Training Course on Promoting Positive School Climate and Culture

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Creating a positive school climate and culture is essential for promoting academic achievement, emotional well-being, and inclusive learning environments. Training Course on Promoting Positive School Climate and Culture is specifically designed to equip educators, administrators, and school leaders with the strategies, tools, and data-driven insights necessary to build safe, supportive, and empowering school environments. Rooted in evidence-based practices, this course addresses the challenges of student engagement, behavior management, cultural responsiveness, and staff morale, aligning with the latest trends in educational psychology and social-emotional learning (SEL).

Participants will explore restorative practices, trauma-informed approaches, diversity and equity initiatives, and leadership strategies that foster a sustainable school climate. Through interactive modules and real-world case studies, this course will empower participants to become agents of change, enhancing student outcomes and creating culturally inclusive and emotionally supportive school communities.

Programme Curriculum

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Course Objectives

1. Understand the core principles of positive school climate and culture.
2. Identify and apply trauma-informed educational practices.
3. Promote equity, diversity, and inclusion (EDI) in all school policies.
4. Implement social-emotional learning (SEL) strategies school-wide.
5. Strengthen student engagement and voice across learning environments.
6. Build effective behavioral support systems (PBIS).
7. Create anti-bullying and anti-harassment policies with impact.
8. Foster staff collaboration and wellness initiatives.
9. Improve communication strategies between educators, students, and families.
10. Integrate restorative practices for conflict resolution.
11. Utilize data-driven decision-making to assess climate initiatives.
12. Develop culturally responsive classroom management approaches.
13. Create an action plan for sustainable climate transformation.

Target Audiences

1. School Principals
2. Vice Principals & Assistant Administrators
3. K-12 Teachers
4. School Counselors
5. Special Education Coordinators
6. Curriculum Developers
7. School Board Members
8. District-Level Education Leaders

Course Duration: 5 days

Course Modules

Module 1: Foundations of Positive School Climate

- Define school climate and culture.
- Explore the link between climate and student outcomes.
- Identify components of safe learning environments.
- Examine research-based benefits of positive climate.
- Discuss equity in climate frameworks.
- **Case Study: A district-wide turnaround through climate reform.**

Module 2: Social-Emotional Learning (SEL) Integration

- Understand core SEL competencies.
- Align SEL with academic standards.
- Design classroom SEL routines.
- Assess SEL implementation.
- Address trauma through SEL.
- **Case Study: SEL's role in reducing school suspensions.**

Module 3: Trauma-Informed Approaches

- Define trauma in school settings.
- Recognize signs of trauma in students.
- Apply trauma-sensitive classroom strategies.
- Build supportive teacher-student relationships.
- Reduce retraumatization triggers.
- **Case Study: A high-poverty school adopting trauma-informed practices.**

Module 4: Equity, Inclusion, and Cultural Responsiveness

- Understand the role of bias in school culture.
- Develop culturally responsive teaching practices.
- Promote inclusive classroom language.
- Address microaggressions and implicit bias.
- Foster multicultural school identity.
- **Case Study: Increasing equity through curriculum reform.**

Module 5: Behavior Management & PBIS

- Explore Positive Behavioral Interventions and Supports (PBIS).
- Develop tiered behavioral support models.
- Replace punitive discipline with restorative justice.
- Train staff on consistent behavior expectations.
- Measure behavior intervention outcomes.
- **Case Study: PBIS success in urban middle schools.**

Module 6: Restorative Practices

- Define restorative principles.
- Facilitate peer mediation and circles.
- Address conflict through student-led dialogue.
- Integrate into school discipline policy.
- Train stakeholders on implementation.
- **Case Study: Restorative justice reducing conflict in a high school.**

Module 7: Staff Wellness and Leadership Culture

- Promote staff mental health programs.
- Build trust within leadership teams.
- Create systems for staff voice and feedback.
- Prevent burnout with wellness initiatives.
- Align leadership style with climate goals.
- **Case Study: Leadership change improving staff morale.**

Module 8: Action Planning & Sustainability

- Conduct school climate needs assessments.
- Set SMART goals for culture transformation.
- Create stakeholder engagement strategies.
- Monitor progress through key performance indicators.
- Secure funding and long-term support.
- **Case Study: A 3-year roadmap to cultural excellence.**

Training Methodology

- Interactive workshops and group discussions
- Case-based learning and reflective journaling

- Role-playing and simulation exercises
- Self-paced digital resources and video content
- Capstone action plan development
- Expert-led webinars and coaching sessions

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training CenterANCY LD account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com