



All Hands In

INTERACTIVE RESOURCE GUIDE
2017

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How to use this guide?

This guide is an interactive PDF. That means, when you click on a link in this guide, it will take you to a website, a video on YouTube, or even open an email or another PDF for you. In order to use this functionality, you need to open this interactive PDF on a device that is connected to the internet. If you print this guide or do not have access to the internet, you will lose said interactive functionality. To compensate for such an occurrence, we have included an appendix at the end of this guide with all the web addresses so that you can visit the sites at your leisure. Still have questions, please feel free to contact us at ccre@bankstreet.edu.

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A partnership of

Bronxworks

BronxWorks helps individuals and families improve their economic and social well-being. From toddlers to seniors, we feed, shelter, teach, and support our neighbors to build a stronger community.

BronxWorks strives for the highest ethical and performance standards and is guided by the belief that people are to be treated with dignity and respect regardless of their present situation or past experiences.

Center on Culture, Race & Equity *at Bank Street College*

The Center on Culture, Race & Equity works with practitioners and communities to understand the impact of bias and shift towards culturally responsive and strengths-based systems and practices.

CCRE works with professionals from education, health, and social services who work with children (prenatal through 12th grade).

Highbridge Advisory Council

Our educational philosophy of Highbridge Advisory Council, Family Services, is to maintain and offer a program of daily activities to enhance the physical, social, emotional and cognitive development of the children entrusted to our care.

We are committed to providing quality education and environment that's inclusive, respectful and one that will help children thrive.



All Hands In Professional Development Institute 2017

This guide is the culmination of a year long All Hands In community-based project where the working team of staff from Bronxworks, Highbridge and Bankstreet co-identified, co-developed and co-designed the project and content around family engagement practices and community strengths and needs.

The All Hands In Community Development Project brought together practitioners from across four Pre-K Centers in the South Bronx to:

- **Create a sense of community** amongst Highbridge and Bronxworks staff and parents to engage in professional development on parent engagement, culturally responsive practice and racial equity.
- **Initiate group dialogue** on participants' Centers, missions, challenges, areas of focus and funds of knowledge.
- **Embark on the culturally responsive strength-based model journey**, working towards changing our skills, practices and policies following a paradigm shift.
- **Deepen knowledge and awareness** of strategies to shift from deficit based to strength based parent engagement in our Centers.

Please look through this interactive resource guide to find the support you need to continue the conversations and build upon our work together.

Multicultural Principles

for Head Start Programs Servicing Children Ages Birth to Five

The Multicultural Principles offer a framework for implementing responsive strength based programming in a Pre-K Center. Each principle can be thought of as a point for reflection and simultaneous action - bettering the systems and structures that provide for families and children in early childhood settings.

Principle 1: Every individual is rooted in culture.

Principle 2: The cultural groups represented in the communities and families of each Head Start program are the primary sources for culturally relevant programming.

Principle 3: Culturally relevant and diverse programming requires learning accurate information about the cultures of different groups and discarding stereotypes.

Principle 4: Addressing cultural relevance in making curriculum choices and adaptations is a necessary, developmentally appropriate practice.

Principle 5: Every individual has the right to maintain his or her own identity while acquiring the skills required to function in our diverse society.

Principle 6: Effective programs for children who speak languages other than English require continued development of the first language while the acquisition of English is facilitated.

Principle 7: Culturally relevant programming requires staff who both reflect and are responsive to the community and families served.

Principle 8: Multicultural programming for children enables children to develop an awareness of, respect for, and appreciation of individual and cultural differences.

Principle 9: Culturally relevant and diverse programming examines and challenges institutional and personal biases.

Principle 10: Culturally relevant and diverse programming and practices are incorporated in all systems and services and are beneficial to all adults and children.

Tools

PDI Resources

Information directly from the sessions

The tools provided in this guide are drawn from the Professional Development Institute and sessions in which participants were engaged and expressed positive feedback. Use these tools as instruments for implementing center-based action plans around parent engagement and as mechanisms for deepening the relationships with providers, staff, and parents around issues of culture, race, and identity.

Cultural Linguistic Responsiveness

Across early childhood systems and programs, managers and staff must be prepared to enhance experiences for the growing number of young children who are learning their home languages and English.

National Center on Parent, Family, Community Engagement

NCPFCE supports family well-being, effective family and community engagement, and children's school readiness, including transitions to kindergarten.

Family Engagement *The NCPFCE Framework*

The Office of Head Start Parent, Family, and Community Engagement Framework is a guide to learning how family engagement promotes positive, enduring change for children, families, and communities.

Summer Musings

Graduate Admissions Blog

Carolina Soto writes about our work in the professional development on our biases, stereotypes, the core of ourselves and what that means for our pedagogy and the impact our identities have on our lives.

Implicit Association Test

The **Implicit Association Test (IAT)** is a ten minute test that measures attitudes and beliefs to which people may be unaware that they have or unable to discuss with others.

Click the photo above to choose a test.

Community Classroom Platform

ClassDojo is a communication app for the classroom. It connects teachers, parents, and students who use it to share photos, videos, and messages through the school day.

Teacher Curriculum Planning

JumpRope makes a web-based learning management system geared for the K-12 market. The core product is a standards-based gradebook integrated with attendance and behavior tracking, curriculum design tool, and administrative dashboard.

Dots Exercise

Activity

Can you connect all the dots without picking up your pen, and by drawing four (4) straight lines?

Answer Key

Cultural Iceberg

.....
Small group activity | The Cultural Iceberg is a tool for unpacking the meanings and representations of culture in our society. Culture is often misidentified with only what we visibly see - this exercise pushes us to think more critically about the variety of ways that culture manifests in every day life for individuals and families.
.....

- 1 Print four (4) posters with this iceberg image and place them prominently throughout the room on the walls.
- 2 Break the large group up into 4 teams. Each team should consist of individuals who have participated in this activity before and those who have not.
- 3 Give each team post-its and instruct them to complete the post-it and add to chart in five (5) minutes, the team that finishes first wins.
- 4 Debrief after the small group activity:
 - *What worked in this exercise? What was challenging?*
 - *How does reflect how we want to work together at our Centers and as a PDI group?*
- 5 Come back together as a big group. Reveal slide of filled-in iceberg to whole group and compare team responses to the slide.
- 6 Group Discussion Debrief Questions:
 - *What surprised you?*
 - *What resonated with you?*
 - *What was it like working with a small group and with some people that had information? And with limited time?*

[Click the image to download the blank Cultural Iceberg.](#)

Coins

Activity | Coins is a communication exercise that builds and strengthens team dynamics and encourages a conversation on what is needed for equitable and effective communication across a group of people.

- 1 Have everyone stand in a circle and introduce themselves. Have them share their name, position, and organization name.
- 2 Split the group into two (2) smaller groups.
- 3 Each group forms one line facing the other line. If the groups are comfortable doing so, have them all hold hands.
- 4 Explain how the exercise works and start the activity:
 - *First person in the line sees how the coin is flipped and shows everyone the two faces of the coin.*
 - *If it's heads, they squeeze the hand of the next person; if it's tails, they don't squeeze.*
 - *Whichever pulse reaches the end of the line first "wins;" for the other line, the person at the front moves to the back and everyone moves up.*
 - *Continues until one line is back to starting position of everyone OR until time limit is reached.*
- 5 Congratulate everyone in a job well done.
- 6 Debrief
 - *What worked in this exercise? What was challenging?*
 - *How does this relate to our communication at the Professional Development Institute?*



Ball Toss

Activity | Ball Toss is a team building activity to build trust and communication. Directions should be followed closely in the facilitation and *soft* balls used. The exercise is fun and allows a group to build better structures for team work.

- 1 Have everyone stand in a circle and introduce themselves. Have them share their name, position, and organization name.
- 2 Explain how the exercise works and start the activity:
 - *The leader starts with a ball. They throw the ball to a person across the circle.*
 - *That person catches the ball and throws it to another person across the circle but not directly next to them.*
 - *If a person has received the ball, have them cross their arms.*
 - *Make sure that each “thrower” says the name of the “catcher” before they throw the ball. Speak loudly and clearly.*
 - *The last person to receive the ball throws it back to the leader.*
- 3 Repeat the exercise a few times. Try to increase speed as you go.
- 4 Add a few more balls sparingly.
- 5 Congratulate everyone in a job well done.



Community Mapping

Activity

Print out a map of the South Bronx and attach various “resources” on post-it notes to the map. Resources can be: *people, places, locations, services, anything.*

Videos

Click the images below to watch the videos.

Our Lives Matter PSA

By Kiri Davis

Fear of young men of color continues to be seen as justification for the use of deadly force and the extrajudicial killings of minorities. This video project was created to provide a voice for these young men, as they demonstrate what it feels like to wear a target.

A Girl Like Me

By Kiri Davis

Then 17 year old Harlem student, Kiri Davis recreates the famous doll experiment of the 1940's by psychologist Dr. Kenneth Clark in 2007.

Microaggressions

By Dr. Derald Wing Sue

Columbia University Professor of Psychology and Education, Dr. Derald Wing Sue explains what a microaggression is, how it manifests itself, how it impacts people, and what can be done to address it.

All Hands In Last Day Speech

Henry Dakum

On the last day of the 3-day All Hands In Professional Development Institute, one of our parents, Henry, told us all how much he has learned from the experience and how it has changed his thinking.

Walking Alongside the Learner

Curriculum in Yvonne's PreK Classroom

This short documentary is the first of a collection, funded by the Foundation for Child Development, that offers images of high quality early learning practices in early childhood classrooms in New York City serving culturally/linguistically/socio-economically diverse populations. The purpose of the video is to show and explain what “high quality” looks like in early childhood education.

How to Overcome Your Biases

Verna Myers TED Talk

Our biases can be dangerous, even deadly. Diversity advocate Vernā Myers looks closely at some of the subconscious attitudes we hold toward marginalized groups.

More Tools

Strengthening Family Engagement

How you play a crucial role for families

These additional tools are useful for implementing content from the Professional Development Institute (PDI) and strengthening family engagement practices at your educational center. Think of each tool as a resource for your individual role as well as how that role connects to the center as a whole and with the families at your school.

Funds of Knowledge Worksheet

Funds of Knowledge is an evidence-based strategy for infusing culture into curriculum and a way to enhance family engagement. Luis Moll emphasizes the importance of family strengths, how families bring with them a wealth of knowledge that is transmitted to children, and how that knowledge lays the groundwork for their success when teachers build upon it.

Interaction Diary Template

This Interaction Diary is a tool for monitoring and checking in throughout the day with your self. For one day of your choosing, take note of your interactions with parents/guardians.

Parking Lot

The Parking Lot tool can be used for “unanswered questions” and lingering thoughts. Use this tool as a space to house the ideas that don’t have a chance to be brought up in the moment, but that can and should be addressed in the near future.

Reflection Sheet

What is your experience like with a program? This tool allows for measuring various aspects of a participant’s experience upon exiting a workshop or event - helpful to understand what they enjoyed and are walking away with, and what you can improve as the organizer. The reflection tool address the Head, Heart, Takeaways, and Throwaways.

Cultural Backgrounder

Activity | 20 minutes

Participants will work in pairs to conduct interviews using the Cultural Backgrounder: Personal Reflections Sheet.

Ten (10) minutes per person



Caracol Interpreters Cooperative

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Email caracol.interpreters@gmail.com

Facebook [Caracol Interpreters Page](#)

Caracol Interpreters Cooperative provides both interpretation and translation services (U.S. English -- Latin American Spanish); coordination of interpretation and/or translation for meetings and events; and consulting services for organizations wishing to expand their multilingual capacity.

The Health Information Tool for Empowerment

CONTACT INFORMATION

Tel. # 1-866-370-HITE (4483)

Email hite@gnyha.org

Web <http://hitesite.org/>

The Health Information Tool for Empowerment (HITE) is an online directory offering information on more than 5,000 health and social services available to low-income, uninsured, and underinsured individuals in the Greater New York area. Free and open to the public, HITE helps connect users to vital community services quickly and easily.

Appendix

List of All Links in the CCRE Interactive Resource Guide

Resource	Link Address
Multicultural Principles	https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/principles-01-10-revisiting-multicultural-principles-hs-english_0.pdf
Cultural Linguistic Responsiveness	https://eclkc.ohs.acf.hhs.gov/culture-language
National Center on Parent, Family, Community Engagement	https://eclkc.ohs.acf.hhs.gov/about-us/article/national-center-parent-family-community-engagement-ncpfce
Family Engagement Framework	https://eclkc.ohs.acf.hhs.gov/family-engagement
“Summer Musings” - Carolina Soto	https://ccrebankst.wordpress.com/2017/08/22/summer-musings/
Implicit Association Test	https://implicit.harvard.edu/implicit/takeatest.html
Community Classroom Platform	https://www.classdojo.com/
Teacher Curriculum Planning	https://www.jumpro.pe/
Dots Exercise Activity Sheet	https://ccrebankst.files.wordpress.com/2017/08/dots-exercise-sheet1.pdf
Dots Exercise Answer Key	https://math.stackexchange.com/questions/565942/how-to-prove-the-number-of-solutions-to-nine-dots-puzzle
Map of the South Bronx	https://ccrebankst.files.wordpress.com/2017/09/south-bronx-map.pdf
Blank Cultural Iceberg Image	https://ccrebankst.files.wordpress.com/2017/08/cultural-iceberg-image.pdf
Completed Cultural Iceberg PDF	https://ccrebankst.files.wordpress.com/2017/08/cultural-iceberg-activity.pdf
Cultural Backgrounder Packet	https://ccrebankst.files.wordpress.com/2017/08/ways-use-cultural-backgrounders.pdf
Our Lives Matter PSA (v)	https://www.youtube.com/watch?v=QUG811lqtRs
A Girl Like Me (v)	https://www.youtube.com/watch?v=z0BxFRu_SOw
Microaggressions (v)	https://www.youtube.com/watch?v=BjL2P0JsAS4
All Hands In Last Day Speech (v)	https://youtu.be/w26ZNCwGM9w
Walking Alongside the Learner (v)	https://vimeo.com/184928043
How to Overcome Your Biases (v)	https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them
Funds of Knowledge Worksheet	https://ccrebankst.files.wordpress.com/2017/08/funds-of-knowledge-worksheet.pdf
Interaction Diary Template	https://ccrebankst.files.wordpress.com/2017/08/interaction-diary-template_pdi-2-pre-work.pdf
Parking Lot	https://ccrebankst.files.wordpress.com/2017/08/parking-lot-image.pdf
Reflection Sheet	https://ccrebankst.files.wordpress.com/2017/08/reflection-sheet.pdf

Key: (v) resources are videos hosted online



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