

The Missing Link

School Climate and
Culture and Solutions
For Student Success

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Today's Purpose:

- Explore the research that shows we share a common challenge
- Hear a first-hand account of one district's journey toward culture transformation
- Share data and practical strategies to drive your climate and culture improvement process

Guests



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Jonathan Cohen, Ph.D. is the co-founder and president of *the National School Climate Center (NSCC)*.

Defining School Climate

The **quality and character of school life** that is based on **patterns of students', parents' and school personnel's experience** of school life and reflects **norms, goals, values, interpersonal relationships, teaching and learning practices, and organizational structures.**

Our Common Perceptions



More than 90 percent of K-12 administrators and teachers surveyed believe that addressing student behavior and the underlying social and emotional needs is a critical step in promoting student success.

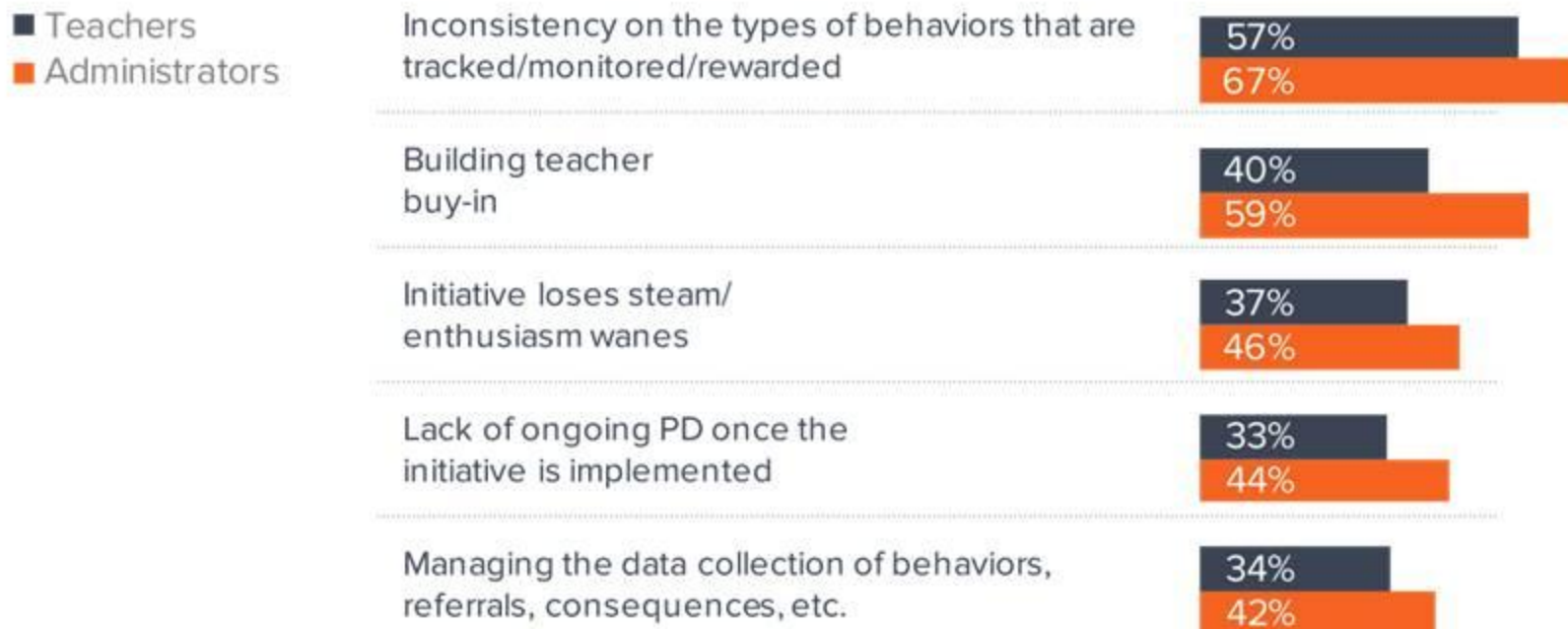
Our Common Call to Action



57% of district-level administrators who do not currently have a district-wide climate & culture initiative plan to start one in the near future.

Our Common Challenges

Top 5 challenges to implementing a school- or district-wide climate and culture initiative among teachers and administrators.

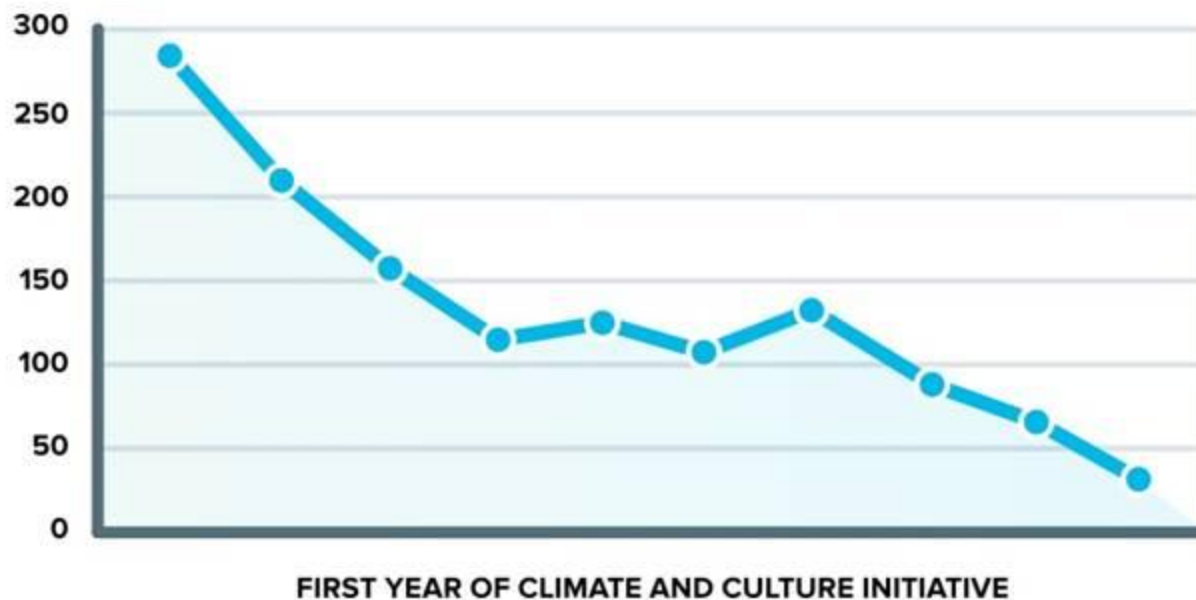


St. Louis Public Schools (SLPS) Getting Started

What **data** did you consider when thinking about a climate and culture initiative?

SLPS Early Results

Kickboard Cohort Schools SUSPENSIONS



SLPS Getting Started

How did you approach the initial conversations at the district level?

SLPS Getting Started

What made you decide to partner with Kickboard in a cohort of your schools?



SLPS Current Practices

POLICY CHANGES

**EXPANDED SCHOOL
CULTURE CAPACITY**

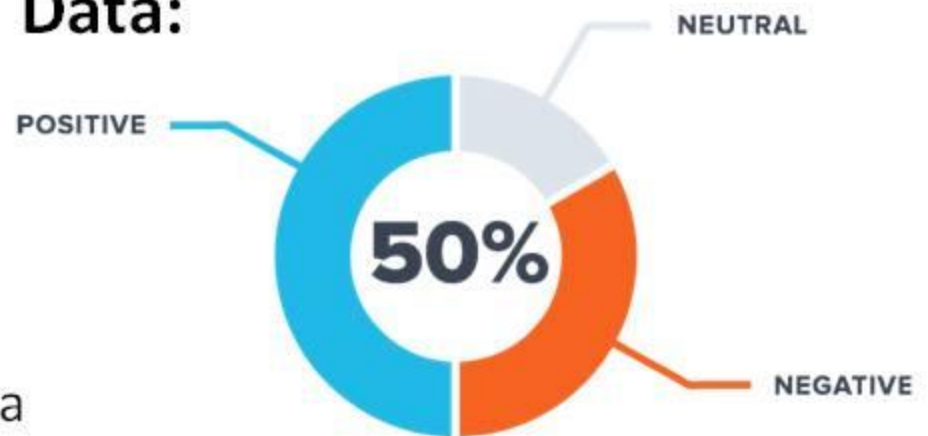
**LEADERSHIP
PREPARATION**

**DATA AND
TECHNOLOGY USE**

SLPS Using Data

School-wide Observational Data:

- Positivity ratios
- Frequency of behaviors
- Intervention effectiveness data
- Classroom walk-through observational data (rubrics)



The School Climate Improvement Process: Intentional, data-driven, and democratically informed



Stage 1: Prep & Planning

Stage 2: Evaluation

Stage 3: Action Plan

Stage 4: Implementation

Stage 5: Re-evaluation

Formative and Summative Data as a 'Flashlight'

School Climate/Social Emotional Learning Informed Metrics:

- Readiness assessments
- Process (or “end of stage”) assessments
- Comprehensive school climate surveys
- Community Scale: school-community partnerships
- “Non-cognitive” student assessments



Sustainable School Climate Improvement Efforts

- Clear goals
- Leadership development
- Policy reform
- PLCs/Network Improvement Communities

Q&A

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