Questions to Consider

1. What option, or combination of options, is most suitable for your school/district?

2. How do you plan to support teachers and schools in their reflection processes to ensure they experience the maximum benefit of this opportunity for professional growth?

3. How do post-visit reflections dovetail with existing school/district cultural awareness or implicit bias professional development offerings?

4. What type of educator pairs would best support deep and authentic reflection?

5. How would you measure the impact of reflection?

Example Norms for Group Reflection & Debrief

- Maintain family and colleague confidentiality.**
- Shine a light on your own thoughts and experiences.
- Speak your truth without blame or judgment.
- Challenge our own and others’ assumptions.
- Welcome and manage discomfort.
- Take risks and be vulnerable learners.
- Hold an asset-based and growth mindset for adults as well as students.
- Pay attention to heart and meaning.
- Be fully present both physically and mentally.
- Always hold an inquiry stand and be open to surprises.
- Listen to understand.

**Teams should collaboratively develop and agree upon group norms; 4 to 6 is ideal. However, it is recommended that confidentiality always be an included norm to create a safe space for honest discourse and respect families’ privacy.

Resources

1. PTHV Sample Debrief Format and Questions
   bit.ly/pthv-sample-debrief

2. Reflection/Debrief Cards
   bit.ly/pthv-debrief-cards