

Introduction: Leading Staff through Face to Face Advisories

Face to Face Advisories is designed to lead students and teachers to appreciate diversity and take action for equity. School leaders can use this *Guide* to:

- introduce the advisory formats
- explore positive outcomes of the advisories
- highlight teacher supports structured into each advisory
- sequence advisories team-wide and school-wide, and
- address key elements for launching student and teacher growth within conversations about culture.

School leaders can help teachers discover how the 127 advisories in the book provide both practice and reflection support. Each advisory forwards cultural understanding for students and teachers; all are prompted to reflect as the conversation grows. Theory and practice weave together, so the sensitive and important topics of cultural diversity can be approached authentically, respectfully, and with confidence.

READY-TO-GO MEETINGS FOR SCHOOL LEADERS

The *Leader's Guide* provides staff meetings to help educators develop the skills and insights they need to implement *Face to Face Advisories*. Use the staff meetings according to your school's needs.

If most teachers have experience with *Developmental Designs* advisories, or if time for professional development is very limited, school leaders can determine which of the eight meetings best suit their purposes. Meetings take from 45 minutes to an hour.

Before Advisory Implementation

In Meeting One, participants experience and/or explore:

- Circle of Power and Respect (CPR) community-building meeting
- Social-emotional learning outcomes of advisories
- Teacher supports available in *Face to Face Advisories*

In Meeting Two, participants experience and/or explore:

- CPR community-building meeting
- Definitions and influences of culture
- CPR format and how components address adolescent needs
- Next steps for successful implementation

In Meeting Three, participants experience and/or explore:

- Activity Plus (A+) community-building meeting
- Ways to foster an inclusive climate for conversation about culture
- Comparison of CPR and A+ formats
- Sequence of advisories across grade levels

Before or During Advisory Implementation

Meetings Four through Eight: *Face to Face Advisories*' five Perspectives

Participants experience a CPR advisory from each of the five Perspectives in *Face to Face Advisories*. These direct experiences are deepened by examination of the “Keep in Mind” content for each meeting and by group discussion of personal and professional challenges regarding culture. This prepares educators for advisory leadership that generates appreciation for diversity and action for equity:

Perspective One: Identity and Diversity—Positively explore cultures different from our own.

Perspective Two: Interdependence—Connect to one another and recognize our interdependence.

Perspective Three: Us Versus Them—Reveal the bias and discrimination that damage our world and our school community.

Perspective Four: Open to Change—See that that we are not *stuck* with prejudice; possibilities for change are all around us.

Perspective Five: Taking a Stand—Inspire action toward appreciation of differences and a more just society, in school and elsewhere.

It is not necessary to complete the series with staff before they begin to implement *Face to Face Advisories*. Consider incorporating the meetings into regularly scheduled staff meetings.

Excerpt from [A Leader's Guide to Face to Face Advisories](#), © The Origins Program, 2014