



**Roadmap** 2025  
2026

# CLIMATE & CULTURE

Kelso School District is committed to cultivating a safe, caring, and inclusive school climate and culture where strong relationships and rigorous and relevant learning thrive—supporting the growth and long-term development of each and every student.

Goals	IMPLEMENTATION MEASURES	IMPACT MEASURES
Improve school climate and inclusion	<p>Implement and sustain a comprehensive Multi-Tiered System of Support-Social Emotional Learning (MTSS-SEL) model in all schools</p> <p>Implement and sustain Tier 1 MTSS-SEL to support SEL skill development</p> <p>Implement SEL in schools so children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions</p> <p>Deliver high-quality training and implementation supports to school staff</p>	<p>100% of KSD classrooms embed SEL standards into daily instruction</p> <p>100% of students access classroom instructional time, increasing student learning as measured by assessments</p> <p>Panorama survey and attendance data show increased inclusion and reduced risk factors</p> <p>100% of students report feeling physically and emotionally safe</p>
Increase student and family access to, and awareness of, school-based counseling and the availability of mental health services	<p>Review and sustain a school-based mental health referral process</p> <p>Enhance comprehensive school-based counseling and mental health services</p> <p>Connect community service providers to students and families</p>	<p>Increase in the number of students and families accessing and receiving school- and community-based counseling and mental health (including substance use disorders) and physical health services</p>
Provide a comprehensive Work Place Wellness Program that promotes healthy lifestyle for staff	<p>Sustain a district-wide committee that actively promotes a healthy lifestyle for staff</p> <p>Conduct staff surveys to identify prevailing risk factors that will drive healthy staff initiatives</p> <p>Gather and share resources for preventing and responding to workforce health issues</p>	<p>Improve staff attendance, morale, decision-making, productivity, and retention; improve disease management and prevention; and promote a healthier workforce as measured by Panorama survey and Employee Assistance Plan (EAP) usage</p>
Ensure safe and secure learning facilities through consistent safety protocols and systems	<p>Implement Standard Response Protocols (SRP), conduct regular drills and annual safety audits</p> <p>Maintain updated safety features and systems</p> <p>Provide staff training on emergency response</p> <p>Partner with law enforcement and emergency services</p>	<p>Increase reported safety confidence</p> <p>Improve drill performance and response times</p> <p>Annual collaboration with community safety partners</p> <p>Compliance with safety standards</p>