



pennsylvania
DEPARTMENT OF EDUCATION

Learning Environment: Teaming for Success

Presenters:

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What is a Learning Environment Team?

A learning environment team is a group of school and community members at a school that **meets regularly** and **uses data-based decision making** to support students.



Examples of Learning Environment Teams



Action Thought
Item:

What learning
environment teams
do you have in your
school or district?

- School Climate Team
- Student Support Team
- MTSS Team: Tier I Team
- PBIS Team
- Intervention Team (Tier 2/3)
- Leadership Team
- District Mental Health Leadership Team

Learning Environment Team: Goal



- Support the re-entry of students and staff to help ensure their social-emotional wellness and academic success.
- Support a strategic process for re-entry.
- Align services using a data-driven process.
- Foster school partnerships with community leaders, family members, and students.

Alignment of Learning Environment Team to Existing Teams



- Avoid duplication to promote efficiency
- Examine the alignment of teams
 - Objectives
 - Commitments
 - Resources
 - Risks

Team Alignment



- Key Considerations

- Who will lead the team alignment process?
- How do you define the purpose of team alignment?
- Who will share the outcome of this process and to whom will the results be shared?
- Who will decide if the number of teams should be reduced?
- Who will articulate the overlap, redundancy or other reasons to eliminate or merge teams?

What makes this team different?



- Team mapping
 - Identify existing teams
 - Purpose of teams
 - Coordinate and communicate efforts
- Map teams to existing building and district-wide teams
- Inventory of teams
- Strategic planning process
- Alignment with positive learning environment focus
- Resource mapping

Selection of Team Members



Key Ideas:

- Communicate purpose
- Establish clear roles and responsibilities for each team members
- Establish unique goals for each team
- Develop consistent communication between teams

Selection of Team Members



Suggested Team Members:

- Administration
- Teachers (multidisciplinary)
- School mental health professionals
- Supplemental student support staff
- Community health and behavioral health providers
- Professional support staff
- School nurse
- Nonteaching staff
- Law enforcement (SRO/law enforcement)

Selection of Team Members

Team Membership Considerations:

- Community/youth voices
- Inclusion of diversity on team
- Availability of student/youth voice
 - Universal teams
 - Surveys, feedback sessions
 - Secondary youth advisory teams



Meeting Logistics



- Team Membership
 - Who is on the team
 - Purpose of the team
 - Establish team norms
 - Establish team communication with students/staff/caregivers

Meeting Logistic Strategies



- Keep it brief!
- Use huddles
 - Time limited, problem-solving, action-planning oriented
- Try debriefs
 - Open, fair, respectful feedback about school team performance in real time
- Use structured, concise communication and handoffs to the next team member

Meeting Example



Wednesday morning (before school-depending on when more time is available)

- Any members of the team can bring up an issue to discuss before Wednesday if issue cannot wait.
 - Set up an email distribution list to communicate need to connect sooner than scheduled meeting
 - Avoid focus on triage
 - Use alignment with MTSS, PBIS
- Establish mechanism for communicating crisis or elevated concerns that cannot wait until scheduled meeting times.

Suggested Professional Development for all Team Members



Reach out to your Intermediate Unit or PaTTAN for support and professional development

- MTSS training
- Suicide prevention training
- Self-care/compassion fatigue
- Trauma-informed approaches in schools
- Bullying prevention
- Equity and inclusion
- School climate improvement process

Teaming Resources



- Cashman, J., Linehan, P. C., Purcell, L., Rosser, M., Schultz, S., & Skalski, S. (2014). Leading by convening: A blueprint for authentic engagement. Idea Partnership. Retrieved from <http://www.ideapartnership.org/documents/NovUploads/Blueprint%20USB/NASDSE%20Leading%20by%20Convening%20Book.pdf>
- National Center for School Mental Health. (2018). School mental health team alignment tool. Retrieved from <http://bit.ly/2EDZwK6>
- National Center for School Mental Health. (2018). School mental health teaming playbook: Best practices and tips from the field. Retrieved from <http://csmh.umaryland.edu/media/SOM/Microsites/CSMH/docs/Reports/School-Mental-Health-Teaming-Playbook.pdf>
- National Center for School Mental Health. (2018). *Referral and triage flow chart examples*. Retrieved from: <http://bit.ly/2VF5XUb>



Accelerated Learning can be accessed on the PDE website, [Roadmap for School Leaders](#)

Development of Supportive Learning Environments



- Planning for Success (Posted April 29)
- Moving to Action (Posted April 29)
- Teaming for Success (Posted April 29)
- Mobilization of Staff and Student Wellness (Posted April 29)

Collaborative Check-In Sessions



- May 10: 11:30-12:30 pm
- May 20: 2:30-3:30 pm
- June 2: 7:30-8:30 am

4/29/2021

Social & Emotional Wellness: Teaming for Success

Submit your attendance for this session using this Google Form: [tinyurl.com/PDEaccelerate](https://forms.gle/KcwcPxcgT5gXguaKSA)

If you are unable to open the tinyurl link, use: <https://forms.gle/KcwcPxcgT5gXguaKSA> (case sensitive)

You may also access the attendance form by scanning this QR code with your smartphone.

Both links and the QR code direct you to the same form.

The exit code for this session is: 8 9 6 3 4

