

Building Community in a Divided World



Webinar
February 24, 2022

Welcome! We will begin shortly.

If you can see the slide and hear the music, you are all set.

All attendees are muted upon entry.
Please use the chat feature for comments and questions during the webinar.


learningforward
THE PROFESSIONAL LEARNING ASSOCIATION

Thank you for joining us

The webinar will be recorded and available.

All webinar registrants will receive a follow-up email that will include the webinar slide deck, recording, and other resources mentioned during the presentation.

Please introduce yourselves in the chat box

- Your name
- Your location
- Your role in the educational sector



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

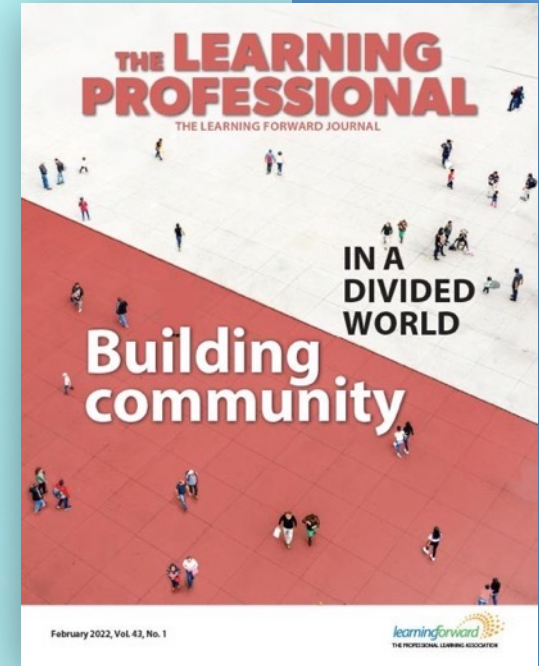
Strategies for collaboration



Suzanne Bouffard
Moderator

Vice President
Publications

Learning Forward



Participants will ...

- Discover strategies for building collaboration amid disagreement
- Learn how to foster trust and safety in communities of practice
- Consider how to establish group norms that benefit everyone
- Examine how collaborative inquiry can help teachers discuss difficult topics

Are you finding collaboration with colleagues

- more challenging this school year than last?
- about the same as last?
- less challenging than last?

What is your top collaboration challenge?

- time/scheduling;
- staff absences and shortages;
- staff burnout;
- political tensions;
- other types of tension and conflict.

Panel discussion



Joyce Lin

Senior Program
Officer, Teacher
Development
Knowles Teacher
Initiative
Moorestown, NJ



Ayanna Perry

Associate Director
Teaching Fellows
Programs
Knowles Teacher
Initiative
Bowie, MD



Elizabeth Myers

Career Pathways
Specialist
Pitt County Schools
Greenville, NC



Kay Psencik

Senior Consultant
and Professional
Certified Coach
Learning Forward
Cypress, TX

Should Groups Set Their Own Norms?

Maybe not

By Dr. Joyce Lin and Dr. Ayanna Perry

Some History

The way we used to do norms:

- At Orientation, individuals develop their own 1-2 norms
- Refinement and negotiation to get down to 5-8 norms for the entire cohort

Round 1

- At Orientation, small groups of individuals developing 1-2 norms/group
- Refinement and negotiation to get down to 5-8 norms for the entire cohort

Round 2

- In the Fall, small groups set their own working agreements
- Whole cohort working agreements:
 - Question and unpack yours' and others' assumptions
 - Share air time
 - Listen respectfully to different perspectives

Round 3

- At Orientation, a variation of our cohort norms are introduced

Round 4

Challenges with Co-constructed Norms

They often reflect dominant perspectives

01

Group members aren't often aware of the needs of others

02

The norms don't serve all members equally

03

04

Upvoting norms can silence marginalized perspectives or voices

05

Norms setting is expected to happen quickly

06

New groups don't often know how to develop norms for work they haven't done yet.

Our Norms

Norm One

Impact is greater than intent. Seek to understand your impact and interrogate your intent.

Norm Two

Ask for what you need. Tell what you can give.

Norm Three

Ask for what others need and what others can give.

0

Pushes against

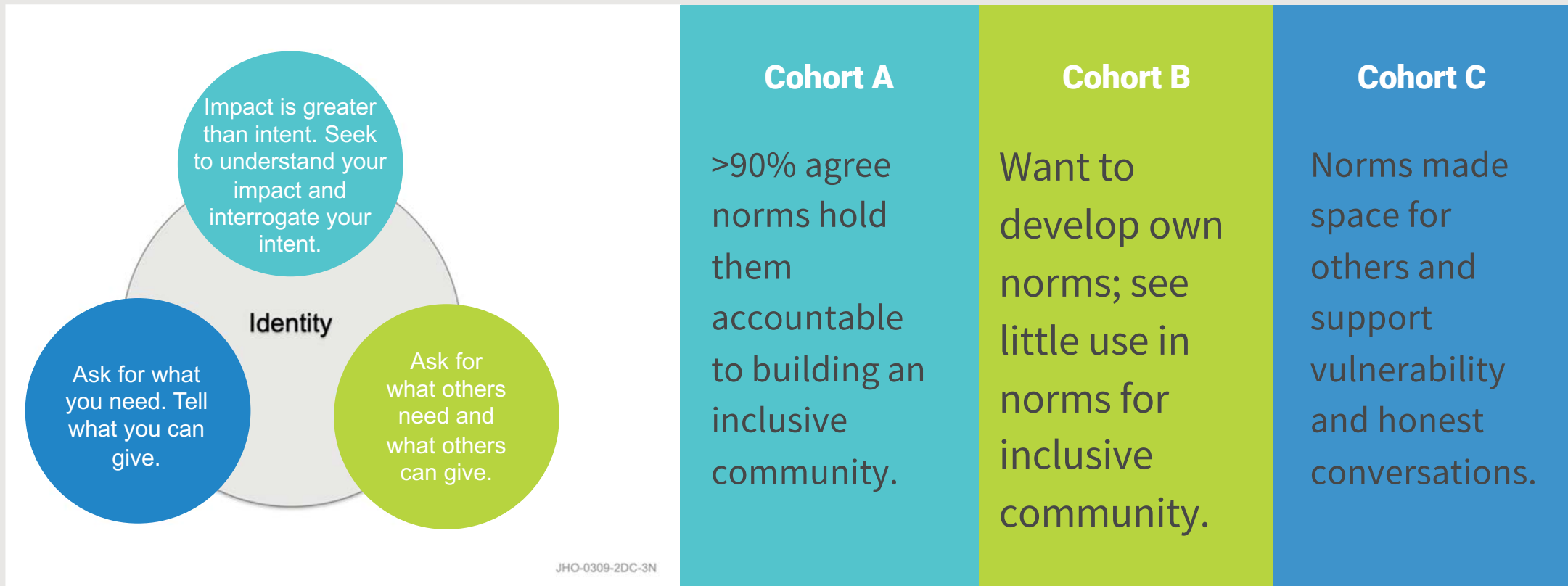
1

assume positive intent

02 & 03

Push against problematic independence, helplessness, isolation, imposter syndrome, self-doubt

Engaging in norms is a reflection of one's identity and should be introduced as such.



- How does the group attend to and call on these norms?
- When do we invite a group to construct their own norms?
 - What knowledge do they need?
 - What scaffolds do they need?
- How do individualized group norms respond to and interact with the larger community norms?

Select a School ▾

I want to... ▾

High Contrast

OFF ON

Translate



Search



PITT COUNTY — SCHOOLS —



Elizabeth Myers
Career Pathways Specialist
Pitt County Schools
Greenville, NC



Principle 1: Put Safety and Trust First

- Invest time to bring all participants into the space
- Use Norms of Collaboration
- Create structures for working agreements
- Use protocols to increase probability of balanced participation

“No matter what, if you don’t have trust, you’re not going to get anywhere.”

Principle 2: Develop the Listening ‘Muscle’

- Lean into the pause/paraphrase
- Deepen skills in listening
- Practice, practice, practice intentionally

“[The process] taught me to sit back and listen...before I jumped in.”

Principle 3: Embrace Cognitive Conflict

- Create common understanding of cognitive conflict, or productive struggle
- Reframe as a necessity for growth
- Break “the culture of nice”

“[W]e want a difference of opinion. Because how else are we going to learn?”

Principle 4: Use Structured Protocols

- Develop fluency in HOW we do the work
- Understand that the protocols are not temporary scaffolds
- Invest the time in planning the “How”

*“Humility, trust and mutual respect defined **how** teachers collaborated.”*

Division, Tension and Leadership

Building Community in a Divided World

Kay Psencik

Senior Consultant and Professional Certified Coach

Learning Forward

Principals are under heavy pressures and tensions

- Speed
- Conflicting expectations
- High levels of stress
- Social and emotional challenges
- Lost sense of community, mission, purpose
- Strange data
- Sense of helplessness

The power of print: Learning from *The Learning Professional*

Article: “How to Achieve Collective Efficacy in a Time of Division,” by S. Katz and J. Donohoo. (2022 February).

How could I use the powerful questions in this article?

- What is your greatest challenge?
What is keeping you awake at night?
- What or where is the tension in your challenge?
- If you were to take a snapshot of your tension, what would you see?
- What are you willing to do about it?



Article: “Leading and Learning for Equity is a Collective Journey,” by Nader Twal. (2022 February).

My challenge: Two pre-elementary principals with large numbers of second language learners want to build staff community and collective responsibility.

How they might use new questions from the article:

- How do we lead with empathy?
- In what ways might you measure what you treasure?
- As two staff members, how do we work in common ways to capitalize on the amazing cultural and linguistic assets of our students?
- How can we collectively be a catalyst to help our students realize their potential?

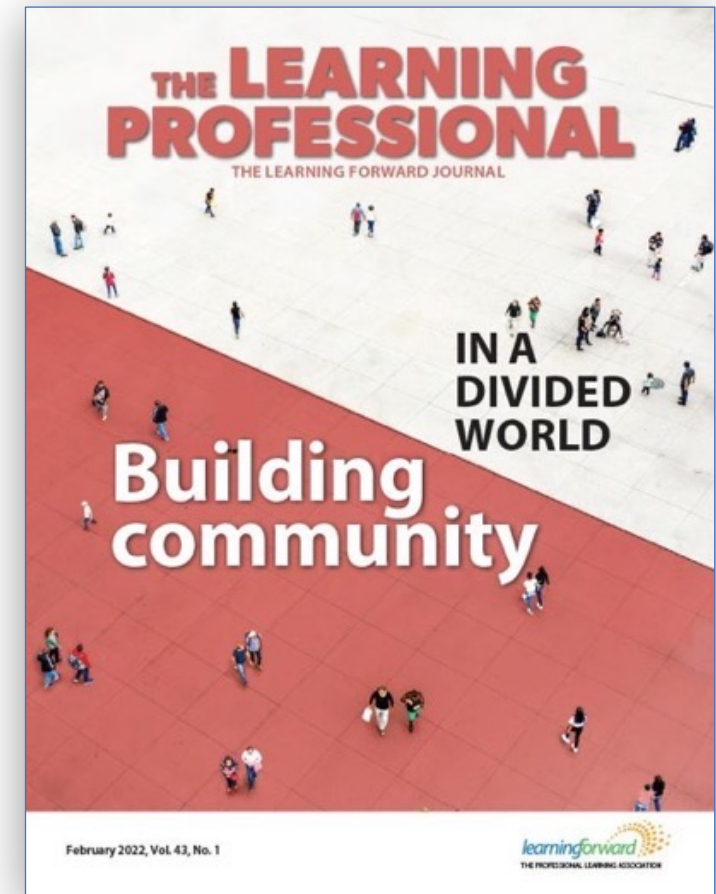


The expectations:

- *What really matters to you from this conversation?*
- *What next steps are you committing to take from the conversations we have had today?*
- *What are you willing to share at our next session as evidence of your progress in removing this tension among your schools and developing collective responsibility?*

What have I learned?

- Approach *The Learning Professional* as an opportunity to expand your own skills.
- Be courageous and innovative in your use of the articles.
- Hold leaders accountable for their learning.



Compassionate coaching

- Sometimes principals themselves are overwhelmed and stressed; we must realize they are not superhuman.
- We all have an obligation to facilitate, lead, and coach with empathy, encouragement, and courage.
- *The Learning Professional* has become a “go-to” resource for me as I work to expand my learning for professionals around the globe. I use the journal to become the best I can be and assist all school leaders I serve in being learning leaders.

Discussion and Questions



Let us hear from you

Please fill out our
**post-webinar
survey**

<https://www.surveymonkey.de/r/NBZ6229>

Mark your calendars

Thursday
March 10
3 pm ET

**Using Summer Wisely
to Extend Learning**

Thursday
March 24
3 pm ET

**Inclusive and Safe
Spaces: Power to
Stand Up**

Be an Advocate

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THE PROFESSIONAL LEARNING ASSOCIATION

ABOUT ADVOCACY STANDARDS RESOURCES SERVICES PROGRAMS BOOKSTORE MEMBERSHIP

Learning Forward Advocacy

As Congress prepares FY 2022 Appropriations, tell them that professional learning is critical.

Congress is expected to begin work on Fiscal Year 2022 spending bills in the next few weeks, and we need to make sure that your voice is heard on the critical importance of supporting professional learning programs. For too long, Title II-A of the Every Student Succeeds Act,

Compose Your Message

- President
- Vice President
- Secretary of Education Miguel Cardona

+ more

Subject

FY 2022 Appropriations: Educator professional

Message Body

Please add your own story about this issue to personalize your message

It is essential that Congress increase funding for Title II, Part A of ESSA to \$3 billion in fiscal year 2022.

I and all of our nation's educators and students,

Enter Your Info

Your Information

Prefix * First Name * Last Name *

Email *

Send me text alerts

Mobile Number *

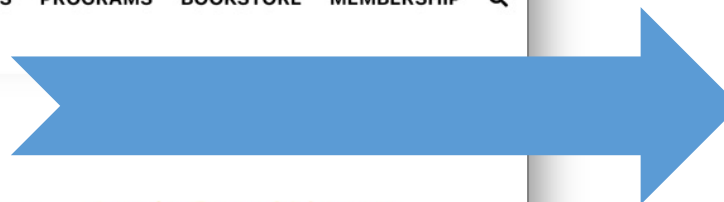
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Street Address *

ZIP Code * Enter Zip for **City and State**

Send me email alerts

Send Message



Write **Tweet**

Compose Your Message

- President
- Vice President
- Secretary of Education Miguel Cardona

+ more

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Please add your own story about this issue to personalize your message

It is essential that Congress increase funding for Title II, Part A of ESSA to \$3 billion in fiscal year 2022.

I and all of our nation's educators and students,

Enter Your Info

Your Information

Prefix * First Name * Last Name *

Email *

Send me text alerts

Mobile Number *

Home Information

Street Address *

ZIP Code * Enter Zip for **City and State**

Send me email alerts

Send Message

Learning Forward is pleased to announce

POWERED by TITLE II

A website designed to provide:

- Background facts and data on Title II
- Tools to support your advocacy
- The latest news on Title II
- Research on the effectiveness of professional learning

poweredbytitleii.com

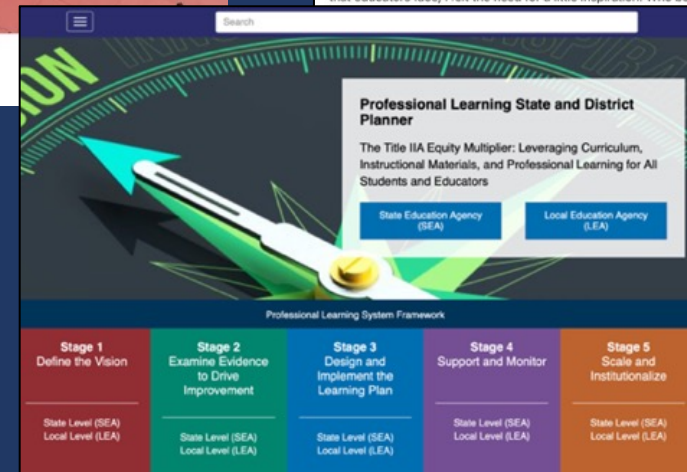
Use the *Powered by Title II* website to raise awareness in your own community and to develop your personal advocacy plan.



Online resources

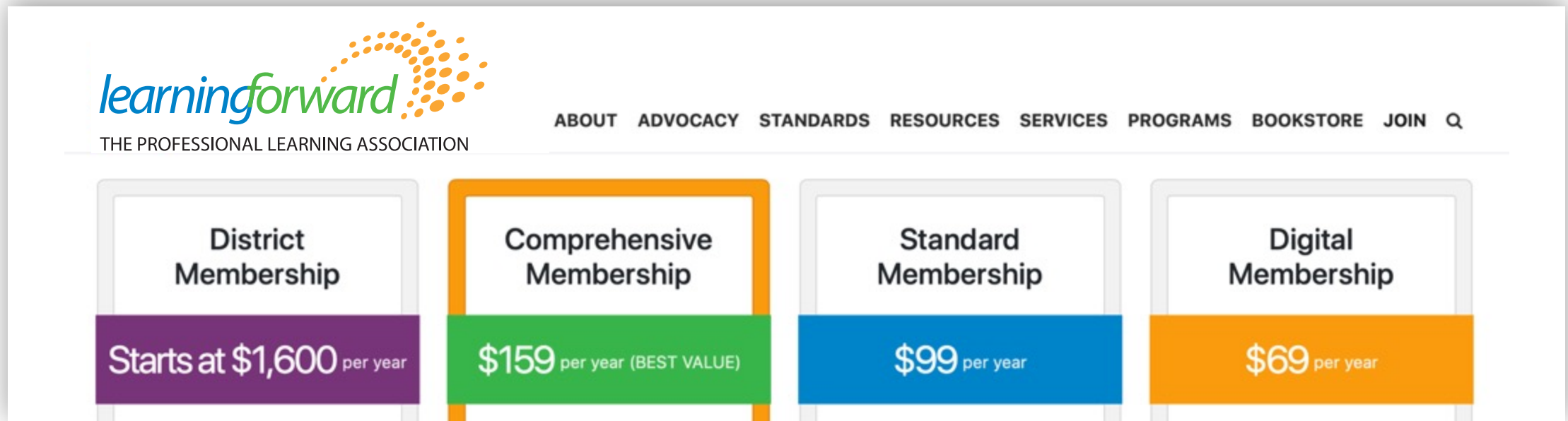
Look for follow-up resources, including a recording of this webinar and slides

- Read latest issue of [*The Learning Professional*](#)
- Check out the [Learning Forward blog](#)
- Use the planner at [Professional Learning State and District Planner](#)



Learning Forward memberships

- Get \$10 off any new Learning Forward membership
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 - **Visit** <http://learningforward.org/membership>
- * Code valid for new members only



The screenshot shows the Learning Forward website's membership page. The logo is "learningforward" with a stylized orange and green dot pattern. Below the logo is the text "THE PROFESSIONAL LEARNING ASSOCIATION". A navigation menu includes: ABOUT, ADVOCACY, STANDARDS, RESOURCES, SERVICES, PROGRAMS, BOOKSTORE, JOIN, and a search icon. Four membership options are displayed in cards:

Membership Type	Price per year
District Membership	Starts at \$1,600 per year
Comprehensive Membership	\$159 per year (BEST VALUE)
Standard Membership	\$99 per year
Digital Membership	\$69 per year

Thank you!

