

R.A.I. Stakeholder Committee
Round 2 , Meeting 1 Minutes
February 4, 2023

The following individuals were in attendance at the first meeting of the second round of Community Stakeholder RAI Training

Dr. Scott Hagerman, Tiffany Hodge, Beth Egan, Gary Lewis, Mary Gronik, Andy Gronik, Dr. Sandy Herron, Christina Grossman, Lindsey Kowalski, Jimmy Hart, M.Ed.

Introductions

Attendees introduced themselves and said why they were attending the training and a fun fact about themselves to get to know one another before beginning the session.

R.A.I. Respect, Affirmation and Inclusion

GRACE

We get better if we extend grace and receive respect, affirmation and inclusion.

Jimmy has been in Education for 30 years, and studied with author Clifton Taulbert. He and his family live, work and study here in Tucson. Jimmy currently works with students as the Director of African American Student Services for the Tucson Unified School District.

Questions were asked to small groups to reflect on their own perspectives and share their responses with each other.

- If you could only pick one place, which would you visit and why? Who would you take? (Colosseum, Rome, Chichen Itza, Mexico, Machu Picchu, Peru)

Strengthening our Community with R.A.I. (Respect, Affirmation & Inclusion)

Building Community

How do we get good at understanding people, what their concerns are, what their perspectives are? We know these words, but do we actually act on them on a daily basis? Use R.A.I. as a framework. What forms a habit? Find a bridge between RAI and the Eight Habits Of Heart?

Norms of Collaboration

Decide which norm you will practice today! Provide a focus for your work in our group discussions today: Pausing, Paraphrasing, Posing Questions, Putting Ideas on theTable, Providing Data, Paying Attention to Self and Others, Presuming Positive Intentions.

Our Intention

- Gain an understanding of the Eight Habits Of The Heart for Educators
- ??

Participants were asked to share: What would I like to gain from this learning experience?

One concern I have.

One question I have.

I am anticipating...

Why focus on strengthening community with RAI?

School climate strongly influences students' motivation to learn and improve academic achievement. Learning increases when all are respected, affirmed, and included.

The Eight Habits has been used by many educators and leaders, including the justices of the U.S. Supreme Court to gain a better understanding of community and collaboration. Eight Habits focuses on us as people, as individuals. When we get good at this, all the other parts work better.

Common Understanding

Reflect on how to use RAI to respond to Student, Staff & Stakeholders needs.

Think of ways to use RAI to strengthen a sense of belonging for all in our community.

Link discussions to ways RAI supports student outcomes.

Types of Community

Participants were asked:

- What makes a strong/healthy school community?
- What makes a weak/unhealthy school community?

Positive Attributes from the group's comments included: *Success, meaningfulness, connection, respectful, communication, acknowledgment we don't know what we don't know, input, mutual respect, collaborative support, unselfishness, students provided the necessary resources and support for learning, being welcomed into an existing community, sharing with those who need, attachment to commonality, culture of kindness, choice, flexibility, transparency, community, unity*

Negative Attributes from the group's comments included: *Apathy, fragmented, silos, no trust, punitive, lack of trust, ignorance, disrespectful, unhealthy, feeling of unsafety, staying in our lane when you see students are struggling, being fearful of others or people who are different*

Define Community

Participants were asked to write one word that represents COMMUNITY. Create a definition for COMMUNITY in five words or less, using the words from your group.

What are the benefits of community?

Building RAI to Ensure Fully Engaged Minds

Some students face barriers in our schools. How do we dismantle these barriers?

Our consistent unselfish acts will give rise to Respect, Affirmation & Inclusion.

Taulbert "Community is just a word, without the unselfishness that infuses it with life."

RESPECT: Within the workplace, Respect looks like a non-judgmental acceptance of others, valuing their contributions and speaking honestly of their efforts in their presence or in the presence of others.

AFFIRMATION: Within the workplace, Affirmation looks like individual acts of validation and support shared with another person privately or in the presence of others.

INCLUSION: Within the workplace, Inclusion looks like an open and accepting environment where all are anticipated, welcomed and valued.

Being present, actively listening, and engaging with what the person is saying to us, is one way to practice Affirmation of another person. Anticipating the needs of others, or the expectations of others is a way to practice the value of Inclusion.

Participants were asked: What are the tangibles of RAI that we can demonstrate in our schools and school community?

Valuing Others: RAI in Action:
Deal with each other humanely.
Respect Individuals.
Value the Integrity.
Provide an atmosphere of connectivity.

RAIful Community:
Respect, Affirmation & Inclusion
What does it look like, sound like, feel like in your school/community? What would you like to add?

Participants were asked to answer the question: What ideas or thoughts do you have about the benefits of RAI to build strong school communities?

Habit: What are some characteristics of a Habit?
Repetitive, comforting, rewarding.

What are some obstacles to forming Good Habits?
Old habits, change is scary, letting go of self preservation, hard to make them intentional while changing existing routines, not bought in, fear of failure, not knowing whether you will be successful or not, move from compliance to engagement.

A Habit of the Heart is dynamic. Habits of the Heart can be observed, they can be felt.

There have been over 22 training sessions in the Tanque Verde School District with staff members, including over 200+ staff in all four schools. The Governing Board meetings include regular references to the Eight Habits work that is ongoing in the district.

Clifton Taulbert - Eight Habits of the Heart

- Nurturing Attitude
- Responsibility
- Dependability
- Friendship
- Brotherhood/Sisterhood
- High Expectations
- Courage
- Hope

In TVUSD, we are doing a lot of work in Professional Learning Communities, which includes the word “community,” and which aligns well with the values of R.A.I. And the aspects of community building that we are working on.

Postcard Activity

Remembering the people in your life! Take a moment and write to the person, an educator (or someone else) who represented a Nurturing Attitude to you. Please follow by mailing the card to your person, and thank them for the specific act that you remember.

Each REFLECTION is designed to give you space to think about your role in this continual process -

As I practice NURTURING ATTITUDE to ensure the presence of RAI within my workplace, I will...

Start -

Stop -

Accelerate -

What does Nurturing Attitude look like in real-time in my classroom? In my school? -

Next session - More on modeling and practicing RAI.

NEXT MEETING DATE: Saturday, February 11th 9 a.m. - 12 p.m.