

ReflectActions for Schools

Creating Inclusive South African Schools

A day of Reflection and Learning for all staff on what it means to actively create schools where everyone feels they belong

“Very interesting, informative. Logically eye-opening, logically obvious conversations. Very necessary in this society and time. Non-confrontational but honest. An uncomfortable topic made very comfortable.”



What teachers and principals have said...

"Awesome workshop. It touched on important issues - bias, transformation, racism, etc. Highlighted the importance of understanding one's culture. Encouraged interaction amongst ourselves as educators and also interact with the learners. Exciting and interesting. I enjoyed every second of this session."

"The entire Implicit Bias workshop, was thoroughly enjoying and captivating from the start to the end. It was thought-provoking and I enjoyed interacting with staff that I don't interact with on a daily basis."

"This was an exceptionally helpful workshop. I found it essential to the running of this school. Many people have things that they don't say and it was great to hear these things so that we can start addressing them. I have already been spreading my seating positions in the staff room."

"The workshop opened up something that I have been aware of for a while but dismissed and did not realise the intensity of - the feeling of exclusion by staff members, the feeling that they are not heard. I learnt a lot and had to lean into the uncomfortable because dismissing what I did not want to acknowledge does not make it go away."

"The facilitators were sensitive to the needs of the group and created a programme which included activities so that those present could engage and reflect deeply on their personal choices and behaviours in a non-threatening and inclusive way. They provided practical ways to begin the personal change."

"The interactive nature of the workshop using effective teaching methodologies that teachers could also use in their classes was highly valuable. The power of listening was highlighted in the ABC group exercise. Dylan and Roy were superb facilitators challenging us and steering us in a powerful and meaningful way to personal and professional awareness."

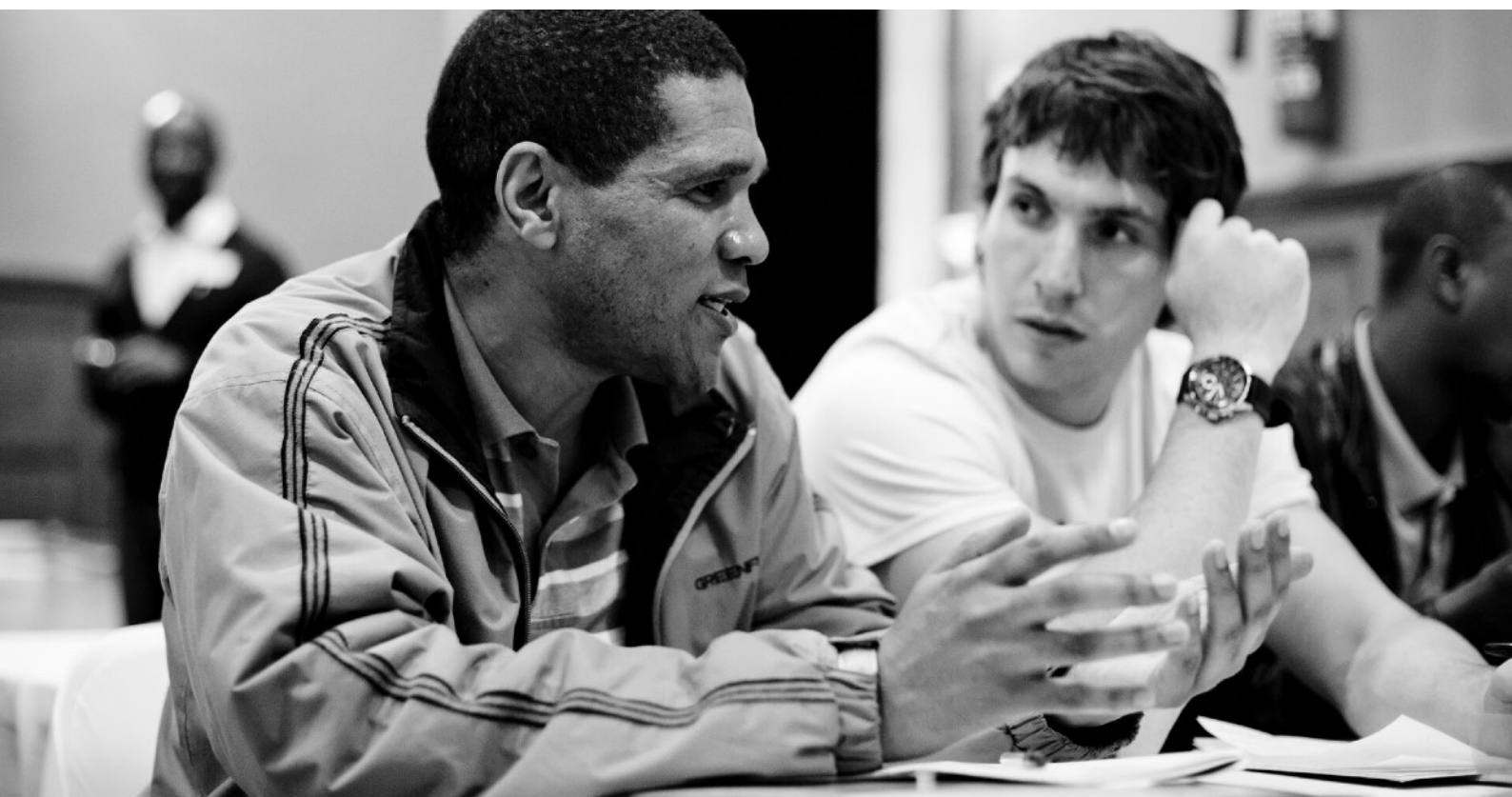
"I loved the workshop and felt it addressed fundamental issues that we as teachers need to reflect on so we are self aware and prepared to engage in conversations around transformation. For myself, I work on creating safe spaces for girls in my History classroom but loved the idea that they should also be 'challenging' safe spaces. The workshop also reminded me of the incredible power and responsibility we carry as teachers to be mindful of what we say and do."

Recent protests in schools and discussions around race and diversity

across South Africa have called on principals, management teams, teachers, learners and governing bodies to begin an honest reflection on the environments we have created for young people to learn in.

- *What are the implicit and unconscious biases we as staff hold that are shaping our school cultures and impacting on the learning environments we seek to create?*
- *Are the structures, codes of conduct and behaviours in our schools truly nurturing inclusive environments where each young person feels seen and valued for who they are?*
- *Are we creating emotionally literate environments where our teachers have the skills to recognise their own biases and the feelings of marginalisation that some learners feel in schools?*
- *Are our schools, as they are presently, really preparing our learners to navigate a world that is increasingly diverse?*

These are some of the questions we will begin to explore during the ReflectAction.



ReflectActions for Schools

The ReflectAction is an interactive day of reflection and learning for all the staff at schools. The ReflectAction explores solutions so that we all leave with some concrete actions that can be implemented to supported.

The overall aim of the ReflectAction is to help schools see the current conversations around diversity in schools as potentially transformative moments in which truly inclusive and emotionally literate learning environments can be created. It is a day for staff to all have common conversation where differing views are spoken and heard.

The key focus:

- reflecting on who we are as teachers - our **identity and practice**
- exploring the impact that **Implicit or Unconscious Bias** has on us as educators, how this plays out in our schools and what we can do about it
- understanding who we teach for a diverse world

Between October 2016 and April 2017 we have facilitated 10 ReflectActions across the country - five of these have been with the schools' full staff component.

After the ReflectAction

Following the full-staff ReflectAction we propose a focussed intervention with the school SMT. Teachers will also have access to online resources and support to support their next steps after the ReflectAction.



The programme is based on the work of Facing History and Ourselves

Facing History and Ourselves is an international organisation with 40 years of experience in providing learning and support to teachers and school leaders to create safe and inclusive schools that nurture active, compassionate and democratic citizens. Since 2003, Shikaya, a South African education transformation organisation, has managed and implemented the South African chapter of Facing History and Ourselves. Through the local project, Facing the Past - Transforming our Future, Shikaya has supported teachers and school leaders across South Africa and created resources that have been distributed to most of the country's 27 000 schools. Through follow-up workshops, events and innovative online learning tools, resources and courses on Facinghistory.org, teachers and school leaders are provided with on-going support in creating safe, caring and inclusive schools. Visit www.facinghistory.org and shikaya.org

Facilitating the ReflectActions

The ReflectAction is designed and facilitated by Roy Hellenberg and Dylan Wray.



Roy Hellenberg is the Deputy Principal at Durban High School where he has been leading the implementation of CQ through staff development for the last two years. Before this, Roy was the Head of Civic Engagement at Rondebosch Boys High School. This portfolio sought to instil in the boys who attend the school a sense of caring for society at large and to assist in developing an understanding of equality through ensuring that the school is an accurate reflection of

the multi-cultural society it represents. He has designed and facilitated numerous teacher support workshops and interventions both nationally and internationally.



Dylan Wray is the Executive Director of Shikaya. He has managed Facing the Past for the last 15 years. He has developed, managed and implemented numerous school development and teacher support courses, programmes and conferences that have aimed to help schools become more caring and inclusive. He recently developed and facilitated a national school leadership workshop series for over 500 school leaders from every Province. He has worked globally in support of teachers working to

create safe, caring and inclusive schools and recently began supporting staff and learners from five schools in response to the current school protests.

Cost

The cost per head** for the full-day ReflectAction is R700 per person.

This includes:

- Planning and Facilitation (two facilitators)
- Facilitator travel and accommodation
- Resource Manuals, Reflection Journals and Workshop Folders and pens
- Online support and resources (including online workshops and webinars) after the ReflectAction

Schools provide the venue and refreshments.

Where it is requested, we are able to quote for a venue off campus as well as catering needs.

** The cost per head is worked out at a minimum of 80 participants. Between 100-120 participants the cost per head is discounted to R600 per person.

For more information please contact

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