Introductions

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Welcome

Please take a few minutes and reflect on how you are feeling today.
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School Culture and Climate Initiative

Based at the Center for Human and Social Development at Saint Elizabeth University, Morristown, NJ
Pillars of the Initiative

SUPPORT
• 3 Year SCAIP Process
• SEL Coaching
• School Climate Lab
• Consulting services

CONNECT
• School Support Network
• Coffee Chats
  • Administrator
  • School Counselor
  • General
• SCAIP PLC

EMPOWER
• Professional Development
• SCAIP / SCAIP PLC
• SEL Coaching
• Spotlight Schools

Trust ~ Relationships ~ Support ~ Quality ~ Data-driven~ ~ Capacity building ~ Evidence/Research Based
The Idea…
• **Connection**
  • Shared Professional Development – topic focused
  • Spotlight Schools

The Details…
• Established in northern NJ 12 years ago
• Originally in-person now virtual with no geographic boundaries
• Over 12,000 professional development hours delivered and have connected thousands of educators

*The SSN is a project of the School Culture and Climate Initiative*
Coffee Chats and other PLC’s

- **School Support Network (like today)**
  - 90 minutes – monthly Professional Development
  - Topic focused

- **SCAIP PLC**
  - Process-focused
  - For schools who have just started, are in-the-midst of, or have completed the 3-year SCAIP process

- **Coffee Chat**
  - 60 minutes – monthly
  - Connection – sharing successes, challenges, support and advice

- **Job-Alike Coffee Chats**
  - 60 minutes – monthly
  - School Counselor
  - Administrator
Upcoming Dates

Coffee Chat
April 5 from 9:30 – 10:30 a.m.
May 10 from 9:30 – 10:30am

School Counselor Network Coffee Chat
April 19 from 9:30 – 10:30 a.m.

Administrator Network Coffee Chat
March 29 from 9:30 – 10:30 a.m.
May 3 from 9:30-10:30am

School Support Network Meetings
March 22, 2023 from 8:30 – 11:30 a.m.
“What Does DEI in Educational Practice Truly Look Like?”

IN-PERSON at Saint Elizabeth University
Presented by: Patrick Fennell, School Culture and Climate Initiative Consultant, Empowerment Solutions

April 12, 2023 – Virtual from 1:00pm-2:30pm
How to Get the Most Out of Your School Climate Data

May 17, 2023 - Virtual from 1:00pm-2:30pm
Maximizing Educator Well-Being: Enhancing Your Ability to Connect, Communicate, and Build Relationships
How do we create school environments that set-up all kids for success in school and life?

It is easier to build strong children than to repair broken adults….

---Frederick Douglass
The social-emotional skills of students and staff create the foundation for a positive school climate.

In a positive school climate teaching and learning can happen and all are respected, heard, valued and supported.
Why a Focus on SEL and School Climate - Because it Works!

**SEL Impacts**
- Bullying Rates
- Absenteeism
- Learning
- Staff Morale
- Graduation Rates
- Mental Health
- Efficacy of Prevention Programs

**School Climate**
- Self Esteem
- Teacher Retention
- Risk Prevention
- Academic Achievement
- Mitigates Socio-Economic Impacts
- Substance Use
- Bullying
- Absenteeism
- Suspensions
Having strong social-emotional skills is beneficial for adults as well.
SEL benefits adults: Positive impact on teachers

Teachers with high levels of social competence are better able to protect themselves from burnout by:

- Developing and managing nurturing relationships with their students
- Managing behavior in their classrooms
- Serving as behavioral role models for children
- Regulating their own emotions

Teachers who possess social and emotional competencies are more likely to stay in the classroom longer.

CASEL 5: SEL Competencies

- Identifying emotions
- Self-perception/Identity
- Recognizing strengths
- Sense of self-confidence

- Perspective-taking
- Empathy
- Appreciating diversity
- Respect for others

- Communication
- Social engagement
- Building relationships
- Working cooperatively
- Resolving conflicts
- Helping/Seeking help

- Impulse control
- Stress management
- Self-discipline
- Self-motivation
- Perseverance
- Goal-setting
- Organizational skills

- Identifying problems
- Analyzing situations
- Solving problems
- Evaluating
- Reflecting
- Ethical responsibility

www.casel.org
Four Implementation SEL Strategies

• Free standing lessons
• General teaching strategies/positive classroom climate
• SEL infused in academic curriculum
• School-wide SEL implementation
The Importance of a Framework
Core values as an example...

- Inclusive of all stakeholder input
- Flows from mission and vision of district
- Core values aligned with SEL implementation and common language
- Permeates all aspects of the school experience for all
• Strategic plan
• Communication
• Stakeholder engagement
• Policy alignment
  • Discipline/conduct policies
  • Hiring and orientation processes
Create a coordinating body...

- That can harness staff and student voice
- Coordinate intersecting efforts, programs and resources
- Ensure needs are being matched with resources
- Elevate and keep visible the focus on student and staff emotional well-being and creating an environment where all can thrive (staff and students!)
- Will lead and coordinate the key elements of establishing a framework
Implement SEL in a way that supports the framework and vision of what you would like to achieve.

The Framework

The framework summarized ..
1) Core values (establish or revisit)
2) Policy and strategic plan alignment
3) Form a coordinating body
10th Grade Chemistry Unit – Matter, Energy & Sustainability in Living Systems

• Six teachers collaborated on the unit

• SEL skills addressed
  • self-awareness
  • social awareness
  • responsible decision-making

• SEL indicators
  • Accept ownership for decisions that affect the environment
  • Understand the perception of others is essential to develop social awareness.
Example - Social Emotional Integrated Unit

• Essential questions
  • How do I impact the environment and how does it impact me?
  • Should accepting responsibility for the outcomes of my decisions matter to me? To others?

• Enduring understandings
  • An individual’s identity is a product of the dynamic interaction between personal and environmental factors.
  • Understanding oneself is the foundation for self-management.

• Teacher reflections
  “SEL was a vital part of the unit because it helps students understand themselves & the consequences of their actions on a global scale.”
Keys to SEL Sustainability and Success

• Embedded in the everyday life of the school
• Integrated across settings
• Staff training
• Developmentally and culturally aligned
• Students given ample opportunities to practice social-emotional skills
• Delivered within a framework
• Teachers and adults in the school community model the SEL skills
SEL Day 2023:

Uplifting Hearts, Connecting Minds

#SELDay
Resources

- School Culture and Climate Initiative
- Aspen Institute - National Commission on Social, Emotional, and Academic Development
- Casel.org
- Committee for Children Parent Information
- SEL4US
- Academy (On-line) for SEL in Schools
Thank you!!

For everything you do – you are all awesome and amazing!