

Executive Summary: Report on Asheville School's CORE Evaluation Results

April 2021

Culture of Respect, an initiative of NASPA, builds the capacity of educational institutions to end sexual violence through ongoing, expansive organizational change. Culture of Respect works with diverse stakeholders to ensure institutions create policies and programs that support survivors, prevent sexual violence, and communicate that violence is unacceptable. In February 2021, Asheville School partnered with Culture of Respect with the goal of advancing their organizational culture.

Building on experience working with institutions of higher education in this capacity, Culture of Respect plans to help Asheville School leaders to: establish a multistakeholder team to lead efforts to promote health, safety, and well-being and address sexual violence; administer a self-assessment of its policies, programs, and climate (the CORE Evaluation, adapted for the secondary school context); create a detailed action plan based on those results and best practices in the field; and, implement objectives from that plan. Culture of Respect appreciates the dedication school leaders have already shown during this initial phase.

Asheville School completed the CORE Evaluation on April 7, 2021. The purpose of administering this assessment is threefold:

1. To create a detailed inventory of Asheville School's efforts to address sexual violence, including policies, programs, and procedures.
2. To educate stakeholders from across campus on the scope of Asheville School's efforts, as well as raise awareness of expert-recommended practices that could be adopted.
3. To establish baseline data as part of Asheville School's work with Culture of Respect, which will be used both to create a detailed action plan for improvement and growth, and also to measure progress at the end of Asheville School's engagement with Culture of Respect.

Each section of the CORE Evaluation is organized around the six pillars of the Culture of Respect CORE Blueprint (figure 1) – six areas that Culture of Respect believes should be part of any institution's strategy for addressing sexual violence.

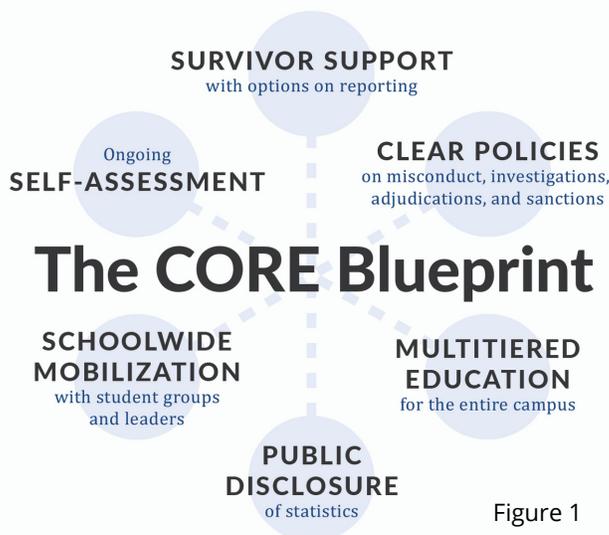


Figure 1

Qualitative Feedback

The table on the following page is broken down into the six pillars of the CORE Blueprint and provides feedback on specific areas of the CORE Evaluation where Asheville School's responses presented a particular strength or area for growth. Feedback within the "Opportunities" column presented Asheville School with baseline goals that could be included in their final Individualized Implementation Plan (IIP).

	<i>Strengths</i>	<i>Opportunities</i>		<i>Strengths</i>	<i>Opportunities</i>
Survivor Support	<ul style="list-style-type: none"> – Multiple reporting options available, including anonymous – Students encouraged in multiple ways to seek general & mental health services – Crisis and ongoing counseling available to students on site – Robust supportive measures available for students who experience violence or bullying – Robust information and services available for employees 	<ul style="list-style-type: none"> – Ensure reporting procedures are easy to follow – Ensure incident response staffing is sufficient & free from conflict of interest – Enhance accessibility of information about sexual health services – Expand options for self-identifying in health intake forms – Ensure information about supportive services is easily accessible 	Public Disclosure	<ul style="list-style-type: none"> – School communicates with students, parents/guardians, & faculty re: healthy sexuality and sexual violence, as needed – Crisis response procedures in progress 	<ul style="list-style-type: none"> – Expand efforts to communicate with all stakeholders re: SV prevention & response – Collect demographic data to identify and respond to any disparities – Consider other ways for the institution to communicate its commitment to this issue
Clear Policies	<ul style="list-style-type: none"> – Annual review of student and employee handbooks, and confirmation of receipt required – Appropriate student/employee parameters clearly defined – Robust supportive measures available for responding parties 	<ul style="list-style-type: none"> – Ask employees to confirm understanding of policies on ongoing basis – Make policies more accessible & regularly shared with stakeholders – Expand/clarify policies for misconduct and bullying, as indicated – Establish amnesty policy, including bystanders – Consider providing restorative justice process 	Schoolwide Mobilization	<ul style="list-style-type: none"> – New teacher/administrated screening procedures in place – Plans for increasing student-led engagement around prevention and response already approved by Head of School 	<ul style="list-style-type: none"> – Expand support for existing student groups & their faculty/staff advisors, and explore the need for additional groups – Consider starting a peer educator program – Consider strategies for supporting group dynamics of CLT (i.e., staff development exercises or retreat) – Explore additional strategies for engaging student athletes & athletic staff, parents/families
Multitiered Education	<ul style="list-style-type: none"> – <u>All staff</u> receive mandated reporter training upon hire – Sexuality education provided to students each year 	<ul style="list-style-type: none"> – Provide sexual violence prevention training to <u>all</u> employees upon hire, & regularly thereafter – Expand health & sexuality curricula and increase hours per year for all students – Ensure curricula meets standards/ best practices & addresses intersections of health, identity, and possible prejudice – Expand efforts to build inclusive & welcoming community 	Ongoing Self-Assessment	<ul style="list-style-type: none"> – Plans to administer a school climate survey underway – Dedicated effort to evaluate school's sexual violence prevention underway, including approval of health and wellness program & department 	<ul style="list-style-type: none"> – Consider strategies for assessing impact of health, sexuality & bullying curricula, mandated reporter & sexual violence prevention training – Establish a regular scheduled for conducting climate surveys