# Re-Onboarding for Belonging

Opportunity To Reset or Return?

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## Welcome

Each participant and their whole selves. I welcome your input as well as your interruptions!
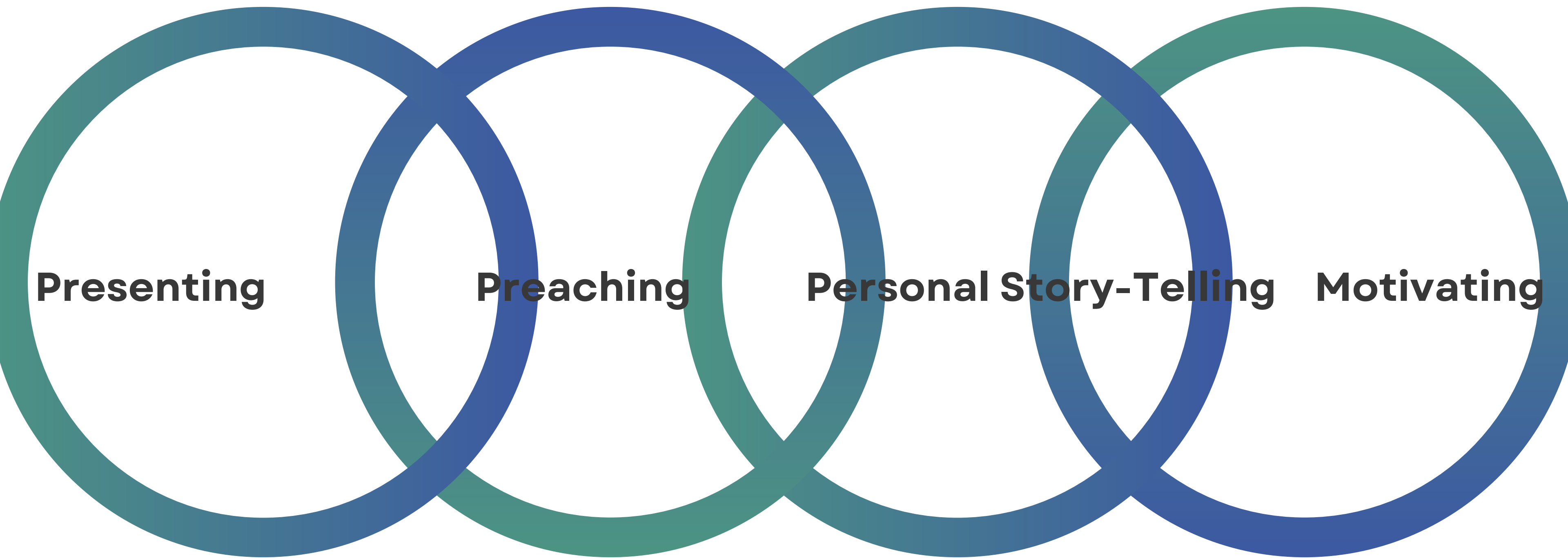
## Honor

SAIS for creating this moment to gather, learn, reflect, share, engage and laugh with one another

## Acknowledge

The School the space given, the space we're on and the good intentions we bring.
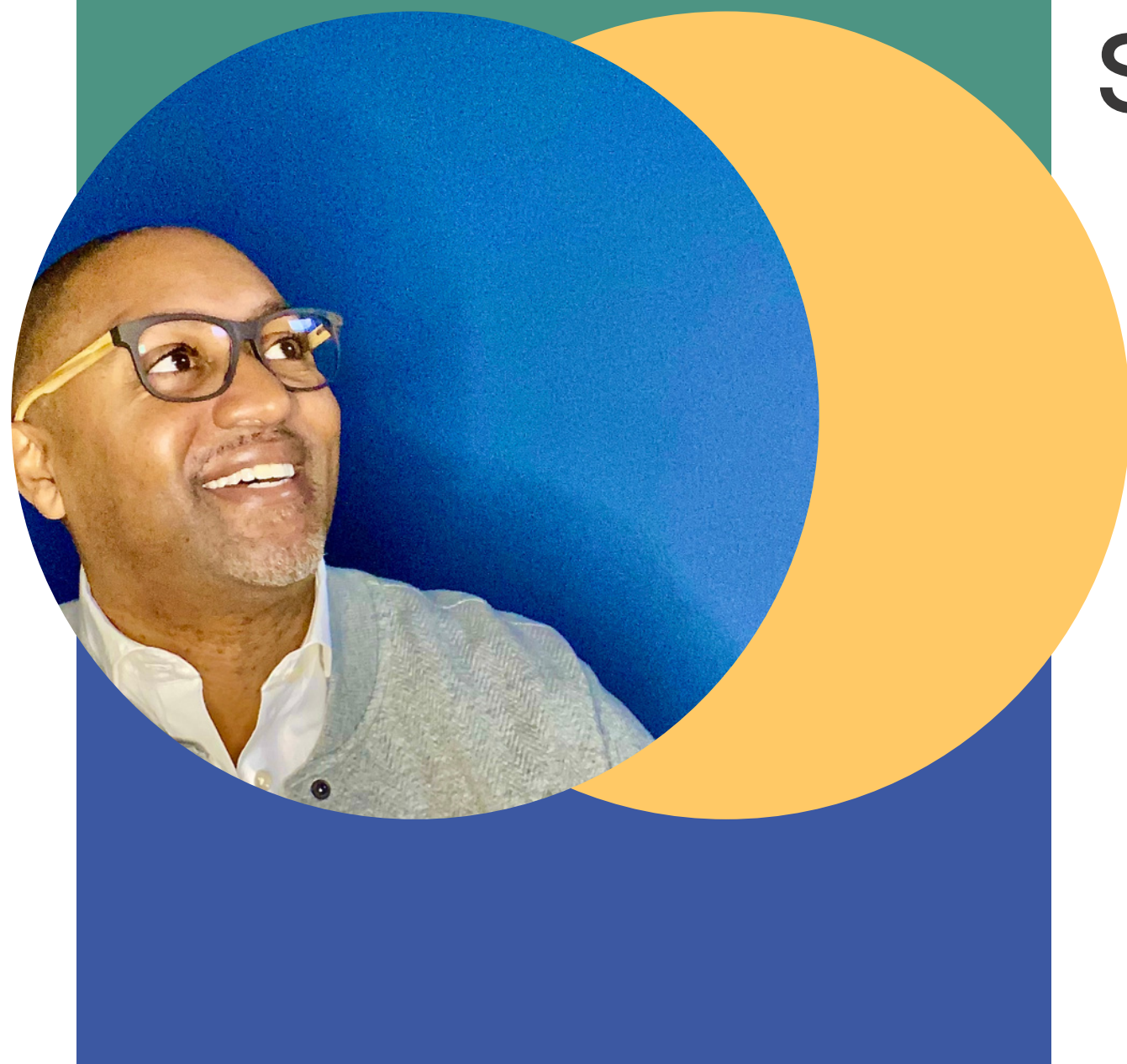
**Presenting**　　**Preaching**　　**Personal Story-Telling**　　**Motivating**

## About the Speaker

# I'm a 25 year independent school leader...

- **Teacher**
- **DEI Director**
- **MS Director**
- **AIMS & ISACS Board Member**
- **SDI Director**
- **Assistant Head (x2)**
- **Consultant & Executive Coach**
- **Podcast Host**

My Approach…

# 5 Key Elements to my consultative approach to DEIJ(B)

→ POWER is at the core

→ Systems are essential

→ Institutional Behavior is as important as individual behavior

→ School is messy…So is DEI

→ Concurrent walk…Awareness, Integration, Institutionalization

# Where are we goin' today...

Information & Interruption
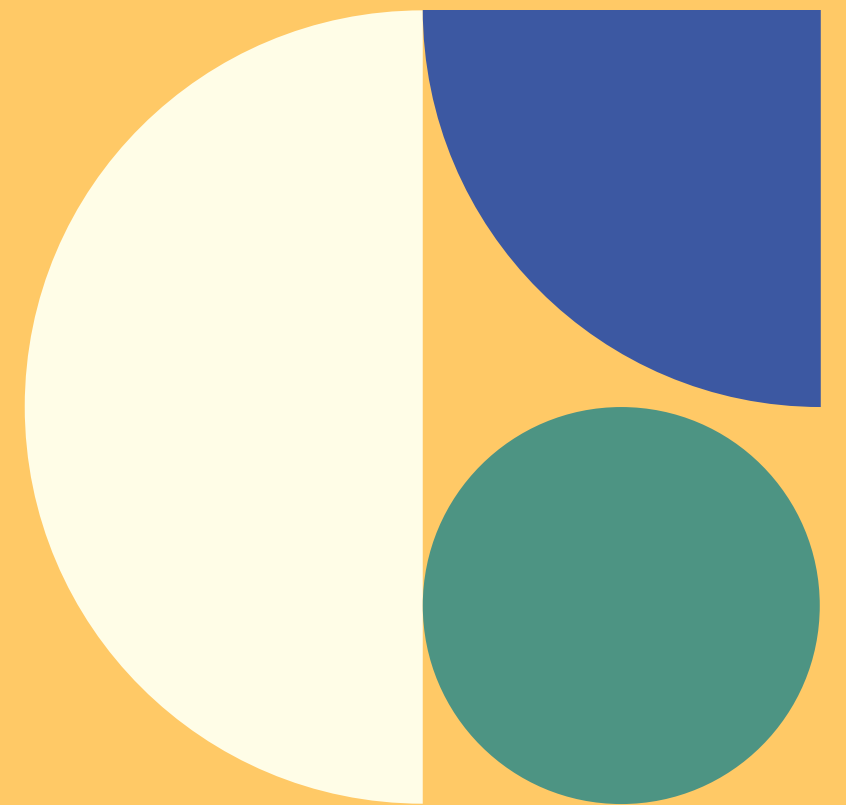
**01**

A little audience engagement

**02**

A brief tour of the DEI arc in independent schools

**03**

A look at the opportunity of on-boarding

**04**

Some robust Q&A

# START

What do you wish independent schools would start doing?

# STOP

What do you wish independent schools would stop doing?.

# CONTINUE
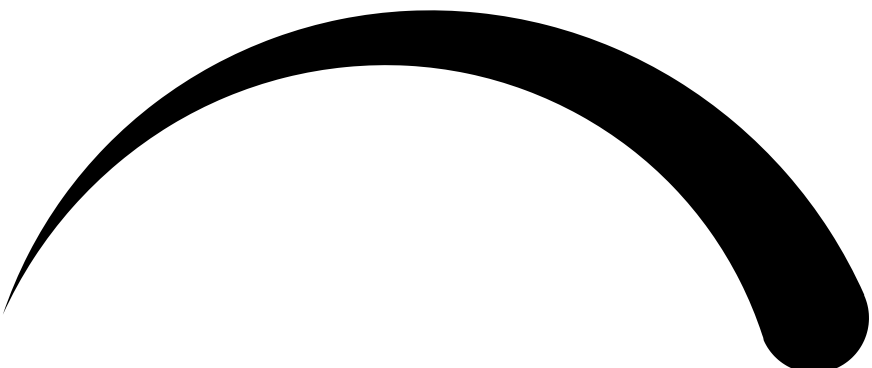
What do you wish independent schools would continue doing?

# The DEI Arc in Independent Schools

## We wanna be diverse

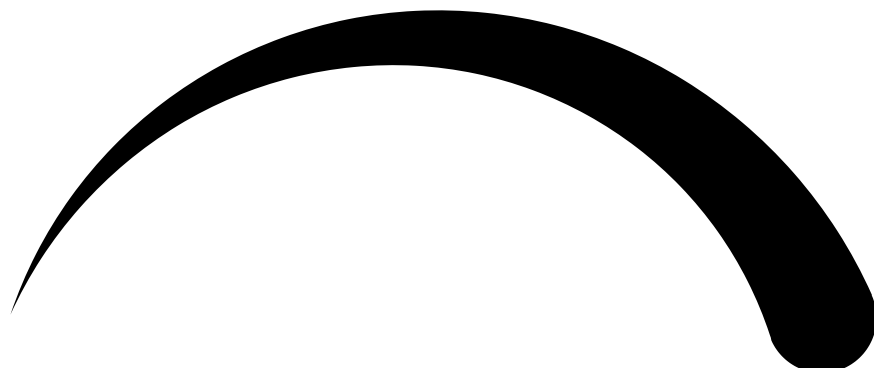We have an interest in including more brown and black faces in the community

## We wanna be inclusive

We have a cultural/societal obligation to be a school representing a host of differences

## We wanna be anti-___

There is a pedagogical need to de-center dominant voices, stories, perspectives and expectations

## We wanna exhibit belonging

We want everyone to feel that they have a kinship to the school
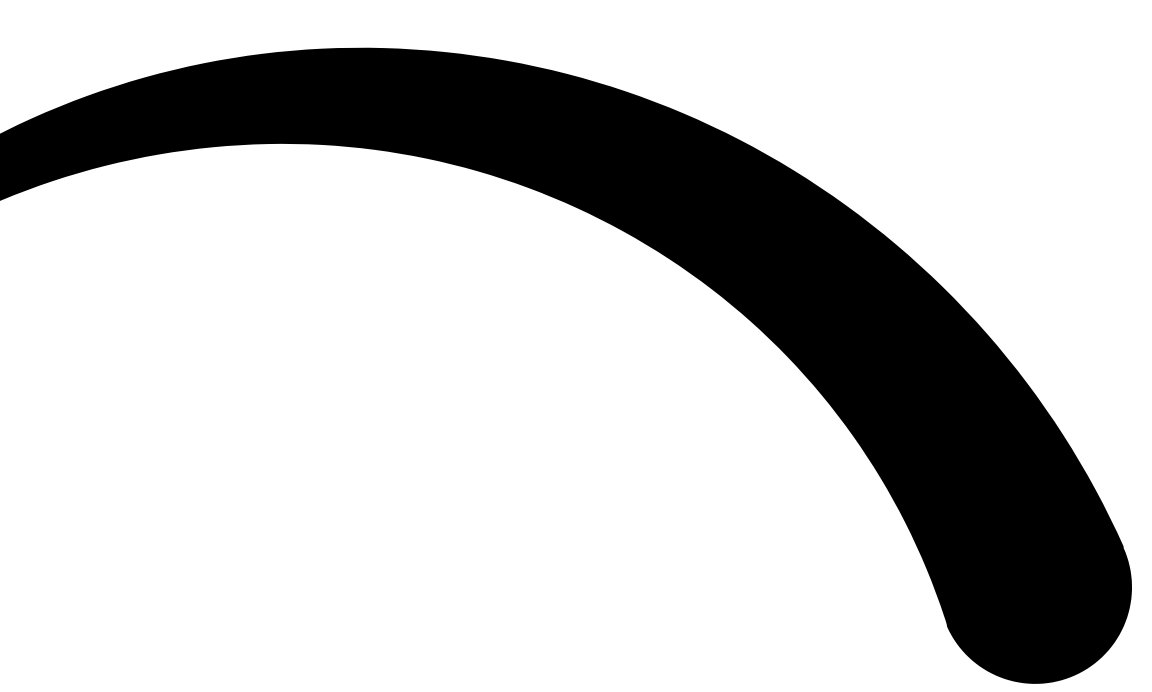
# BELONGING

**AW**

The intrinsic belief that this place is...

# BELONGING

....with you

...for you

...of you

Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.

How will we ensure belonging?
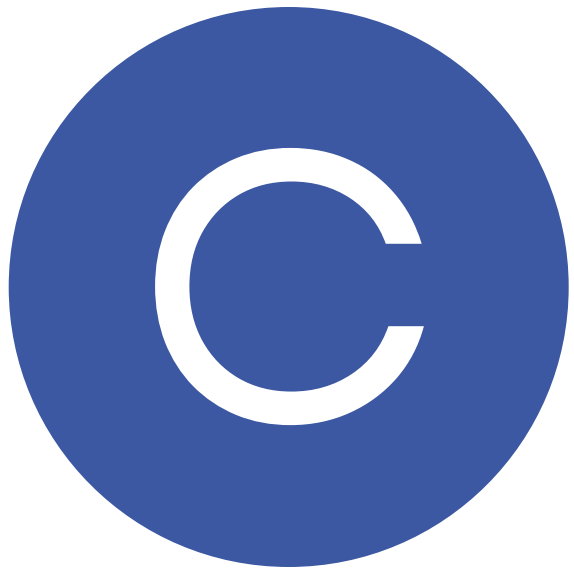
# Re-Onboarding for Belonging

Reset or Return?

Describe the typical ON-BOARDING process...

# Purpose of On-Boarding

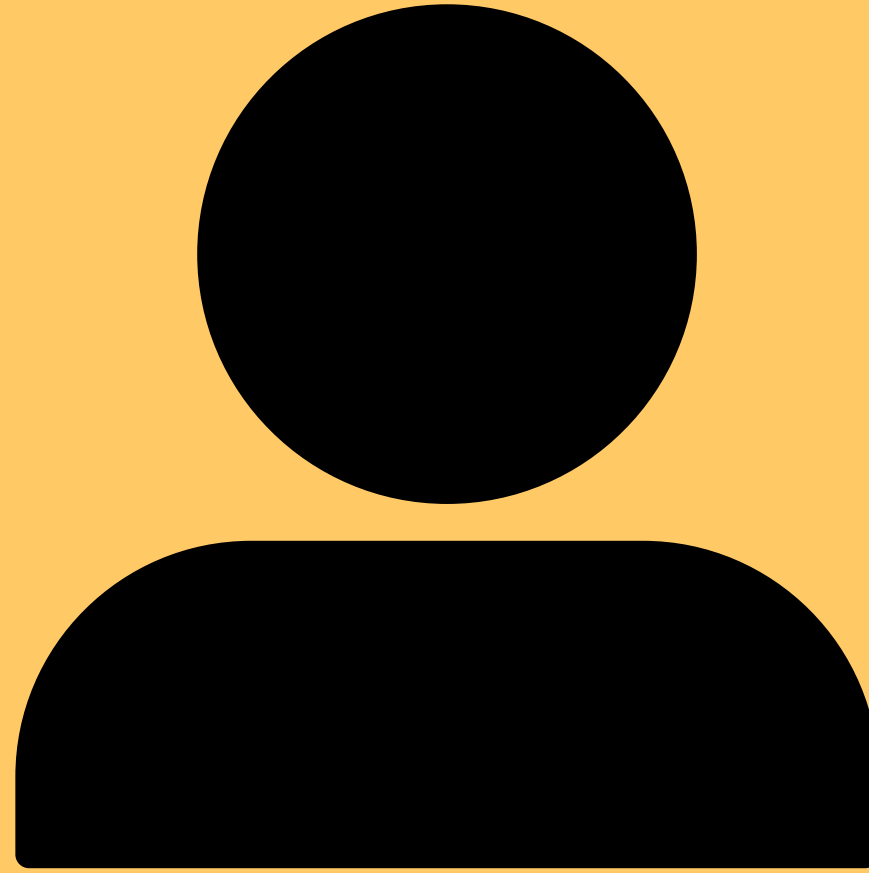**C** COMPLIANCE

**R** RETENTION

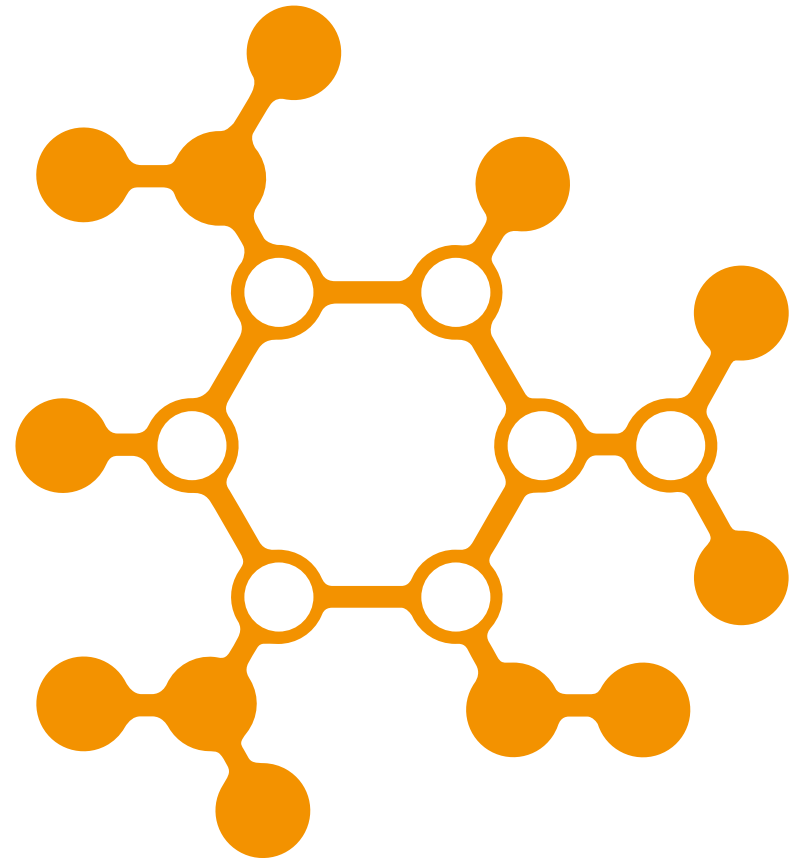**P** PRODUCTIVITY

**E** SETTING EXPECTATIONS

Tools

You

Productivity

**TRADITIONAL
ON-BOARDING**

# Bonds

# Roots

# Fruit

AW

The intrinsic belief that this place is...

BELONGING

....with you

...for you

...of you

Harvard
Business
Review

Leadership And Managing People

# It's Time to Re-Onboard Everyone

by Liz Fosslien

August 16, 2021

## Take Aways...

1. Culture...Norms, Productivity/Capital, Unique perspectives within the organization

2. Individuality...Serving the individual's transition

3. Connection...to the team and the place first...job second...Get to know people, while doing your job
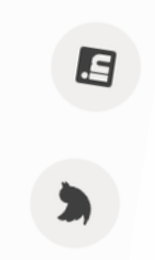
nboarding A New Employee? 15 Tips To Make The Process More Efficient

Expert Panel® Forbes Councils Member
Forbes Coaches Council
COUNCIL POST | Membership

Entrepreneur

Tips for Effectively Onboarding and Training New Hires

ith solid systems and clear expectations in place, you can make onboarding and aining new hires a stress-free experience.

How To Successfully Onboard Steps (With Tips)

Indeed Editorial Team
dated March 30, 2022 | Published

LEADERSHIP

Onboarding A New Employee? 15 Tips To Mak The Process More Efficien

Expert Panel® Forbes Councils Member
Forbes Coaches Council
COUNCIL POST | Membership (Fee-Based)

11+ Steps in the Employee Onboarding Process

8 Tips to Help Successfully Onboard New Employees

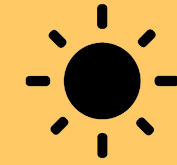# The Irony: Metropolitan Country Day School

# The Country Day Model

**Community Structure (Mom & Pop, Old House Basement)**
   a. Relationship: Friends and Family
   b. Come as you are do what you want to do
   c. Money in, money out

**Casual non-profit business entity**
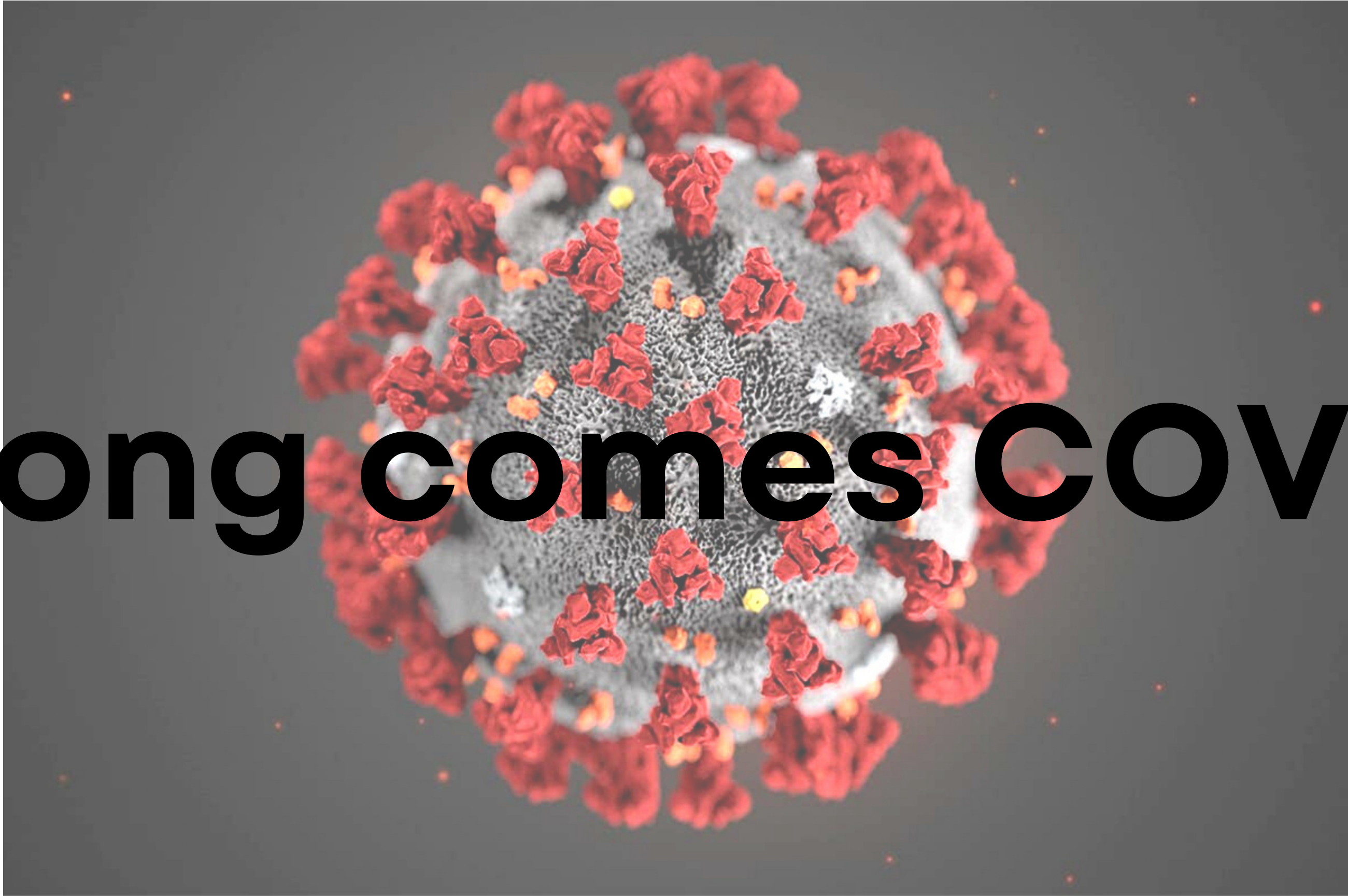   a. Qualifications
   b. Wrestling w/ Standards
   c. Open to Associations

**Business Structure w/ Community Posture**
   a. Risk Management
   b. ROI
   c. Myriad other external guidelines/requirements

Along comes COVID

# SY 2019-2020

This is weird but let's do what we can to keep things routine until we know more

# SY 2020-2021

This is really serious. We don't know what to do day-to-day or long-term but let's keep the doors in some way...#ZoomLearning
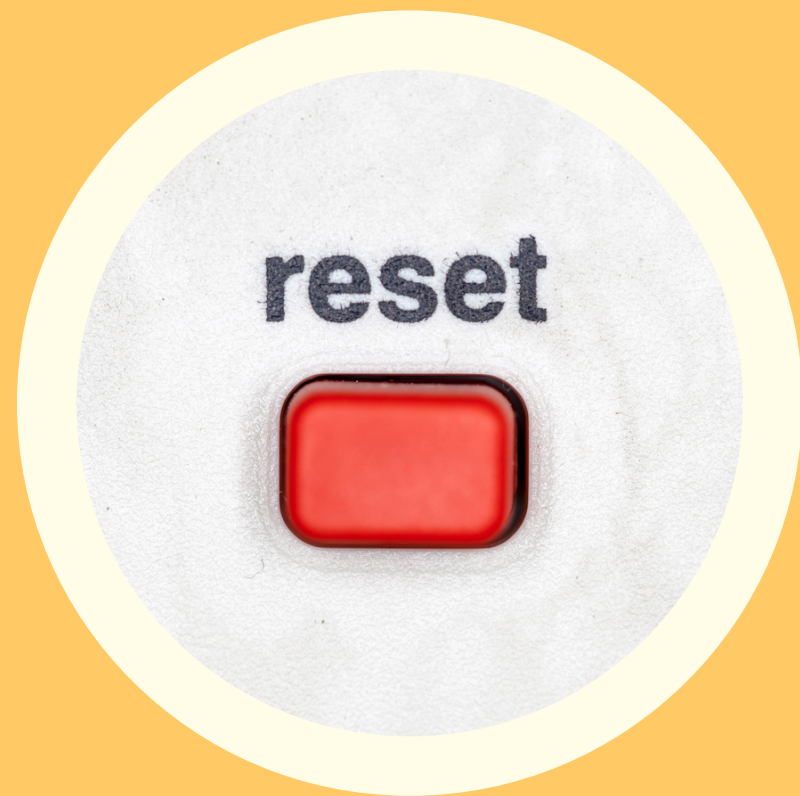
# SY 2021-2022

WOW! we were so close to a normal year. Glad it's subsiding but I know next year will be back to normal

# SY 2022-2023

FINALLY! A normal year. We can do what we used to do and be what we used to be!

# Return or Reset?
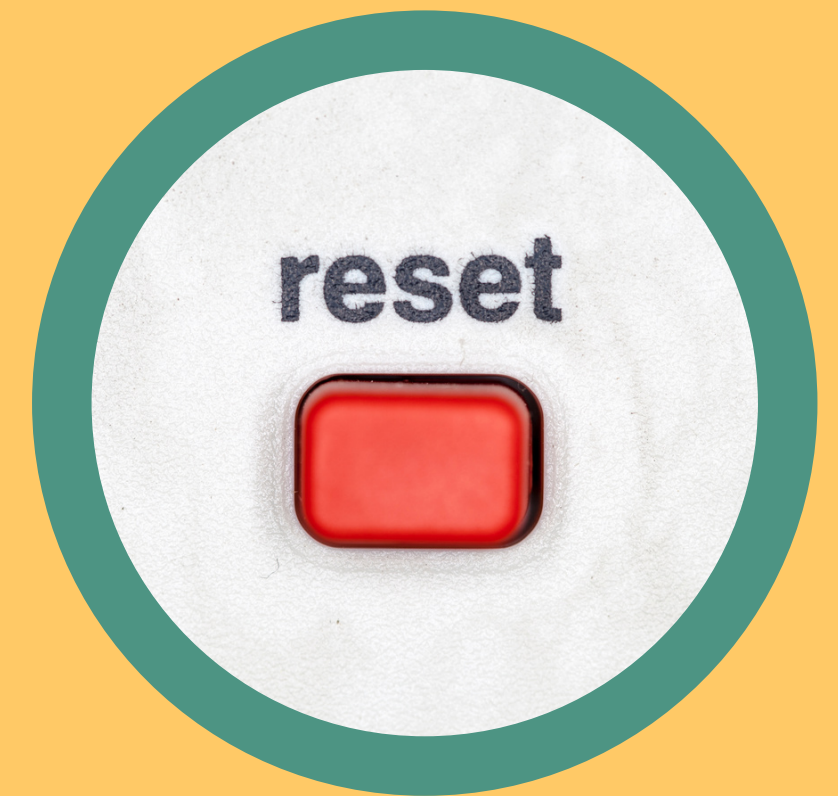
# Let's cast a new employee/employer covenant!

**Let's Change the Preoccupation with Community vs Devotion to People**

**Active researchers vs. episodic reactors**

- Diagnosing "Why" we see it vs. Reporting on "What" we saw

**Take Time and design meaningful touchpoints**

## A new Organizational Posture

- Here is your ____ that you need to do your job
- Here is how you find belonging

## A new Inter-Group Posture

- Here is what we're for/against...
- Here is what you can expect from us

## A new Inter-Personal Posture

- Here is what I am willing to do
- Here is how we can develop relationship

# What Would it be like if...

## 01
The academic year for adults starts like the first 6 weeks of School where culture, routines, community and relationship is a singular focus

## 02
On-boarding lasts all year long. Not with simple check-ins but with intentional relationship work.

## 03
How do we listen and respond to the things that are hard about our culture?

## 04
How do we take advantage of the chance to sunset some cultural elements?
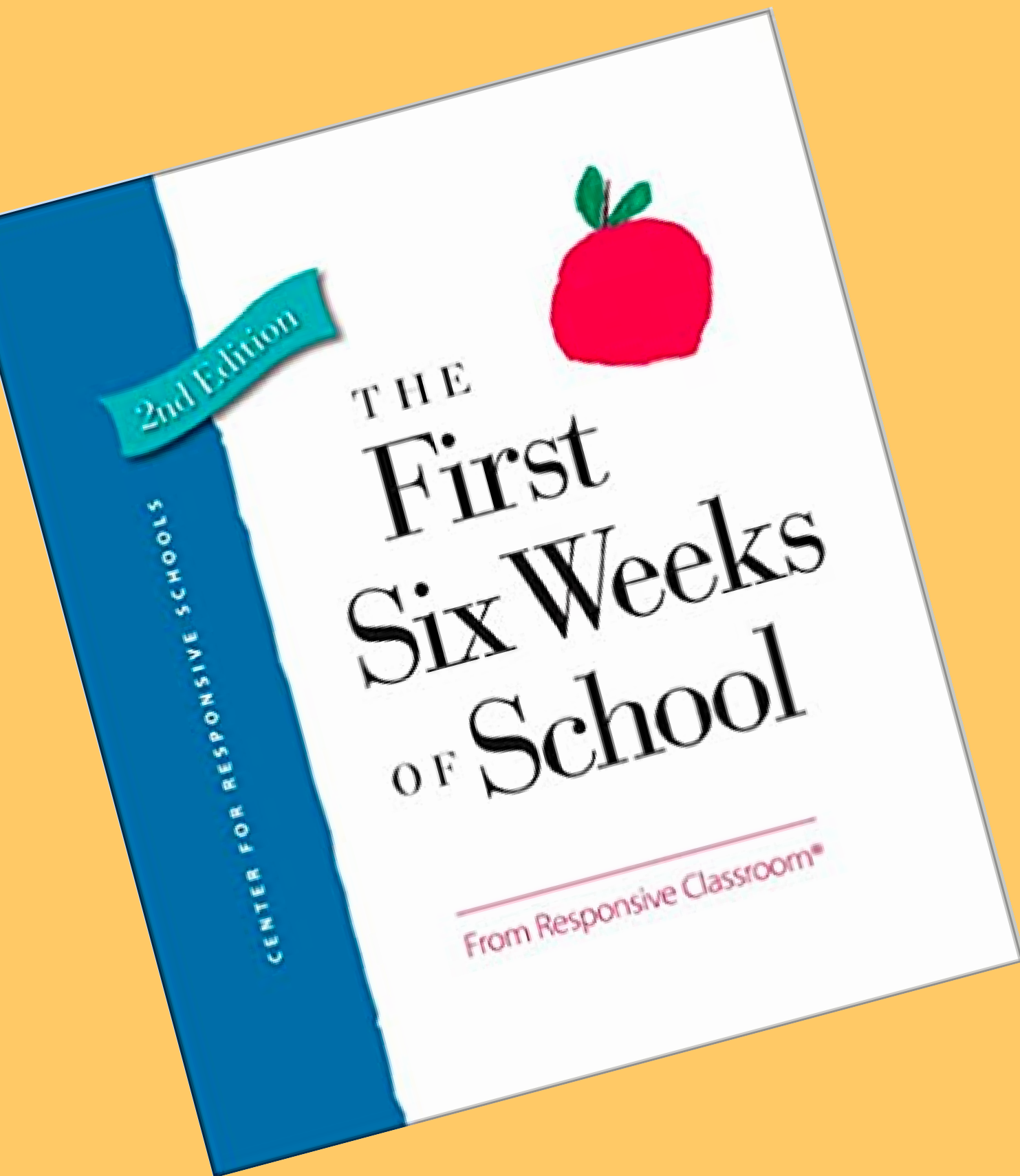
## 05
Will schools RESET for everyone's sake or will they be intoxicated with "...back to normal"?

## 06
Level-setting gives way to cultivating...
- Level-setting promotes equality... everyone has the same +/-
- Cultivating allows for equity... everyone gets what they individually need

**2nd Edition**

T H E

# First Six Weeks of School

CENTER FOR RESPONSIVE SCHOOLS

From Responsive Classroom®

- Create a climate and tone of warmth and safety.

- Teach the schedule and routines of the school day and our expectations for behavior in each of them

- Introduce students to the physical environment and the materials of the classroom and the school, and teach students how to use and care for them.

- Establish expectations about ways we will learn together in the year ahead

# Let's Discuss

Within the DEIJ(B) space, what do you love about independent schools?