

Belonging Reflection Tool

Although individuals can use this reflection tool, it is designed for collaborative reflection. To the greatest extent possible, talk with and listen to others at your school (e.g., teachers, related service providers, school counselors, administrators, paraprofessionals, families, students with and without disabilities). For each of the ten dimensions of belonging, reflect on what you are doing well and what could be done better or differently. To ensure this reflection leads to observable action, agree on taking at least three actionable steps that will make a noticeable difference in promoting inclusion and belonging at your school.

Dimensions of belonging	What are we doing <i>really well</i> right now in this area?	What could we be doing <i>better or differently</i> in this area?
Present Are students involved in all of the same spaces and activities as their peers?		
Invited Is the presence and participation of students actively sought out and encouraged by others at their school?		
Welcomed Are students received by others at the school with warmth, friendliness, and authentic delight?		
Known Are students viewed as unique individuals, recognized by their strengths, and appreciated for who they are?		

Dimensions of belonging	What are we doing <i>really well</i> right now in this area?	What could we be doing <i>better or differently</i> in this area?
Accepted Are students embraced without condition and viewed as equals by their peers?		
Involved Are students actively engaged with their peers in shared learning and common goals?		
Supported Are students given what they need to reach their full potential and truly thrive?		
Heard Are the perspectives of each student sought out, listened to, and respected by others?		
Befriended Have students developed relationships with their peers that are marked by mutual affection and reciprocity?		

Dimensions of belonging	What are we doing <i>really well</i> right now in this area?	What could we be doing <i>better or differently</i> in this area?
Needed Are students valued by others and considered to be indispensable members of the school community?		

Next Steps

What actionable steps should we take next to ensure all students experience belonging in our school?

- 1.
- 2.
- 3.

Adapted from: Carter, E. W. (2020, November). *From barriers to belonging: Creating inclusive communities for everyone*.
Keynote presentation at the International OCALICON Conference.