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# Centennial School District

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*Leading Effective Social, Emotional, and Academic  
Learning Initiatives*

Pennsylvania Association of School Administrators

April 5, 2022

# INTRODUCTION

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Dr. Dana Bedden, *Superintendent*

Michelle Gill, *Social, Emotional, & Academic Learning Coordinator*

# Session Agenda

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- Group Opening
- Our Who & Our Why
- Our Planning and Implementation Framework
- Key Challenges
- Recommended Resources
- Questions
- Closing

# Learning Guidelines

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Take care of your learning  
and personal needs



Respect the learning and  
needs of your colleagues



Cultivate presence and  
curiosity

# Group Opening – 7 mins

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## 1. Brief Greeting and Introduction

- a. Name
- b. Role
- c. Location

## 1. District-Level SEAL-Related Work

- a. Challenge
- b. Success

# Our 'WHO' - CSD Fast Facts



## STUDENTS

- \*Attendance Rate.....95%
- \*Dropout Rate.....1%
- Economically Disadvantaged.....41%
- Percentage of K-12 students receiving Special Education Services.....19%
- Countries Represented in District...43
- Different Languages Spoken.....39
- English Language Learners.....7%

*\*All attendance & dropout rates based on 2019-2020 reports*

## STUDENT ETHNICITY

- Caucasian.....70%
- Hispanic.....18%
- Black/African-American.....5%
- Asian.....4%
- Multi-racial.....4%
- American Indian/Alaskan Native.....>1%
- Native Hawaiian or Pacific Islander.....>1%

## ENROLLMENT

- Elementary School.....2,324
- Middle School.....1,202
- High School.....1,855

**TOTAL ENROLLMENT 5,381**  
as of October 1, 2021



## GRADUATES

- William Tennent.....97%
- State Average.....87%
- Scholarship Dollars Earned by Students in 2019-2020.....\$750,000

## WHERE OUR STUDENTS GO AFTER HIGH SCHOOL

- 4 Year College/University.....42%
- 2 Year College.....37%
- Employment.....18%
- Military Service.....3%

## SCHOOLS

- William Tennent High School
- Klinger Middle School
- Log College Middle School
- Davis Elementary School
- McDonald Elementary School
- Willow Dale Elementary School

Inspiring Students ~ Building Intellect ~ Forging Partnership

A Diverse Learning Community Where Students Succeed Through Academics, Athletics and The Arts

# Our 'WHY'

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**Vision:** The Centennial School District will ensure students are prepared for post-secondary education, career, and life readiness.

**Mission:** The Centennial School District will build intellect, forge partnerships and engage students to be Future Ready by implementing a coordinated and articulated academic, athletic, and arts program that provides instruction aligned with Pennsylvania Academic Standards.

**Belief Statement:** We believe all students and staff have the capacity to grow as thoughtful, creative, and responsible learners and citizens.

**Shared Values:** In accordance with our beliefs, we, the Centennial School District, value:

- ◆ Service to the CSD learning community
- ◆ Mutual respect and empathy towards others
- ◆ Equitable access to learning experiences and resources
- ◆ Safety, well-being, and a sense of belonging for all

# SEAL in CSD



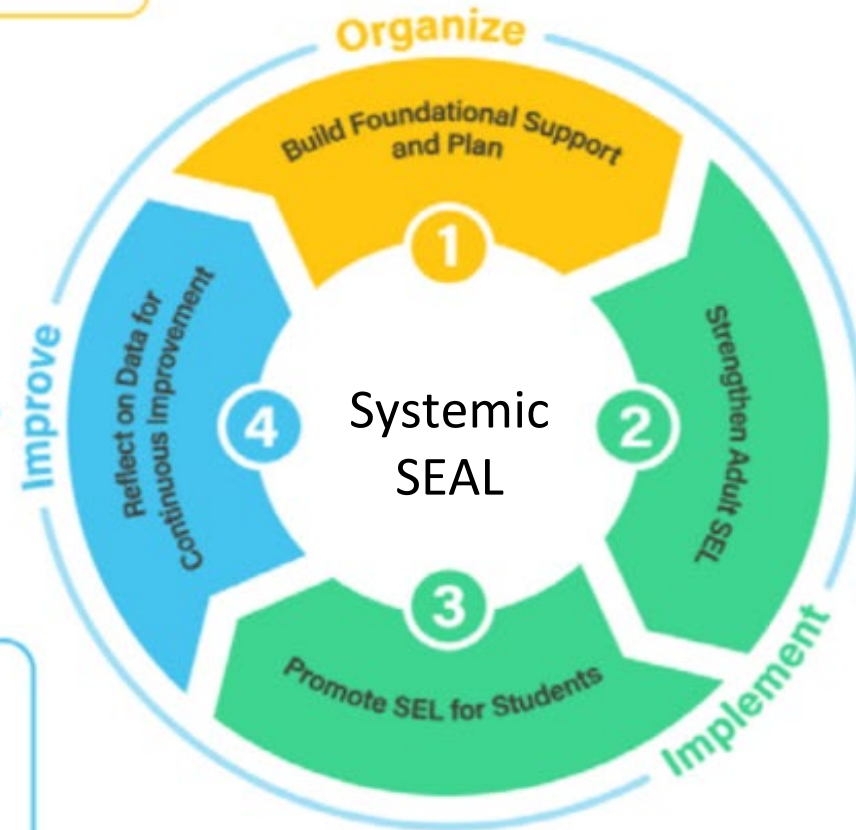
**Career Ready Skills**  
↪ Educating for Employability ↩





Where do we want to go?  
Where are we now, and  
where have we been?

- Strategic Planning



How do we get from  
where we are now to  
where we want to be?

- Implementation
- Interim Data Tracking
- Progress Monitoring

Are we moving in  
the right direction?  
What are we learning  
on our journey?

- Reflection on implementation  
and outcomes
- Data analysis and planning

Adapted from the [CASEL District Resource Center](#)

# Impact on Student Learning

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- Expected Proximal
  - More positive attitudes toward selves and others
  - Improved climate and culture
- Expected Distal
  - Increase in prosocial behavior
  - Increased academic performance
  - Improved mental health outcomes

[\(Durlak et al., 2011\)](#)

# Foundational Support and Planning



Spring 2021

Proposal and approval of SEAL Coordinator role

Fall/Winter 2021

- PD and info sessions
- Stakeholder communication
- Form SEAL team
- Program & practice inventory
- Focus groups
- School & classroom observations

Winter/Spring 2022

- PD & info sessions
- Climate & culture survey
- Drafting SEAL goals & action plan

# What is SEAL in CSD?

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SEAL refers to the **skills** we all develop throughout our lives to manage emotions, form healthy relationships, and make responsible decisions.

Children, adolescents, and teens practice and develop these skills at *home*, in their *communities*, and in *school* and *classroom* settings.

In school SEAL also refers to the **features of the educational setting**, like *how* students are learning, and the *climate and culture*.

belonging, trust, communication, positive community, empathy, valued, responsibility, self-awareness, self-management, collaboration

# SEAL is Not

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- School taking on the role of the parent
- Therapy
- Part of a political agenda to teach children how to think
- Taught at the expense of core academic subjects
- One size fits all
- Replacing regular order and discipline
- Suggesting that today's children are somehow broken

# SEAL and Mental Health

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By promoting responsive relationships, emotionally safe environments, and skills development, SEAL cultivates important “protective factors” to buffer against mental health risks.

# Foundational Support and Planning



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Proposal and approval of SEAL Coordinator role

Fall/Winter 2021

- PD and info sessions
- Form SEAL Team with building liaisons
- Program and practice inventory
- Focus groups
- School and classroom observations

Winter/Spring 2022

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- Climate and culture survey
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# Program and Practice Inventory

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Over the last ~5 years, CSD has implemented ~23 SEAL-related programs, practices, or initiatives.

- 14 still in use to varying degrees. Of those:
  - 8 – elementary level
  - 7 – middle school level
  - 6 – the high school level
  - 3 – tier 1 approaches. The rest are opt-in experiences or special education programs.



# Reflect and Process

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## Building Foundational Support and Planning:

1. What did you hear that reflects building a strong foundation for implementation?
2. What connections did you make to that?

# Mindfulness at Work

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Managing Conflict: 3 minutes

# Strengthening Adult SEAL



Fall/Winter 2021

Spring/Summer 2022

2022-2025

- Professional learning
- Community-building staff meetings
- [Staff wellness webpage](#)
- Optional teacher partnerships
- Summer professional learning
- Partnering with WON Institute
- *Headspace for Educators*
- Moving from self care to systems of care

# Promoting SEAL for Students



## Previously in Place

- Tier 1: SWPBIS
- Explicit SEAL instruction in guidance and health classes
- Partnerships with outside organizations

## Started in SY 21-22

- Professional learning for Tier 1 SEAL
- Monthly SEAL tips
- Tier 2: Additional SEAL-related group counseling
- Tier 3: Additional SEAL-related individual counseling

## 2022-2025

- Universal screener\*
- Systematic instruction
- Integrated in academic programs and practices
- Integrated multi-tiered systems
- Aligned approach to discipline

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# Reflect and Process

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## Strengthening Adult SEAL & Promoting SEAL for Students

1. What did you hear that reflects these priorities?
2. What connections did you make to that?

# Continuous Improvement



Fall/Winter 2021

- Baseline climate and culture survey
- SEAL School/classroom walkthroughs
- Implementation rubric

Winter/Spring 2022

- Focus groups
- SEAL Programs and Initiatives inventory
- Drafting long-term goals and one-year action plans to include metrics for evaluating success

2022-2025

- Implementation and outcome data are collected and used to continuously improve all SEAL-related systems, practices, and policies

# Key Challenges

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- Reactive/urgent state of being
- Misinformation & jargon
- Past attempts
- Timing with other initiatives/PD
- Measuring initial success

# Key Actions

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- Housed in Student Services
- Part of leadership team
- “This is more than a student program”
- Acknowledging and supporting social-emotional needs of adults
- Intentional relationship-building
- Highlighting where and how SEAL is already happening
- Integration with vision, values, report cards, [Danielson, academic standards](#)



# Reflect and Process

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## Continuous Improvement:

1. What did you hear that reflects continuous improvement?
2. What connections did you make to that?

# Recommended Resources

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- [CSD SEAL page](#)
- [CASEL District Resource Center](#)
- The Science of Learning and Leadership and SEAL articles
  - [Trust](#)
  - [Agency](#)
  
- [Headspace for Educators](#)
- [SEL for Educators Toolkit](#)

# Questions?

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