

## Henry James Memorial School: 2017-2018 School Climate Plan

This document serves as communication of the proactive ways we create a positive school climate. This plan is also in accordance with Bullying Legislation, Act 11-232 for the State of Connecticut and the Board of Education Policy 5131.911.

### School Climate Coordinator: Neil Sullivan, Director of Personnel

The Safe School Climate Coordinator will be responsible for:

- Implementing the district’s Safe School Climate Plan;
- Collaborating with Safe School Climate Specialists, the Board, and the Superintendent to prevent, identify and respond to bullying in district schools;
- Provide data and information, in collaboration with the Superintendent to the Department of Education regarding bullying;
- Meet with Safe School Climate Specialists at least twice during the school year to discuss issues relating to bullying in the school district and make recommendations concerning amendments to the district’s plan

### School Climate Specialist: Brian J. White, Principal

The Safe School Climate Specialist will be responsible for:

- Investigate or supervise the investigation of reported acts of bullying and act as the primary school official responsible for preventing, identifying and responding to reports of bullying in the school.
- Meet with the Safe School Climate Committee Coordinator at least twice per year.
- Form a Safe School Climate Committee

### Safe School Climate Committee Membership:

Brian J. White, *Principal*; Anjanette Belmonte, *Assistant Principal*; Kevin Dakin, *Student Transition Specialist*, Jacqueline Santiago, *Behavioral Specialist*; Gertrude Banks, *CHOICE Program District Coordinator*; Lori Worthen, *Grade 8 Teacher Representative*; Tracy McConnell, *Grade 7 Teacher Representative*; Marie-Line Bruhl, *World Language Teacher Representative*, Lisa Martocchio, *World Language Teacher Representative*, Rebecca Rosenthal *Grade 8 Teacher Representative*, Sharon Geoghan, *Grade 7/8 Teacher Representative*, Tracey Goolsby, *Special Education Grade 8 Teacher Representative*, Suzanne Sinacore, *HJMS Nurse*, Heather Tanis, *Special Education Department Supervisor/Grade 8 Math Co-Teacher*

2017-18 Parent Representative: Hilary Dording.

- Two types of committee meetings: (see potential meeting times below):
  1. Full Committee: Discussions about general school climate, culture, trends/patterns, and improvements surrounding bullying prevention.
  2. Committee w/o Parent Rep: Discussions of investigations with student identifying information redacted.

	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Full Committee	X	X		X	X	X		X		X
Committee w/o Parent Representative			X				X		X	
District				X				X		

- Must include at least one parent (not an employee of the school)
- Committee is charged with reviewing investigations; discuss general school climate, culture, trends/patterns, and improvements surrounding bullying prevention.

- All investigation reports reviewed should have any student identifying information redacted for all committee members.

**Actions and Measures to Address School Climate at HJMS:**

**Actions Taken**

**Measures of Success**

<ol style="list-style-type: none"> <li>1. Panorama Spring 2017 survey data will be used to measure growth in identified areas of school climate.</li> <li>2. HJMS Climate Committee to make recommendations about how to develop HJMS Connections Period.</li> <li>3. The Student Intervention Process is a clearly defined process of actions to be taken by staff, data to be tracked and communications to take place with parents over a defined period of time in order to ensure the opportunity for every student to receive the supports that they need in order to be successful at Henry James.</li> <li>4. Creation of a disciplinary review panel inclusive of our support services team, administrators, teachers and SRO. Discipline data will be reviewed over time to encourage regular reflection of trends and the opportunity for positive and pro-active actions to be taken that will improve the positive decision making of students.</li> <li>5. Character education will continue to be implemented through the “HJ Way” character education program and coordinating with the PTC to provide guest speakers for students and parents around positive decision-making and social media.</li> <li>6. Continuing from the 2016-2017 school, year all teachers will set individual goals around social-emotional security or direct teaching about social and civic learning.</li> <li>7. Professional Development on Restorative Disciplinary Practices and Culturally Competent instructional practices will be offered to the full faculty.</li> <li>8. School Climate Committee will develop and implement a series of “HJ Way “ character education activities for the 2017-18 / 18-19 school year.</li> <li>9. The HJMS Administration in conjunction with the Leadership Team will implement new uniform behavioral expectations and tiered strategies for classroom level behaviors, and related expectations about the office referral process.</li> <li>10. HJMS Leadership Team to draft HJMS School Climate Standards</li> <li>11. HJMS Leadership Team to make recommendations about universal, school wide behavioral expectations, and appropriate staff responses.</li> <li>12. HJMS will introduce a Diversity Club and a GSA for its students in the 2017-18 school year to expand its extracurricular activities.</li> <li>13. HJMS to reintroduce faculty Student Mentoring Program</li> <li>14. Whole school assemblies with follow up classroom lessons will be held on the topics of social media and anti-bullying.</li> <li>15. Support Services Team to draft Social and Emotional Tiered Interventions.</li> <li>16. Guidance and Administration to develop approaches to mediating peer conflicts among students.</li> <li>17. Development of and implementation of school-wide climate survey in the Spring of 2017. This will be administered to multiple stakeholders throughout the school (i.e. students, and staff)</li> </ol>	<ul style="list-style-type: none"> <li>• Decrease the number of students in need of Tier II and Tier III interventions and increase the number of students achieving academic success.</li> <li>• Increase in the number of students making positive decisions, as measured by our HJ Way Fish program and Hands-Up postcards.</li> <li>• Decrease the overall number of office referrals.</li> <li>• Decrease the number of students receiving one or more referrals to the office.</li> <li>• Increase number of student participating in one or more extracurricular activity.</li> <li>• 100% of students will receive at least one positive behavioral recognition. Positive student choices will be reflected in the number of fish awards, and postcards given to students by staff members for following the “HJ Way”</li> <li>• Mid-year and end of year goal setting conferences. Teachers will share the ways in which they met their Category 2 goal regarding social/emotional security.</li> <li>• The end-of-year survey distributed to all faculty community will positively reflect the social-emotional security measure in place at HJMS.</li> </ul>
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