The Missing Link
School Climate and Culture and Solutions For Student Success

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Today’s Purpose:

- Explore the research that shows we share a common challenge
- Hear a first-hand account of one district’s journey toward culture transformation
- Share data and practical strategies to drive your climate and culture improvement process
Guests

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Jonathan Cohen, Ph.D. is the co-founder and president of the National School Climate Center (NSCC).
Defining School Climate

The quality and character of school life that is based on patterns of students', parents' and school personnel's experience of school life and reflects norms, goals, values, interpersonal relationships, teaching and learning practices, and organizational structures.

*source: National School Climate Council*
Our Common Perceptions

More than 90 percent of K-12 administrators and teachers surveyed believe that addressing student behavior and the underlying social and emotional needs is a critical step in promoting student success.

*Source: The State of Climate and Culture in America's Schools*
Our Common Call to Action

57% of district-level administrators who do not currently have a district-wide climate & culture initiative plan to start one in the near future.

*Source: The State of Climate and Culture in America’s Schools*
Our Common Challenges

Top 5 challenges to implementing a school- or district-wide climate and culture initiative among teachers and administrators.

- Inconsistency on the types of behaviors that are tracked/monitored/rewarded: Teachers 57%, Administrators 67%
- Building teacher buy-in: Teachers 40%, Administrators 59%
- Initiative loses steam/enthusiasm wanes: Teachers 37%, Administrators 46%
- Lack of ongoing PD once the initiative is implemented: Teachers 33%, Administrators 44%
- Managing the data collection of behaviors, referrals, consequences, etc.: Teachers 34%, Administrators 42%

*Source: The State of Climate and Culture in America's Schools*
What **data** did you consider when thinking about a climate and culture initiative?
SLPS Early Results

Kickboard Cohort Schools

SUSPENSIONS

FIRST YEAR OF CLIMATE AND CULTURE INITIATIVE
How did you approach the initial conversations at the district level?
SLPS Getting Started

What made you decide to partner with Kickboard in a cohort of your schools?
SLPS Current Practices

- Policy Changes
- Expanded School Culture Capacity
- Leadership Preparation
- Data and Technology Use
SLPS Using Data

School-wide Observational Data:

- Positivity ratios
- Frequency of behaviors
- Intervention effectiveness data
- Classroom walk-through observational data (rubrics)
The School Climate Improvement Process:
Intentional, data-driven, and democratically informed

Stage 1: Prep & Planning
Stage 2: Evaluation
Stage 3: Action Plan
Stage 4: Implementation
Stage 5: Re-evaluation
Formative and Summative Data as a ‘Flashlight’

School Climate/Social Emotional Learning Informed Metrics:

- Readiness assessments
- Process (or “end of stage”) assessments
- Comprehensive school climate surveys
- Community Scale: school-community partnerships
- “Non-cognitive” student assessments
Sustainable School Climate Improvement Efforts

- Clear goals
- Leadership development
- Policy reform
- PLCs/Network Improvement Communities
Q&A