

22-23 Ends 1.3 Student and Staff Well-being - Reasonable Interpretation

2/21/23

Policy Statement:

Student and staff social-emotional and mental health is of critical importance to DPS, especially as a result of the past 18 months. Students and staff will be well-rounded, mentally and physically healthy individuals with the capacity to professionally advocate for themselves and others in need of support. Students will be confident in their identity and in their place in this world as leaders and change agents.

Definitions

- **Social and Emotional Learning (SEL)** - We define social and emotional learning (SEL) as an integral part of education and human development. SEL is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions.
- **SEAL** - Social, Emotional, and Academic Learning is the integration of social and emotional development with academic learning in K-12 education.
- **TSEAL** - Transformative social emotional academic learning - SEAL as a lever for equity supporting the development of Identity belonging, curiosity, collaborative problem solving
- **Mental Health** - Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices.¹ Mental health is important at every stage of life, from childhood and adolescence through adulthood.
- **Well-rounded** - A fully and broadly developed background in all disciplines of education.
- **Mentally Healthy** - Mental health is the state of being free from mental illness or injury.
- **Physically Healthy** - Physical health is **the state of being free from illness or injury**. It can cover a wide range of areas including healthy diet, healthy weight, dental health, personal hygiene and sleep. Physical health is vital for overall well-being.
- **Advocate for themselves** - Being able to: tell others about their thoughts and feelings, ask for what they need and want and speak up for their rights.
- **Identity** - Identity development is the complex process by which people come to develop a sense and understanding of themselves within the context of cultural demands and social norms.
- **Change Agent** - A group or individual whose purpose is to bring about a change in existing practices of an organization that have become entrenched routines.

- **BASC-3 BESS** - [Behavioral and Emotional Screening System](#) - The BASC-3 Behavioral and Emotional Screening System (BASC-3 BESS) offers a reliable, quick, and systematic way to determine behavioral and emotional strengths and weaknesses of children and adolescents in preschool through high school.
- **Nurturing Environment** - Creating nurturing environments for our children means meeting their physical survival needs of food, clothing, shelter and protection. Creating environments in which children can thrive means consciously creating warm, loving, sensory rich environments where their physical, emotional and spiritual needs are recognized, honored, and met by their family and their community.
- **Healthy and safe climate** - Welcoming, supportive, and culturally and linguistically reflective environments that foster healing, learning and growth.

TP3 Reasonable Interpretation

Research has shown that students learn best in a safe and nurturing environment. The effects of a global pandemic on student learning and its impact on student mental health and social growth will be studied for the foreseeable future. In addition, Teachers and Special Service Providers are disproportionately impacted by this pandemic because of their commitment to this noble profession. As such, establishing a healthy and safe climate for our students and staff members is imperative. I commit to doing so by establishing an identified SEL curriculum for all students and prioritizing trauma-informed teachers and leaders, and a restorative culture that gives students voice and agency to practice their SEL skills. We will establish and promote nurturing environments at school, home and in the community as a form of wraparound supports. In addition, I will periodically engage DPS staff and community to assess the social-emotional and mental health strain that our students and staff members experience so that we can quickly address and mitigate these issues.

Standard - RI Must-haves

- The standard of measurement for one or more parts of the policy
- The level of achievement on the standard for one or more parts of the policy
- The rationale for the standard of measurement for one or more parts of the policy
- The rationale for the level of achievement on the standard for one or more parts of the policy

Outcome

Given the limited amount of time for the Superintendent to establish and implement a Strategic Plan, some of the targets and baselines will be evident in the 21/22 school year but some measures of compliance will not be evident until the 22/23 school year.

Compliance with this End Statement will be achieved for 22/23 when:

1. 75% of schools name an explicit SEL curriculum. This makes sense as a measure and target since DPS has had a culture of "schools as the unit of change". Because of this, schools will have to make a shift to a better balance of autonomy and centralized responsibilities. Until this balance is achieved, we believe that a target of 75% is reasonable and aggressive.
2. We maintain or increase the % of BESS student and teacher screeners that shift from Elevated in fall to Normal in spring. We will also increase BESS screening participation in schools. This assessment will be administered by the schools three times a year.
3. The average well-being of staff members (overall) will be at a 6.6 or higher on a scale from 0-10 and will increase from fall to spring.
4. Each community hub has a menu of services designed with students to support their well being, and students report that the services are meeting their needs
5. We see an improvement on student SEL measures to be defined. Participation rates must improve across all schools to get a better sense of where students are with respect to their social emotional learning.
6. We continue our schools and teams' focus on attendance through an initiative to communicate the importance of and drive increased attendance. [National trends](#) indicate that general attendance is worse across schools as a

result of the pandemic and chronic absenteeism is also on the rise. We intend to increase district managed schools' attendance by 2% from a 2021-22 baseline of ES: 89%, MS: 87%, K-8: 88% & HS: 83.0%.

Measure	FOS/DR	Target	Baseline	Timing	Justification
1.3.1a Number of schools with identified SEL curriculum	DR	75%	33%	Aug	A first step in addressing SEL through curriculum is to distribute the curriculum and train staff in the adoption so that the work is sustainable. This was named in the SSP.
1.3.2a) Maintain or increase % of BESS student and teacher screeners that shift from Elevated in fall to Normal in spring 1.3.2a) Overall 1.3.2b) Black 1.3.2c) Latinx 1.3.2d) Students with Disabilities 1.3.2e) In-program MLL students	FOS	<i>Same or higher</i>	1.3.2a) 45% 1.3.2b) 42.9% 1.3.2c) 46.2% 1.3.2d) 50% 1.3.2e) 46.1%	June	The BESS is a leading instrument for identifying mental health challenges and has been used to establish the baseline of our teachers and students. Thus, using the same instrument to measure improvement over time makes sense.
1.3.2f) % of schools that screen all students with BESS in spring 2023	FOS	85%	68% (Fall 2022)	June	The BESS is a leading instrument for identifying mental health challenges and has been used to establish the baseline of our teachers and students. In order to effectively support students, we must assess their needs with a common tool.
TP1.3.3a Your Voice/Tu Voz average on a scale of 0 to 10 overall 1.3.3b BIPOC staff 1.3.3c self-identified LGBTQ+ staff 1.3.3d teachers 1.3.3e school leaders	DR	1.3.3a) 6.6 1.3.3b) 7.1 1.3.3c) 6.6 1.3.3d) 6.4 1.3.3e) 6.8	Jan 2022: 1.3.3a) 6.2 1.3.3b) 5.4 1.3.3c) 6.0 1.3.3d) 5.8 1.3.3e) 5.3	June	We saw increases of .675 points in well being from fall to spring last year across most groups from last winter to spring after the first year back to in person learning. We think it is reasonable to expect increased wellbeing, but not as high much change this year.
1.3.4 Student and family voice has been incorporated into the design of the menu of services at each hub location	FOS	Relevant student survey results & relevant focus group notes	No baseline	Sept	Students and families know best what will support their well being.

<p>1.3.5a Maintain or increase % positive on SEL Index for all groups</p> <p>1.3.5b Black</p> <p>1.3.5c Latinx</p> <p>1.3.5d MLL</p> <p>1.3.5e Students with Disabilities (504 Plans & IEPs)</p>	DR	<p>1.3.5a: 84%</p> <p>1.3.5b: 83%</p> <p>1.3.5c: 82%</p> <p>1.3.5d: 83%</p> <p>1.3.5e: 81%</p>	<p>from May 2022 district run schools</p> <p>1.3.5a: 84%</p> <p>1.3.5b: 83%</p> <p>1.3.5c: 82%</p> <p>1.3.5d: 83%</p> <p>1.3.5e: 81%</p>	June	<p>The rollout and adoption of new curricula across the district accounts for the % participation as a definer of baseline</p>
<p>1.3.5f Students who received services report that they met their needs</p>	FOS	<p>Establish a system for centrally monitoring students who receive social emotional support from school based service providers.</p>	No baseline	May 2023	<p>This is reasonable because this allows us to establish the necessary systems to effectively evaluate our implementation of student support programming.</p>
<p>1.3.6 Improve student attendance by grade level</p> <p>1.3.6a) Elementary</p> <p>1.3.6b) Middle</p> <p>1.3.6c) K-8</p> <p>1.3.6d) High</p>	DR	<p>1.3.6a) 91%</p> <p>1.3.6b) 89%</p> <p>1.3.6c) 90%</p> <p>1.3.6d) 85%</p>	<p>2021-22 Baseline</p> <p>1.3.6a) 89%</p> <p>1.3.6b) 87%</p> <p>1.3.6c) 88%</p> <p>1.3.6d) 83%</p>	June	<p>Attendance is a critical measure for ensuring our students are experiencing a safe and welcoming school environment.</p>

Aggregation Methodology

I will be successful if I meet 75% of the weighted targets above.