



Building & Supporting a Positive Student Culture

Summer Series for Campus Leaders

RENAME yourself with First Name and School or District (Ex: Monica-School)

- Hover over your video
- Click “...”
- Click “Rename”
- Type First Name-School or District and hit enter

June 25, 2020



© E3 Alliance 2020



Teri Clement

Director of School Transformation
tclement@e3alliance.org



Amy Havard

Director of School Transformation
ahavard@e3alliance.org

Agenda

- **The WHY of Student Culture**
- **HOW to Build and Support a Positive Student Culture**
- **Team Time**

- **Keep Audio Muted**
- **We recommend taking notes (on paper or digital)**
- **The PDF of these slides is in the chat NOW.**



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

***We cannot allow this
public health crisis to
become a generational
education crisis.***

-TEA

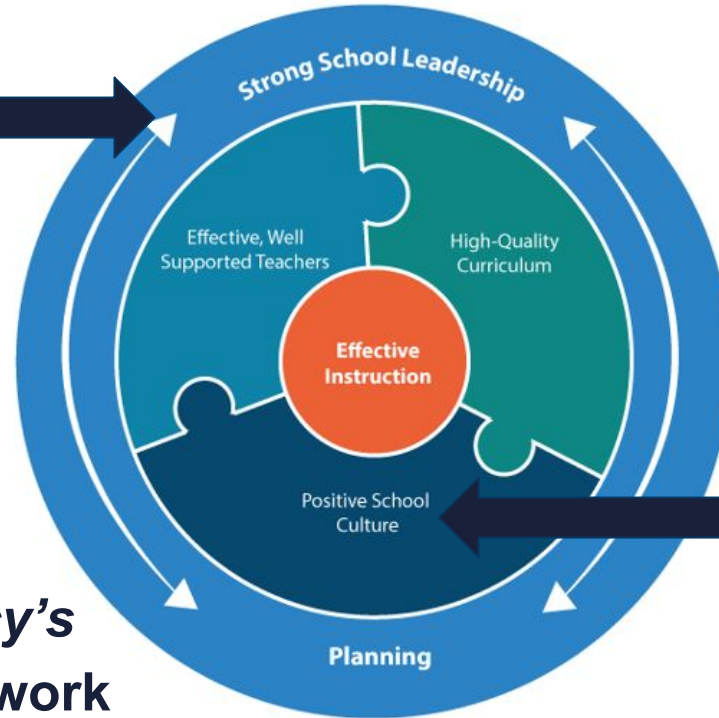


E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

WHY is Student Culture important?

Lever 1: Strong School Leadership & Planning



Lever 3: Positive School Culture

**Texas Education Agency's
Effective Schools Framework**

School culture can also be defined as...

“...every behavior, both intentional and unintentional, that you allow on your campus.”

~Regina Stephens Owens, Solution Tree



© E3 Alliance 2020

**Within a few minutes of
being there...**

**they KNOW whether or not it's
somewhere they want to be.**

How to build and support a positive student culture:



Help me get there: Attendance Support

Make me feel like I belong: Identity & Pride

Make a way for me: Ready-to-Learn Systems

Show me the way: Re-Entry Curriculum

Engage & empower me: Effective Instruction

Teach me how to lead: Students lead learning and life

How to build and support a positive student culture:

This work can be planned and implemented **no matter what** school looks like next year.

Help me get there: Attendance Support

Make me feel like I belong: Identity & Pride

Make a way for me: Ready-to-Learn Systems

Show me the way: Re-Entry Curriculum

Engage & empower me: Effective Instruction

Teach me how to lead: Students lead learning and life

How to build and support a positive student culture:



Help me get there: Attendance Support

**Coming in
July/August!**



Make me feel like I belong: Identity & Pride



Make a way for me: Ready-to-Learn Systems



Show me the way: Re-Entry Curriculum



Engage & empower me: Effective Instruction



Teach me how to lead: Students lead learning and life

How to build and support a positive student culture:



Help me get there: Attendance Support

Make me feel like I belong: Identity & Pride

Make a way for me: Ready-to-Learn Systems

Show me the way: Re-Entry Curriculum

Engage & empower me: Effective Instruction

Teach me how to lead: Students lead learning and life

Identity & Pride

- ❑ Habits of Connection
- ❑ Connect Students to the Content of YOUR School Culture
- ❑ The Work of Relationship Building

Habits of Connection



Hand Signals



Logos / T-shirts

"CLAYTON PROUD!" → **"SAY IT OUT LOUD!"**
"FALCONS RISE!" → **"ABOVE THE SKIES!"**

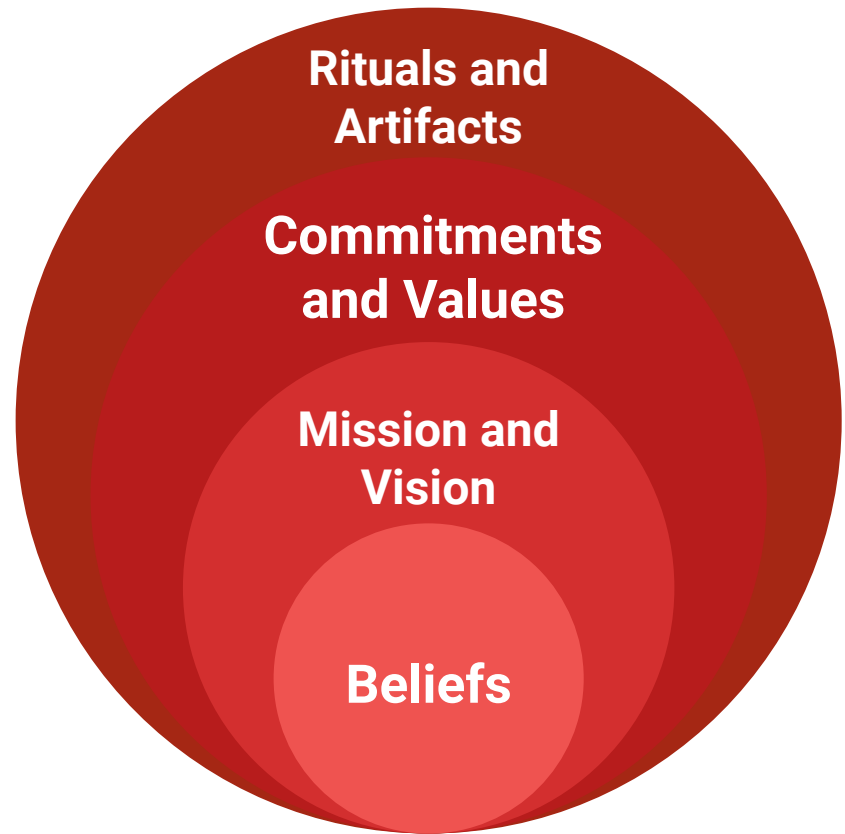
Call and Response

Identity & Pride



- Habits of Connection
- Connect Students to the Content of School Culture
- Relationship Building

YOUR School Culture: *How do students connect?*



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

Student-Centered Culture Content

- Students provide input to gain consensus on mission, vision, values and commitments at BOY
- Student Commitment statements developed

EXAMPLE:

We Value	<i>Collaboration</i>
Staff Commitment Statement	<i>We will actively engage in professional collaboration with a learner-mindset.</i>
Student Commitment Statement	<i>We will bring a learner-mindset to every interaction, talk to each other and work together to grow and learn.</i>

EXAMPLE:



Sanchez Intermediate School
Culture Committee
Monthly Meeting Agenda: October 4, 2019

Principal	Keisha Anderson
Asst. Principal	Rudy Hinojosa
Counselor	Veronica Leighton
5 th grade teacher leader	Damien Shelton
5 th grade student leader	Ashley Benavides
6 th grade teacher leader	Michelle Aleman
6 th grade student leader	Michael De La Garza
Lead PE Teacher	Sarah Miller
Attendance Clerk	Brenda Avila
Vision	Our students know they are members of a community of learners who believe in themselves, support each other and work hard to pursue healthy, successful lives both in school and beyond.
Mission	We are a community of learners who maintain a safe environment, collaborate with others, and provide high-quality learning experiences to make sure all students learn and grow.
CURRENT Focus Value	COLLABORATION
Aligned Staff Commitment Statement	We will actively engage in professional collaboration with a learner-mindset.
Aligned Student Commitment Statement	We will bring a growth mindset to every interaction, talk to each other and work together to grow and learn.
5th Grade Culture Report	<i>Successful lessons focused on collaboration commitment Attendance drop a concern-discuss solutions/actions Student PALS program resolved 4 conflicts last month</i>
Tiger Culture Pulse Check	<input type="checkbox"/> Suffering <input type="checkbox"/> Sustaining <input checked="" type="checkbox"/> Strong <input type="checkbox"/> Bounding
Evidence/Artifacts Shared	<i>Pictures from collaboration lessons, PALS report shared</i>
Data Review	<i>Office Referrals low, Attendance data shared-action plan drafted</i>
6th Grade Culture Report	<i>Successful lessons focused on collaboration commitment Attendance at 98%; Student PALS program resolved 0 conflicts last month</i>
Tiger Culture Pulse Check	<input type="checkbox"/> Suffering <input type="checkbox"/> Sustaining <input checked="" type="checkbox"/> Strong <input type="checkbox"/> Bounding
Evidence/Artifacts Shared	<i>Pictures from collaboration lessons, Student Video produced for collaboration</i>
Data Review	<i>Office Referrals Very low, Attendance High</i>
Next Month Culture Support Events/Activities:	5 th : collaboration focus in classroom learning, den meetings, explicit modeling 6 th : Students promoting hand signal to remind each other of commitment Schoolwide: announcements, lunch incentives for collaboration, elective classes will focus on collaboration
Next Month Culture Awards: Collaboration Champions	5 th : Brandy Clark (student) Mrs. Santiago (teacher) 6 th : Steven Brown (student) Ms. Smith (teacher) Schoolwide: Mrs. Miller (PE Teacher)

Student Leaders too!

Student-Centered Culture Rituals and Artifacts

- Student commitment statements included in morning announcements
- Recognition & Celebration of students aligned with mission, vision, values and commitments
- Representative Culture Committee meets monthly



© E3 Alliance 2020

Identity & Pride

- Habits of Connection
- Connect Students to the Content of School Culture
- Relationship Building

Structures for Building Relationships with Students



schedule time for it

Advisories/Homeroom, Team Assemblies/Family Meetings, Incentive Days, BOY camp, etc.



build a system to support it

Design a plan to ensure every child has at least one caring adult relationship at your school

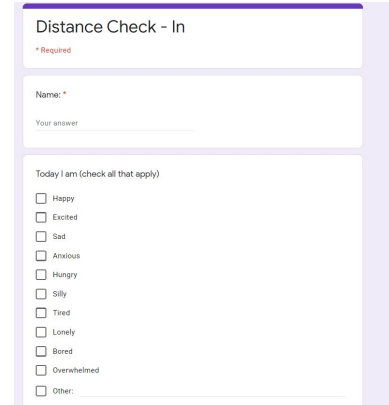


keep it alive & on the agenda

Teacher teams discuss student academics, behaviors, and social-emotional well being

Structures for Building Relationships with Students: Virtual Strategies

- Tiered System of Support and Check-ins
- Mentoring Systems (if some or all are virtual at some point in Fall 2020)
- Clear Cultural Message & Identity to foster:
 - Love / consistency
 - Sense of belonging



Distance Check - In

*Required

Name: *

Your answer

Today I am (check all that apply)

- Happy
- Excited
- Sad
- Anxious
- Hungry
- Silly
- Tired
- Lonely
- Bored
- Overwhelmed
- Other:

Identity & Pride

- ✓ Habits of Connection
- ✓ Connect Students to the Content of School Culture
- ✓ Relationship Building

How to build and support a positive student culture:



Help me get there: Attendance Support

Make me feel like I belong: Identity & Pride

Make a way for me: Ready-to-Learn Systems

Show me the way: Re-Entry Curriculum

Engage & empower me: Effective Instruction

Teach me how to lead: Students lead learning and life

Ready to Learn Systems

“Let’s not just care about kids; don’t just educate them. Let’s ‘make a way’ for them.”

-Michael Smith

Ready to Learn Systems, defined:

*the detailed, documented, communicated and supported **processes and practices** in your school that **provide clarity** on how **staff and students** commit to **behave and work together** to serve the mission and achieve the vision of the school community*



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

Ready to Learn Systems build culture by:



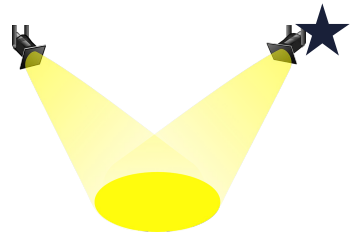
★ reducing lost instructional time & increasing academic success



★ recognizing staff who are making a way for students



★ communicating, monitoring and supporting expected behaviors for everyone



celebrating students when they make positive choices

Ready to Learn Systems are **NOT**:

- ✘ only for “discipline”
- ✘ applied only to student behavior
- ✘ separate from teaching & learning
- ✘ for a committee to worry about



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

Ready to Learn Systems: Component Checklist

- RTL Team (whole staff) with Task Force Groups
- Explicit expectations for students and staff for:
 - Classrooms
 - Hallways
 - Restrooms
 - Cafeteria
 - Bus
 - Assembly
 - Events
 - Bus
 - Virtual School
- Incentives for staff who meet RTL expectations
- Incentives for students who meet RTL expectations
- Learning Plan to explicitly teach the expectations for all areas to all staff and students (lesson plans, calendars and schedules)
- School-wide shared components:
 - Greeting Ritual
 - Attention Signal
 - Consistent structure for expectations (typically an acronym)



Ready to Learn Systems: The Campus Team

Who is on the RTL team?	ENTIRE STAFF
How is the team organized?	Task Force Groups for each component, with Administrators, Coaches, Counselors and Teacher Leaders distributed
How often should they meet?	at least once per month
What do they do when they meet?	<ul style="list-style-type: none">● Review data (discipline & related campus data) with whole team● Task Force Groups meet to develop plans in response● Task Force Groups share plans with whole team● Reach consensus and commitment to implementing plans

Ready to Learn Systems: Task Force Groups

Sample “Task Force” Groups	Description of Focus Areas
<i>Discipline Data</i>	<i>analyze & prepare data for team presentation</i>
<i>Incentives</i>	<i>design and support systems of recognition & reward for meeting expectations and being ready to learn</i>
<i>School-wide Expectations</i>	<i>Drafting, revising, editing, publishing, posting and promoting explicit staff & student expectations for ALL areas of school outside of the classroom</i>
<i>Classroom Expectations</i>	<i>Staff and student expectations (drafted BOY) are monitored for implementation, success, alignment to identify areas of success and challenge/need for support</i>
<i>Student Voice</i>	<i>meet intermittently with student representatives to gain feedback, identify areas of success and challenge, continuously improve systems</i>
<i>Staff Clarity and Culture</i>	<i>plan and support meaningful interactions for socialization, connections and team building; monitor clarity of campus-wide expectations for staff related to RTL</i>

Ready to Learn Systems: Explicit Expectations



HALLWAY

Student Expectations

- **Punctual**
 - Keep moving through hallway stairwells and landings
 - Arrive to class on time
- **Responsible**
 - Always walk to the right
 - Use time wisely
- **Independent**
 - Keep hands, feet and objects to self
- **Determined**
 - Move directly to your next class
- **Enthusiastic**
 - Use appropriate speaking voice
 - Greet classmates kindly and appropriately



Restroom Expectations

Student Expectations

- **Punctual**
 - Take care of business before or after class
 - Travel directly to the restroom and directly back to class
- **Responsible**
 - Go quickly
 - Flush the toilet
 - Students will be responsible for bathroom pass
- **Independent**
 - Students will report any issues to nearest staff member
- **Determined**
 - Enter and exit restrooms slowly and safely
- **Enthusiastic**
 - Keep area neat and clean for your fellow Wolverines

Teacher Expectations

- **Punctual**
 - Teachers will be present at the restroom through the passing period
- **Responsible**
 - Teachers will not let students leave class 10 minutes before or after the tardy bell
- **Independent**
 - Teachers will keep their hallways clear (except for emergencies) during the lunch periods
- **Determine**
 - Teachers will sign and date the student's pass sheet when they leave for restroom or water
- **Enthusiastic**
 - Teachers will actively monitor the restrooms throughout the school day

Expectations

Teacher Expectations

Punctual

- Teachers will arrive to their assigned duty locations on time

Responsible

- Teachers will monitor and ensure all students following Simon Expectations

Independent

- Teachers will bring flashlights to dance

Determined

- Teachers limit personal conversations and actively monitor their assigned location

Enthusiastic

- Have FUN!!



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

Ready to Learn Systems: Component Checklist

- RTL Team (whole staff) with Task Force Groups
- Explicit expectations for students and staff for:
 - Classrooms
 - Hallways
 - Restrooms
 - Cafeteria
 - Bus
 - Assembly
 - Events
 - Bus
 - Virtual School
- Incentives for staff who meet RTL expectations
- Incentives for students who meet RTL expectations
- Learning Plan to explicitly teach the expectations for all areas to all staff and students (lesson plans, calendars and schedules)
- School-wide shared components:
 - Greeting Ritual
 - Attention Signal
 - Consistent structure for expectations (typically an acronym)



How to build and support a positive student culture:



- Help me get there:** Attendance Support
- Make me feel like I belong:** Identity & Pride
- Make a way for me:** Ready-to-Learn Systems
- Show me the way:** Re-Entry Curriculum
- Engage & empower me:** Effective Instruction
- Teach me how to lead:** Students lead learning and life



SHS Dragon Camp: Better Together

(First 5 days of school + every Friday Meeting)

Dragon DNA



Better through Diversity: learn who we are and how our differences are also our strength.

*Wellness
Workshop*



Better through Balance: physical health and wellness and how to take care of ourselves.

*Mindset Study
Seminar*



Better through Mindset: how our mindset can impact our attitude, achievement and happiness.

The Dragon Way



Better through Self-discipline: routines and behaviors that support success in school and life.

Community through
Communication



Better through Conversation: always improving how we talk to each other and the words we use.

*Believe
There is
Good*



Better through Kindness: We can't heal ourselves by wounding each other. Dragons, you'll find, are kind.



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

Dragon Camp Leadership Team

Principal	Joseph Acevedo
Asst. Principal	Sandra Brown
Asst. Principal	Lisa D'Onofrio
Asst. Principal	Jamal Miller
Asst. Principal	Monica Dixon
Counselor	Sarah Schaefer
Counselor	Abigail Longoria
Counselor	Esmerelda Gonzalez
Counselor	Melanie Bartz
9th grade teacher leader	Shelton Lamar
10th grade teacher leader	Cecily Bryce
11th grade teacher leader	Henry Simpson
12th grade teacher leader	Derek Jackson
Athletic Coach	Jonathan Hernandez
Choir Director	Brenda Avila
French teacher	Theresa Flint
Software Development Teacher	Brandon Martinez
Student Advisor (10th)	North Thomas
Student Advisor (11th)	Serena Chapman
Student Advisor (12th)	Jeremy Salazar

Administrators

Counselors

Teachers &
Students



E3 ALLIANCE
EDUCATION EQUALS ECONOMICS

© E3 Alliance 2020

Dragon Camp Purpose

We put connections before content, provide a sense of belonging, make a way for our students and show them the way to provide a place where everyone wants to be, learn and grow.

Dragon Camp Leadership Team: Work Calendar

May 2020	draft content and structure
June 2020	draft lessons and resources
August 2020	finalize lessons and resources; provide Lair Leader training
September 2020	monitor, collect & report data; support camp Friday lessons
Oct-Dec 2020	
Jan 2021	Refresher PD on Dragon Camp (1 hr)
Mar-Apr 2021	monitor, collect & report data; support camp Friday lessons
May 2021	reflect on data, collaborate, draft content and structure for 2021-22

DRAGON CAMP SCHEDULE 9th Grade - Day 1

8:00-8:25	Lair/BIC: Teach Expectations for BIC, Hallway and Assembly; Launch Dragon Camp Course Organizer
8:30-9:00	School-wide assembly: Mission, Vision, Staff & Student Commitments, announcements, welcome back, purpose/expectations, "We are Dragons" chant, school song
9:00-9:05	Return to Lair
9:05-9:50	Believe There is Good / Be the Good
9:50-10:40	The Dragon Way/Conference
10:40-11:30	Mindset Study Seminar
11:30-12:00	Dragon DNA
12:00-12:30	Community through Communication
12:30-1:00	9th GRADE LUNCH
1:00-1:40	Wellness Workshop
1:30-3:00	Math & Reading Screener Testing
3:00-3:45	Grade Level Team Building

DRAGON CAMP SCHEDULE 9th Grade - Day 5

8:00-8:30	Lair/BIC: Teach Expectations for BIC; Float Dragon Camp Course Organizer
8:30-9:10	Community through Communication
9:10-10:00	The Dragon Way/Conference
10:00-11:10	Mindset Study Seminar
11:10-11:20	LAIR RESTROOM BREAK
11:20-12:30	Grade Level Team Meeting (behavior support review)
12:30-1:00	9th GRADE LUNCH
1:00-1:40	Believe There is Good / Be the Good
1:40-2:35	Data Review and Personalized Pathway Goal Setting
2:35-2:40	Transition to School-wide Assembly
2:40-3:10	School-wide Assembly: Mission, Vision, Commitments, Closing message from Principal on Dragon Camp, Commencement Messaging for school year
3:10-3:15	Transition to Lair
3:15-3:45	Dragon DNA and Lair Connection Activities

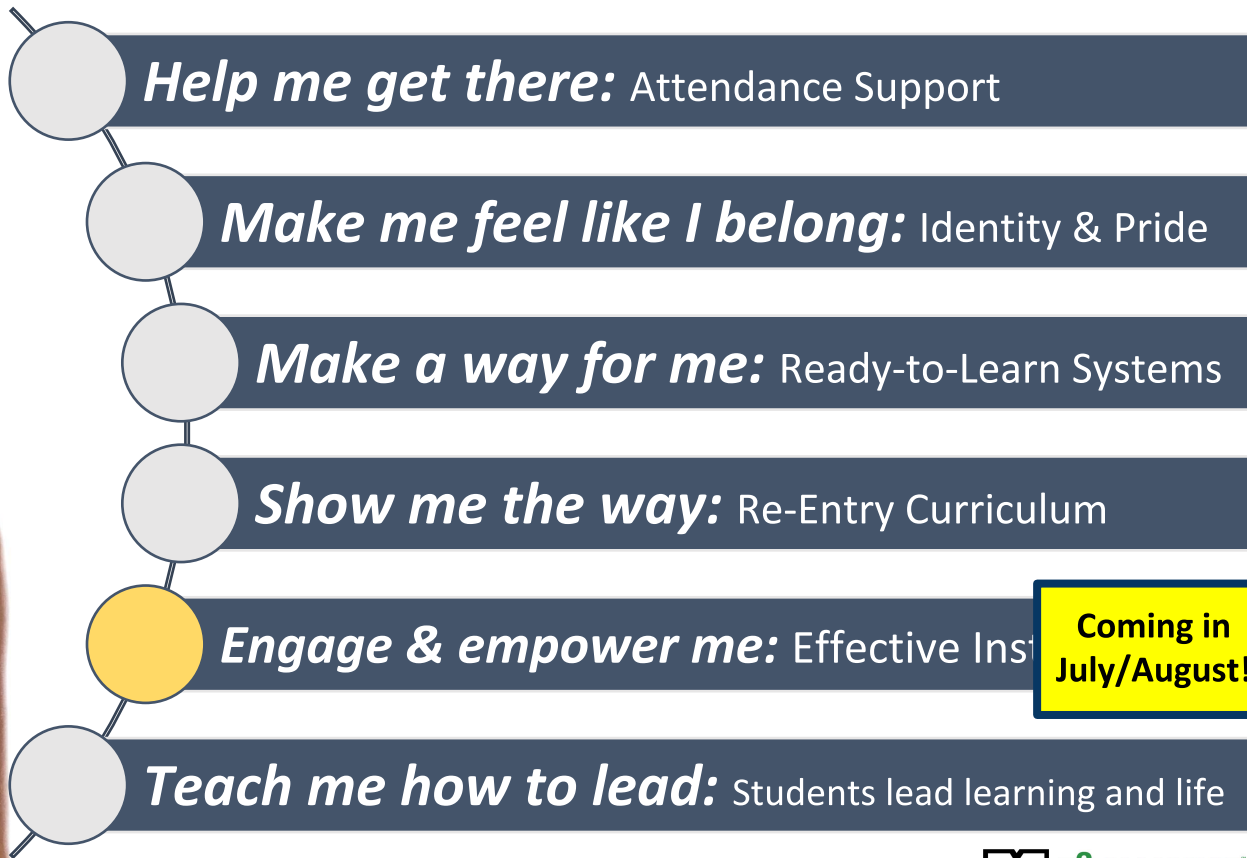
Dragon Camp Glossary & Guide

Believe There is Good / Be the Good	anti-bullying content
The Dragon Way/Conference	positive behavior structures-campus policies and routines
Mindset Study Seminar	however we teach mindsets
Dragon DNA	cultural diversity and appreciation lessons
Community through Communication	restorative practices, discourse training, conflict resolution
Wellness Workshop	diet, exercise, stress management, mental health, self-care
Math & Reading Screener Testing	required screening assessments for our students
Pre-Assessments for Core Subjects	Math, ELAR, Science, Social Studies: teams decide by grade level how to pre-assess for the first units of study
Grade Level Team Building	activities to build community, identity and belonging across the grade level
<i>Lair</i>	student group of 12-15 students; Lair is the same during Dragon Camp and Friday mornings year-round
<i>Lair Leader</i>	teacher/staff member assigned to lead the Lair

Dragon Camp Glossary & Guide (continued)

<i>Expectations</i>	Specifics about the Dragon Way; provided for all areas and activities
<i>BIC</i>	Breakfast in the Classroom
<i>School-Wide Assembly</i>	Meeting of all students and staff (gym in person, zoom if virtual)
<i>Dragon Camp Course Organizer</i>	Graphic Organizer and routine to guide staff and students, in partnership and collaboration, through Dragon Camp
<i>Vision</i>	a statement about how our world will look and feel if we achieve our mission
<i>Mission</i>	how we will achieve our vision
Staff & Student Commitments	statements we all agree to that align with what we value
Data Review and Personalized Pathway Goal Setting	Lair Leaders conference with Lair students to review their data (screeners, pre-assessments) to discuss learning styles, struggles, strengths and set goals

How to build and support a positive student culture:



**Coming in
July/August!**

How to build and support a positive student culture:



Help me get there: Attendance Support



Make me feel like I belong: Identity & Pride



Make a way for me: Ready-to-Learn Systems



Show me the way: Re-Entry Curriculum



Engage & empower me: Effective Instruction



Teach me how to lead: Students lead learning

**Coming in
July/August!**



Leading Forward

Leading the Transformation



A Safe Place

A Healthy, Secure Environment

We're in this Together

Support Student & Staff Attendance



A Place to Belong

Reignite School Culture

Close the Gap

Equitable, High-quality instruction for all



ROAD TO RECOVERY— Priority Playbook



Learning Opportunities

- **Road to Recovery Webinar Part 2**
 - July 21 @ 1:30pm
 - [Registration](#) Info will be in follow-up

- **More Summer Series--Thursdays @ 1:00**
 - July 15, 23, 30 and Aug 1
 - [Registration](#)

Share registration info with others!



Building & Supporting a Positive Student Culture

For questions or more information:

Amy Havard: ahavard@e3alliance.org

Teri Clement: tclement@e3alliance.org