

# FROM WORDS TO **ACTION**



Use this checklist to go from good intentions to real change... every day, in every space.

## Listen First

- Host a student voice day or panel.
- Use quick, anonymous surveys to ask students and staff how they are feeling about belonging.
- Ask open-ended questions like: *"What helps you feel connected here?"* and *"What makes you feel unseen?"*

## Pause & Reflect

- Review the feedback you've gathered. Look for trends and gaps.
- Resist the urge to jump straight to solutions. Sit with the discomfort first.
- Share back what you're learning. Let others know they've been heard.

## Shift the Environment

- Highlight a wider range of student work and stories in classroom displays.
- Remove outdated or exclusionary posters, signs, or language from shared spaces.
- Audit curriculum, policies, or routines. Ask: *Does this help everyone feel like they belong?*

## Make Belonging a Daily Practice

- Greet students and colleagues by name.
- Build routines that allow for student voice, choice, and agency.
- In meetings, celebrate wins, welcome honest feedback, and leave space for connection.

## Lead by Example

- Share your own journey... even the messy parts.
- Acknowledge when you get it wrong and how you're working to get it right.
- Publicly recognize others who are building a stronger, more connected school culture.

## Keep the Momentum

- Set a monthly reminder to check in on: *What's working? What's slipping?*
- Use this rhythm often: **Listen** → **Reflect** → **Act** → **Repeat**.
- Ask your team: *"What's one thing we could stop, start, or shift to help someone feel like they belong here?"*