

Culturally Responsive School Culture Coaching

School Empowerment Network (SEN) culture work challenges schools' traditional systems and structures which serve as barriers to relationship-building and student achievement. We partner with school leaders to align visions and practices so both become student-centered and student-empowering.

Through our partnerships, we collaboratively interrupt inequitable practices and examine biases to create more inclusive, welcoming, multicultural school environments for adults and children.

Our culturally-responsive school culture and climate work stems from the core belief that children learn best when their needs for **safety**, **belonging**, and **esteem** are addressed with intention. We believe that the self-actualized student is one who feels welcomed, wanted, and valued by their school community.

SEN works with leadership teams to develop **concrete tools and practices** that create a **student-centered culture** and strengthen bonds between students and the school community:



SAFETY	BELONGING	ESTEEM
<p>SEN-coaches schools ensure no problem goes unaddressed.</p> <p>To ensure student safety, SEN can help school leaders design:</p> <ul style="list-style-type: none"> • Equitable referral systems to ensure the structures for behavior management and school discipline meet the needs of all learners, particularly those at risk of exclusion. • Off-culture response matrices to include restorative practices and to promote movement from a "zero tolerance" approach to "zero indifference." • Staffing plans to ensure the culture team and support staff are used strategically across tiered interventions. • Tier 2 and Tier 3 counseling structures to provide targeted support for the neediest students, establish SMART goals, and apply effective measures for monitoring progress. 	<p>SEN-coached schools leverage relationships as drivers for change.</p> <p>To foster student belonging, SEN can help school leaders utilize:</p> <ul style="list-style-type: none"> • Trauma-sensitive teaching strategies to reduce student isolation and remove barriers to learning. • Advisory groups led by teaching staff so that all kids feel well known, cared for, and free to be themselves. • SEL circles to foster self-awareness, social awareness, relationship skills, and increase trust among stakeholders. • Restorative conferences to help students reach mutual understanding and practice effective conflict resolution skills. 	<p>SEN-coached schools see students as valuable contributors to the community and regularly solicit their voice.</p> <p>To promote student esteem, SEN can help school leaders implement:</p> <ul style="list-style-type: none"> • Quarterly student surveys and focus groups to identify trends, gains, and growth opportunities. • SEL strategies across classrooms to meet rising student mental health needs. • Extracurricular programming designed around student interests to foster connections and enthusiasm for school. • Leadership roles for influential students to model and support peers with embodying the school's core values.

Tools, Practices and Outcomes

Tools & Practices	Intended Outcomes	As Measured By
<p>Safety</p> <ul style="list-style-type: none"> ● Referral Systems ● Off-Culture Response Matrix ● Staffing Plans ● Tier 2 and Tier 3 Counseling Structures 	<ul style="list-style-type: none"> ● Student attendance and seat time will increase, while suspensions and referrals decrease, due to increased student confidence and comfort. ● Incidents between students and student-teacher will reduce as community members learn to peacefully resolve conflict. 	<ul style="list-style-type: none"> ● Student referral logs ● Student suspension data ● Student attendance records
<p>Belonging</p> <ul style="list-style-type: none"> ● Trauma-Sensitive Teaching ● Advisory system ● SEL Circles ● Restorative Conferences 	<ul style="list-style-type: none"> ● Adults will effectively apply community-building activities and restorative practices, strengthening bonds among students. ● Students and teachers will report a more welcoming environment by effectively implementing proactive and positively-oriented systems and structures. 	<ul style="list-style-type: none"> ● Culture and climate assessment ● Teacher surveys / focus groups ● Student surveys / focus groups
<p>Esteem</p> <ul style="list-style-type: none"> ● Quarterly Surveys and Focus Groups ● SEL Practices ● Extracurricular programming ● Peer Leadership Development 	<ul style="list-style-type: none"> ● Students and teachers will report greater levels of mutual respect. ● Students will report increases in recognition and value through regular celebrations and a greater voice in decision-making activities. ● Students and teachers will report higher levels of student engagement and participation. 	<ul style="list-style-type: none"> ● Student satisfaction surveys ● Teacher satisfaction surveys ● Classroom observation tools