Culturally Responsive Affirming Social Emotional School Leaders (CRASEL) Academy: Session 1

Thank you so much for joining us. Please respond to our Zoom poll.

Please make sure you have pen and paper available for reflection during our session. We will begin in a few moments…
Thank you to my mother Anna, my late father Robert, my husband Roy, my children Kiani, Zoe, Phoenix, Willow and grandchildren Sage, Savannah and Soleil for their unending, unconditional LOVE, support and patience.

My TMALS School Family !!!! Dr. Calvin Butts III, District 5 Team, Dr. Johnson, Ocynthia Williams, Harlem Renaissance Education Pipeline, Abyssinian Development Corporation, Abyssinian Baptist Church & all of our beloved school partners

Pure Edge !!!!! Chi, Brianne, Erin & Gill !!!!

Rahesha Amon NYC Department of Education, Senior Executive Director of The Office of Leadership, Professional Learning, and Continuous Improvement-Office of the First Deputy Chancellor & Dr. Sean Davenport, Supervising Superintendent from the Office of the First Deputy Chancellor

Paul Byrne & Michael Stoll and their work with TMALS through The District Charter Collaborative & Racial Equity Academy

Dr. Mark A. Gooden, Professor in Education Leadership, Director of The Endeavor Antiracist & Restorative Leadership Initiative (EARLI), Department of Organization and Leadership at Teachers College, Columbia University
Dr. Sonya Horsford Associate Professor of Education Leadership
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Director of the PhD Program in Education Leadership
Director of the Leadership Institute for School Change at Teachers College Columbia University

Dr. Mark Brackett and Dr. Robin Stern from the Yale Center for Emotional Intelligence

Dr. Craig Richards, Dr. Brian Perkins, The Summer Principals’ Academy, Chuck Cahn & the Cahn Fellows and Dr. Jeffrey Young & the Urban Education Leadership Program at Teachers College Columbia University, all of the staff and fellow cohort members who have impacted my life and work

My ancestors, those who were brought here and those who first inhabited this land & countless others who have impacted, shaped and inspired my life & passion for this work.
Welcome Leaders,
Hopes, Fears and Intentions...

Zoom poll…

Are you mostly hopeful about engaging in this work or are you mostly fearful or worried?
How we will spend our time together today?

- Hopes and Fears
- Reviewing the CRSEL Framework
- Discussing Vulnerability
- Working Definitions for Race and Ethnicity
- A Racial Reflection
- Creating a Racial/Ethnic Identity Statement
- Screen Break
- Visual Racial Autobiographies
- Self Awareness and A Self Care Commitment
- Discussing Expectations for Next Session
CRSEL Framework
Vulnerability is not weakness, and the uncertainty, risk and emotional exposure we face every day are not optional.

Our only choice is a question of engagement.

Our willingness to own and engage with our vulnerability determines the depth of our courage and the clarity of our purpose; the level to which we protect ourselves from being vulnerable is a measure of our fear and disconnection.

-Brene Brown

We will ask you to reflect again on this at the end of our time together today.
Working Definitions for Building a Racial and Ethnic Identity Statement

**Race:** There is no biological basis for racial categories, and genetic research has shown we have more within-group variations than between-group variations. Races are socially and politically constructed categories that others have assigned on the basis of physical characteristics, such as skin color or hair type (or eye color). Although there are no races, perceptions of race influence our beliefs, stereotypes, economic opportunities, and everyday experiences.

**Ethnicity:** A social construction that indicates identification with a particular group that is often descended from common ancestors. Members of the group share common cultural traits, such as language, religion, and dress.

Diversity, Equity, and Inclusion- Strategies for Facilitating Conversations on Race by Caprice Hollins and Ilsa Govam
8 minutes of journaling...

- Describe your earliest experiences with race.

- When did you first become aware of race?

- How old were you?

- Where were you?

- Was it a positive or negative experience?

"Think of moments in time, points in your life where race was foregrounded. These could be significant moments, powerful lessons, or formative experiences involving race, especially those occurring in a school, family, or professional setting. The idea is to simply travel backwards in this exercise."

Mark A. Gooden, Teachers' College
Why create a racial/ethnic identity statement?

- Racial/ethnic identity development is a sense of self that is shaped over time by experiences.

- Because we live in a society that stereotypes groups of people, most often people of color, in negative ways, it is important to have a foundational strength rooted in who you are that is able to effectively deal with society's -isms.

- There is research that shows the more you see your racial/ethnic identity in positive ways and take pride in your group identity, the more positive your mental health.

- Racial/ethnic identity develops over time. It is not linear but rather circular, meaning that people can go in and out of stages of development, returning to an old way of thinking or remaining in one particular stage for a long period of time.
MY RACIAL/ETHNIC IDENTITY STATEMENT

I AM A BLACK WOMAN. I AM A NEW YORKER. I AM AN AMERICAN. I AM URBAN AND SUBURBAN. I AM A DESCENDANT OF SENEGALESE WEST AFRICANS. I AM A DESCENDANT OF THE CHEROKEE AND CHOCTAW NATIONS. I AM OF IRISH DESCENT. I AM THE DESCENDANT OF SLAVES AND SLAVE OWNERS. I BELIEVE IN GOD. I AM A MOTHER. I AM A WIFE. I BELONG TO ALL OF THESE CULTURES AND MORE…
In a specific, focused, but not limiting way we want you to consider some aspects of your identity just for a moment;

**RACE & ETHNICITY**

- How do you identify racially and ethnically? Take 5 minutes to write a statement.

- We will ask you to share your statement at the end of our time together today.

Process designed by Dr. Mark A. Gooden, Teachers’ College
Reflect:
What was that like for you?
Creating your own racial autobiography & racial/ethnic identity slide

- Let's look at your first task and how you will submit if you are willing.
- Please create your visual racial autobiography slide, either with images of your own experiences, or images that represent moments in your life that reflect how your racial identity has developed over time. Please also include in your slide, your racial/ethnic identity statement that you created.
- Please take a screenshot or save a pdf of your slide and submit to: getmoving@pureedgeinc.org

- Please send by Wednesday, 5:00 pm

We will create a slideshow of all of our beautiful visual autobiographies on our last day together.
CRSEL FRAMEWORK

Self Awareness,
Self Care & Self Management
- Recognizing and identifying emotions and the impact on the school community
- Stress management
- Mindful practices
- Motivation
- Self regulation
- Self reflection on leadership behaviours and actions
- Racial autobiography

School and Community Relationship Building
- Supporting, understanding, and positive communication with all staff, students, and families
- Establishing a high level of trust and collaboration between school and community
- Addressing diversity, equity, and inclusion

Advocacy
- Serving as a voice for change
- Developing a coherent and compelling vision for change
- Bringing about change in policies and practices of school, district, and community
- Encouraging and nurturing a spirit of collaboration

Culturally Responsive Leadership
- Developing a clear vision of high expectations
- Engaging students and families
- Implementing best practices
- Engaging students in the development of the school's academic and social support services
- Developing a plan for cultural responsiveness

Nurturing Through
High Expectations
- Creating a safe environment for all students
- Engaging students in the development of school policies
- Implementing best practices
- Engaging students in the development of the school's academic and social support services
- Developing a plan for cultural responsiveness
What is self-awareness and self-management?

SELF-AWARENESS: The abilities to understand one’s own emotions, thoughts, and values and how they influence behavior across contexts. This includes capacities to recognize one’s strengths and limitations with a well-grounded sense of confidence and purpose. Such as: • Integrating personal and social identities • Identifying personal, cultural, and linguistic assets • Identifying one’s emotions • Demonstrating honesty and integrity • Linking feelings, values, and thoughts • Examining prejudices and biases • Experiencing self-efficacy • Having a growth mindset • Developing interests and a sense of purpose

SELF-MANAGEMENT: The abilities to manage one’s emotions, thoughts, and behaviors effectively in different situations and to achieve goals and aspirations. This includes the capacities to delay gratification, manage stress, and feel motivation & agency to accomplish personal/collective goals. Such as: • Managing one’s emotions • Identifying and using stress-management strategies • Exhibiting self-discipline and self-motivation • Setting personal and collective goals • Using planning and organizational skills • Showing the courage to take initiative • Demonstrating personal and collective agency
REFLECT AND CONSIDER...

• How do you decompress from stressful situations?

• How do you think your emotions affect those around you?

• How do you regulate your emotions?

• How do you practice self care?

• We will ask you to reflect on these questions at the end of our time together.
What is self care?
CREATE YOUR SELF CARE COMMITMENT:
REFLECT ON THESE QUESTIONS, WE WILL ASK YOU TO RESPOND AFTER OUR TIME TOGETHER TODAY...

Consider the things your loved ones shared with you about what you should do to take better care of yourself.

Consider what you think you should be doing to take better care of yourself and also reflect on why you think you have not been doing this one thing that you feel you should be doing.

Consider what is holding you back.

What do you envision for yourself if you commit to doing this thing?

Let’s name the commitment: Be specific- What will you do? When? How often?
What's Next?
Next Steps:

• Respond to today’s reflection questions which will be sent via email

• Create your visual racial autobiography and self care slide and share a photo/screenshot and upload to... (Be creative)-this will be due on Wednesday

• Read one of Dr. Dena Simmons’ articles before our session tomorrow "Why SEL Alone is Not Enough" or “Why We Can’t Afford Whitewashed SEL”
Thank you for being open to learning together today. I'm honored to learn with you! Congratulations on being our first Pure Edge CRASEL Leadership Cohort!

"We must show up and let ourselves be seen. This is vulnerability. This is daring greatly."

Can’t wait to see you guys tomorrow!!! Have a fantastic evening.