

A MODEL FOR SYSTEMIC CHANGE

Susan Gingras Fitzell, M.Ed.

AIMHI Educational Programs

www.aimhieducational.com

SYSTEMIC CHANGE	ASSESS YOUR SCHOOL	YOU	STAFF	P'RNT	STU'NT
<i>VISION</i>		Y/N	Y/N	Y/N	Y/N
Higher Student Achievement	Does your school have a Vision?				
Safe Learning Environment	Does your School have a PLAN to achieve that vision?				
Inclusive Learning Community	Are all members of your school community involved and committed to achieving that vision?				
	GRADE YOUR SCHOOL	A-F	A-F	A-F	A-F
	AREAS OF DEVELOPMENT				
Individual and Team Building	Staff works together collaboratively as a team with the vision in mind				
Safe Schools Components	Safe schools components are present and incorporated comprehensively as part of our school culture				
Specialized Educational Training	Students with varied ethnicity, learning abilities, behavioral challenges feel comfortable and successful in our school				
	INDIVIDUAL AND TEAM BUILDING				
Group Process Skills	All staff <u>efficiently</u> works together to resolve school problems or achieve school goals.				
Working as a Team	All staff <u>cooperatively</u> works together to resolve school problems or achieve school goals.				
Understanding Differences	School culture promotes the understanding and acceptance of individual differences.				
	SAFE SCHOOLS COMPONENTS				
Conflict Education: Awareness and Skills	Our school has internalized the understanding and awareness necessary to resolve conflict individually and as part of our school community.				
	Our school has specific hands-on strategies for teaching conflict resolution and intervening when conflict and/or bullying occurs.				
	These conflict & bullying prevention strategies are known, shared and owned by ALL partners in the school community.				
Building a Caring Community	Our school has specific hands-on strategies for teaching and 'living' as a caring community.				
	These strategies are known, shared and owned by ALL partners in the school community.				
Proactive and Empowering Behavior Management	Our school has specific hands-on strategies for managing behavior in a proactive, growth producing and empowering way.				
	These behavior management strategies are known, shared and owned by all partners in the school community.				
	SPECIALIZED EDUCATIONAL TRAINING				
Diversity	Our staff is effectively trained in issues regarding diversity and prejudice.				
Strategies for Diverse Learners	Our staff has techniques to include and facilitate learning for all types of learners so that they meet success in the classroom.				

SYSTEMIC CHANGE	ASSESS YOUR SCHOOL	YOU	STAFF	P'RNT	STU'NT
	Our staff is effective <i>using</i> techniques and understandings learned in training on a <i>daily</i> basis.				
	Our school implements engaging, student centered instruction with high expectations –no student is left behind.				
Crisis Management	Our staff has a crisis management program in place that is ready for effective implementation.				
	IMPLEMENTATION				
Quality Staff Development	Staff development is not composed of one shot training, rather it includes follow up, implementation and assessment.				
Prevention Curricula	Our school has a prepared series of interventions to keep children safe.				
	Our school implements prevention curricula effectively across the grade levels.				
Student Educational Support Groups	Our school has support measures in place to address the needs of students at-risk because of anger, anxiety, learning difficulties or lack of social skills.				
	PREVENTION CURRICULA				
Conflict Education Programs	Our school implements conflict education programs consistently and at all grade levels.				
Mediation Models	Our school resolves conflict through use of a mediation model customized to the needs of our school.				
Community Building Curricula	Our school implements community building curricula or concepts at all grade levels.				
Prevention Curricula: Infusion Method	Our school infuses character education, conflict resolution, prevention topics, social skills instruction, social issues discussion at into academic curriculum and instruction.				
	KEYS TO SUCCESS				
Onsite Follow-up	Staff feels supported and well trained to work towards achieving a vision of a high achieving safe school and caring community.				
Distance Learning	Staff has on going opportunities for learning from school or home.				
On going Consult and Support	Staff has on going support, collaboration, and opportunities for consultation.				
	COMMUNITY SUPPORTS				
Parent Involvement	Parents feel welcome in school, and are positively engaged in their children's education.				
	Our school addresses barriers to parental participation, encourages parent leadership and provides parent training to support our school vision.				
Local Supports	Our school utilizes community resources readily available to assist us in meeting our vision. (i.e.: YWCA relationship violence support, Local Police Dept., Local Mediation Resources, etc.)				
After School Program	Our school's after school programs incorporate and actively reinforce and teach skills necessary for a caring community.				

SYSTEMIC CHANGE	ASSESS YOUR SCHOOL	YOU	STAFF	P'RNT	STU'NT
	<i>WHERE IS YOUR SCHOOL/DISTRICT?</i>				
What's being done?					
What's working?					
Are efforts consistent and coordinated?					
What's left to be done?					

**A Vision Without Execution Is Only A Dream.
Make your vision of a caring community reality!**