The TEL framework is rooted in the transformational potential of leadership that integrates equity, SEL, and mindfulness.

### Grounding Philosophy

- The fields of leadership, equity, SEL, and mindfulness historically have operated in silos and have not mutually supported each other.
- The TEL framework is rooted in the transformational potential of leadership that integrates SEL, mindfulness, and equity.

### Assumptions

- Individuals who are transformed inwardly will take actions and make professional decisions that reflect these inward changes, leading to changes in their organizations and wider systemic changes.
- Integrating the threads of leadership, equity, SEL, and mindfulness in a personal transformational model for educational leaders that moves to system level transformation represents the best opportunity to affect the quality of the field of education and improve the lives of children.

### Current Population

- Current educational leaders and system entrepreneurs who are interested in cultivating their personal inner life in the service of outer transformation.

### Target Population

- Individuals who have not mutually supported each other.

### Overarching Goals

- The service of educational development for outer systemic transformation.

### Resources

- Tides Center as a fiscal sponsor
- Experts in the fields of leadership, equity, SEL & Mindfulness are part of the faculty
- Access to aligned partnerships
- Evidence-based practices, curricula, and evaluation and assessment strategies
- TEL Leadership Team brings decades of experience as leaders in the field of education, including research (credibility and embodiment)
- TEL Advisory Board is a group of seasoned professionals with vast experience in leadership, equity, SEL & Mindfulness
- Multiple year funding to implement and expand the work of TEL
- Collection of continuous improvement data and a research study in progress

### Professional Development

- Three intensive, in-person retreats including one weekend and two 5-day experiences
- Ongoing monthly virtual smaller cohort meeting groups to integrate leadership and support application
- Monthly webinars with core teaching team
- Monthly webinars with experts in the field
- Access to the most current resources in the fields of leadership, equity, SEL & Mindfulness

### Leadership Transformation Outcomes

#### Inner

- **SEL Participants increase their:**
  - Deliberate practice of SEL competencies in their personal and professional lives
  - Confidence to manage stressful situations in personal and professional lives
  - Ability to articulate a vision for SEL that is lived out in their personal and professional lives
  - Capacity for reflection on leadership decisions

- **Mindfulness Participants increase their:**
  - Capacity to be present in everyday life
  - Awareness of their presence and gifts as leaders
  - Awareness of the connection between their personal well-being and professional success
  - Understanding of the deep-seated spiritual values that drive their personal and professional goals
  - Awareness of how body sensations can be helpful in emotional balance and making ethical decisions
  - Understanding of the role of interdependence and compassion in their personal and professional lives

#### Outer

- **SEL Participants demonstrate growth in the extent to which they:**
  - Lead from a place of emotional intelligence
  - Serve as role models for integrating SEL in their personal and professional lives
  - Build relationships of trust and create a culture of belonging
  - Cultivate empathy in their personal and professional lives

- **Mindfulness Participants:**
  - Increase their individual use of mindfulness awareness practices personally and professionally
  - Implement mindfulness awareness practice within their organizations
  - Demonstrate greater non-judgmental presence in interactions with others
  - Enhance their ability to understand and integrate multiple perspectives in decision making
  - Use greater creativity in problem solving in complex situations and systems
  - Act from a place of compassion and interdependence in their personal lives

### Systemic Outcomes

- **TEL is an integral part of curriculum, instruction, and policy and extends to families and community.**
- **Organizations engage in collective impact initiatives.**
- **TEL practices are used to ground the difficult discussions and courageous action around equity.**

### Transcendence Goals

- **Equity Participants better understand:**
  - Historical and current structural inequity
  - Their own personal biases and how they affect interactions and decision making
  - Equity issues in their personal lives
  - How their racial identities shape their personal and professional lives
  - Vastness of inequity as it relates to policies and practices
  - Social dynamics among individuals in a diverse cultural environment
  - How power and privilege affect our interactions
  - The concept of intersectionality

- **Equity Participants demonstrate growth in the extent to which they:**
  - Lead from a place where equity is a key principle in decision making
  - Serve as a role model for integrating anti-racist and compassionate leadership for belonging
  - Actively seek out and build bridges with individuals who have ideas or backgrounds that are different than their own
  - Engage in interactions with others that reflect and demonstrate appreciation for diversity

- **Mindfulness Participants:**
  - Appreciate diversity and bring diverse perspectives to their work
  - Practice mindfulness awareness throughout their work
  - Engage in practices that promote mindfulness awareness

- **Systemic Outcomes:**
  - Policies, practices, and procedures reflect equity in access and participation
  - Organizations increase the diversity of their leadership
  - Organization is engaged in anti-racist training