



Culture/Climate & Culturally Responsive Professional Learning

Board Meeting
January 18, 2024
Agenda Item 9.1

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 7936 (67%)	American Indian 43 (62%)	Black 787 (64%)	Pacific Islander 221 (74%)	Is Hispanic 3327 (68%)	Two or more races 677 (68%)	Asian 1659 (72%)	White 1222 (58%)
Overall	83	77	79	82	82	83	84	84
Anti Bias / Anti Racist	73	67	69	73	73	73	75	76
Self Regulation	75	68	73	74	76	76	74	75
Recognition of Emotions	79	70	77	76	79	78	80	79
Community Circles	80	81	76	82	79	82	81	82
Safety	84	79	82	85	84	85	85	87
Well Being	84	77	79	84	84	83	86	84
Gratitude	87	82	83	86	87	89	89	89
Predictability	87	84	83	87	87	87	89	87
Belonging	88	78	84	88	87	87	90	88

Measuring Culture & Climate

Kelvin Pulse Survey (Grades 7-12+)

	All students 10144 (57%)	Black 1052 (47%)	American Indian 46 (54%)	Two or more races 782 (58%)	Is Hispanic 4155 (56%)	Asian 2269 (68%)	White 1588 (56%)	Pacific Islander 252 (63%)
Overall	82	78	81	81	82	83	83	84
Self Regulation	70	68	77	68	71	71	69	71
Community Circles	79	79	77	78	77	79	82	82
Recognition of Emotions	79	75	84	78	78	80	81	81
Well Being	81	75	77	80	82	82	83	84
Belonging	83	77	76	82	83	85	85	84
Safety	83	81	83	82	83	82	84	85
Anti Bias / Anti Racist	84	80	85	81	85	85	84	87
Gratitude	85	79	80	84	85	86	88	88
Predictability	86	81	83	83	86	87	85	87

Universal Tier 1 Principles & Practices

- Data-Based Connections
- 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

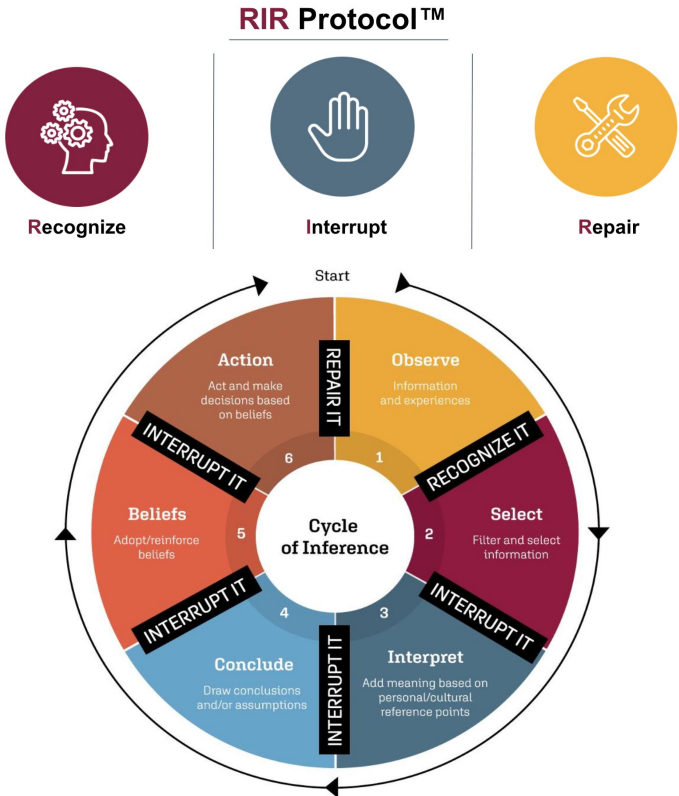
- Principals, Assistant Principals & Site Instructional Coordinators
- Summer Preservice & Monthly Leadership Development
- Trauma-Informed Principles
- Compassionate Dialogue & De-Biasing Coaching & Practice
- High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Practices
- Trauma-Informed Consultancies 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 High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Principles & Practices
- High Leverage Anti-Bias/Anti-Racist/Trauma-Informed Practices Starter Kit
- Weekly Culture & Climate Slide Deck
- Certificated PL Catalog Culture/Climate offerings available to staff this winter and spring

Universal Tier 1 Principles & Practices



Universal Tier 1 Principles & Practices

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

Recognition of Emotions



Gratitude



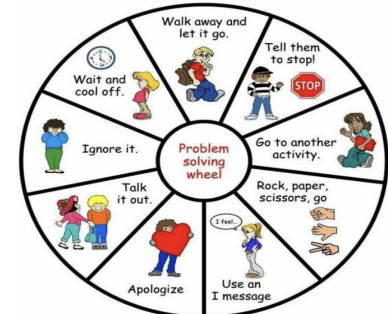
Community Circles



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 & Review	Math: 1/2 Essay due & 1/2 Top 5 Essay & Review	Recess
Friday	Science & 1/2 Essay Prep for 1/2 1st in Monday	Science & 1/2 Essay Prep for 1/2 1st in Monday	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

- Continue to offer professional learning for district/site leaders and certificated staff based on data analysis
- 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, labor, and community partners to expand professional learning, build practitioner capacity, and improve student outcomes

How to Support Culture & Climate

- Engage in Professional Learning & Practice with our Anti-Bias/Anti-Racist/Trauma-Informed partners.
- 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 in professional learning to build practitioner capacity.

Learning Intentions - Process Check

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Questions?