

# Strategic Planning: Culture and Climate

PREPARED BY:

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*We will ensure  
safe, inclusive  
environments,  
and encourage  
diverse  
perspectives  
through  
engagement,  
innovation, and  
creativity.*



# Student Climate and Culture

## 2016-17 Priority Statement #1:

Understand student preference for the learning environment and opportunities at the secondary level that empowers shared ownership in learning.

- Identify varied course offerings and delivery methods in coordination with development of the 2017-18 HS Program of Study (POS); create a MS POS
- Provide opportunities for student and parent feedback to determine student needs and desires in PreK-12 school environment



# Student Climate and Culture

2016-17 Priority Statement #2:

Execute professional development around culturally responsive teaching.

(Complementing the Employee Climate and Culture Priorities)

- Read and reflect on Dr. Sharokky Hollie's *Culturally and Linguistically Responsive Teaching and Learning*.
- Provide professional development opportunities for staff on culturally responsive strategies that could be implemented in daily practice.
- Create CRT teams and frameworks in each school for ongoing professional development.



# Student Climate and Culture

2016-17 Priority Statement #3:

District employees will focus on skills, techniques, and frameworks that will enhance relationships with their students, as well as supporting positive student to student relationships.

- Provide student and staff learning opportunities focused on positive relationships to embed and extend this learning into classroom practice.
- Inventory and assess current building practices that are designed to enhance staff/student and student/student relationships.



# Staff Climate and Culture



2016-17 Priority Statement #1:

90% of all employees will participate in at least one professional development activity regarding cultural competency or enhancing work climate/culture.

- 20 hours for System Leaders – template and book study *The Will to Lead and Skill to Teach*
- Acquire speakers to present to employee groups – Inservice and Workshop Days
- Include District Climate and Culture statements in New Employee Orientation sessions.



# Staff Climate and Culture



## 2016-17 Priority Statement #2:

The district will move from 5.6 % employees of color to 8% employees of color by June 30, 2017.

- Recruiting candidates via local and out-of-state job fairs.
- Recruiting candidates via a greater variety of recruitment resources.
- Develop deeper relationships with colleges offering certification/degrees in difficult to fill areas.



# Staff Climate and Culture



## 2016-17 Priority Statement #3:

An employee recognition program for those who “make a difference/enhance the climate and culture” will be implemented. The employees will be identified as Climate and Culture Ambassadors.

- Criteria/Nominations developed
- Nomination process shared with all employees
- Select three employees per month
- Acknowledge recipients at School Board meetings (District Highlights)

