School Climate Plan Rock Hill Elementary School 

2016-2017



*Goals:*

1. *Increase awareness of positive character traits to facilitate mutual respect between students*
2. *Strengthen staff to staff relationships in order to build collaborative relationships and increase building morale.*
3. *Maintain staff to student relationships in order to increase student achievement.*

RH SCHOOL CLIMATE COMMITTEE

Emily Banach, Social Worker

Sara Carignan, Grade 4 Teacher

Angela Buccheri, Parent Representative

Erin Gallagher, Grade 3 Teacher, District Representative

Amanda Hurst, Special Education Teacher

Carrie LaTorre, Principal, Safe School Specialist

Christopher Vece, Instrumental Music Teacher

Goal 1: *Increase awareness of positive character traits to facilitate mutual respect between students*

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| **Strategies** | **Description *(include data-based need)*** | **Who** | **When** | **Measure** |
| Continued participation in daily Morning Meetings | * During a Morning Meeting, students will interact with each other using positive and supportive language * Design morning meetings to address STARS: Safety for All, Take Responsibility, Appreciate your community, Respect Everyone, Show Perseverance * 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 | RH school community | Daily | Evidence of positive and respectful language & interactions |
| Continued participation in Townwide Meetings | * During a Town Wide Meeting, students will interact with each other using positive and supportive language * Participate in modeling positive behavior during unstructured settings such as: recess, hallway, bus * #rheaglepride-Establish a Twitter hashtag to showcase & communicate positive interactions | RH school community | Monthly | Student survey |
| STARS - #rheaglepride | * Staff will recognize students’ positive character traits throughout the day. Stars will be in the hallway as a way to recognize the strong character of our RH students | RH school community | Daily | Increased STARS |
| Create Rules based on “Hopes and Goals” | * 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 Town wide Meeting, as a community share Hopes and Goals for positive and safe behavior in community areas (playground, hallways, cafeteria, bus) * Explore the possibility of creating whole school Hopes & Dreams * Staff & students will share Hopes and Dreams with school community | Students and staff | Daily | Climate survey |
| Participate in Student Survey | * 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 2: *Strengthen staff to staff relationships in order to build collaborative relationships and increase building morale.*

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| **Strategies** | **Description *(include data-based need)*** | **Who** | **When** | **Measure** |
| Revisit Agreement | * Revise Working Agreement at an early 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 | RH Faculty and Staff | October | Published working agreement |
| Continuing review of group norms | * 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, |
| Increased Name Recognition | * Maintain staff bulletin board * Modeled Morning Meeting structure will be used to facilitate a staff meeting | All Staff | All staff faculty meetings | Staff survey |
| Continue to use “Shout-Outs” as a means of staff to staff recognition | * Grade level meetings * Staff meetings | All staff | Weekly GLMs, monthly staff meetings, PDs as scheduled | Meeting agendas, office bulletin board, bucket fillers. |
| Revise Staff Survey | * 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 | * Use Weekly Bulletin as a means of communication for all important information for faculty and staff * Continue to expand use of Google calendar and drive   + Minutes of staff meetings for people to reference in calendar * Use of email to share information | Principal and staff | Ongoing | As measured by staff survey |
| Organize Social Events | * Organize holiday/year end party * Organize events throughout the year for staff (in school and out of school) | School Climate Committee and Sunshine Committee | Ongoing | Attendance at staff social events |
| Maintain a Sunshine Committee | * Maintain Sunshine guidelines and activities such as acknowledging the significant events in the lives of staff members | RH Staff | Ongoing | Participation in Sunshine |

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

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| **Strategies** | **Description *(include data-based need)*** | **Who** | **When** | **Measure** |
| Continue implementation of daily Morning Meetings | During a Morning Meeting, staff will interact with students using positive and supportive language.   * Design morning meetings to address STARS: Safety for All, Take Responsibility, Appreciate your community, Respect Everyone, Show Perseverance * 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 |
| STARS/Daily Announcements | * Encourage use of STARS throughout the school day and continue to acknowledge character traits during daily announcements * Students will participate in leading us in the Pledge of Allegiance and reciting the school motto * Words of wisdom/question of the day posed on morning announcements to encourage discourse within the morning meeting structure. | All Staff | Ongoing | Increased amount of bucket filler slips |
| Create Rules based on “Hopes and Goals” | * 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 | All staff | Start of year and ongoing | Evidence of students following rules and teachers using reminding language to encourage rule following |
| Continue to enhance Teacher Language (from Responsive Classroom) | * Professional Development specifically focused on Teacher Language (reminding, reinforcing, and redirecting language). * Expand the implementation of common language to address mean behaviors to non-certified staff | All Staff  Para’s  Recess/ Lunch staff | Ongoing | Attendance at PD, classroom observations, increased instances of positive teacher language |
| Establish meaningful connections with individual students | * All staff to greet students in hallways throughout the school day   + 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. | All staff | Ongoing | Student survey reflects increased feelings of connectedness; Increased instances of reciprocal or student initiated greetings |
| Revise Student Survey | * 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 |