



Culture/Climate & Culturally Responsive Professional Learning

Board Meeting
October 19, 2023
Agenda Item No. 9.2

Presented by:

Danny Rolleri, Director of Professional Learning,
Culture/Climate & SEL

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

Kelvin Pulse Survey (Grades 3-6)

	All students 9147 (75%)	American Indian 50 (76%)	Black 998 (71%)	Is Hispanic 3740 (75%)	Asian 1872 (81%)	Two or more races 766 (77%)	Pacific Islander 229 (74%)	White 1492 (73%)
Overall	83	74	77	82	83	83	84	85
Anti Bias / Anti Racist	75	64	68	75	75	75	75	78
Safety	84	80	80	83	84	85	87	87
Well Being	84	71	78	84	86	84	86	86
Belonging	88	80	83	87	89	88	89	90

Measuring Culture & Climate

Kelvin Pulse Survey (Grades 7-12+)

	All students 10062 (64%)	Black 1236 (58%)	Two or more races 656 (62%)	American Indian 47 (55%)	White 1409 (61%)	Asian 2223 (74%)	Is Hispanic 4255 (63%)	Pacific Islander 236 (61%)
Overall	80	75	77	78	79	80	81	83
Well Being	77	73	77	76	76	78	79	82
Belonging	78	72	74	76	77	81	79	83
Safety	81	80	81	82	81	79	82	82
Anti Bias / Anti Racist	82	76	78	78	80	84	83	84

Measuring Culture & Climate

From SEL to Culture & Climate

Kelvin Dimensions 2022-23 Social Emotional Learning	Kelvin Dimensions 2023-24 Culture & Climate
<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>

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
- 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

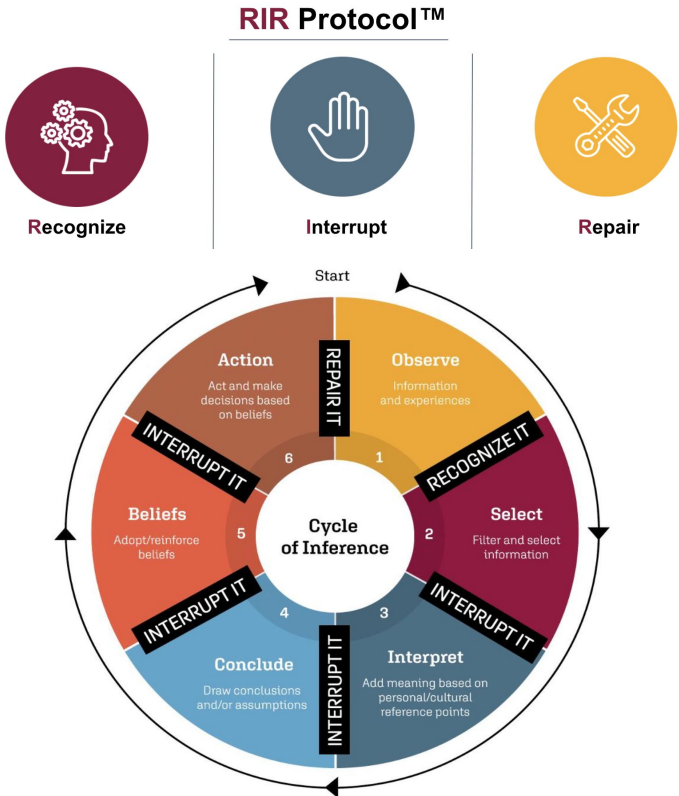
- Principals, Assistant Principals & Site Instructional Coordinators
- Summer Preservice & Monthly Leadership Development
- Trauma-Informed Principles
- Compassionate Dialogue & De-Biasing Coaching & Practice
- High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Practices
- Trauma-Informed Consultancies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



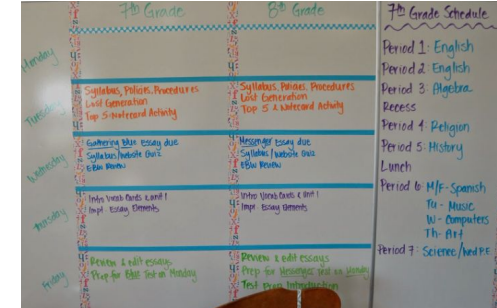
Gratitude



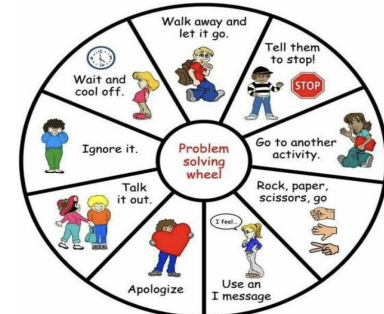
Community Circles



Predictability



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

- Kelvin Data Deep Dive - comparative analysis & cross reference with student outcome data
- Thoughtful partnership with community leaders and groups
- 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
- New Admin (Site and Central Office)

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 Professional Learning for all levels and positions within our district

Learning Intentions - Process Check

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 support SCUSD Culture & Climate.

Questions?