



Belonging Begins With Us – Leading for Connection and Psychological Safety

Environmental Self-Reflection Survey

Instructions

Go to

www.menti.com

Enter the code

6792 4258



Or use QR code



Belonging...begins with awareness



**ENVIRONMENTS
SEND CONSTANT
SIGNALS**



WHO'S IN THE ROOM

Let's connect and learn together!

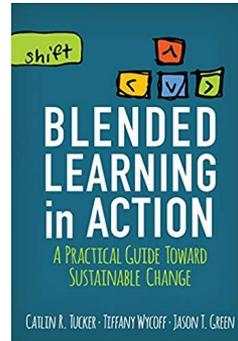
Dr. Cassandra “Dr. Cass” Corbin-Thaddies

VP, Partner and Client Engagement
Yourway Learning



The intersection of **adult learning science, learner-centered pedagogy and technology.**

**YOURWAY
LEARNING**





What is Belonging? Why it Matters?

What is Belonging? Why it Matters?



Belonging is the experience of being accepted, valued, and connected within a community while being free to show up as your authentic self.

Source: Synthesized from Brown (2017), Cornell IDP, and CASEL research on belonging.



Why It Matters (Adults)

Why It Matters (Adults)



- **Belonging boosts employee performance & retention.** Employees with a strong sense of belonging show a 56% increase in job performance, a 50% drop in turnover risk, and 75% fewer sick days.
— Harvard Business Review, 2019

Why It Matters (Adults)



Psychological safety boosts innovation and collaboration.

Google's Project Aristotle identified psychological safety as the #1 factor of high-performing teams —more important than skill, experience, or talent.
— Google People Operations, 2018

Why It Matters (Adults)



- Staff who feel connected contribute more and stay longer. Educators who report high levels of belonging are 2x more likely to stay in their role the following year.

– Gallup Education Workforce Report, 2023



Why It Matters (Students)

1. Belonging doubles academic motivation

- 🔗 Students who feel a strong sense of belonging are 2.2 times more likely to be engaged in their learning.
— OECD PISA Student Well-Being Report
- 🔗 Dr. Corbin-Thaddies' research (2022) similarly shows that belonging directly strengthens academic identity and learning engagement for Black male students.
— Corbin-Thaddies, 2022

2. Belonging is tied to academic identity & completion

- 🛡️ Students with high belonging are 4x more likely to have strong academic self-efficacy and 3x more likely to persist to graduation. — American Psychological Association, 2020
- 🛡️ Corbin-Thaddies (2022) also found that when Black male students experience belonging, their sense of academic competence and long-term persistence substantially increases regardless of prior achievement.
— Corbin-Thaddies, 2022

3. Belonging matters even more for marginalized students

 Belonging interventions show the largest positive impact on Black students, significantly improving identity, engagement, and long-term outcomes.

— Walton & Cohen, Stanford University

 Corbin-Thaddies (2022) reinforces this: high-achieving Black male students report that belonging and identity affirmation are central drivers of their success, motivation.

— Corbin-Thaddies, 2022



Discussion Prompt:

“What does belonging look like in your school? What does it feel like when it’s present—or when it’s missing?”

What is Psychological Safety?



Belonging vs. Psychological Safety

Belonging

“Do I fit here?”



Psychological Safety

“Is it safe to speak up here?”



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Go to

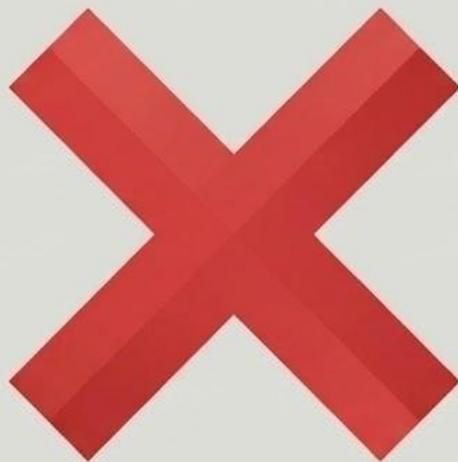
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5 Leadership Behaviors That Build Psychological Safety



Modeling vulnerability – admitting mistakes, asking for help, and showing humanity.



Inviting and valuing input – asking for perspectives, especially from quieter voices.



Responding with curiosity instead of judgment – “Tell me more about that...”



Following through on commitments – consistency builds reliability and trust.

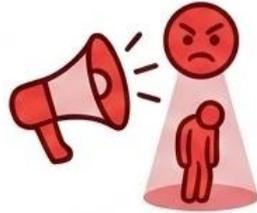


Giving feedback that supports growth – clear, caring, and focused on improvement.

5 Leadership Behaviors That Erode Psychological Safety



Reacting with defensiveness or dismissal
— shutting down ideas or concerns



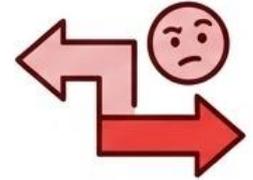
Public criticism or or calling people out — humiliates rather than develops



Ignoring conflict or inequities — silence signals that issues are not safe to raise



Lack of transparency — withholding information breeds uncertainty and mistrust



Inconsistency in expectations or responses — unpredictability creates anxiety



Coffee/Tea/Water Break

5 minutes



What is Yourway?

Yourway helps to solve everyday tension points
in education

Designed to simplify teacher workload, improve quality of learning, create content, and improve results in the classroom. With Yourway, teachers and students will be able to **personalize instruction**, align materials with specific outcomes, and easily **create tailored tools** — all while **saving time** and **effort**.

Yourway is AI



- Designed for Educators
- Built with pedagogy at the center
- Elevates identity, voice, rigor,--not just efficiency

Using the Belonging Insight Tool

-  1. Click the link provided.
-  2. Choose either the student or adult Belonging Insight Tool link
-  3. Complete the prompts to generate your content.
-  4. Review your results and click the light bulb icon for insights.

bit.ly/MSANBELONGING



MSAN Webinar Series

Session #1:

Belonging Begins with Us-Leading for Connection and Psychological Safety

Resource Hyperdoc

My Contact Info	Cassondrathaddies@yourwaylearning.com -Please email me with any questions. Thank you for attending the session today!
START HERE	Click the MSAN Join Link to set-up your Yourway account.
Building Belonging Pathways	
Students	Adults



Tinker Time

Build Something Brilliant



Tinker Time Debrief

1. What did Yourway surface for you that you hadn't considered before?
2. What leadership move or behavior came up in your action plan that feels most doable this week?
3. What barriers did you notice — and what support might you need to overcome them?



Questions before we go?



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We want to hear from you!



Complete the Survey

YOURWAY LEARNING **MSAN**
Missouri Student Achievement Network

MSAN Webinar Series
Session #1:
Belonging Begins with Us-Leading for Connection and Psychological Safety

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Join us for our Next Session:



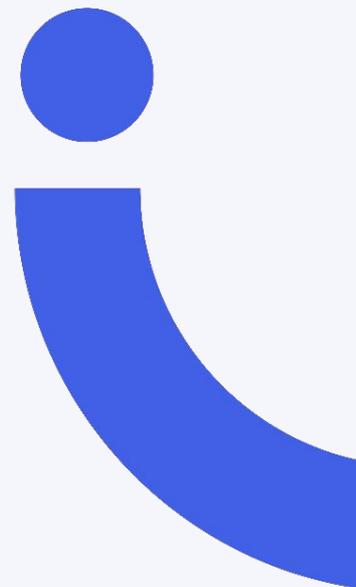
Thursday, February 19th
11:00 AM CST-12:00 PM EST

**Centering Student Voice:
Co-Creating Conditions for
Belonging**

Bring a Friend!



**Learning
is better
with
friends!**



A pair of hands, belonging to a person wearing a dark, textured sweater, are gently cupping a small, realistic globe of the Earth. The globe shows the continents of North and South America, surrounded by blue oceans and white clouds. The lighting is dramatic, highlighting the texture of the sweater and the details of the hands and globe against a dark background.

**Thank you for all
that you do!**

