

Cumberland Valley School District

Soaring to Greatness, Committed to Excellence

Updated October 3, 2019

Key Beliefs and Expectations

- Cumberland Valley students **will be prepared for success in an interconnected world** and will have the **skills needed to navigate work environments that include many individuals with diverse backgrounds and beliefs.**
- Student diversity is a **strength of the school district** and something that **should be celebrated and embraced** by all members of the school community.
- It is the **expectation** of the Cumberland Valley School District **that schools are safe places for students to learn and are free from harassment and bullying.**
- It is the **responsibility of all members** of the Cumberland Valley School District community to address concerns of harassment and bullying and to work to ensure that **schools are safe** and free from these actions.

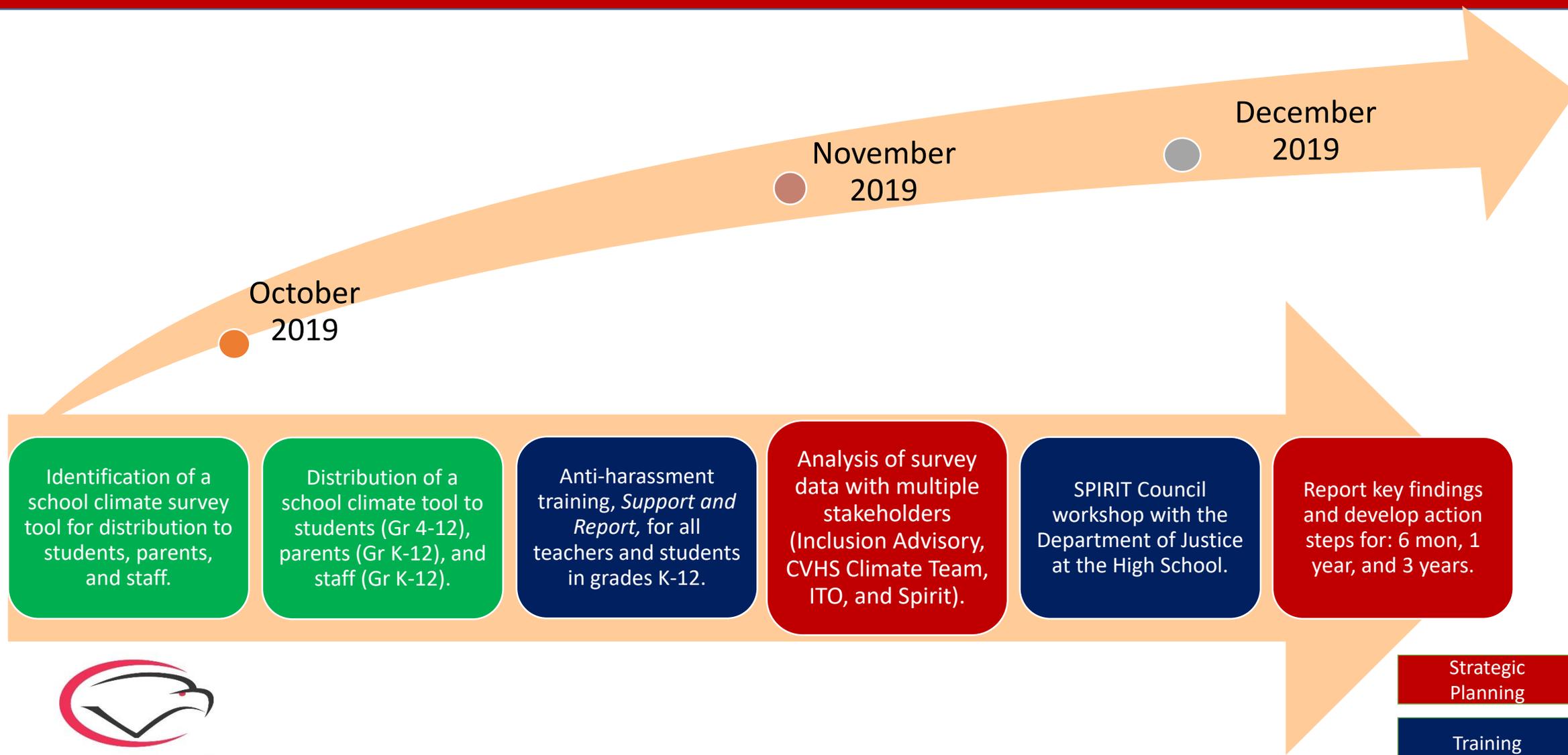


Ongoing Work to Prepare Our Students for Success

- For more than a year and a half, the Cumberland Valley School District has been engaged in faculty training, policy updates, and procedural changes to help ensure that CV schools are free of harassment and bullying.
- In the past year, nearly 100% of CV teachers have gone through a diversity awareness training which is the first step in the district's training plan for increasing teacher skills in preparing students for success in an interconnected and increasingly diverse world.
- The district also has a standing Inclusion Advisory Committee which includes representatives from the board, administration, staff, and parents (students will also now be included in this working committee).
- The district has also reached out to numerous groups to provide increased voice and technical assistance in developing action plans and to develop training.



School Climate and Inclusion Action Timeline



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Identification of a School Climate Tool

- The district has selected the *The Whole Child* survey from Bright Bytes to use as a school climate tool for gathering specific feedback for planning activities related to improving school climate in the building.
- The tool, which was developed by the American Institute for Research, provides districts with building-level data analysis around the areas of Social Emotional Learning, School Safety, Student Engagement, and the School Environment.

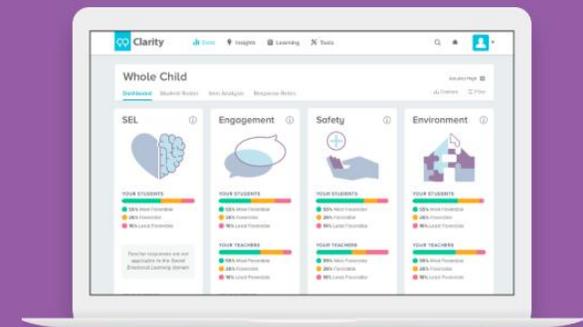


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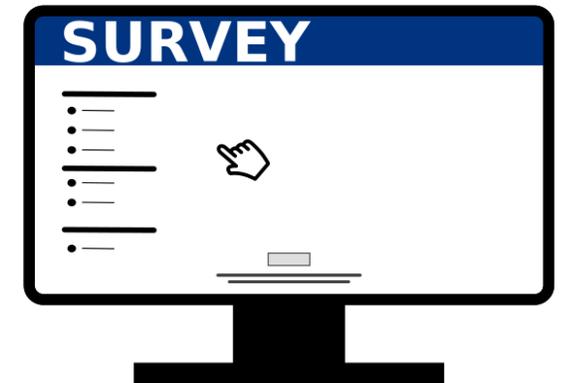
The Whole Child Module

Ensure Each Student Feels Safe,
Supported, And Engaged



Distribution of a School Climate Tool

- *The Whole Child Survey* tool from Bright Bytes is an electronic, anonymous survey instrument used to gather specific feedback for planning activities related to improving school climate in school buildings and in the district.
- The data can be disaggregated by numerous self-selected demographic characteristics and by building, grade, or level.
- The district will plan to have students and teachers complete the survey in school and will send home an electronic survey for parents.



Anti-Harassment Training, *Support and Report*, for all K-12 Students

- Students in grades K-5 will be trained by classroom teachers during the Morning Meeting portion of the Responsive Classroom model schedule.
- Students in grades 6-8 will receive training as part of their advisory program or in time identified by their teams.
- Students in 9-12 will help to design the training for the high school.
 - Student groups will be pulled during study halls to brainstorm the best way to train other students.
 - Dr. Sameer Hinduja, who is an expert on bullying and cyberbullying, will also meet with district administrators and a group of students to discuss the most effective ways to conduct student training and to review the training content.



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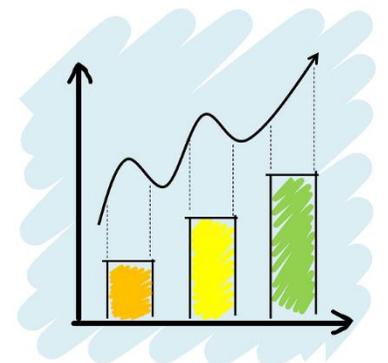
Analysis of Survey Data With Numerous Stakeholders

- The district will engage school-level climate teams to review school climate data at each building and to create action plans.
- The district will also use standing committee groups such as the high school SPIRIT Council, the Inclusion Advisory Committee, the Professional Education Committee, and the Superintendent's Council to review District-level data and to create district action plans.
- District and school-level action plans will have specific objectives tied to areas for improvement with measurable goals and timelines.



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Convening of the SPIRIT Council at CVHS

- The United States Justice Department Community Relations Service is scheduled to convene a SPIRIT (Student Problem Identification and Resolution of Issues Together) Council at CVHS.
- The program will be facilitated by an Education and Outreach Program Manager and a Mediator.
- The program will provide a group of approximately 75 high school students with an opportunity to discuss their perceived areas of concern and to brainstorm ways to address these in the school.
- Students will also have access to school climate data through Bright Bytes.



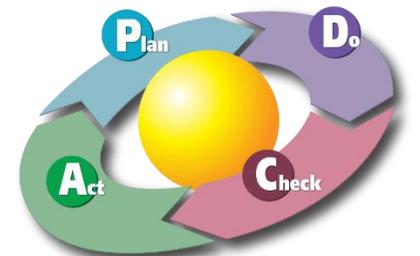
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Report Key Findings and Action Plans

- In December, the district will develop a report of key findings from climate surveys, the SPIRIT Council, and other data sources.
- The district will also publish district level action plans with timelines and expected outcomes.
- It is expected that short (3-6 month), mid-range (6-12 month), and long-range (1-5 year) action plans will be developed.
- The district will plan to redistribute *The Whole Child* survey each year and revisit action plans as needs dictate.
- Specific areas of focus will be faculty and student training plans, goals, and outcomes, as well as expected changes in school climate perceptions.



Additional Ongoing Work

- This timeline and list of actions are not intended to be a comprehensive document that encompasses all district actions.
 - Numerous other activities have also been scheduled:
 - Trainings with the Pennsylvania Office of the Attorney General on cyber bullying for middle schools will take place by the end of October;
 - A play on bullying prevention will be shown to all 9th grade students at CVHS;
 - Many classroom and school-based activities at the elementary school are also taking place.
- This document will be regularly updated on the district website and will provide parents, students, and community members with action planning steps, direct actions, expected results, and measured outcomes.



