



PROFESSIONAL DEVELOPMENT WORKSHOP

Empowering Staff to Improve School Climate

The Need:

Schools and youth-serving organizations everywhere are being negatively impacted by youth-on-youth mistreatment. Incidents of bullying, harassment, put-downs, and exclusion are far too common and far too costly. These behaviors are getting younger, meaner, harder to identify, and more accepted in youth culture. If left unaddressed, they can lead to a negative school climate.

A negative school climate undermines student achievement, is harmful to young people's social and emotional development, and can erode staff morale. Even though there are policies and consequences designed to deter mistreatment and antisocial behaviors, research has shown that these punitive and zero tolerance measures alone are not enough. Improving school climate and reducing incidents of behavioral related discipline can be achieved by equipping all staff with a greater understanding of the their role in improving school climate.

The Workshop:

This engaging and informative workshop will help staff/faculty members understand the changing landscape of student-to-student mistreatment, emotional and physical violence, relational aggression and cyber-bullying – and its impact on learning and academic achievement. Participants will learn about the shift away from zero tolerance policies to more restorative practices and policies, the role of adult-student relationships in creating a positive school climate, and the power of engaging students in school climate transformation efforts. Participants will leave equipped with better observation, relationship and intervention skills that they can immediately use to:

- Identify, prevent and de-escalate student mistreatment
- Be more proactive in building trust with students, inspiring them to break the “code of silence”, and report potentially unsafe situations to adult
- Equip and empower students to prevent and reduce bullying and violence

Through a series of hands-on activities, participants will learn and practice communication skills, and proactive intervention strategies they can use to increase their students' trust and willingness to talk with them. Participants will also learn about best practices in bullying prevention and school climate improvement, through youth empowerment programs and youth leadership opportunities.

Time and cost Cost:

Time: ½ -day (up to 3 hours) OR full-day (up to 7 hours)

Cost: Prices vary - please see the [Programs & Services Guide](#) for price specifics. Trainer's expenses are additional. Longer workshops offer more time for practice and discussion and more in-depth understanding.

About Community Matters:

For more information or to schedule a workshop, please contact Community Matters at 707-823-6159, or email: outreach@community-matters.org