



Creating the School Climates Our Students and Staff Deserve

Relationships are key to improving school safety and climate. This includes relationships between students and staff, but also between our staff members. Kids need to trust the adults in our schools. The adults in our schools need to be able to trust school and district leadership. In order to do this we need:

1. Smaller class sizes and more co-teaching structures that support building strong relationships and meeting the needs of students in the classroom.
2. Identify a menu of specific interventions that can be used by schools for repeated tier 1 and tier 2 behaviors that address the function of their behavior.
3. Ensure authentic shared leadership in buildings by developing a staff-elected SBLT, collaboratively developed agendas, shared decision making on use of staff Professional Development days, and an opportunity for all staff to vote on the plans developed by the SBLT before implementation.
4. Allocate the funding for strategic priorities to schools to support behavior education and supporting systems in schools. Democratically elected SBLT will direct and prioritize. Use of the funding should be determined by individual schools based on the needs of the school by the staff-elected SBLT.
5. Committed time, space, and structures to provide training and support for all staff based on needs identified by the school based SBLT. This includes team based problem solving and school-wide systems.
6. Establish a process to review progress, ensure integrity in data collection strategies, success, ongoing issues, and address stakeholder concerns that respects staff as trained professionals.
7. Develop a joint survey of district staff to identify areas of improvement on the relationship between staff and the district.