

Session 3



California Community Colleges

Leading with Steadiness in Times of Unsteadiness

*CENTERING OUR VALUES IN OUR ACTIONS:
HEALING-CENTERED PRINCIPLES TO
PRACTICE*

APRIL 16, 2025 | 10:00 A.M. – 11:30 A.M.
WITH Dr. Leora Wolf-Prusan



Let's start
connecting...



Add your **name**, **title/role**,
and **college** in the chat.

HOUSEKEEPING



Chat and Q&A: Please utilize the chat or Q&A function to ask questions throughout.



Closed Captioning (CC): Closed captions are available. Click on the (CC) button to read live captions.



Meeting Materials: Slides and any follow up materials will be provided following the presentation.



Recording: We are recording today's session, and the recording will be made available on the website in the coming weeks.

MEET OUR SPEAKER



Leora Wolf-Prusan, EdD, (she/hers) is the Managing Director for School Mental Health and Leadership at the Center for Applied Research Solutions. She directs the School Crisis Recovery & Renewal project and served as the School Mental Health Field Director for the Pacific Southwest Mental Health Technology Transfer Center (MHTTC). Her work spans various initiatives, including the 2020 Implicit Bias & Trauma-Informed Leadership series for CalWORKs, EOPS, and NextUp teams across California.

Leora specializes in grief and trauma healing, educator mental health, and trauma-informed leadership. Her research focuses on the impact of student deaths on teachers, fostering resilience, and identifying school system support for educators. She holds a BA in International Relations and Spanish from UC Davis, a teaching credential from Mills College, and an EdD in Educational Leadership from UCLA. Based in the Bay Area, Leora enjoys life with her daughter, Halleli Nuriel, along with apple crisp and good cheese.



● FILL UP

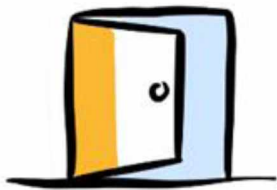
● TAKE A FEW DEEP BREATHS



● STRETCH



● EMOTIONALLY RELEASE YOUR TO-DO LIST



● CLOSE THE DOOR

WELCOME!
WE'RE SO GLAD YOU'RE HERE
WE'LL GET STARTED SHORTLY IN THE MEANTIME, WE INVITE YOU TO INTENTIONALLY ENTER THE SPACE.



● TAKE A BIO BREAK



● CLOSE BROWSER WINDOWS



● TEST YOUR TECH



● SILENCE YOUR CELL... AND TURN IT OVER

OUR SERIES TOGETHER

Session 1

Reflecting on Our Relationship to Change: Insights for Growth

• April 2, 2025

Session 2

Navigating Uncertainty: Trauma-Informed Relational Leadership Strategies

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Centering Our Values in Our Actions: Healing-Centered Principles to Practice

• April 16, 2025



OUR TWO SIMPLE & SEARING ESSENTIAL QUESTIONS

What needs healing and transformation inside me to sustain transformation and healing in my work spheres?

What needs healing and transformation inside us to stabilize and reimagine our way of being?

OUR FLOW FOR PART 3

- **Welcome & Grounding**
- **Rewinding to Session 2**
- **Myself, Ourselves, & Themselves – Practice shifts**
- *Closing*



THREE LEARNING TRACKS TRACKS TO EXPLORE

Me as a Learner	My Work Role	Me as a Facilitator
What am I learning in relation to my personal experience?	What are the practices, soundbites, learnings, takeaways that align with my work goals?	How would I lead this activity? What would I keep? What would I change?

What makes our leadership trauma informed- always, in the wake of, and in the aftermath of crisis / instability?



Relational Focused Culture

Mindful & Reflective Practice

Trauma-Sensitive Communication

Self-Inquiry and Critical Inquiry

Today!

Alex Shevrin Venet asks,

“What if we viewed school change as an opportunity *to practice* the equity-centered trauma-informed values, skills, and ways of being we are working toward?”

Rather simply a means to an end, the process of school change presents us with a chance to address trauma, to heal, and to build relationships.”

(2024, p. 58)

REWINDING TO SESSION 2

OUR SELF - INQUIRY & REFLECTIVE PRACTICE

Crisis is essentially about vulnerability, which is an experience in which we are opened to the world in a different way, whether we want to be or not.

-David Whyte

WHAT...HAPPENED LAST WEEK? WHAT LINGERED & LASTED?

- Attachment: I feel secure with myself, I feel secure with you.
- The 4 Fs: Fight, Flight, Freeze, Fawn & our Leadership during Crisis
- 4 As: Authenticity, Awareness, Attunement, Attachment
- Trustworthiness & Transparency



HEALING CENTERED PRINCIPLES TO PRACTICE

“Trauma is not what happens to us, but what we hold inside in the absence of an empathetic witness.”

— Peter A. Levine

Trauma Organized

Organizations impacted by stress, operating in silos, avoidant of issues and isolated in their practices or service delivery. These organizations can be trauma inducing.

- Reactive
- Reliving/retelling
- Avoiding/numbing
- Fragmented
- Authoritarian leadership

Trauma Informed

These are organizations that develop a shared language to define, normalize and address the impact of trauma on clients and workforce. They operate from a foundational understanding of the nature and impact of trauma.

- Shared language
- Foundational understanding of trauma and healing
- Understanding of the nature and impact of trauma

Healing Organization

Organizations where staff policies, procedures, services and treatment models apply an understanding of trauma embedded within them. Their approaches to providing services are trauma-shielding or trauma-reducing.

- Reflective
- Collaborative
- Culture of learning
- Making meaning out of the past
- Growth- and prevention-oriented
- Relational leadership



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Quick Mentimeter Poll – Part 3

Use the following link that is added
to the chat, or your cell phone to
access via QR code

Link to Mentimeter:

<https://www.menti.com/alwn9g41pbqc>

OR

Add your answer to the chat!



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Anchoring Ourselves in Our Values:

What are the things you value about yourself, your work, and your team in the context of change?

Yourself: Without being humble, what do you value most about yourself as a human being, a friend, a caregiver, a colleague, and so on?

Your Work: When you are feeling best about leading through instability, what do you value most about it?

Your Team: What is it about your team before, during or after big change that you value?



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<https://www.menti.com/alwn9g41pbqc>

SOCIAL EMOTIONAL LEADERSHIP

The individual, collective, organizational, and systemic skills, knowledge, and competencies based on awareness and acceptance of the responsibility and accountability to create [school] conditions, climates, and cultures that empower others to navigate uncertainty and harm so that all [students], staff, and partners can repair, regulate, and restore.

Leading with Stability: Reimagining what Should and Could Be



Root Cause Reflection & Analysis

- What might be the underlying issues that contributed to the crisis?
- Where is there need for deeper reflection?
- What may have surfaced through the crisis that we need to address?



Meaning Making

- What are the stories we are telling about the rupture- as individuals and as a collective?
- Who is defining the storytelling?
- What outcomes do we see from the stories being told?
- Whose stories are being centered and uplifted? Why?



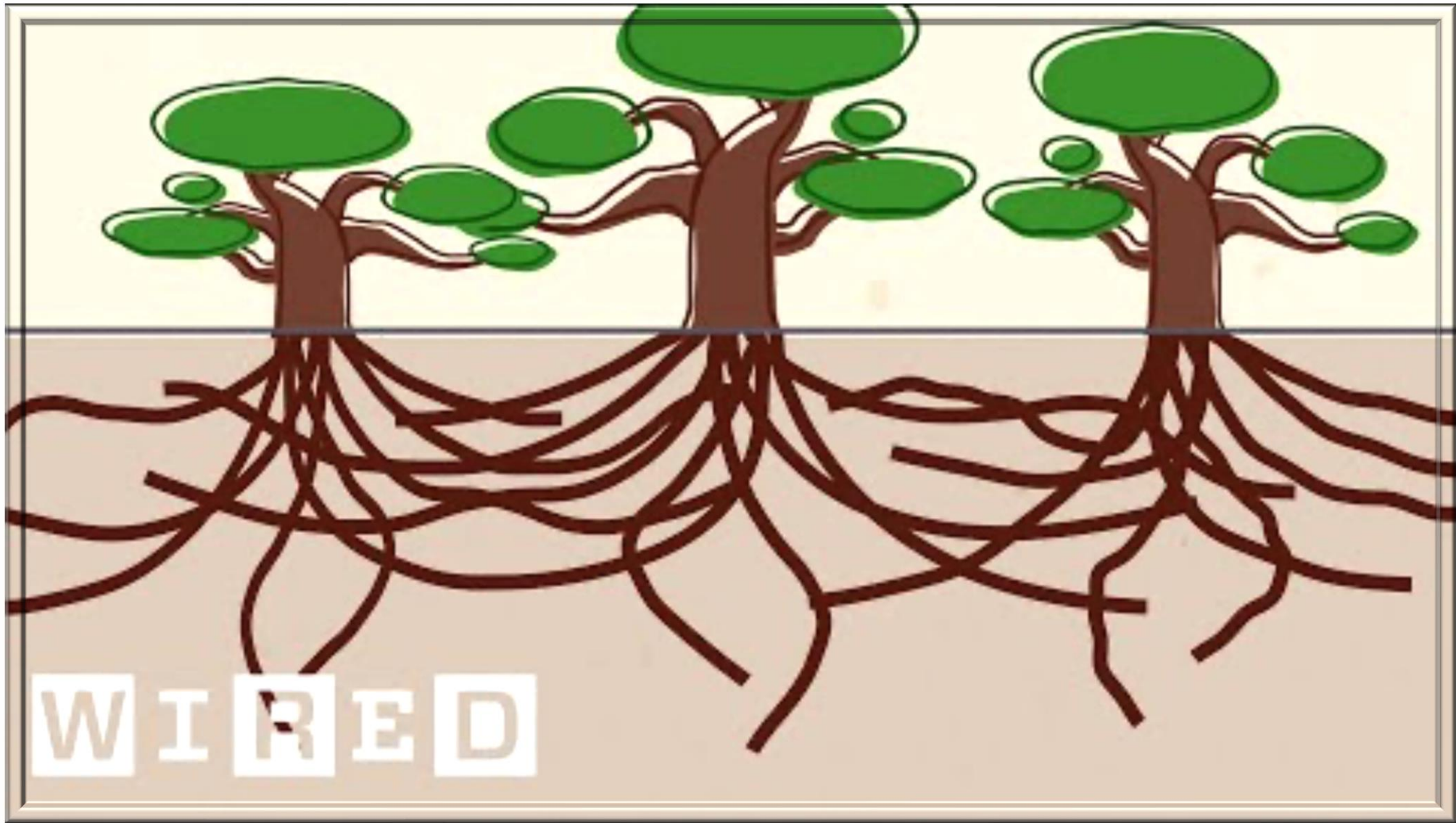
Restoration and Identity Shifts

- What might it look like to move forward without moving on?
- How are we redefining ourselves and our [school] community?

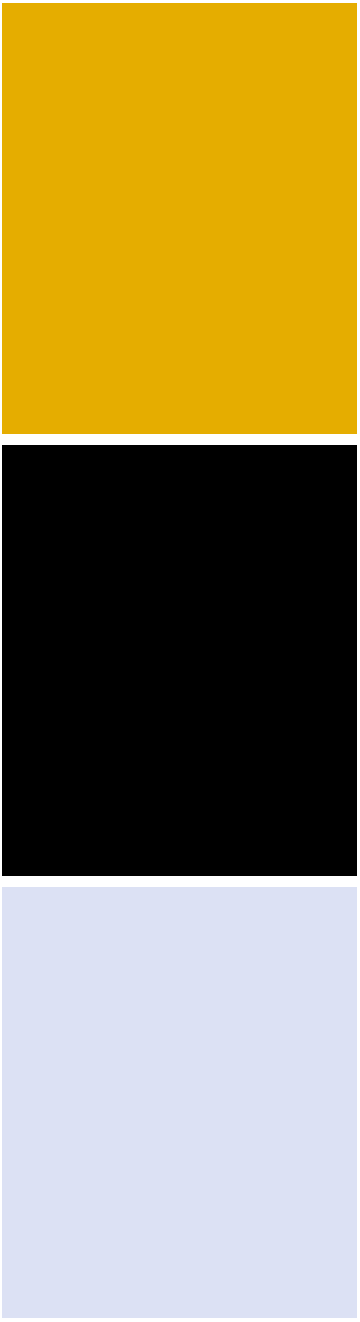


Healing & Repairing

- Where might harm have been caused during response and recovery? How do we make it right?
- How do people define healing as individuals?
- How do we create a collective acknowledgement or affirmation of that healing?
- Who needs an apology? Who needs to apologize?



[Using Live Oak Trees as a Blueprint for Surviving Hurricanes | Think Like a Tree \(WIRED, 2015\)](#)



Right now - in this moment - what might be one practice that you are either experiencing or leading yourself that is fostering interconnectedness, interdependency?

If nothing is coming to mind, what might you start or stop to get there?



6 STRATEGIES FOR LEADING THROUGH UNCERTAINTY

REBECCA ZUCKER + DARIN ROWELL (2021)

- 1 **Embrace the Discomfort of Not Knowing**
- 2 **Distinguish Between Complicated and Complex**
- 3 **Let Go of Perfectionism**
- 4 **Resist Oversimplifications and Quick Conclusions**
- 5 **Don't Go It Alone**
- 6 **Zoom Out**



What is your relationship to ambiguity? To loss of control? To threat, a loss of regularity, and normalcy?



What is your personal relationship to crises? To grief? How might that impact your professional relationship to crisis management and grief sensitive leadership?



Whose hurts has mattered most? What evidence supports your response?

What experiences draw up greater empathy, and which experiences are more challenging for you to understand?



What is your personal narrative of grief, crisis, and/or trauma...and how might that impact how you lead organizationally?

Pick one! Just one! That is the front door.



What you think your organization needs

- Extra PTO
- Work happy hours
- Company swag
- Zoom dance parties
- Bring your pet to work day
- Flex work spaces

p.s. these are great things..

...but they really need these!

What your organization *actually* needs

- Shared vision
- Courageous vulnerability
- Room to be a whole human
- Clear communication
- Empowered trust
- Values guided decisions
- A culture that encourages contribution
- Authentic connections
- Room for emotions
- A leader who leads themselves first

“LEADERS:

CHANGE IS THE NARRATIVE. GET PROXIMATE. STAY HOPEFUL. BE WILLING TO DO THE UNCOMFORTABLE.”

- BRYAN STEVENSON

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Suggestions for home practice (or team practice):

Discussion:

- What resonates?
- What is an example of this strategy you have either experienced or led yourself?
- How might this idea support fostering kinship care work in times of unsteadiness?

COMING TO A CLOSE



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"How We Lead the Change Is the Change."

-The National Equity Project

From: <https://www.gettingsmart.com/2024/10/17/how-we-lead-the-change-is-the-change-horizon-3-leadership>

On Days When

you feel like a wilting garden,
gather yourself, roll up your lawn,
bouquet your flowers,
embrace your weeds.

You are a wild thing playing
at being tame.
You are rich with life beneath
the surface.

You don't have to show leaf
and petal to be living.
You are soil and insect and root.

- *Dean Atta*



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RESOURCES & REFERENCES

- <https://www.gettingsmart.com/2024/10/17/how-we-lead-the-change-is-the-change-horizon-3-leadership>
- <https://schoolcrisishealing.org/wp-content/uploads/2021/07/SCRR-Leadership-Practice-Guide-2021.pdf>
- <https://hbr.org/2021/04/6-strategies-for-leading-through-uncertainty>



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Thank you!

For any questions or concerns related to the content of these webinars, please email cccsmh@cars-rp.org

www.cccco.edu