

**Renewal Team**

**Haven House**

**Friendship House**

**We Care School**  
...Adapting CR theories, principles & practices to the learning and teaching environment...

**COMMUNITY RENEWAL**

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“Students don’t care what you know until they know you Care.”

...Caring alone is not changing the world,  
**CARING TOGETHER CAN...**

**OUR FIRST TO BUILD A CULTURE OF CARING**

**RENEWAL NEWS**  
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**SCHOOL TAKES CARING INTO THE CLASSROOM**

**COMMUNITY RENEWAL CONNECTED BY CARING**

Creating pathways to a Culture of Caring as the Foundation for Learning & Community

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## ...UES We Care School Patterns of Change...

The CR tour and workshop *connected teachers across grade level boundaries and demonstrated administration commitment to a **culture change in education*** (95% teachers engaged).

Connecting educators & students across grade levels produced **experimentation**... conceptual '*houses*' themed for a culture of caring introduced **cooperation** to teach, nurture & ritualize behaviors of caring.

**We Care School** is the Positive Behavior Intervention Support (PBIS ) Plan for UES. **Behaving into new thinking.**

Schoolwide game, '**caught-you-caring**,' brings fun intention to doing, seeing and hearing about *acts of caring*... seeing good in others is a leadership skill for transformation.

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## ...UES We Care School Patterns of Change...

*Emerging from prioritizing caring is an **environment of trust***... teachers express feelings of support and encouragement.

**Intentional Focus on Caring** is releasing a *new civic spirit of collective creative energy for common good*... connection and caring are foundational for community resilience.

**Pathfinding & Pathfinders** are celebrated.

**Culture of Caring grows relational capacities**...shared purpose, shared leadership, programs alignment, relational connections across lines of difference... the power of caring together...

**Incremental changes over time**... behavior improved, attendance improved, teacher retention improved, test scores improved...

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Questions as Action Planning tools to become a...



...Where we are. Where we are going. How we get there...

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*"Caring relationships are our most valuable and value-creating resource."* R. Hall

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## **...We Care School Action Plan...**

*Mindsets and Aspirational Values*



***We are connecting and growing what everyone possesses...  
a capacity to care***

***Culture of Caring...***soil from which to grow and foundation upon which  
to build community... the power of caring together...

***A culture of caring is both strategy and outcome.***

***We are intentionally shifting the school community focus to prioritize  
what is hidden by current education system design priorities:  
caring and the abundance of caring acts***

***Culture will be unique to relationships of your school community...***  
Success begins with a first step and grows exponentially...  
start slowly to go fast...

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## ...We Care School Action Plan Questions...

1. **Imagine** educators, students, parents, school partners and school staff starting and creating pathways and pathfinding initiatives to move toward a school culture of caring individually and collectively...

What will that look like at your school?

What does starting energy look like?

What does it look like to sustain that energy throughout the year?

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oooStrategyooo  
Where are we going?  
Outcomes

How will we get there?  
Pathways

We are here

**UNIVERSITY**  
ELEMENTARY SCHOOL

**A culture of caring as the foundation for learning and community**

**Pathfinding Initiatives**

- CR Tour & workshop
- Six Houses of p-k to 5 grades
- House names define culture
- Intentional caring alignment
- Caught-You-Caring game / points
- House Service-Learning Projects
- Student Mini-lessons
- Learning-Doing Communities
- Celebrating Pathfinders with Awards
- Crisis Response Initiative
- Growing Greener Communities

We are **creating pathways** for educators, students, parents & school partners

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...Celebrating **Pathfinders** who help us see, understand and grow the school culture of caring...

Steven Johnson, *Where Good Ideas Come From*

**We Care School Pathfinder Award**

As the first We Care School, University Elementary Village is creating pathways to a culture of caring as the foundation for learning and community. Pathways for educators, students, parents, and school partners are defined by creating pathfinder projects and initiatives that reveal characteristics of this foundational culture of caring.

We recognize and appreciate House of Zunchong (Chinese for Respect) School Nurse

*Mandy Hammond*

for a pathfinder initiative that demonstrates the power of caring together as part of a Relational Leadership Network. Through her heart-inspired co-creative actions, Mandy collaborated with two staff members to lead our school community in a UES Culture of Caring Response to the needs of a student challenged by overwhelming life circumstances. Mandy and her colleagues help us see how caring together gives us the strength to go above and beyond our individual capacities to persistently care for a student that most would have given up on many times.

We are grateful to Mandy for increasing our understanding of the foundational nature of a culture of caring, for inspiring us, and for showing us how to recognize and respond to individual life challenges through a community that prioritizes caring relationships.

*Kasie Maiero* Kasie Maiero, UES Principal date  
*Narne Louder* Narne Louder 5/16/21 Community Renewal date

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**...We Care School Action Plan Questions...**

2. **How** will schoolwide leadership skills encourage seeing the good in others?


What will it look like when the school community is helping each other find their gifts and purpose in community?

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**...We Care School Action Plan Questions...**

**3. Imagine** a safe place and guidance for teachers to regularly meet to specifically encourage each other with positive stories of their experiences and experiments creating the school culture of caring...

*What will it look like to create a school schedule that prioritizes these gatherings in a manner that connects teachers across grade levels?*

For example: CR Monday morning “Inner Light” gatherings are a reflective practice from which gratitude and collective accomplishment recognition emerge.

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### ...We Care School Action Plan Questions...

**4. What will it look like** when students connect across grade levels with an outcome of younger students looking up to older students as role models, while older students look after and encourage younger students?

For example: at UES and HES all grade levels are represented in each conceptual house, Houses include teachers, administrators and staff.

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...Connecting our capacity to care aligns creative energy...  
 "...chance favors the connected mind..."  
 Steven Johnson, *Where Good Ideas Come From*

From one of the teachers in the house of kindness...

"Yesterday I was walking through the courtyard and there was a dad with two little boys. They tore off two papers [from the sign at right] and the dad was talking to them about how you can do these kind things and it doesn't require money or even time. The kids were so excited. They said, 'you mean we can do these whenever we want!'"

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### **...We Care School Action Plan Questions...**

5. ***What will it look like*** to structure ***coopetition*** within your school community?

Based upon the pilot We Care School, structuring a game of competing in cooperating strengthens community.

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### **...We Care School Action Plan Questions...**

6. ***What will it look like*** to experiment applying ***Community Renewal*** principles and practices schoolwide and in the classroom?

For example: **whole person**, village framework, **Renewal Team**, Block Leaders, **power of caring together**, scaling rules of positive relationships, **relational leadership networks**, growing relational capacities, **connecting caring across lines of difference**, growing wholeness relationally, **rooting community in the relational foundation**, emergent change....

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### **...We Care School Action Plan Questions...**

- 7. *Imagine*** that the school culture of caring is spreading to home and neighborhoods, positively changing the community...

*What will that look like?*

*How will we strengthen the school connection to the surrounding community?*

For example: Students taking Caught-you-caring cards home resulted in reports of positive impacts at home and neighborhood.

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### **...We Care School Action Plan Questions...**

- 8. *What if*** the outcomes for education clearly expressed contributions to positive community outcomes...

*What does that look like?*

*How will we express that narrative?*

For example: UES Growing Greener Communities through Schools, HES We Care Reading Café....

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### **...We Care School Action Plan Questions...**

**9. *Imagine*** all added educational program skills are aligned and evaluated by their contributions to growing the relational capacities of the school culture of caring...

*What does that look like?*

For example, adding ACE's, TBRI, Strategic Doing, Restorative Justice, Growing Greener, WCS as PBIS...

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### **...We Care School Action Plan Questions...**

**10.** *How will we document and measure your progress and stories of creating a school culture of caring?*

*What does that look like?*

*For example: capturing stories of change, monitoring relevant school data (behavior, attendance, teacher surveys, test scores), analysis of CYC cards, aligning programs to culture of caring (PBIS, TBRI, TAP, SIP, Accelerate, PLC...)*

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