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EPISODE 7

# HOW TO HAVE EFFECTIVE COURAGEOUS CONVERSATIONS

# More Courageous Conversations About

**Candace Raskin, Melissa Krull, Antonia  
Felix**



## **More Courageous Conversations About:**

More Courageous Conversations About Race Glenn E. Singleton, 2012-10-03 Use courageous conversations to build racial equity in your schools and districts In this companion to his best selling book Glenn Singleton presents specific examples in which racism impedes student success and illustrates how to usher in courageous conversations to ignite systemic transformation Through first person vignettes and an actual school district case study this breakthrough handbook focuses on the powerful possibilities that are unleashed when you Learn how other education leaders have addressed and improved race relations Explore urgent challenges in racial equity and courageous approaches to solving them Reflect on your personal role in the struggle to achieve racial equity Introduce culturally relevant curriculum instruction and assessment in your school or district

*More Courageous Conversations About Race* Glenn E. Singleton, 2013 Since the highly acclaimed *Courageous Conversations About Race* offered educators a frame work and tools for promoting racial equity many schools have implemented the *Courageous Conversations Protocol* Now in a book that s rich with anecdote Singleton celebrates the successes outlines the difficulties and provides specific strategies for moving *Courageous Conversations* from racial equity theory to practice at every level from the classroom to the school superintendent s office Back cover

**Courageous Conversations About Race** Glenn E. Singleton, 2014-09-15 Create a systemwide plan for transforming the district office schools and classrooms into places that truly support ALL students achieving their highest levels This updated edition of the highly acclaimed bestseller continues to explain the need for candid courageous conversations about race so that educators may understand why student disengagement and achievement inequality persists and learn how they can develop a curriculum that promotes true educational equity and excellence Almost a decade since its original publication the revised book includes new features as well as preserves the core content that led to many schools and districts success NEW *Courageous Conversation Compass* NEW Racial autobiographies offering more focused and relevant voices from a diverse group of skilled *Courageous Conversation* practitioners NEW Case study on St Paul Public Schools a district that has stayed on track with *Courageous Conversations* and successfully implemented the *Systemic Racial Equity Transformation Framework* NEW Links to video segments featuring the author describing different aspects of the work UPDATED Implementation exercises UPDATED Activities and checklists for school and district leaders UPDATED Action steps for creating an effective equity team What this book has given me is an effective set of tools to support me in understanding first my own racial biography and then how to discuss with my team race and its impact on education The lessons from this book offer a useful starting point for every school district that wants to change mindsets policies and outcomes Singleton takes readers on a personally and professionally transformative journey toward understanding and action S Dallas Dance Superintendent Baltimore County Public Schools MD All students especially white students need to read think converse and write about issues of race racism and whiteness if teachers are to help move society into a more racially aware and just place

for all The work of Glenn Singleton and Pacific Educational Group gives educators the tools they need to have those Courageous Conversations Jackie Roehl 2012 Minnesota Teacher of the Year Edina High School Edenia MN Brave and grounded patient but pointed Courageous Conversations About Race delivers a rare combination of critical information illuminating perspective and truly useful tools to get and keep us all engaged in the most important work of our time A great nation is not defined by its ability to assimilate all of its citizens but by its ability to provide equitable opportunities for all of them This book shows us how Dr Anton Treuer Author Everything You Wanted to Know About Indians But Were Afraid to Ask Executive Director American Indian Resource Center Bemidji State University MN When I finished reading this book I immediately wanted to share it with others Glenn Singleton provides strategies and tools to help one examine one s own racial identity His curriculum and modes of inquiry promote self discovery and self awareness The racial autobiographies allowed me to deepen my racial consciousness and become a more effective Courageous Conversation practitioner Mr Singleton is the best equity practitioner I have worked with provocative stimulating mindful of the sensitivities of this topic and devoted to fulfilling our racial equity mandate Ellen C Stein Head of School The Dalton School New York NY In the first edition of his groundbreaking book Courageous Conversations Glenn Singleton made a powerful case that in order to dismantle racism it is first necessary to talk about and understand how power and privilege are related to race In this second edition he takes it one step further adding racial autobiographies and supplements to make it even more accessible to diverse audiences This work is sorely needed if we are ever to reach educational and social equity in our nation Sonia Nieto Professor Emerita Language Literacy and Culture College of Education University of Massachusetts Amherst The City s leadership team has used Pacific Educational Group s training and the Courageous Conversation protocol effectively to launch our racial equity work Sharing these concepts and approaches with our partners Saint Paul Public Schools has created a level of trust and understanding around racial equity we didn t have before Christopher B Coleman Mayor City of Saint Paul MN

**Courageous Conversations About Race** Glenn E. Singleton, 2021-07-23 This revision of this classic text could not be more timely We are at a moment of reckoning with respect to race in America The COVID 19 pandemic coupled with the centuries old pandemic of racial injustice have brought new attention to the presence of systemic racism in our schools and other institutions Glenn Singleton s Courageous Conversations protocol has had a lasting impact on hundreds of thousands of educators both in the U S and abroad Singleton was prescient in setting forth the premise that before we can solve race in this country we need to learn to talk about it This edition retains the hallmark features previous editions including the four agreements the protocol activities reflective prompts and a series of powerful Racial Autobiographies However it has been updated to reflect our current sociopolitical environment especially the current spotlight on racial injustice juxtaposed against a white nationalist backlash This book has helped equity leaders in K 12 schools as well as other institutions develop their racial consciousness and guide others to greater understanding and action **Courageous**

**Conversations About Race** Glenn E. Singleton, Curtis Linton, 2006 The beauty of this volume is that it is designed to help lay people teachers administrators parents community leaders and even university professors begin to engage in the emotionally and psychically difficult conversations about race Glenn Singleton and Curtis Linton have offered us an important book that provides us with empirical data and well constructed exercises to help us think through the ways that race affects our lives and our professional practices My sincere desire is that after you have had an opportunity to read this volume you will indeed engage in some courageous conversations about race Gloria Ladson Billings Professor University of Wisconsin Madison and author of *The Dreamkeepers* Singleton looks at the achievement gap through the prism of race and in *Courageous Conversations About Race* he begins by examining the evidence that points to race not poverty as the underlying cause behind the achievement gap This work while exploring how race affects all educators declares that we need to have engaged sustained and deep conversations about race in order to understand students and the achievement gap Singleton calls this process courageous conversations Through these courageous conversations educators can learn how to redesign curriculum and create community and true equity Action steps to close the achievement gap include creating an equity team and collaborative action research The final chapter presents a systemwide plan for transforming schools and districts including activities exercises and checklists for central office administrators principals and teachers

*Courageous Conversations at Work* Larry Reynolds, 2015 This practical book will help you to master the key conversations you need to create a high performing team where people love to work Do you manage a team of people Do you want some useful tips for getting your people to deliver consistently great results This practical book will help you to master the key conversations you need to create a high performing team This book doesn't just tell you what to do it shows you the practical steps you can take to make a habit of courageous conversations at work *Courageous Conversations* provides steps on how to deliver great feedback set clear properly resourced objectives build trust motivate even the most disengaged staff lead problem solving conversations that deliver measurable and positive progress and coach people for higher levels of performance It also explains when and where you should use courageous conversations Whether you want to tackle the under performers engage the high performers or help everyone in the team to find more fulfillment at work *Courageous Conversations* is the book for you

Approaching Disparities in School Discipline: Theory, Research, Practice, and Social Change Adams, Anthony Troy, 2022-06-30 School discipline is a leading cause of inequities in educational opportunities and contributes to the achievement gap To understand where these disparities originate and what can be done to ensure students have an equal education further study must be done It is crucial for schools and educators to adjust their discipline policies in order to promote social change and support the learning of all students *Approaching Disparities in School Discipline Theory Research Practice and Social Change* considers theory research methods results and discussions about social change and describes the school discipline quandary by presenting numerous frameworks for understanding disparities in school discipline Covering a

range of topics such as cultural bias education reform and school suspensions this reference work is ideal for academicians researchers scholars practitioners instructors and students

**The SAGE Guide to Educational Leadership and Management** Fenwick W. English, 2015-01-29 The SAGE Guide to Educational Leadership and Management allows readers to gain knowledge of educational management in practice while providing insights into challenges facing educational leaders and the strategies skills and techniques needed to enhance administrative performance This guide emphasizes the important skills that effective leaders must develop and refine including communication developing teams coaching and motivating and managing time and priorities While being brief simply written and a highly practical overview for individuals who are new to this field this reference guide will combine practice and research indicate current issues and directions and choices that need to be made Features Benefits 30 brief signed chapters are organized in 10 thematic parts in one volume available in a choice of electronic or print formats designed to enable quick access to basic information Selective boxes enrich and support the narrative chapters with case examples of effective leadership in action Chapters conclude with bibliographic endnotes and references to further readings to guide students to more in depth presentations in other published sources Back matter includes an annotated listing of organizations associations and journals focused on educational leadership and administration and a detailed index This reference guide will serve as a vital source of knowledge to any students pursuing an education degree as well as for individuals interested in the subject matter that do not have a strong foundation of the topic

**Group Coaching: Raising Leadership Consciousness, Effectiveness, and Engagement in Organizations** Janet Steinwedel, 2019-11-07 Janet Steinwedel's work with groups aims for a net increase in consciousness in the organization or community in which she is working This is the third book in the Steinwedel Red Book Series a series focused on the integration of Jungian psychology and executive coaching In this book she explains her collaboration with organizations to choose a handful of leaders who will benefit from a focus on enhancing their leadership Janet has focused on balancing the goals side of the coaching process with aspiration and inspiration in an effort to support clients on their path to individuation and wholeness She has worked with many leaders that have been nudged out of alignment with their values and lose their passion for their work and her process is designed to bring that alignment back In her writing she has focused on the experience of opposites including woundedness and healer student and teacher in an effort to both deepen her personal growth and support others in their growth and development in the movement toward wholeness She creates safety in the group for colleagues to try new behaviors to experiment with being in relationship While collaboration is paramount today this relationship work is not only about the relationship with workmates but the relationship one has with one's self We have become a nation of strivers with a one-sided focus on greatness she says From one lens this is a wonderful thing when it is out of balance it can create very dangerous leadership and consequences The capability of observing oneself in order to be self-aware is a challenge As soon as we try to observe our self we are no longer our self but the self or more correctly the

persona we wish to be seen as We are too often socialized to look only at our strengths and capabilities But this is not the totality It is not reality It is disjointed and grandiose And everyone suffers Leaders who can effectively serve guide collaborate and be directive know their strengths and their weaknesses They know how to build a team that supports both providing the right balance of curiosity experimentation and knowledge for the goals and needs of the moment This requires to use Jung s words a knowledge of the times as well as a knowledge of the depths Steinwedel sets the stage for leaders to develop by more accurately knowing their true selves through challenge to themselves and one another They work at having empathy and compassion as well as a necessary toughness This emotional intelligence popularized at the turn of the new millennium is important to the framework of Insight Group Coaching and a natural aspect of Jungian psychology Steinwedel presents numerous ways for leaders to develop their EQ and their engagement modeling an approach they can take with their own employees In his discussions about first half of life and second half of life Jung queries is there perhaps a college for forty year olds which prepares them for their coming life and its demands as the ordinary colleges introduce our young people to the knowledge of the world Steinwedel believes group work can be a source for that kind of development we invite you to read this book carefully and see if you agree

**Own It** Sallie Krawcheck, 2017-01-17 A new kind of career playbook for a new era of feminism offering women a new set of rules for professional success one that plays to their strengths and builds on the power they already have Weren t women supposed to have arrived Perhaps with the nation s first female President equal pay on the horizon true diversity in the workplace to come thereafter Or at least the end of fat shaming and locker room talk Well we aren t quite there yet But does that mean that progress for women in business has come to a screeching halt It s true that the old rules didn t get us as far as we hoped But we can go the distance and we can close the gaps that still exist We just need a new way In fact there are many reasons to be optimistic about the future says former Wall Street powerhouse turned entrepreneur Sallie Krawcheck That s because the business world is changing fast driven largely by technology and it s changing in ways that give us more power and opportunities than ever and even more than we yet realize Success for professional women will no longer be about trying to compete at the men s version of the game she says And it will no longer be about contorting ourselves to men s expectations of how powerful people behave Instead it s about embracing and investing in our innate strengths as women and bringing them proudly and unapologetically to work When we do she says we gain the power to advance in our careers in more natural ways We gain the power to initiate courageous conversations in the workplace We gain the power to forge non traditional career paths to leave companies that don t respect our worth and instead go start our own And we gain the power to invest our economic muscle in making our lives and the world better Here Krawcheck draws on her experiences at the highest levels of business both as one of the few women at the top rungs of the biggest boy s club in the world and as an entrepreneur to show women how to seize this seismic shift in power to take their careers to the next level This change is real and it s coming fast It s time to own it

**Principal**

**Leadership for Racial Equity** Candace Raskin, Melissa Krull, Antonia Felix, 2021-03-13 Enhance your capacity for antiracist leadership The COVID 19 pandemic has illuminated deep seated structural inequities in our schools and across society More than ever education leaders are being challenged to take action to disrupt the institutional racism that undergirds many of our longstanding policies and practices Our students are challenging us to step up and be antiracists who commit to the uncompromising belief all children can learn and deserve an exceptional education Based on 10 years of work leading the Institute for Courageous Principal Leadership this book guides leaders to expanding their racial consciousness through self reflection and provides the tools they need to counter implicit bias and respond to resistance Grounded in research but written in practitioner friendly language this book Focuses on systemic leadership and institutional failures as the source of predictable student outcomes Leverages research and theory to create a process for principals to build racially equitable practices Navigates the politics of leadership without compromising student achievement The practical lessons and strategies in this book will equip you with the skills to implement the leadership and actions that must be taken to confront the reality of systemic racism in education and transform schools into learning environments with a student centered commitment to high achievement for every learner

**Courageous Conversations in the Classroom** Lauren Aimonette Liang, Karen W. Tao, Michelle K. Hosp, 2025-08-13 A complete classroom toolkit for grades 3 6 this book empowers teachers to leverage high quality children s literature to boost emotional well being positive self identities social awareness and civic engagement Nine thematic instructional units are built around carefully curated book sets Teachers are guided to spark meaningful conversations and foster empathy by exploring challenging themes like friendship bullying racism disability and mental health through read alouds and expert designed activities Step by step lesson plans include ready to use scripts activities and discussion prompts all aligned with current academic and social and emotional learning standards The Appendix features 30 reproducible and downloadable worksheets and handouts the large size format facilitates photocopying

Getting MORE Excited About USING Data Edie L. Holcomb, 2017-02-23 Put data to WORK to better meet the needs of all students Have you become hyper focused on state tests Do you have important data collected warehoused and gathering dust The time has come to dust off that data and put it to work for your students The new reporting requirements under ESSA combined with the flexibility to act on that data provide a huge opportunity for education leaders This is your opportunity to rebuild data processes and rekindle excitement about using data for school and student growth Getting MORE Excited About USING Data addresses both cultural and technical aspects of using data starting with underlying beliefs about students assessment and individual and collective teacher efficacy This updated edition features Guiding questions and protocols for effective professional learning communities shared leadership teams and subject grade teaching teams New material on the use of formative assessment in schoolwide planning and instructional design Renewed focus on the role of students Tips on the electronic challenges of storage retrieval privacy and security Real life examples from schools and districts ranging from



specific data displays to sustained long term change The straightforward language adaptable models and focus on human elements make Getting MORE Excited about USING Data an essential resource for every leader The time is now to use data to establish a collaborative culture with student success at its core Holcomb leads educators to use data as a catalyst to foster their passion for continuous learning I highly recommend her pragmatic approach in looking at data as a means to stir the hearts and minds of educators for the sake of our future human resources the students we serve Kathy Larson Author Coaching for Infinite Results This book is full of practical supports resources and illustrations It is well grounded in the work of schools and the importance of data to that mission Megan Tschannen Moran Professor of Educational Leadership College of William Mary Williamsburg VA **Positive Psychology** Jennifer Teramoto Pedrotti,Shane J. Lopez,Ryon C. McDermott,C. R. Snyder,2024-02-20 Positive Psychology offers comprehensive coverage of the science and application of positive emotions and human strengths The Fifth Edition explores fresh examples and reflections on current events recent and emerging scholarship and a new focus on the diverse aspects of our society and the many strengths rooted in our multi faceted cultures

**Memoirs of the Life, Exile, and Conversations of the Emperor Napoleon** Emmanuel-Auguste-Dieudonné comte de Las Cases,1890 **Korea Policy Review** ,2005 **Imaginary conversation. Fifth series: Miscellaneous dialogues** Walter Savage Landor,1876 *The Works and Life of Walter Savage Landor: Imaginary conversation. Fifth series: Miscellaneous dialogues* Walter Savage Landor,1876 **The Conversation of Energy** Balfour Stewart,1879

**Courageous Conversations Connect** Argie Allen-Wilson,Dr Argie Allen-Wilson,2019-10 I am deeply grateful that so many of you have found this book Courageous Conversations Connect helpful as you embark on your healing journey I have learned over the many years of being a therapist as well as being a part of lived and shared experiences personally professionally relationally familially and spiritually that there are times in our lives when we all need to muster the courage to have difficult talks which I like to call Courageous Conversations I believe that most times we are fearful of having these conversations because we are unsure of the outcome and ultimately believe that it will lead to disconnection cut offs or loss In my experience over the years if we are courageous enough to have the conversation the outcome more often than not leads to us connecting with ourselves and the people who matter to us most These conversations do not have to lead to despair sadness or disappointment As a matter a fact they have the power to lead to quite the opposite hopefulness joy and contentment Thus the following can result from reading this book about how Courageous Conversations Connect When Courageous Conversations Connect with ourselves we emerge as better versions of us as a result of engaging in radical self care When Courageous Conversations Connect with our relationships we emerge stronger by learning how to speak truth to power while not losing our humility in the process When Courageous Conversations Connect with our spiritual selves during life s transitions we emerge with a more satisfied and fulfilled life by choosing to let go of the pain and turn it into power When Courageous Conversations Connect with our intention we emerge with the ability to reset our mindset ready and

excited to live our BEST Lives with promise power purpose and abundance This is why I have chosen to call this book  
Courageous Conversations Connect and I am confident that reading it will make a difference in your life as well as in the  
relationships you value and treasure most Enjoy your journey one Courageous Conversation at a Time Dr Argie J Allen Wilson  
Ph D

## Whispering the Techniques of Language: An Mental Journey through **More Courageous Conversations About**

In a digitally-driven world where displays reign great and immediate connection drowns out the subtleties of language, the profound techniques and mental nuances hidden within words frequently get unheard. Yet, located within the pages of **More Courageous Conversations About** a captivating literary value sporting with fresh thoughts, lies an exceptional quest waiting to be undertaken. Published by an experienced wordsmith, this wonderful opus encourages readers on an introspective trip, softly unraveling the veiled truths and profound impact resonating within ab muscles material of each word. Within the mental depths of the poignant evaluation, we can embark upon a honest exploration of the book is core styles, dissect its charming publishing model, and yield to the effective resonance it evokes deep within the recesses of readers hearts.

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