

When Data Meets Determination:

Leadership moves to
increase student
belonging and inclusion



North Kitsap School District





Who We Are



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Essential Question



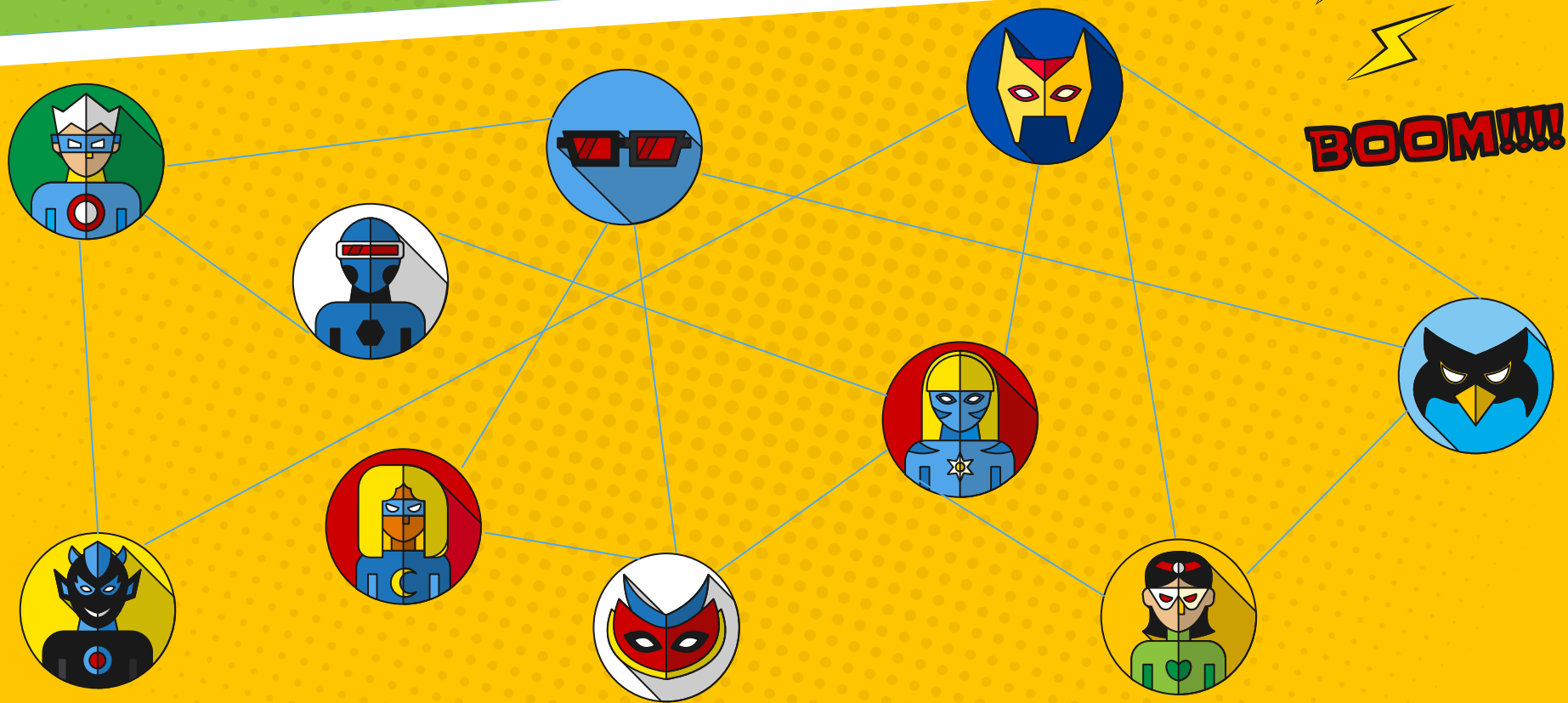
How might school and district leaders within a system purposefully collaborate to build an MTSS that increases students' sense of belonging and inclusion?

Session Outcomes



- 
- **Analyze common barriers to student belonging and inclusion experienced by school districts**
 - **Explore meaningful solutions to overcoming barriers to student belonging and inclusion**
 - **Collaborate with colleagues regarding current barriers within their own systems**
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System Shuffle

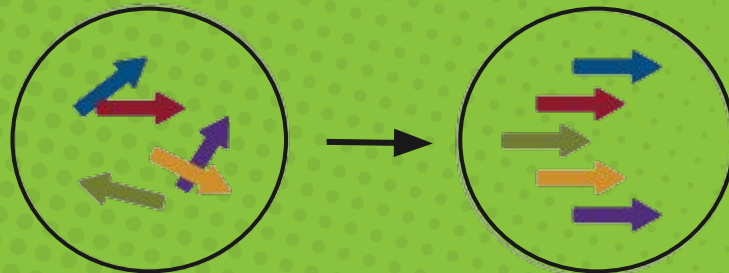




Belonging and Inclusion

Align It

"How might we design a Multi-Tiered System of Support in alignment with our mission, vision, values, and strategic plan?"

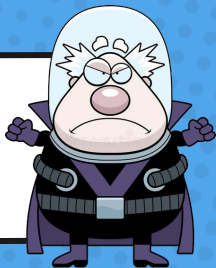


Measure It

- Panorama Climate and Culture
Students
Families — Teachers
- Panorama Student Well-Being Survey
- Panorama Teacher Perception of Student Survey

Legion of Limitation

Mindset Menace



This mental villain embodies the negative mindset that hinders the establishment of a clear Multi-Tiered System of Supports. He thrives on spreading doubt, resistance to change, and fixed beliefs, making it difficult for school systems to adopt new approaches.

Ignorance Inferno



This fiery villain represents the lack of training in implementing Multi-Tiered System of Supports. He aims to keep educators and school staff uninformed and unprepared, creating chaos and preventing the effective implementation of necessary interventions.

Data Deluge



This formidable villain wields the power of overwhelming data. She bombards school systems with an excessive volume of scattered data. She leaves educators struggling to find and interpret the relevant insights needed to establish a clear Multi-Tiered System of Supports.

Mastering the Mindset Menace



"I have too much content to cover to get to belonging and inclusion"

"I connect with my students everyday and know they feel included"

"Its them, not me"

"These students need more than I can give; they need a SPED referral"



BANG

Create Systemic Clarity

Amplify Student and Stakeholder Voice

Persistent, aligned professional learning

- **Introduction**
- **Going Deeper**

ZAM



Extinguishing the Ignorance Inferno

"There are so many resources, I don't know where to find them all!"

"We don't have subs to release staff/teams"

"What's MTSS?"

"We don't have time to learn and talk about belonging and inclusion"

"We don't have money to hire coaches for job-embedded learning"



Integrated Professional Learning - Meet them where their interests are!

Gradual Release Model

Teacher Resource Center

Team Driven Shared Leadership



Defeating the Data Deluge



"I don't even know what these numbers mean" "I don't have time to analyze all that!"
"The only data I need is what I see in class." "I just don't think these numbers are right."
"I wouldn't even know where to look for that!"



Targeted Data Literacy PD for Leaders

Integrated Data Dashboard



Gradual Release Model

- **Build/Leadership**
- **Support Teams**
- **Teachers**

Alignment of Data Sources



Comprehensive Integrated 3-Tiered Model



[Click here to see more about NKSD's Ci3t Model](#) - Slide 10 for school example

Hear from the
Heroes



New Threats Arise

Staff
Turnover

Scaling

Maintaining
System
Integrity

Loss of
Supports





Thank you!

“Those who have a strong sense of love and belonging have the courage to be imperfect.” ~Brene Brown

BOOM!