

ccee
California Collaborative
for Educational Excellence

Driving Safer Schools with Daily Huddles: Hemet Unified Blueprint for Action and Impact



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Welcome



**Rocio Gonzalez-Frausto,
Ed.D.**

Sr. Advisor
Teaching Learning and Leading

- Recording & slides will be posted on CCEE's website
- Slides will be linked in the chat
- **Questions/Comments:** Please use the Q&A or "Raise Hand" features



Agenda

- Introductions
- The Problem
- Testing a Change Idea
- Scaling and Implementation of the Huddle
- Results and Iterative Improvement
- Q & A





Presenters



Dr. Christi Barrett

Superintendent,
Hemet Unified



Dr. Jennifer Martin

Assistant Superintendent,
Improvement & Analytics,
Hemet Unified



Serving:

Hemet
Anza
Aguanga
Idyllwild
Sage
Winchester
Valle Vista

23,658
Students

3,523
Employees

28+1
Schools

86.8%
Socioeconomically
Disadvantaged

3,042
(13.8%)
English
Learners

308
(1.4%)
Foster Youth

16.5%
Students with
Disabilities



VISION STATEMENT

EMBRACE • EDUCATE • EMPOWER

To design a system that leads to equitable educational outcomes for all students, including and especially those who have been kept furthest from opportunity, we **EMBRACE**, **EDUCATE**, and **EMPOWER** each student for college, career, and life.



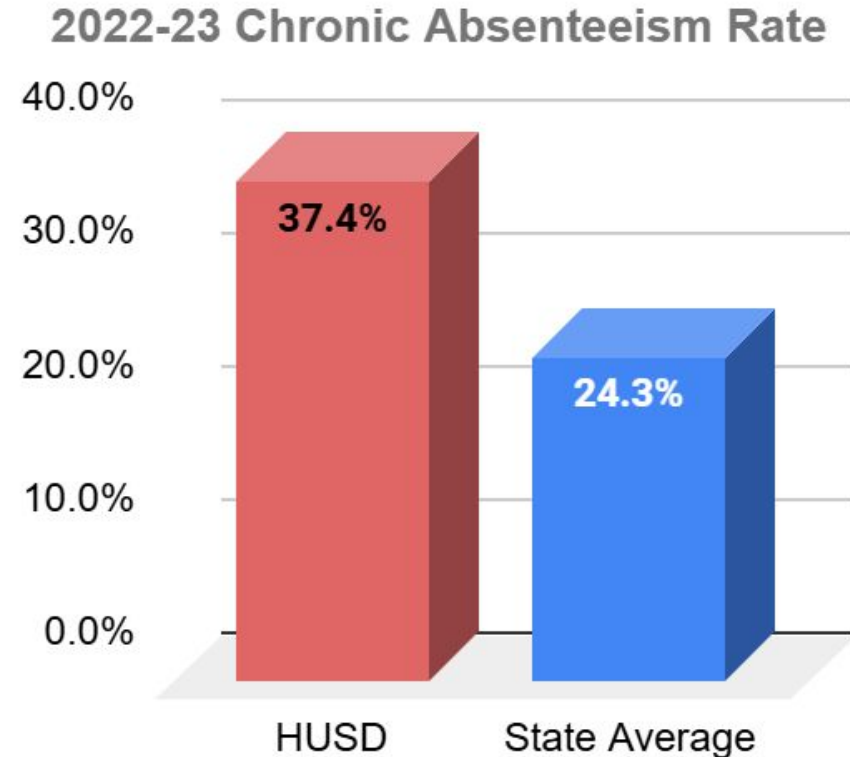
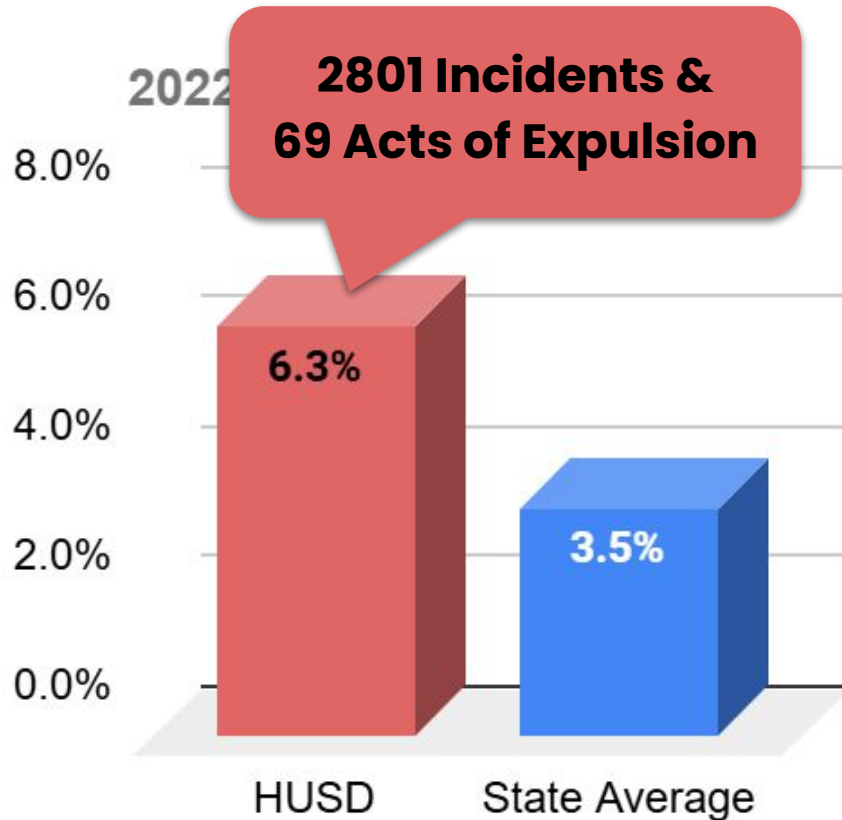
Washington Monument





The Problem

The Problem





Testing a Change Idea

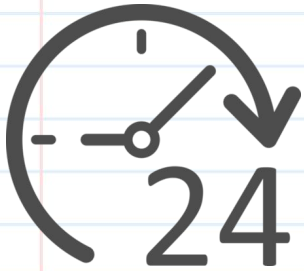
Aggression Log

Solving for Never Events

The **purpose** is to collaboratively work to reduce incidents of physical aggression and to create a strong culture that supports our district's vision. This will be accomplished by creating a daily, transparent record on student aggression that will be utilized to understand site needs and make informed decisions to improve safety.

Physical Aggression Definition. Aggression with intent to harm that is referred to administration.

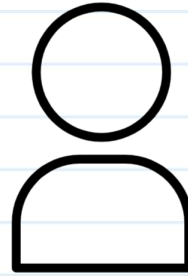
Logging Student Safety Data



Daily by End of
Each Work Day



In Google Sheet



Principal to Log



"Physical Aggressive"
Student Behavior

Test Aggression Log 2023-2024

Day of Week	Date	Total # of Stus Involved per Incident	Incident # (From Aeries)	Time of Incident	Location of Incident	Adult Supervision Present	Referred for Outside Medical Care (Student or Staff)	Conflict or Pre-Fight Behavior Occurred Prior Related to this Incident	History of Conflict Between These Students	SpEd Program	Recommendation for Expulsion
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Only edit your School's tab, not the Summary tab

Helpful Hint - Bookmark Your School's Tab (as a URL) for easy access:

1. Each school leader goes to their school's tab
2. At the end of the search bar in your browser, click the star icon (note: this might look a little different depending on the browser)
 1. Alternatively: Select the settings icon in your browser (usually denoted by three dots or lines in the top right corner of the browser), and in the dropdown menu select "Bookmarks" > "Bookmark this tab"
3. Select and save a relevant name for the bookmark (e.g., "Aggression Log")

Our Daily Huddle

The purpose is to:

- understand and meet schools' daily needs in area of safety and student behavior
- work collaboratively to reduce incidents of physical aggression
- create a strong culture of problem-solving that supports our district's vision



Logging & Huddles are mitigation strategies for reducing Suspensions.

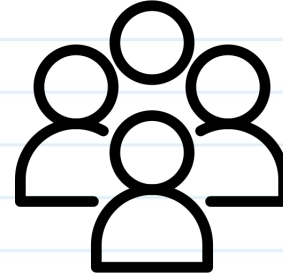
Huddle Structure



Daily at 7:45AM



By Zoom



Principals, AP's,
Squad Leaders, Relative
Directors, Cabinet


Middle Schools

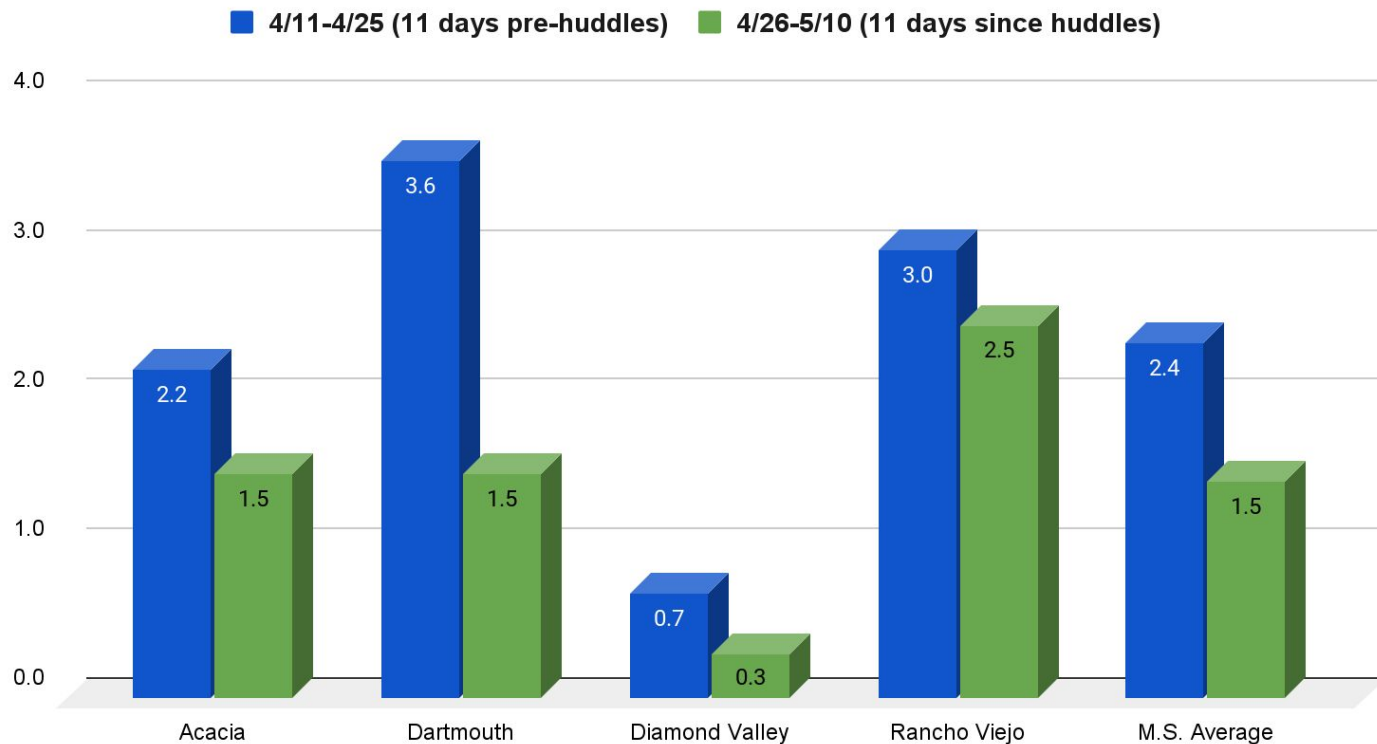


Focus on
Student Behavior &
Site Safety

OUTCOME METRICS

Testing of Daily Huddles with Middle School: Suspension Data

Average Daily Suspensions - Pre- and Post-Daily Huddles





Scaling and Implementation of the Huddle

Huddle Structure for 24-25

- i. **Continue daily Huddle and logging of Acts of Physical Aggression - Highest SUS Ed.Code**
- ii. **Connect improvement of Suspension with Action Planning Process - Provides visible data, more frequent conversation and coaching in this area, and shared ownership of improving student outcomes**
- iii. **Provide Tiered Support for schools or student groups with greatest needs**



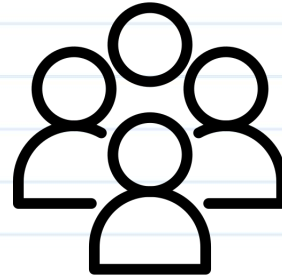
Huddle Structure



Daily at 7:45AM



By Zoom



Principals, AP's,
Squad Leaders, Relative
Directors, Cabinet

- 1. Elementary/PreK
- 2. Middle/K-8
- 3. High/Alt. Ed.



Focus on
Student Behavior &
Site Safety

Huddle Groups

Elementary 1 Squad	Elementary 2 Squad	Middle & K-8 Squad	High & Alt. Ed. Squad
Cawston	Fruitvale	Cottonwood K-8	Hamilton Secondary
Bautista Creek	Hemet El.	Idyllwild K-8	Hemet High
Hamilton El.	Jacob Wiens	Hemet Dual Lang. Acad.	Tahquitz
Harmony	Little Lake	Acacia	West Valley
Ramona	McSweeny	Dartmouth	Alessandro & Adult Ed.
Valle Vista	Whittier	Diamond Valley	LifeWorks Adult Transition
Winchester	Academy of Innovation	Rancho Viejo	Western Center Academy (Principal)
Preschool (optional, as needed)		Western Center Academy (Assit. Principal)	



Leader Huddles Handbook

**COLLABORATIVE PROBLEM-SOLVING FOR
CONTINUOUS IMPROVEMENT**

A focus on Student Physical Aggressive Behavior

Facilitator's Agenda

Revised Agenda, starting 10/16/24

Time	Category	Questions & Response Prompts	Probing Prompts
Whole Group (Christi)			
7:45-7:47	Share Out District-Wide Info; Bright Spots; District-Wide Solutions <ul style="list-style-type: none"> Fridays: Cabinet to report out of bright spot for the week and/or CB to tap admin to share their bright spot/success with behavior, including data 		
7:47-7:48	Transition to Small Group Breakout Rooms (Set up 4 "self-select" breakout rooms - Elem 1, Elem 2, Middle, High)		
Small Group (Facilitation Schedule)			
Everyday: 7:48-7:50	Bright Spots/ Celebrations	What is a bright spot/celebration around site safety or student behavior?	<ul style="list-style-type: none"> Talk to us about that/Tell us more about that What did you do that made that successful? What are you hearing when you are Rounding? What are you hearing when you ...talk with ____? ...are present with ____?
Everyday: 7:50-7:54	Immediate Site Needs	What do you need <u>today</u> to ensure site safety or to support student behavior?	<ul style="list-style-type: none"> Are there any lingering or anticipated needs? What is an ongoing problem that you want to surface for us to discuss further and support with ideas?
Everyday: 7:55-8:00* (*End by 7:58 to allow for Rounding ?'s on Mondays and Tuesdays)	Aggression Log Data	Engage leaders in sharing learnings from their data using the Aggression Log - <ul style="list-style-type: none"> What is a change idea related to the logged aggression you are testing? What are you learning? How are you responding to the act of aggression logged? If no acts of aggression, lift a hot spot or bright spot on any student behavioral need [At 8:00AM, dismiss small group & return to main room]	<ul style="list-style-type: none"> If sites are struggling with ongoing aggression, inquire about the application and consistency of the non-negotiable expectations. <ul style="list-style-type: none"> Admin: Active Supervision Staff: Active Supervision Daily Huddle with Supervision/Security What did active supervision look like during the incident? Where was admin during the incident? How are you covering the absences of Supervisors? How are you supporting sub. Supervisors to ensure they are aware of hot spots and expectations?
Monday Only: 7:58-8:00	Rounding: Report Out	Share the focus you were Rounding on last week: <ol style="list-style-type: none"> What did you learn from rounding? What will you do with that learning? Remind Leaders: Your team will select a unified Rounding focus; discuss the need and bring a common Rounding focus to share in Huddles tomorrow. [At 8:00AM, dismiss small group & return to main room]	<ul style="list-style-type: none"> How are you using Rounding to understand and solve problems identified from your Aggression Log? Talk to us about bright spots or pain points learned during Rounding As a leader, how do you document and follow up on Rounding learnings? Rounding Routine Questions: <ol style="list-style-type: none"> Week 1 - Calibrate on different types of Rounding (Rounding for All Staff, Rounding for Outcomes, etc.) and delve into the purpose of Rounding for Outcomes Each week to choose a rounding topic - We ask ourselves/team "If I could solve for this and reach an ideal state, it would improve...and free up time and/or resources in other areas." Each week during share-out of learnings from rounding - When leaders report out, they respond to the sentence frames provided: <ol style="list-style-type: none"> I rounded on (topic)... I learned... So next I will...
Tuesday Only: 7:58-8:00	Rounding: Topic Selection	As a site leadership team, what is a pain-point you are experiencing at your school? [Ask leaders to report in the chat; remind leaders they are rounding to mine for bright spots, challenges, change ideas, and root causes; Note-taker needs to capture entries in the notes - copy & paste into Huddle Notes] We will check in on our Rounding learnings from this week on Monday of next week. [By 8:00AM, dismiss small group & return to main room]	<ul style="list-style-type: none"> What area is your site leadership team Rounding on this week to learn more about? This should be your largest pain-point, which could be physical aggression, or other areas of need around safety. Ask, "If I could solve for _____, it would free up time to _____."
Facilitation Considerations		<ul style="list-style-type: none"> Ensure Equity of Voice - Reminder to call on Assistant Principals or leaders who rarely share 	

Note Taker

TEMPLATE

Date: DATE	PreK & Elementary 1	Elementary 2	K-8 & Middle	High & Alt. Ed.
Whole Group	<ul style="list-style-type: none"> Whole group announcements 			
Facilitator	Mary	Derek	Nereyda	Jenn
Notetaker	Lauren	Kristen	Kim	Janice
Bright Spots	•	•	•	:
Immed. Needs <ul style="list-style-type: none"> Green - Quick, easy to solve Yellow - Longer solve but doable Red - Longest & most complex 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learnings Aggression Log	•	•	•	•
Rounding Report Out [Mondays] - Site teams report what they learned from the past week of Rounding & brainstorm to select new week's topic; Tuesdays - Share site topic]	•	•	•	

Adopt and Adapting

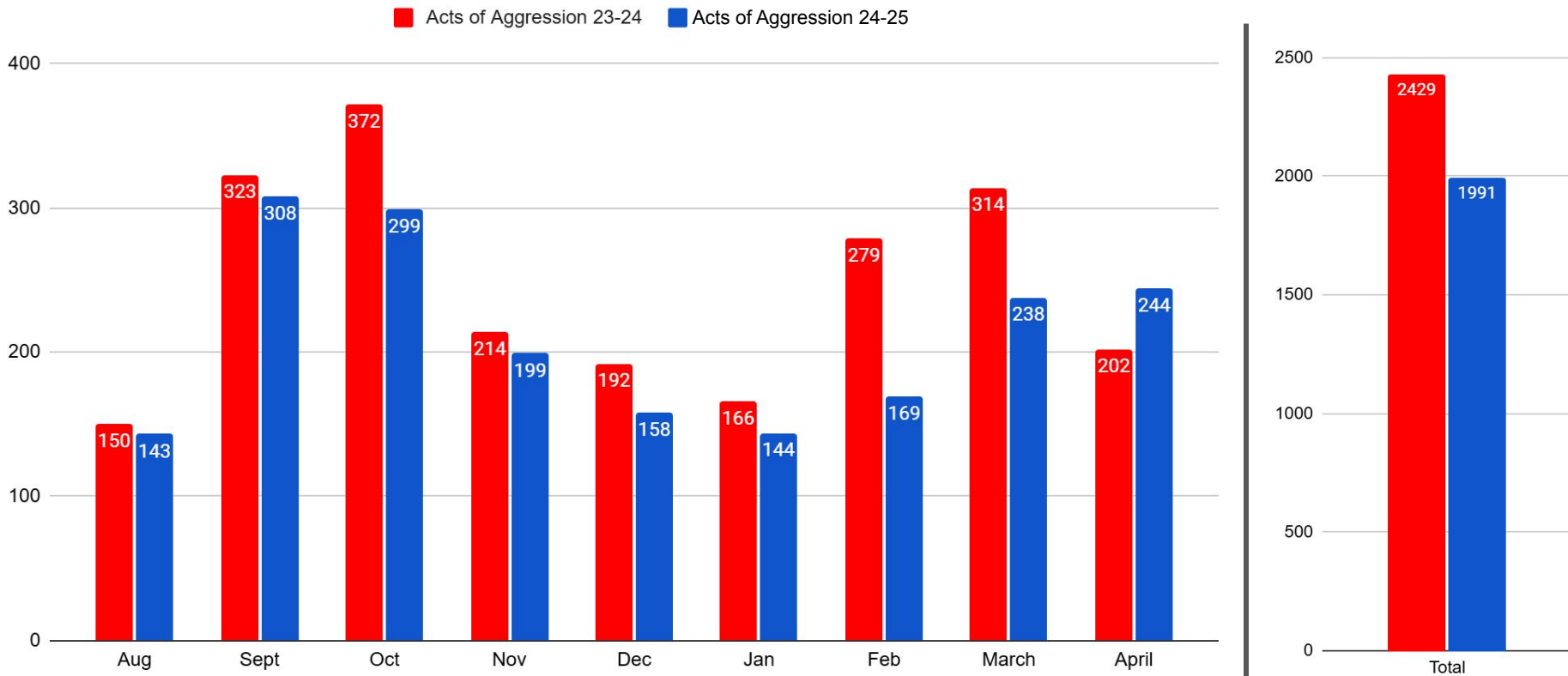




Results and Iterative Improvement

Progression of Improvement: LEADING DATA

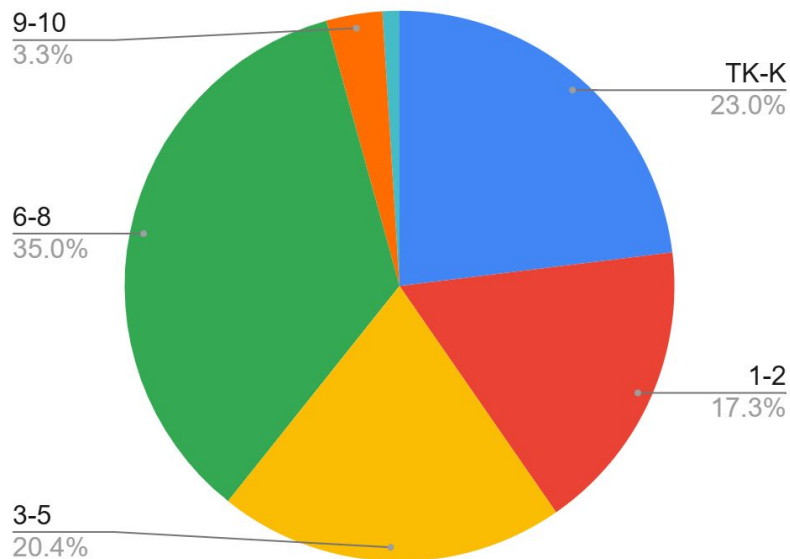
Acts of Physical Aggression - 2023-24 v. 2024-25



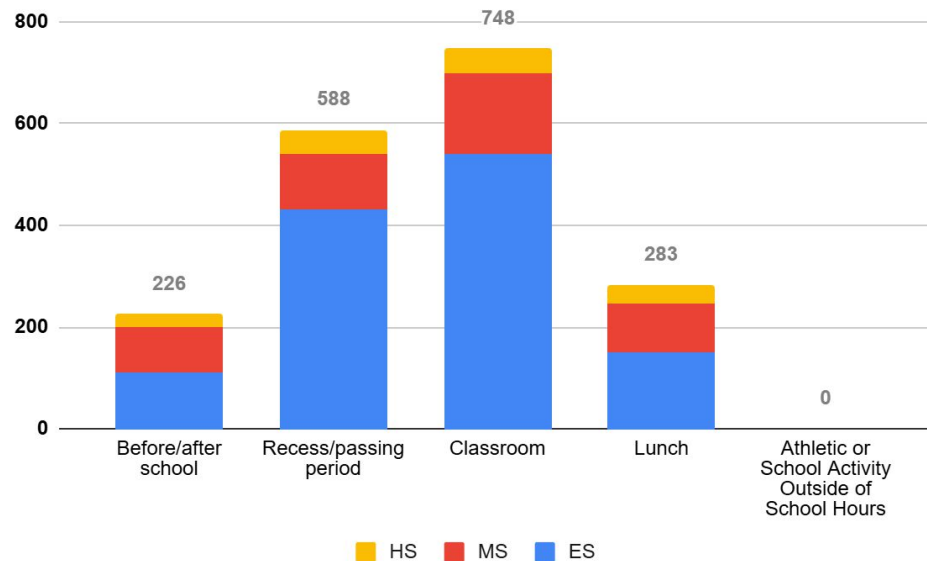
Progression of Improvement: LEADING DATA

Using Data on Acts of Aggression to Better Understand & Target Problem-Solving

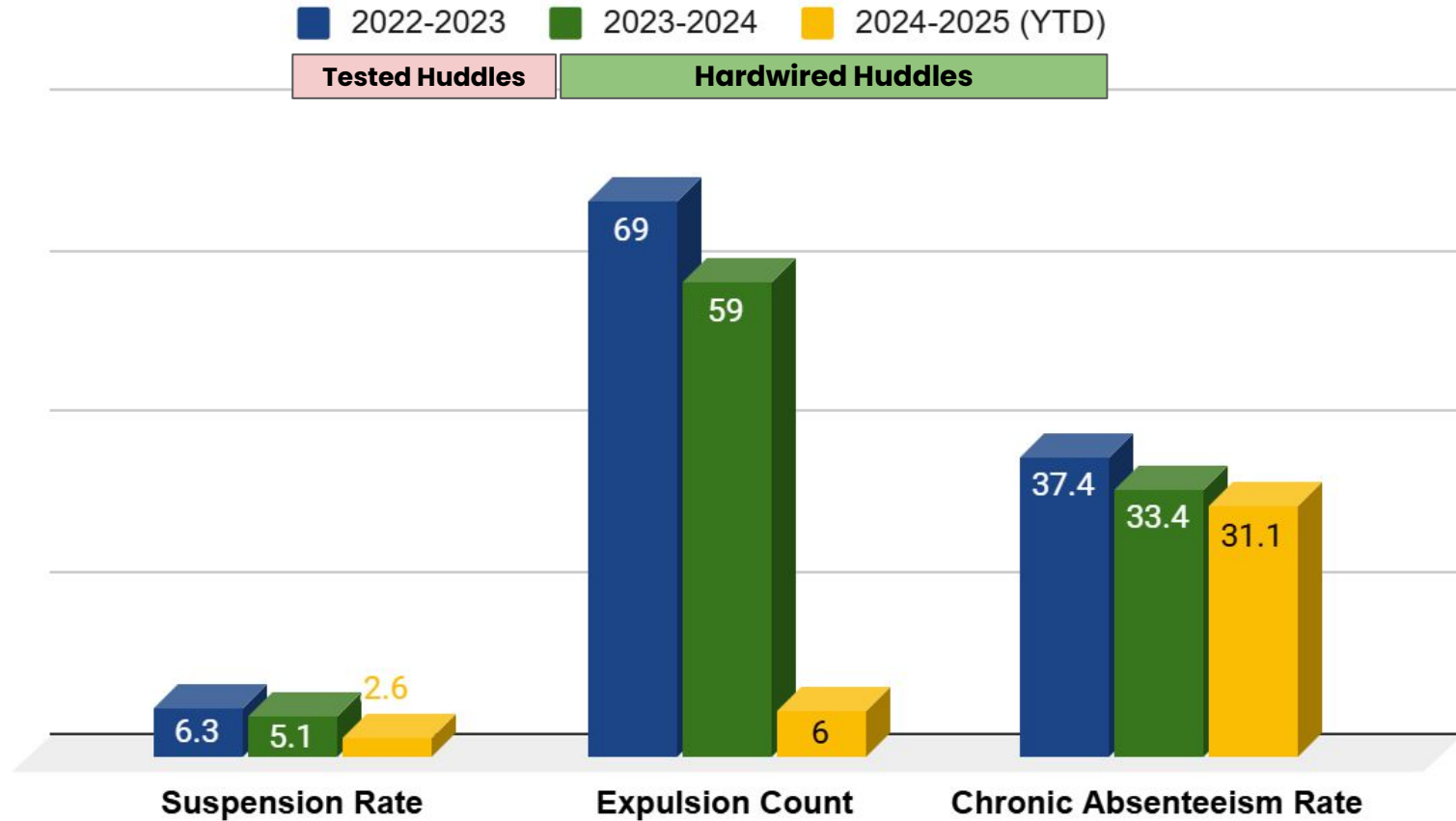
Incidents by Grade Span



Total Incidents by Time and Grade Span



Progression of Improvement: LAGGING DATA



Feedback and Cycles of Improvement

Huddles and Aggression Log - Site Admin Feedback

B *I* U  

Week of September 30, 2024

Position *

- ☐ Principal - PreK-Elem.
- ☐ Principal - Secondary-Alt. Ed.
- ☐ Assistant Principal - PreK-Elem.
- ☐ Assistant Principal - Secondary-Alt. Ed.

PLUS: What's going well with the AGGRESSION LOG? What is most helpful?

Long answer text

DELTA: What are you grappling with regarding the AGGRESSION LOG? What are suggestions for improvement of the aggression log?/How can we make the aggression log more helpful to ensure safety?

Questions



Thank You



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Contact



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our Zoom feedback survey.