

Appendix I

Moses Y. Beach Elementary School Climate Plan 2015-2017

Empowering MYB stakeholders to achieve high-level, engaging interpersonal relationships in order to promote, enhance and sustain a safe, nurturing learning environment for all.

Goals:

1. Enhance student to student relationships in order to foster a feeling of safety
2. Enhance staff to staff relationships
3. Enhance staff to student relationships in order to improve student achievement
4. Enhance staff to parent relations in order to improve communication

Safe School Climate Committee

Robert Arciero, Principal
Susan Chipokas, Paraeducator
Cheryl DiBenedetto, Grade 2 Teacher
Lori Farkash, Grade 2 Teacher
Kristina Kiely, Interventionist
Anne Porier, Library/Media Specialist
April Rudman, Parent
Rebecca Scalesse, Parent
Carrie Spagnola, Grade 2 Teacher
Adrienne Ferretti, Kindergarten Teacher

Goal 1: Enhance student to student relationships in order to foster a feeling of safety

Strategies	Description (<i>include data-based need</i>)	Who	When	Measure
School will adopt a variety of phrases that will be used when a student/students don't use respectful words toward one another.	<ul style="list-style-type: none"> ● Rewind, Be Kind ● That's mean, we don't say that here. ● If it's mean, intervene 	MYB school community	Established at first staff meeting	Staff & student survey
Continued participation in daily Morning Meetings	<ul style="list-style-type: none"> ● During a Morning Meeting, students will interact with each other using positive and supportive language ● Design morning meetings to address CARES: Cooperation, Responsibility, Assertion, Empathy, Self-control ● The "Share" portion of Morning Meeting allows students to continually learn more about their peers, which increases tolerance and acceptance. ● Embedding academics into Morning Meeting ● RC mentor teacher to model Morning Meeting depth 	MYB school community	Daily	Evidence of positive and respectful language & interactions
Continued participation in Townwide Meetings	<ul style="list-style-type: none"> ● During a Town Wide Meeting, students will interact with each other using positive and supportive language ● Creation of (4) model videos on behavioral expectations ● Participate in modeling positive behavior during unstructured settings such as: recess, hallway, bus ● incorporating modeling authentic bucket fillers ● modeled skits during Town Meetings ● #MYBCARES-Establish a Twitter hashtag to showcase & communicate positive interactions ● Utilize showcase window to demonstrate examples of #MYBCARES models of behavior 	MYB school community	Monthly	Student survey
Bucket Fillers	<ul style="list-style-type: none"> ● Students will recognize peers through use of bucket fillers throughout the school day 	MYB school community	Daily	Increased bucket filler slips
Create Rules based on "Hopes and Goals"	<ul style="list-style-type: none"> ● At start of school year, in classroom students will share hopes and goals and develop rules to guide their behavior so all can achieve their goals to be successful learners ● At first Townwide Meeting, as a community share Hopes and Goals 	Students and staff	Daily	Climate survey

	<p>for positive and safe behavior in community areas (playground, hallways, cafeteria, bus)</p> <ul style="list-style-type: none"> ● Explore the possibility of creating whole school Hopes & Dreams ● Staff & students will share Hopes and Dreams with school community 			
Students will be provided with resources addressing “mean” behaviors	<ul style="list-style-type: none"> ● Create a special display of books about enhancing student relationships/addressing “mean” behaviors in the library ● BABES program will directly teach interpersonal social skills such as assertion, refusal strategies, and other skills to cope with “mean” behavior. ● Social Worker will push in from whole class lessons (Bucket Filler) 	Students, BABES facilitators, teachers	Winter 2015	Climate survey

Goal 2: Enhance staff to staff relationships in order to improve morale

Strategies	Description (include data-based need)	Who	When	Measure
Revisit Agreement	<ul style="list-style-type: none"> ● Develop a Working Agreement at first staff meeting of the school year. This will be a set of norms that will guide how staff will treat each other. Staff will outline how we want to feel in the building, what actions we will do to ensure these feelings, and how we will handle conflicts when they arise. ● creative signing 	School Climate Committee	January	Published working agreement
Continuing review of group norms	<ul style="list-style-type: none"> ● Develop posters of Working Agreement and post in common work spaces ● Orally review Working Agreement each month as well as at staff and other meetings 	All Staff	2 times /year	Staff survey, “Shout-outs” at bulletin board, GLMs, and Staff Meetings
Increased Name Recognition	<ul style="list-style-type: none"> ● Creates a sense of belonging since it is easier to learn everyone’s name. Increases likelihood of greeting everyone by name. ● Large, personalized name tags to be worn by all staff at beginning of year ● Maintain staff bulletin board ● Modeled Morning Meeting structure will be used to facilitate a staff meeting 	All Staff	First month of the school year	Staff survey
Continue to use “Shout-	<ul style="list-style-type: none"> ● Grade level meetings 	All staff	Weekly	Meeting

Outs” as a means of staff to staff recognition	<ul style="list-style-type: none"> ● Staff meetings 		GLMs, monthly staff meetings, PDs as scheduled	agendas, office bulletin board, bucket fillers.
Revise Staff Survey	<ul style="list-style-type: none"> ● A Staff survey will be continually revised to assess and address areas of concern and overall feelings of safety in all school-related settings 	School Climate Committee	Annually	Effectiveness of all strategies will be measured by staff survey
Continue to improve communication	<ul style="list-style-type: none"> ● Continue to expand use of Google calendar and drive <ul style="list-style-type: none"> ○ Minutes of staff meetings for people to reference in calendar ● Use of email to share information ● Expand use of Twitter to connect staff professionally 	Principal and staff	Ongoing	As measured by staff survey
Organize Social Events	<ul style="list-style-type: none"> ● Organize holiday/year end party ● Organize events throughout the year for staff (in school and out of school) 	School Community Committee and Social Committee	Ongoing	Attendance at staff social events
Maintain a Sunshine Committee	<ul style="list-style-type: none"> ● Maintain Sunshine guidelines and activities such as acknowledging the significant events in the lives of staff members 	MYB Staff	Ongoing	Participation in Sunshine

Goal 3: Enhance staff to student relationships in order to improve student achievement

Strategies	Description (<i>include data-based need</i>)	Who	When	Measure
Continue implementation of daily Morning Meetings	<p>During a Morning Meeting, staff will interact with students using positive and supportive language.</p> <ul style="list-style-type: none"> ● Design morning meetings to address CARES: Cooperation, Responsibility, Assertion, Empathy, Self-control ● The “Share” portion of Morning Meeting will allow staff to continually learn more about their students, including their personal lives. 	MYB Staff	Ongoing	Climate survey

<p>Bucket Fillers/Daily Announcements</p>	<ul style="list-style-type: none"> ● Encourage use of bucket fillers throughout the school day and continue to acknowledge bucket fillers during daily announcements ● Redesign Bucket Filler slips to align with the CARES model ● Students will participate in leading us in the Pledge of Allegiance and reciting the school motto ● Increased staff to staff bucket fillers 	<p>All Staff</p>	<p>Ongoing</p>	<p>Increased amount of bucket filler slips</p>
<p>Create Rules based on “Hopes and Goals”</p>	<ul style="list-style-type: none"> ● At start of school year, in classroom students will share hopes and goals and develop rules to guide their behavior so all can achieve their goals to be successful learners ● At first Townwide Meeting, as a community share Hopes and Goals for positive and safe behavior in community areas (playground, hallways, cafeteria, bus) ● Classroom rules to achieve Hopes and Goals to be posted 	<p>All staff</p>	<p>Start of year and ongoing</p>	<p>Evidence of students following rules and teachers using reminding language to encourage rule following</p>
<p>Continue to enhance Teacher Language (from Responsive Classroom)</p>	<ul style="list-style-type: none"> ● Professional Development specifically focused on Teacher Language (reminding, reinforcing, and redirecting language). ● Expand the implementation of common language to address mean behaviors (e.g., Rewind, Be Kind; That’s mean, we don’t say that here; If it’s mean, intervene) to non-certified staff 	<p>All Staff Para’s Recess/ Lunch staff</p>	<p>January 2015 Fall 2014 Winter 2015</p>	<p>Attendance at PD, classroom observations , increased instances of positive teacher language</p>
<p>Establish meaningful connections with individual students</p>	<ul style="list-style-type: none"> ● Students to wear nametags for the first month to allow all adults in the building to learn student names ● All staff to greet students in hallways throughout the school day <ul style="list-style-type: none"> ○ Staff on duty at arrival & dismissal to specifically greet each student. ○ Classroom teachers to greet students by name each morning as they enter the classroom ● Classroom teachers will utilize the “Greeting” & “Share” portion of Morning Meeting will allow staff to continually learn more about their students, including their personal lives. 	<p>All staff</p>	<p>Ongoing</p>	<p>Student survey reflects increased feelings of connectedness; Increased instances of reciprocal or student</p>

				initiated greetings
Revise Student Survey	<ul style="list-style-type: none"> • A student survey will be continually revised to assess and address areas of concern and overall feelings of safety in all school-related settings • Facilitator of survey will encourage students to voice concerns not addressed by survey or share positive feedback in final open-ended questions (Open ended questions to be added: One thing I'm concerned about is....) 	School Climate Committee	Annually	Effectiveness of all strategies will be measured by student survey

Goal 4: Enhance staff to parent relationships to improve communication and partnership

Strategies	Description (include data-based need)	Who	When	Measure
Revise Parent Survey	<ul style="list-style-type: none"> • A parent survey will be continually revised to assess and address areas of concern and overall feelings of safety in all school-related settings 	School Climate Committee	Annually	Effectiveness of all strategies will be measured by parent survey
Creation of Family Directory to allow connections outside of the school environment	<ul style="list-style-type: none"> • Published directory for families, as well as teacher names • Principal to "advertise" reasons for being part of the directory at Kindergarten Orientation, Open House, Welcome Back to School letter, first newsletter, school website, and Twitter. 	Office Staff	Beginning of school year	Publish Directory
Maintenance of online vehicle(s) to share information digitally	<ul style="list-style-type: none"> • Use of Twitter to post information regarding school events/news • Maintenance of school website to share housekeeping information, forms, etc. (portal page) • Share student work/strategies on Twitter 	Office Staff	Ongoing	Publish Website, school Twitter account, teacher Twitter accounts
Sharing RC resources with families	<ul style="list-style-type: none"> • Newsletter article sharing RC modeled language (RC Corner?) • Teachers to share Yardsticks RC pamphlet at conferences with every parent 	All staff	Ongoing	PTO presentation

	<ul style="list-style-type: none"> ● Principal to share RC presentation at PTO meeting ● Principal to share RC presentation at PTAC meeting 			
Increase opportunities for parents to be a part of their child's education	<ul style="list-style-type: none"> ● Provide increased opportunities for parents: <ul style="list-style-type: none"> ○ Examples include: Morning Meeting, Reader's Theatre, Student Performances, showcase of students work ● Family Nights 	All Staff	Ongoing	Climate survey
Maintain parent email distribution list	<ul style="list-style-type: none"> ● Utilize email communication system (School Messenger) ● Develop distribution lists by grade level 	MYB Admin Team	Ongoing	Bright Arrow email blasts
Creating a welcoming environment for visitors when entering building	<ul style="list-style-type: none"> ● Welcoming language used upon visitors' arrival. ● All staff to acknowledge visitors throughout building to make them feel welcome. ● Bulletin board in lobby with all staff pictures and names ● Create a visually appealing & welcoming lobby environment using student work and/or other decorations ● Clear procedures for visitors <ul style="list-style-type: none"> ○ Share procedures via Newsletter and Open House ○ Signage 	Main Office staff	Ongoing	Establish entrance protocol