



Belonging Through a Culture of Dignity 2023-2024

January 9, 2024

Agenda

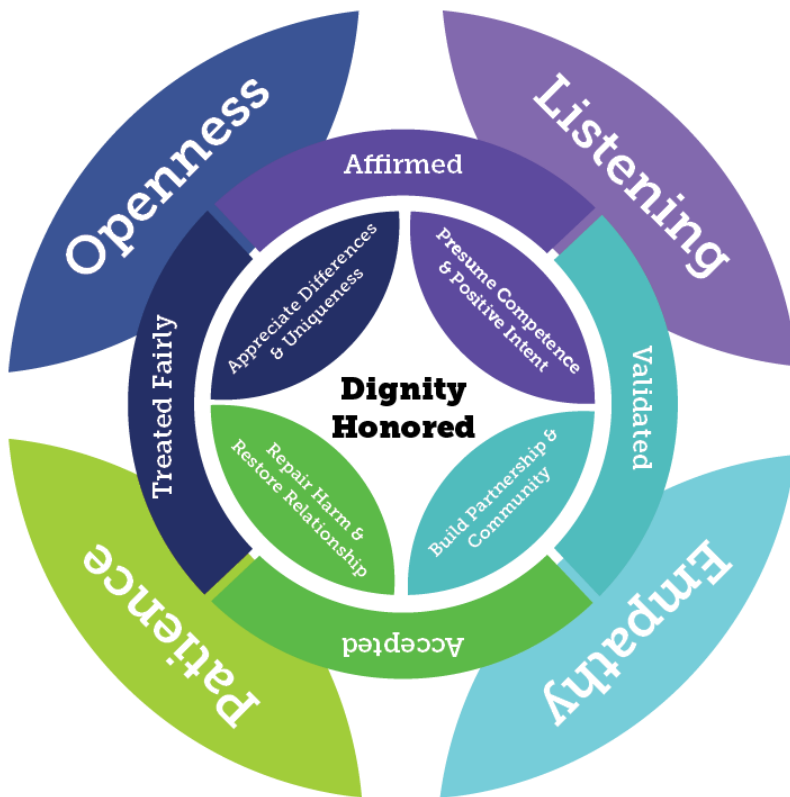
- Overview of Belonging Through A Culture of Dignity Work in the PSD
- Quantifying Impact on Outrageous Outcome #5
- Participate in a Dignity Project Debrief Exercise



Belonging & Dignity



Dignity Framework



1. Core Competencies for Dignity: Four personal capabilities and organizational capacities that, if nurtured, make it easier to honor dignity.

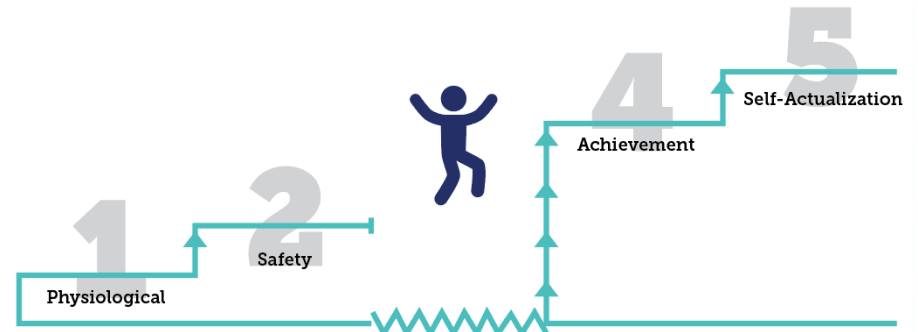
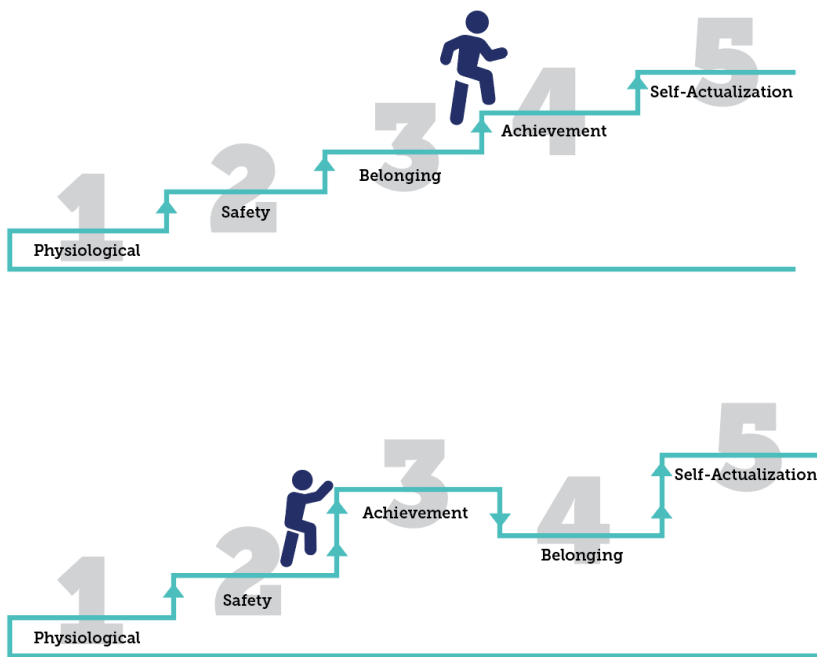
- Patience
- Openness
- Listening
- Empathy

2. Indicators of Dignity: Four essentials of dignity to benchmark, gauge and assess the degree to which dignity is honored.

- Affirmed/Appreciated
- Validated
- Accepted
- Treated Fairly

3. Standards for Dignity: Four behavioral standards for planning, implementing, and assessing inclusive and equitable behaviors, practices, and policies.

Belonging BEFORE Achievement



Source: *Belonging through a Culture of Dignity* (2019)
by Floyd Cobb & John Krownapple, p. 44, 51, 54
Adapted from Abraham Maslow's Hierarchy of Needs

Outrageous Outcomes

Outrageous **OUTCOMES**



100% of 3rd graders will read on grade level in their language of instruction



100% of students will pass Algebra by the end of 9th grade



100% of 9th graders will end the school year on track for graduation



100% of students will graduate with a career path

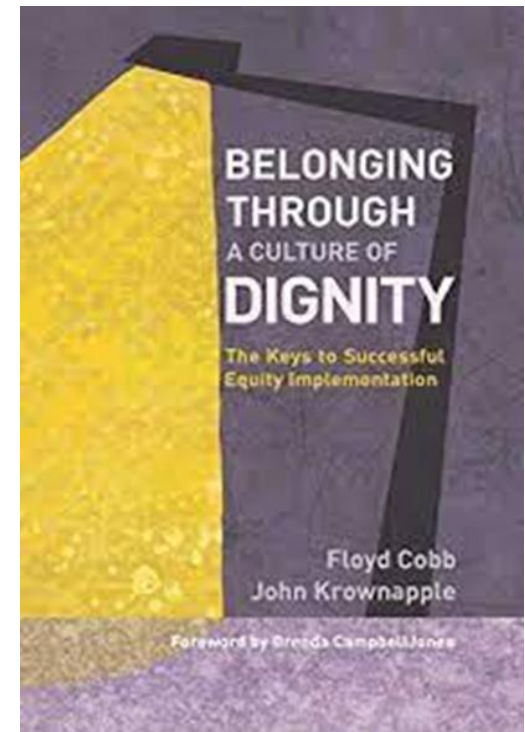


100% of students will experience meaningful connections and hope for their future

ALL STUDENTS ARE CAPABLE OF SUCCESS: **NO EXCEPTIONS**

Belonging Through a Culture of Dignity

- Timeline
 - 2020-2021: Student Focus Groups
 - Used key themes surfaced through the student focus groups to launch an RFP process
 - Through the process Belonging Through a Culture of Dignity was identified as the best fit for PSD
- Student Advisory Council Recommendation
- PSD Cohorts 1-5



Belonging Cohorts 1-3

- **Cohort 1**

- Frost
- Livingston
- McGee
- Pasco HS
- Reynolds

- **Cohort 2**

- Chiawana HS
- Columbia River
- Curie
- McClintock
- PDLA

- **Cohort 3**

- Captain Gray
- Emerson
- Franklin
- McLoughlin MS
- Migrant
- New Horizons
- Three Rivers

Belonging Cohorts 4-5

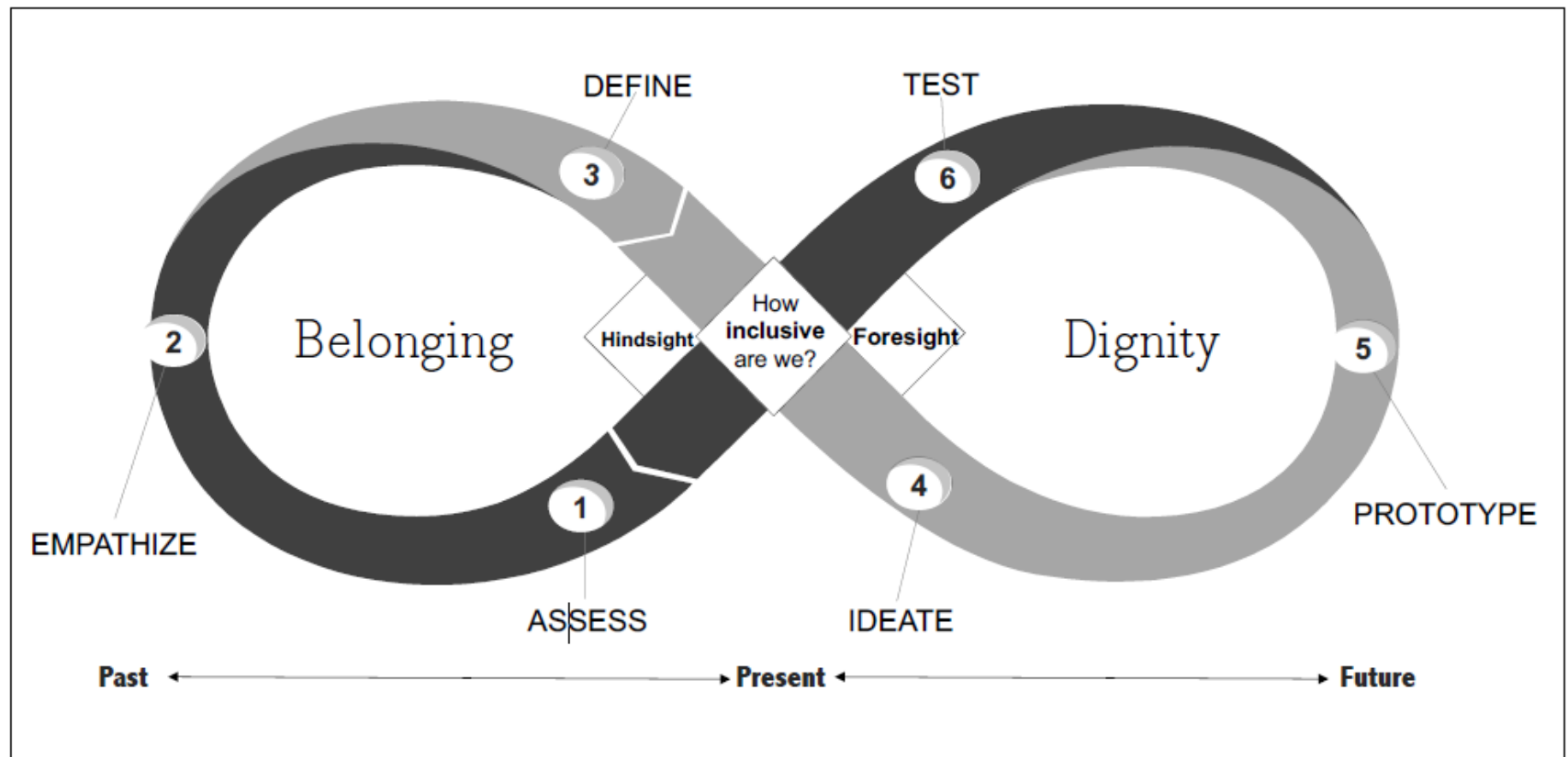
- **Cohort 4**

- Stevens
- Longfellow
- Ochoa
- Twain
- Markham
- Angelou
- Robinson

- **Cohort 5**

- District Office:
Leadership Council
- McGee
- Livingston
- Parent Ed Center
- Whittier

Belonging Through Dignity Improvement Process



Measuring Outrageous Outcome #5



**100% of students will experience
meaningful connections and hope
for their future**



Measuring & Quantifying Meaningful Connections (Belonging)



Data Collection Tools

- Psychological Sense of School Membership Scale
Goodenow C. (1993).
- 18 items correlated to four indicators of Belonging
- Recommended for intermediate grade levels and up
- Revised Scale for Primary students-9 items (Based on Research)
- EXAMPLE
- Student Version-Survey



Operationalizing Belonging



Dignity Project Abstracts

- [Elementary-Columbia River-Robin Hay](#)
- [Middle School-Ray Reynolds- Shannon Lockard](#)
- [High School-PHS- Belonging Workgroup Representatives](#)

Table Group Protocol

- Presentation Protocol
 - Table 1: Amy and Dr. Steve N.
 - Table 2: Steve S. and Dr. John K.
 - Table 3: Amanda and Student Board Representatives



You Belong - Tú Perteneces

