

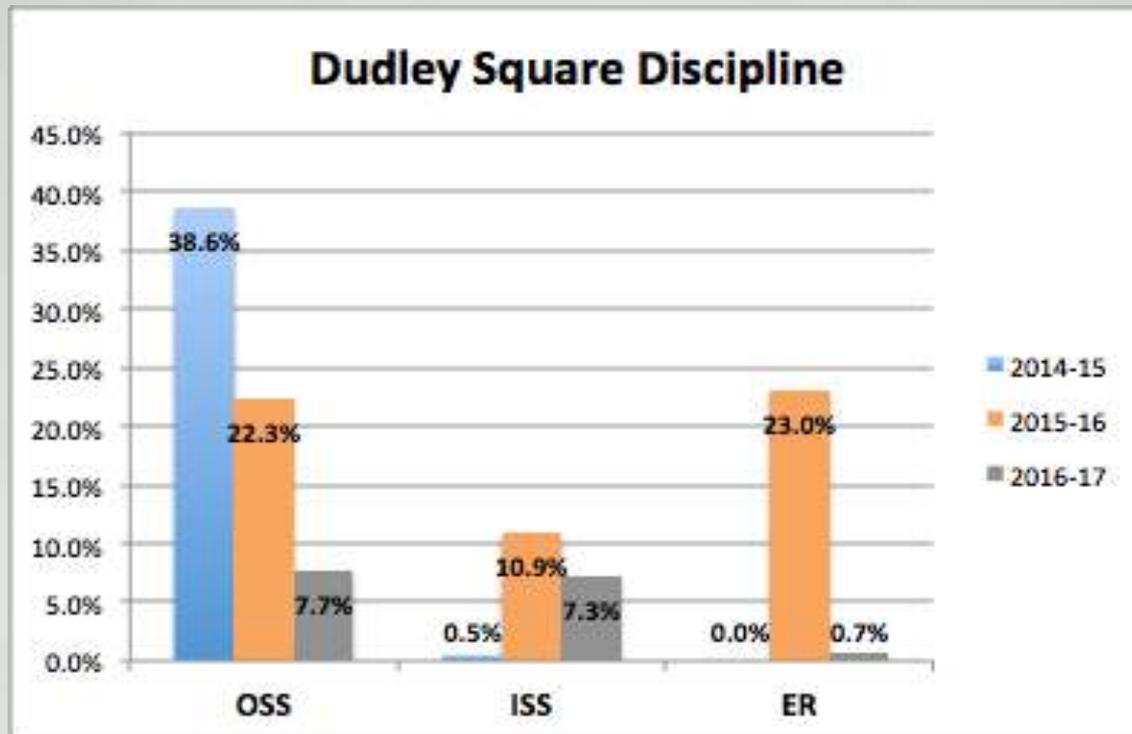
City on a Hill Dudley Square School Culture Dissemination Study

Challenges to School Replication

- Schools can replicate curriculum and assessments BUT cannot replicate culture.
- Culture is created by the students and staff working at the school, and most importantly, led by the Principal.
- Developing a positive school culture is challenging in a growing school because there are no upperclassmen to model the positive school culture.
- Over the past four years, City on a Hill has also undergone a transition from a No Excuses/Zero Tolerance discipline system to a Restorative Justice system.

Dudley Square's Suspension Data

City on a Hill Dudley Square has reduced suspension rates over time by implementing a more restorative approach in its discipline practices.



Dudley Square's Stability Data

City on a Hill Dudley Square has worked to improve its stability rate over the past three years in an effort to keep attrition very low.

Oct. 2014 – Oct. 2015	Oct. 2015 – Oct. 2016	Oct. 2016 – Oct. 2017
79.5%	80.7%	82.7%

Dudley Square's Stability Data

- To achieve these numbers, City on a Hill Dudley Square tracks data on students (EWI Tracker) in an effort to predict who may transfer from the school and be able to intervene with some sort of plan by the school staff.
- Indicators tracked:
 - Suspension
 - Attendance
 - Tardy to School
 - Referrals to the Deans' Office
 - Gender
 - Grade Retention
 - IEPs

Dudley Square's School Climate Data

City on a Hill Dudley Square was recently reviewed by SchoolWorks on November 1, 2017. They found the following data when conducting classroom visits:

Classroom Observations	% of classrooms where implementation was effective
Behavioral Expectations	94%
Structured Learning Environment	87%
Supportive Learning Environment	94%

Recommendations for Replication

- Build a positive staff culture that celebrates success all the time!
- Create opportunities for staff to interact with students in positive, celebratory forums (All School Quarter Awards, Faculty-Student Basketball Game, Field Day, Talent Show, Game Night, etc.).
 - Have a culture where staff must attend at least two night events a year.
- Coach staff to build relationships with students and track that all students have a positive relationship with at least one staff member.

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