



O'Brien Elementary School



Safe School Climate Plan 2023-2024 School Year

District: East Hartford

School: O'Brien Elementary

National School Climate Standard	Current School Status (informed by data)	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement & Documentation Options for Determining Improvement	Timeline 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?	-In accordance with Public Law 11-232 and 11-93, EHBOE trains all staff in anti-bullying and mandated reporting protocols, and trauma informed instruction respectively -All staff trained in fire and safety drills. -All staff implement SRBI as part of prevention and intervention strategies to improve universal understanding and practical application of SRBI to enhance capacity in Tiers I, II, II - Selected support staff trained in therapeutic crisis intervention	Training on trauma-informed practices. Review of school wide behavior policies with all staff on a quarterly basis to ensure consistency of implementation. Weekly team meetings with social worker, psychologist, principal and other student support staff to devise plans to address the immediate and	Use staff meetings for committees focusing on school climate, equity & diversity, and family engagement. Cheer meetings to increase staff morale. De-escalation strategies provided to staff from building experts(Sw/Psych). Specialists will refine data collection practices & disseminate to all staff to improve core practices.	-Dissemination of discipline data and use of data to inform practices or changes. -Analysis of student, parent and staff climate surveys -Disaggregation of attendance data to determine root causes and provide resources to families/ students or staff struggling to be present.	Ongoing during 2023-2024 school year

	-SSCT meets monthly to discuss social, emotional and physical wellness of the school community. -Staff involvement in family cultural night events	ongoing needs of students.			
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Standard 1: Shared Mission -do participants share a vision of what a positive school climate looks, feels and sounds like?	-O'Brien shares a vision of a positive school climate as evidenced by the alignment of the School Improvement Plan with the District Improvement Plan.	-Student, parent and staff participation in school climate survey.	-Climate Committee comprised of staff who work in various capacities throughout the building.	-Parent, student and staff survey data (Spring 2023) -PTO feedback -Parent and Family verbal feedback	Ongoing during 2023-2024 school year
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Standard 1: Shared Vision -what are the shared values?	-Our core values are <u>The Ways to Be</u> : *Be Safe *Be Responsible *Be Respectful - <u>O'Brien Pledge</u>	-Systematic implementation of core values in all areas of the school and on the bus	-SSC team will provide staff with resources, focusing on the core values, intervention strategies.	-Data analysis, including disaggregation disseminated monthly as evidenced by SSC	Ongoing during 2023-2024 school year

	<ul style="list-style-type: none"> *Using manners *Listening *Respect for All *Being mindful of our words *Believing in excellence <p>-Common referral form identifying minor/major behavior</p> <p>-Giving to families in need-we attempt to remove all obstacles/barriers and provide food and clothing resources.</p>		<p>-Monthly review and dissemination of the disciplinary data</p> <p>-A staff member is responsible to ensure consistent replenishment of the food and clothing pantries.</p>	team agenda & minutes.	
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<u>Standard 2:</u> Shared School Policies -are there policies that promote the development of skills, knowledge and engagement?	<p>-In accordance with Public Law 11-232, EHBOE trains all staff in anti-bullying.</p> <p>-In accordance with Public Law 11-93, EHBOE trains all staff in mandated reporting protocols</p>	<p>-Development of a safe school climate team and plan</p> <p>-Building wide knowledge of the safe school climate specialist</p> <p>-Ongoing training and PD as it relates to</p>	<p>-Safe school climate plan implementation</p> <p>- PD provided through faculty workshops as needed</p> <p>-Use of district mandated weekly data team meetings to review student growth/achievement</p>	<p>-Annual review of handbook as evidenced by agenda or other documentation</p> <p>-PD relating to policies as needed as evidenced by sign-in sheets</p>	Ongoing during 2023-2024 school year

	-Core values focus on the social, civic and ethical skills for students	anti-bullying and mandated reporting as needed	as measured through assessments and informal observations by staff -Weekly staff meetings geared toward planning and development for teachers	-Increase in growth and achievement and a decrease in behavioral referrals from year to year as evidenced by specific data points.	
Standard 2: Shared School Policies -are there policies in place to address barriers to learning?	-Tier 2 and 3 interventions provide based on student need -Tier 3 intervention embedded in the schoolwide daily schedule -District/State attendance and discipline policies	-Attendance/truancy procedures -Behavior Support Team meetings -Consistently meeting with families of students who have difficulty academically or socially to create a plan to enhance their learning experiences.	-Emphasis importance of attendance at all contact points with parents in fall -Communicate attendance issues in a timely manner to parents/guardians by phone and mail. -Find ways to embed and weave SEL into daily the academic content	-Attendance letters sent in accordance to district policy -Attendance & truancy data reviewed weekly by Attendance Team -Attendance incentives for individual students and school wide -Decrease in behavior concerns	Ongoing during 2023-2024 school year
National School	Current School Status (informed by data)	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for	Timeline for Reaching

Climate Standard				Determining Improvement	Improvement Goals
Standard 3: School Practices -are there practices in place to promote positive youth development?	-Monthly after-school family events -Thrive after care program -5th graders are given responsibility to support lower grades. -Breakfast bunches with behavior manager -Student led daily announcements -Monthly perfect attendance awards -Lunch Bunches with principal -Principal for the day (monthly)	-Social worker, school psychologist will continue to collaborate and formulate their plans on coping skills, crisis management and positive programming -Offering a program that promotes youth leadership (ex: safety patrol)	-Strategies on reconnection and reflection on behaviors and use of restorative questions -Work with EHPS middle school resource officers to begin a safety patrol program at O'Brien. -Research and engage in other resources for youth empowerment programs	-Student, family and staff survey data -Monthly meetings with psychologist and social worker -Meetings with students in upper grades to gain their input	Ongoing during 2023-2024 school year
Standard 3: School Practices -are there practices in place that enhance teaching and learning?	-Weekly grade level team meetings are focused on curriculum and effective implementation of instruction -Weekly data team meeting to dissect data -Consistent monitoring of student progress across content areas -Current district provided pacing guides and departmental curricula	-Opportunities for more collaborative planning time across grade levels and with specialists on a scheduled rotation. -Opportunities for additional purposeful planning time for classroom teachers	-Implementation of School Improvement Plan (SIP) -Create schedule for collaborative planning sessions -Scheduled support from district elementary curriculum specialists during faculty meeting as needed	-Data Team and Grade Level Meeting feedback and analysis of student data results -Informal observation by principal and student centered coaching offered by instructional coaches	Ongoing during 2023-2024 school year

	<ul style="list-style-type: none"> -Small group targeted instruction integrated into all priority content areas. -Building level support of district elementary instructional specialists -Use of student centered coaching by building instructional coaches. -Opportunities for purposeful planning during staff collaborative time. -Support professionals are trained in reading intervention programs and assessment measures to ensure alignment of instructional practices in small groups. 				
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<u>Standard 3: School Practices</u> -are there practices in place to address	-SSC team (staff monthly meetings) -Continued review of Tier II/Tier III interventions -SRBI Academics	-Initial training provided for all new staff regarding building and district curriculum instructional	-Implementation of School Improvement Plan (SIP) -Implementation and review of Safe School Climate Plan	-Monthly discipline data review as evidenced by SSC agenda/minutes	Ongoing during 2023-2024 school year

barriers to learning?	<ul style="list-style-type: none"> -Effective use of Data team meeting time and data analysis -Behavior Support Team Meetings -Free breakfast and lunch for all students -Partnership with organization for school uniform bank -Partnership with organization for food pantry for families in need -Weekly Student Support Services Team meeting to discuss strategies to meet and support the needs of students 	<ul style="list-style-type: none"> practices within first month of onboarding. -Providing opportunities for teacher to attend pd sessions outside of the school 	<ul style="list-style-type: none"> -Increase in push-In Tier I support from support specialists -Continued tier 3 daily interventions provided to students daily -Onboarding task list to be created by coaches and principal 	<ul style="list-style-type: none"> -Weekly attendance data reviewed by attendance team as evidenced meeting notes -Completed onboarding task lists after new hires 	
<u>Standard 3: School Practices</u> -are there practices in place that develop and sustain infrastructure and capacity building	-Focus in Curriculum and Instruction, Data Teams and School Climate	-Review and implementation of the SIP and the feedback loop to teachers	<ul style="list-style-type: none"> - SIP planning, implementation and progress monitoring process. -Ongoing school level and district level PD 	-Information collected by the school wide data teams to inform school practices	Ongoing during 2023-2024 school year
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<p>Standard 4: Safe Environment -is the school creating a physically, emotionally, intellectually safe, healthy and welcoming environment?</p>	<p>-School Climate initiatives: -Basic School Climate Training for all staff -School safety (critical incident, emergency response) -Students welcomed by adults daily and greeted at door by classroom teacher -Classrooms equipped with calming centers for students</p>	<p>-Consistent implementation of schoolwide behavior policies and practices from all staff</p>	<p>-Trauma-Informed Practices PD provided to staff throughout the year -De-escalation strategies provided by expert staff</p>	<p>-Administrative review of discipline data each month and year as evidenced by SSC minutes and agenda. -Regular drills and review to cover emergency procedures as evidenced by practice drills & lockdowns.</p>	<p>Ongoing during 2023-2024 school year</p>
<p>Standard 5: Social Justice -is the school engaging in practices that promote the social and civic responsibilities and a sense of social justice within the school community?</p>	<p>- Yearly visit to school from local judge to discuss law and civic engagement with students -Books available in staff created teacher “Library of Social Justice” which can to be used in conjunction with reading curriculum and adult facilitated discourse</p>	<p>-Additional outreach programs and practices that promote civic responsibility and social justice -Create projects in which students can facilitate and lead the charge of social and civic work -Equity and Diversity Committee will gain a focus on promoting social justice within school community</p>	<p>-Building level team to create a plan to promote and focus on implementation of social justice and civic work among students</p>	<p>-Student, staff, and parent survey -Student round table discussion at the end of the year</p>	<p>Ongoing during 2023-2024 school year</p>

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<u>Continuous Improvement:</u> -is there a clear understanding that school climate improvement is an ongoing process integral to wider school improvement?	- Established Safe School Climate Specialist - Continue to streamline interventions, provide PD, coordinate safe and welcoming school environment offerings	- Focus will be placed on - School Climate - Trauma-Informed Practices - School safety (critical incident, emergency response)	- Data collection from discipline, attendance, surveys	- PD around adult actions and responses to inappropriate student behavior and reflection - Review and revise safety protocols and procedures	Ongoing during 2023-2024 school year
<u>Family/Community Partnerships:</u> -Are all stakeholders' interests represented and reflected in the school climate improvement efforts?	- Use of Parent Square - Regular parent contact from principal, teachers, SSC and other staff - Weekly communication to families by bilingual specialist - Revised Open House protocols to increase engagement and attendance - Parent/Family newsletter	- Ensure all families and visitors feel welcomed in school. - Increase involvement of families in school events on/off campus	- SSC team reviews school/building welcoming procedures and determines areas of strength and improvement. - Continue home visits and making in person connections with families.	- Analysis of school climate surveys for both school and district level	Ongoing during 2023-2024 school year

	<ul style="list-style-type: none"> -Community partners are invited to all events and attend to support and also serve as volunteers in the school community. -Community Partners meet with school leader monthly and share ideas 				
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<u>Impact on Results:</u> -Is progress monitoring inherent in the school climate improvement process?	<ul style="list-style-type: none"> -Staff, student and parent survey data analysis -Administrative discipline and attendance data 	<ul style="list-style-type: none"> -Regularly scheduled data reporting to staff about the 3 areas of focus: <ul style="list-style-type: none"> -School safety (critical incident, emergency response) -SEL -Attendance data 	<ul style="list-style-type: none"> -Staff, student and parent survey data collection 	<ul style="list-style-type: none"> -Review and scoring of the Safe School Climate Plan via the Safe School Climate Rubric 	Ongoing during 2023-2024 school year

