

# Back-to-School Planning Tool

*The purpose of this toolkit is to provoke deep reflection about your schools' current family engagement conditions and practices. It will also highlight the urgent need for proactive, thoughtful actions to engage families in the healing and recovery process moving forward.*



As engaging families and building trust is a collective responsibility, we recommend that you collaborate as a team—inclusive of families—to work through the guiding questions and action planning outlined on the worksheets that follow.



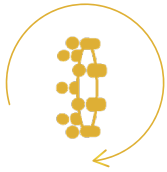
## BUILDING EDUCATOR CAPACITY AND RESILIENCE

### Guiding Questions

- How do we create space that allows educators to heal and practice self-care?
- What supportive adult networks exist at our school and how can these communities be reinforced to nurture resilience and well-being?
- How do we tap into educator purpose and agency to meet the challenges of this historical moment?
- What unique strength does each adult member of our school community offer to our reunification and rebuilding efforts this school year?
- What have we learned over the course of the pandemic about what educators need most that can inform our path forward?
- What professional learning and support is needed to successfully engage all families, reflect on our own identities as well as disrupt implicit biases and racism surfaced in our practice, and address the whole child needs of our students?
- How can we learn about students' unique experiences away from school and use those insights to accelerate learning?

Recommendation	Current State	Ideal State	Next Steps	Timeline	Resources Needed	Staff Responsible
Uplift the educator experience						
Lead with grace and compassion						
Prioritize self-care activities						
Improve staff access to support services						
Plan infrastructure that strengthens teams and collaboration						
Invest in staff capacity building						
Focus on what matters most						





## CREATING A SCHOOL-WIDE CULTURE THAT PRIORITIZES HIGH-IMPACT FAMILY ENGAGEMENT

### Guiding Questions

- Which of our school norms, values, and practices best affirm the cultural identity of each student and their family? Which need to be changed?
- What conditions exist at our school that support true home-school partnership? What do we need to do to improve those conditions?
- What leadership approach is used at our school? How does this shape how families experience our school? How do we include families in authentic decision-making?
- How should we address needs in educators' and families' confidence, cognition, capabilities, and connections to engage in true partnership?
- What data do we collect at our school that can inform our school culture-building efforts? How will we use that data?
- What have we learned over the course of the pandemic about how our system is structured to either support or suppress true home-school partnership that can inform our path forward?
- What systems, structures, and processes need to be put in place to deepen and sustain relationships of trust beyond the 2021-2022 school year?

Recommendation	Current State	Ideal State	Next Steps	Timeline	Resources Needed	Staff Responsible
Invest in staff capacity building						
Hire school-level family engagement coordinators						
Listen deeply to families						
Examine school culture data						
Increase transparency						
Include families in school decisions						
Develop/implement a comprehensive family engagement plan						
Remove barriers to participation						
Partner for success						