

Public Facing Northend School Climate and Culture Improvement Plan

District: Consolidated School District of New Britain		School: Northend Elementary School			
School Climate Specialist: Melissa Flaherty					
CT School Climate Standard	Current School Status (informed by data) To What Extent is This Evident?	Areas Identified as Needing Improvement	Identified Strategies to Realize Improvement	Measurement and Documentation Options for Determining Improvement	Timeline for Reaching Improvement Goals
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Standard 1: Shared Vision Do participants share a vision of what a positive & restorative school climate looks, feels and sounds like?	<i>Awareness</i> -Approximately 63%of staff surveyed share they believe the school is in awareness state for this indicator	By June 2026, 80% of staff will report they believe the shared vision of RP in our school is emergent as based on the Staff Input Survey	-Teachers receive 4 Restorative Practice district-wide professional development sessions  -Ongoing staff meetings to discuss and develop shared vision	- Climate survey (fall/winter/spring)  - Staff Survey in beginning of Spring-Northend School Climate Input Survey  -Classroom/ School walkthrough checklists	June 2026
Standard 4: Safe & Welcoming Environment for All School Community Members in All Ways	<i>Emergent</i> -Approximately 19% of Grade 3-5 students report feeling not safe at school in the spring climate survey.  <i>Emergent</i> -Less than 33% of Grade 3-5 students report they do not like to come to school in the spring climate survey.  <i>Emergent</i> - Approximately 48% of Grade 3-5 students feel students are nice or show respect to each other at my school.	By June 2026, 75% of Gr. 3-5 elementary students will report feeling safe and supported at school, as measured by the spring school climate survey.  By June 2026, 55% of Gr. 3-5 elementary students will report that they like coming to school each day.  By June 2026, 60% of Gr. 3-5 elementary students will report that they feel others students are nice and show respect to each other	-Continue PBIS school-wide SOAR expectations  -Continue to hold monthly SOAR assemblies to recognize students  -Implement Restorative Practices and circles daily  -Recognize classes with perfect attendance on morning announcements  -Student Breakfast Groups targeting Gr. 3-5 students one day/ week  -Lunch Bunch Groups with SSW and FSL  -Whole School Attendance board to track classes with Perfect Attendance	- Climate survey (winter/spring)  -Reduction of office level referrals  - Reduction in chronic absenteeism (review weekly/monthly)	June 2026
Standard 5: Restorative Justice: Practices, Activities & Norms that Promote Ethical, Social/Emotional & Civic Awareness & Accountability	<i>Emergent</i> -Students struggle to resolve conflict kindly.  Data from Student Survey-approximately 48% of Gr. 3-5 students strongly disagree & disagree that students are nice and show respect to one another	By June 2026, 75% of Gr. 3-5 elementary students will report students are nice and show respect to one another as measured by the Spring climate survey.	-Implement a ticket system to recognize students for demonstrating SOAR Expectations  -Teachers conduct regular class meetings and included Restorative circles  -Include student voice and engagement in school-Grades 4 & 5 (Student advisory periods on Fridays)  -Second Step Curriculum currently in K-5; team is proposing to make adjustments to improve outcomes for Gr. 3-5- develop next steps	Mid Year check in with District Climate Survey to progress monitor adult actions and student outcomes	June 2026