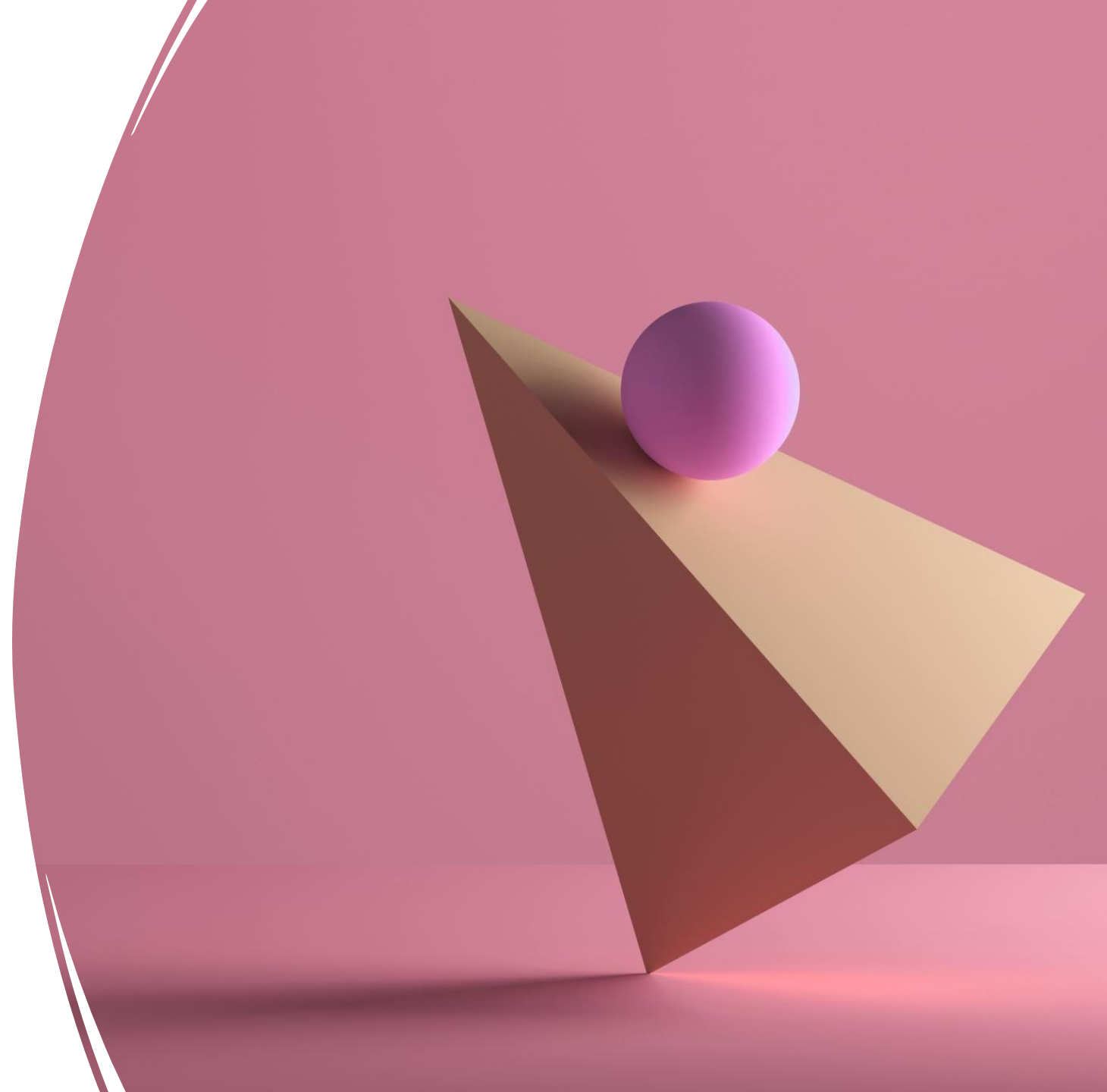


SEEAT Subcommittee Three: Professional Learning and Support

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?



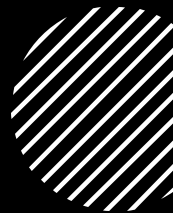
A stylized graphic of a human figure is centered in the background. The head is a dark red sphere. The torso is a dark purple diamond shape. The arms and legs are represented by dark purple and black geometric shapes extending from the diamond. The background is a dark purple gradient.

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...

