



**Pitkin Elementary School
Safe School Climate Plan
2023-2024**



National School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 1: Shared Mission: Is it evident that all members of the school community are committed to physical, emotional and intellectual safety of the learners?	Focus on programs, policies and practices to enhance/sustain a positive school climate. Staff Trainings in the following areas: <ul style="list-style-type: none">• Fire drill and lockdown procedures• Bullying policy & education• Implementation of PBIS/SEL and Mindfulness as part of prevention and intervention strategies to improve universal understanding and practical application to enhance Tier I, II, & III• Administrative review of policies', procedures and data• Administrative reports to school community about policies, procedures and data	Staff will receive continued training on procedural expectations as they pertain to the following guidelines for maintain a safe building: <ul style="list-style-type: none">• The link between the state law of bullying and how it is linked to district/school policies and practices through professional development and review of procedures and responsibilities associated with being a school employee.• Implementation of Second Step & Bullying Curriculum K-5.• School wide focus on PBIS/SEL and Mindfulness strategies in Tier I and further program development in Tiers II/III.• Continued refinement of data collection practices	<ul style="list-style-type: none">• Maintain a School Climate Team to look at school wide initiatives on developing/maintaining a safe school climate.• Implement and update school safe climate plan.• Identify a Safe School Climate Specialist to: develop and oversee the investigative & supervisory elements of reported acts of bullying, maintain records of reports and verified acts of bullying and coordinate anti-bullying practices.• Thorough training to ensure staff will understand the definition of bullying and Pitkin reporting procedures for occurrences.• Focus on Tier I, II & III behaviors and identify needs/concerns from staff students and parents.	Implement the school climate plan for the 2023-2024 Year to be monitored by the School Climate Team with goals and accountability points to: <ul style="list-style-type: none">• Monitor and review building safety procedures.• Monitor the progress and development of PBIS 7 SRBI processes.• Provide staff with School Climate professional development.• Monitor the reporting and verification process of bullying.• Analyze discipline and staff survey data to determine if systemic changes that positively impact school climate are needed.	2023-2024 School Year

		<p>and dissemination to staff to improve core practices.</p> <ul style="list-style-type: none"> Review and revise Critical Incident Box, roles and responsibilities. 			
<p>Shared 1: Shared Mission: Do participants share a vision of what a positive school climate looks, feels and sounds like?</p>	<ul style="list-style-type: none"> Pitkin School has established a high functioning PBIS/SEL Mindfulness program that has been in place and active for year. The mission is aligned with both the SIP & DIP 	<p>Professional Development to further support staff understanding of core practices, programs and terms in Tier I, II & III.</p>	<ul style="list-style-type: none"> Second Step Implementation K-5 Mindful Monday strategies. Restorative Workshops with the School Psychologist and Social Worker. Monthly PBIS/SEL assemblies recognizing staff and students. Continue to articulate, model and reinforce school wide expectations. Improve participation and awareness of incentive programs to staff and students to support displays of positive behaviors and choices. 	<p>State, district, and school surveys will be used to assess current practices and to identify areas of growth.</p>	2023-2024 School Year
<p>Standard 1: Shared Values: What are the shared values?</p>	<p>Core Values are built around our Pitkin Panther Way to Be:</p> <ul style="list-style-type: none"> Be Respectful Be Safe Be Responsible 	<ul style="list-style-type: none"> Core Values will be recognized throughout all school locations. All Pitkin Community Members will continue to support and emphasize school wide expectations through modeling, professional 	<ul style="list-style-type: none"> PBIS/SEL Mindfulness professional development. Monthly Review of Discipline data. Identify top behavioral issues/trends and develop strategies and interventions to address specific needs. 	<ul style="list-style-type: none"> PowerSchool disciplinary data and share with staff. Staff will reinforce PBIS/SEL expectation through data collection, progressive discipline and support, parental involvement and continued education and commitment to the Pitkin Panther Ways to Be. 	2023-2024 School Year

		development and reinforcement of the Pitkin Panther Ways to Be.		<ul style="list-style-type: none"> Progress will be determined through reduction of Referrals. 	
Standard 1: Shared Goals: What are the shared priorities?	Commitment to the development and implementation of a Safe School Climate Plan through concrete actionable steps that reflect our SIP & DIP.	The Safe School Climate Plan will continue to maintain, develop and assess programs and procedures that impact the following: <ul style="list-style-type: none"> PBIS/SEL Bullying Prevention Program Mindfulness & Restorative Practices 	The Safe School Climate Plan will be deliberate, comprehensive and clear for the school community to understand in the application of practices and procedures that will contribute to maintaining a safe and positive school environment.	<ul style="list-style-type: none"> The Safe School Climate Plan will include a coherent infrastructure with goals and accountability measures to be monitored by the School Climate Team. State, district and school surveys will be used to assess current practices and to identify areas of growth. 	2023-2024 School Year

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Standard 2: Shared School Policies: Are there policies that promote the development of skills, knowledge and engagement?	<ul style="list-style-type: none"> The East Hartford Board of Education in accordance with Public Law 11-232 has implemented a Safe School Climate Plan for each school The EHBOE has adopted a wide range of policies that are focused on the continued development of social, emotional, ethical, civic and intellectual skills. In accordance with Public Law 11-93 EHBOE trains all 	<ul style="list-style-type: none"> Identify a Safe School Climate Team and Specialist. Training of the bullying policy for all stake-holder including the identification, reporting and verification process. Continue to implement prevention, trauma informed practices and intervention strategies. 	Building administration will implement the Safe School Climate Plan in accordance with EHBOE policy that will be reflected, shared and monitored in the following manner: <ul style="list-style-type: none"> Conducting yearly review of student handbook, administrative guidelines, and discipline data. Yearly professional development. Implementation of Second Step Program with fidelity. 	<ul style="list-style-type: none"> State, district and school surveys will be used to assess current practices and to identify areas of growth. Informal Observations and post-conference feedback. Teacher feedback of professional development. 	2023-2024 School Year

	staff in mandated reporting protocols.		<ul style="list-style-type: none"> Monthly PBIS/SEL assemblies recognizing both staff and students. 		
Standard 2: Shared School Policies: Are these policies in place to address barriers to learning?	School community will meet to review: PBIS, SRBI, Tier I, II & III instructional practices and Anti-Bullying Policies.	<ul style="list-style-type: none"> Continued development of Tier I, II & III academic and social interventions. Mindfulness Room Check-Ins and Check-Outs. Tier II and III Reading & Math Intervention blocks. SRBI Tier III supports. Mindfulness, Restorative Practices and Second Step 	<ul style="list-style-type: none"> Professional Development on de-escalation strategies and trauma informed instruction. PBIS Committee Meetings. Implementation and review of Safe School Climate Plan. 	State, district and school surveys will be used to assess current practices and to identify areas of growth.	2023-2024 School Year

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Policies on Dealing with P.A. 11-232 Bullying Allegations: Does the plan include the specific requirements in An Act Concerning the Strengthening of School Bullying Laws? (This generally the component of the plan provided to the	Pitkin School has identified a Bullying Prevention Program has and will continue to address the following: <ul style="list-style-type: none"> School Wide awareness. Bullying curriculum for all students. Mindfulness and Restorative Practices. 	Pitkin School continues to refine practices around all of the required steps as indicated by P.A. 11-232.	<ul style="list-style-type: none"> Safe School Climate Coordinator has been appointed. Safe School Climate team has been established for the 2023-2034 SY. Safe School Climate Plan has been completed for the 2023-2024 SY. Bullying report and investigative forms have been 	Feedback from students, parents, staff and the administrative team.	2023-2024 School Year

district by the law firm advising the district.)			implemented for students, parents and school employees to be facilitated and investigated by administration.		
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Standard 3: School Practices: Are there practices in place to promote positive youth development?	Pitkin School has been able to identify, promote, and respond to students needs through positive programs. Pitkin offers a myriad of programs including: <ul style="list-style-type: none"> • Instrumental music and choral groups. • Thrive After School Program. • Second Step and Bullying Prevention Program. • Various grade level field trips both in school and out. • Therapy Dog Maple Bacon Bi-Weekly visits. • Children's Reading Partners weekly volunteer readers. • Pitkin Panther Police Partners Grade 4 collaboration with the EHPD. • Grade 5 Leadership Program with EHPD. 	The Pitkin community will continue to implement a curriculum that is developmentally appropriate and supports students' emotional needs.	<ul style="list-style-type: none"> • Administrative team will continue to work with all staff to develop, support and supervise classroom instruction that addresses students' emotional and social development. • Monthly PBIS/SEL assemblies recognizing staff and students. • Data Team Meetings. 	<ul style="list-style-type: none"> • Staff, student and family feedback. • Student Data. 	2023-2024 School Year

<p>Standard 3: School Practices: Are there practices in place that enhance teaching and learning?</p>	<p>Curriculum & Instructional practices that are systematic below:</p> <ul style="list-style-type: none"> • Weekly Data Team Meetings facilitated by Data Team Leaders. • Weekly Grade Level Meetings facilitated by Instructional Coaches and administrator. • Common Grade Level Planning Weekly. • Science Planning vertically monthly. • Intentional Planning utilizing pacing guides and district provided resources. • Intervention and small group planning with grade levels and leadership team. • Co-Planning with EL, Sped and general education staff. 	<p>Continue to review and revise curriculum and instructional practices based on student data analysis, reflective practices and collaboration.</p>	<ul style="list-style-type: none"> • Data Teams will meet weekly to analyze student data to determine instructional adjustments. • Grade Level Teams led by instructional coaches providing district professional development and supporting instructional groupings. 	<p>Instructional Walkthroughs, Data Analysis and Informal Observations to monitor and determine next steps.</p>	<p>2023-2024 School Year</p>
<p>Standard 3: School Practices: Are there practices in place to address barriers to learning?</p>	<ul style="list-style-type: none"> • Intentional Instructional Planning for Tier I, II & II instruction. • SRBI, PBIS, Mindfulness, SEL and Bullying Programming. • Data Teams and Grade Level teams that review instructional practices and student data. 	<p>Continued focus on PBIS/SEL, Mindfulness, SRBI, Data Teams and Grade Level meetings to document academic and behavioral data to effectively measure student improvement through the application of research based adult practices.</p>	<ul style="list-style-type: none"> • Continue to provide professional development outlining procedures and practices regarding the Safe School Climate Plan. • Review and revise SRBI Plans. • Continue to focus on Tier I instructional and behavioral strategies that align with our PBIS plan. 	<p>Review academic, attendance and behavioral data.</p>	<p>2023-2024 School Year</p>

	<ul style="list-style-type: none"> Co-Planning with EL, Sped and general education teachers. 		<ul style="list-style-type: none"> Review Mindfulness Room protocols and practices. 		
Standard 3: School Practices: Are there practices in place that develop and sustain infrastructure and capacity building?	Implementation of SIP in the following areas: <ul style="list-style-type: none"> Curriculum and instruction Data Teams & Grade Level Meetings. School Climate Plan Instructional Leadership 	Continue to monitor progress of the SIP through data collection, collaboration and professional development.	<ul style="list-style-type: none"> Continue to implement curriculum with fidelity. Continue to record minutes for Data Teams. Document revisions for instructional groupings for intervention for both math and reading along with small groups. 	<ul style="list-style-type: none"> Data Collection throughout the year. SAM Presentations three times a year presented at the district and shared with school staff as well. Annual review of SBA data focusing on areas that need additional support. 	2023-2024 School Year

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Standard 4: Safe Environment: Is the school providing for a physically, emotionally, intellectually safe healthy and welcoming environment?	Implementation of School Climate Plan with the following focus areas: <ul style="list-style-type: none"> School Safety PBIS/SEL Mindfulness Bullying Prevention Second Step Monthly assemblies for PBIS/SEL 	Continue to streamline current and future programs under the School Climate umbrella	<ul style="list-style-type: none"> Continue to review and revise school safety protocols which include arrival & dismissal procedure, hallway & bathroom safety, lockdown procedures, fire drills, evacuation procedures and monthly district safety announcements. Continue to enhance PBIS/SEL and Mindfulness programs to support climate practices. Monitor processes as well as the bullying 	<ul style="list-style-type: none"> Review of discipline data to measure progress and implement school, team and classroom expectations to enhance school climate and development of strategies. Continue to participate in regularly scheduled drills to review emergency procedures. 	2023-2024 School Year

			curriculum, reporting and investigating.		
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Standard 5: Social Justice: Is the school engaging in practices that promote the social and civic responsibilities and sense of social justice within school community?	Pitkin School organizes and participates in various civic and social initiatives each school year including but not limited to the following: <ul style="list-style-type: none"> • Fundraiser for natural disaster relief. • Food Drive & Thanksgiving Baskets. • Winter Coat distribution. • Sunshine Club • CCMC PJ Day • Rock Your Socks for Downs Syndrome Awareness • Veteran's Day Cards • Choral Singing at Riverside Healthcare • Partnership with EHPD with Gr. 4 & 5 programs. • PTO Committee Programs • Support of Public Library and Park and Recreation Programs 	Pitkin School Community will continue to focus on engaging the community in practices that promote social justice, civic responsibility.	The community will continue to take an active role in the community by being involved in social and civic functions.	Analysis of student, staff and parent surveys.	2023-2024 School Year

Continuous Improvement: Is there a clear understanding that school climate improvement is an ongoing organic process integral to wider school improvement?	The School Climate Team will continue to play a proactive role in planning, guiding and collaborating with staff to create and implement a school climate plan that is based on the academic and social needs of the school.	The School Climate Committee will focus on improving program development in the following areas: <ul style="list-style-type: none"> • PBIS/SEL • Bullying Prevention Program • Mindfulness & Restorative Practices 	The process of next steps for our School Climate Team will be determined on data collection, staff input and program development.	<ul style="list-style-type: none"> • Continue to analyze discipline data to measure progress and implement school, team and classroom expectations. • Identify strategies based on adult actions to reduce behaviors and improve student decision making. Continue to review/practice all safety protocols and procedures. 	2023-2024 School Year
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Family/Community Partnerships: Are all stakeholders' interests represented and reflected in the school climate improvement efforts?	Pitkin School engages stakeholders utilizing a variety of strategies: <ul style="list-style-type: none"> • PTO monthly meetings. • PTO Family Events and fundraising. • Open House • October Goal Setting Student Led Conferences. • March Parent Teacher Student Led Conferences. • PBIS/SEL Monthly assemblies • ParentSquare Communications regarding events and attendance. 	Continue to identify ways to connect with and involve parents within the school community.	<ul style="list-style-type: none"> • Continue to present a safe and welcoming environment where all members feel valued. • Identify professional development opportunities to assist staff with school to home communication strategies. 	Analysis of the school and district climate survey.	2023-2024 School Year

	<ul style="list-style-type: none"> • 5 Minute Friday Principal Communication through ParentSquare Weekly. • Daily Attendance Phone Calls. • LEAP Home Visits 				
Impact on Results: Is progress monitoring inherent in the school climate improvement process?	Pitkin School continues to monitor the progress of the School Climate Plan in the areas of school safety, PBIES/SEL, bullying prevention, Mindfulness and Restorative Practice through student, staff and parent surveys that are administered throughout the school year.	School climate data will be analyzed and communicated to staff to build capacity in the domains of school safety, PBIS/SEL, Mindfulness, Restorative Practices and Bullying Prevention.	Upon completion of the surveys data will be assessed and further goals will be established and monitored.	Administer and analyze School Climate Survey and Student Climate Survey.	2023-2024 School Year