

Dismantling Oppressive Systems and Disrupting Disproportionality with the

New 3 R's of Applied Educational Neuroscience May 18, 2023



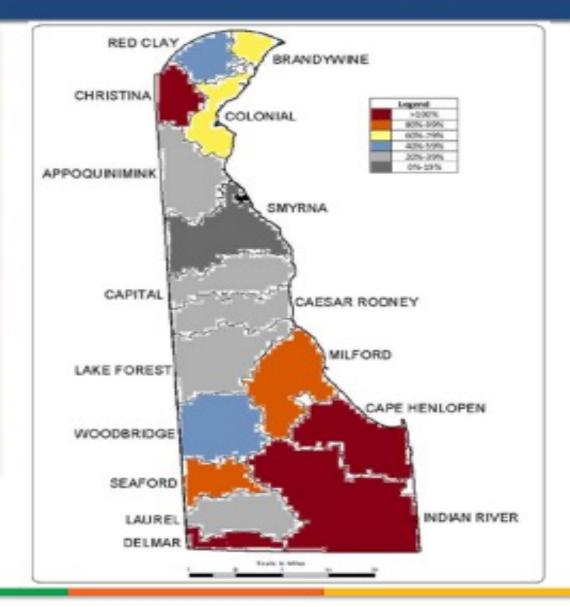


Building a Culture of Care with Integrated Supports









Delaware Developmental Framework

TRAUMA AWARE

TRAUMA SENSITIVE

TRAUMA RESPONSIVE

TRAUMA INFORMED

Staff understand the term "trauma" and how it can change the way they view and interact with others.

Workplace safety is a priority and the workplace considers both physical and mental health. Organization values a traumainformed lens and identifies trauma and resilience in policies.

Trauma training is institutionalized for all staff.

Staff feel supported and understood in the workplace. Staff applies knowledge of trauma and resilience in work.

Staff utilizes language that supports safety, choice, collaboration, trustworthiness, and empowerment. Entire staff is skilled in using trauma-informed practices.

Individuals outside the organization understand that trauma and resilience are at the center of our mission.

Change process framework adapted by the Philadelphia ACE Task Force from the Missouri Model: A Development Framework for Trauma Informed.

CAPACITY BUILDING PROGRESSION FOR TRAUMA-INFORMED SCHOOLS

Book Study

Help for Billy
All Learning is Social Emotional
Roadmap to Responsibility
Cultivating Mindfulness in the
Classroom
There Are No Children Here

Trauma-Aware

- All understand the term "trauma" and how it can change the view and interactions with others
- All familiar with the basics of trauma and the values and terminology of trauma-informed care.

Trainings

All Learning is Social & Emotional:
Leveraging SEL to Design Instructional
Experiences
Creating a Culture of Care
Delaware Social & Emotional Learning
Collaborative Quarterly Meeting
Trauma Awareness Training with the
Brain Architecture Game

Book Study

The Trauma-Sensitive Classroom Relationships, Regulation, and Responsibility Better Than Carrots and Sticks: Restarative Practices for Positive Classroom Management

Trauma-Sensitive

- Concepts and values of trauma & resilience are applied to policies & theory of change for environment & work.
- Professional learning is institutionalized with strategic planning.
- Self-care becomes a priority.
- Educators begin to see students through a trauma lens seek opportunities to learn new resilience.

Trainings

Analysis to Action Learning Series Beyond Consequences Institute Classroom 180: Advanced Trauma Bootcamp Neuro Logic Trauma-informed Classrooms

Book Study

The Body Keeps the Score
Permission
The School Discipline Fix
Mindfulness Proctices: Cultivoting
Heart Centered Communities Where
Students Focus & Flourish
White Fragility

Trauma-Responsive

- Staff applies knowledge of trauma & resilience in their work, re-thinking routines & infrastructure of the organization. Staff uses language that supports safety, choice, collaboration, trustworthiness, and empowerment.
- Trauma-specific interventions are available for those who need them.
- Meeting the Increased Need for Mental Health Supports with Trauma Responsive Practices
- ✓ Trauma Responsive Education Practices (TREP) Modules.
- Trauma Responsive Schools Implementation Assessments (TRS-IA)

Trainings

Meeting Increased Need for Mental Health Supports with Trauma Responsive Practices

Trauma Responsive Educational Practices (TREP) Modules

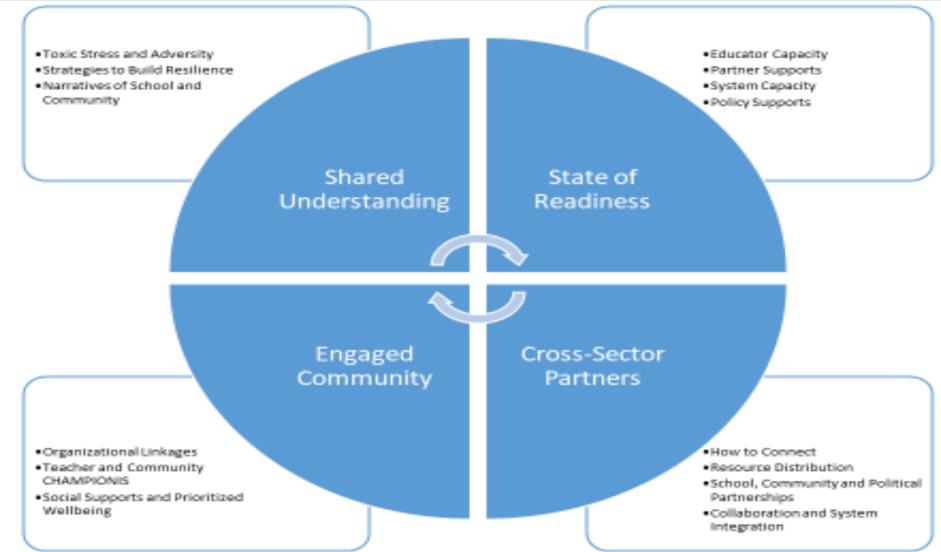
Trauma Responsive Schools Implementation Assessment (TRS-IA)

Trauma-Informed

- Compassionate organization with trauma-responsive values & practices as the norm.
- All aspects of the organizations have been reviewed and revised to reflect supportive approaches that foster physical emotional, & psychological safety.
- All staff are skilled in using traumainformed practices.
- Values are thoroughly embedded in the vision & mission.

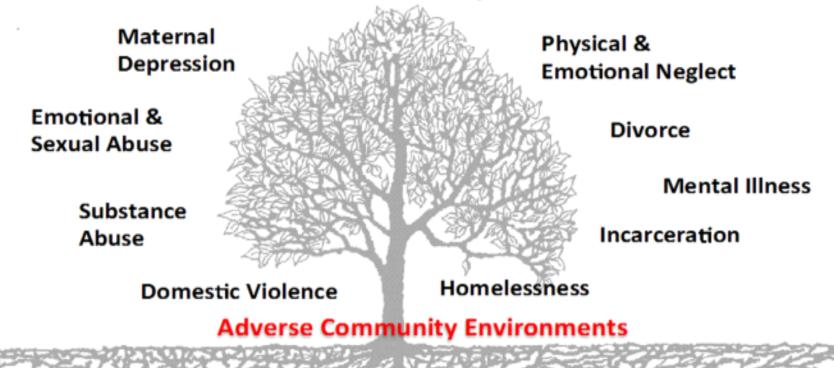


COMMUNITY RESILIENCE



The Pair of ACEs

Adverse Childhood Experiences



Poverty

Violence

Discrimination

Poor Housing Quality &

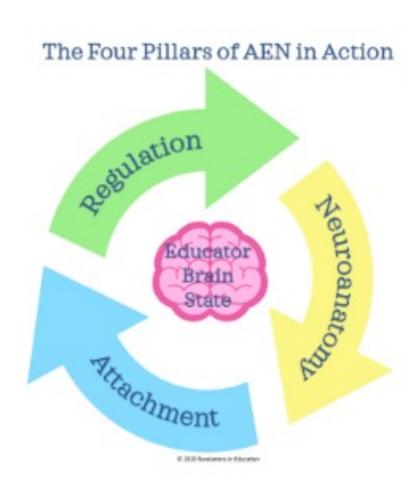
Community Disruption

Lack of Opportunity, Economic Mobility & Social Capital

Affordability



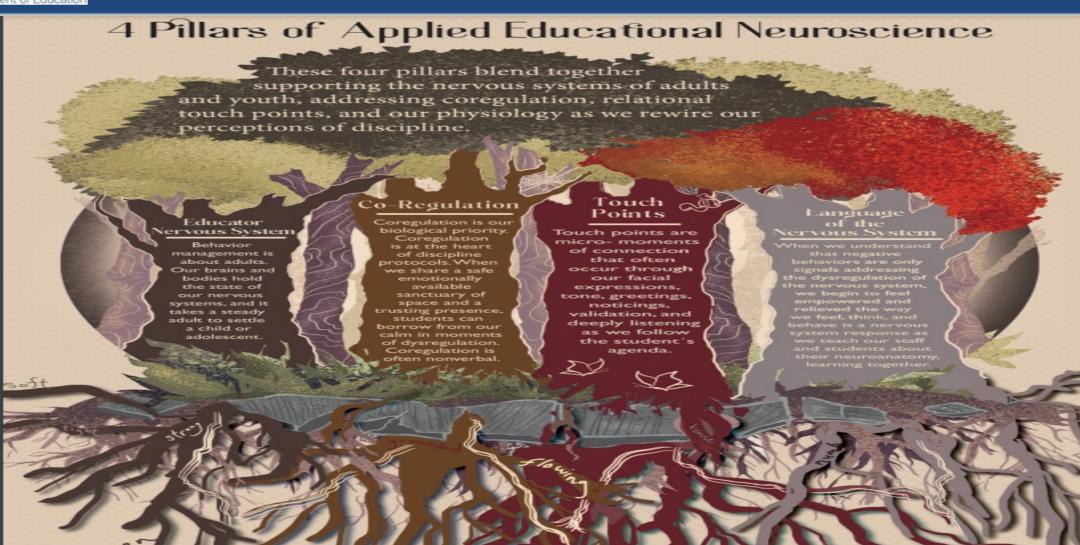
The NEW 3R's



- Prioritize educator brain and body states.
- Co-regulation as a conduit for safe and supportive environments where students experience physical, emotional, and psychological safety.
- Touchpoints and micro-moments of interaction that cultivate trust-based relationships and increase opportunities for positive childhood experiences.
- Teaching students and staff about their brain and body states.



R1: Reimagining Regulation





R2: Reimagining Relationships

Resiliency Building Experiences

Buffering Relationships

Feels Loved by Parent(s) or Primary
Caregiver
Supportive Family Relationships
Supportive Community
Relationships
Parent(s) or Primary Caregiver Enjoy
Playing with Child
Relatives Provide Support When
Sad or Worried
Caring Neighbors or Family
Friends
Support from Teacher, Coach, Youth



Family Cares about Child's School Work and Performance Family, Neighbors, and Friends Talk About Making Lives Better Rules, Structure, and Expectations in Household Someone Trusted to Talk to When Feeling Bad Adults Who Notice Child's Strengths and Accomplishments Sense of Independence Positive Outlook on Life

Positive Community Environments

Available, Affordable Quality
Housing
No Racism or Discrimination
Clean and Safe Physical
Environment
Access to
Educational Opportunities
High Sense of Collective Political and
Social Efficacy

Leader, or Minister



Lots of Opportunity and Economic Mobility Quality Transportation Services or System Cohesive Social Networks and Trust Access to Healthy Products and Foods Employment Opportunities



R3: Reimagining Relationships

(c) Jenn Haak 2022 APPLIED EDUCATIONAL NEUROSCIENCE TIERED SUPPORTS What Tier 3 experiences does this Brain state and/or student polyvagal tracker and reflection tool need? Structured breaks Referral to counselor How may I or behavior support serve you? . REGULATE Tier 2 How may I serve you? Dual brain sheets Parent interview Give two acceptable 2. RELATE 2 x 10, 1 x 10 choices Mediation Student names or Ask for forgiveness 3. REASON draws their Repair relationship sensation(s) Student assigns educator homework Accommodations What experiences does this through ACEs lens student need? Use of anchor item Dual brain sheet reflection and Amygdala reset area implementation Brain-aligned bell work Track polyvagal states Community building morning meetings Anchor walls Anchor items Attachment touch points in routines and Tier 1 Sensation walls procedures Educator brain state care plan Proactive and positive family engagement Growth mindset language AEN/SEL classroom jobs Focused attention practices Greet each student warmly by name Breathing strategies Positive referral forms End each day with glimmers or gratitudes Teach neuroanatomy



Equity Alignment and Coherence





Shared Agreements for Sustainability and Impact



- Advocate for policies that will grow a culture of wellness for training and retaining a healthy, brain-aligned workforce.
- Exercise strategies of continuous improvement in reviewing systems, data, and practices through an equity lens.
- Nurture an understanding of the nervous system, including mechanisms for managing stress as well as trauma healing and recovery.
- Build social competence and mental health literacy skills for all to maximize agency, voice, and choice in learning spaces.
- Facilitate trust-based relationships as a protective factor and to increase access to support during times of distress.



Stay Connected

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#DEWholeChild

#ProjectTHRIVE