SEEAT Subcommittee Three: Professional Learning and Support

Provide feedback on SCSD documents that communicate aligned process designed that ensure materials, resources and experiences guarantee students feel a sense of belonging.
Creating a culture of belonging

DEI GOAL: *We will work towards creating an environment in which all students, regardless of identity, feel a sense of belonging, by creating common procedures and practices for all schools that reflect a positive and supportive approach in hiring procedures, student discipline, classroom materials, and academic success.*
How does it fit into SEEAT?

**Committee One: Inclusive Environment**
Provide feedback on code of conduct violation investigation and reentry tools

**Committee Two: High Expectations and Rigorous Instruction**
Giving feedback on IB tools & Communications (rubric understanding, assessment tools, student testimonials)

**Committee Three: Professional Learning and Support**
Provide feedback on SCSD documents that communicate aligned process designed that ensure materials, resources and experiences guarantee students feel a sense of belonging
2023-2024 Collective Agreements

How do we want to feel when we come together?

- Heard
- Respected
- Energized
- Optimistic
- Validated
- Secure
- Safe
- Challenged
- Understood
- Helpful
- Engaged
- Curious
- Accepted
- Proud
- Productive
- Open-Minded

What actions will we take to ensure we feel that way?

- Make it about our kids
- Ask questions
- Be prepared
- Be self-aware and other-aware
- Be guided by facts
- Know it’s ok to disagree
- Practice empathy
- Listen to understand, not to respond
- Be supportive and affirming
- Keep confidentiality
- Be willing to change perspectives and understand other points of view
- Be accountable for our actions, words and behaviors
- Challenge ideas, not people
- Show kindness by being firm on issues and soft on people

How will we react when someone makes us feel other than the way we want to?

- Pause and take a breath
- Remember this is for and about the kids
- Know what your purpose is for speaking
- Model the tone and respect you want to feel
- Speak in “I feel…” statements
- Model the change not only with words but also actions
- Ask for clarity and support
- Ask clarifying questions
- Reflect back to the other person “I’m hearing you say…” and “I feel…”
- Pause, take a breath before reacting
- Gather more information and ask for the story behind the emotion
- Go back to a point of agreement
- Address it—that’s not our norm
- Don’t leave without sharing your thinking
Breakout

Who am I and why am I here tonight?
Subcommittee Two

Provide feedback on SCSD training to ensure fairness in hiring
How did we create this training?

- We reviewed federal and NYS law.
- We read peer-reviewed research.
- We studied recommendations from leaders in the field.
- We listened to stories and examples from folks who had been on hiring committees in the past.
- We asked district and building leadership for input.
- Now, we are asking the community.
As we consider the training

What do you like?

What do you wonder?

What do you recommend?
Next Time in SEEAT Subcommittee Three...