria for gifted identification at a later date”

(Medina, 2015, p. 16)



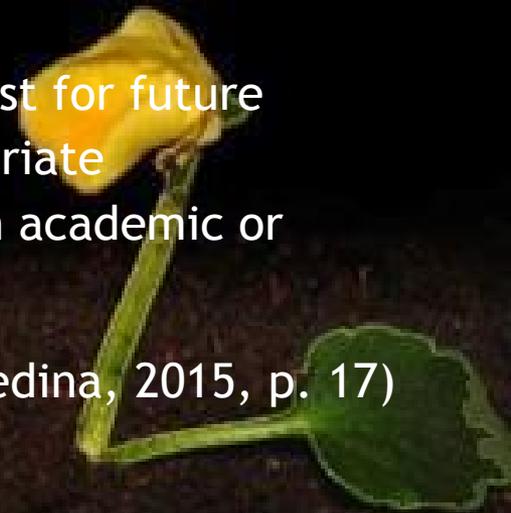
# Colorado Department of Education - Talent Pool

“Students within the talent pool should receive appropriate programming options and/or interventions to address strength or potential areas”

“Gifted identification should never be just a moment in time during the educational career path of a student. Identification is fluid and continuous throughout the school years”

“Selection for a talent pool is not just being included on a list for future identification assessment. Rather, it is inclusion into appropriate differentiated programming options necessary to develop an academic or talent aptitude and promote achievement and growth”

(Medina, 2015, p. 17)



# Gifted and Talented Traits

Colorado Department of Education: The Twelve Traits of Giftedness

Stations 1-6:

- What implications does this document hold for teachers, counselors, and administrators when developing talent pools?

Stations 7-12:

- What barriers can you foresee in regards to using this trait when developing talent pools? What solutions might you suggest to eliminate these barriers?

Gallery Walk to Review Thinking



# Gifted and Talented Traits

## Share Out:

- A-ha's and new learnings
- High leverage points
- Wonderings



# Common Barriers

- A Conception of Giftedness That Emphasizes Only Already-Developed Ability
- Misconceptions About Low-Income, Promising Learners
- School Identification Policies
- Gifted Program Policies That Hinder Participation and Performance
- Labeling Students as “Gifted”
- Lack of Access to Supplemental Programming
- Pedagogy and Curriculum That Fails to Support Talent Development

(Unlocking Emergent Talent, NAGC, 2012)



“All children are entitled to teachers who will do everything in their power to help them realize their potential every day”

(Tomlinson, 1999, p. 21).

