

LISTING OF SERVICES AND FEES FROM ROBIN HARDEN DANIELS AT INFLIGHT, LLC

ORGANIZATIONAL AND LEADERSHIP DEVELOPMENT | ADMINISTRATORS AND DISTRICT LEADERS

CULTURAL DIVERSITY AUDIT

A full Cultural Diversity Audit is recommended for districts considering or involved in a Diversity, Equity, and Inclusion (DE&I) Initiative. Its purpose is to provide an analysis of the diversity-related attitudes, beliefs, and behaviors of critical stakeholders. Our mixed-methods format includes a survey from which quantitative data is gleaned. In addition, focus group sessions are conducted to provide a qualitative dimension wherein stakeholders elaborate on their beliefs and experiences. The result is a written report on the district's strengths and challenges regarding diversity-related practices and recommendations for the next steps.

MANAGING DIVERSITY-RELATED CHANGE

Unlike mechanical changes, such as learning Google Suite, DE&I work evokes deep-seated emotions that can grate against personal, religious, or political sensibilities. Such responses complicate the work of diversity leaders as they must implement change while managing resistance. This workshop provides district leaders with a framework for managing resistance and inspiring staff buy-in to diversity-related change.

CULTURALLY RESPONSIVE PRACTICES IN HIRING AND RETAINING STAFF OF COLOR

The quickest way of introducing school change is by hiring staff members whose skills and perspectives support district goals. In this regard, hiring is one of the most important tasks administrators engage in. It is even more important when considering that new hires, once tenured, can be positive or negative influencers in their schools for decades to come. This training provides concrete strategies for three core aspects of the hiring process: preparing search committee members for change, conducting equity-based interviews, and retaining candidates of color once hiring has taken place.

PROFESSIONAL DEVELOPMENT TRAININGS AND WORKSHOPS | STAFF

INTRODUCTION TO CULTURALLY RESPONSIVE PRACTICES (Culture and Race)

- This training introduces educators to the core concepts of bias identification and disruption. It then unpacks the seven most common expressions of bias that impede effective teaching and learning in the classroom. As part of the process, educators are given opportunities to reflect upon and challenge their own assumptions about self and others. The goal is to build stronger, more affirming relationships and classroom environment that advance students' identities as engaged and responsive learners.

CULTURALLY RESPONSIVE STRATEGIES FOR ADDRESSING THE NEEDS OF STUDENTS FROM LOW SOCIOECONOMIC BACKGROUNDS

- This training provides insights into the needs of students from low socioeconomic backgrounds and specific strategies for building their identities as doers and learners. As part of the process, educators engage in activities to produce Aha! moments that help uncover their own perceptions and misconceptions about students from impoverished backgrounds. The goal of the training is challenge biases such as deficit thinking and empower educators with strategies to help students become stronger independent learners.

TEACHING TO THE RIGOR OF THE STANDARDS (ELA READING ONLY)

- Culturally responsive pedagogy requires adults to disrupt personal biases that impede relationships and instruction. In doing so, its primary function and "bottom line" is to build students' academic capacity as independent learners. Teaching to the Rigor of the Standards is presented in two parts. First, it is a training wherein ELA teachers learn to decipher the nuances within New Jersey's Curricular Framework to design more rigorous lesson objectives. And second, the training evolves into a work session during which teachers apply newly learned skills to create a lesson objectives that strength instruction across each grade level.

ROBIN DANIELS

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ABOUT THE TRAINER

Robin Harden Daniels is a consummate teacher, certified change practitioner, and professional developer. In these capacities, she has provided professional equity-based training to literally thousands of New Jersey educators.

Dr. Daniels' workshops have been consistently described as "substantive", "engaging", and "dynamic." She uses her well-honed teaching skills and passion for progressive change to connect with administrators and teachers. This connection is electric. It allows for the creation of "brave spaces," forums wherein the open discussion of race, class, and implicit biases can occur without judgment or labels.

Within these forums, educators receive information for the head and heart that advances their skills in cultural literacy. In addition to her consulting work with INFLIGHT, LLC, Dr. Daniels serves as a certified change practitioner who helps districts move from equity training to implementation. Her work is further advanced by her service as a popular trainer and course developer for the Foundation for Educational Administration (FEA) in Monroe Township, New Jersey.

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INFLIGHT, LLC

