



THOMAS S. O'CONNELL ELEMENTARY SCHOOL
SAFE SCHOOL CLIMATE PLAN
2018 – 2019



National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
<p>Standard 1: Shared Mission Is it evident that all members of the school community are committed to physical, emotional and intellectual safety of the learners?</p>	<p><i>Emergent:</i> * Continued focus on programs, policies, and practices to enhance/sustain positive school climate</p> <p>*All staff will be trained in fire drill and lockdown procedures</p> <p>*All staff will be trained in policies for understanding O'Connell bullying policy and how to report mean spirited behavior/bullying to administration</p> <p>*All staff will consistently continue to implement PBIS/SRBI as part of prevention and intervention strategies to improve universal understanding and practical application of PBIS/SRBI to enhance capacity in Tiers I, II, III</p>	<p>*Staff will receive continued training on procedural expectations as they pertain to following the guidelines for maintaining a safe building:</p> <p>*To improve staff understanding of:</p> <ul style="list-style-type: none"> ▪ The link between the state law of bullying and how it is linked to district/school policies and practices through professional development and review of procedures and responsibilities associated with being a school employee <p>*Continued school wide</p>	<p>*Establish a School Climate Team to look at school wide initiatives on developing/maintaining a safe school climate</p> <ul style="list-style-type: none"> ▪ Develop and implement a safe school climate plan ▪ Provide continued in-service for all staff <p>*Identified a safe school climate specialist to:</p> <ul style="list-style-type: none"> ▪ Develop and oversee the investigative & supervisory elements of reported acts of bullying ▪ Maintain records of reports and verified acts of bullying ▪ Coordinate anti-bullying practices <p>*Through training, staff will understand the revised definition of bullying and O'Connell reporting procedures for occurrences</p>	<p>*Implement the school climate plan for the 2018-2019 year to be monitored by the School Climate Team with goals and accountability points to:</p> <ul style="list-style-type: none"> ▪ Monitor and review building safety procedures ▪ Monitor the progress and development of PBIS/SRBI ▪ Provide staff with school climate PD ▪ Implement anti-bullying curriculum ▪ Refine the reporting and verification process of bullying ▪ Analyze discipline and staff survey data to make 	<p>2018-2019 school year</p>

	<p>*School-wide bullying education and prevention curricula will be taught and reviewed</p> <p>*Administrative team will assess program, policies, and practices through data collection:</p> <ul style="list-style-type: none"> ▪ Discipline Management System (DMS) ▪ Student, staff, parent surveys <p>*Administrative team will periodically report out to school community about goals, benchmarks, and progress</p>	<p>focus on PBIS strategies in Tier I and further program development in Tiers II/III</p> <p>*School wide bullying education and prevention curricula will be delivered formally to students</p> <p>*Continued refinement of data collection practices and dissemination to staff to improve core practices</p>	<p>on and off school grounds</p> <p>*Disaggregate and disseminate discipline data to staff in order to address identified behavioral needs through specifically designed school wide core practices</p> <p>*Identify needs/concerns of students, staff, and parents and respond appropriately through program development and continued focus in Tiers I, II, III as elements of our PBIS/SRBI programs</p> <p>*Implementation and support from all staff with the district SEL Program: Second Step.</p>	<p>systemic changes that positively impact school climate</p>	
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<p>Standard 1: Shared Mission Do participants share a vision of what a positive school climate looks feels and sounds like?</p>	<p><i>Emergent:</i> *O’Connell has established a high functioning PBIS program—as evidenced through the completion of the Panorama Survey that was administered in the spring of 2018. The assessment determined that at least 99% of families, 85% of students and 94% of staff are in compliance as a school community in understanding the key elements associated with a positive school climate</p>	<p>*Staff will receive professional development to further clarify the PBIS system to gain continued understanding of universal design and application of core practices, programs, and terms in Tiers I, II, III</p>	<p>*The PBIS Leadership Team will operate under the auspices of the School Climate Team to collaborate with staff, students, and parents. PBIS will continue to serve as the conduit to create further understanding, development, and enhancement of a positive school climate in the following manner:</p> <ul style="list-style-type: none"> ▪ Continue to articulate, model and reinforce school wide expectations ▪ Focused effort on developing core classroom practices & interventions to meet student needs ▪ Continued development of Tier II/III and interventions, feedback loop, and exit criteria ▪ Participation of staff, students and families with the CUB Club for Grades 3-5 ▪ Improve participation and awareness of incentive program to staff and students to support displays of positive behaviors and choices 	<p>*State, district, and school surveys will be used to assess current practices and to identify areas of growth</p>	<p>2018-2019 school year</p>
<p>Standard 1: Shared Values What are the shared values?</p>	<p><i>Maintenance:</i> *Our Core Values are: <i>The Ways to Be -ROAR</i></p>	<p>*Core values will continue to be addressed and implemented systemically.</p>	<p>*Administrative/PBIS leadership team will provide staff with annual PD, faculty updates, and on-going PBIS</p>	<p>*The Discipline Management System (DMS) has been developed to reinforce</p>	<p>2018-2019 school year</p>

	<p>-Be Respectful -Offer Kindness -Act Safely -Be Responsible</p> <p>IB Learner Profile attributes</p>	<p>*Administrative Team will continue to teach/ emphasize our school wide expectations through modeling, professional development, and reinforcement of the <i>Ways to Be</i></p> <ul style="list-style-type: none"> ▪ Core values will continue to be defined and reinforced with students through universal team practices and continued classroom focus ▪ Teams will be apprised of student progress via discipline data as a means to identify and address behavioral trends <p>*Administrative team will continue to refine supervision practices in the common areas to reinforce and teach the appropriate behaviors of our students</p>	<p>program initiatives to further develop consistency and understanding of our <i>Ways to Be</i></p> <p>*Administrative team will provide updated discipline data annually to support/and work with teams and teachers to develop universal team practices in the areas of:</p> <ul style="list-style-type: none"> ▪ Developing team norms ▪ Establishing consistent classroom routines ▪ Identify the top behavioral issues/trends of each team and to develop strategies and interventions to address specific needs <p>*Administrative team will continue to examine supervisory protocols to reinforce the <i>Ways to Be</i> and to adjust practices as determined through trends gleaned from data collection</p>	<p>PBIS expectations through data collection, progressive discipline and support, parental involvement, and continued education and commitment to the <i>Ways to Be</i>. Progress will be determined through reduction of Referrals</p>	
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	Current School Status (informed by data) To What Extent is This	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining	Time Line for Reaching Improvement Goals
Standard 1: Shared Goals What are the shared priorities?	<i>Emergent:</i> *Continued commitment to the development of a Safe School Climate Plan through concrete actionable steps that reflects district and school priorities	*The Safe School Climate Plan will continue to maintain, develop, and assess programs and procedures that impact its three domains: <ol style="list-style-type: none"> 1. School Safety 2. PBIS 3. SEL Program 4. Bullying Prevention Program 	*The Safe School Climate Plan will be deliberate, comprehensive and clear for the school community to understand in their application of practices and procedures that will contribute to maintaining a safe and positive school environment	*The Safe School Climate Plan will include a coherent infrastructure with goals and accountability points to be monitored by the School Climate Team * State, district, and school surveys will be used to assess current practices and to identify areas of growth	2018-2019 school year
Standard 2: Shared School Policies Are there policies that promote the development of skills, knowledge and engagement?	<i>Maintenance:</i> *The East Hartford Board of Education (EHBOE) in accordance with state law has implemented a Safe School Climate Plan for each school *The EHBOE has adopted a wide range of policies that are focused on the continued development of social, emotional, ethical, civic, and intellectual skills	* Will identify a Safe School Climate Team which will govern the School Climate Plan: <ul style="list-style-type: none"> ▪ Identified a Safe School Climate Specialist ▪ Provided training of the bullying policy for all stake- holders including the identification, reporting, and verification process ▪ Refined the documentation and maintenance log ▪ Continue to implement prevention and intervention strategies 	*Building administration will implement the Safe School Climate Plan in accordance with EHBOE policy that will be reflected, shared and monitored in the following manner: <ul style="list-style-type: none"> ▪ Building administration will conduct a yearly review of student handbook, administrative guidelines, and discipline data ▪ Building administration will conduct yearly professional development *Curriculum and Instructional focus <ul style="list-style-type: none"> ▪ Building 	* State, district, and school surveys will be used to assess current practices and to identify areas of growth *Teacher feedback of internal/external professional development and instructional coaching *Informal observations and post-conference feedback	2018-2019 school year

		<ul style="list-style-type: none"> ▪ Complete school climate assessments as determined by the EHBOE 	<p>administration will coordinate an anti-bullying program and curriculum to be addressed school wide, within teams, and in the classroom</p> <ul style="list-style-type: none"> ▪ Building administration will continue to provide a curriculum and instructional focus through the building based walkthroughs, informal observations, on-going instructional coaching from external experts and internal professional development provided by administrators and teachers ▪ Continued focus on instructional and school wide data teams ▪ Continued emphasis on O'Connell Essential Agreements ▪ Continued focus on IB Learner Profile 		
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<p>Standard 2: Shared School Policies Are these policies in place to address barriers to learning?</p>	<p><i>Awareness:</i> *Building administration, special education teachers, and classroom teachers will meet weekly during team meetings to review PBIS/SRBI interventions and to create intervention and support plans to effectively meet student's academic and social needs</p>	<p>*Continued development of Tier I,II,III academic and social interventions -Building administrators will provide support/direction to build capacity in Tier I and to assist in the development of academic and behavioral interventions -IRP- Individual Reading Plan–Tier II & III -Student Support Center-check-ins/check-outs –Tier II & III- Reading & Writing Intervention blocks -SRBI for regular education students –Tier III -Tier I SEL: Second Step Program</p>	<p>*Building administration/PBIS Leadership Team and support staff will provide professional development to promote the social and academic development of the student</p>	<p>* State, district, and school surveys will be used to assess current practices and to identify areas of growth</p>	<p>2018-2019 school year</p>
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<p>Policies on Dealing with P.A. 11-232 Bullying Allegations: Does the Plan include the specific requirements in An Act Concerning The Strengthening of School</p>	<p><i>Emergent:</i> O'Connell has identified a *Bullying Prevention Program has and will continue to address the following: ▪ A bullying curriculum to</p>	<p>*O'Connell is in the process of meeting all of the required steps as indicated by P.A. 11-232</p>	<p>1. Safe School Climate Coordinator has been appointed 2. Safe School Climate Team has been</p>	<p>*Feedback from students, parents, staff and administrative team</p>	<p>2018-2019 on-going</p>

<p>Bullying Laws? (This is generally the component of the plan provided to the district by the Law Firm advising the district.)</p>	<p>disseminated to all students through the administrative team (State of the Union),</p> <ul style="list-style-type: none"> ▪ Support Staff/Guidance Teams through Developmental Guidance Program ▪ School Wide awareness programs 		<p>established for the 2018-2019 school year</p> <ol style="list-style-type: none"> 3. Safe School Climate Plan has been completed for the 2018-2019 school year 4. Bullying report and investigative forms have been implemented for students, parents, and school employees to be facilitated by administration 		
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<p>Standard 3: School Practices Are there practices in place to promote positive youth development?</p>	<p><i>Emergent:</i> Within classrooms O'Connell has been able to identify, promote, and respond to student needs through positive programs.</p>	<p>*Guidance and support/staff will continue to implement a curriculum that is developmentally appropriate and supports students' emotional needs</p>	<p>*Administrative team will continue to work with guidance/support staff to develop and implement classroom instruction that addresses students emotional and</p>	<p>Student and staff feedback Consult with teachers/support staff</p>	<p>2018- 2019 school year</p>

	<p>O'Connell offers a myriad of programs including:</p> <ul style="list-style-type: none"> ▪ Team building and cooperative learning activities that foster collaboration ▪ Student Leadership Team ▪ Instrumental music and choral groups ▪ The School Psychologist and Social Worker will provide opportunities to enhance and support classroom instruction and to further advance the school climate through a curriculum that addresses building positive student relationships, anti-bullying, as well as social, organizational, and academic concerns ▪ Social Fit Club 		social development		
<p>Standard 3: School Practices Are there practices in place that enhance teaching and learning?</p>	<p><i>Maintenance:</i></p> <p><u>Curriculum and Instruction:</u></p> <p>*Implement department curriculum with fidelity</p> <p>*Maintain and improve a system of instructional coaching, classroom walk through, informal and formal observations, and continued communication</p>	<p>*Continue to review and revise curriculum/instruction standards and assessments as needed through data analysis, reflective practices and collaboration</p>	<p>*Data team will collect data from Grade level reporting guides regarding SIP goals of revising curriculum and creating pacing guides</p> <p>*Narrative data compiled from classroom walkthroughs, formal and informal observations will be used to review curriculum pace and instructional</p>	<p>*Use data from classroom walkthrough process to share with staff and holistically improve practices</p> <p>*Data analysis will provide tangible results to continue the revision and implementation process to revise/improve curriculum, gauge pace, and inform instructional techniques</p>	2018– 2019 school year

	<p>with department heads to track curriculum pace and sequence</p> <p>*Implement pacing guides for all curricular areas that include focused instruction areas as well as interim assessment checkpoints</p> <p>*Refine/revise internal FCA's to analyze student assessment data to focus on our adult actions to meet the needs of the students and increase student achievement</p> <p>*Refine reporting mechanism for IDT and SWDT regarding instructional focus and pace</p> <p>*Implement a shared expectation and understanding of effective instruction across all content areas</p> <ol style="list-style-type: none"> 1. Intentional Instructional Planning 2. Student Engagement 3. Rich, relevant and timely feedback to students 4. Writing to learn across the 		<p>strategies</p> <p>*Implement IB Support Workshops for group and individual support</p>	<p>*Continued feedback loop from administrator to staff regarding classroom performance via informal/formal observations –all tenured staff will receive two informal observations</p> <p>*Professional development calendars and attendance records will reflect adult participation and action regarding professional growth</p> <p>*Annual review of Smarter Balanced Assessment Data, with an emphasis on vertical scores to demonstrate progress over a three year period toward achievement in Tier I academic goals for overall reduction of achievement gaps</p>	
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	<p>disciplines</p> <p><u>External Consultants:</u> *Continued implementation of the IB Program</p> <p><u>Internal Consultants:</u> *Instructional Leadership Teams *Professional Development *Informal and formal evaluations and walkthroughs to monitor and tracks curriculum pace, sequence and instructional practice *Opportunities for teachers to observe peers</p> <p><u>Data Teams:</u></p> <p><u>School Wide Data Teams:</u> *Reorganized and reconstituted SWDT to include all representation from all departments *Align SWDT practices with CSDE Standards for SWDTs *Use standardized SWDT minutes to communicate the progress of the SIP and IDTs to staff and to DDT monthly monitor implementation and refine processes as needed</p> <p><u>Instructional Data Teams:</u> *Develop and disseminate rubric/checklist to align IDT minutes with district standards</p>				
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	<p>protocol/monthly reporting document to SWDT</p> <p>*Review/revise/create interim assessments for English, Math, Science, Social Studies that provide data teams with relevant student achievement data to drive the data team process</p> <p><u>System of accountability and communication for IDT, SWDT, and DDT</u></p> <p>*Design and implement an accountability form for monthly reporting from IDT to SWDT/Building Principal</p> <p>*Monitor the fidelity of the data team process at the building level to ensure the conversion of data analysis to instructional planning (IDT)</p> <p>*Enhance the lateral accountability model through bi-annually reports progress of IDT's, SWDT's and SIP to DDT</p> <p>*Monitor the fidelity of the data team process and substantive feedback at the building level</p>				
<p>Standard 3: School Practices</p> <p>Are there practices in</p>	<p><i>Maintenance:</i></p> <p>*Continue to implement a structured PBIS/SRBI</p>	<p>*Continued focus on PBIS/SRBI programs and PLC's/Data Teams to</p>	<p>*Continued to provide professional development outlining procedures and</p>	<p>*Review ISS/OSS data to analyze procedures and make sure there is</p>	<p>School Year 2018 – 2019</p>

<p>place to address barriers to learning?</p>	<p>program that is systemically embedded in classroom strategies/interventions (Tier I), support services (Tier II/III), and supported by an administrative Discipline Management System (DMS) and student incentive based program</p> <p>*Administrative team will continue to provide internal high quality professional development to advance universal understanding of PBIS/SRBI to further develop core practices, strengthen interventions and support services</p> <p>*Continue to review internal pre and post assessments, universal screens, and Smarter Balanced Assessment data to accurately inform instruction, improve Tier I core practices , and provide appropriate Tier II/III interventions for students</p> <p>*Continued implementation of Tier II/ III interventions for 15% of the student population who require additional academic and behavioral</p>	<p>document academic and behavioral data to effectively measure student improvement through the application of research based adult practices</p>	<p>practices regarding the Safe School Climate Plan which encompasses School Safety, PBIS, and the Bullying Prevention Program</p> <p>*Continued focus on Tier I instructional and behavioral strategies through the implementation of O’Connell PBIS core values to be concurrently supported Incentive Programs</p> <p>*Review Student Support Center protocols and practices to improve as a Tier II behavioral and academic support system</p> <p>*Continue to provide appropriate math and reading interventions based on data points to ensure appropriate entry and exit in the following Tier II/III support programs:</p> <ul style="list-style-type: none"> ▪Lexia ▪Reading Plus <p>*Review and revise SRBI Plans</p>	<p>alignment to our EHPS Student Code of Conduct</p> <p>*Review department pre and post assessment data and IDT process to effectively use student assessment data to focus on teachers (adult actions) to meet the needs of students as defined by assessment data</p> <p>*Continue to use academic and behavioral data through the SRBI process as a means to improve Tier I practices and to provide appropriate Tier II/III interventions</p>	
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<p>Standard 3: School Practices Are there practices in place that develop and sustain infrastructure and capacity building?</p>	<p><i>Emergent:</i> *Implementation of SIP in three areas:</p> <ol style="list-style-type: none"> 1. Curriculum and Instruction 2. Data Teams 3. School Climate 4. Instructional Leadership Team 	<p>*Continued to monitor progress of the SIP through data collection, collaboration, and professional development</p>	<p>*Continue to implement curriculum with fidelity *Continue to refine, revise, and improve internal assessments/Pre-Post Assessments to accurately reflect focused standards of student learning and to provide data that improves instruction *Developed and implement department pacing guides for all curricular areas that include focused instruction areas as well as interim assessment points *Developed reporting mechanism from Instructional Data Teams to School Data Teams regarding instructional focus *Implemented the O'Connell Essential Agreements to all staff as a daily expectation</p>	<p>*SWDT will collect data from IDT reporting guides regarding SIP goals of revising curriculum and creating pacing guides *SWDT will collect data from IDT reporting guides regarding instructional strategy implementation *Annual review of SBAC Data along with District Assessments such as F & P, DIBELS, IB Unit Assessments, SBAC IAB's and Number Sense Screeners. *Review of Triangulated Data for all students K-5</p>	<p>School Year 2018– 2019</p>
<p>Standard 4: Safe Environment Is the school providing</p>	<p><i>Emergent:</i> *Implementation of School Climate Plan</p>	<p>*To successfully morph PBIS committee into the Safe School Climate</p>	<p>*Create an O'Connell School Climate Team with annual plans, goals</p>	<p>*Use discipline data to measure progress and implement school, team,</p>	<p>School Year 2018– 2019</p>

<p>for a physically, emotionally, intellectually safe healthy and welcoming environment?</p>	<p>with three focus areas:</p> <ol style="list-style-type: none"> 1. School Safety 2. PBIS 3. Bullying Prevention Program 	<p>Team based on SIP goals that are aligned with DIP</p>	<p>and accountability points *Continue to review and revise school safety protocols which include tardy tank, arrival and dismissal procedures, hallway safety, lockdown procedures, fire drills, evacuation procedures, and the tragedy response team protocols *Continue to enhance PBIS program through the involvement of school climate practices, building capacity in Tiers I,II, and III, and further development of DMS and Incentive based programs *Review and revise bullying report, investigative, and verification forms *Monitor processes as well as the bullying curriculum and educational/informative school wide programs</p>	<p>and classroom expectations to enhance school climate and the development of strategies based on adult actions to reduce problematic behaviors and improve student decision making *Continue to review/practice all safety protocols and procedures</p>	
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<p>Standard 5: Social Justice Is the school engaging in practices that promote the social and civic responsibilities and a</p>	<p><i>Emergent:</i> *O'Connell staff organizes various civic and social initiatives each school year including but not limited to:</p>	<p>*The school community will continue to focus on engaging in teacher practices that promote social justice and civic responsibility—to engage</p>	<p>*Continue to take an active role in the community by being involved in social and civic functions * Continue to support</p>	<p>*Continued analysis of student, staff, and parent surveys</p>	<p>School Year 2018-2019</p>

sense of social justice within school community?	<ul style="list-style-type: none"> ▪ Food Drive ▪ Holiday Giving Tree ▪ Staff Contribution to emergencies (CHEER) ▪ Toy Drive ▪ Turkey Drive ▪ Wreaths Across America ▪ Cancer, MS, & Alzheimer's Walk ▪ United Way 	students and the community at large in meaningful ways	student ideas for ACTION		
Continuous Improvement: Is there a clear understanding that school climate improvement is an ongoing organic process integral to wider school improvement?	The School Climate Team will continue to play a proactive role in planning, guiding and collaborating with staff to devise and implement a school climate plan that is based on the academic and social needs of the school	*The School Climate Committee will focus on improving program development in the three areas: <ol style="list-style-type: none"> 1. School Safety 2. PBIS 3. Bullying Prevention Program 	*The process of moving the School Climate Team forward will be based on data collection, staff input, and program development	*Continue to analyze discipline data to measure progress and implement school, team, and classroom expectations *Identify strategies based on adult actions to reduce problematic behaviors and improve student decision making *Continue to review/practice all safety protocols and procedures	

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<p>Family/Community Partnerships: Are all stakeholders' interests represented and reflected in the school climate improvement efforts?</p>	<ul style="list-style-type: none"> *Establish school to home parent contact (team level) *Revised and implemented Open House, Family Fun Night, McDonald's Night, Carnival, Book Bingo, Family Movie Night, Staff/Student 	<ul style="list-style-type: none"> *Continue to identify ways to connect with and involve parents into the school community 	<ul style="list-style-type: none"> *Continue to present a safe and welcoming environment where all members feel valued *Identify professional development opportunities to assist staff with school to home communication strategies 	<ul style="list-style-type: none"> *Administer and analyze School Climate Survey and Student Climate Survey *Administer and analyze School Wide Expectations Survey for students, staff, and administrators *Engage and connect 	<p>School Year 2018 – 2019</p>
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	<p>Basketball Game with PTO</p> <ul style="list-style-type: none"> *Revised and implemented Parent Conference Week (Fall/Winter) *Developed and implemented School Governance Council *Continued to use School Messenger System to contact parents regarding school business *Revised PBIS/IB Learner Profile Ceremony Presentation to improve engagement/participation 			<p>families to school</p> <ul style="list-style-type: none"> *Identify strategies as identified by analysis of District Wide Climate Survey and Student Climate Survey 	
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<p>Impact on Results: Is progress monitoring inherent in the school climate improvement process?</p>	<p>*O'Connell continues to monitor the progress of the School Climate Plan in the areas of school safety, PBIS, and bullying prevention through student, staff, and parent surveys that are administered throughout the school year</p>	<p>*School climate data will be analyzed and communicated staff to build capacity in the domains of school safety, PBIS, and Bullying Prevention</p>	<p>*Upon completion of surveys, data will be assessed and further goals will be established and monitored</p>	<p>*Administer and analyze School Climate Survey and Student Climate Survey *Administer and analyze School Wide Expectations Survey for students, staff, and administrators *Engage and connect families to school *Identify strategies as identified by analysis of District Wide Climate Survey and Student Climate Survey *Continued analysis student, staff, and parent surveys</p>	
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