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| **Cook Hill School Climate Plan – Action Plan Goal #3 2016-2017** | | | |
| **Objective**  **Goal Statement**  (Including sub-goals) | Increase opportunities to build and maintain a healthy school culture that shares high expectations for students and staff. We will continue to model ethical behavior and integrity as the norm for our school culture and take responsibility for our actions when they do not align with these ethical norms and expectations. | | |
| **National School Climate Standard** | **School Climate Standard #4**  The school community creates an environment where all members are welcomed, supported,  and feel safe in school: socially, emotionally, intellectually and physically School Climate Standard #5  The school community develops meaningful and engaging practices, activities and  norms that promote social and civic responsibilities and a commitment to social justice.  5.2 Relationships among and between staff and students are mutually respectful, supportive, ethical and civil. | | |
| **Definition of the Need** | We need to create a school culture that is one of trust and openness in order to ensure that all stakeholders achieve at the highest possible level. We are receptive to new ideas about how to improve learning for all students and we engage all staff members and stakeholders in the decision making process. | | |
| **Measures of Current Status**   * **Measures of Future Success** | Staff survey results pre and post.  I like to come to work each day. 86.5% to remain the same or increase.  The culture and the emotional climate of the school is positive and supportive. 73% to remain the same or increase. | | |
| **Strategy**  **Rationale**  *(How it should work and why)* | This focus will increase personal accountability and responsibility for all members of our school community. This will provide students with a model of pro-social awareness and behavior. | | |
| **Tasks** |  | **Who** | **When** |
|  |  |  |  |
| **Develop School PROUD Pledge** | Responsive School Committee to develop pledge, posters, discipline referral documentation sheet, PROUD Pawsitive news from school, video with hand motions | Responsive School Committee | September 2016 |
| **Buddy Classroom Opportunity** | Classes form partnerships to visit, learn, and play together | J. Wolff and S. DiStefano to pilot | October-June 2017 |
| **Monthly Goodie Days(incl uding Disney costume day)**  **ugly sweater, spirtit wear)** | Staff take turns providing goodies for all in the staff lounge | All Staff | Oct. 2016-June 2017 |
| **Cook HIll Reads** | Video recordings of Cook Hill Staff reading aloud to be accessed by students | E. Berthold | October-June 2017 |
| **Professional Development** | Collaborative Learning Groups and Book Study | Interested staff | October-June 2017 |
| **Social Get Together(s)** | Increase opportunities for social gatherings for staff. | School Climate Committee | 2016-2017 |
| **Team Building Activities** | Research Increased opportunities for team building. (ex. role changes to create perspective building) | School Climate Committee | 2016-2017 |
| **Sunshine Committee** | Sunshine Committee Fund  Increase opportunities to reach out to families/colleagues in need. | R. Beecher/ C. Bickford | 2016-2017 |
| **Weekly Staff Newsletter** | Principal to distribute weekly staff memo through email. | K. Friend | 2016-2017 |
| **Increase Opportunities for Staff at Parker Farms to Collaborate with Staff at Cook Hill** | Principals to create 1-2 times when staffs can hold joint faculty meetings for the purpose of cross grade level vertical collaboration | K. Friend/ C. Sagnella | 2016-2017 |
| **Increase Opportunities for students at Parker Farms and Cook Hill to collaborate** | Principals to select a class at Cook Hill and a class at Parker Farms to form a partnership, communicating using technology, and expanding learning opportunities and outcomes. | K. Friend/C. Sagnella | 2016-2017 |