

CLIMATE and CULTURE ACTION PLAN

Earl Elementary SCHOOL
BASD 2019-20

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DISTRICT VISION: To foster a learning community that enables all students to succeed in a changing world

DISTRICT MISSION: For all students to be future ready by meeting or exceeding established goals, the Boyertown Area School District will implement coordinated, articulated curricula and provide personalized, planned instruction aligned with Pennsylvania academic standards.

DISTRICT GOALS:

- To ensure responsible and data-informed use of resources.
- To provide a positive, safe, and healthy learning environment.
- To foster open communication, active involvement, and purposeful collaboration among all members of the BASD learning community.
- To offer research-based, personalized, and growth-oriented learning opportunities for all members of the BASD learning community.

DIRECTIONS:

Each building team will develop their own Climate and Culture action plan based on a review of pertinent data and opportunities for growth. After a collaborative review of data and student expectations as articulated in the standards, teams should identify a **CLIMATE and CULTURE BUILDING TARGET**.

Next, relevant **STRATEGIES and ACTION ITEMS** can be identified at each grade level. **METRICS OF SUCCESS** will need to be identified to measure ongoing progress. These metrics may include formative, summative, qualitative, and quantitative measures. (feel free to add additional strategy/action items sections below if needed)

Progress monitoring of our work is critical. The final step of the action plan will be to identify **TRIMESTER or QUARTERLY TARGETS** to measure growth throughout the year toward the **CLIMATE and CULTURE BUILDING TARGET**.

CLIMATE and CULTURE BUILDING TARGET: To create a positive environment where students and staff feel safe, comfortable, and valued in order to support each other and grow as learners.

STRATEGY/ACTION ITEM:	METRICS OF SUCCESS	TRIMESTER/QUARTER TARGETS		
<p>Student/Staff Recognition:</p> <ul style="list-style-type: none"> - Student of the month - Good News from Earl cards - Student shout-outs read over the announcements - students catching each other being Kind, Helpful, and Respectful - Staff shout-outs - Earl Twitter celebrations 	<p>Good News from Earl cards 2018-2019:</p> <ul style="list-style-type: none"> - 196 students received a card - 82% of the student population - 255 cards in total were sent home <p>Goal for the 2019-2020 school year:</p> <ul style="list-style-type: none"> - 90% of the student population will receive a card (8% increase) - 275 cards in total will be sent home (8% increase) 	<p>T1: Students will be recognized for being Kind</p> <p>Track cards sent home to students on a shared google-doc throughout the year. Review data at faculty meetings.</p>	<p>T2: Students will be recognized for being Helpful</p> <p>Track cards sent home to students on a shared google-doc throughout the year. Review data at faculty meetings.</p>	<p>T3: Students will be recognized for being Respectful</p> <p>Track cards sent home to students on a shared google-doc throughout the year. Review data at faculty meetings.</p>
PROFESSIONAL LEARNING NEEDED:				
On-going professional development in social emotional learning				

STRATEGY/ACTION ITEM:	METRICS OF SUCCESS	TRIMESTER/QUARTER TARGETS		
<p>Community Building:</p> <ul style="list-style-type: none"> - EarlStrong Days (1xmonth) - Trimester themes: Be Kind, Be Helpful, Be Respectful - Kick-off assembly for each theme by reading a book connected with the trimester theme. - This will be followed up with teacher-led activities in the classroom (differentiated for primary and intermediate 	<p>Students will complete a Likert-scale form at the beginning of the school year focused on feeling safe, comfortable, and valued at school. They will also be asked to identify the trimester themes.</p> <p>Students will complete the same form at the end of the school year.</p>	<p>T1: Baseline data collection</p> <p>Assembly - Be Kind</p> <p>Follow-up classroom lessons</p>	<p>T2: Assembly - Be Helpful</p> <p>Follow-up classroom lessons</p>	<p>T3: Final data collection</p> <p>Assembly - Be Respectful</p> <p>Follow-up classroom lessons</p>

<p>students). These activities will coincide with NPFH activities.</p> <ul style="list-style-type: none"> - At the end of announcements - “Have a great day and remember to Be Kind, Be Helpful, and Be Respectful” 				
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PROFESSIONAL LEARNING NEEDED:

On-going professional development in social emotional learning

STRATEGY/ACTION ITEM:	METRICS OF SUCCESS	TRIMESTER/QUARTER TARGETS		
<p>Schedule adjustment:</p> <ul style="list-style-type: none"> - Soft start to the school day for grades 1-3 - SEL intervention offered at the end of the day 	<p>On-going Anecdotal feedback from staff and students.</p>	<p>T1:</p> <p>Staff share out at faculty meetings</p> <p>Informal interviews with students - counselor, principal, and classroom teachers</p>	<p>T2:</p> <p>Staff share out at faculty meetings</p> <p>Informal interviews with students - counselor, principal, and classroom teachers</p>	<p>T3:</p> <p>Staff share out at faculty meetings</p> <p>Informal interviews with students - counselor, principal, and classroom teachers</p>

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STRATEGY/ACTION ITEM:	METRICS OF SUCCESS	TRIMESTER/QUARTER TARGETS
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<p>Safety:</p> <ul style="list-style-type: none"> - Change in parent pick-procedures: parents no longer in the building during pick-up - Update fire drill and run, hide, fight drill procedures 	<p>Communicate new plan with parents/guardians via multiple sources (i.e. newsletter, email blast, etc.)</p> <p>The first two fire drills will be announced (KAM/KPM). The remaining drills will be unannounced.</p> <p>On-going run, hide, fight drills each trimester</p>	<p>T1: Safe and efficient dismissal of students who are parent pick-up</p> <p>Work with Officer Perez to monitor effectiveness of drills. Work with safety team to make any necessary improvements.</p>	<p>T2: Safe and efficient dismissal of students who are parent pick-up</p> <p>Work with Officer Perez to monitor effectiveness of drills. Work with safety team to make any necessary improvements</p>	<p>T3: Safe and efficient dismissal of students who are parent pick-up</p> <p>Work with Officer Perez to monitor effectiveness of drills. Work with safety team to make any necessary improvements.</p>
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PROFESSIONAL LEARNING NEEDED:

Officer Perez and Charlie Dresher (facilities director) will review building safety procedures with staff. On-going updates from building safety team.