Simsbury High School: School Climate Plan 2019-2020

This document serves as communication of the proactive ways we create a positive school climate. This plan is also in accordance with Bullying Legislation, Act 11-232 for the State of Connecticut and the Board of Education Policy 5131.911.

School Climate Coordinator: Neil Sullivan, Director of Personnel
The Safe School Climate Coordinator will be responsible for:

- Implementing the district's Safe School Climate Plan;
- Collaborating with the Safe School Climate Specialist, the Board, and the Superintendent to prevent, identify, and respond to bullying in district schools;
- Provide data and information, in collaboration with the Superintendent to the Department of Education regarding bullying;
- Meet with Safe School Climate Specialists at least twice during the school year to discuss issues relating to bullying in the school district and make recommendations concerning amendments to the district's plan.

School Climate Specialist: Stephen Patrina (Interim Principal)
The Safe School Climate Specialist will be responsible for:

- Investigate or supervise the investigation of reported acts of bullying and act as the primary school official responsible for preventing, identifying, and responding to reports of bullying in the school.
- Meet with the Safe School Climate Committee Coordinator at least three times per year.
- Form a Safe School Climate Committee

School Climate Committee Membership:

- Two types of committee meetings: (see potential meeting times below):
    1. <u>Full Committee</u>: Discussions about general school climate, culture, trends/patterns, improvements surrounding bullying prevention, and dating violence as appropriate.
    2. <u>Committee w/o Parent Rep</u>: Discussions of investigations with student identifying information redacted.

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
1	X	X		X	X	X		X	X	
2			X				X			X
District				X				X		

- Must include at least one parent (not an employee of the school)
- Committee is charged with reviewing investigations; discuss general school climate, culture, trends/patterns, and improvements surrounding bullying prevention.
- All investigation reports reviewed should have any student identifying information redacted for all committee members.

Actions and Measures to Address School Climate at SHS:

Actions
- Multiple class meetings to review school-wide behavioral expectations
- Monthly Trojan Code Committee (School climate) meetings to review data, enhance Tier 2 interventions, and plan school-spirit activities
- Coordinate with SHS Connect administrator to guide teachers in presenting behavior expectations to students through open dialogue
- Continue implementation of Trojan Code "Thank You" and "Pay it Forward" programs
- Host 'Go Viral' assembly for the 9th grade class and conduct follow-up discussions in SHS Connect
- Capitalize on SHS Connect 9-12 interest approach to encourage the development of relationships, kindness, and the appreciation of diversity.
- Faculty Training in anti-bullying education (state requirement)
- Utilize anti-bullying messaging through existing clubs and organizations (Key Club, Project Reach, etc.)
- Use faculty meeting time to report regularly about Trojan Code initiative and discipline data
- Participate in CREC-sponsored opportunities in PBIS
- SHS Diversity Committee will develop programing to improve ways to engage students, faculty and staff in meaningful conversations regarding diversity and work to become more mindful of our interactions with one another.
- Implementation of a Positive Behavior Referral Form to recognize "above and beyond" student behaviors.
- Professional development for staff members related to cultural competence.

Measures of Success
- Reduce occurrences of reported bullying
- Increase attendance at school-sponsored spirit events
- Results from teacher and student climate surveys
- Reduction in overall number of discipline referrals
- Increase percentage of students receiving one or fewer discipline referrals during year
- Increase number of students celebrated through Trojan Code "Thank You" and "Pay if Forward" programs
- The number of school community members (staff and students) who participate in our Pay-It-Forward initiative where they can use their earned tickets to make a donation to a local charity