Continuous Improvement Activities for Kentucky Department of Education Key Core Work Processes		
Establish Learning Environment and Culture		
OPERATIONAL DEFINITION *A learning environment is intentionally designed to be inclusive and accessible for all students. The environment must include highly qualified teachers and the necessary materials and resources to ensure a safe space that is conducive to learning. Therefore, culture is a product of the learning environment. Leadership and an empowered workforce must collaborate to establish a culture where learning and continued growth is the primary focus and foundation for all actions. School culture must be carefully maintained and monitored to ensure that governance systems (e.g., vision, mission, core values, shared goals and objectives) remain the driving force of the organization.*	**PROCESS**	**Establish a process (work) to:** • Ensure culturally responsive behaviors are modeled among faculty, staff, and students. • Ensure that classrooms operate within the school's guidelines of cultural responsiveness and hold students to high expectations for appreciating and accepting diversity. • Ensure the effective implementation of anti-bullying policies and procedures, including how violations are addressed, how reporting and documentation should occur, and how communication measures should be conducted (including parents/guardians, administration, and local law enforcement, if applicable per policy). • Adopt a district/school-wide system or initiative to build character development. • Ensure the effective implementation and monitoring of character education practices. • Collectively establish vision and mission statements that reflect core values of the school and support academic achievement for all students.
	PRACTICE	**Establish a practice (worker) to:** • Ensure that classrooms plan for and incorporate culturally responsive practices, embedding such practices in lesson plans, activities, assessments, and within classroom daily operations. • Ensure that classroom policies and procedures align with the school's Code of Conduct. • Ensure the expectations of students are clearly defined, and that group norms have been established within the classroom. • Ensure that student conferencing occurs on a regular basis and such discussions support a culture for learning. • Encourage student opportunity in self-monitoring behavior, including progress monitoring of goals. • Enable students to develop leadership roles within the classroom.
	CONDITION	**Establish a condition (workplace) to:** • Enable students to develop leadership roles within the school and/or classroom. • Ensure that all available resources are deployed to assist students in need, i.e. FRYSC, DPP, Cabinet for Family and Children, etc. • Enable faculty to develop teacher leadership capacities and/or serve in leadership roles within the • district/school.