

Resilience: A Healing Approach to Anti-Bias Inclusive Teaching

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Agenda

- Anti-Bias Mindset
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- Children with diverse needs
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- Through it all, a *Healing Approach*
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What if Educators Changed the World?

My journey as an anti-bias culturally relevant and inclusive educator

What does it mean to provide specially designed instruction in an inclusive preschool setting?



Equitable Learning Opportunities for All

What is the responsibility of the teacher and the school in creating responsive environments for all their children?

Equitable Learning Opportunities for All

cont.

How do your programs and services reflect (or not reflect) core values of equitable, high-quality education, equipping families to support their children's learning?

Equitable Learning Opportunities for All

cont.

The children, teachers and families feel that they belong to the program and its community.

Anti-Bias Education

“Anti-bias teachers are committed to the principle that every child deserves to develop to his or her fullest potential. Anti-bias work provides teachers a way to examine and transform their understanding of children’s lives and do self-reflective work to more deeply understand their own lives.”

(Derman-Sparks)

GOAL 1

Each child will demonstrate **self-awareness**, confidence, family pride, and positive social identities.

GOAL 2

Each child will express comfort and joy with human **diversity**.

GOAL 3

Each child will increasingly recognize **unfairness**, have language to describe unfairness.

GOAL 4

Each child will demonstrate **empowerment** and the skills to act.

Our Story

Equality everyone gets the same thing regardless of their needs.

Equity everyone gets a fair and just opportunity to thrive according to their needs.

(Braveman et al., 2017)



Inclusivity within our Space

Embedded Learning Opportunities:

- Teachers identify the opportunities most salient to the individualized learning objectives for a child and take advantage of the child's interests by embedding short, systematic instructional interactions into the existing classroom activities and routines to enhance the child's learning.

The key to this is that instructional interaction is planned and embedded, as naturally as possible, within an ongoing classroom activity and routine.

It is critical for teachers to engage in ongoing reflection and data-driven decision making for them to determine what outcomes to teach in a blended classroom.

Getting Started

- Assess the classroom to ensure that it provides a high-quality learning environment for all children
- Identify and clarify the classroom schedule
- Gather information on children's individual learning objectives
- Assess the classroom learning needs of a child which concerns the team
- Clarify the concerns about this child

Embedded Learning Opportunities





COLLABORATION

Teachers and other team members work together through the process of collaboration. Collaboration is the cornerstone of effective inclusion.

Embedded Learning Opportunities



Curriculum Modifications

- Environmental Support
- Materials adaptation
- Activity Simplification
- Child Preferences
- Special Equipment
- Adult Support
- Peer Support

Steps for Successful Inclusion

- Identify the problem/challenge, (*learning difference*)
- Generate solutions (*hope for the child*)
- Evaluate the solutions (*is the solution DAP*)
- Implement the solution you choose
- Evaluate the outcome (*reflect with your team*)

“Building Blocks for Teaching Preschoolers with Special Needs”

Linking Family Engagement with Anti-Bias Inclusive Practices

The goal of family engagement is to support the learning and development of children, it is important that early childhood leaders see engagement as critical for social justice and equity.

- *What steps do you take to learn about your families prior to school starting? During the school year?*
- *How do you learn about parents' goals and expectations for their children with diverse needs?*
- *How do you educate families about your schools' inclusive expectations?*



KNOW THE CHILDREN IN YOUR CLASSROOM

“It is critical for teachers to both acknowledge and examine how and whether the stereotypes, prejudices, and beliefs we often see perpetuated within larger society are mirrored in the classrooms”

(Hilliard, 2000)

Why is Healing Care important within our Practices

What Role do you play as a teacher?

- As educators we came together and acknowledged the truths about trauma and how are we healing:
 - Trauma is prevalent- more common than we admit
 - Trauma is toxic to the brain- it can truly affect the development of all the children under our care
 - We need to be prepared to support the children, families and teachers- who have experienced trauma, even we don't know they have experienced it

Focusing on the Whole Child

- There are children/educators in every classroom who have experienced some level of trauma.
- Some teachers may have lingering trauma from their own childhoods, whereas others may be experiencing secondary trauma as they absorb some of the pain and stress, they are helping students manage and overcome.
- School leadership and educators focus on the whole child by:
 - Having a trauma informed/healing practice lens
 - Focus on student's/educators' social emotional well-being
 - Focus on academic achievement

Get all Staff on Board

Treat all children as if they were affected by trauma.

- Creates a trauma sensitive and trauma informed setting- builds others up.

Stay calm, positive, encouraging, nurturing, and supportive.

- With these principles, students will thrive.

Track individual behavioral triggers.

- Understanding the why behind a behavior, loud environments, drills.

Where do we start?

It is a process, time commitment, tears and a lot of reflection.

Assessing our practices with this lens: *Relationships, Responsibility, and Regulation*. How are we going to grow and heal together?



Why a Healing Approach

Symptoms of trauma

- Arousal
- Avoidance
- Sudden, intense anger
- Distorted thoughts
- Concentration is off
- Problems
- Reexperiencing
- Sleep problems

I can be safe here
I am valued here
I can be successful here

I am worth something
I matter to other people
Mistakes are learning
People believe in me.

Symptoms of trauma

I can trust other people

Healing Informed Practices

- Predictability
- Consistent expectations
- High expectations
- Welcoming and warm
- Engaging content and approach
- Opportunities to start over
- Avoiding power struggles
- Opportunities for leadership
- Co-Constructed Norms
- Classroom community

Do's & Don't of a trauma informed classroom

1 Do create a safe space. Consider not only physical safety but the children's emotional safety as well.



2 Do establish predictability. Write out a schedule and prepare children for transitions.

3 Do build a sense of trust. Follow through with your promises and in situations where change is unavoidable be transparent with your explanations.



4 Do offer choices. Empower students by offering "power with" rather than "power over" strategies.

5 Do stay regulated. Help your students and yourself stay in the "Resiliency Zone" to promote ideal learning. Have regulation tools ready to help students who get hyperarousal (angry, nervous, panicky) and hypoarousal (numb, depressed, fatigued).



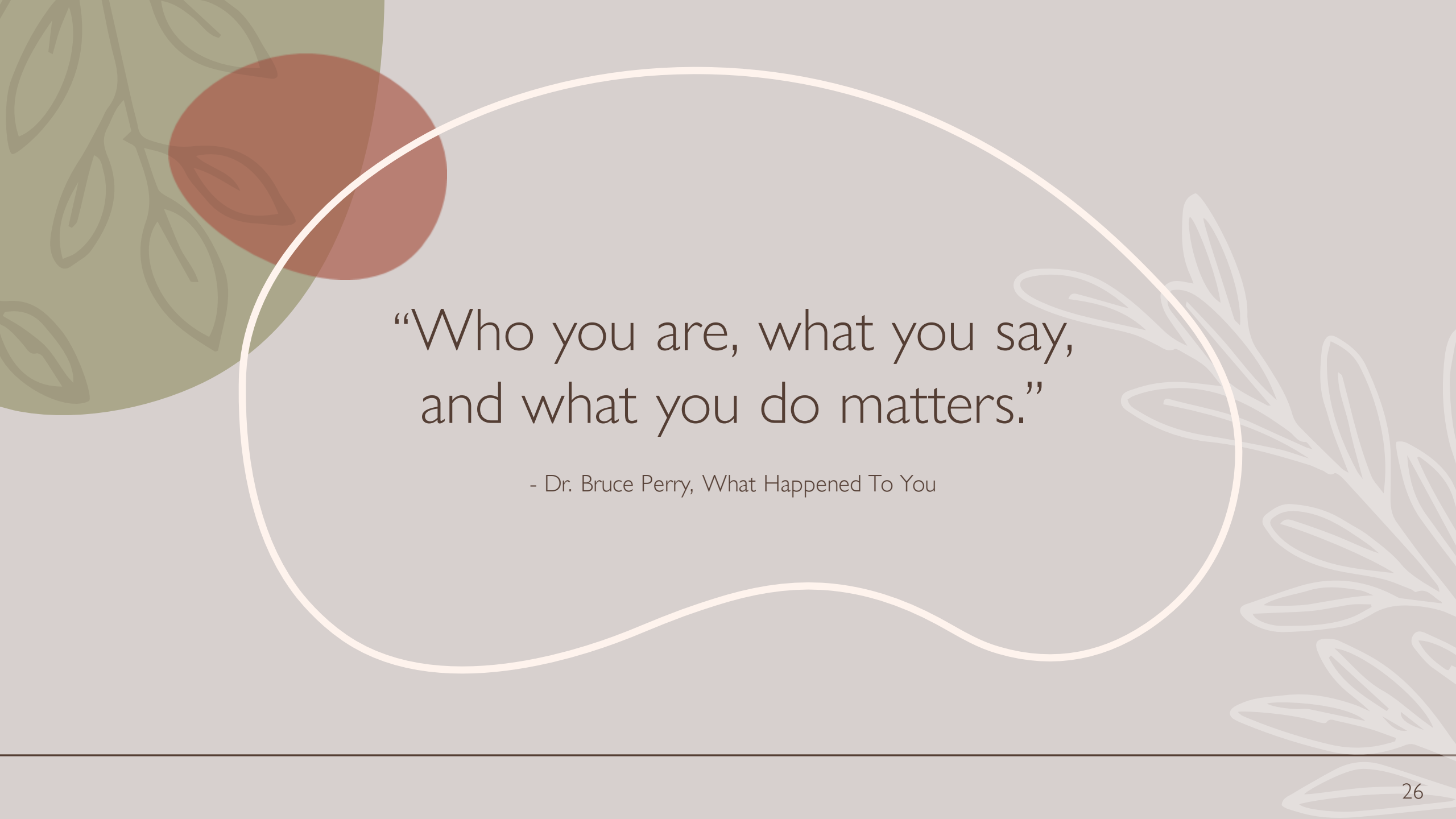
Don't punish kids for behaviors that are trauma symptoms.



How do we increase reflection, compassion, and curiosity?

Healing-informed Classroom

- Build on children's competencies and strengths
- Share any concerns that you may see in the classroom that might be affecting the child's progress.
- Provide the parent with resources and offer to check back in a few weeks to assess the child's progress.



“Who you are, what you say,
and what you do matters.”

- Dr. Bruce Perry, What Happened To You

Agreements... for change...

Change needs to happen? What change must happen?

How/Who should implement change? What is each person's responsibility?

- Tú eres mi otro yo. You are my other me.
- Si te hago daño a ti, If I do harm to you,
- Me hago daño a mi mismo. I do harm to myself.
- Si te amo y respeto, If I love and respect you,
- Me amo y respeto yo. I love and respect myself.

- Luis Valdez

ATTENDING TO YOURSELF IS TAKING CARE OF THEM.

CHILDREN RESPOND TO
OUR EMOTIONS AND
REACTIONS.

WE NEED TO MODEL, WHAT
WE WANT TO SEE IN THEM.

CHILDREN KNOW WHEN
ADULTS ARE LYING OR ARE
INAUTHENTIC.

WE NEED TO BE ABLE TO
PROBLEM-SOLVE WITH PEERS
FOR THEIR BENEFIT.

*WHO DO YOU GO TO FOR HELP?
HOW SAFE DOES IT FEEL TO ASK
FOR HELP?*



MAKING IT COOL TO ASK FOR AND GET HELP

“Anything that is human is mentionable, and anything that is mentionable can be more manageable. When we talk about our feelings, they become less overwhelming, less upsetting, and less scary. The people we trust with that important talk can help us know that we are not alone”

(Fred Rogers)

Seeking Mindset Change

- If you feel one of these areas that we have talked about today is a great need at your school, what steps will you take to implement the strategy?
- When a need arises for help that extends beyond your school resource, is there a clear path in place to provide it? Do staff know the process? What needs to happen to establish or communicate this work more clearly?
- Do you help educators in your school gain skills for building relationships with students?

Reflect

- How are we going to change the world for the children under our care?
- Are we allowing ourselves to talk, to grow and to take risks as educators?
- How are we instilling hope into the lives of children?
- How are you modeling love for children?
- Do you allow children to expand their wings and fly?

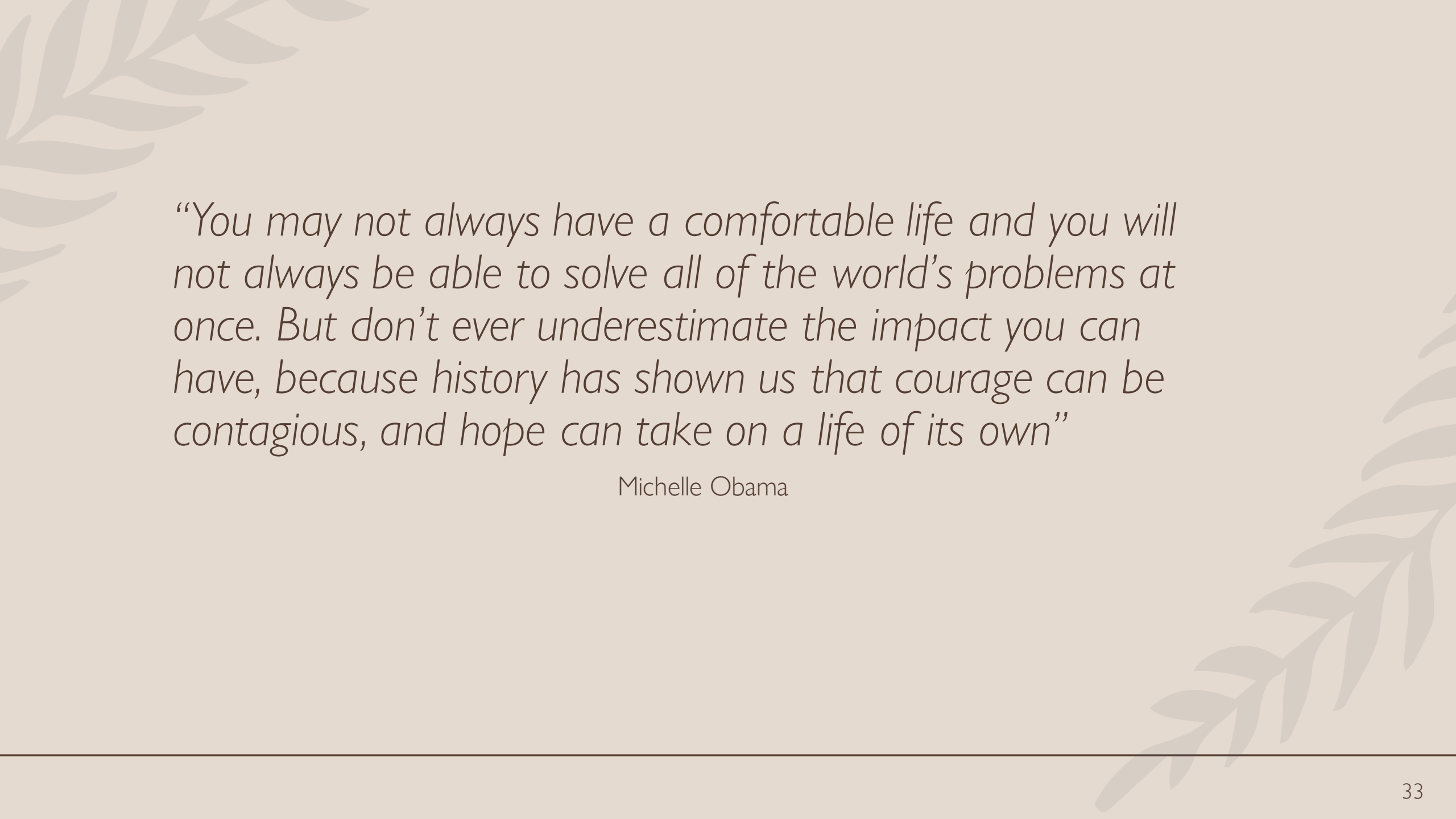
A Call for Action

Providing a healing and inclusive environment is about belonging and participating in a diverse society.

Inclusion is not simply about children's social experiences. We as educators must analyze our own biases and nurture the development of all children.

*What challenged your thinking in this webinar?
What are we going to do about it to make sure
that our children and educators are being
resilient.*





“You may not always have a comfortable life and you will not always be able to solve all of the world’s problems at once. But don’t ever underestimate the impact you can have, because history has shown us that courage can be contagious, and hope can take on a life of its own”

Michelle Obama

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thank you

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