"CRS IS A CATALYST FOR REAL CHANGE."

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CASE STUDY

A group of students at Denfeld High School in Duluth, MN, circulated a picture on social media of a black student with a noose around his neck and the caption "Gotta hang 'em all." The image spread and sparked significant community tensions given the city’s history of a lynching of three black men in 1920. In response, CRS was requested to conduct a Student Problem Identification and Resolution of Issues Together (SPIRIT) process to engage student leaders in productive dialogue and problem solving. The SPIRIT process engaged and empowered student voices, generated concrete action steps, and led to sustainable changes in the school.

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CRS SPIRIT PROCESS

The SPIRIT Process is a student-driven problem solving process that engages student leaders in issues identification and analysis, along with developing of solutions. The process empowers diverse student leaders to explore perspectives, create common understandings, and develop targeted action plans to improve their school environment. The SPIRIT Process also engages school administrators, teachers, school resource officers, local officials, community leaders, and parents to create safe environments for learning.

WHAT CHANGE WILL YOUR SCHOOL SEE?

1. Empowered students
2. Stronger school-community relations
3. Diverse groups working together
4. Problem solving skills developed

• Issue Identification & Analysis
  What is the problem? Why is it occurring?

• Solutions Development
  How can we address the issue?

• Action Plan Development
  What is the goal? What is the plan to accomplish this goal?

• Plan Implementation & Evaluation
  How will the plan be executed? How will the plan be monitored? Has the plan been effective?