



Culture/Climate & Culturally Responsive Professional Learning

Board Meeting
November 2, 2023
Agenda Item No. 9.4

Presented by:

Erin Hanson, Assistant Superintendent, Curriculum & Instruction
Danny Rolleri, Director of Professional Learning, Culture/Climate & SEL
Candace Evans, Culture & Climate Training Specialist

SCUSD Core Value & Guiding Principle

CORE VALUE

We recognize that our system is inequitable by design and we vigilantly work to confront and interrupt inequities that exist to level the playing field and provide opportunities for everyone to learn, grow and reach their greatness.

GUIDING PRINCIPLE

All students are given an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options

Learning Intentions

1. We are learning about the transformation of the SEL Department to the Culture & Climate Department anchored in Anti-Racist/Anti-Bias/Trauma-Informed Principles.
2. We are learning how we measure Culture & Climate in SCUSD through student voice.
3. We are learning what Culture & Climate Tier 1 Universal practices to look for at the site and classroom level.
4. We are learning how to support SCUSD Culture & Climate.

SCUSD Strategic Priorities

**Strategic Priority 1:
High Quality Instruction to Meet the Needs of All Students**

**Strategic Priority 2:
Multi-Tiered System of Supports (MTSS)**

**Strategic Priority 3:
Culturally Responsive Professional Learning**

**Strategic Priority 4:
Effective Talent
Programs Focused on
Recruitment and Retention**

**Strategic Priority 5:
Network Upgrades
and Centralized
Workforce Processes**

Problem of Practice

We have failed to define and implement a coherent **professional learning model** focused on **high-quality tier-one instruction** within a **multi-tiered system of supports** for all students, resulting in unacceptably low achievement rates of **29%** of students meeting standard in Math and **37%** in ELA, and even lower among our most vulnerable students with significant racial disproportionality.

From Social Emotional Learning to Culture & Climate

SEL

- Foundation in Social Emotional Learning
- Intra/Interpersonal Development
- SEL, Restorative Justice, PBIS, Mindfulness

- SEL Director
- 6 Training Specialists

Culture & Climate

- **Foundation in Anti-Bias/Anti-Racist/Trauma-Informed Principles**
- **Systems Transformation**
- **Transformative SEL, SEL, Restorative Justice, PBIS, Mindfulness**

- **Director Professional Learning, Culture & Climate and SEL**
- **Culture & Climate Coordinator (TBD)**
- **VAPA Coordinator**
- **6 Training Specialists**

Measuring Culture & Climate

From SEL to Culture & Climate

Kelvin Dimensions 2022-23 Social Emotional Learning	Kelvin Dimensions 2023-24 Anti-Bias/Anti-Racist/Trauma-Informed
<p>Well-Being Belonging Safety Anti-Bias/Anti-Racist</p>	<p>Well-Being Belonging Safety Anti-Bias/Anti-Racist Community Circles Self Regulation Recognition of Emotions Predictability Gratitude</p>

Measuring Culture & Climate

Kelvin Pulse Survey (Grades 3-6)

	All students 8858 (74%)	American Indian 48 (74%)	Black 876 (71%)	Pacific Islander 245 (80%)	Asian 1868 (81%)	Two or more races 760 (76%)	Is Hispanic 3672 (75%)	White 1389 (66%)
Overall	84	76	81	82	84	84	84	85
Anti Bias / Anti Racist	75	71	70	74	75	76	75	79
Self Regulation	75	67	76	69	73	75	76	76
Recognition of Emotions	79	69	77	80	79	78	79	81
Community Circles	82	80	82	79	81	84	83	84
Safety	85	81	84	84	84	86	85	89
Well Being	85	78	80	84	85	84	85	87
Gratitude	87	77	84	84	88	88	87	89
Predictability	87	81	85	86	88	88	87	88
Belonging	89	78	86	88	90	88	88	90

Measuring Culture & Climate

Kelvin Pulse Survey (Grades 7-12+)

	All students 10815 (61%)	American Indian 42 (49%)	Black 1154 (51%)	Two or more races 885 (64%)	Is Hispanic 4405 (59%)	Asian 2187 (65%)	Pacific Islander 245 (60%)	White 1897 (67%)
Overall	83	79	80	82	83	84	84	84
Self Regulation	70	86	68	70	69	71	75	70
Recognition of Emotions	78	74	75	77	77	79	78	80
Community Circles	80	78	78	81	78	81	85	84
Well Being	83	79	77	81	83	84	85	85
Belonging	84	74	79	83	84	87	85	84
Safety	84	80	83	84	85	84	84	85
Anti Bias / Anti Racist	85	77	81	82	86	86	85	85
Gratitude	86	81	82	85	85	87	88	88
Predictability	87	83	83	86	87	89	88	86

Universal Tier 1 Principles & Practices

- Trauma-Informed Principles & Practices
 - Universal Conditions for Learning
 - Thinking/Teaching/Learning Brains
- Anti-Bias/Anti-Racist Mindsets & Communication
 - Compassionate Dialogue Protocol
 - De-Biasing Tool/Cycle Of Inference
- Connection to Academics, Attendance & Behavior

Universal Tier 1 Professional Learning

Central Office Leadership Capacity Building

- Cabinet
- Academic Office Leadership Team
- Curriculum/Instruction & Multilingual Literacy Leadership & Training Specialists
- Culture & Climate Team
- Facilities
- Trauma-Informed Principles
- Compassionate Dialogue/De-Biasing Coaching & Practice

Universal Tier 1 Professional Learning

Site Leadership Capacity Building

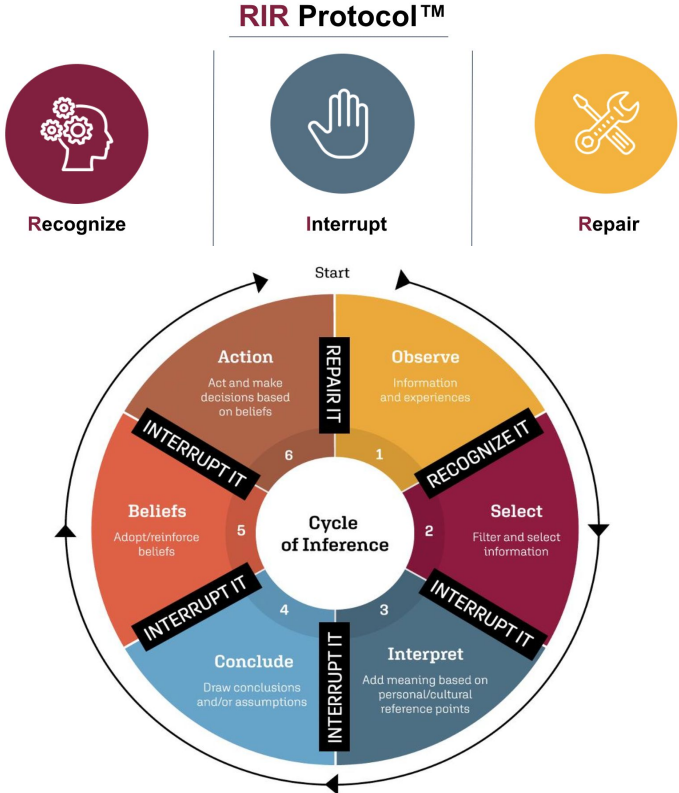
- Principals, Assistant Principals & Site Instructional Coordinators
- Summer Preservice & Monthly Leadership Development
- Trauma-Informed Principles
- Compassionate Dialogue & De-Biasing Coaching & Practice
- High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Practices
- Trauma-Informed Consultancies with Heart Core Consultants

Universal Tier 1 Professional Learning

Certificated Staff Capacity Building

- Classroom Teachers and Special Education, College & Career Readiness, Early Learning & Care, and Student Support & Health Services Staff
- Summer Preservice & Ongoing Optional PL
- Trauma-Informed Principles
- High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Practices
- High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Practices Starter Kit
- Weekly Culture & Climate Slide Deck

Universal Tier 1 Principles & Practices



Universal Tier 1 Principles & Practices

Anti-Bias/Anti-Racist/Trauma-Informed High Leverage Practices

Recognition of Emotions



Gratitude



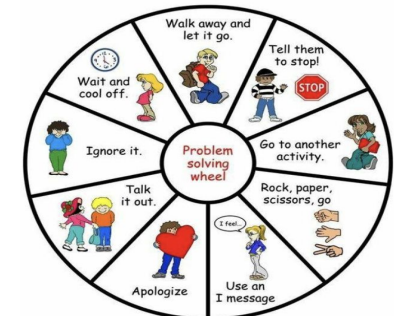
Community Circles



Predictability

	7 th Grade	8 th Grade	7 th Grade Schedule
Monday			Period 1: English
Tuesday	Syllabus, Policies, Procedures & Local Generation Top 5 & Wordcard Activity	Syllabus, Policies, Procedures & Local Generation Top 5 & Wordcard Activity	Period 2: English
Wednesday	Mathematics: 1/2 Essay due Syllabus: Outside Unit & 1/2 Review	Mathematics: 1/2 Essay due Syllabus: Outside Unit & 1/2 Review	Period 3: Algebra
Thursday	Math: 1/2 Essay due & 1/2 Top 5 Essay Elements	Math: 1/2 Essay due & 1/2 Top 5 Essay Elements	Recess
Friday	Review & edit essays Prep for 8 th 1st in Monday	Review & edit essays Prep for 8 th 1st in Monday Test: 1/2 Introduction	Period 4: Religion
			Period 5: History
			Lunch
			Period 6: M/F- Spanish
			Tu - Music
			W - Computers
			Th- Art
			Period 7: Science/Art/PE


Self-Regulation



Universal Tier 1 Principles & Practices

Teacher Resources

Weekly Slide Deck

Culture/Climate Coach Corner Oct. 9-13, 2023 


Supporting your Anti-Bias/Anti-Racist/Trauma Informed Journey

Hello, we are your Climate & Culture Team.

This slide deck has resources for you to support:

- Your **students** (blue-bannered slides)
- Your own **adult** professional growth (such as: self-care, lessons, and resources) (green-bannered slides)

Please complete:
[Feedback Survey](#)



Culture and Climate Team:

Nicki Harrelson	Candace Evans
Melissa Ferrante	Shonna Burske
Danny Roller	Charles Deangelus
Julie DelAgua	Manisha Sims

Starter Kit



A TRAUMA-INFORMED CLASSROOM

Basics and Key Practices for Teachers

Voice of a Practitioner



- 12+ years of experience in Education
- Training Specialist
- Classroom Teacher
- Theatre Arts
- Multicultural Literature (emphasis on Social Justice)
- English Language Development
- Reading Support

Next Steps

- Conduct Kelvin data deep dive - comparative analysis & cross reference with student outcome data
- Expand professional learning for district/site leaders and certificated staff based on data analysis/needs assessment
- Expand Tier 1 universal principles & practices professional learning to classified staff
- Bring new admin (Site and Central Office) up to speed
- Engage in thoughtful partnership with district and community leaders and groups

How to Support Culture & Climate

- Engage in Professional Learning & Practice with Epoch Education & Heart Core Consulting
- When visiting sites and classrooms, look for our Anti-Bias/Anti-Racist/Trauma-Informed High Leverage Practices
- Support the expansion of Anti-Bias/Anti-Racist/Trauma-Informed practices for all levels and positions within our district by investing fiscal and human resources in professional learning

Learning Intentions - Process Check

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Questions?