



FOCUS AREA	CLIMATE
OBJECTIVE 3:	Enhance relationships based on mutual respect and expectations
GOALS:	<ol style="list-style-type: none">1. Staff will communicate and collaborate in a positive and respectful manner with students, families and all staff.2. Students will be coached on empathy and soft skills.

Success Indicators (both adult and student)
More collaboration OTES Professionalism scores Increase student leadership opportunities



Action Steps Goal 1: Staff will develop the ability to communicate and collaborate with students, families and all staff.	Who will be responsible for completing this step?	Monitoring Procedures (with frequency)	By when?	Status	Possible Barriers/ Capacity Considerations
1.1 Survey staff for staff matrix suggestion	PBIS Teams (District and Building Teams)		Oct. 2023 Feb. 2024	Completed	
1.2 Create a staff PBIS matrix	PBIS Teams, Staff and administration		May 2024	Completed	
1.3 Implement staff matrix	Staff and Administration		Sept. 2024	Completed	
1.4 Follow-up survey to assess effectiveness	PBIS Teams		May 2025		



Action Steps Goal 2: Students will be coached on empathy and soft skills.	Who will be responsible for completing this step?	Monitoring Procedures (with frequency)	By when?	Status	Possible Barriers/ Capacity Considerations
2.1 PD on explicit instruction of empathy and soft skills for staff.	PBIS District Team	Two Backpacks Trauma Informed Care CPI Training Public School Works	March 2024 August 2024 Nov. 2024	Ongoing	
2.2 Teachers implement coaching with students.	PBIS District Team	Expectations of Matrix Video of Expectations Social Stories Scripted Lessons	Oct. 2024	Ongoing	
2.3 Evaluate and train as needed.	PBIS District Team		Apr. 2024	Ongoing	