

5 Steps to Creating Positive Culture and Climate in our Schools

By Mrs. Shanina Draughn

Question: What does it take to develop a positive, safe, and meaningful culture and climate in our schools?

"A leader is someone who helps improve the lives of other people or improve the system they live under." Sam Houston

Professional Outcomes:



My Professional Experience:



DISTRICT TRAINER

- Social Emotional Learning programs
- Classroom Management programs
- Trauma -Informed School Trainer
- Founder of Training Company - Build, Reach, Teach, LLC
- CPI Trained
- Trained over 200 teachers/staff in School districts

15 years of experience

LEADERSHIP

- Supervise and support the four-district level Deans and Social Workers on behavioral interventions/ plans.
- Develops, implement the culture & climate expectations with leadership team.
- Develops and implement behavioral assessments, interventions methods, forms, and plans.
- Develops and conduct teachers', staff, parent, and student surveys.

10 years of experience

Project Manager

- Lead and plan Anti-Bullying assemblies throughout district.
- Develop community partnerships to serve our students (Michigan First Bank, Men on Mission, Yunion, Starr Commonwealth-mentoring programs).
- Lead & develops Parent Universities
- Lead and develops afterschool programs for our campus (Girl Scout, Dance Team, etc.).

15 years of experience

Leadership on Student Support Teams

- Develops, leads, and support MTSS/RTI team in weekly meetings.
- Restorative Justice system- Train and support staff, parents and students with restorative circles.
- Work closely with Director of Student Support / Special Education team to develop and implement plans for students in need.
- Monitor and update schoolwide database system with suspension, attendance records and other important State compliance reporting.

Character Education Leader

- Develops and support district level Positive Behavioral Intervention Plan (PBIS) on all campuses
- Plan and support monthly character education lessons planning in classrooms.
- Builds positive relationships with teachers through coaching and mentoring.
- Builds positive leadership opportunities with students and parents through programming.

10 years of experience

Professional Results:

When I joined the Crescent Academy in 2012, as the Dean of Students the leadership team (School leaders, teachers, supportive staff, and District Superintendent) suspended 250 students on average a year. I was outraged and confused about the disciplinary process.

The goal was to give teachers and students social and emotional support, develop a strong classroom management program and work on building positive culture and climate in the classrooms.

ACTION PLAN:

Over a seven-year period, we created a plan to support the following in the district:

- Throughout the district-trained over 80 teachers/staff over 1000 students on Conscious Discipline program and provided classroom support (Nationally recognized- Social and Emotional Learning program)
- Trained over 80 teachers and staff on classroom management – Time to Teach program
- Developed a Positive Behavior Intervention Support (PBIS) programs throughout the schools
- Trained and support Restorative Justice Practices/ circles throughout the district.

Through these research- based practices, we were able to decrease suspensions and referrals rates by 40% throughout the school years (2014-2019). As a result, improve the overall culture and climate at all three campuses.

I believe every teacher and every school leader can become a Bold Educator.

All Educators must learn to D.I.G:

- **Decrease** student discipline challenges
- **Increase** student academic achievement
- **Gain parent** support and build community.

TIME TO TEACH AND THE CRESCENT ACADEMY

IMPROVEMENTS SHARED IN THE DISCIPLINARY AND SUSPENSION REPORT



Crescent Academy: Disciplinary / Suspension Report
Submitted by: Mrs. Draughn, Lead Dean of Operations and Culture

TOTAL Suspensions at Crescent Academy



After Time To Teach Training to start 2017-2018 school year training total suspensions are down 62%

Major Offenses at Crescent Academy



After Time To Teach Training to start 2017-2018 school year training major offenses are down 90%

Bullying at Crescent Academy



After Time To Teach Training to start 2017-2018 school year training bullying incidents are down 96%