
SEL for Equity in Education

— Lawrence Hood and —
Tui Roper

EMPOWERED

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Introduction



Agenda

Objectives, Community Agreements, Introduction

Unpacking SEL

Deep Dive: Responsible Decision Making

Next Steps



Community Agreements

- Share the airtime. Step up, step back.
- Disagree with the idea, not the person.
- Maintain confidentiality.
- Remain engaged.
- Speak your truth, knowing that it's only part of the truth.
- Experience and lean into discomfort.
- Expect and accept non-closure.

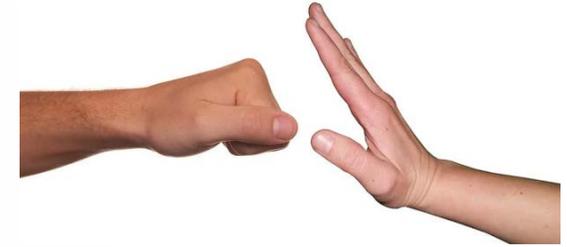


Objectives

- Deepen awareness of SEL competencies through an equity lens
- Understanding how our decision making plays a role in dismantling oppressive systems



Fist to Five



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The Why



SEL works: Compelling national evidence

Science Links SEL to

- Better social-emotional skills
- Improved attitudes about self, others, and school
- Positive classroom behavior
- 11 percentile-point gain on standardized achievement tests
- Fewer conduct problems
- Less emotional stress
- Lower drug use

Adults Benefit too

Teachers who possess social and emotional competencies are **more likely to stay in the classroom longer** because they're able to work more effectively with challenging students—one of the main causes of burnout.

Statistically significant associations between measured social-emotional skills in kindergarten and key young adult outcomes across multiple domains of **education, employment, criminal activity, substance use, and mental health.**



What Resonates.....

- A. **Social and emotional learning** (SEL) is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.

- A. **Communitywide SEL** is a systemic approach to infusing social and emotional learning into every part of child's educational experience -- across all classrooms, during all parts of the school day **in partnership with families and communities**. This involves cultivating caring, participatory, and equitable learning environments and using evidence-based practices that actively involve all students in their social, emotional, and academic growth.

- A. SEL can help school communities advance **educational equity** by cultivating adult and student practices that **close opportunity gaps and create more inclusive and equitable learning environments**. **By promoting understanding, examining biases, reflecting on and addressing the impact of racism, building cross-cultural relationships, and adopting schoolwide practices that emphasize equitable engagement and support, SEL can be used to drive systemic change, uplift marginalized voices, and promote belonging and equity.**



A safe, supportive, and equitable environment will call on adults to....

- Engage in practices that affirm diverse social and cultural identities;
- Cultivate a sense of belonging and community;
- Provide structures for physical and emotional safety;
- Use engaging, relevant, and culturally responsive instruction built on an understanding of how children and adolescents grow and develop socially, emotionally, and academically;
- Create space for children's voice and agency;
- Offer frequent opportunities for children to discuss and practice anti-racism and develop collaborative solutions to address inequities; and



SEL Core Competencies

Self-Management

- Regulating one's emotions
- Managing stress
- Self-control
- Self-motivation
- Stress management
- Setting and achieving goals

Social Awareness

- Perspective taking
- Empathy
- Respecting diversity
- Understanding social and ethical norms of behavior
- Recognizing family, school, and community supports

Relationship Skills

- Building relationships with diverse individuals and groups
- Communicating clearly
- Working cooperatively
- Resolving conflicts
- Seeking help



Self-Awareness

- Labeling one's feelings
- Relating feelings and thoughts to behavior
- Accurate self-assessment of strengths and challenges
- Self-efficacy
- Optimism

Responsible Decision-Making

- Considering the well-being of self and others
- Recognizing one's responsibility to behave ethically
- Basing decisions on safety, social and ethical considerations
- Evaluating realistic consequences of various actions
- Making constructive, safe choices for self, relationships and school

Sources: CASEL, Acknowledge Alliance



Self-Awareness

Competency Defined

The ability to accurately recognize one's own emotions, thoughts, and values and how they influence behavior; and accurately assess one's strengths and limitations, with a well-grounded sense of confidence, optimism, and a "growth mindset."

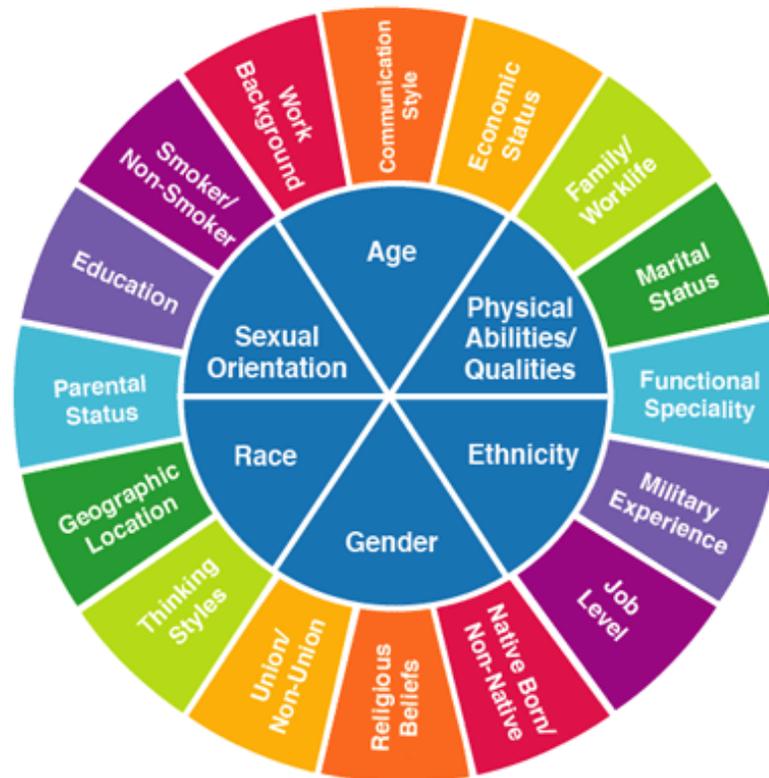
And for Equity in Education.....

As we process the current pandemic and racial injustices.....

self-awareness is critical to identifying and processing our complex emotions when things are uncertain and socially turbulent, reflecting on our strengths; understanding our cultural, racial, and social identities; and examining our implicit biases.



Self-Awareness Tool: Social Identity Wheel



Self-Management

Competency Defined

The ability to successfully regulate one's emotions, thoughts, and behaviors in different situations—effectively managing stress, controlling impulses, and motivating oneself; and the ability to set and work toward goals.

And for Equity in Education.....

Self-management is critical now as we cope with grief and loss, develop our resiliency, and express our agency through resisting injustices and practicing anti-racism.



Self-Management Tool: Reframing (Journal)

- 1. Learn About Thinking Patterns:** The first step in reframing is to educate yourself about some of these negative thinking patterns and limiting beliefs that may exacerbate your stress levels.
- 2. Notice Your Thoughts:** The next step is to catch yourself when you're slipping into overly negative and stress-inducing patterns of thinking.
- 3. Challenge Your Thoughts:** As you notice your negative thoughts, an effective part of reframing involves examining the truth and accuracy (or lack thereof) of these thoughts. Are the things you're telling yourself even true? Also, what are some other ways to interpret the same set of events? Which ways of seeing things serve you better?
- 4. Replace Your Thoughts With More Positive Thoughts**



Social Awareness

Competency Defined

The ability to take the perspective of and empathize with others, including those from diverse backgrounds and cultures; to understand social and ethical norms for behavior; and to recognize family, school, and community resources and supports.

And for Equity in Education

Social awareness allows us to understand the broader historical and social contexts around the inequities exacerbated by COVID-19 and ongoing individual and institutional impacts of systemic racism.



Social Awareness Tool: Mindful Listening

Mindfulness

Mindful Listening Activity

Accountabilabuddy



Relationship Skills

Competency Defined

The ability to establish and maintain healthy and rewarding relationships with diverse individuals and groups, communicate clearly, listen well, cooperate with others, resist inappropriate social pressure, negotiate conflict constructively, and seek and offer help when needed.

And for Equity in Education.....

Relationship skills are essential to help us build and maintain meaningful connections across race, culture, age, and distance; support one another during collective grief and struggle; and collaboratively find solutions to new obstacles.



Relationship Skills Tool: Restorative Circles

Steps for the Circle Keeper

Step 1: Clarify Order of Speaking

Step 2: Set norms

Step 3: Begin with an intentional opening – deep breathing, meditation, inspirational reading, or even leading some stretching or movement.

Step 4: A check in round: 2 Word Check-In

Step 5: A values round: *What is a value in your life you are trying to lean into particularly at this time?*

Step 6: Facilitate 2-3 rounds with a prompt.

- What has been the most challenging aspect of preparing to return to school?
- *In this new reality what are you grateful for?*

Step 7: Do a closing round - One word check-in

Step 8: End with a closing ceremony of breathing, music, meditation, inspirational reading, . . .



Responsible Decision Making

Competency Defined

The ability to make constructive choices about personal behavior and social interactions based on ethical standards, safety concerns, and social norms; and the realistic evaluation of consequences of various actions, and a consideration of the well-being of oneself and others.

And for Equity in Education.....

Responsible decision-making is particularly important as we analyze the consequences of our individual and institutional actions on others' health and safety, make decisions that promote collective well-being, and engage in collective action to form a more just and equitable society.



Responsible Decision Making Tool: Mindful Decisions

Stop And Unplug

Find Power in the Pause. Remove distractions. When your mind becomes distracted, redirect it back to your breath. Feel yourself -mind and body-settling into the moment.

Define The Question

It may not be what you think. Call to mind the issue or situation, and asking a more general question first: “what is called for now?” In other words, step back from the specific question to one that is a little broader or more general.

Reflect

Approach the question with open curiosity. Allow there to be some spaciousness around the question so the answer or answers can arise, generated by your inner wisdom. No need to go searching, the answer will come to you. This decision-making reflection is also an opportunity for you to practice patience.



Breakout Groups:

How has your social identity shaped the decisions you make?



Share Out

By chat or raising your hand



CHECK THIS OUT!



Breakout Groups:

What is your role in dismantling oppressive systems?



Share Out

By chat or raising your hand



CHECK THIS OUT!



Next Steps

- 1. Be intentional with those that you serve, in helping them develop a sense of pride in their own identity.**
- 1. Consider how your next decisions will contribute to or dismantle systems of oppression.**
- 1. Be mindful...”If you are not inviting those that you serve to the table to make decisions, then you are making a choice to make them part of the menu.”**



Stay in Touch

Email: info@empowered2.org

*Websites: www.empowered2.org
www.2empowerinc.org*

Instagram: [@Empowered2](https://www.instagram.com/Empowered2)

Phone: 734-330-8887

