How to BUILD relational-trust and DISMANTLE systems and expectations that divide schools and families

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2020 Superintendents Conference
Ten Minnesota Commitments to Equity

1. Prioritize equity.
2. Start from within.
4. Go local.
5. Follow the money.
7. Monitor implementation of standards.
8. Value people.
10. Give students options.
Pre: What do we mean by family engagement?

WORD CLOUD (Audience Participation)
Who are you?
Where are you from?
Who are your ancestors?
What are your intentions?
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Where are you from?
Who are your ancestors?
What are your intentions?
Purpose

1. Learn about updates to the *Dual-Capacity Building Framework for Family-School Partnerships (version 2.0)*
   * Building relational trust

2. Understand the “Four Essential Core Beliefs” of family engagement

3. Hear how schools are changing their family engagement practices by embracing the “five shifts” of Next-Generation Family Engagement

4. Introduce promising practices and resources for forging relationships across perspectives
Defining Family Engagement:
using ORID Focused Conversation Method (part 1)

“Family engagement is a shared responsibility of family members to contribute to a child’s learning and development, and of schools and communities to ensure families have the tools they need to support their children’s success in and out of school.”

~Global Family Research Project

Family Engagement is working with families to “discover the best methods for enabling families, educators, and community practitioners and leaders to join forces, and to be cognizant of the kinds of commitment and support necessary to foster mutual trust and shared responsibility.”

~Joining Together to Create a Bold Vision for Next Generation Family Engagement, 2018

“Family Engagement is a full, equal, and equitable partnership among families, educators and community partners to promote children’s learning and development from birth through college and career.”

~Connecticut Department of Education and Stakeholders
The Dual Capacity-Building Framework for Family-School Partnerships (Version 2.0)

The Challenge

Educators
- Have not been exposed to strong examples of family engagement
- Have received minimal training
- May not see partnership as an essential practice
- May have developed deficit mindsets

Families
- Have not been exposed to strong examples of family engagement
- Have had negative past experiences with schools and educators
- May not feel invited to contribute to their children’s education
- May feel disrespected, unheard, and unvalued
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Essential Conditions

Process conditions
- Relational: built on mutual trust
- Linked to learning and development
- Asset-based
- Culturally responsive and respectful
- Collaborative
- Interactive

Organizational conditions
- Systemic: embraced by leadership across the organization
- Integrated: embedded in all strategies
- Sustained: with resources and infrastructure
Four Essential Core Beliefs of Family Engagement

1. All families have dreams for their children and want the best for them.

2. All families have the capacity to support their children’s learning.

3. Families and school staff are equal partners.

4. The responsibility for cultivating and sustaining partnerships among school, home, and community rests primarily with school staff, especially school leaders.
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Policy and Program Goals

Build and enhance the capacity of educators and families in the “4 C” areas:
- Capabilities (skills + knowledge)
- Connections (networks)
- Cognition (shifts in beliefs and values)
- Confidence (self-efficacy)
Relationship-Based Competencies (RBCs): A set of knowledge, skills, individual practices, and other characteristics, including attributes, behaviors, and actions, that are necessary to be effective in one’s family engagement work.
Why are the RBCs important?

Because they help educators effectively build relational-trust through:

1. Positive Goal-Oriented Relationships
2. Self-Aware and Culturally Responsive Relationships
3. Family Well-Being and Families as Learners
4. Parent-Child Relationships and Families as Lifelong Educators
5. Family Connections to Peers and Community
6. Family Access to Community Resources
7. Leadership and Advocacy
8. Coordinated, Integrated, and Comprehensive Services
Relationship-Based Competencies to Support Family Engagement

**Competency**
2. Self-Aware and Culturally Responsive Relationships

**Professional Practice**
- Respects and responds to the cultures, languages, values, and family structures of each family

**Selected examples – See role-specific resources for more examples**
- Understands that each family has unique strengths and resiliencies
- Reflects on one’s own beliefs, values, experiences, ethics, and biases to enhance self-awareness
- Engages in relationships that are responsive to others’ cultures, languages, and values
Joining Together to Create a Bold Vision for Next-Generation Family Engagement

“Equitable learning pathways are made possible when families are engaged.”

• Five shifts
• Five High-leverage actions
FIVE Shifts of Next Generation Family Engagement

1. Children learn only in school/programs
2. Random acts of family engagement
3. Engagement of some families particularly economically advantaged ones
4. Doing for and to families
5. Mismatched expectations, beliefs and practices held by teachers and families

1. Children learn anywhere, anytime
2. Continuous family engagement that starts early and lasts along a child’s entire learning pathway
3. Shared responsibility and conditions enabling all families and communities to engage meaningfully in their children’s education
4. Actively co-creating opportunities of family engagement with families
5. Changing mindsets, and developing capacity to leverage families’ strengths
Including Perspectives

**melting pot:** implies that immigrants change to fit the society of their new home

**salad bowl:** implies that immigrants retain their cultural identity in their new home

**kaleidoscope:** implies that both the immigrants and society adapt and change
Effective partnerships that support student and school improvement

Educators are empowered to:
- Connect family engagement to learning and development
- Engage families as co-creators
- Honor family funds of knowledge
- Create welcoming cultures

Families engage in diverse roles:
- Co-creators
- Supporters
- Encouragers
- Monitors
- Advocates
- Models
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Post: What do we mean by family engagement?

WORD CLOUD (Audience Participation)
Questions and Discussion

The webinar space is now open for questions and discussion.

Please use the chatbox or click on the raise your hand icon to share your question, observation, or example.
Thank you!

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