

**Old Saybrook High School
Safe School Climate Plan
2018-19**

National School Climate Standard	Strategies/Programs for Meeting Standard	Current School Status	Areas for Improvement (Common Themes Including Surveys)	Strategies to Address Common Themes	Measurement for Determining Improvement
<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>Ram P.R.I.D.E.</p> <p>Superintendent’s and Principal’s Advisory Council (S/PAC)</p> <p>Student Success Plans (SSP)</p> <p>Link Crew (Transition)</p> <p>Goal-Setting</p> <p>Class meetings to discuss expectations and share climate data results</p> <p>Full-time School Resource Officer (SRO)</p> <p>Parent Teacher Organization (PTO)</p> <p>Principal’s Ram P.R.I.D.E. Newsletter</p> <p>Parent Advisory Council (PAC)</p> <p>Transition Groups Through Counseling Office</p> <p>Youth & Family Services</p>	<p>Emergent</p>	<p>Continue development of process and procedures for SIT, child find/504 – communicate to all faculty</p> <p>Revisit structure for Advisory with increased student voice</p> <p>Increase communication with ELL population in and out of school.</p> <p>Restructure Student Council and student leadership</p>	<p>Continue to involve OS Community for committees and solicit student input</p> <p>Invite community members into schools (PD, safety walk-through)</p>	<p>Newsletter</p> <p>Attendance at Committee Meetings</p> <p>S/PAC</p> <p>Survey current committee members on school safety</p> <p>Mid-year survey based on committee goals</p>
<p>Standard 1: Shared Vision Do participants share a vision of what a positive school climate looks, feels and sounds like?</p>	<p>P.R.I.D.E</p> <p>PAC</p> <p>PTO</p> <p>S/PAC</p> <p>FAB</p>	<p>Maintenance</p>	<p>Increase communication among all stakeholders-especially to parents and students.</p> <p>Revisit structure for Advisory with increased student voice</p> <p>Empower building School Leadership Team</p>	<p>Continue to develop relationships with OS Community and maintain existing ones.</p> <p>Continue family-school communication with frequent updates to planner</p>	<p>Annual School Climate Survey with mid-year poll to determine if strategies need to be adjusted</p>

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	Safe School Climate Committee (SSC)		Annual review of practices and procedures		
Standard 1: Shared Values How must participants act towards one another in order to advance the vision?	Communication of academic and behavioral concerns Class Meetings Youth & Family Services, PTO PAC	Emergent	Ensure understanding of attributes (P.R.I.D.E) Continue to work on Restorative Practices when dealing with behaviors that “wrong” individuals or groups	Continue to communicate goals and expectations to stakeholders continue to reteach expected behavior to students Modify planners as needed	Decrease in behavioral Referrals
Standard 1: Shared Goals What are the priorities?	To address concerning areas of survey and improve school climate and culture Link Crew (Transition) FAB PAC PTO SSC Committee S/PAC Ram P.R.I.D.E.	Maintenance	Collaborate and work with SSC to address areas for improvement from stakeholder feedback on surveys Communication of academic and behavioral concerns Revisit structure for Advisory with increased student voice	Developing a culture of kindness, respect, responsibility, and safety Continued awareness and development of PRIDE and PBIS initiatives	Input from stakeholders on final draft of plan Progress monitoring surveys in addition to annual survey on SSC Revisiting behavioral referrals to identify trends and targeted population

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<p>Standard 2: Shared School Policies Are there policies that promote the development of skills, knowledge and engagement?</p>	<p>Ram P.R.I.D.E.</p> <p>Strategic Plan</p> <p>Reteach and revisit policies with students as needed</p> <p>Goal of 100% Student Participation in extracurricular activities goal</p> <p>SSP</p> <p>BoE 5000 Policies</p> <p>Restorative Practices</p> <p>Admin continue to report to faculty regarding disciplinary referral outcomes</p> <p>Admin sharing annual bullying report summaries to SSC committee</p>	<p>Maintenance</p>	<p>Clear attendance policy and credit appeals/recovery process</p> <p>Restorative Practices work within admin. and with faculty</p> <p>Continue work towards implementing strategic plan for personalization of instruction</p>	<p>Analyze data collected</p> <p>Professional development on strategic plans, strategies and behavioral interventions</p>	<p>Data Collection</p> <p>Decrease in behavioral referrals</p> <p>SLO data</p> <p>Review of Student Success Plans</p>

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<p>Standard 2: Shared School Policies Are there policies in place to address barriers to learning?</p>	<p>SSP</p> <p>Student goal-setting</p> <p>Personalized learning</p> <p>Connection to Strategic Plan by assigning work that is meaningful and essential</p> <p>Addition of part-time certified, ELL teacher</p> <p>Addition of certified, College and Career Readiness Coordinator</p> <p>Student Intervention Team (SIT)</p>	<p>Emergent/Maintenance (policies are in place; practices need to be fine-tuned in some areas)</p>	<p>Streamlining student workloads by grade and course levels</p> <p>SRBI services for math</p> <p>Continue to implement goal-setting for all students in all classes</p> <p>Develop protocol for receiving English Language Learners at the onset of their registration that includes meeting with parents along with translator to get as much information as possible about academic background</p> <p>Continue work on personalizing learning for students in all classes</p>	<p>More PD on tiered interventions and strategies for working effectively with ELL population</p> <p>Continue PD on personalization and use of standards-based practices</p> <p>Continue</p>	<p>Tiered Interventions resulting in academic achievement</p> <p>Increased family involvement for struggling students and ELL</p> <p>Decrease in behavioral referrals</p> <p>SLO data</p> <p>Student grades</p> <p>Meeting notes from meeting with families of struggling students</p>
<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 bullying laws?</p>	<p>Restorative Practices</p> <p>Bullying Prevention and Intervention Policy & Forms</p> <p>PRIDE</p> <p>SSC Committee</p> <p>SIT Meetings to review bullying issues</p> <p>PD on bullying policy</p>	<p>Maintenance</p>	<p>Communication with students about policies and explaining expectations for our students each year</p>	<p>Present SSC survey results to students to process and reflect upon during Advisory and class meetings</p> <p>Revision and implementation of Safe School Climate Plan</p>	<p>Decrease in issues regarding harassment and Bullying</p> <p>SSC survey results</p>

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<p>Standard 3: School Practices Are there practices in place to promote positive youth development?</p>	<p>X-Block</p> <p>Link Crew (Transition)</p> <p>Goal-setting</p> <p>Ram P.R.I.D.E.</p> <p>Youth Action Council (YAC)</p> <p>Youth and Family Partnership</p> <p>Goal - 100% Student Participation in extracurricular activities goal</p> <p>Field Day</p> <p>School-Wide Assemblies</p> <p>Activities Fair</p> <p>New Student Orientation</p>	<p>Maintenance</p>	<p>Community awareness and involvement</p> <p>Monitoring and sharing of SRBI Literacy and Math data with teachers</p> <p>Create optional offerings for students during X block</p> <p>Pursue alternative education options</p>	<p>Mini survey to students and faculty regarding issues identified by committee</p> <p>PD that will include students and adults</p> <p>School-wide assembly/programming on understanding, supporting and celebrating diversity</p>	<p>Decrease in behavioral referrals</p> <p>Increased extra-curricular activities</p> <p>Increase in student participation in extra-curricular activities</p>

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<p>Standard 3: School Practices Are there practices in place that enhance teaching and learning?</p>	<p>Departmental articulation and vertical alignment</p> <p>Various use of previously developed school-wide rubrics to measure PSHS Learning Expectations</p> <p>Teacher web pages</p> <p>Student Goal Setting</p> <p>Ram P.R.I.D.E.</p> <p>Teacher classroom visits</p> <p>SLO Development/Achievement</p> <p>Restructuring of K-12 curriculum/standards leadership</p> <p>Professional Development and Teacher Evaluation Committee (PDEC)/Ed Camp</p> <p>Student Goal Setting</p>	<p>Emergent</p>	<p>Continued adherence to Strategic Plan as our guide and ultimate goals for teaching and learning</p> <p>Further development of “Growth Mindset” philosophy</p> <p>Staff communication and sharing of data</p> <p>More structures around Common Planning Time (CPT)</p> <p>SSC Survey</p> <p>Collaboration & planning with SPED</p> <p>Continue PD on personalized learning and standards-based instruction</p>	<p>Sharing of effective instructional strategies consistently and through PD</p> <p>Parent communication</p> <p>Communication to students of Strategic Plan</p> <p>Alignment of PD throughout year and across buildings, when necessary</p> <p>Standards-Based Practices (SBP) Committee Pilot</p>	<p>Students achievement in meeting standards and grades in classes</p> <p>Student achievement on high stakes tests</p> <p>Teacher SLO Results</p> <p>SSC Survey Results</p> <p>CPT Weekly Notes (2nd semester)</p> <p>SBP spring presentation</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>Computers on Wheels (CoWs) purchases to make integration of technology possible consistently for all students</p> <p>Teacher leadership of committees</p> <p>Instructional Leadership Team (ILT)</p> <p>School Leadership Team (SLT)</p> <p>FAB</p> <p>Advisory</p> <p>S/PAC</p> <p>PAC</p> <p>Responsive IT Department</p> <p>SSC</p>	<p>Emergent/Maintenance</p>	<p>Continually revise and update all committees</p> <p>Continue to increase teacher involvement on committees</p> <p>Continue to have faculty present to colleagues on innovative practices and personalization</p>	<p>Continual committee work</p> <p>Solicit stakeholder feedback and revise as needed</p>	<p>Stakeholder surveys</p> <p>PD surveys</p> <p>Increase in number of people sharing new and innovative practices</p> <p>Increase in stakeholder representation on relevant committees</p>

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<p>Standard 4: Safe Environment Is the school providing for a physically, emotionally, intellectually safe, healthy and welcoming environment?</p>	<p>Office Staff</p> <p>Health/Fitness Curriculum</p> <p>SIT</p> <p>PTO</p> <p>Parent Advisory Council</p> <p>Link Crew (Transition)</p> <p>New student orientation</p> <p>Principal's Monthly Newsletter</p> <p>Guidance Quarterly Newsletter</p> <p>Parent Nights (Pupil Services)</p> <p>Parent Open Houses</p> <p>8th Grade Parent/Guardian Q & A w/ students</p> <p>District Health and Safety</p>	<p>Maintenance</p>	<p>Develop activities for students to choose during X block</p> <p>Develop Advisory through Link Crew as a phase in for redesigned activities and student-led mentoring</p> <p>Continue to build PE11 health curricula</p> <p>Continue to build on locker room supervision at appropriate times</p> <p>Increase how student voice drives decisions through leadership</p> <p>Diversity training of students and staff</p> <p>Develop and distribute seasonal Athletics and Activities Newsletter</p>	<p>Continue use of SSC Survey data to drive building focus</p> <p>Increase how student voice drives decisions through leadership</p> <p>Research and solicit appropriate programming to address cultural literacy and compassion</p> <p>Develop Link Crew Advisory to phase in new Advisory Programming</p>	<p>Mini surveys mid-year</p> <p>Results of SSC surveys</p> <p>Anecdotal information from all stakeholders</p> <p>Senior exit survey</p> <p>Freshman Exit Surveys</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 sense of social justice within the school community?</p>	<p>Advisory</p> <p>Bullying Prevention and Intervention Policy</p> <p>Class Meetings</p> <p>Student Council</p> <p>Restorative Practices</p> <p>Graduation Requirements</p> <p>Required Community Service</p> <p>SRO</p>	<p>Emergent</p>	<p>Increase courses such as English in Action</p> <p>Moving “civics” requirement to older grade levels</p> <p>Continue with Civics Seminar and increase involvement</p>	<p>OS community members increasing involvement within the school and school day</p> <p>Building to internships or internship-like experiences for ALL students</p>	<p>Increase in community support and involvement on committees</p> <p>Senior exit surveys</p>
<p>Continuous Improvement: Is there a clear understanding that school climate improvement is an ongoing organic process integral to wider school improvement?</p>	<p>Strategic Plan</p> <p>Administrator Goals</p> <p>Advisory</p> <p>SSC Committee</p> <p>Committee work</p> <p>SLT</p> <p>PAC</p> <p>PD on addressing behavior</p> <p>Parent, Staff & Student Surveys</p> <p>BOE presentations</p>	<p>Maintenance</p>	<p>Continue to offer PD on climate</p> <p>Consistent SSC updates at faculty meetings</p>	<p>More educational opportunities embedded through PD</p> <p>Continuous PD on student behavior and de-escalation</p> <p>Continue to share behavior data with faculty</p>	<p>Increase in community support and involvement</p> <p>SSC survey results</p> <p>Behavior data Review</p>

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<p>Family/Community Partnerships: Are all stakeholders' interests represented and reflected in the school climate improvement efforts?</p>	<p>SSC Committee includes students and parent</p> <p>Staff/Parent/Student Survey</p> <p>Faculty Advisory Board</p> <p>Graduation Policy Committee (16-17)</p> <p>College & Career Readiness Committee includes student and parents</p> <p>PAC Minutes posted on website</p>	<p>Emergent</p>	<p>Development of suggestion boxes for students</p> <p>Communicate student representatives on school-wide and district committees</p>	<p>Invite community members into schools</p> <p>RESPECT section of newsletter (safety walkthrough)</p> <p>Suggestion Boxes</p>	<p>Mid-year and End-of-Year evaluation by SSC</p>
<p>Impact on Results: Is progress monitoring inherent in the school climate improvement process?</p>	<p>Continuous SSC meetings</p> <p>Comparison of annual survey data</p> <p>Sharing behavior data in class meetings (non-identifying)</p> <p>Building Climate Goals based on survey results</p> <p>Rollout newly redesigned School/District Wide Rubrics to assess 21st Century Skills</p>	<p>Awareness</p>	<p>Use of discipline data for review and reporting to faculty and staff</p>	<p>Input from all stakeholders on current programs PD on current programs</p> <p>Involve staff in piloting rubrics and solicit feedback for revisions and reporting</p>	<p>Mid-year and End-of-Year evaluation by SSC</p> <p>Facilitation and Review by SLT and ILT</p>