READY, FIRE, AIM......
AISB’s Journey to a Social Emotional Future
Schoolwide and Counselor Delivered Programs
CLIMATE SURVEY SPRING 2010

- Instrument used was the Comprehensive School Climate Inventory by the Center for Social and Emotional Education (CSEE)
  - www.schoolclimate.org
- Overall results were very positive
- Main opportunity area was student feelings about being emotionally safe within the school
  - Questions probed experience or witnessing of insults, teasing, verbal abuse, harassment and exclusion
- Student responses indicated a significant concern at 25% responses for scores in the negative range
- Parents (10%) and teachers (18%) indicated less of a concern in a discrepancy with student results
INITIAL SCHOOL RESPONSE

- Began training for and Implementation of School Wide Olweus Bully Prevention Program in Fall of 2010
- Olweus (OBPP)
  - Research based from Norway
  - Comprehensive, all personnel and students trained in what is bullying and how to respond
  - Principals re-aligned the School Discipline procedure so rules similar throughout the school
  - Teacher and Principal intervention strategies set up
  - Student Kick-off held after training of staff completed, then conducted yearly
  - Bullying Survey conducted yearly to track progress
  - New teachers and staff trained yearly
  - Teachers conduct bully prevention lessons yearly
  - Parent education meetings held
  - Refreshers with existing staff as needed
First year of MS and HS Principals rather than Secondary Principal and Deputy Principal

Elementary Admin structure same, Principal and Deputy Principal

Counselors, observed behaviors, not only bullying, and assessed school social emotional needs
School Wide Observed Negative Behavior Patterns

- Survey showing lack of emotional safety due to insults, teasing, exclusion, verbal abuse
- Pattern of racial remarks, verbal harassment and general lack of tolerance for those who were different
- Exclusion due to languages spoken in hallways and ethnicity
- Parents at times being disrespectful in defense of their children
- Some students perceived teacher bullying, mostly by the making of inappropriate remarks
Observed Behaviors by School

- Secondary School
  - Pattern of misbehavior and uncivil exchanges
- Elementary students unable to handle peer conflicts productively
Planning for Social Emotional Learning (SEL) Programs Begun 2010-2011

- Recognition that the Olweus Bully Prevention Program not enough
  - Needed preventative approach that inculcated positive social and emotional behaviors within our community—among staff and students
- School Team of 3 Counselors, 2 of 3 new to AISB
- Elementary—Grades Pre K-5
- Secondary—Grades 6-9, Grades 10-12 College Counselor
- Counseling Programs ‘On the Fly’ started
- Meanwhile Planning Begun for more Systematic Social Emotional Approach
NEW ELEMENTARY COUNSELING SEL PROGRAMS ‘ON THE FLY’ 2010-2011

- Guidance Lessons, 10 per class for the year, 21 classrooms, Scheduled in 3 week intervals
- Alfred Adler based STEP Parenting Classes, 3 sessions, each session had 7 classes
- Experimented with the idea of ‘Inner Circle’ groups for 2 grades
  - Voluntary student group of special needs students with goal of identifying their social emotional needs and filling those needs
  - Encouraged Pro-social behavior, fitting in and helping themselves
NEW SECONDARY COUNSELING SEL PROGRAMS ‘ON THE FLY’ 2010-2011

- Admin set aside Advisory Time—teachers responsible, Bully Prevention Lessons, teachers encouraged to connect with kids
- Ambassador Program started in Middle School
  - Welcome new Students
  - Promote Inclusion among students thru activities
  - Students Conceived, Planned and Implemented Fun Activity Day
- Counselors and PE Teachers conducted Sex Ed and Relationships Workshop in December for Grade 8
- Alfred Adler based STEP Teen Program for Parents, 2 Sessions, 7 classes per session—Special TCK session in January
- Joint Counselor Planning for next year 2011-2012
- Counseling Philosophy/Goals Developed
  - Socially/Emotionally what should an AISB Graduate look like?
Counseling Graphic

Outward Action

- Perspective-taking, Empathy
  - Compassion
- Embracing Human Diversity, Acceptance, Understanding
  - Caring
- Effective Communication, Collaboration, Respectful Choices
  - Critical Thinking

Inward Reflection

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SECONDARY SEL PLANNING IN 2010-2011 FOR 2011-2012

 HS Peer Counseling Program planned with the following goals:
  • Help students be better listeners and better friends
  • Encourage relationships among classes thru Retreat Training away from school
  • Set up a student referral network for serious counseling problems
  • Promote more empathy and caring in our High School
  • Used Natural Helpers Program materials

 Health Social Emotional Practicum class envisioned along with traditional Health class
  • For grades 8 and 10
  • Have students practice the skills of listening, kindness, reflection, empathy
  • Build connections among classmates (groups designed for diversity)
Elementary Social Emotional Program 2011-2012

- Elementary—Teachers began Classroom Meetings (Includes Bully Prevention and SEL)
- Elem guidance lessons—5 service learning, 5 counseling—adjusted to 7 for counseling mid year
- Inner Circle continued-changed from emphasis on Special Needs students and expanded to Grades 3-4
- Social Skills groups every day at lunchtime –K-5, Curriculum with identified higher need kids per grades
- STEP Parenting-3 full sessions, 1 DAD group during evenings.
- TCK workshop for parents
SECONDARY SEL 2011-2012

- HS Peer Counselor program implemented-22 students trained from grades 9-12—Initial Retreat training with Ongoing training throughout year
- Health Social Emotional Practicum class implemented twice a week with approx. 105 students in grades 8-10
  - 40 min. each session, 2 days per week—school schedule adjusted for time. Semester long course. Counselor teaches 4 days per week
  - Based on Rachel Kessler’s The Soul of Education, emphasized deep connections with self, others and community
- MS Ambassador Program implemented Mash Up ½ Day and Career Day, continues Welcoming new students.
- Olweus Bully Prevention Program continued--Student kickoff, training of new staff, yearly survey, consistency of disciplinary procedures, Bully prevention lessons during Advisory and Health
- STEP Parenting Teens moved to 1 session per year
Elementary SEL 2012-2013

- 10 guidance lessons per classroom
- STEP—3 sessions again
- Grade 5 Girls Group, Boys Group—Higher Risk Students
- Tuesday Treks and Wednesday Walks-Therapy on the fly—grades 1-3 are targeted
- Inner Circle Expanded and Changed
  - All students in Grades 1-4
  - Support same, 9 weeks, half an hour a session
  - Every student involved intensely 25% of year, weekly meetings—focus on supporting new students for year, taught to help grade level peers, peer conflict protocol
SECONDARY SEL 2012-2013

- Implemented Advisory Program in Grades 6-7
  - Advisory Teachers plan lessons led by team leader with Counselor Assist
  - Bully Prevention Lessons plus SEL
  - Planning difficult to manage, conflict with Literacy initiative and other inroads in Grade 6

- Mid year, revised approach using Peer Facilitators with A-Talks
  - Students trained to be facilitators at a workshop—emphasis on listening skills, paraphrasing, use of ground rules, inclusion techniques, appreciation
  - Easy to use A-Talk plan with one topic and You Tube video to introduce topic and discussion
  - Teachers will assist Peer Facilitators
SECONDARY SEL 2012-2013

- HS Peer Counseling Training continued—another 22 students trained (attrition)
- Health Social Emotional Practicum class continued—reduction seen in discipline referrals in HS among Grade 10’s
- Bully Prevention Program continued
NEW PLANS FOR ELEM 2013-2014

- Develop more distinct curriculum for Inner Circle
- Review guidance curriculum thus far and develop scope and sequence
- Refresh Olweus and student understanding using class meetings
- Continue to refine Wednesday Walks and Tuesday Treks
NEW PLANS FOR SECONDARY 2013-2014

- Implement A-Talks in Grade 9
  - Train Peer Facilitators—8 hour workshop of skills based training similar MS Workshop 6-7
  - Once per week 40 minutes
- Look at improving Secondary Orientation of New Students to AISB
- Look to refine work on Tolerance and Acceptance of Others
- Respond and Revise as Needed
In addition to SEL Counseling Standard Duties

- Consulting with Teachers
- Meeting parents and students
- Student Study Team’s and Student Progress meetings
- Academic Advising and Counseling
- Crisis Response
- Staff Meetings, Parent Workshops
- Recommendations, referrals and communication with community resources—both counseling and special needs
WE ARE A WORK IN PROGRESS!