

## Safe School Climate Plan

(2012-2013 School Year)

District: East Hartford

School: Connecticut IB Academy

National School Climate Standard	Current School Status (informed by data)	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Timeline for Reaching Improvement Goals
<p><b>Standard 1: Shared Mission</b> -is it evident that all members of the school community are committed to physical, emotional and intellectual safety of the learners?</p>	<ul style="list-style-type: none"> <li>-Mandated Reporter training</li> <li>-Bullying Training</li> <li>-Fire drill and lockdown training</li> <li>-continued implementation of PBIS/SRBI strategies and understandings</li> <li>-administrative review of policies, procedures and data</li> <li>-administrative reports to school community</li> </ul>	<ul style="list-style-type: none"> <li>-use of Staff Concern form through PBIS</li> <li>-universal usage and understanding of Reconnect form and Reconnect Strategies</li> <li>-use of PBIS lesson plans throughout the year</li> <li>-improved anti-bullying education and curricula for students</li> <li>-refine data dissemination to staff for improvements</li> <li>-review and revise Critical Incident</li> </ul>	<ul style="list-style-type: none"> <li>-Safe School Climate Specialist will coordinate anti-bullying practices</li> <li>-continue to focus on Tier I, II, and III behaviors and identify needs/concerns from staff, students and parents</li> <li>-staff understanding of the procedures associated with anti-bullying</li> </ul>	<p>Monitor and review the following:</p> <ul style="list-style-type: none"> <li>-progress of PBIS</li> <li>-building safety procedures</li> <li>-usage of PBIS and anti-bullying curricula</li> <li>-analysis of discipline data to determine need for changes</li> <li>-analysis of student, parent and staff surveys</li> </ul>	<p>2012-2013 school year</p>

	about policies, procedures and data	Box, roles and responsibilities			
<p><b>Standard 1: Shared Mission</b></p> <p>-do participants share a vision of what a positive school climate looks, feels and sounds like?</p>	<p>-PBIS initiatives have been in place and active for several years.</p> <p>-continued alignment of DIP with SIP</p>	<p>- universal use of PBIS lesson plans in the classroom</p>	<p>PBIS is the main component in the School Climate Plan working on:</p> <ul style="list-style-type: none"> <li>-anti-bullying taskforce comprised of students</li> <li>-staff, student and parent recognitions</li> <li>-PD workshops aligned with the school wide expectations of PBIS</li> <li>-review and implementation of Tier I, II, and III interventions</li> </ul>	<p>-parent, student and staff surveys conducted in the Spring</p> <p>-SET visits conducted yearly</p>	2012-2013 school year
<p><b>Standard 1: Shared Vision</b></p> <p>-what are the shared values?</p>	<p>-Major/Minor behavior identification by staff</p> <p>-common referral form</p>	<p>-continued emphasis place on the core values of our PBIS program</p> <p>-reiteration of major/minor behaviors</p> <p>-use and frequency of disciplinary referrals</p>	<p>-PBIS team will provide staff with PD, focusing on the core values, intervention strategies and anti-bullying components</p> <p>-monthly review by</p>	<p>-disciplinary data through Eschool</p> <p>-disaggregate data within Excel spreadsheets</p>	2012-2013 school year

		-continue monitoring by behavior managers of areas in the building that need reinforced measures of the core values	administration of the disciplinary data  -dissemination of data to areas of need or improvement		
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<b>Standard 2: Shared School Policies</b> -are there policies that promote the development of skills, knowledge and engagement?	-in accordance with Public Law 11-232, EHBOE trains all staff in anti-bullying  -in accordance with Public Law 11-93, EHBOE trains all staff in mandated reporting protocols  -Connections program focuses on the social, civic and ethical skills for students	-creation of a safe school climate team  -building wide knowledge of the safe school climate specialist  -quarterly training and PD as it relates to anti-bullying and mandated reporting	-handbook policy review on a yearly basis  -monthly PD through faculty workshops  -use of data teams	-informal observations and post-conference feedback  -data from school surveys  -information collected from staff PLTs	2012-2013 school year

<p><b>Standard 2: Shared School Policies</b> -are there policies in place to address barriers to learning?</p>	<ul style="list-style-type: none"> <li>-Tier 2 interventions</li> <li>-Tier 3 interventions</li> <li>-Anti-bullying policies</li> <li>-MIM meetings</li> </ul>	<ul style="list-style-type: none"> <li>-redesign of MIM</li> <li>-refocus on attendance/truancy procedures</li> <li>-ARC, EIP, SRBI, PBIS programs</li> <li>-ACES program</li> </ul>	<ul style="list-style-type: none"> <li>-PD on communication in difficult situations</li> <li>-monthly PBIS meetings</li> <li>-implementation and review of Safe School Climate Plan</li> </ul>	<ul style="list-style-type: none"> <li>-data from school surveys</li> </ul>	<p>2012-2013 school year</p>
<p><b>National School Climate Standard</b></p>	<p><b>Current School Status (informed by data)</b></p>	<p><b>Areas Identified as Needing Improvement</b></p>	<p><b>Identified Strategies to Realize Improvement</b></p>	<p><b>Measurement and Documentation Options for Determining Improvement</b></p>	<p><b>Timeline for Reaching Improvement Goals</b></p>
<p><b>Standard 3: School Practices</b> -are there practices in place to promote positive youth development?</p>	<ul style="list-style-type: none"> <li>-Connections</li> <li>-SAB activities and leadership groups</li> <li>-CIBA club and activities</li> <li>-EHHS sports teams program</li> <li>-guidance meetings</li> </ul>	<ul style="list-style-type: none"> <li>-Social workers, school psychologist, SBHC and guidance will continue to collaborate and formulate their plans on coping skills, crisis management and positive programming</li> </ul>	<ul style="list-style-type: none"> <li>-administrative PD on ways to talk with students in difficult situations</li> <li>-PBIS strategies on reconnection and reflection on behaviors</li> </ul>	<ul style="list-style-type: none"> <li>-student and staff survey data</li> <li>-monthly meetings with guidance</li> </ul>	<p>2012-2013 school year</p>

<p><b>Standard 3: School Practices</b> -are there practices in place that enhance teaching and learning?</p>	<p>-Data Teams and meeting times</p> <p>-current pacing guides and departmental curricula</p> <p>-use of informal and formal observations</p> <p>-PLTs</p> <p>Monthly student achievement meetings</p>	<p>-Department Heads to continue their review and revisions of curricula</p> <p>-alignment to Common Core as it applies</p>	<p>-analysis and focus on common planning as it relates to data generated from data teams</p>	<p>-Data Team feedback and data analysis</p> <p>-informal/formal observation post-conferences</p> <p>-CAPT data by department</p>	<p>2012-2013 school year</p>
<p><b>Standard 3: School Practices</b> -are there practices in place to address barriers to learning?</p>	<p>-Anti-bullying programs and presentations</p> <p>-PBIS groups (student committee and staff monthly meetings)</p> <p>-continued review of Tier II and Tier III interventions</p>	<p>-effective use of Data Team time and data analysis</p> <p>-continued focus on PBIS initiatives</p> <p>-emphasis on PLCs</p> <p>-emphasis on peer instructional rounds</p>	<p>-implementation and review of Safe School Climate Plan</p>	<p>-review of discipline data</p> <p>-Principal review of CFAs and Data Team outcomes</p> <p>-MIM data</p> <p>-attendance data review</p>	<p>2012-2013 school year</p>
<p><b>Standard 3: School Practices</b> -are there practices in place that develop and sustain</p>	<p>-Focus in Curriculum and Instruction, Data Teams and School Climate</p>	<p>-review and implementation of the SIP and the feedback loop to teachers</p>	<p>-PLT and peer instructional round</p>	<p>-information collected by the school wide data teams</p>	<p>2012-2013 school year</p>

infrastructure and capacity building				-annual review of CAPT data	
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<p><b>Standard 4: Safe Environment</b></p> <p>-is the school creating a physically, emotionally, intellectually safe, healthy and welcoming environment?</p>	<p>-School Climate initiatives:</p> <ul style="list-style-type: none"> <li>➤ PBIS</li> <li>➤ School safety (critical incident, emergency response)</li> <li>➤ Anti-bullying program</li> </ul> <p>-clubs and activities</p>	<p>-streamline current programs to fall under the umbrella of School Climate</p>	<p>-review and revise school safety procedures and actions (fire drills, lockdowns, evacuations, etc.)</p> <p>-consistent use of bullying packet and investigation form</p> <p>-anti-bullying PD provided to staff throughout the year</p> <p>-enrich Tier I, II and III programs</p>	<p>-administrative review of discipline data each year</p> <p>-MIM meeting review for attendance</p> <p>-regular drills and review to cover emergency procedures</p>	

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<p><b>Standard 5: Social Justice</b>  -is the school engaging in practices that promote the social and civic responsibilities and a sense of social justice within the school community?</p>	<ul style="list-style-type: none"> <li>-community service initiatives through C.A.S. program</li> <li>Club and activity drives: i.e. <ul style="list-style-type: none"> <li>-cultural community dinner</li> <li>-holiday food and toy drives</li> <li>-human rights initiatives</li> <li>-Service activities through Interact and SAB</li> <li>-National Honor Society volunteerism</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>-additional outreach programs and practices that promote civic responsibility and social justice</li> </ul>	<ul style="list-style-type: none"> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>-use of Managebac to track reflections of 8 learning outcomes</li> <li>-student, staff, and parent survey</li> </ul>	<p>2012-2013 school year</p>

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<p><b>Continuous Improvement:</b> -is there a clear understanding that school climate improvement is an ongoing process integral to wider school improvement?</p>	<p>-the PBIS team has taken on a larger role and will look to fall under the School Climate Team</p> <p>-established Safe School Climate Specialist</p> <p>-continue to streamline interventions, provide PD, coordinate safe and welcoming school environment offerings</p>	<p>-focus will be placed on</p> <ul style="list-style-type: none"> <li>➤ PBIS</li> <li>➤ School safety (critical incident, emergency response)</li> <li>➤ Anti-bullying program</li> </ul>	<p>-data collection from discipline, attendance, surveys, SET visits</p>	<p>-PD around adult actions and responses to inappropriate student behavior and reflection</p> <p>-review and revise safety protocols and procedures</p>	<p>2012-2013 school year</p>



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<p><b><u>Family/Community Partnerships:</u></b> -Are all stakeholders' interests represented and reflected in the school climate improvement efforts?</p>	<p>-School Governance Council</p> <p>-regular use of school messenger system</p> <p>-regular parent contact from teachers, school counselor and other staff</p> <p>-revised Open House protocols to increase engagement and attendance</p> <p>-PBIS parent liaison</p>	<p>-formalized plan for teacher/parent meetings</p> <p>-increase involvement by parents in school events on/off campus</p>	<p>-review and revisions made to continue to promote a welcoming school environment</p> <p>-revisit school to home liaisons (i.e. residency officer, various social work agencies)</p>	<p>-analysis of school climate surveys both at the school and district level</p> <p>-feedback from the School Governance Council</p>	<p>2012-2013 school year</p>

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<p><b>Impact on Results:</b> -Is progress monitoring inherent in the school climate improvement process?</p>	<p>-staff, student and parent survey data analysis</p> <p>-SET visit review</p> <p>-administrative discipline and attendance data</p>	<p>-regularly scheduled data reporting to staff about the 3 areas of focus:</p> <ul style="list-style-type: none"> <li>➤ PBIS</li> <li>➤ School safety (critical incident, emergency response)</li> <li>➤ Anti-bullying program</li> </ul>	<p>-staff, student and parent survey data collection</p>	<p>-review and scoring of the Safe School Climate Plan via the Safe School Climate Rubric</p>	<p>2012-2013 school year</p>