

# 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

#### Training Course on Promoting Positive School Climate and Culture

##### Introduction

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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](mailto: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

- The participant must be conversant with English.
- Upon completion of training the participant will be issued with an Authorized Training Certificate
- Course duration is flexible and the contents can be modified to fit any number of days.
- The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.
- One-year post-training support Consultation and Coaching provided after the course.
- 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   |
|-------------|-------------|----------|---------|
| 21 Sep 2026 | 25 Sep 2026 | Online   | \$1,000 |
| 21 Sep 2026 | 25 Sep 2026 | Physical | \$1,500 |
| 21 Sep 2026 | 25 Sep 2026 | Physical | \$0     |
| 21 Sep 2026 | 25 Sep 2026 | Physical | \$0     |
| 21 Sep 2026 | 25 Sep 2026 | Physical | \$0     |
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| Start Date  | End Date    | Location | Price |
|-------------|-------------|----------|-------|
| 21 Sep 2026 | 25 Sep 2026 | Physical | \$0   |

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

[Register Online Now](#)

Email: [info@fineskilltrainingcenter.com](mailto:info@fineskilltrainingcenter.com) | Website: [www.fineskilltrainingcenter.com](http://www.fineskilltrainingcenter.com)