



Webinar: Building Belonging in the New Normal

Practical Strategies to Drive Belonging and Retention in the New Normal

Friday, October 2, 2020

Share your name,
district, and role

The image shows a Zoom meeting interface. The main content area is a white slide with the text "Share your name, district, and role". To the right of the slide is a chat window with the title "Chat" and a dropdown arrow. Below the slide and chat is a black toolbar with several icons: "Join Audio" (headphones), "Stop Video" (video camera), "Invite" (person with plus), "Manage Participants" (group of people with a "1" above it), "Chat" (speech bubbles), and "Record" (microphone). A red "End Meeting" button is also visible. A text input field for the chat is partially visible on the right, containing the placeholder text "Type message here...". A large black arrow points from the bottom center towards the "Manage Participants" icon.

Welcome



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Objectives

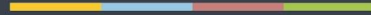
1. Understand why belonging matters for teacher satisfaction and retention
2. Explore an example of how an organization can focus on belonging
3. Consider your current culture of belonging and learn practical strategies to drive belonging and retention in the new normal

How we will get there

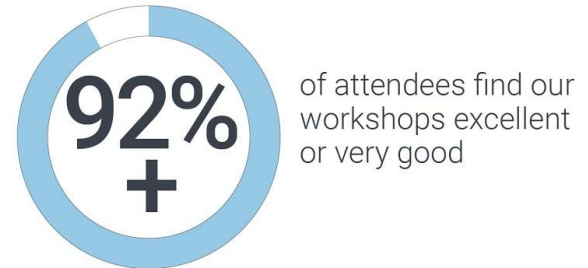




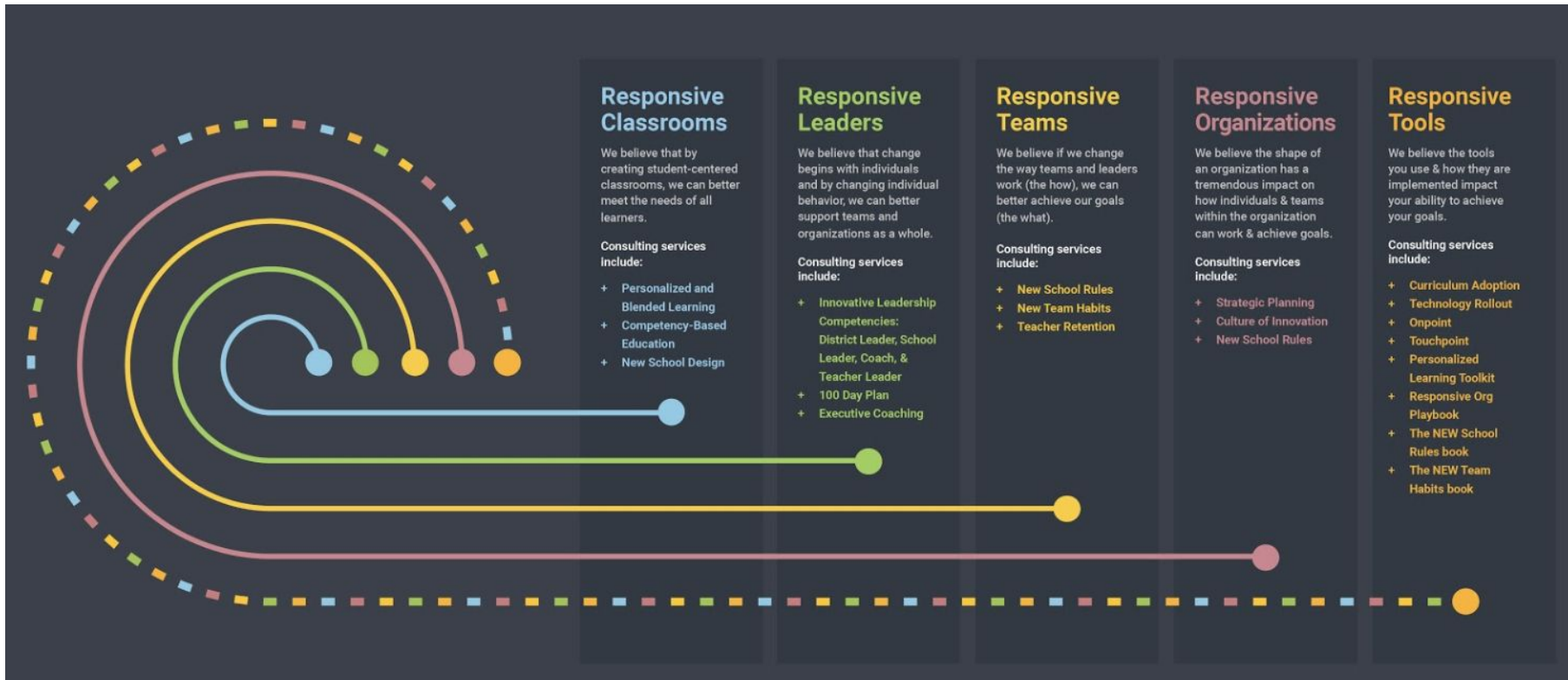
Hi! We are Education Elements



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



Ways We Work With Districts



Belonging

+ Why it Matters



Teachers are leaving the classroom...why?

28%

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

“It kills me to leave, but I think it would kill me—literally—to stay”

- Ariel Franchak, Reading Specialist



“Diversity is a fact, inclusion is a strategy, belonging is a measure, and equity is the goal.”

-Dereca Blackmon-

Belonging: A conversation about Equity, Diversity, & Inclusion

krys burnette · January 22, 2019



“Organizations where individuals hold a high sense of belonging will result in more engaged employees who are energized by their work, team, and ultimately perform with better creativity, execution and productivity.”

-Krys Burnette-



“When people feel like they belong at work, they are more productive, motivated, engaged, and 3.5 times more likely to contribute to their fullest potential.”

-Karyn Twaronite-

Opportunities

Teaching and Learning

- New, unknown situation encourages “safer” risk taking
- Increased fluency with digital applications and work flows
- Time to reflect on core learning experiences
- Short cycle iterations to drive innovation

Operations

- Short term project management
- Reduced distractions (b/c out of building)
- Increased meeting presence

Belonging + Identity

- Shared purpose, focused team
- Lower inter-staff tension
- Self-organized teams

Safety + Needs

- Detached from peer group (“work friends”)
- No F-2-F culture building rituals
- Isolated at home

- Limited to virtual meetings
- Asynchronous
- Limited whole group culture building activities

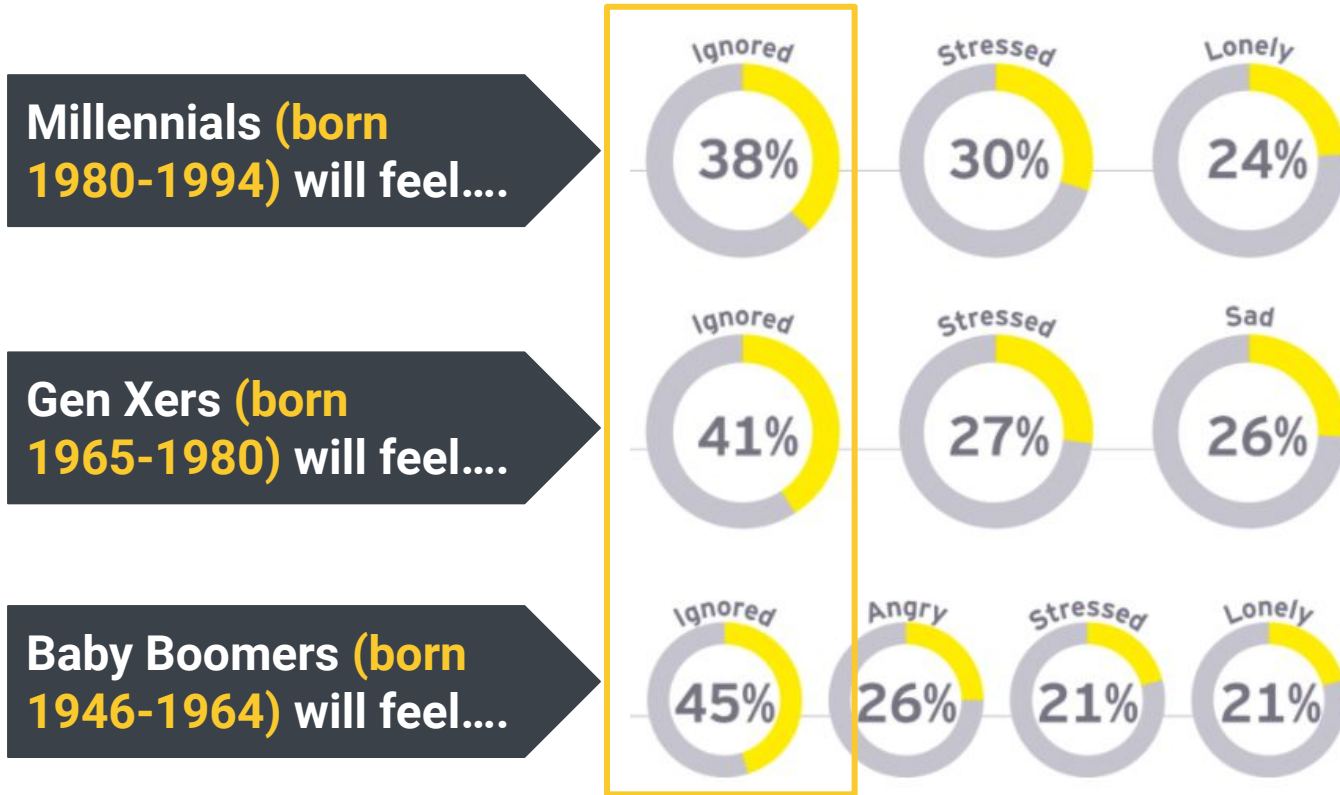
- Virtual meetings and decisions making
- Shorter classes; shorter meetings

Constraints

Distance learning introduces new constraints and opportunities for teacher growth and support:

How can school leaders leverage these conditions to drive short and long term innovations to teacher support and growth?

Belonging Barometer (If excluded, employees feel...)



Case Study on Belonging



From this to that....



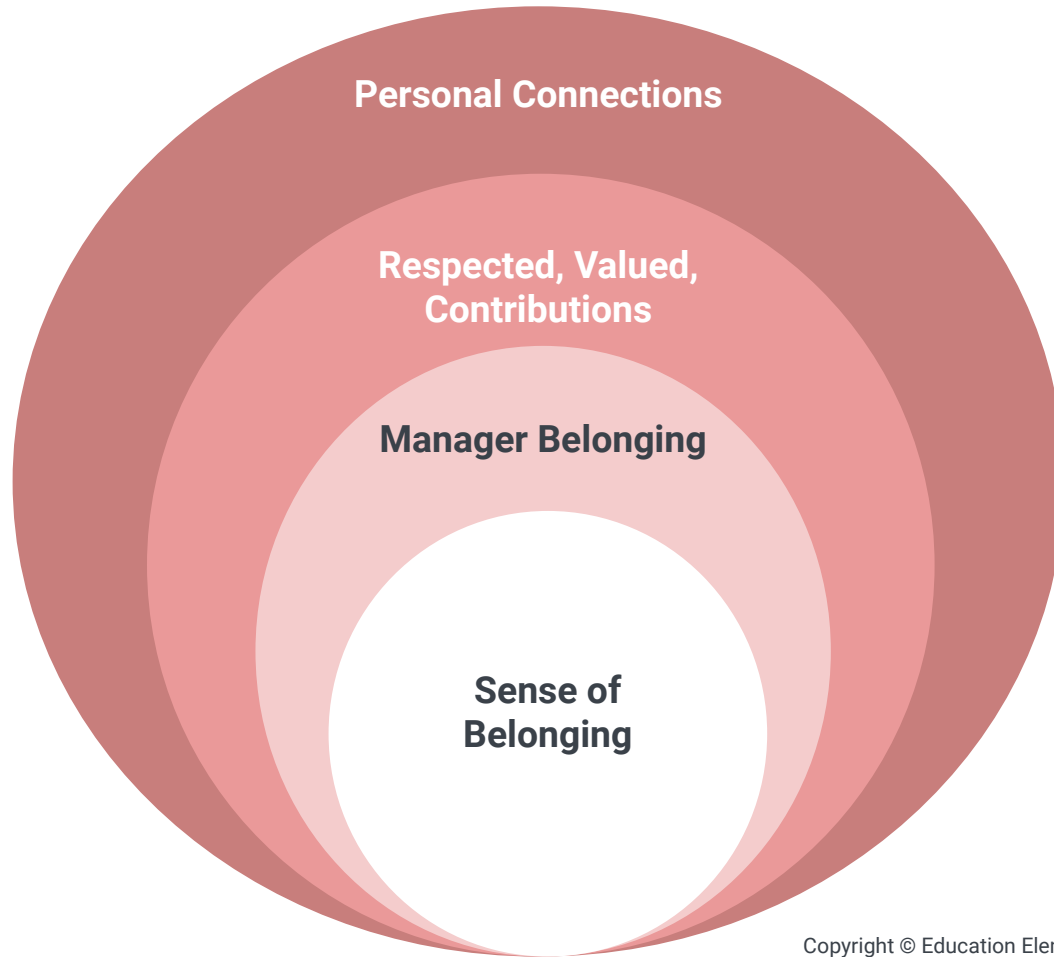
Past Brand Identity

Rental house

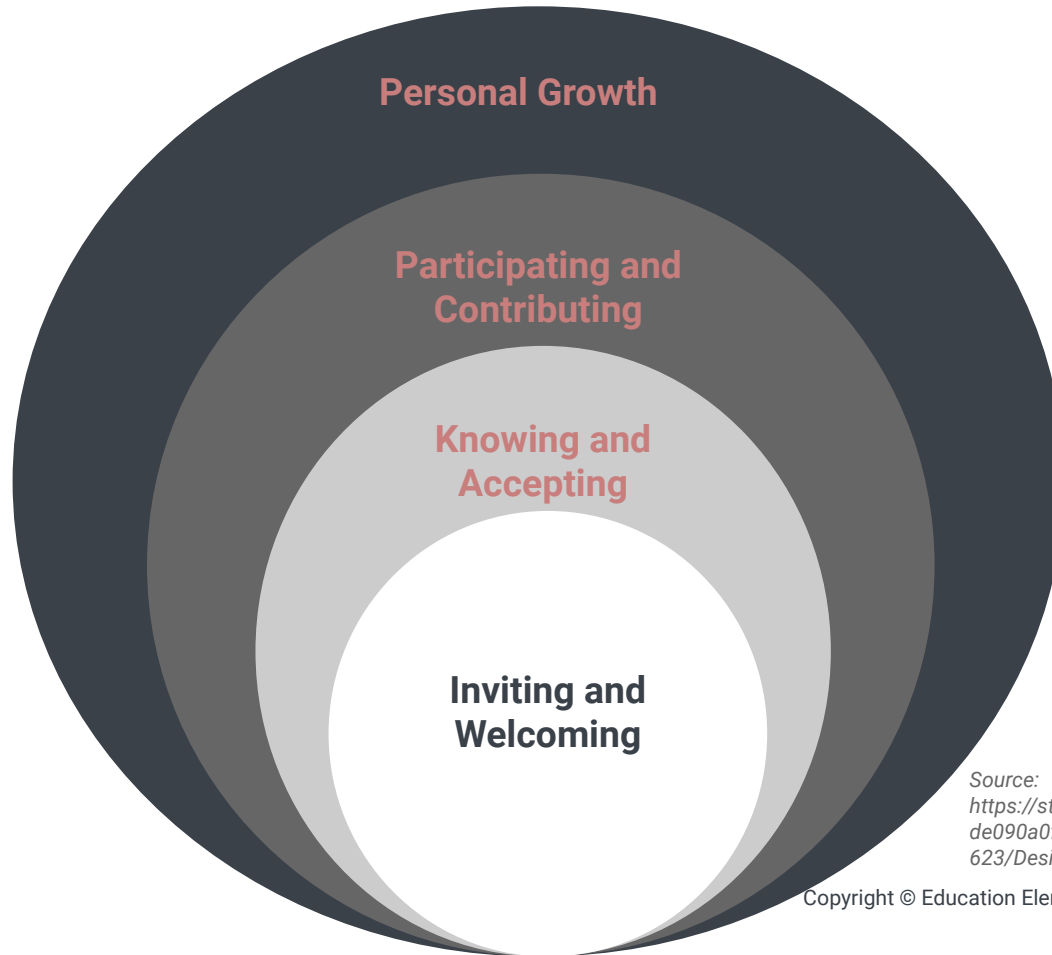
Conducted research to determine how to make renting convenient

Leveraged financial data to focus work, drive accountability, and track progress.

Prevented bias by formal diversity and inclusion training.



Dimensions of Belonging from Stanford d. School



Source:

<https://static1.squarespace.com/static/57c6b79629687fde090a0fdd/t/5cc7baefe79c7092be2eae94/1556593394623/Design+For+Belonging+Web.pdf>

How do we get there?

Dimension of Belonging



Invitation and Welcoming



Knowing and Accepting



Participating and Contributing



Personal Growth

What it gives us?

A sense of Belonging

Manager Belonging

Sense of Respect and feeling valued

Personal Connections

How AirBnB did it:

Intentional Invitations + Active Hospitality

Know someone's WHY and show HOW they are known

Authentic engagement, sharing how their voice makes community better*

Contribution to community ALSO fosters personal growth

Airbnb - Now



Past Brand Identity	Current Brand Identity
Rental house	Rental home and local hosts
Conducted research to determine how to make renting convenient	Conducted research to determine what drives and determines an individual sense of belonging
Leveraged financial data to focus work, drive accountability, and track progress.	Leveraged organizational data to focus work, drive accountability, and track progress. Also used murmur (pulse-check) surveys
Prevented bias by formal diversity and inclusion training.	Prevented bias by designing all people practices carefully. Have a practice to go along with any strategy

Try a Strategy to Increase Belonging



Check-in



Invitation and Welcoming

What is it and how does it increase belonging?

Begin each meeting with a check-in question. Each person answers, one at a time, no cross talk. Check-ins, build psychological safety by inviting and welcoming every person, every voice, to the table.

Use this strategy to...

- Build trust and connectedness
- Create space to respond to the current moment
- You want to learn more about teachers' work experiences, lives and interests

How do I use it?

- Select a meeting
- Create or [pick a check-in question](#)
- Model at start of meeting
- No cross talk - one person speaks at a time
- Switch it up: drawing, polls, physical response

If you could choose your age forever, what age would you choose and why?

filters

What skills do you bring to your workplace that are currently underutilized?

filters

Synchronous Movement



Invitation and
Welcoming

What is it and how does it increase belonging?

Moving, together. People subconsciously create connection when they are invited to move with their team.

Use this strategy if...

- You want to energize a team or staff meeting
- Increase connection between teachers

How do I use it?

- Select and modify a gesture so that it works remotely or is safely used w/physical distancing
- Think: the wave, make a shape, air high fives



“Raising the Roof, Synchronously”

Rotate meeting roles



Participating and
Contributing

What is it and how does it increase belonging?

Invite teachers to rotate roles during standing meetings (facilitator, notetaker, DJ). This creates space for all teachers to play an active role in meetings and also exposes staff to different voices.

Use this strategy if...

- You want to energize meetings with new voices and perspectives
- You want to distribute ownership
- You want to develop teachers and their meeting facilitation skills

How do I use it?

- Identify the meeting and recurring roles you want to bring this strategy to
- Create a calendar, including space for people to sign up
- At the next meeting, ask people to sign up
- Consider starting w/a small group meeting first

DI Meeting Schedule

[Core Value Alignment Ideas](#)

Date	Core Value	Owner	Facilitator:	Notetaker:
April 17, 2020	Never Stop Learning	Baltazar - Feedback Models	Courtney	Kim
April 24, 2020	Invest in Eachother	Maria - SEL	Maggie	Purvi
May 1, 2020	Innovate and Iterate	Lauren - Learning Walks Dashboard	Jill	Maggie
May 8, 2020	Celebrate Success	Andy/Monica	Katie	JRB
May 15, 2020	Bring Joy to your Work	Maria - PPT club	Drew	
May 22, 2020	Zoom Holiday			
May 29, 2020	Never Stop Learning	PP/CS - Equity	Lauren	
June 5, 2020	Innovate and Iterate	Cristina - PL shifts in Covid	Purvi	
June 12, 2020	Invest in Each OTher	Katie	Maria	Cristina
June 19, 2020	Holiday	N/A	N/A	N/A
June 26, 2020	Bring Joy to Your Work	Beth	Beth (sub for Alain)	Drea

Share your “why”



Knowing and Accepting

What is it and how does it increase belonging?

Begin each faculty or team meeting by asking one teacher to share their “why” – the reason they teach, what motivates and inspires them, the path that brought them to teaching. Learning about each other’s personal stories builds empathy and helps expose shared experiences and interests.

Use this strategy if...

- You want to build empathy across grade levels or teams
- You have new teachers

How do I use it?

- Reserve 5-10 minutes at the start of a team or faculty meeting
- Create a simple slide template
- Build a calendar and recruit teachers or ask them to sign up

It all started in New Jersey

7th Grade English



1-1 instruction, data driven, choice

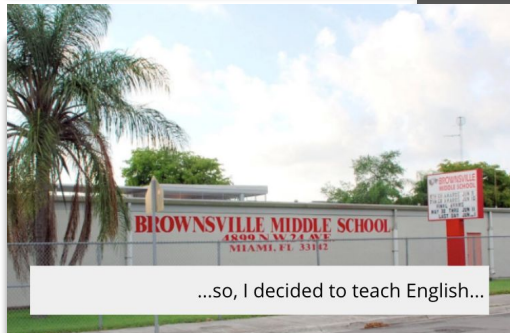


Calculus

$$\begin{aligned} \lim_{n \rightarrow \infty} \bar{A}(f, n) &= \lim_{n \rightarrow \infty} \frac{b-a}{n} \sum_{k=1}^n \bar{f}(x_k) = \lim_{n \rightarrow \infty} \frac{1}{n} \sum_{k=1}^n x_{k+1} \\ \sum_{k=1}^n \left(1 + \frac{k+1}{n}\right) &= \lim_{n \rightarrow \infty} \frac{1}{n} \left[\sum_{k=1}^n 1 + \frac{1}{n} \sum_{k=1}^n (k+1) \right] \\ \left[\sum_{k=1}^n 1 + \frac{1}{n} \left(\sum_{k=1}^n k + \sum_{k=1}^n 1 \right) \right] &= \lim_{n \rightarrow \infty} \frac{1}{n} \left[n + \frac{1}{2} n(n+1) + n \right] \\ \left[n + \left(\frac{1}{2} (n+1) + 1 \right) \right] &= \lim_{n \rightarrow \infty} \frac{1}{n} \left[n + \left(\frac{n+1+2}{2} \right) \right] \\ \left[\frac{2n}{2} + \left(\frac{n+1+2}{2} \right) \right] &= \lim_{n \rightarrow \infty} \frac{1}{n} \left[\frac{3}{2} n \right] = \frac{3}{2} \end{aligned}$$

...whole group, no data, no choice

...so, I decided to teach English...



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Ask



Knowing and Accepting

What is it and how does it increase belonging?

Sit down with one teacher or a small group of teachers--ask "When have you felt a sense of belonging? When have you not?" Knowing your teachers' perspective increases empathy and shows that you value their experience.

Use this strategy if...

- You want to build relationships with a teacher or group of teachers
- You sense that certain teachers feel a high or low sense of belonging and you want to understand why

How do I use it?

- Practice with a teacher with whom you have an existing relationship
- Consider the following questions: What does belonging look like? What experiences or moments did you feel a sense of belonging? When have you felt on the "outside," what has happened?



Small Group Lunch



Participating and
Contributing

What is it and how does it increase belonging?

Once a week, buy lunch (or have it delivered) for a small group of 4-6 teachers who otherwise wouldn't connect. Participating in conversations with new people creates new connections and shared experiences.

Use this strategy if...

- You sense silos or know that some teachers are isolated or have not found work friends

How do I use it?

- Create small groups of teachers
- Calendar the day/time for each group
- Generate a list of questions to spark conversation

Lunch - Small Groups

Jason	Katie	Anthony	Justin
Chuy's 2801 NW 2nd Ave	Captain Pete's 3470 North Ave	Madison Kitchen and Bar 2550 NW 2nd Ave	FL Cafe 2711 NE 2nd Ave
Martha Erin Lavette Tom	Sue George Carmen Dawn Kimberly	Ronaldo Trey Barbara Samantah	Vince June Eric Tammy

slido

When you think of belonging, what is one word you are leaving today's session with?

 Start presenting to display the poll results on this slide.

Thank You!

Stay safe, stay healthy!

Connect with Education Elements on social media to continue the conversation, or subscribe to our blog for more resources about educating through COVID-19.



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Flexible Learning Conference

>> NOV 5, 2020

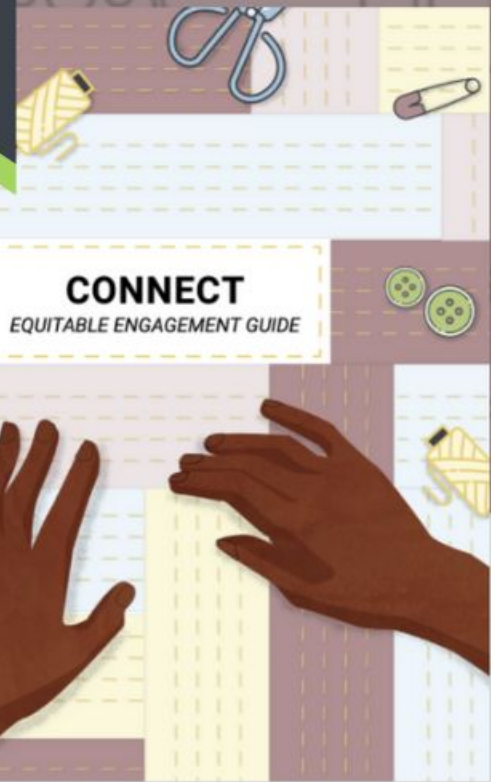
Distance Learning Road Race

>> NOV 9-16, 2020

Responsive Strategic Planning in
Uncertain Times

>> NOV 5-6, 2020

**New
Guide**



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