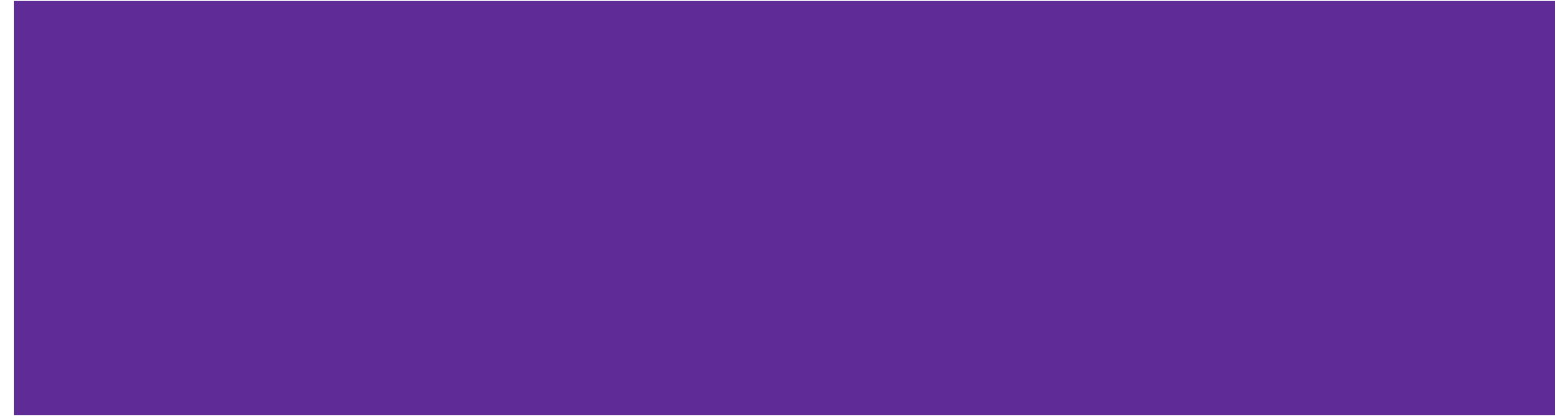# Culturally Sustaining Postsecondary Planning

By TaRael Kee

Who Am I?

TaRael Kee, Assistant Principal, Collinsville High School

President of the Illinois School Counselor Association

2021 Illinois School Counselor of the Year

ASCA - DEI Committee and Nominations & Elections Committee

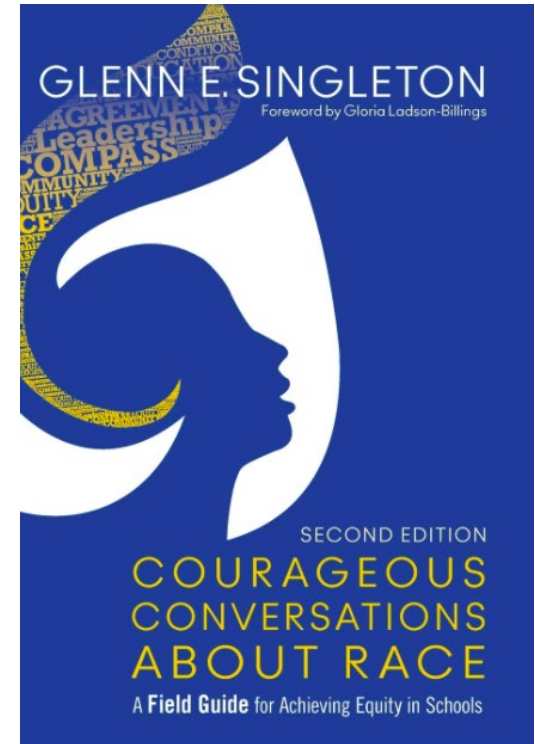Published Culturally Aware Postsecondary Planning & Crossing the Cultural Divide

Podcast and Youtube Channel: The Kee to Success
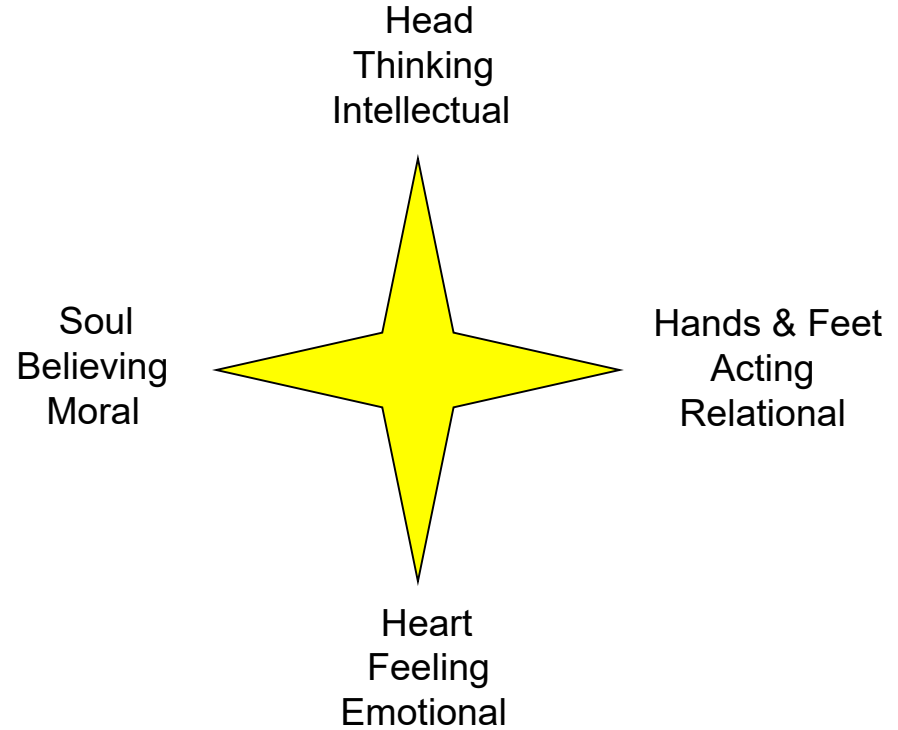

The Kee to Success Podcast W/ TARAEL KEE

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

Head
Thinking
Intellectual

Soul
Believing
Moral

Hands & Feet
Acting
Relational

Heart
Feeling
Emotional

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

Another conversation… (5 mins)

- **Have you ever been a minority (race, gender, language, culture)? How did you feel or how do you think it would feel (imagine moving to a foreign country with a different culture)?**
- **Would you feel comfortable allowing your child to attend school every day in this situation? Would you let them move away from you?**
- **How would you want the school to assist your child at that particular school? What supports would you want to see to make your family feel more comfortable?**

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 … Use the ASCA Model 4.0

- **<u>Define</u> your school counseling program**
  - **<u>Utilize the professional and student standards to create your program</u>**
  - **<u>Shift student mindsets & behaviors to increase the likelihood of college success</u>**
- **<u>Manage</u> the program**
  - **Create mission, vision and belief statements that drive the direction of your school counseling program**
- **<u>Deliver</u> your program**
  - **Use MTSS, PBIS, or RTI to deliver academic, behavioral, and postsecondary planning instruction through direct and indirect services**
- **<u>Assess</u> the impact of your school counseling program**
  - **Utilize the student standards and the models assessment tools to create change**
  - **Utilize the professional standards to assess your school counseling program and yourselves**
- **<u>Appropriate vs Inappropriate Activities for Counselors</u>**

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 and 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 minimalized voices and ask them about their experiences

- Build a student advisory committee to amplify their voices

Questions?

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