

Adult Resilience Curriculum (ARC) for Educators —Module 2: Culture & Context

Preparation

People (1 team, or 1 practice partner):

Organize into your teams , if you are completing ARC as a team or with your school

OR

Get comfortable wherever you are (home, classroom, etc.)

Review:

Reflect on content from the previous module

- If you are completing modules in order, the previous module was on **Psychoeducation**
- Review Mod 1 [discussion questions](#) with yourself, your team, or your practice partner to guide the review.

Materials for Staff Presentation (8 items):

[Access](#) the following resources:

- Module 2 Slides, OR
- Module 2 Video
- Module 2 Staff Activities
 - Cleaning Up Your Plate
 - Using EMR to Build Psychological Safety
 - Making Space for Vulnerability
- Module 2 Knowledge Check questions
- ARC-Digital-Wellbeing Action Planning-Every Module
- Module 2 Resources Folder

Materials for Leadership Presentation (13 items):

[Access](#) the following resources:

- Module 2 Slides, OR
- Module 2 Video
- Module 2 Leadership Activities
 - Using EMR to Build Psychological Safety
 - Building Implementation Climate
 - Implementation Overload
 - Cleaning Up Your Plate
- Module 2 Data Collection Tools
 - Organizational Self-care Checklist
 - Teacher Subjective Well-being Questionnaire
 - Professional Quality of Life Scale
 - ICS-ARC-School
- Module 2 Knowledge Check questions
- ARC-Digital-Wellbeing Action Planning-Every Module
- Module 2 Resources Folder

Prepare:

Put aside distractions temporarily and set an intention to yourself by answering the question, “Why are you participating in the module?”

Module 2: Culture & Context

Knowledge:

- If you are completing Module 2 as a team with a trainer:
 - Attend to the training experience as delivered by your trainer
- If you are completing as a team, with your Practice Partner, or on your own:
 - Watch the Module 2 Video (put in time stamp)
- Content is divided into Staff and Leadership sections; be sure to engage in the correct material for your role in the school

Knowledge Check (staff):

By yourself, with your Practice Partner, or with your team, complete the knowledge check questions included in the Module 2 Knowledge Check questions handout.

Knowledge Check (Leadership):

Answer the questions in the Module 2 Knowledge Check questions handout with your leadership team

Immediate Application (staff):

Select **at least 1** of the culture and context activities to help introduce yourself to the concept or return to the practice if you are already familiar.

NOTE: If you are completing Module 2 as a team led by a trainer, your trainer may have already selected an activity for you to complete. The Cleaning Up Your Plate activity is recommended for making microchanges to your practice as an educator

Immediate Application (staff):

Select **at least 1** of the culture and context leadership activities to help introduce yourself to the concept or return to the practice if you are already familiar.

Next, select **at least 1** of the data collection tools and establish a data collection, analysis, and results dissemination process to determine the subjective well-being, quality of life, and/or implementation climate of your school.

NOTE: At a minimum, administer the implementation climate scale and review the data to begin targeting ways you can create a more supportive implementation climate regarding well-being.

Action Planning (staff):

Complete the individual action plan by setting goals for one or more of the following:

- Modify things within your control to improve workflow and reduce stress
- Identifying and improving relationships with other staff members

Tip: The action planning worksheet is simple and yet backed by research because it helps us be aware of honest with our biggest barriers. The more specific the barrier, the more success.

Action Planning (leadership):

Develop an action plan with your leadership team based upon the data garnered from your data collection process (see step above). Make sure your action plan addresses things that improve the climate of your school, the workflow, the demands upon

educators, professional development, and policies and procedures that hinder educator agency and achievement.

Post-session

Ongoing Practice & Experience (staff):

Implement your action plan with your team or Practice Partner

Ongoing Practice & Experience (leadership):

Implement your action plan with your team or Practice Partner for your personal well-being, and continue with your culture change efforts informed by your data collection process




Reflection (staff):



As you implement your action plan, connect **at least once** with your Practice Partner to discuss the benefits you are experience or not experiencing, and any barriers and solutions to those barriers for maintaining the practice



Reflection (leadership):

As you implement your action plan, review results with your leadership team to determine alterations and continued adjustments

Activity Guides

Module 2: Context (staff)	Activity	Key Points	Estimated Time to Complete	Tips for Delivery
	 Cleaning up Your Plate	This activity allows for individuals or groups to identify what is currently on their plate, reflect on what needs to be on their plate, and determine one area to focus on working to match their ideal plate.	20-25 minutes	This activity can be completed both individually and/or organizationally. Many folks feel overwhelmed while completing this activity. It can be helpful to allow sometime to process, empathize, and find feasible actions.
	 Space for Vulnerability	This activity allows for partners or teams to solicit and receive feedback.	5-10 minutes	This is an in session activity to be completed in pairs or groups and is not accompanied by a handout.
	 Establish-Maintain-Restore	A reflection of the relationships that you have with students.	15-25 minutes	You could introduce this in session, but it is an activity that may be best completed individually. Its length is dependent on the number of student relationships the educator reflects on.

Module 2: Context (staff)	Activity	Key Points	Estimated Time to Complete	Tips for Delivery
	 Cleaning up Your Plate	This activity allows for leaders to identify what is currently on their personal OR organizational plate, reflect on what needs to be on the plate, and determine one area to focus on working to match their ideal plate.	20-25 minutes	This activity can be completed both individually and/or organizationally. Many folks feel overwhelmed while completing this activity. It can be helpful to allow sometime to process, empathize, and find feasible actions.
	 Overload Costs	This activity allows for partners or teams to solicit and receive feedback.	5-10 minutes	This is an in session activity to be completed in pairs or groups and is not accompanied by a handout.

 <p>Establish- Maintain- Restore</p>	<p>A reflection of the relationships that you have with staff.</p>	<p>15-25 minutes</p>	<p>You could introduce this in session, but it is an activity that may be best completed individually. Its length is dependent on the number of staff relationships the leader reflects on.</p>
 <p>Building Implementation Climate</p>	<p>A chance to rate strengths and lesser strengths of your organization's implementation climate and determine action steps for strengthening this critical aspect of implementation and well-being.</p>	<p>10-15 minutes</p>	<p>This one is critical for a systematic approach to well-being and is HIGHLY recommended to engage in iteratively.</p>