2019 Community Priorities Workshop
Road Map for Success!
Why?
Climate and Culture

Culture is the heart of creating a positive teaching and learning environment. It is based on values, beliefs and perceptions. It becomes the way we do business.

Climate is the day-to-day environment.
Strengthening Climate Can Help

Boost student achievement and close achievement gaps

Increase attendance

Decrease teacher turnover and increase teacher satisfaction

Turn around low performance

Lower dropout rates and increase high school graduation rates

Improve school safety, student morale, and discipline
School Climate + Social Emotional Learning
Social Emotional Learning (SEL)

SEL provides the **structure** and **process** for **adults** and **students** to develop **fundamental emotional** and **social competencies** and **experiences** to:

- Understand and manage emotions
- Set and achieve positive goals
- Feel and show empathy for others
- Establish and maintain positive relationships
- Make responsible decisions

SEL builds and deepens a positive school climate

- Collaborative for Academic Social and Emotional Learning (CASEL)
Social Emotional Learning (SEL) and Positive School Climate

**SEL is closely linked to school climate and student achievement**

- Provides a framework for teaching methods that emphasize active student engagement and involvement in the learning process
- SEL skills for adults and students helps to create and maintain safe, caring learning environments with a focus on success for all students
SEL and Positive Climate Connection

SEL and school climate are complementary and intertwined.

Positive school environments with opportunities for social and emotional learning enable students and staff to develop social and emotional competence, which in turn can make school climate more positive.
Figure 1. A model of the distinct and overlapping elements of school climate and social and emotional competence with illustrative components

**School climate**
- Policies, procedures, and norms
- Cultural context
- Physical environment
- Partnerships with families and community

**Social and emotional competence**
- Supportive relationships
- Engagement
- Safety
- Cultural competence
- Cultural responsiveness
- Challenge and high expectations

- Social and emotional skills
- Values
- Perspectives
- Identities

The Pennsylvania State University June 2018
The Reality
Barriers to Healthy Social Emotional & Academic Development

- Implicit Bias in School Staff
- Exclusionary Discipline Practices and Policies
- Poverty
- Lack of Trauma-Informed School Practices
- Educators’ Stress and Burnout
Mental Health Statistics

Statistics (March 2018) from American Psychiatric Association, National Institute of Mental Health and Centers for Disease Control and Prevention:

- Half of all chronic mental health conditions begin by age 14
- Half of all lifetime cases of anxiety disorders begin as early as age 8
- Survey of kids aged 13 to 17 found that 7 in 10 teens think anxiety and depression are major problems for their peers.
- Each year, 157,000 children and young adults, ages 10-24, are treated at emergency departments for self-inflicted injuries
- One in 12 high school students have attempted suicide
• Poverty
- Poverty
- Violence
- Poverty
- Violence
- Trauma
- Poverty
- Violence
- Trauma
- Substance Abuse
- Poverty
- Violence
- Trauma
- Substance Abuse
- Too much exposure to technology
- Poverty
- Violence
- Trauma
- Substance Abuse
- Too much technology
- Lack of social emotional skills or support
Translating Knowledge Into Action

- Relationships provide a foundation for learning
- Emotions affect how and what we learn
- Social and emotional skills can be taught
- Climate and culture are the foundation for learning and teaching
Climate and Culture Supports
Supporting the Climate Work

- Explicit connection between climate and academic success
- Expectation of intentional relationship building
- Climate and Culture Toolkit developed
- Climate menu of professional learning opportunities
- Climate coaches/teams
- Strategic Plan for Social Emotional Learning
- Social Emotional Learning Toolkit developed
Climate

Social Emotional Learning

- Academic development
- Social and emotional development
- College, Career and Life Ready
Social Emotional Competencies

- Self-Management: Managing emotions and behaviors to achieve one's goals.
- Self-Awareness: Recognizing one's emotions and values as well as one's strengths and challenges.
- Social Awareness: Showing understanding and empathy for others.
- Responsible Decision-Making: Making ethical, constructive choices about personal and social behavior.
- Relationship Skills: Forming positive relationships, working in teams, dealing effectively with conflict.

Social & Emotional Learning
Barriers to Healthy Social Emotional & Academic Development

- Implicit Bias in School Staff
- Exclusionary Discipline Practices and Policies
- Poverty
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Supports to Healthy Social Emotional & Academic Development

- Culture of Hope (starting with induction)
- Trauma-Informed Practices
- Cultural Competence Development
- Restorative Practices
- SEL for Adults and Students

Hampton City Schools February 2019
Systems of Expectations

Academic

Behavior

Social Emotional Learning
- Climate and Culture
- Health Services
- School Psychological Services
- School Social Work Services
- Student Development and Counseling
- Student Services
Supports

**Tier I: Universal**
- Use SEL practices to create a welcoming environment
- Build positive relationships with students
- Attempt proactive family contact
- Set clear expectations and reinforce with consistency
- Use verbal and nonverbal cues for redirection
- Use a continuum of classroom responses to manage minor infractions
- Model self-awareness and self-management techniques
- Be mindful of the impact of trauma
- Facilitate learning relative to the critical five competencies: self-awareness, self-management, social-awareness, relationships and responsible decision-making
# Social Emotional Learning Three Year Plan

<table>
<thead>
<tr>
<th>Awareness</th>
<th>Momentum</th>
<th>Refinement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>Year 2</td>
<td>Year 3</td>
</tr>
</tbody>
</table>

## Awareness Year 1 (2018-2019)
- Define SEL and Benefits
- SEL connection to climate/academics
- Build capacity through climate teams and professional learning
- SEL embedded in ELA curriculum
- Provide virtual SEL toolkit and SEL instructional practices

## Momentum Year 2 (2019-2020)
- Identify SEL promising practices
- Develop measurable outcomes
- Identify gaps/needs with SEL implementation
- Continuation of SEL embedded across curriculum
- Focus on restorative approaches through the lens of SEL
- Provide rubrics for assessing SEL

## Refinement Year 3 (2020-2021)
- Utilize data to share SEL best practices
- Develop SEL coaches/PD providers
- Continuation of SEL embedded across curriculum
- Identify restorative practices making an impact
- Develop restorative approaches toolkit

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School Climate, Curriculum, Teaching and Learning
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<tr>
<th>Social Emotional Learning Three Year Plan 19-20</th>
</tr>
</thead>
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| **Momentum**  
Year 2  
2019-2020  
- Identify SEL promising practices  
- Develop measurable outcomes  
- Identify gaps/needs with SEL implementation  
- Continuation of SEL embedded across curriculum  
- Focus on restorative approaches through the lens of SEL  
- Provide rubrics for assessing SEL |
| **Refinement**  
Year 3  
2020-2021  
- Utilize data to share SEL best practices  
- Develop SEL coaches/PD providers  
- Continuation of SEL embedded across curriculum  
- PreK-12 SEL Standards adopted  
- Identify and share restorative practices making an impact  
- Develop restorative approaches toolkit |
| **Focus**  
Year 4  
2021-2022  
- Develop assessment for social emotional engagement within schools to align with measurable outcomes  
- Narrow the focus of SEL coaches/PD providers to ensure growth of SEL practices in all schools  
- SEL fully embedded across all curriculum  
- Launch SEL Summer Learning Conference |

**School Climate, Curriculum, Teaching and Learning**
The Key Is Partnership

In collaboration with our community, HCS ensures academic excellence for every child, every day, whatever it takes.
Your Feedback Matters

● Small group discussion around three questions....

○ THINK TIME

○ SHARING

○ ROTATIONS
thank you