

Principal Wellness Professional Learning Community

A Community for and about Centering Wellness for
Black Detroit Principals

Program Information and Application Process

Designed, Led, and Facilitated by:

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Sponsored By:



The Skillman Foundation was founded with the mission to help children thrive and excel into adulthood. To do so, we constantly seek to understand and address the biggest factors standing in the way to young people’s happiness and prosperity. One key theme emerged in our conversations with Detroit youth and their champions during the pandemic—personal wellness was in a fragile state. Our kids, and the adults who serve them, have undergone a good deal of hardship and stress and long to feel whole, stable, and well. To respond, The Skillman Foundation launched the **Wellness Works** Initiative. From the summer of 2021 through the summer of 2022, we will grant \$3 million toward wellness programs and activities for Detroit youth, educators, and youth-service providers. Wellness Works is partially supported by a grant from the Chan Zuckerberg Initiative.



What Is the Purpose of the Principal Wellness Professional Learning Community? What Makes it Unique?

Principals participating in the Principal Wellness Professional Learning Community (PWPLC) will have the opportunity to engage in an 11-month experience, including group learning sessions, one-on-one coaching, and more.

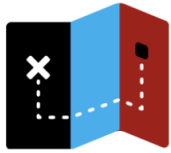
- These sessions will provide principals with a new framework for sustainability and transformative practices that promote healing for themselves.
- Principals will receive support from culturally responsive school leaders as they unpack experiences that result from their work as school leaders. They will have a safe space to share and process their experiences of community trauma and esteem.
- Facilitators will guide principals to identify the deep culture value systems that they operate from, and to recalibrate who they really are as principals.
- By the end of the series, participants will have developed a safe and accepting environment to explore their healing. Moreover, principals will have explored ways of deepening their capacity to heal, alleviate their stressors, identify areas of growth, and create a foundational self-care plan.

This will be a unique learning community because of its specific focus on creating a unique space for Black school leaders to regularly convene and receive social-emotional wellness and leadership support in Detroit. The PWPLC will offer 20 Detroit principals—10 Black women and 10 Black men—the opportunity to grow and learn alongside their colleagues in a safe, supportive, and community.

Core Concepts of Wellness For Black Detroit Principals

- Proper alignment of mind (thoughts and feelings) body and spirit (heart/core of a person/heart).
- Wellness is the ability to respond authentically good and morally right to any circumstance or situation. Maintaining wellness is predicated upon the alignment of the spirit, mind, and body.
- Wellness is the awareness of the state of the dynamic between the inner and external lives, their signals of distress and invigoration, and the intentional effort to care for them.
- Wellness is an intentional pursuit of awareness and inventory of the state of the various human dimensions (mind body spirit) and the active keeping and care of those dimensions.
- Knowing how to hold an anti-racist leaning and how to support self while doing the work.
- Black wellness depends on *community*. Community care brings the concept of self-care outside of its individual barriers. By reaching out and coming together, we can heal ourselves and others. Community members lean on each other when they are not okay and engage in restorative dialogue to edify one another.
- Holding space and listening to someone, making sure they know they are loved, and saying, “whatever you decide, know that I’m here to hear you.”
- Self-love & love of Black people.





PWPLC Objectives and Outcomes: August 2021 – June 2022

Objectives	Outcomes
<p>Principals will learn to value themselves and how to seek help and build self-advocacy and esteem.</p> <p>Principals will develop strategic plans to transition back to in-person school focused on teachers and talent management/ retention/ navigating “re-entry” to in-person from the virtual environment.</p>	<p>Principals will leave with a support system of peers, new techniques to take care of their own mental health, new understandings of the importance of mental health in activist work, and new ways to conceptualize dismantling White Supremacy and supporting marginalized students and their families.</p>
<p>Principals will learn about leading with vulnerability and creating brave spaces for change within their schools.</p>	<p>Principals will leave understanding the principles of Restorative Practices and how to implement those principles in the way they lead and begin to implement them in their schools.</p>
<p>Principals will learn about anti-Blackness inherent in some anti-trauma work and how to attend to wellness with transformative goals.</p> <p>Develop self-care plan including mental, emotional, and spiritual with project plan and milestones.</p> <p>Principals will learn the principles of restorative practices and begin to implement them into their leadership practices.</p> <p>Assess school climate & culture through at least two methods: focus group and individual interviews, town halls, leadership study circles, qualitative surveys (i.e., families, students, community business + partners)</p> <p>Operationalize Liberated Learner framework: Authentic Relationships, Culturally Responsive Education, Restorative Practices, Academic Rigor</p> <p>Engage in courageous conversations about race to close racial opportunity gap + develop racial equity lens</p>	<p>Principals will create strategic plans that focus on the overall wellness of the school community (students, teachers, and families). They will delineate plans to develop and cultivate their school communities grounded in liberatory leadership (culturally responsive teaching, establishing authentic relationships, academic rigor, and restorative practices) as its core leadership approach and instructional framework.</p> <p>Principals will have gained increased leadership efficacy demonstrated by their ability to develop and implement sustained mental and emotional wellness.</p>

The Key Experiences for Participants

**Participants will include 10 Black women and 10 Black men who lead and love Detroit schools.
Timespan of PWPLC: August 2021 – June 2022**

- Monthly Group Sessions: 4 hours per session; In-person + virtual; Held on weekends
- One-on-One Coaching: 1 hour per month; Virtual; Based on personal schedules
- Group Text Messaging: On-Going Check-Ins and Support
- Participate: Learning and Evaluation Plan to Determine PWPLC Impact and Effectiveness - maximum of 5 times
- Receive Honorary Stipend for Active Participation and Authentic Engagement

Participant Eligibility Requirements

PWPLC is Designed for Black Principals Leading Detroit Schools

Current position location	K-12 Schools—Detroit Charter Schools and Detroit Public Schools Community District
Mindset and Experiences	Must have some experience or foundational knowledge around: Culturally Responsive teaching and leading, restorative practices, anti-racist teaching and leading.

Participant Selection Process and Timeline

Application Due	July 23
Committee Reviews Applications	July 26-July 30
Committee Interviews Top Applicants	August 2-August 13
Notify Participants	August 15-17
Participant Orientation/Welcome Meeting	August 23, Evening

Key Application Components

**There are three components to the application.
All components are due by Friday, July 23, 2021 by 5:00 p.m.**

Components of Application:

1. Response to application questions, which includes three open-ended questions.

For your brainstorming, the open-ended questions are:

- Please Respond: Please share your narrative and reasons for becoming an educator.
 - Please Respond: How do you hope your experiences in PWPLC will benefit your Principalship and leadership development?
 - Please Respond: From your personal and professional experiences, why is it important to focus on the wellness of Principals?
2. Upload Resume/CV with 2-3 professional references

Time to Apply: Application is only available online at the link below.

[Click Here to Apply](#)

Please Note: Provide required documentation through the application platform.

For questions, please email Tara Cooper (Program Assistant) at tcooper@skillman.org.