Training Course on Developing a Positive School Culture and Climate

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

Establishing a positive school culture and climate is essential for academic excellence, emotional well-being, and the holistic development of students and staff. Training Course on Developing a Positive School Culture and Climate equips educators, administrators, and school leaders with innovative strategies to promote inclusivity, psychological safety, collaboration, and a growth mindset across all levels of the school community. Through interactive learning and real-life applications, participants will gain the tools to lead transformational change and build a school environment rooted in equity, respect, and shared purpose.

Designed to be evidence-based and solution-driven, the course explores restorative practices, emotional intelligence, trauma-informed approaches, student engagement, and staff empowerment. With rising attention to mental health, staff burnout, student behavior, and community involvement, this program addresses critical challenges and provides sustainable frameworks for school success. Upon completion, participants will be well-equipped to foster a thriving, inclusive, and emotionally intelligent school climate.

Programme Curriculum

Training Course on Developing a Positive School Culture and Climate

Introduction

Establishing a positive school culture and climate is essential for academic excellence, emotional well-being, and the holistic development of students and staff. Training Course on Developing a Positive School Culture and Climate equips educators, administrators, and school leaders with innovative strategies to promote inclusivity, psychological safety, collaboration, and a growth mindset across all levels of the school community. Through interactive learning and real-life applications, participants will gain the tools to lead transformational change and build a school environment rooted in equity, respect, and shared purpose.

Designed to be evidence-based and solution-driven, the course explores restorative practices, emotional intelligence, trauma-informed approaches, student engagement, and staff empowerment. With rising attention to mental health, staff burnout, student behavior, and community involvement, this program addresses critical challenges and provides sustainable frameworks for school success. Upon completion, participants will be well-equipped to foster a thriving, inclusive, and emotionally intelligent school climate.

Course Objectives

1. Identify key components of a positive school climate and their impact on learning outcomes.
2. Analyze the role of social-emotional learning (SEL) in shaping student behavior.
3. Develop skills to implement restorative justice practices within the school system.
4. Create inclusive strategies to support diverse learners and marginalized populations.
5. Foster collaborative leadership among administrators, teachers, and stakeholders.
6. Use data-driven decision-making to measure and improve school climate.
7. Enhance student voice and agency through participatory school governance.
8. Promote staff well-being and resilience to reduce burnout and turnover.
9. Apply trauma-informed educational practices to create emotionally safe spaces.
10. Build a culture of equity, respect, and belonging in classrooms and schoolwide.
11. Engage families and communities in school improvement initiatives.
12. Integrate technology and innovation to support a positive school culture.
13. Design an actionable School Culture Transformation Plan for your institution.

Target Audiences

1. School Principals
2. Assistant Principals
3. District Leaders
4. School Counselors
5. Classroom Teachers
6. School Psychologists
7. Parent Engagement Coordinators
8. Educational Policy Makers

Course Duration: 5 days

Course Modules

Module 1: Understanding School Culture and Climate

- Definition and dimensions of school culture vs. climate
- Indicators of a healthy school environment
- Impact of positive climate on student success
- Recognizing toxic or unsupportive school cultures
- Building shared vision and values
- **Case Study**: Transforming Culture in an Urban Middle School

Module 2: Social-Emotional Learning (SEL) Foundations

- Core SEL competencies and frameworks
- Embedding SEL into classroom instruction
- Role of SEL in conflict resolution and empathy building
- Assessing SEL outcomes schoolwide
- Staff modeling of SEL practices
- **Case Study**: SEL Implementation in a K-8 Charter School

Module 3: Trauma-Informed and Restorative Practices

- Understanding trauma's impact on learning
- Designing trauma-sensitive classrooms
- Principles of restorative justice in schools
- Conducting restorative circles and conferencing
- Reducing suspensions through relational accountability
- **Case Study**: A High School’s Shift from Punishment to Restoration

Module 4: Leadership for a Positive Culture

- Vision-driven leadership and ethical modeling
- Creating psychological safety for staff
- Distributive leadership and shared decision-making
- Coaching and mentoring for school leaders
- Crisis leadership and transparency
- **Case Study**: Leadership Transformation at a Rural School

Module 5: Equity, Diversity, and Inclusion (EDI)

- Addressing implicit bias and systemic inequities
- Building culturally responsive classrooms
- Supporting LGBTQ+ students and staff
- Inclusive policies and representation
- Equity audits and action planning
- **Case Study**: Elevating Equity in a Suburban School District

Module 6: Staff Well-Being and Professional Culture

- Recognizing educator burnout and compassion fatigue
- Promoting self-care and peer support systems
- Creating space for staff voice and autonomy
- Building team collaboration and trust
- Celebrating staff achievements and growth
- **Case Study**: A Wellness-Focused Initiative in a High-Needs School

Module 7: Family and Community Engagement

- Establishing two-way communication with families
- Community partnerships to enhance school resources
- Organizing inclusive school events
- Empowering parents as co-educators
- Bridging cultural gaps through engagement strategies
- **Case Study**: Family Engagement Revamp in an Immigrant Community School

Module 8: Sustaining School Culture Change

- Building long-term culture transformation plans
- Aligning school improvement goals with culture shifts
- Training teacher leaders to sustain initiatives
- Monitoring and evaluation tools
- Celebrating milestones and progress
- **Case Study**: A Multi-Year Culture Shift in a Title I School

Training Methodology

- Interactive lectures and keynote presentations

- Breakout group discussions and peer collaboration
- Reflection activities and journaling
- School-based scenario simulations and role plays
- Personalized coaching and feedback
- Real-world case study analysis and action planning

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 Center 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

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

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

Register Online Now

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