



## Creating a R.E.A.L. School Culture

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## Bryant Alternative High School

**Program**

- High School Diploma Program for students ages 16 – 22
- 18:1 student/teacher ratio
- 4 class periods (90 minutes each) per day (8:00 – 2:45)
- 4X4 course schedule – students can earn up to 8 credits
- 2 graduations per year (February and June)
- Services students from 12 different high schools

**Services**

- ESOL – all levels
- Special Education – resource level
- Project Opportunity – support services for pregnant/parenting students

## Bryant High School Fall 2015

**Current State**

- High absentee
- High dropout/return
- Low graduation rate
- Negative reputation
- Misaligned mission and vision

**First step**

- Understand the school culture
  - Teachers
  - Students
  - Community
    - See
    - Feel
    - Hear

## Changing a School Culture

- R.E.A.L.
  - Relationship
  - Engagement
  - Achievement
  - Leadership
    - Students and staff

## Building Relationships Staff

- Valuing teacher’s perspective
- Individual meeting with staff
- Meeting with principals of surrounding high schools
- Conversations with community leaders
- Open door policy

## Building Relationship Students

- Giving Value to the Student’s Voice
- Meeting with students
  - By Groups
  - Individually with most needy or challenging students
  - Identify their needs, wishes and goals
  - By Name and by Need
- Serving the whole child
  - Meeting all needs – housing, food, legal
- Visibility
  - Greeting students by name
  - Conversations with students
- “In Loco Parentis”
  - Standing in the gap

## Teacher Return Day (TRD) We are Super Heroes

## Staff T-Shirt

## Building A Leadership Team

## Gift at the end of the 1<sup>st</sup> week of school

## Engagement

**Engaging Environment**

- Creating learning spaces
- Incorporating blended learning

**Identifying students strengths and interests beyond academics**

- Basketball game
- Poetry/Rap Slam

**Meeting students need through school-wide programs**

- Santa Workshop
- Food pantry
- Gift cards
- Clothing closet
- Diapers/baby items

- Book Club
- Field Trips
- Mosaic Wall

## Achievement

- Academic Awards Program
  - Each quarter
  - Ceremony
  - Reception/cookout
- Senior Awards
  - Outstanding Student
  - Department Award
- Attendance
  - Contest
  - Prizes

## Leadership

- Visionary
- Risk takers
- Servant Leaders
- Open Door
- Social Justice Leadership
- Teacher Leaders
- Student Input

## Questions

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