



SCHOOL CULTURE & CLIMATE



**DEMONSTRATED
SUCCESS**

Improving student learning by
helping teachers do what they love

In today's educational environment, professionals realize that academic achievement is tied to a healthy sense of belonging, safety and engagement in the school community. Toward this end, educators are leveraging new approaches such as trauma sensitive schooling, social emotional learning (SEL), and restorative discipline practices. These approaches, combined with a focus on school safety and supportive instructional practices, serve to create the positive school culture and climate that allows students and educators to thrive.

Fostering a positive culture and climate in schools helps students feel safe, builds trust between parents and staff, increases teacher efficacy, and enhances student success. Conversely, a toxic school environment can stagnate student learning and social development significantly, and hold professionals back from trying new approaches to improve their practices.

Demonstrated Success is committed to helping schools create an inclusive and engaged school community where students and teachers feel supported. By administering surveys and analyzing perception data via our Educator Success Platform (ESP), facilitating whole-school or individual workshops, providing individual coaching, or a combination of those offerings, we can help your school community identify areas of strength and weakness, create an action plan, and address needs, so your students and teachers can achieve their potential.



For more information about Culture and Climate support, visit www.DemonstratedSuccess.com/CC

WORKSHOPS AND COACHING

THE RAMAPO MODEL: WORKSHOPS

“Be the thermostat, not the thermometer.” Adult behavior in schools should drive the learning climate, not just respond to it. Adults set the tone, the mood and the expectations. Therefore, it is essential that school staff fully understand and embrace their role in creating a supportive, connected, and effective school community. Our team offers the Ramapo Model, research supported professional development, to achieve this. The Ramapo Model helps teachers understand how their own behaviors impact students, and provides tools to help them succeed in navigating the social, emotional, and organizational demands of the classroom. “Building Blocks” of the Ramapo Model are: Relationship Building & Role Modeling, Establishing Clear Expectations & Routines, Adapting to Individual Needs, and Responding & Repairing Relationships.

Choose from a half-day or a full-day workshop. Teachers will leave with a new perspective on how their behaviors drive student behaviors and tools they can use immediately to improve engagement, community, safety and consistency in their classrooms.

THE RAMAPO MODEL: ONSITE COACHING

To deepen the Ramapo workshop learning, our team offers school-site coaching days where our staff will conduct classroom observations and offer targeted feedback to teachers. These coaching days can be set up as 1:1 observation or coaching sessions. For schools with a PLC model, onsite coaching can involve peer observations and facilitated PLC conversations to create shared understanding and consistency in practice. All of our coaching is non-evaluative and focused on the needs of the teacher(s). It includes classroom observations and consultations, feedback, goal setting and virtual support between visits.

TRAUMA SENSITIVE SCHOOLS WORKSHOP

This workshop is provided by a mental health professional who is grounded in the impact of childhood trauma and its impact on learning and social behavior. The workshop defines trauma and the prevalence of trauma as evidenced in the 1997 Adverse Childhood Experiences study (ACEs). Educators will learn how trauma and anxiety impact brain development and how they can minimize incidents of reactivity in students.



SURVEYS

Perception is as important as objective reality in the health of a community. By seeking feedback from stakeholders in your school – teachers, support staff, students, parents – you gain essential information that allows you to create improvement plans that target the needs of all school community members. Students ultimately benefit from a learning environment where all members are heard, supported and valued.

Gathering perception data through surveys is the first step in building this strong foundation. Through our Educator Success Platform (ESP) you can administer the *SafeMeasures™* culture and climate survey created and validated by Bill Preble from New England College or use proprietary surveys created by Demonstrated Success. In ESP, you can also use any survey already in use at your site. We will gladly help you implement your chosen survey, analyze your results and assist in action planning. Prices range from \$495-\$2695.



ACTION RESEARCH

The *SafeMeasures™* process is a student led, action research process where an adult design team is formed that selects a group of 10-15 students who work as partners with adults in the school improvement and research process. Students and adults participate in leadership training to learn about their roles and responsibilities in the school climate data collection and action planning process. Perception data is collected from students, teachers, administrators, support staff, and parents. With guidance from the adult leadership team, student leaders introduce the survey to their peers, assist with survey implementation, analyze results, present results to stakeholders, and ultimately create an action plan in response to the data.

The *SafeMeasures™* process unfolds over two years, with approximately 16 onsite days. In this time period, our coaches meet with the adult and student leadership teams to plan and administer the survey, analyze the results and create an action plan. Together with your teams, we will develop strategies to onboard school community members in implementing the action plan. At the end of year two, a post survey will be conducted to measure growth, and our team will prepare a report of the success achieved, remaining needs, and plans for sustaining the progress.



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