Building a Belonging School Through Trust and Psychological Safety: Professional Experience

1. Provide each participant with a blank piece of paper.

2. Instruct participants to think of a time trust was particularly important in their role in the school. Challenge them to depict the scenario either through drawing or writing.

3. Ask participants to recall the factors shared in the video that encourage trust (e.g., honesty, openness, benevolent intentions, etc.).

4. With those factors in mind, challenge them to add details and descriptions to their depictions to address the following prompts:
   - What factors were in place that allowed for the presence of trust in this scenario?
   - How did the presence of trust in this scenario impact students? Professional peers? Others?
   - Did a sense of psychological safety enhance your ability to show trust in this scenario? If so, in what ways?

5. Ask participants to brainstorm a list of factors they personally need to be able to show trust, based on this example scenario. They should write their list down.

6. Instruct participants to share their trust factors with a small group. The group should build a list of factors as each participant shares.

7. Ask groups to share their list of trust-encouraging factors that are important to have in the school. Build a full-group list as they share.

8. As a full group, discuss what the school currently does well to encourage trust among faculty and students.