

Engaging through Empathy

Cecilia Curry, Global Studies Teacher Rolling Knolls Elementary School AACPS

Raven Harris, AP Meade Middle School AACPS

Robin Yun, AP Rippling Woods Elementary School AACPS

Tiara Colbert, AP North County High School AACPS

Agenda

- Norms
- Empathy in AACPS
- 3 Dots Simulation
- What is Empathy? Why is it important?
- Engaging through Empathy
- Reflection

Norms

- Honest and Open
- Lean In When There is Discomfort
- If You Wonder, Ask
- Be Fully Present
- Listen For Understanding

Pay Attention to Your Triggers



YOUR HEART
BEAT



TAKE NOTES



ENVISION A
PERSON OR IDEA



DRYNESS IN YOUR
MOUTH



THOUGHTS

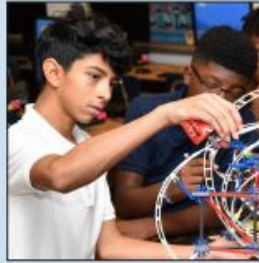


WHEN YOU
DISCONNECT



LUMP IN YOUR
THROAT

Anne Arundel County Public Schools



Belong.
Grow.
Succeed.

Post-Entry Plan | Mark T. Bedell Ed.D., *Superintendent of Schools*
Spring, 2023

AACPS Superintendent Dr. Mark Bedell's Post Entry Plan 2023

We have a
responsibility as a
school district and,
just as importantly, as
a community, to make
sure that every single
one of our kids grows
socially, emotionally,
and academically.

I want for every single one of our
students...a first-class, world-class
education where every student can see
themselves through a resiliency lens
and...feel like they belong.



ANNE ARUNDEL
COUNTY PUBLIC SCHOOLS

Code Of Maryland Regulations (COMAR)

MARYLAND EDUCATIONAL EQUITY GUIDEBOOK



Why does Maryland focus on equity in education?

One of the fundamental requisites of Code of Maryland Regulations (COMAR) 13A.01.06, Educational Equity, is that local school systems (LSSs) develop policies and regulations that reflect the requirements laid out in the State Board regulations. This Guide includes educational equity focus areas and actions that will assist in creating or revising local policies and regulations. Stakeholder input is critical during the development and implementation of the policies and regulations. LSSs should use their local policy format to develop a policy that is customized for their communities. Policies may include purpose statement(s), definitions, goals and outcomes, and procedures for evaluation and reporting. Tools for policy development include the needs assessment aligned to the Local ESSA Consolidated Strategic Plan and disaggregated state and local data. COMAR requires review of the LSS policy every three years.

AACPS Educational Equity Policy & Regulations

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POLICY

BOARD OF EDUCATION
OF ANNE ARUNDEL COUNTY

Related Entries: JCCA, JCCA-RA, JO, JO-RA

Responsible Office: OFFICE OF EQUITY & ACCELERATED STUDENT ACHIEVEMENT, DIVISION OF CURRICULUM AND INSTRUCTION, DIVISION OF STUDENT SUPPORT SERVICES, DIVISION OF HUMAN RESOURCES

EDUCATIONAL EQUITY

A. PURPOSE

To establish an educational equity policy to ensure that Anne Arundel County Public Schools (AACPS) has the procedures and best practices in place to provide for educational equity and eliminate obstacles to accessing educational opportunities for all AACPS students.

B. ISSUE

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REGULATION

ANNE ARUNDEL COUNTY
PUBLIC SCHOOLS

Related Entries: JCCA, JCCA-RA, JO, JO-RA

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EDUCATIONAL EQUITY

A. PURPOSE

To identify the procedures and best practices in place to provide for educational equity and eliminate obstacles to accessing educational opportunities for all Anne Arundel County Public Schools (AACPS) students, enrich their educational career, and prepare them for academic and career success.

3 Dots Simulation

Instructions: Pretend you are at a party where you have 5 minutes to make meaningful connections with at least 8 “important” people.

- **GREEN** sticker people are very interesting, key contacts (+). Try and talk with green sticker people as long as you can, and ask lots of questions with which to gather information.
- All the **RED** sticker people are to be avoided (-). Be polite, but they are just not worth your time. Leave them quickly or as soon as you have exchanged names.
- All the **YELLOW** sticker people are neutral (+/-). You can exchange names and chat for a while, but will want to move toward the green people.

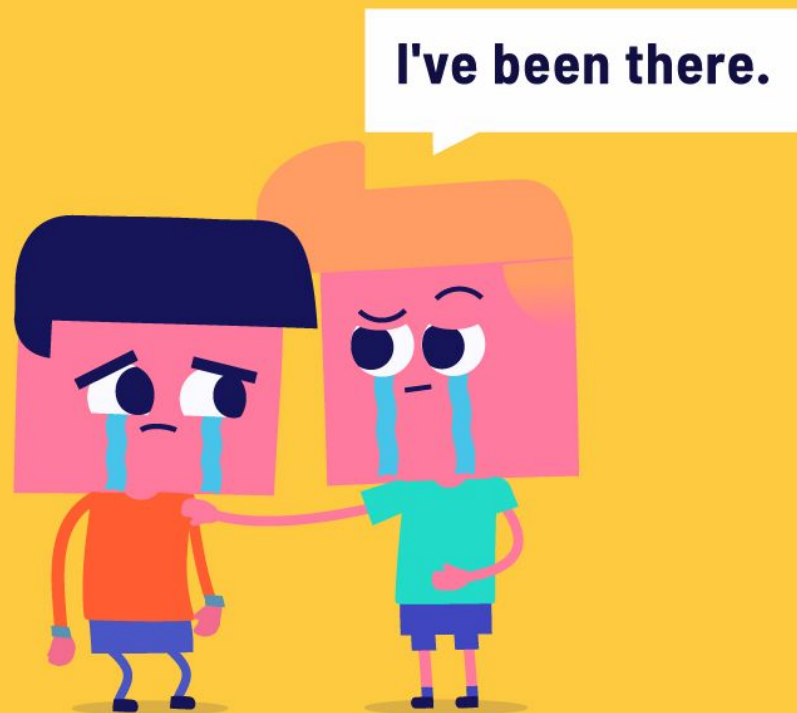
Reflection

- Which color do you think you are? What makes you think so?
- If you were right, how did you figure it out? If you were wrong, what tricked you?
- Is there a “color” you would prefer? Why?
- What specific emotions/reactions did each color experience?
- How does this activity relate to empathy?
- How can you relate this to your own life?

Brene Brown - Empathy



EMPATHY



SYMPATHY



Presentation Scenarios

SCENARIO 1

I was waiting to be seated in a restaurant and the man in front of me, a tall older white man, begins signaling to the hostess, who is Asian. The hostess approaches and the man says very loudly and harshly, "I NEED A MENU. MENU..." He is mouthing his words in an exaggerated way and opening and closing his hands to mimic a menu. The hostess walks away to get a menu for the man and he turns to his date and says, "Why can't they just speak English?" The hostess runs away in tears.

How do you empathize with the hostess?

Scenario Gallery Walk

Reflect on the scenarios posted on each chart paper and write on your sticky note how you would respond through a lens of empathy. Leave your sticky note on the poster for others to see.

A Walk in My Shoes

Select a shoe(s) that has meaning to you

Think about why you chose that shoe

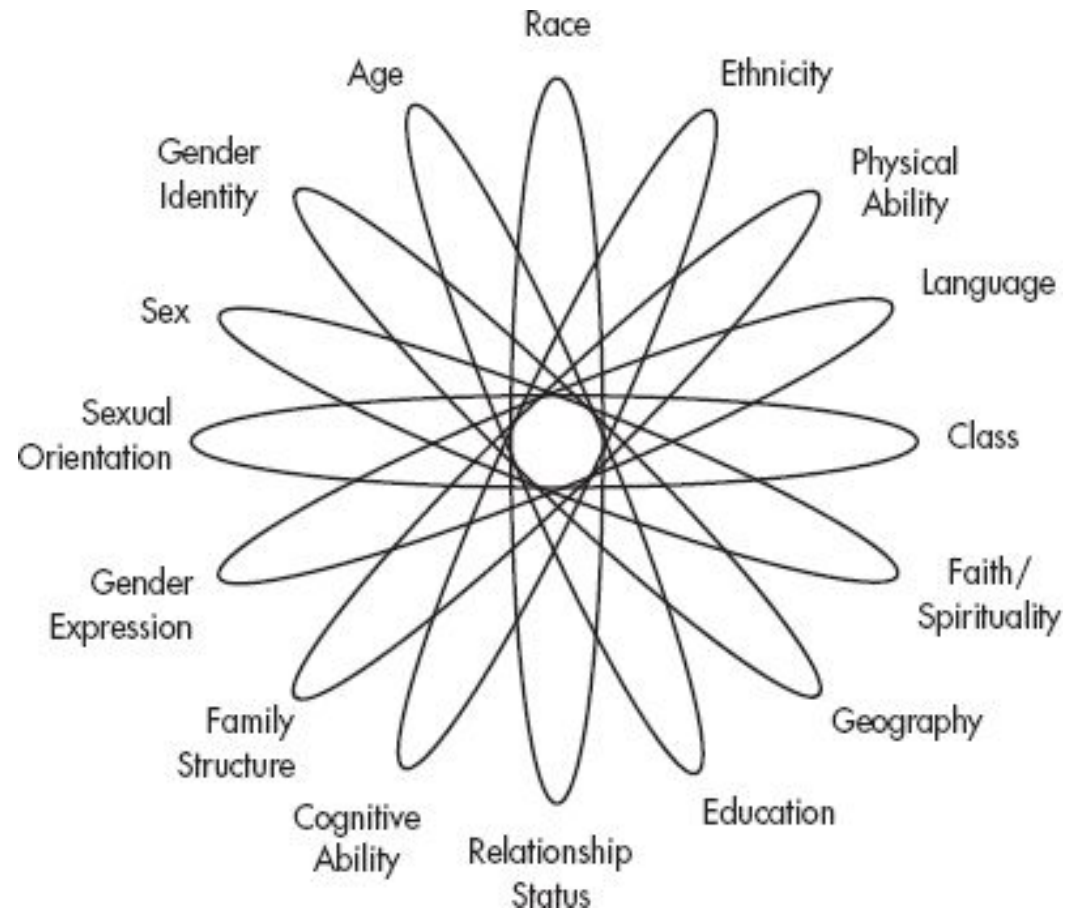
Name the shoe

Jot down the story behind the shoe you chose

Example: I chose Birkenstocks because they are the shoes that remind me most of the summer. When I look at my Birkenstock tan lines I remember all the fun I have with my loved ones during the summer.

~ Every shoe tells a different story ~

NAME THE SHOE	TELL YOUR SHOE STORY



How you see the World, How you see others in your community, How You See Your Students, How Your Students See You, How the World Sees You.

Engaging with Empathy Reflection

1. Why is being observant of others important?
2. Why is active listening important?
3. Why is opening-up to others important?
4. What new knowledge, skills, attitudes or dispositions did I gain from today's session?

CONTACT INFORMATION

Cecilia Curry CCURRY@aacps.org

Raven Harris RSHARRIS@aacps.org

Robin Yun RYUN1@aacps.org

Tiara Colbert TCOLBERT@aacps.org