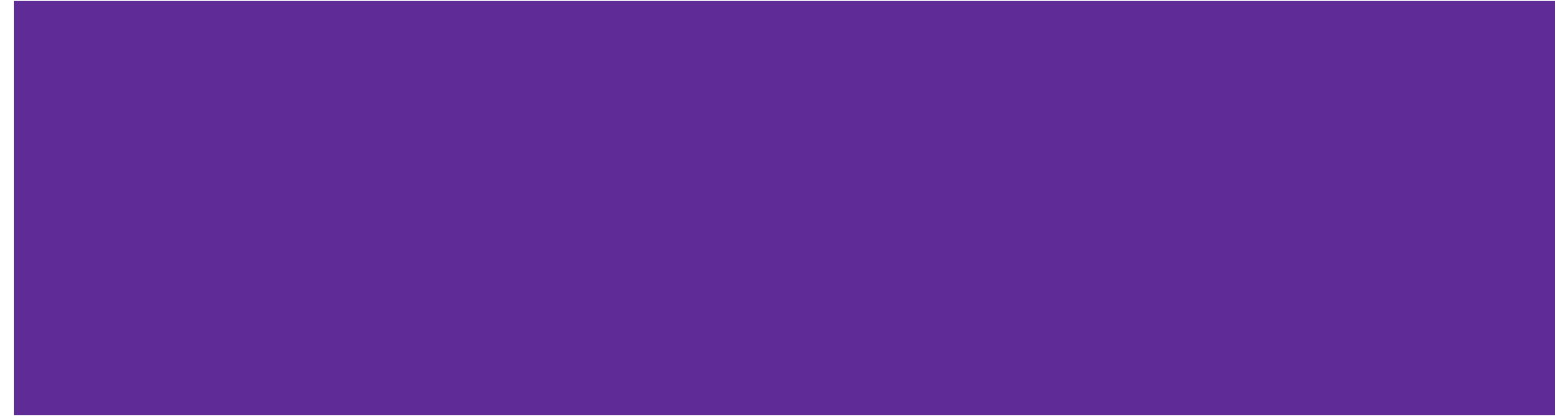


Culturally Sustaining Postsecondary Planning

By TaRael Kee



Who Am I?

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President of the Illinois School Counselor Association

2021 Illinois School Counselor of the Year

ASCA - DEI Committee and Nominations & Elections Committee

Published Culturally Aware Postsecondary Planning & Crossing the Cultural Divide

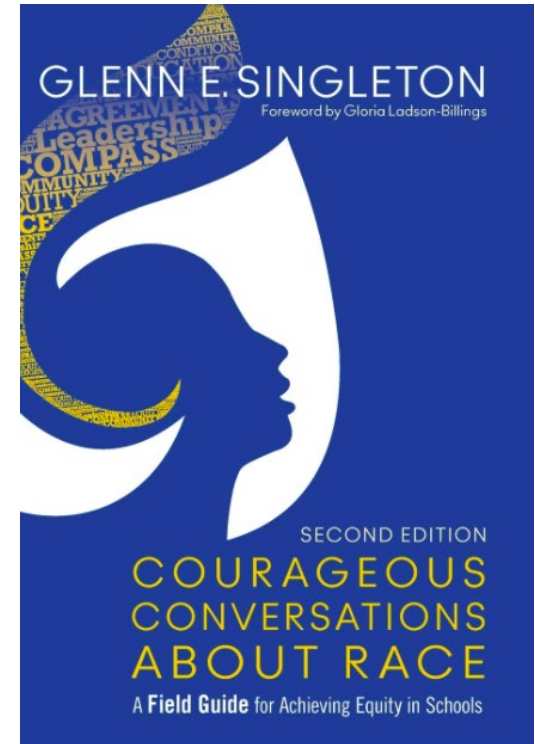
Podcast and Youtube Channel: The Kee to Success



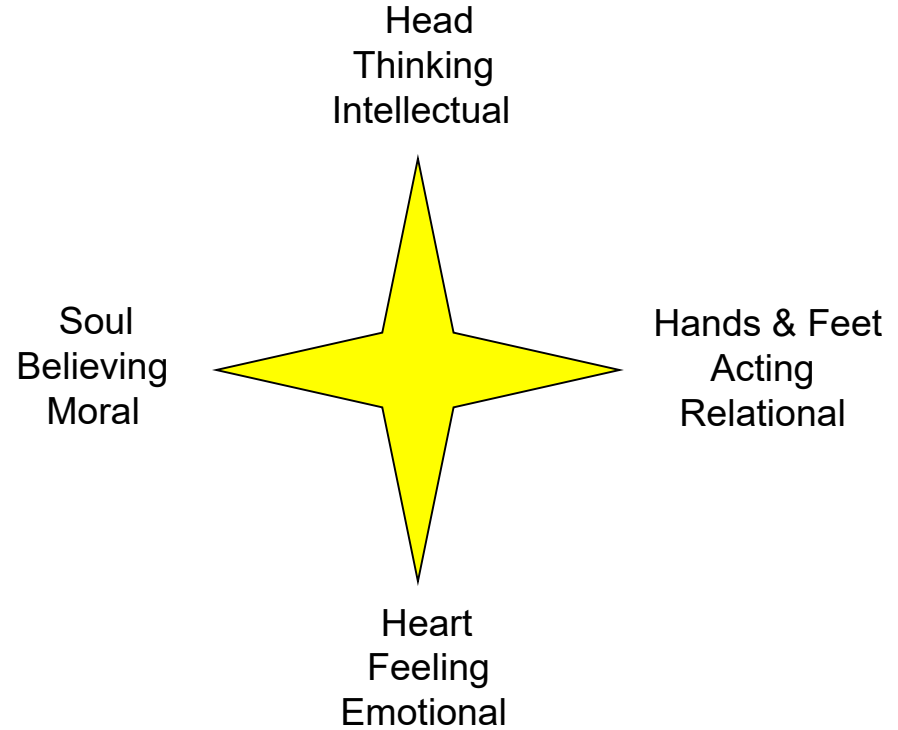
Setting Norms and Parameters

Setting norms and parameters are a critical part of any conversation about race.

The following tools are from “Courageous Conversations about Race” by Glenn Singleton



The Compass



Components of a Productive Conversation

- 1. Stay Engaged**
- 2. Experience Discomfort**
- 3. Speak Your Truth**
- 4. Expect and Accept Non-Closure**

Steps to Developing a Culturally Sustaining Program

- **Understanding the home cultures and values of the students that you serve**
- **Moving from deficit mindsets to identifying strengths and support systems**
- **Individualism vs collectivism**
- **Socioeconomic anxiety**
- **College expenses vs financial aid**
- **Differences in lived experiences**
- **Resources and additional steps**

The Cultural Landscape of Education is Shifting

- **The percentage of white students in US schools decreased from 61% in 2000 to 46.1 percent today**
- **In 2000, 84% of teachers were white and that number has decreased to 79 percent today**
- **Minoritized students are not always minorities in numbers**
- **Representation truly matters**
- **It is equally important for the staff members that work in schools that are majority minority schools truly understand and appreciate the cultural assets of the students that they serve**

What are some of the
cultural assets of the
communities that you
serve? (5 mins)

How do their cultures uniquely position them for success?

Benefits of Individualism & Collectivism

Individualism

- **Self-Happiness & Satisfaction**
- **Career & Educational Happiness**
- **Allows for Creativity**
- **Self-Determination**
- **Competition**

Collectivism

- **Social, Cultural & Linguistic Comfort**
- **Strength & Safety in Numbers**
- **Family or Communal Driven Purpose**
- **Creating Opportunities for Others**
- **Protecting and Sustaining Cultures**

Employees unionize when there is an imbalance of power in the workplace. People with less power have more of a voice when they come together.

(5 mins) What is a union benefit that a minority community might also have by coming together in schools?

Pandemic, Experience & Socioeconomic Anxiety

- **Covid-19**: minorities and low-income populations are being hit hard by the pandemic
- **Citizenship & Linguistic Issues**: family separation and discomfort with English for students and parents
- **Protection**: families fear that their child may not be safe in college
- **Isolation**: parents may fear that their child may be alone culturally in school



Pandemic, Experience, Socioeconomic Anxiety (cont.)

- **Need**: sometimes families need their oldest children to help out with the family, provide money, or work at a family business
- **First Generation Students**: may struggle to navigate an incredibly difficult and clunky system
 - this is especially true when parents do not speak English
- **Negative School Experiences**: can make it difficult for parents to trust the expertise of school counselors



College Expenses Are Rising ... Financial Aid, Not So Much

College Tuition

The average annual tuition for public, four-year colleges for the 2021 to 2022 school year was \$10,740 for in-state residents, and \$27,560 for out-of-state residents, according to data from CollegeBoard.

Room & Board

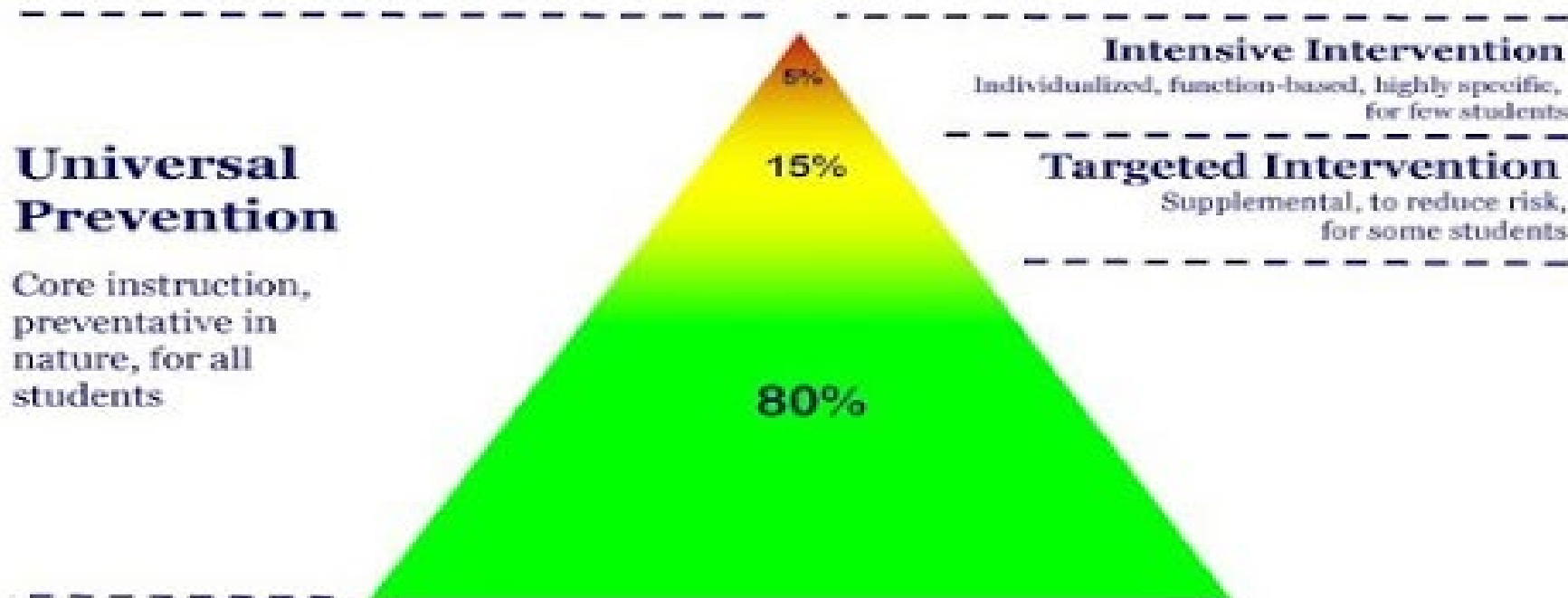
On average, room and board costs added \$11,950 per year during the 2021-2022 school year.

College Aid

According to data from CollegeBoard, the average undergraduate student received \$10,050 worth of student aid during the 2020-2021 school year, excluding earnings from federal work-study programs.

Next Steps ... Implement MTSS, RTI, or PBIS Programming

School-Wide Support Systems for Student Success



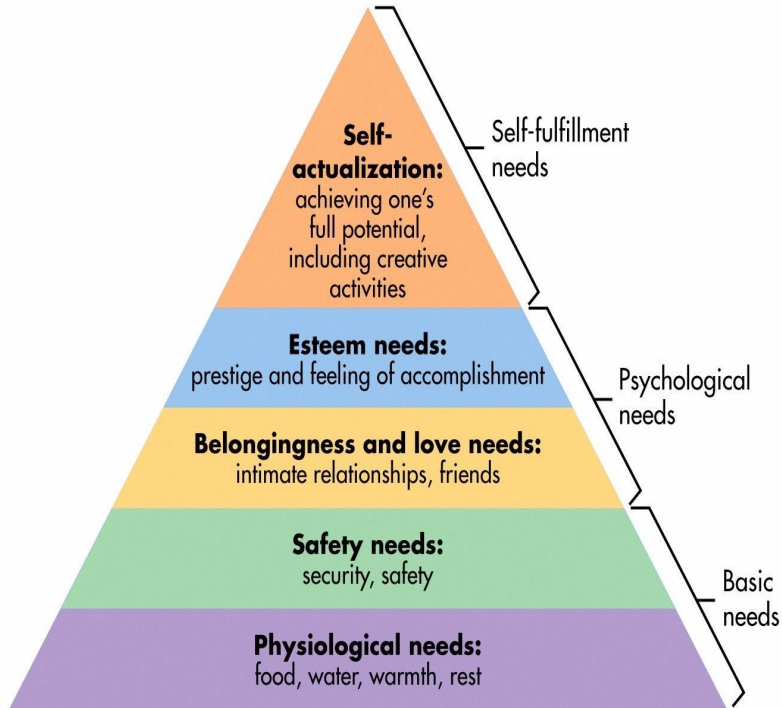
Tier 1

- **These supports are for all students**
- **This is the core curriculum and requires input from key stakeholders (especially teachers)**
 - **Example: a careers class or school-wide postsecondary planning**
- **Should lead to the academic, career, and social/emotional success of 80% of students**
- **Students should have a voice**
 - **Utilize clubs and student advisory committees**
 - **Keep an eye out for students who are historically underrepresented (think LGBTQIA, disabilities, race, economics, etc.)**

Tier 2

- **Tier 2 teams consist of administrators, school counselors, teachers, etc.**
- **Small groups and focused academic and career interventions**
- **Less than 15% of students need for success**
- **Develop sub-teams to collect data and address the academic, career, and social emotional needs**
 - **Ask why is the concern happening? What is the cause?**
 - **Determine need, implement interventions, monitor results, review data**
- **Reactive tier 2 teams react to behaviors and outcomes... proactive teams are constantly monitoring**

Belonging and Academic Success



- **How does a sense of belonging impact academic performance? (think linguistic, racial, & economic belonging)**
- **Is it possible to belong with your peer groups but not feel like you belong at school?**
- **If your child did not feel like they belong, what supports would you like to see at their school? (5 mins)**

Learning Never Ends ... So Commit To Action

Build Understanding

- Listen to your students, parents, and community members... their experiences are valid
- You do not know what you don't know
- Check out books like Interrupting Racism, Caste, and How to Become an Anti-Racist
- Learn the ASCA National Model
- Listen to podcasts like Code Switch, Teaching Hard History, or The Kee to Success

Commit to Action

- Utilize Clearinghouse reports & class placement data to identify opportunity gaps
- Spark conversations with colleagues about the disparities that you learned about
- Build coalitions of key stakeholders at the school and district level
- Look for students that have minimized voices and ask them about their experiences
- Build a student advisory committee to amplify their voices

Questions?

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