

Click here to make your copy: [School Climate Improvement Plan Template 2025](#)



School Climate Improvement Plan

Southington Public Schools Shared Vision Statement

Southington Public Schools is committed to fostering a safe, inclusive, and respectful learning environment where all students and staff feel a sense of belonging, are valued, and are empowered to succeed.

School Information

- Strong Elementary School
- Melissa Barbuto

School Climate Improvement Team

Melissa Barbuto - Principal

Julie Duro - Parent

Karin Carey - SEA Representative (teacher)

Andrew Capossela - School Psychologist

Shannon Vance - Social Worker

Ruth Kelley - Teacher

School Climate Snapshot

Provide a summary of the data used to inform the plan. Include:

- Results from the School Climate Needs Assessment survey
- Results from the School Climate survey
- Discipline data (suspensions, referrals)

Click here to make your copy: [📄 School Climate Improvement Plan Template 2025](#)

- Attendance data (chronic absenteeism)
- Bullying incident reports

Vision Statement for Positive School Climate

At Strong School, we believe that every child can thrive academically, socially, and emotionally when provided with the right supports and a nurturing school culture. In the 2025–2026 school year, we are committed to fostering a learning environment where equity, inclusion, and relationships are at the core. Through the intentional implementation of a responsive Multi-Tiered System of Supports (MTSS) and restorative practices, we will empower all students to grow as confident learners, compassionate individuals, and responsible members of our school community.

Priority Areas for Improvement

Identify **2-3 focus areas** for the year based on data and input.

- Enhancing Restorative Practices
- Unsafe Areas of the School
- Student Connectedness

Goals & Actions

Priority Area	Goal	Action Steps	Responsible Party	Timeline	Evidence of Progress
Enhance Restorative Practices School Wide	Develop and implement a school-wide professional learning plan that strengthens restorative practices, focusing on proactive strategies for relationship-building, conflict resolution, and student accountability.	1. Professional Learning for Staff: Provide ongoing training during Tuesday meetings on community circles (9/2/25), affective statements (12/9/25), restorative conversations, and problem-solving	School Climate committee	August 2025-June 2026	1. Staff Follow-Up Circle: Conduct follow-up circle with staff to gather feedback and insights. 2. Completion of schoolwide professional learning sessions on restorative practices. 3. Increased staff confidence and

Click here to make your copy: [School Climate Improvement Plan Template 2025](#)

Priority Area	Goal	Action Steps	Responsible Party	Timeline	Evidence of Progress
		circles (12/16/25). 2. School Climate Team Development: Strengthen team members' understanding of Restorative Practices and Trauma-Informed Practices to effectively lead school-wide implementation. 3. School Visit: Observe and learn from a trauma-informed school in Wethersfield to gather strategies and best practices. 4. Book Club: Engage in a school climate book club focused on <i>Becoming a Trauma-Informed Restorative Educator</i> to deepen knowledge and support application. 5. Modeling Practices: Showcase and			competence in proactive relationship-building and conflict resolution (as measured by surveys or observations). 4. Reduction in office referrals and increase in restorative responses to student behavior. 5. Evidence of restorative language and circles incorporated into classroom routines. 6. School Climate Surveys: Analyze survey data to monitor changes in perceptions and experiences of school climate. 7. School Climate Needs Assessment: Review results of the needs assessment survey to guide ongoing improvements and action planning.

Priority Area	Goal	Action Steps	Responsible Party	Timeline	Evidence of Progress
		highlight examples of restorative practices in action to demonstrate effective implementation for staff and students. 6. Staff Toolkit: Provide a comprehensive toolkit for staff, including a Restorative Questions reference card designed to fit on their ID badge for quick, easy access.			
Address Unsafe Areas of the School	Increase student sense of safety and belonging by identifying and addressing areas of the school where students feel unsafe.	1. Grade-Level Problem-Solving Circles: Conduct problem-solving circles with each grade level to gather student input on areas of the school perceived as unsafe. 2. Next Steps Development: Analyze the feedback collected and develop targeted strategies to address identified concerns.	Melissa, Ruth, Andrew and STEPS students	November 21, 2025 and November 24, 2025	1. Follow-Up Circles: Conduct follow-up problem-solving or community circles in March to gather updated student feedback. 2. School Climate Surveys: Review survey data to assess changes in student and staff perceptions of school climate (Student surveys show improvement in perceptions of safety in previously identified

Click here to make your copy: [📄 School Climate Improvement Plan Template 2025](#)

Priority Area	Goal	Action Steps	Responsible Party	Timeline	Evidence of Progress
					areas). 3. Fewer behavior referrals or incidents occur in targeted spaces. 4. Increased student participation and positive interactions are observed during unstructured times (e.g., recess, hallways, cafeteria).
Ensure all students feel connected to the school community	Build stronger, more trusting relationships with students who feel disconnected from the school community.	Identify Disconnected Students: Use a connectedness activity (e.g., “Do you feel there is an adult at school who cares about you?”) to identify students who may feel disconnected. Develop Support Plans: School Climate Team reviews feedback and creates individualized support plans for identified	School Climate Committee	January 2026	Reduction in the number of students with chronic absences Improved daily attendance rates for targeted students Increased student feedback indicating stronger sense of belonging and connection to staff -Conduct follow-up activities (e.g., connectedness or

Priority Area	Goal	Action Steps	Responsible Party	Timeline	Evidence of Progress
		students. 3. Daily Check-Ins: Assign a staff member to conduct brief daily (2-minute) check-ins with each student in need of support. 4. Community & Restorative Circles: Implement community-building circles and restorative circles to strengthen relationships and foster a positive school climate. 5. Embed Restorative Practices: Integrate restorative practices throughout the school to promote connection, accountability, and student well-being.			problem-solving circles) to measure changes since January. 4. Student Check-Ins: Hold conversations with students previously identified as needing support to assess progress and adjust strategies. 5. School Climate Survey: Analyze survey data to track improvements in student and staff perceptions of school climate.

Click here to make your copy: [📄 School Climate Improvement Plan Template 2025](#)

Barriers to Teaching and Learning

Identify practices to reengage students that have become disengaged.

- **Build Relationships:** Foster strong connections with all students through community circles and individualized check-ins.
- **Recognize Positive Behavior:** Celebrate students demonstrating Respect, Responsibility, Kindness, Perseverance, and Teamwork through daily shout outs.
- **Support Attendance:** Proactively monitor attendance, provide reminders to families about its importance, and create individualized attendance support plans for students who struggle with regular attendance.

Restorative Practices

Identify practices to hold students accountable, reflect on their behavior, and build relationships in order to avoid repeat incidents.

- **Community-Building Circles:** Strengthen relationships and promote positive behavior through regular circles.
- **Restorative Conversations:** Address misbehavior or conflicts by guiding students to reflect on their actions and understand impact.
- **Problem-Solving/Restorative Circles:** Use circles to collaboratively resolve conflicts, repair harm, and prevent repeat incidents.

School Community Environment

Identify practices in place to ensure that all members of the school community are welcomed, supported, and feel safe socially, emotionally, culturally, racially, ethnically, intellectually, and physically.

- **MTSS Process:** Use the Multi-Tiered System of Supports to provide targeted academic, behavioral, and social-emotional support for all students.
- **Staff Modeling:** Demonstrate respectful, inclusive, and culturally responsive behaviors consistently.

Click here to make your copy: [📄 School Climate Improvement Plan Template 2025](#)

- **Celebrate Diversity:** Observe all holidays and cultural events to honor the backgrounds of students and staff.
- **SEL Curriculum:** Implement social-emotional learning lessons to support emotional well-being and relationship skills.
- **Culturally Connected Academics:** Incorporate cultural connections in ELA and Math curriculum to reflect diverse perspectives.
- **Recognition & Shout-Outs:** Highlight student and staff accomplishments to promote a positive, supportive school climate.

Staff Learning

Identify PD topics (ex. SEL, trauma-informed practices, restorative circles, DEI).

- **Restorative Practices Training:** Provide ongoing professional learning on restorative circles and practices during Tuesday staff meetings.
- **Trauma-Informed Practices:** Offer training and resources to deepen staff understanding of trauma-informed approaches.

Student & Family Engagement

How you'll include and inform students/families (e.g., forums, newsletters, events).

- **Newsletters:** Share regular updates on school climate initiatives, events, and highlights with families and students.
- **PTO Meetings:** Provide updates and gather feedback during PTO meetings to involve families in school climate planning.
- **School Website & Social Media:** Post updates and resources online to keep families informed and engaged.
- **Student Leadership Groups:** Involve student representatives in planning and sharing ideas to ensure student voices are heard.
- **School Events & Celebrations:** Incorporate opportunities for families and students to experience and celebrate school climate initiatives firsthand.

Click here to make your copy: [📄 School Climate Improvement Plan Template 2025](#)

Progress Monitoring

- Data check-ins (monthly/quarterly)
 - **Noted above as Evidence of Progress**