

SHINING THE SPOTLIGHT ON STUDENT VOICE

PEER LEADERS UNITING STUDENTS



BACK IN THE DAY...

- Introduce yourself and tell us something you enjoyed back in the day. Music, Movies, Hobbies, Favorite Band, Favorite TV Show, How you dressed, etc.



WHAT IS PLUS?

- PLUS stands for Peer Leaders Uniting Students.
- Student voice and participatory action program.
- Student-led school climate improvement.
- School climate data collection, synthesis, and dissemination.
- Forums facilitated by young people.
- Relationship and connectedness-building activities.





- Implemented in 515 schools in 13 states throughout the United States.
- A PLUS Team consists of 25-30 students that represent a cross-section of campus influencers
- Designed to be integrated into a school's master calendar.
- PLUS class is part of a regular academic day.
- Gathers quantitative and qualitative data.
- Evidence based and data driven.



A-G COURSE APPROVED

PLUS engages students in identifying and addressing critical issues related to school climate. Students will participate in Youth Participatory Action Research (YPAR) projects which includes:



EVIDENCE BASED

Employed a quasi-experimental design to examine the effects of a school-based **youth participatory action research program** on the education outcomes of participating high school students.

Community Development & Youth Development

What is YPAR? Youth Participatory Action Research

YPAR is an innovative approach to positive youth and community development in which young people are trained to conduct systematic research to improve their lives, their communities, and the institutions intended to serve them. YPAR is a cyclical process of learning and action – research is done not just for the sake of it but to inform solutions to problems that young people themselves care about. YPAR can be useful for any young people wanting to make a difference, and is an especially powerful approach for young people who are experiencing marginalization due to racism, sexism, homophobia, transphobia, classism, ableism, or other forms of oppression.

(<http://yparhub.berkeley.edu>)

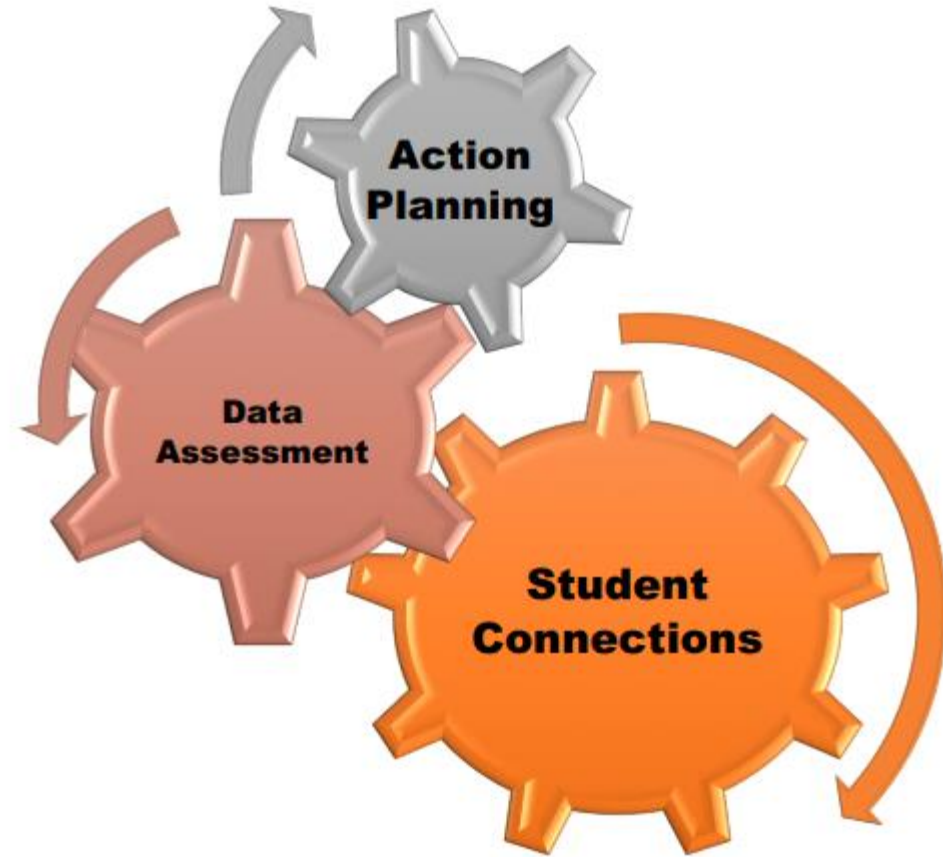
Mechanism:

Student Connections – Data Integration – Action Plans

The PLUS Mechanism:

Safe Schools Initiatives states schools need a mechanism for safe schools to be realized. The PLUS Model uses these “Gears” as our mechanism:

1. Build student connections
2. Gather data
 - Quantitative Data
 - Qualitative Data
3. Action Planning
 - Ongoing activities that address the critical issues identified in the data findings
 - PBIS Guidance



PLUS PROGRAM COSTS

<http://plusprogram.org/>

COST: \$495.00 ANNUAL SUBSCRIPTION

A comprehensive set of tools have systematically come together and make up the PLUS Program Implementation Kit. The Direction Survey and Resource Database will save schools sites thousands of dollars and time, with the flexibility to create unlimited surveys for students, staff and parents. Included also are easy to follow program development guides, classroom curriculum and other online tools which will help staff members build an evidenced based Youth Participatory Action Research Program. Don't wait to get trained, staff members can immediately begin to gather data, get a pulse on their campus trends, identify student leaders and begin the activities outlined that define the PLUS Program.

- Unlimited Online access and support to the Direction Survey and Resource Database.
- Online PLUS Program Development guides.
- PLUS Team Development online Curriculum.
- PLUS Team Development Teacher Guide and Student E-books
- PLUS Program Online Activity Development and Resource Center
- Modified license to utilize PLUS Program logos for duplication and approved product development.



STUDENT CONNECTIONS



BUILDING A PLUS TEAM

Which Golf Club is the most important club in this bag?



- Campus influencers
- Diverse backgrounds, friend groups, ideologies, and social circles.
- SOCIAL CAPITAL

PEER LEADERS UNITING STUDENTS

- “Build for your team a feeling of oneness, of dependence upon one another and of strength to be derived by unity.”
- Vince Lombardi
- This quote portrays the vision of the PLUS Team and our mission. It describes who we are and what we are about; PLUS seeks strength through unity. The strength that is derived through unity is the mission of PLUS.

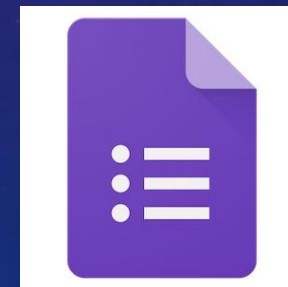
BUILDING STUDENT CONNECTIONS

- Culture Box
- Question of the Day
- Tune-in Tuesdays
- Starfish
- Spotlights
- Instagram Leader
- Nametags
- Quote of the Day



<https://qr.go.page.link/6hW7q>

DATA ASSESSMENT



<https://qrgo.page.link/Jbbo>

8 Best Survey Tools: Create Awesome Surveys For Free!

COLLECTING DATA: STUDENT VOICE

Quantitative

- Baseline Surveys
 - 25% or more sampling
 - Purpose is to determine what experiences students are having on campus that affect campus culture and climate.
 - Administered 3 times – Beginning, Middle, End
- Monthly Surveys
 - 10% of campus – One department at a time
 - Purpose to Dig Deeper or follow-up with questions relating to Baseline Survey.
- Forum Surveys
 - Drive Forum Discussion
 - Detail Specific Data

Qualitative

- Forums consist of up to 60 students
- Completely Student Facilitated
- Solutions-oriented
- Provide outlet for students to cooperate, think critically, and problem solve
- Outlet for student voice

DIRECTION SURVEY

Survey questions	Participants	'Yes' responses	%	All	Warning	Trend
1. I have heard racial jokes on my campus in the last 30 days.	806	515	64%	61%	⚠	▮▮
2. I have skipped school in the last 30 days because I was depressed.	806	69	9%	10%		▮▮
3. My grades have slipped because I have been depressed in the last 60 days.	806	125	16%	16%		▮▮
4. I stay after school to participate in an organized activity. (sports, band, clubs,etc.)	806	489	61%	59%		▮▮
5. I do not go to any of the activities on campus, because I do not have anyone to go with.	806	162	20%	24%		▮▮
6. If I have a problem I know I have someone I can talk to at school.	806	638	79%	80%	⚠	▮▮
7. In the past year, I have seriously considered attempting suicide.	806	120	15%	14%	⚠	▮▮
8. In the past 30 days, I have used marijuana on school property one or more times.	806	41	5%	5%	⚠	▮▮
9. I have felt isolated/harassed at school because of my race, gender, sexual orientation, religion or appearance.	806	104	13%	13%		▮▮
10. In the last 60 days I have been in a car with someone who was driving under the influence of drugs or alcohol.	806	61	8%	8%		▮▮
11. I have difficulty getting along with other people (classmates, teachers, family members).	806	153	19%	19%		▮▮
12. I have been sexually harassed (e.g. unwanted contact, sexual comments, jokes, gestures) within the past year at school.	806	128	16%	16%		▮▮

School Climate

School climate is based on patterns of students', parents' and school personnel's experience of school life and reflects norms, goals, values, interpersonal relationships, teaching and learning practices, and organizational structures.

A positive school climate is associated with

1. academic achievement
2. effective risk prevention efforts
3. positive youth development.

(www.schoolclimate.org)

ACTION PLANNING



1. Look at the Data
2. Report Data to Stakeholders
Network
3. Analyze Data with PLUS Team
Student Leaders
4. Implement Intervention
Take Action!
5. Evaluate for effectiveness
Remeasure.

1. LOOK AT THE DATA

I have heard racial jokes on my campus in the last 30 days.



Sept. 2019
(806 participants)

64%



I have been disrespected or mistreated by an adult at my school because of my race, ethnicity, or nationality within the last 60 days.

Sept. 2019
(806 participants)

8%

I have felt isolated/harassed at school because of my race, gender, sexual orientation, religion or appearance.



Sept. 2019
(806 participants)

13%



I have experienced electronic harassment at school (e.g. text messages, social media postings) because of my race, ethnicity, or nationality within the last 60 days.

Sept. 2019
(806 participants)

16%

2. REPORT DATA TO STAKEHOLDERS NETWORK

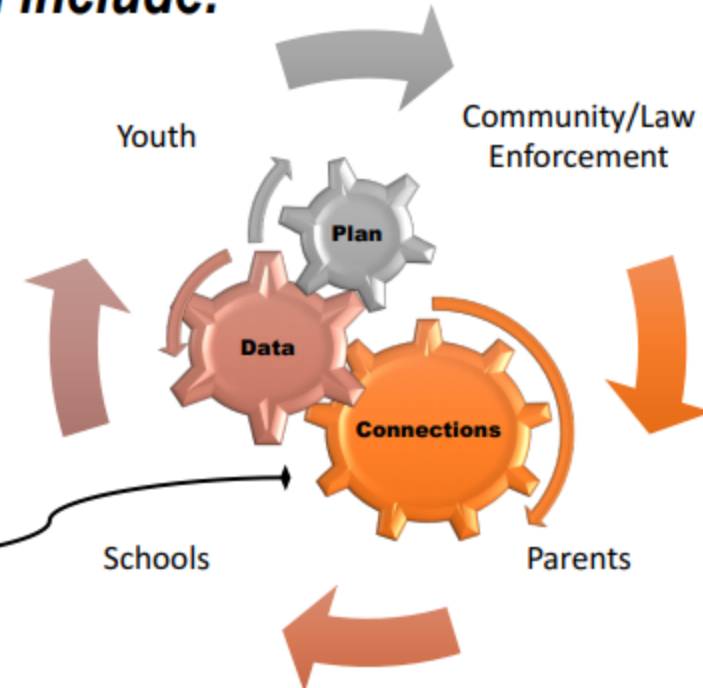
- Administration
- Principal's Advisory Council
- Staff & Faculty
- Parental Advisory Committees
- Student Organizations



Stakeholders Network

1. *Acknowledgment of a problem to be addressed with stakeholders.*
2. *Establish a structure for your partnerships to grow. stakeholders structure should include:*
 - *Schools*
 - *Community*
 - *Parents*
 - *Students*

**Data Must Serve as the
“Fuel” for mechanism to
consistently operate**



STAKEHOLDER ACTION STEPS

- Admin met with Student Groups
- Admin met with Parent Groups
- Admin met with Community Groups
- Admin met with Staff for Equity Training
- Staff Developed an Equity & Diversity PSG
- Equity Action Plan Developed
- Allocation of LCAP funds for Empathy & Diversity Training and PLUS Training



MY NAME MY STORY

Empathy and empathetic leadership:

Empathy is the ability to get perspectives of other people with whom we share our spaces, to be able to relate with them and form strong social bonds, communicate and solve problems, resolve conflicts and establish peace, reduce bullying, reduce unconscious biases and accept diversity. While neuro-scientists have found empathy to be a biological ability which 99% humans possess, a meta analysis of studies from 1979 to 2009 has found that two critical components of empathy - empathic concern and perspective taking - have dropped by 48% and 33% since 1979. Empathy is linked positively to productivity in workplaces in the Lady Geek 2015 Global Empathy Index. Empathy is the primary motivation for us to not lie, steal or hurt.

Social and Cross-Cultural Skills:

"The U.S. Census Bureau (2008) projects that the U.S. population will be older and more diverse by the middle of this century. Racial and ethnic minorities will comprise the majority of the nation's population by 2042,..."

The modern models of US businesses are global in scope, success of which requires sensitivity to and respect of cultural differences, acceptance of diverse ideas and values, and collaboration amidst individuals with different working styles. Moreover, a boost in productivity is highly dependent on tapping all the talent in the pool. The ability to empathize with others would strengthen the skills required to perform effectively in an ethnically, culturally, linguistically, and religiously diverse workplace.

Creativity, Innovative mindset (Design Thinking):

Innovating empathetic solutions to complex problems are dependent on nurturing the right-brain through a wide range of idea creation techniques, such as Human Centered Design Thinking.

These skills would strengthen the abilities to create new and worthwhile ideas (both incremental and radical concepts); elaborate, refine, analyze and evaluate their own ideas in order to improve and maximize creative efforts; as well as view failure as an opportunity to learn.



My Name My Story

Stories Inspire Empathy Empathy Drives Change



<https://mynamemystory.org/index.html>

3. ANALYZE DATA WITH PLUS TEAM

ACTION PLANNING

- Looking for Patterns of Experiences
- Critical Thinking & Problem Solving
- Brainstorming Ideas

- My Name My Story
- Culture Nights
- Social Media Campaigns
- Podcasts
- Educational Media
- Cultural Festival



CULTURE NIGHT #1

- Food Samples from different Culture Clubs
- Performances by Ballet Folklórico, Native American Student Alliance
- Community Welcome



LATINO AWARENESS MONTH

- Potluck
- Discussion of Latino Heritage & Cultures
- PSA Video on BNN



NATIVE AMERICAN MONTH



CULTURE NIGHT #2

- Desserts from around the world
- Performances by Latino Student Union, Polynesian Culture Club, BSU, Native American Student Alliance
- Community Welcome



CHAIN REACTION...

- Polynesian Family Night
- Polynesian Community Event
- BSU Culture Night Planned
- Asian Student Union – Desired
- May Day
- Fil-Am Culture Night



4. EVALUATE FOR EFFECTIVENESS

RESULTS



I have heard racial jokes on my campus in the last 30 days.

Sept. 2019 (806 participants)	Jan. 2020 (882 participants)
64%	57%

I have experienced electronic harassment at school (e.g. text messages, social media postings) because of my race, ethnicity, or nationality within the last 60 days.

Sept. 2019 (806 participants)	Jan. 2020 (882 participants)
16%	8%

I have felt isolated/harassed at school because of my race, gender, sexual orientation, religion or appearance.

Sept. 2019 (806 participants)	Jan. 2020 (882 participants)
13%	12%

I have been disrespected or mistreated by an adult at my school because of my race, ethnicity, or nationality within the last 60 days.

Sept. 2019 (806 participants)	Jan. 2020 (882 participants)
8%	5%

I have skipped school in the last 30 days because I was depressed.

Sept. 2019 (806 participants)	Dec. 2019 (429 participants)
9%	15%

My grades have slipped because I have been depressed in the last 60 days.

Sept. 2019 (806 participants)	Dec. 2019 (429 participants)
16%	24%

In the past year, I have seriously considered attempting suicide.

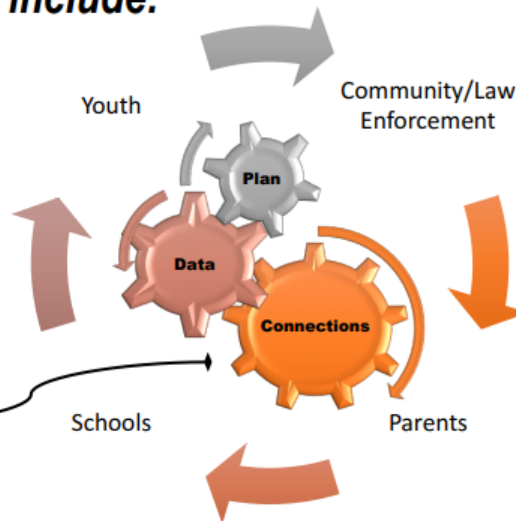
Sept. 2019 (806 participants)	Dec. 2019 (429 participants)
15%	17%

LOOK AT
THE DATA

Stakeholders Network

1. *Acknowledgment of a problem to be addressed with stakeholders.*
2. *Establish a structure for your partnerships to grow. stakeholders structure should include:*

- **Schools**
- **Community**
- **Parents**
- **Students**



**Data Must Serve as the
“Fuel” for mechanism to
consistently operate**

REPORT TO STAKEHOLDERS

- Send students to Mental Health Awareness Conference
- Look at Student/Staff Connections
- Develop Homeroom PSG



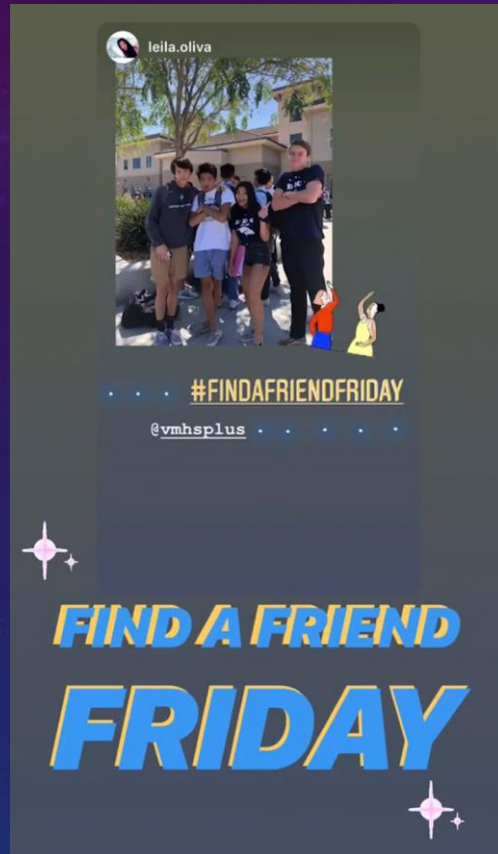
ANALYZE DATA WITH PLUS TEAM

- #CLIPITFORWARD
- FindAFriendFridays
- Suicide Prevention Training
- Transfer Student Lunch
- Dare To Be Aware Conference
- Lunch Talks
- Suicide Prevention Walk
- PSA's

#CLIPITFORWARD



FIND A FRIEND FRIDAYS



ACTIVITIES THAT BUILD STUDENT CONNECTIONS



<https://qrgo.page.link/6hW7q>

RESULTS



I have skipped school in the last 30 days because I was depressed.

Sept. 2019 (806 participants)	Dec. 2019 (429 participants)	Jan. 2020 (882 participants)
9%	15%	10%

My grades have slipped because I have been depressed in the last 60 days.

Sept. 2019 (806 participants)	Dec. 2019 (429 participants)	Jan. 2020 (882 participants)
16%	24%	20%

In the past year, I have seriously considered attempting suicide.

Sept. 2019 (806 participants)	Dec. 2019 (429 participants)	Jan. 2020 (882 participants)
15%	17%	15%



QUESTIONS????

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