

Faubion 2025-2026

School Climate & Culture Plan



Mission

The mission of Faubion School is to empower our students academically and socially to become passionate leaders. We do this through deep community and family engagement, and a strong commitment to equity, inclusion, and a radical sense of accountability for the success of every student.

Vision

Faubion aims to be an equitable learning community, dedicated to engaging and empowering students to become leaders for a more socially just world.

WHAT IS SCHOOL CLIMATE?

SCHOOL CLIMATE OVERVIEW

School Climate encompasses culturally relevant Positive Behavioral Interventions and Supports (PBIS), restorative practices and schoolwide social-emotional learning opportunities for all students in their classrooms. Racial equity and social justice is woven into all aspects of school climate to ensure that all students feel a sense of belonging and have a positive school experience.

MULTI-TIERED SYSTEM OF SUPPORT

School climate is an essential component of the Multi-Tiered System of Support (MTSS) framework. MTSS is a proactive, data-driven practice used at Portland Public Schools to support all students. It uses evidence-based instruction, intervention and assessment practices to ensure that every student

Core Values K-4



Practicing Kindness

- We are considerate and compassionate to ourselves and others



Acting Responsibly

- With integrity, we practice accountability with our words and actions.



Working and Playing Safely

- We are physically, verbally, and emotionally safe with our words and actions, and welcome inclusivity





Showing Respect

- We embrace inclusivity and treat others how they want to be treated

receives the appropriate level of support based on their level of need. Within an MTSS structure, all students receive sustaining **universal supports (Tier I)**. Additional support is provided for students that need it through **targeted interventions (Tier II)**, and **individualized interventions (Tier III)**. These tiered academic and behavioral interventions help eliminate barriers to learning and enable every student to successfully reach their full potential.

SCHOOLWIDE VALUES AND COMMON AREA EXPECTATIONS

Our School's Core Values are

-  *Practicing Kindness*
-  *Acting Responsibly*
-  *Working and Playing Safely*
-  *Showing Respect*

Our Core Values were created with student, staff, family & community input. Posters are distributed throughout the building in order to make them visible to students, staff and families. The intention is to send a consistent message about what our school community values and how it looks different in various common areas. This will help Faubion ensure that our core values are inclusive and affirming.

Students need to understand and exercise our core values on a regular basis to master the skills to be successful and prepared to be college and career ready. All adults acknowledge and reinforce these core values when interacting with students.

Our core values are woven into our regular teaching practices in every lesson and in every class period throughout the grade levels. Staff name them consistently and strategically teach and review our core values throughout the school year.

Common Area Expectations

Our School Values are:

- 1. Practicing Kindness**
- 2. Acting Responsibly**
- 3. Working and Playing Safely**
- 4. Showing Respect**

TEACHING COMMON AREA EXPECTATIONS ([2025 SCHEDULE HERE](#))

All students are taught the common area expectations at least three times a year after long breaks.

[K-5 Common Area Expectations Slide Presentation](#)

[MS Orientation Slides](#)



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Middle School Common Area Expectations Slide Presentation

Middle School Systems & Accountability Slide Presentation:

SCHOOLWIDE (TIER 1) CLIMATE PRACTICES

Each Faubion student deserves to come to school and feel seen, safe and valued. In order to make this happen, adults across the school intentionally support all students by implementing the following:

- A warm greeting at the door each morning
- Academic, School Value, and Leadership Awards
- Classroom Community Agreements
- Community Circles
- PAWS (Positive Acknowledgement System)
- School counselor classroom lessons
- Social Emotional Learning classroom lessons
- Common Area Expectation lessons three times per year
- Calming spaces in each classroom
- Flexible seating

STUDENT INTERVENTION TEAM: ADDITIONAL BEHAVIOR & ACADEMIC SUPPORTS (TIER II AND TIER III)

When Tier 1 classroom and schoolwide supports are not enough to ensure student success, students may be brought to the school Student Intervention Team (SIT) to develop and implement Tier II and III interventions.

The Student Intervention Team (SIT) is a collaborative, general education solution-generating team made up of a variety of school perspectives. The purpose of the SIT is to

- support teachers in reflecting on and enhancing their Tier I practices and
- implement targeted Tier II and III behavior and Tier III academic interventions when needed.

Utilizing an equity lens, the team considers the whole student when making decisions that affect their long-term educational experience and sense of belonging in PPS. SIT works to provide every student and adult what they need to thrive in the general education setting. **Families are notified about student strengths and challenges, as well as planned interventions, at all points in the process.**

Example Tier II Behavior Interventions

Function: Access/Obtain

Check In/Check Out
Meaningful Work
Social/Emotional Skills Group
Check and Connect

Function: Escape/Avoid

Breaks are Better
Check and Connect
Social/Emotional Skills Group



Example Tier III Behavior Practices & Intervention	
<p>PRACTICES (non-exhaustive)</p> <p>Staff Plan to Support Student Safety Supervision Plan Planning for Managing Escalating Behaviors (with FBA/BSP)</p>	<p>INTERVENTION (exhaustive)</p> <p>Individualized interventions outlined in the FBA/BSP</p>

DEFINING STAGE 1 AND STAGE 2/3 BEHAVIORS

Behavior level calibration will be conducted by building staff in order to properly reflect the evolving needs of our community and to accommodate the diverse racial, cultural, linguistic and developmental needs of our school.

Defining Behaviors

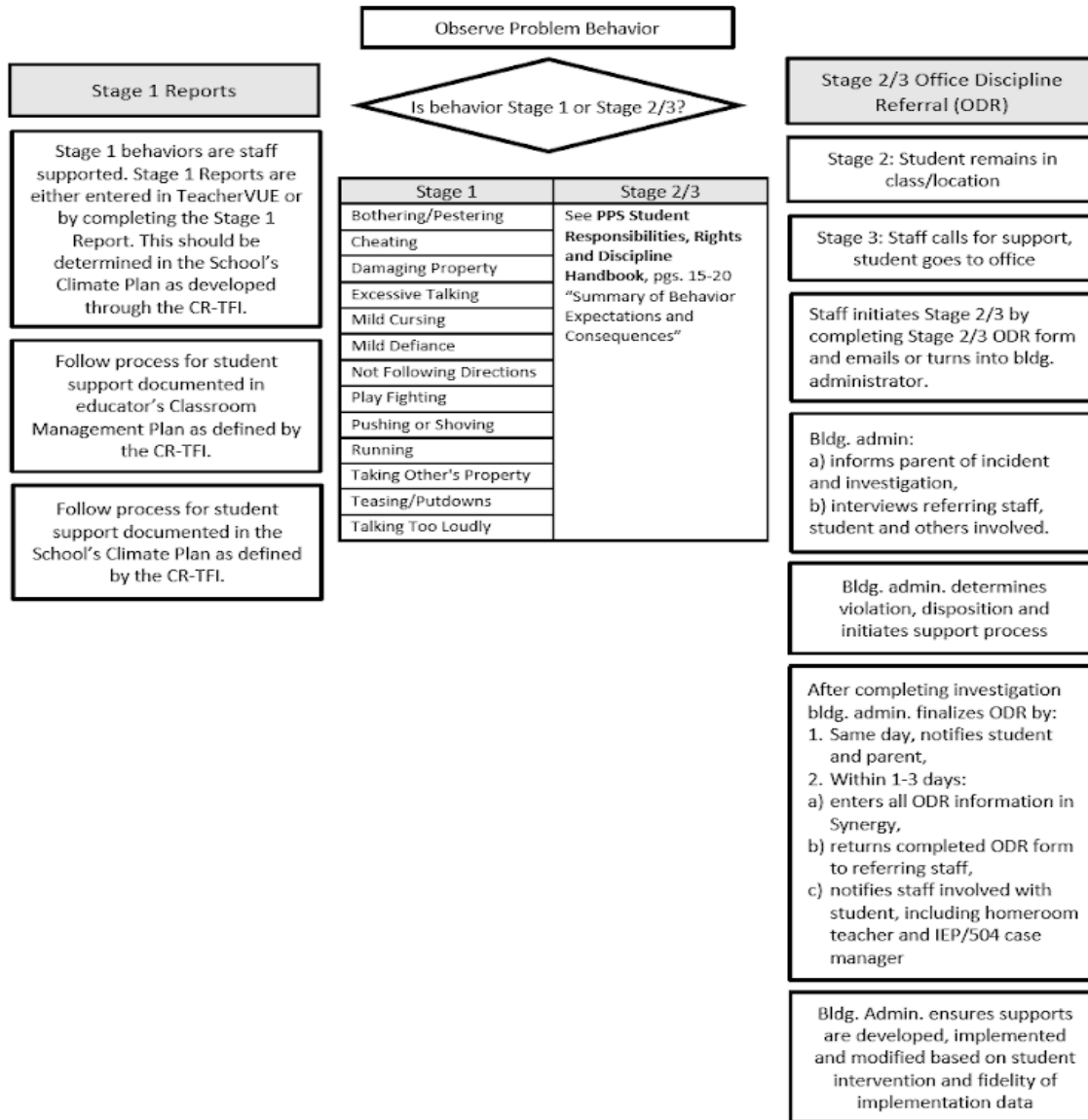
[Working Draft Behavior Matrix](#)

DISCIPLINE POLICIES

Faubion has created and calibrated around a flowchart to describe how staff respond to unexpected behaviors. If a student is escalated such that the flowchart below does not meet their needs, they may utilize the school's deescalation space. De-escalation spaces are a predesignated space in the school, not the classroom, for students to de-escalate with adult support.



PPS Discipline Due Process Flowchart



Purpose of All Student Behavior Responses:

De-escalate, Resolve, Restore, Re-teach, Return to Learning

EFFECTIVE CLASSROOM PRACTICES PLAN

Every teacher will have an Effective Classroom Practices Plan (ECP Plan). ECP Plans will be shared with administration no later than the day before back to school night. Co-creating classroom practices reduces variability between classrooms and makes it more consistent for students. Some sample plans are provided below and professional development time will be provided in the first two weeks of school to complete these documents.



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The Effective Classroom Practices Plan template, covers the essential features of effective classroom practices: Structure, teaching expectations, acknowledging positive behaviors, and supporting regulation & restorative practices.

RESTORATIVE PRACTICES

Restorative Justice is a philosophy grounded in the belief that positive, healthy relationships help us thrive. When we do things that impact others and create harm to those relationships, it is our individual and collective responsibility to make things right.

Restorative Practices are the skills and processes that help us build, maintain, and repair relationships to form healthy, supportive & inclusive communities. Restorative Practices are best utilized when intentional time is devoted to community building.

Community Building Circles that allow classroom communities to develop relationships by asking a series of low impact questions to get to know one another. Circles should be done as often as possible to insure relational trust is developed over time.

Restorative Inquiry is an essential restorative practice. A series of guiding questions are asked to understand all parties involved in a conflict, disagreement and/or any level of harm. The questions get to the root of a conflict and help solve the conflict by giving voice to the person who was harmed.

- What happened?
- Who was harmed and how?
- What can be done to make things better?
- What do you need to move forward?
- What support do you need to keep this from happening in the future?

Restorative Justice Resources & Learning at Faubion School:

https://docs.google.com/presentation/d/1ma3t7nDZe9K6x3Pxi2sGyrm6V-YQi7EB-jP0MnROu84/edit#slide=id.g14a50f4fb83_0_6

Community Circle Example re: Respect & Accountability:

https://docs.google.com/presentation/d/1op4-2Noh_I_oFr52ZjhpQbty7qUfz5OMZZrV4EDgTYg/edit#slide=id.p

RACIAL EQUITY & SOCIAL JUSTICE (RESJ)



The Board of Education for Portland Public Schools is committed to the success of every student in each of our schools. The mission of Portland Public Schools is that by the end of elementary, middle, and high school, every student by name will meet or exceed academic standards and will be fully prepared to make productive life decisions. We believe that every student has the potential to achieve, and it is the responsibility of our school district to give each student the opportunity and support to meet his or her highest potential.

Faubion School prioritizes racial equity work aligned to the vision set forth in the [PPS Graduate Portrait](#) that is committed to Culturally-Responsive Positive Behavioral Interventions & Supports, Multi-Tiered Systems of Support, Restorative Practices, Equity, and Social Emotional Learning.

We as a community must foster and promote a collective vision for public education so that every student -- regardless of race, gender, socioeconomic situation, special need or ability -- has access and opportunity to kindle his or her unique spark, and to build the knowledge and skills to achieve their goals.

We owe our students this.

-- Guadalupe Guerrero, Superintendent, Portland Public Schools

SOCIAL EMOTIONAL LEARNING

Social and Emotional Learning (SEL) is an integral part of education and human development. SEL is the process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions, and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions. ([CASEL](#))

In PPS, we embrace Transformative SEL--which is a form of SEL implementation that concentrates SEL practice on transforming inequitable settings and systems, and promoting justice-oriented civic engagement.

“Transformative SEL” is a process whereby young people and adults build strong, respectful, and lasting, relationships that facilitate co-learning to critically examine root causes of inequity, and to develop collaborative solutions that lead to personal, community, and societal well-being. This form of SEL is aimed at redistributing power to promote social justice through increased engagement in school and civic life. It emphasizes the development of identity, agency, belonging, curiosity, and collaborative problem solving within the CASEL framework. ([CASEL](#))

CASEL’s 3 Signature Practices intentionally and explicitly help build a habit of practices through which students enhance their SEL skills: self-awareness, social



awareness, self-management, relationship skills, and responsible decision-making. They provide a framework for supporting teachers in fostering a supportive environment and promoting SEL. The 3 Signature Practices can be put into practice without extensive professional learning. They can be incorporated into any K-12 lesson, community meeting, or staff meeting through carefully choosing, effectively facilitating and thoughtfully debriefing a: **Warm Welcome, Engaging Activity & Optimistic Closure.**

To support current and future social and emotional needs, trauma-informed science reminds us of the need to:

- Elevate student's **cultural assets, voice, and agency**
- **Strengthen relationships**, community, and sense of belonging
- **Affirm student identities** and lived experiences
- Incorporate social and emotional skill building into **academic learning**
- Establish consistent and **predictable routines**
- **Build trusting relationships** with students and families through clear and transparent communication



FEEDBACK AND ACKNOWLEDGEMENT SYSTEMS

Research shows that when staff observe and acknowledge students exhibiting appropriate behaviors, those behaviors will increase and misbehaviors will decrease. Specific praise is extremely important in increasing the recurrence of appropriate behaviors. When observing appropriate behaviors in the common areas/ classrooms/ buses, all staff acknowledge students exhibiting our core values verbally and by K-5 [PAWS ticket](#) and 6-8 [Bulldog Bucks/Stamp Cards](#).

Research shows that when staff "catches" a student exhibiting appropriate behaviors, those behaviors will increase and misbehaviors will decrease. Specific praise is extremely important in increasing the recurrence of appropriate behaviors. Some schools decide to give out acknowledgement "tickets", small slips of paper that are aligned with the school values. All staff hand out the acknowledgement tickets, along with specific praise, to students as they witness appropriate behaviors



in the common areas, in classrooms, on buses, etc.

Description of our school-wide acknowledgement system:

- In place during 2022 - 2023
 - Students will earn individual and classwide awards/tokens/prizes
 - K-5 Monthly Awards assembly
 - [PAWS ticket](#)
 - Middle School Stamp Cards
 - [Stamp Card](#) (Bulldog Bucks) [Student facing slideshow](#)
 - Quarterly Academic Achievement Awards
 - 6-8th grade Honor Roll Field Trips
 - [Student facing slide show for Honor Roll Assembly and Field Trip](#)
- For 2023 - 2024
 - Students and Teachers use PAWS to acknowledge staff and students throughout the K-5 community

Family Involvement & Feedback (More Info will be posted soon ...stay tuned)

AUGUST <ul style="list-style-type: none"> ● Open House ● Kinder Ramp Up ● MS Info Night 	SEPTEMBER <ul style="list-style-type: none"> ● Back to School Night ● Bagels with Bromberg ● PTA 	OCTOBER <ul style="list-style-type: none"> ●
NOVEMBER <ul style="list-style-type: none"> ● 	DECEMBER <ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ●
FEBRUARY <ul style="list-style-type: none"> ● 	MARCH <ul style="list-style-type: none"> ● 	APRIL <ul style="list-style-type: none"> ●
MAY <ul style="list-style-type: none"> ● 	JUNE <ul style="list-style-type: none"> ● 	

FIDELITY DATA

Culturally Responsive Tiered Fidelity Inventory (CR-TFI) & Fidelity Implementation Tool (FIT)

This School Climate Plan is under continuous review using both the CR-TFI and domains in the FIT Assessment that pertain to strong and positive school culture and inclusive behavior/social emotional instruction.

These tools guide the action planning for the implementation of a positive school climate and connect directly with this School Climate Plan and the School Continuous Improvement Plan.



Current Improvement Plans

- Faubion [TFI](#)
- [K-5 Wayfinder](#)
- [We Do It For the Culture](#)
- [SCIP info coming soon](#)

Successful Schools Survey (SSS)

- Completed once a year by all students (grades 3-12), staff, and families.
- Reviewed by the School Climate Team and shared with staff, students and families. Used to monitor and adjust climate initiatives.
- Accessed via the Panorama [dashboard](#).

Recent SSS data

- Coming soon...

