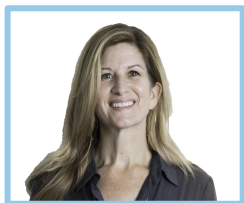




# Creating a Sense of Belonging for Teachers Returning To School

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@edelements

[#returntoschool](https://twitter.com/returntoschool)

# Zoom Chat



We'll use the chat  
throughout the webinar

If the screen is full-screen,  
hit "ESC" to shrink the  
window







Name

Role

What's one thing you hope to learn or take away today?

*Put your response in the chat box.*

Chat

End Meeting

Type message here...

# Menti Check-In

Go to [www.menti.com](https://www.menti.com)  
and enter the code:

34 07 89 3

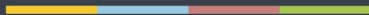
**Prompt:** what words come to mind  
when you thinking of “belonging”?

Or, just scan with your  
phone's camera!





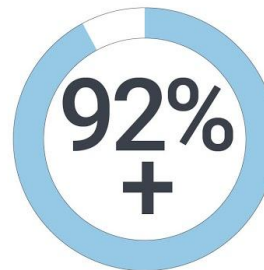
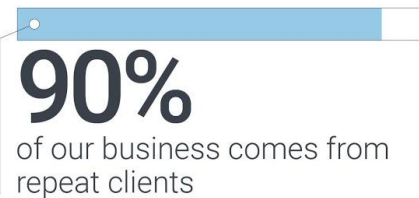
# Hi! We are Education Elements



WE ARE AN EDUCATION CONSULTANCY, THAT HELPS TRANSFORM SCHOOLS AND DISTRICTS



**1000+**  
Schools  
and Districts



of attendees find our  
workshops excellent  
or very good

# Ways We Work With Districts



## Responsive Classrooms

We believe that by creating student-centered classrooms, we can better meet the needs of all learners.

**Consulting services include:**

- + Personalized and Blended Learning
- + Competency-Based Education
- + New School Design

## Responsive Leaders

We believe that change begins with individuals and by changing individual behavior, we can better support teams and organizations as a whole.

**Consulting services include:**

- + Innovative Leadership Competencies:  
District Leader, School Leader, Coach, & Teacher Leader
- + 100 Day Plan
- + Executive Coaching

## Responsive Teams

We believe if we change the way teams and leaders work (the how), we can better achieve our goals (the what).

Consulting services include:

- + New School Rules
- + New Team Habits
- + Teacher Retention

## Responsive Organizations

We believe the shape of an organization has a tremendous impact on how individuals & teams within the organization can work & achieve goals.

**Consulting services include:**

- + Strategic Planning
- + Culture of Innovation
- + New School Rules

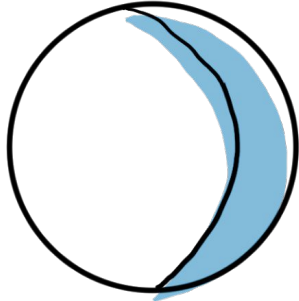
## Responsive Tools

We believe the tools  
you use & how they are  
implemented impact  
your ability to achieve  
your goals.

**Consulting services include:**

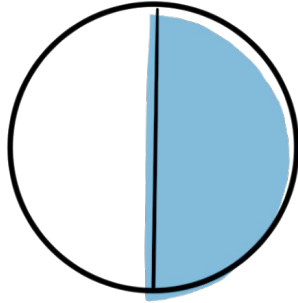
- + Curriculum Adoption
- + Technology Rollout
- + Onpoint
- + Touchpoint
- + Personalized Learning Toolkit
- + Responsive Org Playbook
- + The NEW School Rules book
- + The NEW Team Habits book

# Agenda: Elements of Building Knowledge



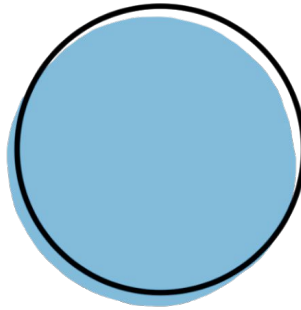
## SPARK

Inspiration to  
illustrate why the  
habit needs to  
change



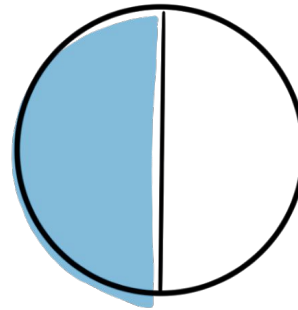
## EXPAND

Resource or tool to  
build understanding  
of the habit



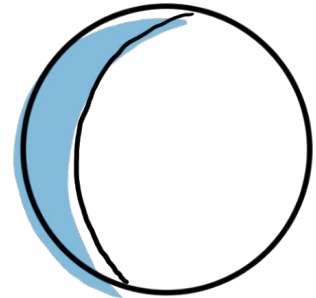
## PRACTICE

Activity to practice  
the habit in a safe  
environment



## APPLY

Plan for trying  
the habit in the  
real world



## DEBRIEF

Reflection on trying  
the habit + future  
iterations



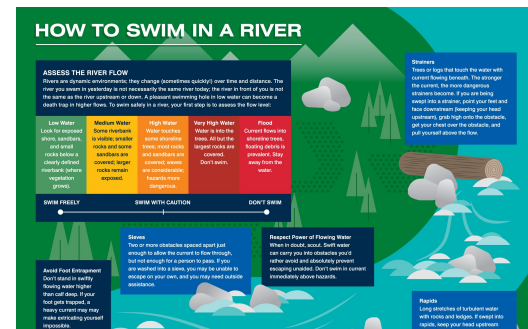
# Spark



We've all been  
through something  
major



We're still in it



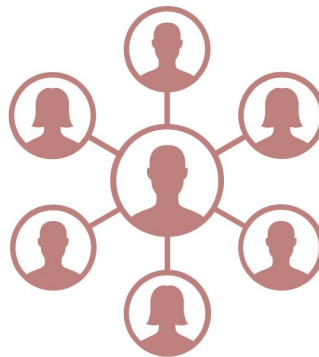
We can't rely on what  
we've always done

# We are all experiencing a collective trauma.

During times of crisis, people need to feel a sense of...



**SAFETY**



**CONNECTEDNESS**



**HOPE**

# Virtual Learning Will Be Better This Fall. Right?

The New York Times

Opinion

## Get Ready for a Teacher Shortage Like We've Never Seen Before

If we force teachers to return to schools during an out-of-control pandemic, I don't know how many will stick around.

By Kelly Treleven

Ms. Treleven teaches middle school English.

Aug

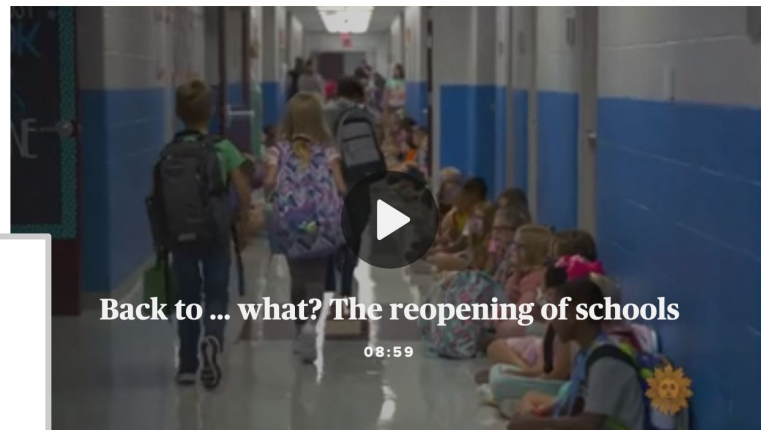
Answer Sheet • Analysis

All the ways the coronavirus will make this school year harder than the last, even if campuses reopen

CBS NEWS / August 23, 2020, 9:08 AM

## Back to school, and into uncertainty

f Share / Tweet / Reddit / Flipboard / Email




Back to ... what? The reopening of schools

08:59

# Expand

# Resilience

A wide-angle photograph of a desert landscape. In the foreground, there is a flat, dark, sandy area. In the middle ground, a single, small, green tree stands on a small dune. Behind it, several larger, rolling sand dunes are visible under a bright blue sky with scattered white clouds.

*“Resilience is when you experience a challenge or a setback and you come out stronger than you were before, having learned something new.”*

*- Elena Aguilar*

# Why Resilience?

28%

of teachers said the COVID-19 pandemic has made them more likely to retire early or leave the profession (Source: [NEA survey](#)).

1. Resilience will not address all of the reasons teachers are leaving, but it might help those on the fringe push through and make it to the other side stronger than ever
2. As educators, we believe that making meaning of experiences with others is a valuable learning opportunity. Coming together to learn from this challenge is a way to support your teachers, foster a sense of belonging, and build their resilience.
3. Teachers who are resilient can model resilience for our students.



# Strategy: Know Yourself

Provide space for yourself and your teachers to reflect on and process the experience of 2020 so far. Consider using reflection prompts and frames and provide a safe space for teachers to share their experiences (at a distance).

## Example:

- What's left?
- What's lost?
- What's possible?



# Strategy: Protect Community Time

As you build the master schedule, protect time for teams to co-create, learn together, and experience a sense of belonging while supporting each other through this time.



## Strategy: Celebrate the wins, feel the losses

“You can’t selectively feel. If you’re blocking the bad, you’re also not allowing yourself to feel the good.”

- Brene Brown

Take time with your team to celebrate the wins, feel the losses, and then exhale and release them all each day.



# Trust

# What is psychological safety?



Amy Edmondson  
Harvard Business School  
Professor + TED speaker

- **Shared belief** that the team is safe for risk taking
- Work / circumstantial **context**
- **TRUST**

# Why does psychological safety matter now more than ever?

Some realities of today:



[Image source](#)

**INFORMATION**

**CORONAVIRUS DISEASE 2019-nCoV**

**Symptoms of Coronavirus Disease**

Patients with COVID-19 have reportedly just mild to severe respiratory illness. Symptoms can include:

- Fever
- Cough
- Shortness of breath

Symptoms may appear 2-14 days after exposure. If you have been in China within the past 2 weeks and develop symptoms, call your doctor.

[www.cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

**G Classroom**

**Canvas LMS**

**SEL RESOURCES DURING COVID-19**

Time	Activity
9:00-10:00	Reading
10:00-10:30	Break
10:30-11:00	Writing
11:00-11:30	Science
11:30-12:00	Break
12:00-12:30	Math
12:30-1:30	Lunch
1:30-2:00	Reading
2:00-2:30	Math

**Preparing for an Online Meeting**

**Lexia Cores**

**DreamBox**

**BrainPOP**

**Daily School Updates**

**Meals During Closures**

# In a low-trust environment

**No one wants to look...**

**And they avoid this by...**

**IGNORANT**

Not asking questions

**INCOMPETENT**

Not admitting weakness or mistakes

**INTRUSIVE**

Not offering ideas

**NEGATIVE**

Not challenging the status quo



# In a high-trust environment

## Psychological safety is strong...

Individuals and teams trust that they will **not** be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes

## So leaders model, normalize, and value...

Asking questions

Admitting weakness or mistakes

Offering ideas

Challenging the status quo



# 3 things to focus on



**Consistency**



**Context**



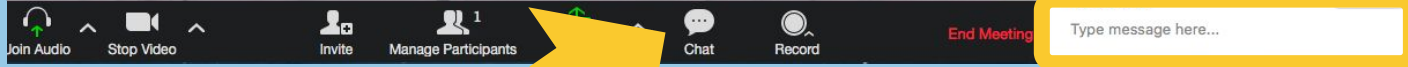
**Vulnerability**  
(Sensitivity + Strength)

# Psychological safety matters across roles

Teachers	School Leaders	District Leaders	All
Demonstrates care for students as people	Take an interest in the development of those you are leading	Share stories of mistakes you've made as a leader	Model vulnerability
Notice what students are doing well	Models making and learning from mistakes	Support the career trajectory of those you lead	Models making and learning from mistakes
Make time to check in with students emotionally	Circle back with people about ideas they've raised in the past	Ensure that each person has "equal" talk time during meetings	Check in at the beginning of each meeting
Add personal connections to content with video, images, or sound	Make time to check in individually with staff members	Have methods to process	Practice active listening by making eye contact and staying present

What are some habits that you can or you have put in place to promote **psychological safety**?

*Put your response in the chat box.*

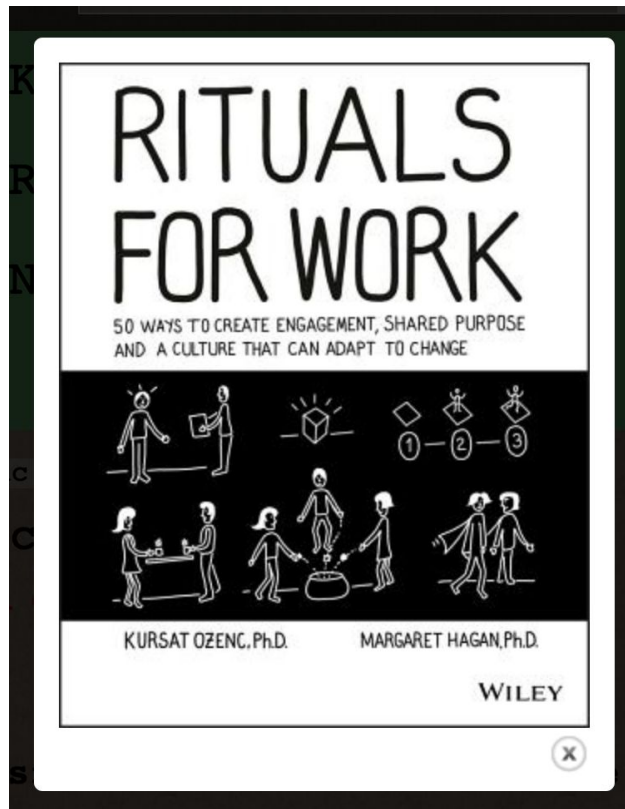


The image shows the bottom toolbar of a Zoom meeting window. From left to right, the icons are: Join Audio, Stop Video, Invite, Manage Participants (with a '1' next to the person icon), Chat, and Record. A large yellow arrow points from the bottom center towards the Chat icon. To the right of the toolbar is a chat box with a yellow border and the placeholder text "Type message here...". The word "End Meeting" is visible in red text on the right side of the toolbar.

# Connectedness

# Rituals

“Rituals can be one powerful strategy to improve our work lives--and help us act more like we aspire to be. They are practices that bond people together, help us move through conflicts, amp us up to better performances, and assist us in adapting to change.”



# Check-Ins

## Purpose

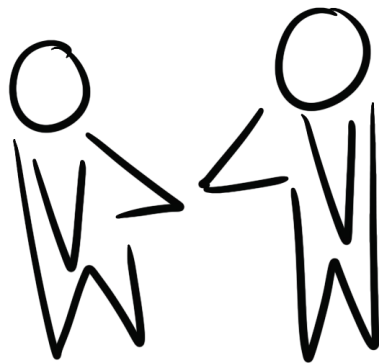
- Hear everyone's voice in the very beginning
- Build trust and connectedness
- Build space to respond to the current moment

## Strategies

- Be consistent
- Tailor it to your purpose: funny, reflective, responsive
- Get creative: Mentimeter, objects near you, drawing

# Using Gestures for Synchronicity

- People subconsciously create connection when they are in physical synchronicity with each other.
- From handshakes to high-fives, familiar gestures of physical connection are unwise in person and impractical when communicating remotely.
- Create opportunities for this connection despite physical distance or masks.



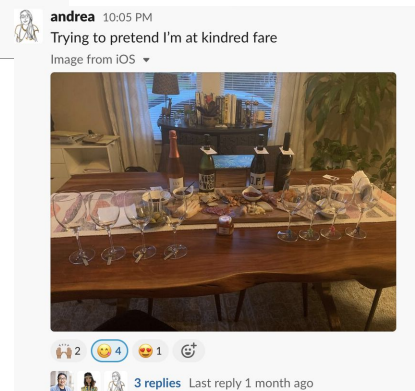
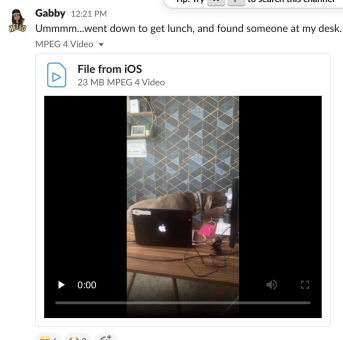
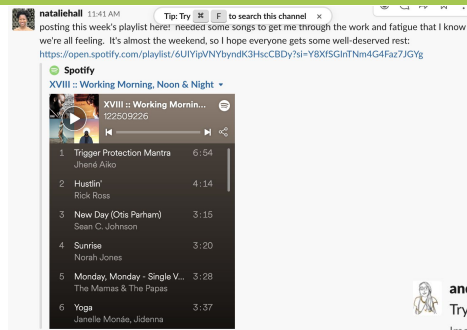
# Using Gestures for Synchronicity





# Virtual Teacher's Lounge

Recreating music, food, chat on a channel just for that purpose



# Practice

# Additional Resource

Access the resource at:

[bit.ly/EEWebAug25](https://bit.ly/EEWebAug25)

## Tips and Strategies for Virtual Teacher Appreciation

Teachers have a tremendous impact on the learning and lives of their students and communities, and planning a unique and powerful teacher appreciation week is one way to celebrate their incredible contributions. School and district leaders can use the strategies below as a starting point to plan meaningful ways to recognize all that they do, every day.

Tips for choosing the right strategies:

- Find a way to gather data from your teams about what would make them feel the most appreciated—this could be as simple as a survey asking teachers directly or a brainstorming session with leaders who know your teachers the best.
- Get insights from your larger community to leverage their strengths and expertise—This is a great way to tap into the resources you already have to show appreciation to your teachers!
- Beyond Teacher Appreciation Week, consider how you will continue to plan opportunities to provide support, recognition, and positive experiences for your teachers and broader school community.

Each of the virtual teacher appreciation week strategies falls into one or more of the following buckets: Support, Recognition, Experiences, and/or Community Involvement.



**Support:** Providing learning opportunities, acts of service, and/or resources that are uniquely tailored to teachers' needs and interests.



**Experiences:** Virtual opportunities to connect and enjoy each others company.



**Recognition:** Acts of gratitude, appreciation, and praise that celebrate the unique strengths, contributions, and accomplishments of teachers.



**Community Involvement:** Engaging members of the community (students, families, broader members of the school district, community partners) to participate in and contribute to celebrating teachers.

Here are some of our favorite strategies that we hope will inspire you to celebrate your teachers virtually. Share with us and the online community the creative ways you are celebrating your teachers, by sharing on twitter and tagging [@edelements](https://twitter.com/edelements).



[info@edelements.com](mailto:info@edelements.com)

(650) 440-7860

[@edelements](https://twitter.com/edelements)




[www.edelements.com](https://www.edelements.com)

# Planning for Belonging

Creating a Sense of...	Tactic to Try	Who it Helps	When to Start
Resiliency 			
Trust 			
Connectedness 			

# Planning Tool

## PLANNING FOR BELONGING

Creating a Sense of...	Tactic to Try	Who it Helps	When to Start
Resiliency 			
Trust 			
Connectedness 			

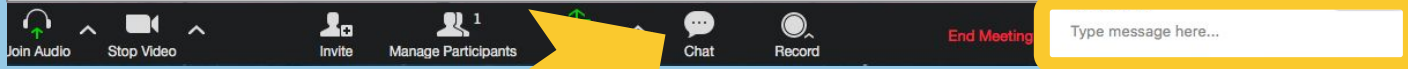
**Access the tool at:**

**[bit.ly/EEWeb825](https://bit.ly/EEWeb825)**

# Apply

What is one thing you will **try** as  
a result of this webinar?

*Put your response in the chat box.*



The image shows a Zoom meeting interface. At the bottom, there is a black toolbar with several icons: a green headset icon for 'Join Audio', a video camera icon for 'Stop Video', a person icon for 'Invite', a group of people icon for 'Manage Participants', a speech bubble icon for 'Chat', and a magnifying glass icon for 'Record'. A large yellow arrow points from the bottom center towards the 'Chat' icon. To the right of the toolbar is a white chat box with a yellow border. Inside the chat box, there is a text input field with the placeholder text 'Type message here...'. Above the chat box, the word 'Chat' is visible. The background of the meeting is a light gray rectangle containing the text 'What is one thing you will try as a result of this webinar?' and 'Put your response in the chat box.'

Join Audio Stop Video Invite Manage Participants Chat Record End Meeting Type message here...

# EDUCATING **THROUGH** COVID-19



Addressing The Widespread Impact of Coronavirus on Schools



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1:1 Office Hours



Facilitated Coffee Chats



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Virtual Learning



Equity and Access



Teacher Recruitment,  
Retention & Self-Care



Operations, Meetings,  
and Logistics

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