



Magnolia School District

Lord Baden-Powell School



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California Distinguished School

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To Whom It May Concern:

Recently I attended the Creating Bias Free Classrooms workshop led by Encompass at Orange County Department of Education. I was moved how the content of maximizing achievement by creating safe and inclusive classrooms, specifically around sexual orientation, was made real for all of us in that room. That was no easy task and Encompass did it so well.

Outstanding facilitation, a created safe environment for all participants, and the unique use of real students portraying realistic classroom scenes, made for an engaging and impacting morning. When I reflect back on it I still can vividly remember the classroom scene, and how our suggestions, as school administrators, changed the teacher's behavior, classroom environment and therefore resulted in a more inclusive and safe classroom. It reminded me, and everyone there, that I need to make sure my school's classrooms are like that every day. It reminded me too how the role of teacher is critical in creating a classroom environment where everyone is safe. Every administrator and teacher should be afforded this training by Encompass because it not only raises consciousness but gives tools of how to change students' behaviors.

As a school principal I saw before my eyes a realistic classroom scene that could happen any day, anywhere. I was moved at how my peers and I came up with ideas that then the actor/teacher enacted as the scene was replayed impromptu. I was moved at how our ideas made such a difference, right before our eyes. It reminded me of my important role as a school leader in creating a safe and inclusive school, by empowering teachers to create safe and inclusive classrooms for all students. It reminded me that I can and must make a difference for each student.

As a father I am hopeful that my children's teachers will participate in the Encompass training so that they will create safe and inclusive classrooms for my children and all their classmates.

Never before have I been to training where every moment was engaging and meaningful. The combination of real students acting realistic student behaviors, masterfully facilitated discussion, and our ideas infused into the scene kept me and all the participants completely engaged. Everyone walked away with raised consciousness, tools, as well as inspiration that we can and must make a difference.

Sincerely,

Bill Bailey
Principal