



East Hartford Middle School

Safe School Climate Plan 2023 - 2024

National School Climate Standard	Current School Status (informed by data)	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 1: Shared Mission Is it evident that all members of the school community are committed to physical, emotional and intellectual safety of the learners?	<p>-All staff trained in Anti Bullying Protocols, Mandated Reporting, Restorative Practices, Trauma – Informed Instruction, Health and Safety Protocols.</p> <p>-All EHMS staff trained in district and state mandated Crisis Response Procedures (Fire Drill, Lockdown, Secure the Building, Evacuation, Shelter in Place).</p> <p>-School Safety Committee trainings (All Hazards Plan, Critical Incident Team – TCI Training, Tragedy Response Team)</p> <p>-EIP/SRBI Training and implementation of tiered approach to best practices for student interventions.</p>	<p>-Improved efforts to enhance Anti -Bullying, SEL and Trauma Informed Practices is Tier 1 Instruction.</p> <p>-Continue to review district and state mandated safety, fire, and emergency management protocols.</p> <p>-Increase number of EHMS staff trained in TCI and expand membership School Safety Teams</p> <p>-Continue to review and enhance weekly Advisory SEL Lessons through Second Step</p> <p>-Establish monthly faculty meeting touchpoints from SST Team (PBIS, Advisory, SEL)</p>	<p>-Advisory-SEL lesson implementation and Anti Bullying Review</p> <p>-Review of EHMS School Safety Plan</p> <p>-Re-Establish EHMS PBIS initiatives as all students return to IPL</p> <p>-PD and monthly touchpoint trainings for staff from SST Team (PBIS, Advisory, SEL)</p> <p>-Data review by SST Team (Advisory implementation, discipline data)</p> <p>-Opportunities for staff to engage in training and committees (SST, School Safety, Wellness Teams)</p> <p>-Re-Establish EHMS EIP/SRBI protocols as all students return to IPL</p>	<p>-Continue to review EHMS School Climate Plan for:</p> <ul style="list-style-type: none"> • Advisory-SEL Implementation • Safety procedures • Anti-Bullying Efforts • Targeted PD and monthly touchpoints for staff • PBIS, SEL, and student success practice and implementation of strategies for staff 	SY 23 - 24

	<p>-Student Success Team (SST) established to implement and measure fidelity of school wide practices of SEL, PBIS, and Advisory – Second Step Curriculum.</p> <p>-EHMS -EHPS Code of Conduct Alignment</p> <p>-Administrative team communication to Falcon Community regarding Safe School Climate Efforts</p>				
<p>Standard 1: Shared Mission</p> <p>Do participants share a vision of what a positive school climate looks feels and sounds like?</p>	<p>-SST/PBIS Team established with new members in 2021. Share a vision and back to school PD training on PBIS, Advisory – SEL.</p> <p>-Share vision of EHPS Pride in 5 Priority 2: Weave Webs of Caring Supports at EHMS</p>	<p>-Staff will receive professional development to further clarify enhance the EHMS SST-PBIS system to gain continued understanding of universal design and application of core practices, programs such as Advisory/Second Step.</p> <p>-Continue to align EHMS School Wide PBIS, SEL, Advisory practices into Tier 1 Instruction.</p>	<p>-Back to School PD for Staff on PBIS/Advisory-SEL, Anti-Bullying</p>	<p>-School surveys will be used to assess current practices and to identify areas of growth</p> <p>-SST Monthly meeting review and faculty meeting touchpoints</p>	23 - 24

Standard 1: Shared Values What are the shared values?	EHMS Ways to Be -Be Respectful -Be Safe -Be Responsible -Be a Leader	-Re-Establish, promote and implement EHMS Ways to Be Systemically at EHMS -Continue to provide mini PD for teachers in PBIS in the classroom as well as EHMS Behavior Planning tools.	-Back to School PD for teachers from SST/PBIS team -SST/PBIS Team monthly touchpoints -Yearlong mini PD (Monday Meetings) for teachers on PBIS in the classroom as well as EHMS Behavior Planning tools.	-SST/PBIS Team monthly review of schoolwide success and areas of improvement -Staff feedback at SIP - PD	23 - 24
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	Current School Status (informed by data)	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Time Line for Reaching Improvement Goals
Standard 1: Shared Goals What are the shared priorities?	-Continue to ensure required and supplemental training in the areas of anti-bullying, mandated reporting, and best practices for school and student safety. -Continue to monitor, revise and implement the Safe School Climate plan with fidelity in alignment with district and school vision.	-Continue to support all facets of a safe school climate at EHMS through trainings and PD in the areas of: <ul style="list-style-type: none"> • School safety • Mandated Reporting • Anti-Bullying • SST/PBIS/Advisory/SEL 	-The Safe School Climate Plan will be deliberate, comprehensive and clear for the school community to understand in their application of practices and procedures that will contribute to maintaining a safe and positive school environment	-Admin Team, SST/PBIS and School Safety team review of all efforts and strategies for a safe and positive environment at EHMS -School surveys -Staff feedback at SIP - PD	23 - 24

<p>Standard 2: Shared School Policies Are there policies that promote the development of skills, knowledge and engagement?</p>	<p>-EHMS will maintain as Safe School Climate Plan and related teams in accordance with EHBOE Policy</p> <p>-Training in the areas of:</p> <ul style="list-style-type: none"> • Anti-bullying • Mandated Reported • Safe School Climate Committees • Student Code of Conduct • Restorative Practices • Trauma Informed Instruction • SRBI/EIP • Social & Emotional Learning • Attendance Procedures 	<p>-Continue to review all schoolwide practices related to:</p> <ul style="list-style-type: none"> • Anti-bullying • Mandated Reported • Safe School Climate Committees • PBIS • Student Code of Conduct • Restorative Practices • Trauma Informed Instruction • SRBI/EIP • Social & Emotional Learning • Attendance Procedures 	<p>-EHMS administration will implement continue to lead the Safe School Climate initiatives to review data, conduct PD, continue to support SEL, PBIS, Restorative Practices, Trauma Informed Instruction, and Student Support measures</p>	<p>-Staff participation and feedback in PD opportunities and implementation of all trainings related to Safe School Climate at EHMS</p> <p>-Observations of classroom practice</p>	<p>23 - 24</p>
<p>Standard 2: Shared School Policies Are these policies in place to address barriers to learning?</p>	<p>-All certified staff members and support team members participate in weekly team meetings, IDTs and grade level meetings to identify targeted student academic and/or behavioral needs and develop/implement appropriate plans to address said needs.</p>	<p>-EIP/SRBI Professional Development for staff</p> <p>-Attendance Protocols training for staff</p> <p>-EHMS Support Staff guide for counseling, groups, and interventions</p>	<p>-EHMS Leadership Team and support staff will provide professional development to promote the social and academic development of the student</p>	<p>-Staff Feedback at SIP- PD and weekly grade level meetings</p>	<p>23 - 24</p>

	-EHMS EIP Process -EHMS Schoolwide attendance plan				
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Policies on Dealing with P.A. 11-232 Bullying Allegations: Does the Plan include the specific requirements in An Act Concerning the Strengthening of School Bullying Laws?	-All staff trained in bullying prevention plan at back to school PD -SEL curriculum (Second Step) to address Social and Emotional needs.	-Continue Bullying prevention and training for all staff. -Continue to review SEL curriculum (Second Step) to address Social and Emotional needs	-Ongoing staff training in SEL and Anti-Bullying efforts	-School climate survey	23 - 24

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Standard 3: School Practices Are there practices in place to promote positive youth development?	-Classroom practices: <ul style="list-style-type: none"> • Flex Period and Team Day Friday • Weekly Advisory Program • Restorative Practices 	-EHSM Leadership/SST and support team will continue to implement review, and monitor classroom and school wide practices related to	-Review of impact of programming on student behavior	-Student and staff feedback through discussion and surveys	23 - 24

	-After School Activity <ul style="list-style-type: none"> • Student Council • EHMS – UCONN Goal Line • EHMS Athletics • EHMS Intramurals • Junior Police Taskforce • Outdoor activity partnership with Cabelas 	SEL/Advisory/Team Building			
Standard 3: School Practices Are there practices in place that enhance teaching and learning?	<ul style="list-style-type: none"> • 1:1 Devices • The 4 T's Student-Centered Learning and Culturally Responsive Teaching • EHMS Intentional Planning Framework • EHMS Strong Classroom Structures and Routines Framework • EHMS SEL Advisory • Google classroom and enhanced technology capacity at EHMS 	-Continue to review and revise curriculum/instruction standards and assessments as needed through data analysis, reflective practices and collaboration with department supervisors	-Continue to improve EHMS SWDT with a focus on student achievement and teaching and learning -IDT twice weekly with a focus on student achievement, data, teaching and learning -Re-Establish EIP process at EHMS	-IDT meeting minutes and updates from Department Supervisors at Leaders Chat - SWDT feedback and analysis -SIP PD staff feedback -Data from student achievement testing -Classroom observations	23 - 24

Standard 3: School Practices Are there practices in place to address barriers to learning?	-All certified staff members and support team members participate in weekly team meetings, IDTs and grade level meetings to identify targeted student academic and/or behavioral needs and develop/implement appropriate plans to address student needs. -EHMS EIP Process -EHMS Schoolwide attendance plan	-Utilize IDTs, Team Meetings, support teams, grade level meetings to collaborate in the areas of curriculum, instruction, assessment, PBIS & EIP planning during weekly team meetings.	-SIP Review Process -Hot Topics PD -Data collected by SWDT and SST/PBIS Team	-EHMS SWDT and Leadership team review of SIP progress -on going -Academic assessment data -Grade level discipline and attendance data	23 - 24
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Standard 3: School Practices Are there practices in place that develop and sustain infrastructure and capacity building?	-Implementation of 2021 – 2022 SIP efforts and EHMS Projects	-Continued to monitor progress of the SIP/EHMS Projects through data collection, collaboration, and professional development	-School improvement planning review and ongoing PD during SY 2021 – 2022 with EHMS staff	-Review of SIP Progress -SIP PD Feedback -Academic assessment data review -Discipline and attendance data review per grade level	SY 23 - 24

Standard 4: Safe Environment Is the school providing for a physically, emotionally, intellectually safe healthy and welcoming environment?	<p>-All staff trained in Anti Bullying Protocols, Mandated Reporting, Restorative Practices, Trauma – Informed Instruction, Health and Safety Protocols.</p> <p>-All EHMS staff trained in district and state mandated Crisis Response Procedures (Fire Drill, Lockdown, Secure the Building, Evacuation, Shelter in Place).</p> <p>-School Safety Committee trainings (All Hazards Plan, Critical Incident Team – TCI Training, Tragedy Response Team)</p> <p>-EIP/SRBI Training and implementation of tiered approach to best practices for student interventions.</p> <p>-Student Success Team (SST) established to</p>	<p>- Continue to align, review, and implement district and School Climate Plan Implementation as identified in the areas of:</p> <ul style="list-style-type: none"> ● School Safety Teams ● SST/PBIS ● School Climate Training ● Safety Training ● Student Support Team initiatives 	<p>-Continue to conduct safety drills and reviews</p> <p>-Continue to utilize Bullying packet and investigation process</p> <p>-Continue staff training in Tier 1 behavioral response</p>	<p>-Review EHMS Grade Level and School-Wide Attendance and Discipline data</p>	23 - 24

	<p>implement and measure fidelity of school wide practices of SEL, PBIS, and Advisory – Second Step Curriculum.</p> <p>-EHMS -EHPS Code of Conduct Alignment</p> <p>-Administrative team communication to Falcon Community regarding Safe School Climate Efforts</p>				
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Standard 5: Social Justice Is the school engaging in practices that promote the social and civic responsibilities and a sense of social justice within school community?	<p>-Launch of EHMS Diversity and Equity Team (PD for all staff)</p> <p>-EHMS staff organizes various civic and social initiatives each school year including but not limited to:</p> <ul style="list-style-type: none"> Food Drive Christmas Toy Drive 	<p>-EHMS Equity Team Back to School PD</p> <p>-The school community will continue to focus on engaging in teacher practices that promote social justice and civic responsibility—to engage students and the community at large in meaningful ways</p>	<p>-Equity Team Trainings and PD, monthly touchpoints for EHMS staff and signature community events</p> <p>-Continue to take an active role in the community by being involved in social and civic functions</p>	<p>-Continued analysis of student, staff, and parent surveys by EHMS Equity Team</p>	23 - 24

	<ul style="list-style-type: none"> ● Staff Contribution to emergencies ● Turkey Drive 				
Continuous Improvement: Is there a clear understanding that school climate improvement is an ongoing organic process integral to wider school improvement?	-The SST/ PBIS, Leadership Team and EHMS Equity Team will continue to play a proactive role in planning, guiding and collaborating with staff to devise and implement a school climate plan that is based on the academic and social needs of the school	- Continue to align, review, and implement district and School Climate Plan Implementation as identified in the areas of: <ul style="list-style-type: none"> ● School Safety Teams ● Equity ● SST/PBIS ● School Climate Training ● Safety Training ● Student Support Team initiatives 	-Ongoing improvement will be measured based upon student achievement, staff feedback, parent surveys and SIP review/PD	-Review of SIP Progress -SIP PD Feedback -Academic assessment data review -Discipline and attendance data review per grade level	23 - 24

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Family/Community Partnerships: Are all stakeholders' interests represented and reflected in the school climate improvement efforts?	-EHMS SGC -Weekly Family Update via PowerSchool -EHMS Family Engagement Plan and Family Engagement Tuesdays -EHMS Home Visits	-Continue to identify ways to connect with and involve parents into the school community	-Continue to present a safe and welcoming environment where all members feel valued	-Safe School Climate Survey	23 24

	-EHMS Teacher – Team to home communication plan (call, virtual, visit) -Open House -Parent Teacher Conferences -Recognition Ceremonies				
Impact on Results: Is progress monitoring inherent in the school climate improvement process?	-EHMS continues to monitor the progress of the School Climate Plan in the areas of school safety, PBIS, and bullying prevention through student, staff, and parent surveys that are administered throughout the school year	-School climate data will be analyzed and communicated to staff to build capacity in the domains of school safety, SEL implementation, PBIS, and Bullying Prevention	-Review attendance and discipline data to identify needs -Review fidelity of advisory data -Create student survey	-Staff Surveys and feedback at SIP PD -Discipline and attendance data per grade level -Safe School Climate Survey	23- 24