

Leveraging Leadership Programs to align with *LCAP Climate and Culture Goals and Funding*

Presented by
Redlands Unified School District

BONEYARD



Who Are We?

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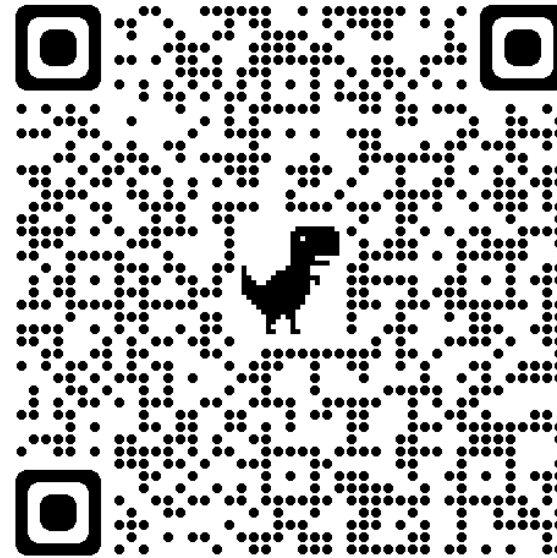
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ASB Programs

FUNDED BY LCAP

→ LCAP funding can pay for ASB fees for all students!

- ◆ Levels the playing field
- ◆ Creates inclusivity on campus
- ◆ Provides funding to help intentionally target specific student groups
- ◆ Provides opportunities for all students to attend events for free or at a discounted rate.

LCAP Funding Break Down	
ASB	\$35
Athletics	\$10
Performing Arts	\$5
Total Per Student	\$50

Here is how we made it happen.....

Our Story

Leadership & RCSS

→ **Leadership programs prior to 2020.**

- ◆ Disconnected prior to distance learning
 - Siloed/Separated
 - Only competitive
- ◆ District unaware of the cultural shifts that were happening in student leadership programs.
- ◆ District didn't understand importance of leadership programs
 - It was seen as the "fluff"
 - Looked nice on IG
 - No understanding of the fit into climate and culture work

Our Story

Leadership & RCSS

→ **Advent of RCSS - Redlands Coordinated Supports and Services**

◆ **MTSS in action**

- Comprehensive school counseling programs
- SEL programs
- Student and staff wellness programs
- Mental health program
- **District-wide climate and culture work**

Our Story

Leadership & RCSS

→ 2019 - RCSS reached out to ASB programs to help support climate and culture

- Student Leadership programs are an untapped 'goldmine' for building culture opportunities
- Created a strong relationship & support
 - Quarterly meetings with all sites
 - Intentional teaming work
 - Cross-site collaboration/sharing of best practices
 - District-wide leadership events
 - General support/input
 - Alignment of leadership programs with district climate and culture *data* and work
 - Alignment of leadership programs to LCAP and site plans

What Our Sites Do

Goal: *In the world of Activity Directors, we want our students to be socially and culturally engaged on our campus by participating in extracurricular activities (outside of the academic classroom) because it will motivate students to have greater academic success.*

- **Understanding the needs of your site:**
 - How do you know what your site and school culture needs?
 - Talk to your admin, counseling, student groups, college/career, custodians, staff
 - You find out your needs by looking at your data!



What Our Sites Do

→ How to find your data driven needs:

- ◆ Student engagement data
 - 5StarStudents (LCAP funded & included as a metric in LCAP & SPSAs)
 - Who are going to events, involved in on campus groups, participating in polls/voting, etc.
 - Climate & Culture Surveys (Kelvin)
 - Include the data in your yearly campus planning.



What Our Sites Do

It's not about the EVENT, it's about the NEED. Every event should serve a NEED for your campus.

→ **Be intentional with your activities on your campus!**

- How we create inclusivity on our campus:
 - CharacterStrong
 - Engolve
 - Link Crew
 - Culture Focused Events
 - Cultural fashion shows, culture minutes, monthly cultural celebrations
 - Shared events/items
 - Cultural, clubs, dates/holidays
 - Intentional targeting based on data (events, items)
 - Mindset work
 - Coordination of culture work throughout campus



What our Admins Do

- Develop and share a vision for climate and culture with ALL stakeholders
 - Cultureize
- How to engage on campus
 - Big picture and how it's all connected
- Accountability to the events happening
 - Does everything we do on campus meet a need and is it aligned with our vision for climate and culture?
- How does our culture show up on campus?
 - Instruction in classrooms
 - Building/surroundings
 - Visual evidence of culture on campus
- Alignment to Site Plan
 - What is the work that you are doing for your Site Plan
 - Meetings with director to check in on the development of the culture



Director & Admin Barriers

- Too many “kitchens” with similar goals, not working together
- Cultural differences at sites leading to lack of cohesive message
- Different instructional strategies among leadership programs
- Time, funding, staffing, support, understanding

What Our District Does

- Aligns the mission of student leadership programs to LCAP/SPSA goals
 - Direct effect on climate and culture
- RCSS team at the district (MTSS Depts)
 - Advocates for leadership programs and initiatives
 - Program funding through ASB Fees
 - “Go do good things”



What this support

Looks Like on Campus

- School wide gifting
 - T-shirts to wear at events to create connections
 - Stickers!!!
 - Club Support (Speakers, supplies [button makers!])
 - Free food at events (100 day of school pizza, other pops at games)
 - Balloons!!! Lots of balloons...so many balloons!
 - More of what you already do....
because now you can afford it, and it pays off in the long run.
- Affordable transportation to dances and events
- Free entry to all sport and performances on campus
- ASB supplies for all school (paint, paper, etc)
- Equity in action
 - Deliberate and intentional of ALL students



End Results

Student Engagement Data

School Year	Number of Activities Throughout the Year	Total School Engagement	9th Grade	10th Grade	11th Grade	12th Grade
22-23 LCAP ASB	34 (Aug - Feb)	84%	85%	86%	84%	82%
21-22 NO LCAP	9 (Aug - June)	44%	74%	36%	39%	42%
COVID YEAR						
19-20 NO LCAP	36 (Aug - June)	68%	65%	65%	71%	73%
18-19 NO LCAP	38 (Aug - June)	63%	56%	62%	64%	72%

Results: Pre-covid years compared to current school year (as of Feb) held similar activity numbers. However, **The overall student engagement for the 22-23 school year shows 16-21% increase in student engagement** compared to the pre-covid years. This is a direct result of LCAP funding in the form of “ASB” for all students that provides FREE activities to the student body.

*All data tracked through 5StarStudents

End Results

Steps to get the ball rolling

- ◆ Partnership with admin
 - Shared vision with Admin
 - School Site Plan
 - Principal Cabinet Meeting
- ◆ Partnership with district
 - Find your people!
 - MTSS
 - District Counseling Lead
 - Climate and Culture Equity Lead
- ◆ Get on LCAP Committee
- ◆ Get Data driven engagement, input (5StarStudents, Kelvin, etc.)

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Thank you!

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