

The School Culture Department

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Director of School Climate and Culture



What the District Requested

In preparation to hire a Director of School Climate and Culture (Assistant Principal), it was requested that the candidate would be able to implement the following structures:

- ✘ Restorative Justice Framework
- ✘ Social-Emotional Learning Initiative
- ✘ Solidified, Equitable Discipline System
- ✘ Opportunities for Coaching and Development for Teachers and Support Staff
- ✘ Aligning District Policies with Equitable Practices



What we want our faculty to be highly qualified in:

MTSS/RTI Systems

PBIS Interventions

Social-Emotional Learning

Research-Based Practices--EVIDENCE-DRIVEN!

Strategic Goals

1

Reinforcement Systems (MS/HS)

2

Social-Emotional Learning Curriculum

3

Professional Development: Highly Effective Practices



1. Reinforcement Systems

Strategic Strategies



Reinforcement System Strategic Goal:

The School Culture Department will establish a Positive Behavior Intervention and Supports (PBIS) team that will create positive and negative reinforcement systems.

- ✗ **Step 1:** Develop an overhaul of the district discipline system ----creating a system of Majors vs. Minors in collaboration with Restorative Justice interventions
- ✗ **Step 2:** Create a system for teachers to report misbehavior and document
- ✗ **Step 3:** Design and implement a positive reinforcement system
- ✗ **Step 4:** Extend PBIS school-wide training for all faculty and staff
- ✗ **Step 5:** Create a Middle School “House” and “Family” system
- ✗ **Step 6:** Apply for PBIS or SEL grant opportunities

Resources Needed:

- Educator’s Handbook (online referral system)
- Electronic Management System for Incentives
- Trained PBIS Leadership team
- List and funds for incentives



2. Social-Emotional Curriculum

Strategic Strategies



SEL Curriculum Strategic Goal:

The School Culture department, in connection with the PBIS Leadership team, will implement an evidence-based Social-Emotional curriculum for Middle and High Schools.

- ✘ **Step 1:** Research, compare, and contrast and then choose an evidence-based social emotional curriculum for the Middle School
- ✘ **Step 2:** Provide Middle School teachers with in-depth training/workshops of how to teach and incorporate the new social emotional curriculum
- ✘ **Step 3:** Research, compare, and contrast and then choose an evidence-based social emotional curriculum for the High School
- ✘ **Step 4:** Provide High School teachers with in-depth training/workshops of how to teach and incorporate the new social emotional curriculum

Resources Needed:

- Approximately 3-5 SEL 5-12 curriculums (to compare and contrast)
- Professional Development Day
- Funds for curriculum purchase
- Planning time for SEL curriculum leaders to create our UDL (backwards design)



3. Professional Development

Strategic Strategies



Professional Development Strategic Goal:

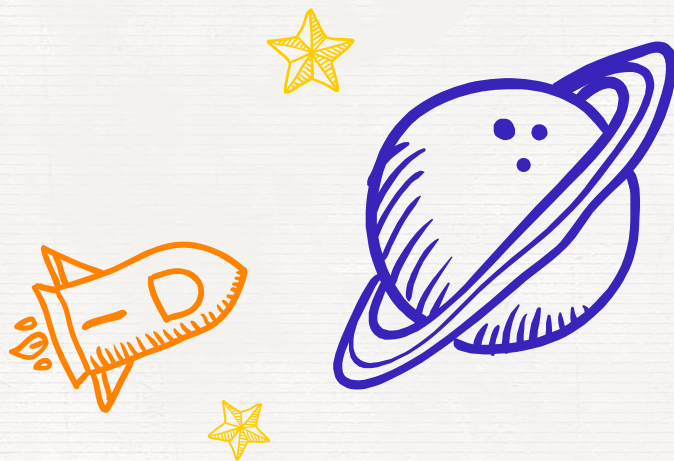
The School Culture department will increase knowledge in Massachusetts policies regarding school law, school discipline, and research-based practices for a highly-effective Restorative Justice framework.

- ✘ **Step 1:** The School Culture Liaisons will receive training on Restorative Justice and Trauma-Informed Care practices.
- ✘ **Step 2:** The School Culture Liaisons will receive formal Massachusetts School Law training via MSAA.
- ✘ **Step 3:** The School Culture team will receive basic memberships for school administrators that will provide opportunities for continued professional development in Culturally Responsive Teaching, MTSS/RTI, and leadership development.

Resources Needed:

- Training day for School Culture staff regarding Restorative Justice and Trauma-Informed Care practices.
- Purchase order to MSAA for Updated School Law training event
- Purchase order to membership organization (of the district's choice)





Thank you!

