


GOING TO SCALE IN CLEVELAND

Issues and Findings on
Implementation

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HUMANWARE / SEL

- ▶ Hardware vs. Humanware
 - ▶ Creation of a Department in Central Administration
 - ▶ Weekly Meetings
 - ▶ Systematically Implement SEL Initiatives
 - ▶ Collaboration is Key
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HUMANWARE / SEL INITIATIVES

- ▶ PATHS
- ▶ Student Support Teams (SSTs)
- ▶ Planning Centers
- ▶ Classroom Meetings
- ▶ SEL Lesson Writing Projects – Share My Lesson
- ▶ WAVE Mediation
- ▶ N.O.W. Anti-Bullying
- ▶ Student Advisory Committees
- ▶ Conditions for Learning
- ▶ Conditions for Teaching

SEL CURRICULUM

- ▶ Selection
 - ▶ Infrastructure – Pilot vs. System Wide
 - ▶ Student Mobility
 - ▶ Collaborative Leadership
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SYSTEM WIDE IMPLEMENTATION

▶ Benefits

- ▶ All children deserve SEL Curriculum
- ▶ Helps to address student and staff mobility
- ▶ Creates a common language

SYSTEM WIDE IMPLEMENTATION

▶ Challenges

- ▶ Training

- ▶ Materials


- ▶ Overcoming the “One More Thing” Mindset

SYSTEM WIDE IMPLEMENTATION

▶ Successes

- ▶ Student growth
- ▶ Consistency
- ▶ Connections for students and staff
- ▶ Connections to Literacy, Evaluation systems, Differentiated Compensation

FOUNDATIONS

- ▶ Buy-In
 - ▶ Training
 - ▶ Scope and Sequence
 - ▶ Academic Achievement Plans (AAPs)
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PATHS SUPPORT

- ▶ Consultants
 - ▶ Training
 - ▶ PATHS Coaches (2010-11)
 - ▶ Affiliate Trainers Program (2012-14)
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COMMUNICATION

- ▶ PATHS Newsletter
- ▶ Guided Questions for Team Time
- ▶ Ongoing Training and Materials

FINANCIAL STRUGGLES

- ▶ Layoffs
 - ▶ Large Class Sizes
 - ▶ Loss of PATHS Coaches
 - ▶ School Closings
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COLLECTIVE BARGAINING AGREEMENT

- ▶ Added SEL Language and Initiatives into our Contract
 - ▶ Identifies SEL Work as a Working Condition in Cleveland
 - ▶ Sustainability
 - ▶ Differentiated Compensation for CFL Gains
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DATA

- ▶ Use of the Conditions for Learning Survey, administered three times a year, to monitor strategies and to help schools plan
- ▶ AIR has conducted thorough research and data collection to monitor our success
- ▶ Added Differentiate Compensation for teachers who raise their student's CFL Skills

MOVING FORWARD

- ▶ PATHS Model Schools
 - ▶ PATHS Affiliate Trainers
 - ▶ SEL Model Schools
 - ▶ Classroom Supports
 - ▶ Sharing Best Practices
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LESSONS LEARNED

- ▶ Collaboration is Key. All stakeholders need to have buy-in and a voice.
- ▶ AIR has found positive gains for students
- ▶ Teachers and Administrators are embracing the curriculum but will require high levels of support to transform teaching
- ▶ Data from both students and staff members will continue to be analyzed so that leadership teams at each building can make concrete plans to improve both student academic skills and SEL skills.

PARTNERS

- ▶ PATHS Education Worldwide
- ▶ CASEL – Collaborative for Academic, Social and Emotional Learning
- ▶ NoVo Foundation
- ▶ AFT – American Federation of Teachers
- ▶ Cleveland Metropolitan School District
- ▶ Cleveland Teachers Union

FINAL THOUGHTS

- ▶ Create the Vision
 - ▶ Timelines
 - ▶ Own the work
 - ▶ Manage the moving parts
 - ▶ Engage stakeholders
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