

*Creating a comprehensive  
model for serving  
children and families  
from **Birth** through  
**College and Beyond** in a  
urban public school  
setting.*



Developing an Inclusive School Culture for  
Teaching and Learning  
RUTGERS UNIVERSITY  
Evelyn Nuñez

# Today's Agenda

- ▶ A look at LEAP Academy University Charter School: A HIGH PERFORMING URBAN CHARTER SCHOOL
- ▶ What are the key components in an urban schools that lead to a school culture that is conducive to teaching and learning

# URBAN EDUCATION

POVERTY

ASSESSMENTS

COMPETING GLOBALLY

COMMON CORE STANDARDS

Lack resources

Opportunities

ACCOUNTABILITY

POLITICS

BUDGET CUTS

At risk

PARCC

**High-performing urban schools have climates that nurture the commitment and engagement of teachers, parents, and students.**

-National Center for Urban School Transformation, 2014





<https://leapacademycharter.org>

# High school graduation and College placement rate



- 100% en 2005
- 100% en 2006
- 100% en 2007
- 100% en 2008
- 100% en 2009
- 100% en 2010
- 100% en 2011
- 100% en 2012
- 100% en 2013
- 100% en 2014

**High-performing urban schools have climates that nurture the commitment and engagement of teachers, parents, and students.**

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Culture is about what we value,  
individually and collectively, as a  
school.





# The Collective Mission Statement

The mission of the LEAP Academy is to enhance opportunities for the children and families of Camden through the collaborative design, implementation, and integration of education, health and human services, professional development, and community development.

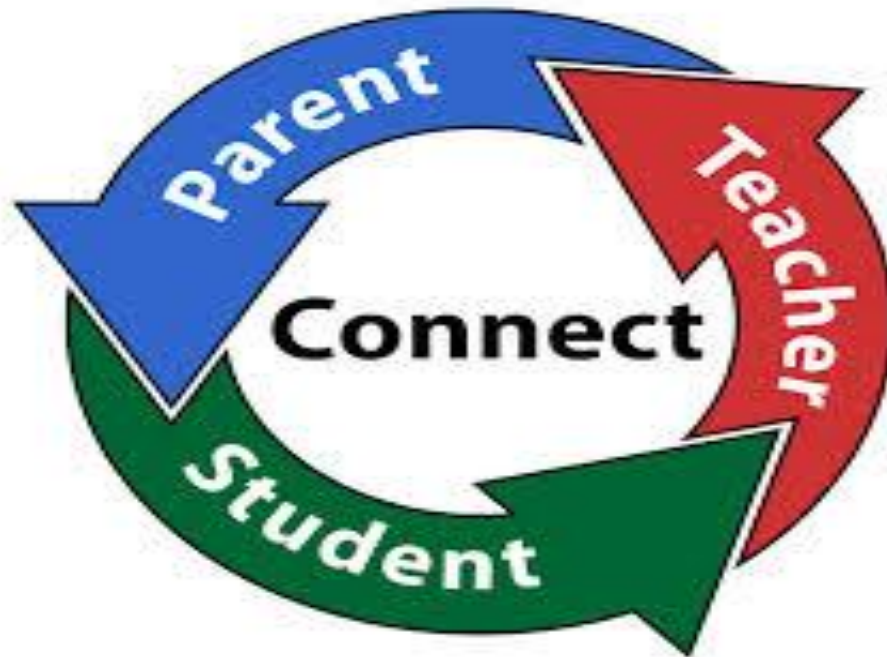


# LEAP Values

1. Student Achievement – Comes first
2. We do what ever It takes to get the job **DONE RIGHT**
3. We take the High Road
4. We are a Family
5. Positive and Caring Culture
6. We are all accountable
7. Transparency with each other
8. Improvement is ongoing
9. Diversity is our Strength
10. We are one Team



# Effective school's value PEOPLE!



# The Six Pillars of Character



**Trustworthiness**



**Respect**



**Responsibility**



**Fairness**



**Caring**



**Citizenship**



# Students & Positive School Culture

- Students are safe
- Students are supported
- Students are challenged
- Students are socially capable





# Parents & Positive School Culture

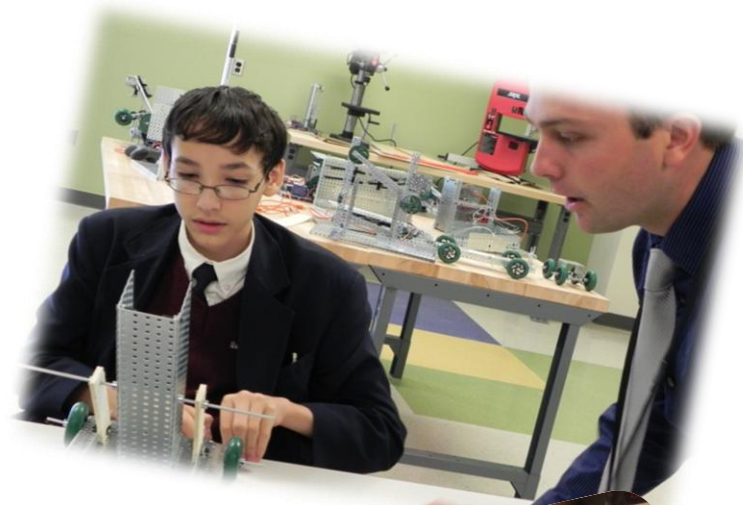


- Feel welcomed in schools
- Believe the school CARES about their child
- Believe the teachers see potential in their child
- Believe the school is safe
- Trusts the school
- Believe they are strong partners in education
- Feel supported & appreciated by the school



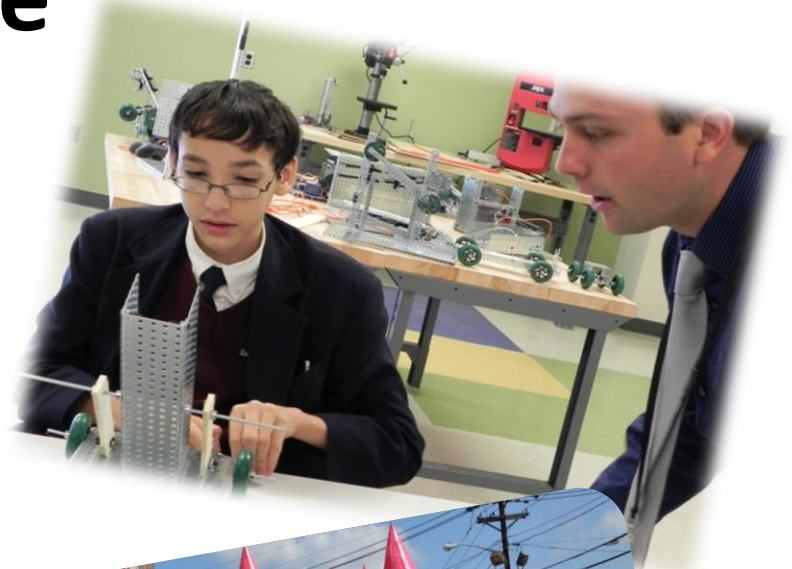
# School Staff & Positive School Culture

1. Staff views their students as their valued clients.
2. Highly motivated to come to work each day.
3. Are accountable and feel supported by each other and school leadership.
4. Frequently share stories and historical perspectives on the school that are positive, encouraging and uplifting.



# School Staff & Positive School Culture

4. Give input, support and trust new ideas, approaches and suggestions for improvement.



5. Are involved in the school community.



6. CELEBRATE!!!!!!





# Five Core Elements of the LEAP Model

1. Accountability for People, Time, Money and Programs
2. Pipeline of College Access for all students PreK- 16
3. Teacher Development and Support
4. Parental Engagement
5. Early Learning means later Earning

# LEAP's Centers of Excellence: **PEOPLE** **MATTER MOST!**

- Academic Advising/ College Placement
- Academic Support and Parental Engagement
- Academic Enrichment/
- Career Awareness
- Alumni Engagement, Support Cultivation

**Center of College Access**

- *Consistent vision and language for effective instructional practices*
- *coaching to support in instructional practices.*
- *Use of data to improve teaching and learning*

**Center for Professional Development**

- Quality health services
- Social, recreation and character building for children and youth
- Social service programs
- Training

**Center for Health & Wellness**

- Training
- School Participation
- Personal growth
- Civic Leadership

**Center of Family & Parental Support**



***"What differentiates **LEAP Academy** from any other school in the region and state is that our School has **a healthy culture and climate where our children and families feel safe, cared for, supportive, academically challenging and where mental health and educational needs are met while we embraced children from risky environments**".***

***Dr. Gloria Bonilla-Santiago***





LEAP *ing*