Social & Emotional Learning in Folsom Cordova Unified

A Closer Look at the Evolution of FCUSD's SEL Initiative

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Our Approach

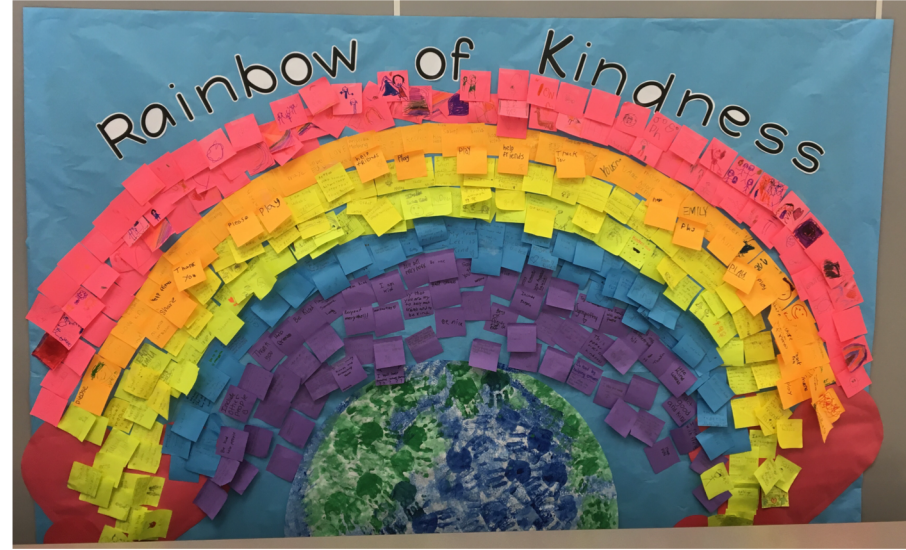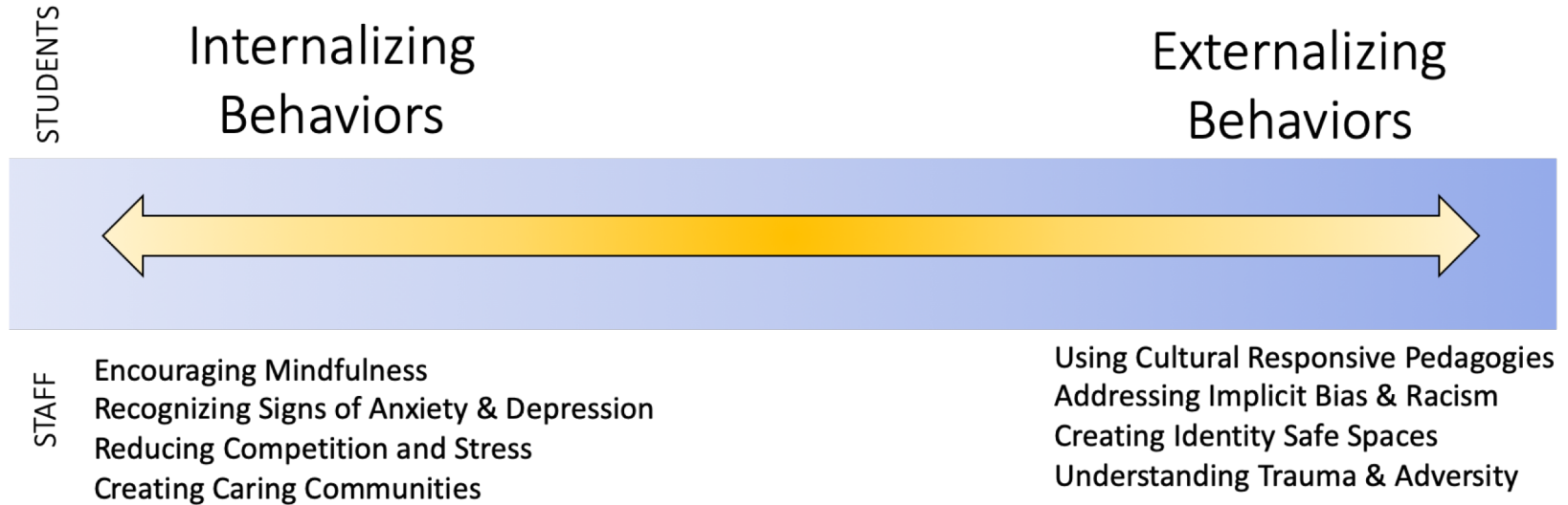| How the Work Gets Done	Where the Work Will Happen
(process/strategy)	**(who/what)**
• Understand the problem • Craft a vision • Design solutions • Test in pilots • Evaluation → Reflect → Respond	• **Macro**: district-wide integration of SEL • **Mezzo**: adult SEL training • **Micro**: classroom and school integration of SEL

First:

Understanding the SEL Landscape

July-Dec 2018

Initial Goals

➡ 1. **Assess current state of SEL in the district.**

➡ 2. **Assess climate and culture in schools.**

3. Draft an implementation plan and process for SEL roll out.

4. Build a SEL Professional Learning Plan.

5. Connect SEL to other initiatives.

Identified a Range of Student/Staff Needs

STUDENTS

Internalizing Behaviors

Externalizing Behaviors

STAFF

Encouraging Mindfulness
Recognizing Signs of Anxiety & Depression
Reducing Competition and Stress
Creating Caring Communities

Using Cultural Responsive Pedagogies
Addressing Implicit Bias & Racism
Creating Identity Safe Spaces
Understanding Trauma & Adversity

Overarching SEL Needs in FCUSD Schools

- **Foundation Building**
  - District-wide SEL goals & action plan
  - Mindfulness training for staff/faculty to do themselves
  - Leadership training on SEL

- **Structural**
  - Strategies for how to get buy-in from staff/faculty, students, families
  - Time for exploring and learning more about SEL research-base

- **Curricular**
  - More strategies for all levels
  - Comprehensive SEL curriculum (& strategies) for secondary classrooms
  - Integration of SEL with Academic curriculum

Social and Emotional Learning: Strengths, Challenges, and Recommendations

Folsom Cordova Unified School District

Area of Focus	Strengths	Challenges	Short-Term Recommendations (Years 1-2)	Long-Term Recommendations (Years 3-4)
Align budget and staffing to support SEL	• Superintendent has committed significant resources in hiring a full-time SEL director with a robust budget for development	• Expanding enrollment and declining funding over the next couple of years may make it challenging for SEL to expand across the district.	• Build capacity within existing staffing structure to support SEL work • Develop budget for additional costs associated with implementing districtwide SEL	• Grow the SEL team and programming as needed. This includes dedicated staff and/or existing staff with dedicated SEL responsibilities.
Assess SEL resource and needs	• Currently implementing several programs and initiatives related to SEL, such as PBIS. • Many classrooms (and some entire schools) are already using SEL programs (SecondStep) in some grades.	• SEL-related pro[...] use in spotty, in[...] ways within and [...] schools. • Unsure if data h[...] collected on fid[...] outcomes of pr[...] • There is a need [...] secondary SEL r[...] strategies.		Ongoing analysis of school needs and plan for implementation execution and support. Ensure staff are fully trained on the use of SEL curriculum and have access to ongoing instructional coaching/feedback and training.
Develop a vision and long-term plan for SEL	• Superintendent's charge to focus on the ABC's (Attendance, Budget and Climate) is consistent and aligned with a focus on SEL.	• Absence of an [...] framework for v[...] initiatives. • For many, SEL is [...] concept and fee[...] unconnected to [...] • District needs a[...] mission related [...] will look and wh[...] for our student[...] and families.		Execute plan. Check progress against goals (see systems for continuous improvement). Provide guidance to schools about creating a schoolwide SEL vision that mirrors/ aligns with the district's vision.

Areas of Focus

1. Budget/staffing
2. SEL resources
3. **Vision/long-term plan**
4. Communication about SEL as a priority
5. **Leadership expertise and competence**
6. **Professional learning**
7. SEL standards
8. **SEL integration**
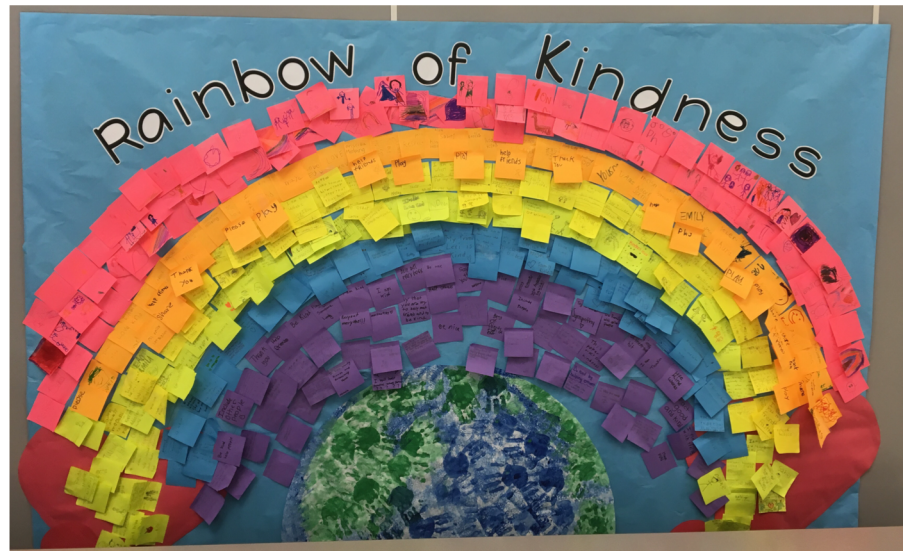9. Evidence-based SEL programming
10. System for continuous improvement

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4. Build a SEL Professional Learning Plan.

5. Connect SEL to other initiatives.

Engaging Stakeholder Voice & Input on Vision

## SEL Guiding Coalition
(launched: January 2019)

- Visioning
- Document & share strategies and challenges
- Build capacity around SEL research, strategies / tools, policies, practices
- Be "ambassadors" and share with others across the district about what's happening in SEL

SEL Core Team
(launched: March 2019)

- Subset of Guiding Coalition
- Crafted SEL Goal & Objectives
- Assessed our current Strengths, Challenges, Benefits, and Dangers
- Brainstormed actions that would help us reach our vision
- Narrowed down our actions and identified a timeline.

Action Planning Process
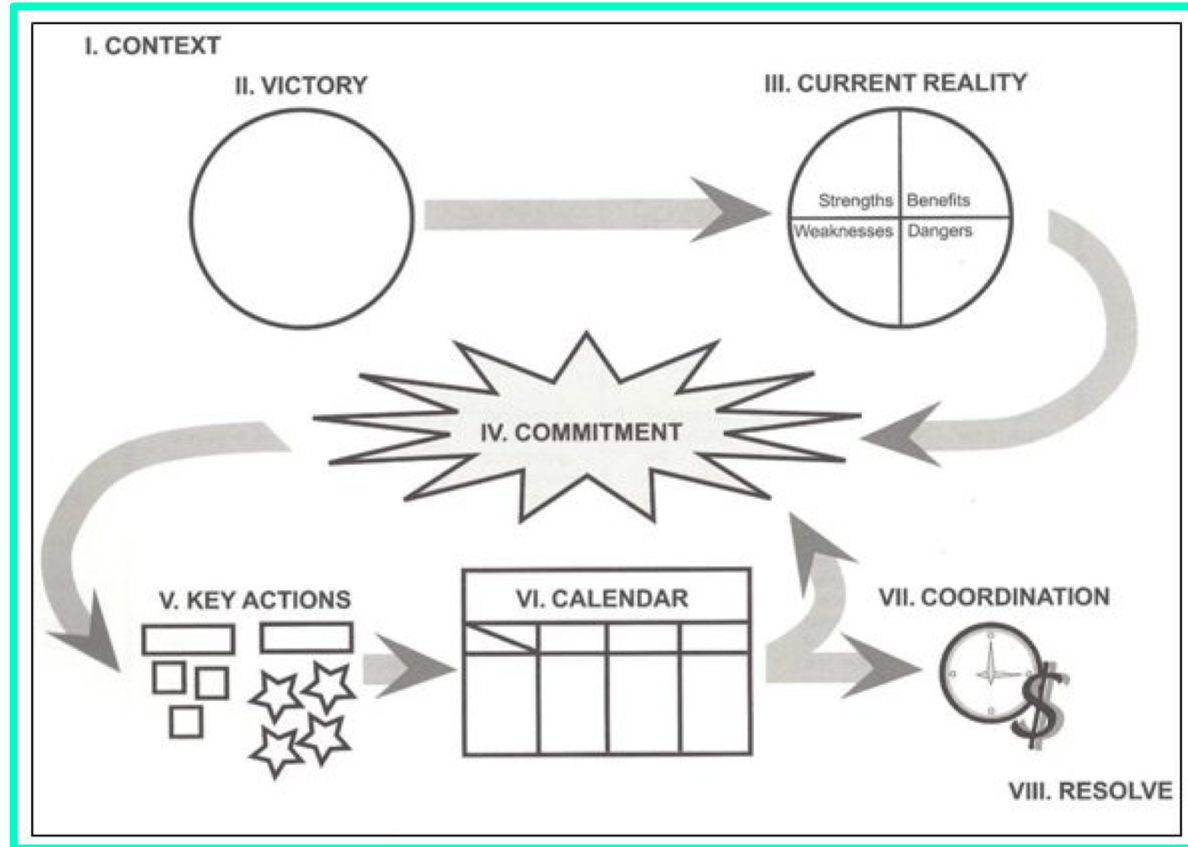
SEL Goal & Objectives

Through an intentional focus on social, emotional, and academic learning, FCUSD schools will create positive learning environments where students, families, staff, and community feel connected, respected, and included.

Objective 1: Students, families, staff and community feel connected and included.

**Objective 2:** Relationships are based on respect.

Objective 3: The focus is on social, emotional and academic learning for adults and students.

Objective 4: Pilot Sites are ready to launch in 2020-2021.

Now:
Getting Started with Implementation

June 2019 - present

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➡ 4. **Build a SEL Professional Learning Plan.**

➡ 5. **Connect SEL to other initiatives.**
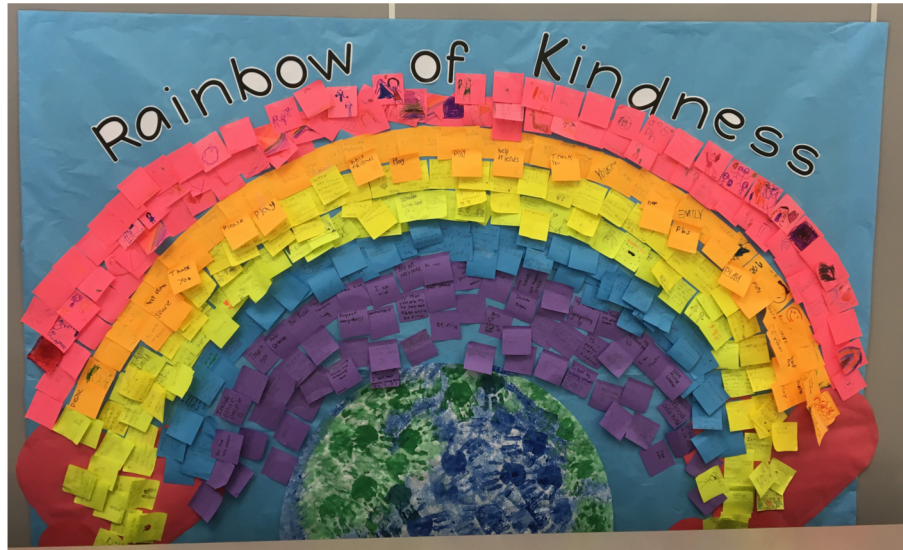
1: Engaging Leadership

- Training classified and certificated management
  - Building adult SEL
  - Sharing research
  - Expanding Guiding Coalition to include more voices
  - Connecting SEL to Superintendent's charge for the year

- Connecting SEL to management evaluations
  - SEL goals for school-wide implementation; for staff in particular; for personal growth

- Using CHKS Survey to guide decision-making and build awareness

2: Building Common Language

- Keeping SEL visible and making connections at all levels
- Robust PD offerings (SEL, Equity, Behavior Supports)

Coming this year:

- Newsletter or blog
- Updating website

Photo by Headway on Unsplash

Training / Building Capacity

Student Support & Academic Enrichment Grant ($500,000):

- Addressing issues of equity, diversity, and implicit bias.
- Strategies to implement restorative discipline practices.
- Supports for students' and teachers' SEL & mental health needs.

3: Ensuring SEL isn't "One More Thing"

- RtI and PLC work
- Using existing PBIS teams instead of adding SEL teams
- Engaging Equity Trainers & connecting to SE competencies
- Sharing across sites
- Leveraging teacher voice
- Leaning on guiding coalition as "ambassadors"

Draft FCUSD MTSS Framework
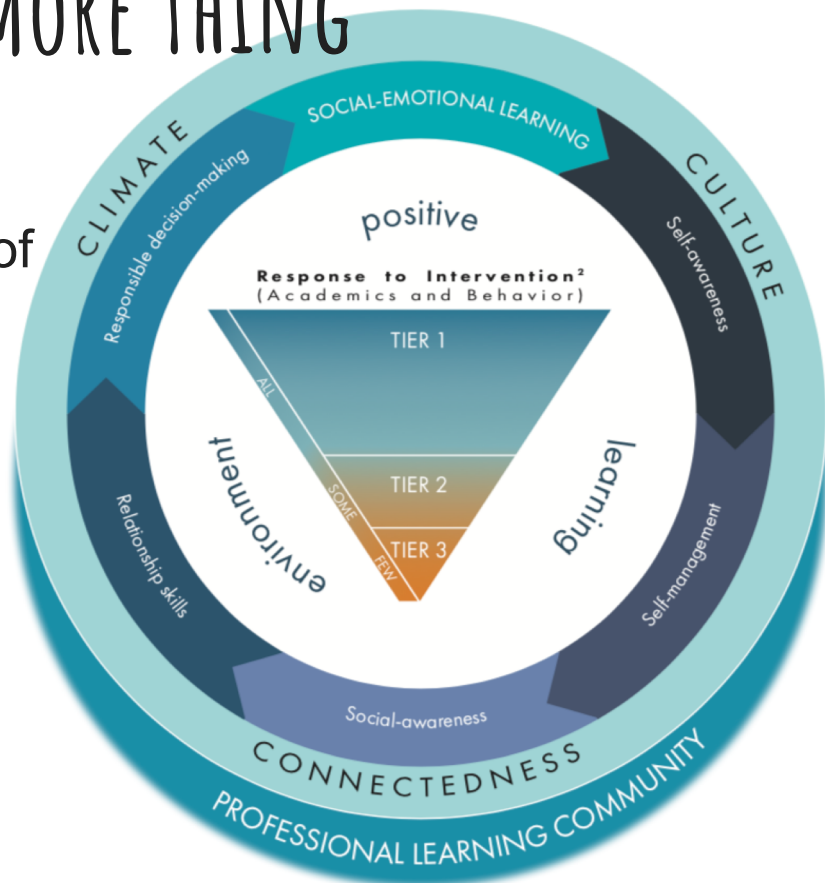
Reflection Discussion

Where are you (school/district) in your work towards a system that includes social-emotional learning at its core?

- Who are your "champions" in the work towards SEL for all? How might you leverage those voices to help spur the work forward?
- What are some of the barriers or challenges you are encountering or might encounter?
- What benefits might your system/site experience with a greater focus on social-emotional learning?

Thank You