



# Trainings for School Faculty and Staff

## Healthier School Culture

Beyond Us & Them provides an evidence-based resource that can be integrated into any educational environment to achieve a high-impact, sustainable shift toward a more cooperative, creative, and engaged learning environment. Council enhances communication and strengthens connection between colleagues, supporting more resilient, creative, and cohesive teams. Embedding council in your school culture can help transform relationships, enhance teambuilding, mitigate work stressors, foster a sense of inclusion, and support health and wellbeing. Council also provides a platform for the development of creative curricula, instructional strategies, support services and restorative justice practices.

## What is Council?

Sometimes called *Listening Circles*, council is a practice derived from a number of different traditions that involves bringing individuals together in a circle, with intentional facilitation, for a candid and heartfelt conversation. Within the circle, participants are offered the opportunity to talk one-at-a-time, speaking from personal experience rather than opinion. Participants are encouraged to speak authentically, and to listen deeply, without comment or judgment.

## Council Programs for Educators

From immersive workshops and retreats to extended coaching, Beyond Us and Them provides a wide range of services to support healthy, compassionate, and motivated school culture. Participants in previous school council trainings report experiencing a positive change in how they connect with colleagues, friends and loved ones, as well as with students. School staff describe a reduction in work-related stressors, more engagement and comfort in expressing themselves, and a better understanding of those around them. Council can also help students develop their voice, strengthens speaking and listening skills and their sense of story, which is fundamental to literacy.

## Words From our Clients:

*"I notice that I stop to listen in a new way and it's bleeding into my work. I used to be in a rush all the time and now I am slowing down, being more focused."*

*"This is for connection, for building community. You can't have a movement if we aren't connected."*

*"I've gone from thinking council would be an add-on which we don't have time for, to it being an asset that helps me manage the rest of my workload."*

## Organizational Partners Using Council Include:





## Faculty and Staff Training Programs

The most effective implementation of council in a school environment occurs as a result of an entire group of staff, faculty and other stakeholders training together. Embedding the practice into school culture is best accomplished with genuine leadership support, ideally with leadership participation throughout the process.

### Facilitated Council Sessions

A certified Council Trainer facilitates small group council sessions to help build community within the group.

### Council Training 1: Foundations of Council

Our standard, evidence-based program, Council Training 1 (CT1), is an experiential 16-hour course covering the basic elements and forms of council practice. Up to 25 participants will develop fluency with and capacity to facilitate their own council circles for use in their personal lives and work environment, and potentially for integration into the classroom. Two professional, certified Council Trainers with experience in a variety of educational settings will lead the workshop. The training can be adjusted to fit the school's scheduling needs.

### CT1 Plus: Embedding the Practice

This program is designed to help ensure the full integration of council practice into the culture of the school staff. In addition to the 16-hour training described above, it includes up to four hours of assessment and orientation by an assigned Council Trainer, prior to the workshop. This assessment process will enable trainers to customize the program to address specific school needs, priorities and expectations, and to support the school in finding and orienting participants most likely to appreciate and implement council into their routine. Post-workshop, trainers will return to offer up to 12 hours of additional mentoring, coaching and support, and to answer questions, help devise specific council-based solutions to issues that arise, and offer refreshers and further training on specific elements from the training, as needed, including an introduction to council in the classroom.

### Wellness and Resiliency Skills Program

This six-month program combines the latest innovations in mindfulness science with council practice to deliver a powerful and sustainable protocol for improving school culture and personal wellbeing. Building on the CT1 experience, this evidence-based interactive program offers practical skills for recognizing and managing stress, honing attention, regulating emotions, understanding behavioral cues, and cultivating positive relationships with coworkers and students. In addition to the intensive training workshop, participants will receive weekly mindfulness assignments, participate in small group "council huddles," and receive up to 16 hours of additional group coaching sessions, integrating tools for improving their personal health and wellness, as well as for optimizing performance and enhancing school culture.

### Customized Programs

Beyond Us & Them offers customized training programs tailored to individual school needs and addressing a variety of topic areas, including: Diversity, Equity & Inclusion; Culturally Based Communication; Community Engagement & Outreach; Change Management; Conflict Exploration; Unpacking Values and Bias; and Restorative Practices. Additional units that address the integration of council into the classroom are also available. Topics are developed and integrated as a supplement to basic training in council practice and can be customized to meet the needs of unique environments and groups of participants.



## Professional Trainings for School Faculty and Staff

	Council Training 1 (CT1)	CT1 Plus	Wellness & Resiliency Skills Training
<b>INCLUDED</b>			
<b>Introduction</b> to the practice, background, pedagogy and application of council (2 hours)	✓	✓	✓
<b>Assessment / Orientation Sessions</b> (up to 4 hours)		✓	✓
<b>Council Training 1 (CT1) Workshop</b> (16 hours)	✓	✓	✓
<b>Two Certified Council Trainers</b>	✓	✓	✓
<b>Held at location of your choosing</b>	✓	✓	✓
<b>Scheduled to suit</b> *	✓	✓	✓
<b>Customized follow-up support / group mentoring ‡</b>		12 Hours	16-20 Hours
<b>Timeframe</b>	Between two days and one month.	CT1, plus follow-up support over 3 months (approx)	6-months post-training
<b>MATERIAL COVERED</b>			
Basic forms and modalities of council, it's application and pedagogy, and the skills to carry the work in your daily lives.	✓	✓	✓
Basic forms and processes of council, with an exploration of personal mindfulness practices.			✓
Weekly mindfulness and council assignments delivered via e-mail			✓

### Popular Add-Ons

Scheduling of day or overnight location, catering, travel outside of Los Angeles Metro Area

**Please inquire for information on local rates and rates for alternate locations outside the Los Angeles Metro area. All council workshops are designed for up to 25 participants. Number of participants does not impact price.**

\* Consecutive or separated weekend or week days; two 8-hour sessions; four 4-hour sessions, etc.

‡ Wellness & Resiliency Skills Training includes three 4-hour follow-up sessions, with a final visit for either 4 or 8 hours, depending on your organization's availability. Duration of final visit does not impact price.