



# to Positive School Culture & Climate



## CADA Roadmap

[www.cada1.org/roadmap](http://www.cada1.org/roadmap)

Introduction by Debi Weiss, Vice President

- AS AN ACTIVITIES DIRECTOR** you're faced with solving many puzzles:
- *How do we improve our school climate and culture?*
  - *If you're new to the leadership world, getting started can be a little daunting and you may be asking how do I connect students?*
  - *How can we make our activities not only fun but also meaningful?*

And those of us who've been around for a while still look for ways to evaluate our programs.

The solution to these questions (and many more) is the CADA/CASL Roadmap. This roadmap will provide directions to help improve your school's climate and culture. There are 11 "stops" on the roadmap for building a connected and accepting school. By using these "stops" it won't take any time to improve your school's culture.

Take a look at the Roadmap, teach these "stops" to your student leaders, and use them when planning activities on campus to include all 11 "stops". Be the first to build a school culture your community will be proud of for years to come!

The CADA/CASL Roadmap is also used when applying for the CADA/CASL Outstanding Leadership Program.



## *Train Your Student Leaders Roadmap Stop*

BY **JILL MORTENSEN**, AREA C COUNCIL  
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An important element in training student leaders is incorporating an effective evaluation system of their duties. I have created an evaluation system that simulates the type of employee evaluation one might encounter in the work force. As part of an A-G approved leadership course, students are evaluated quarterly on their job description, their interaction with peers, ability to delegate, levels of respect, timelines being met, expectations in other classes remaining positive, and more.

*Find out more about Jill's evaluation system on page 24.*



## *Provide your leaders a voice in their school*

BY **LARRY LOPEZ**,  
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**OVER THE PAST YEAR**, I have developed quite an obsession with Google Forms. Google forms allows me to solicit feedback from the entire student body and collect data on responses. For example, after the homecoming dance last year, I created a Google Form to get feedback from students on the dance, some of the questions asked about the DJ, the day of the dance, improvements that could be made, why someone did or didn't go to the dance, etc. Google Forms can be used for feedback from the leadership class, staff and/or the entire student body. Give Google Forms a try today, think of one way you can use it and share your form on the CADA website. Have an Area B-eautiful day!!!!

## Unite your Campus by Providing Common Experiences

When that major motion picture is released and hundreds flock to the midnight showing, there is a buzz created and those in attendance have shared in a common experience that they will remember and talk about for years to come. That should be the goal of student activities, when developing school-wide events that will bring together the masses and provide them something positive to remember and talk about for years to come.

These common experiences are created often throughout a typical school year. They

are the whole-school rallies and assemblies. They are the large-scale community service projects. The key is to make sure your Activities Program is providing these opportunities for all students.

Example: To kick off the school year, Kindness Week is started with a motivational speaker encouraging the student body to think of others. This is tied to a donation drive for a local homeless shelter (contact the shelter to find out their needs). After being inspired by

### 3. Unite your Campus by Providing Common Experiences

the speaker, the Student Body unites to make a positive impact on the community. Publicize a goal and progress toward that goal as the drive continues. Share the final results of the drive with photos, on campus publicity and social media promotion. As an added bonus, have the speaker record video “updates” to play at future rallies as a reminder to continue their positive work throughout the year. This will help keep the speaker’s message from being lost shortly after departure.

## Create Pride and Spirit

BY MARGARET NOROIAN,  
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**CREATING PRIDE AND SPIRIT** on campus requires knowing the student population, advanced planning, being creative and detailed, and involving students outside of ASB. Breaking the mold, not doing the same thing year after year, is a key ingredient in Creating Spirit! Evaluate what was done in past years, but create activities and events that reflect the student population this year. Sponsor different days or weeks to celebrate like “National Root Beer Float Day” and hand out free floats as students go to lunch. For “Multi-Cultural Week,” get the different language classes on your campus to sponsor a day or involve ethnic groups from outside the school that your students are a part of. Powder Puff and Buff Puff (boys’ volleyball) are events that create pride and spirit. Playing the Staff in Volleyball and Basketball are other fun events. Do something unique like a “Code Blue Rally” and bring the Fire Department/Paramedics in to help carry out the theme!

Create excitement about events by publicizing in a variety of ways: carry “Ask Me” balloons, pass around clothespins with messages, wear sandwich boards, and post on social media. ASB students can bang pots and pans (get administration approval) to lead the school out to a lunch spirit event/rally.

Get students energized about student sections at games by having themes and pass out sunglasses (Our Team Shines Bright), pom-poms, beads, towels, bubbles, or spirit shirts.

Creating Pride and Spirit Building events on campus starts with the ASB talking the talk and walking the walk, and culminates in a large majority of the students and staff participating/attending activities/events.

### 5. Promote Achievement

## Promote Achievement

At the beginning of the school year, recognize your high school students who passed their Advanced Placement and International Baccalaureate exams the previous year. Since those scores are released in summer, this group is often overlooked. While AP or IB seniors will have graduated, there are plenty of juniors (now seniors) still on campus who will appreciate the recognition and feel that motivation to continue studying for their new batch of classes.



## Offer Positive Social Opportunities

Beyond the sporting events and the dances, what social opportunities is your Activities program offering the Student Body. The large-scale events can be exhausting for planning and preparation. Sometimes providing a smaller, laid back event is just what is needed and can also tap into a population on your campus that may not be interested in the typical sports and dance scene.

An Open Mic Night can be a successful endeavor, and doesn't have to require an enormous amount of planning. We found success with a fall and a spring event. We kept it low-key, in the library with a microphone and a speaker. Students showed up, signed-in if they wanted to perform and the event MC worked off that sign-in sheet to call performers to the mic. Students sang, played instruments, performed oral interpretations and some even attempted comedy (stress the word attempted). We often saw students attend this event that we didn't see at other events throughout the year. This turned out to be their avenue for expression and a way for them to feel connected to and supported by the school.

## Encourage a Culture of Service

BY **JENNIFER PFEFFER**, AREA E COUNCIL

When strangers find out that I'm an educator, more often than not, I get a grimace and sometimes, which makes my hair stand on end, is a complaint about how teenagers of today are shallow and selfish.

We all know that the opposite is true. Our teenagers, our students and passionate leaders, are more connected and more compassionate than most adults that I know. They want to serve; they want to make an impact. We see it on social media, we see it as they look for ways to "support" as they change their profile picture to a rainbow, retweet the posts calling for prayers for the fallen, and post about their political activism.

The disconnect is with their actions. As student supporters, we need to provide opportunities to serve in order to transform their natural compassion and desire for change into a tangible thing. My students don't have money or items to donate, most of them are struggling just to have what they need, but they have time and a desire to help.

DoSomething.org is a simple place to start. At any given time, there are at least ten service projects listed which require very little start-up with facts and statistics about WHY a project is important. Some take as little as five minutes; some can turn into a school-wide project. We've all had food drives, but one from DoSomething.org's Peanut Butter and Jam SLAM was a turning point for my school. Pretty simple concept, bring peanut butter in for the Feeding American Food Bank, but this time we educated our student body about WHY peanut butter (peanut butter doesn't need to be refrigerated, packs in intense protein and needed fat is easily transported).

## 7. Encourage a Culture of Service

Within two weeks, we collected 515 pounds of peanut butter. Students were able to do something! Their compassion had action attached.

Seek out a way to provide a service project for your school; find a local organization with projects your students can do simply by donating their time. We connect to Keep Riverside Clean and Beautiful (KRCB) with two large events a year (October and May) and monthly smaller events. We advertise the big events, put it out there with all our clubs, co-curriculars, and sports; we ask the advisors and student leaders to be our voice. ASB coordinates all the sign-ups, permission slips, transportation, etc. to make it "easy" for everyone else. If possible, provide the transportation (a Saturday morning local bus is the cheapest bus I've ever ordered), water, even a t-shirt. Better yet, connect them with a large scale event that provides the t-shirt and lunch for volunteers. The first year, ASB and a few stragglers served 280 hours. Three years later, we had over 400 students serving with KRCB in over 3,000 hours.

Our three service clubs on campus have started hosting other events and inviting everyone to participate (which they do!). Student leaders come to our Director of Community Service with ideas to get more involved and service events are popping up all over campus. It's become natural. We have caring kids and now everyone can see how they prove it inside and outside of the campus gates.

Students want to serve others; they just don't know how. Let's give them the opportunity and explain the why as we go.

## Concentrate on Character Education

BY **DENISE VAN DOORN**, AREA H LEAD  
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### 8. Concentrate on Character Education

#### QUOTES TO WRITE ON THE BOARD:

"Respect commands itself and it can neither be given nor withheld when it is due". — *Eldridge Cleaver*

"We have a Bill of Rights. What we need is a Bill of Responsibilities". — *Bill Maher*

# Some other ideas

- GIVE NAME TAGS** to all students on campus so they get to know each other's names and encourage your staff to call students by name during class.
- ON THE FIRST DAY** of school have a list of different ice breakers for each period that teachers can use. Students and staff will learn the names of those in their classes as well as something about them. This will be useful when students have to do group projects, pair-share, and will help with classroom management. Continue to use ice breakers throughout the school year to continue helping students learn about each other. If you know their stories you are more likely to be more tolerant and realize we are more alike than different.
- PLACE CHALKBOARDS** (large pieces of wood painted with black chalkboard paint) on campus and ask students

different questions – What do you want to accomplish this year? What makes you happy? What do you want to do after graduation? What is your hobby? What would be your favorite dress up day? What is a class comp game you would like to see? Rally theme? What is one thing you would change about our campus? Use what they say to plan different activities on campus.

- USE SOCIAL MEDIA** to highlight different students on campus – make sure to include students from every area on your campus.
- HAVE DRESS UP DAYS** that will show students they are more alike than different or that they have something in common with someone they didn't know.
- WALK AROUND CAMPUS** and see what students are doing during lunch and plan activities around that.

- ENCOURAGE STUDENTS** to start clubs based on what they are interested in. Getting students involved on campus will strengthen your school culture.
- PLAN AN LDD DAY** for non ASB leadership students. [www.cada1.org/LDD](http://www.cada1.org/LDD) for more information.
- HIGHLIGHT STUDENT** clubs on campus during lunch.
- PLAN A KINDNESS WEEK** where different activities will encourage students to talk to one another.
- HAVE STUDENTS INVITE OTHER STUDENTS** to attend athletic and performing arts events on your campus. A personal invitation is much better than a poster. Plus some students might not attend because they don't know anyone or have someone to sit with.

## Communicate Clearly



How is social media being used on your campus? If YOU are not telling the story, it means someone else is, and the story could be very different from what you want.

Check out Lindsey's Tech article about Snapchat on page 20.

## Honor Diversity



**CREATE A HOMETOWN BULLETIN BOARD** – Ask students who were born outside of the United States to indicate their birthplaces. Put up a large map of the world and identify the countries where your students were born with a little flag pin. Post a picture of each person and write his/her name and the country in which the student was born on the picture and post on the board around the map. Purchase international flags and proudly display the flags of the student's countries.

## 11. Create Connections

## Create Connections

BY **DEBI WEISS**, VICE PRESIDENT  
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**HERE'S WHERE** it gets personal: Your student leaders need to be a part of the connection-making that goes on at school. Relying on structured events to bring people together is important, but it's not the whole picture. Leadership students need to learn the stories of the students around them. Ask your clubs and organizations on campus to do the same thing. Your students can make it their personal mission to make one new friend a week and to learn a positive fact or one thing that makes that student unique. You could even make it a goal to know the names of everyone in their classes or even every single student in your school. Whatever it takes, get out and connect!