

Folsom Cordova Unified School District
Social-Emotional Learning Action Plan

March 2019 to May 2020

OVERALL GOAL:

Through an intentional focus on social, emotional, and academic learning, FCUSD schools will create **positive learning environments where students, families, staff, and community feel connected, respected, and included**. This goal supports the FCUSD vision by enabling “students to reach their full potential and successfully meet the demands and opportunities of a highly technological 21st Century.”

ACTION PLAN:

Objective 1: Students, families, staff and community feel connected and included.

SMART objectives:

- By May 2020, FCUSD collaborative strategies and structures will take place on a regular schedule with diverse and inclusive membership.
- By May 2020, students and staff who experience the pilot strategies will report improved learning environments, and provide data about the strategies’ effectiveness and the adaptations needed for scaling and/or implementation in the pilot sites.

Strategies	Tasks	Timeframe
SEL Guiding Coalition	Re-design of SEL Guiding Coalition to incorporate more stakeholders	Mar – May 2019 DONE
	Identify and invite additional stakeholders to SEL Guiding Coalition	June – Aug 2019
	Hold regularly scheduled meetings	Mar 2019 – May 2020
Diversity and voice in leadership bodies	Assess diversity of leadership/ decision-making groups at district and school sites – define whose voices are missing	Mar – May 2019
	Engage district and site leadership bodies in developing strategies to diversify representation	June – Aug 2019
	Implement strategies to diversify leadership bodies	Sept 2019 – May 2020
PILOT STRATEGY: Strategies to ensure students feel connected to adults and school community	Adapt/adopt Signature SEL Practices	June – Aug 2019
	Implement Signature SEL Practices in PBIS Team and Leadership Team meetings.	Mar – May 2019
	Assess implementation of Signature SEL Practices and gather lessons learned	Dec 2019, Apr 2020
	Plan for broader rollout of Signature SEL Practices	Mar – May 2020

Objective 2: Relationships are based on respect.

SMART objectives:

- By May 2020, FCUSD principals and department leaders will report greater awareness of implicit bias and stronger relationships among their staff.
- By May 2020, students and staff who experience the pilot strategies will report improved learning environments, and provide data about the strategies' effectiveness and the adaptations needed for scaling and/or implementation in the pilot sites.

Strategies	Tasks	Timeframe
Implicit bias training	Explore implicit bias training	Mar – May 2019 DONE
	Define role of Equity Trainers in implicit bias strategy	Mar – May 2019
	Provide implicit bias training to board members, district leadership, school site leadership, and subsets of classified/credentialed staff	June 2019 (DONE), Aug. 2019, Oct. 2019
	Encourage Principals to support staff in follow up on implicit bias training	Sept 2019 – May 2020
PILOT STRATEGY: Relationship building pilot	Train and support PBIS Teams in identifying at least one SMART goal for relationship building	Sept - Dec 2019
	Implement relationship building strategies	Sept 2019 – May 2020
	Assess implementation and gather lessons learned	Dec 2019, Apr 2020

Objective 3: The focus is on social, emotional and academic learning for adults and students.

SMART objectives:

- By May 2020, staff and other members of the community¹ will know about and be able to identify some aspects of FCUSD's approach to SEL.
- By May 2020, students and staff who experience the pilot strategies will report improved learning environments, and provide data about the strategies' effectiveness and the adaptations needed for scaling and/or implementation in the pilot sites.

Strategies	Tasks	Timeframe
Clear language	Define SEL concepts	Mar – May 2019
Messaging from District and Site Leadership	Define links across district initiatives, including PBIS, Equity Leaders, Love & Logic, Responsive Classroom, Restorative Practices	Mar – Aug 2019
	Develop messaging from district and site leadership about SEL vision, priorities	Mar – May 2019

¹ Community is defined to include FCUSD staff (administrators, teachers, classified staff and others working in the district), parents, students, community-based partners, and community members.

		Aug 2019 – Sup’t message
	Implement a marketing campaign to communicate district and site messaging	June 2019 – May 2020
New staff hires	Suggest SEL-related questions to principals and others who hire staff	Mar – May 2019
Professional Development	Engage C&I leadership in SEL plan	Mar – May 2019 DONE
	Identify existing PD structures/ audiences (Who is getting PD and for what content/strategies?; Consider new/recent hires)	Mar – May 2019
	Design SEL PD for all staff with C&I input – start with the Why, consider fit with existing PD requirements district-wide and at sites	June – Aug 2019
	Implement voluntary SEL PD for all staff	Sept 2019 – May 2020
PILOT STRATEGY: SEL curriculum	Identify 2 elementary school sites or group of elementary teachers for Kernels pilot; 2 middle school sites or group of middle school teachers for Second Step pilot; and high schools for Base Education and Challenge Success curricula	Mar – May 2019
	Plan and deliver PD	June – Aug 2019
	Implement Kernels and Second Step at pilots	Sept 2019 – May 2020
	Assess implementation and gather lessons learned	Jan – May 2020
PILOT STRATEGY: Peace Corners	Train teachers in 46 classrooms and provide materials for Peace Corners	May 2019
	Implement Peace Corners in 46 classrooms	May 2019 – May 2020
	Assess implementation of Peace Corners in 46 classrooms, and gather lessons learned	Jan – May 2020
SEL Action Plan assessment	Define metrics for assessing SEL Action Plan progress	June – Aug 2019
	Assess SEL Action Plan progress and adapt Action Plan as needed	Sept 2019 – May 2020

Objective 4: Pilot Sites are ready to launch in 2020-2021.

SMART objective:

- By September 2020, two to five FCUSD school sites will have been selected and their staff will have engaged in planning and training informed by lessons learned from the strategies piloted during the 2019-2020 school year.

Strategies	Tasks	Timeframe
Pilot site selection	Identify pilot criteria	Sept – Nov 2019
	Develop application and orientation	Sept – Nov 2019

	Release application	Sept – Nov 2019
	Select pilots	Jan 2020
Pilot site planning and training	Identify SEL site lead and teams at each pilot site – consider integration with PBIS teams; consider lead stipends	Mar – May 2020
	Engage pilot staff in planning strategies based on current assets, needs identified in school and student data, and lessons learned through 2019-2020 pilot strategies	Mar – May 2020
	Orient and train staff	Aug 2020
Pilot site implementation	Begin implementation	Sept 2020 – May 2021
Pilot site assessment/adaptation	Design pilot assessment process	Sept – Nov 2019
	Assess and adapt strategies for 2022	Jan – May 2021