



Year 1 Developmental Evaluation

Summary of Findings

The full report is available at: <https://cultureofcareoregon.org>

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THE CULTURE OF CARE INITIATIVE

Culture of Care is a regional initiative in Crook, Jefferson, and Deschutes Counties to impact educational culture and outcomes with trauma-responsive, restorative, and equitable practices that systematically promote wellness, safety, and community support for all.¹

DEVELOPMENTAL EVALUATION

This evaluation documents the first year of the Culture of Care initiative to stimulate reflection and ongoing development. Data came from written responses and documentation from the CARE coaches and interviews with the 11 members of the Advisory group.

KEY FINDINGS

The graphic on page 2 illustrates the Year 1 Journey, including Keys to Success, Early Outcomes, Challenges, and Hopes for the Next Phase of the Initiative. For more information see the full report.

“Tailored to individual schools based on their Needs Assessment. That was a really critical piece.” -Advisory member

CONCLUSION

Overall, findings from this developmental evaluation show that Culture of Care is a successful initiative with overwhelming support from both schools and partnering organizations in the community. It is implemented by a dynamite CARE coach team, and guided by a collaborative, thoughtful, and highly committed Advisory group. Yet, with limited funds, progress is slow given the extensive need across a large region. Funding, as well as challenges related to data, also present hurdles to examining the impacts of the initiative, although commitment to

examining impacts remains high. CARE coaches and Advisory members are adapting the initiative to a shifting landscape for education during a global pandemic, and to reach more schools with limited resources.



“There were so many ‘ah has’ and lights that went on – it was amazing! ... We are beginning to change that paradigm in how we treat students.” - Advisory member

“Including health, juvenile justice partners, higher education partners ... having leadership in that cross-sector team develop the vision, not just come together after we had secured resources ... that mattered.” - Advisory member

“This is not just another initiative. It’s a game changer. If this was all Better Together did or all TRACEs did it would change the world. It would be legitimate if this was all we did.” - Advisory member

¹ For more information about the Culture of Care Initiative see <https://cultureofcareoregon.org/>

Culture of Care: Year 1 Journey Map

INITIATIVE

Central Oregon school districts come together with community partners to create cultures of care in schools.

VISION

School cultures that acknowledge trauma, support wellness, and nurture resilience with students and staff, with the support of districts and the broader community.

YEAR 1 JOURNEY: KEYS TO SUCCESS

Where we Began

Early Work in Some Schools: trauma-informed care, mental health, equity, staff wellness, and social-emotional learning.

Community Context: restorative justice task force, TRACeS movement, Better Together as leader and linker.

Funding for Culture and Systems Change, with Community Collaboration.

Getting Started

Resilience Measurement
Hired CARE Coach Team
Advisory: Decision Makers, Coaches, Community partners
Established Tiered Support Model

Collaborative Planning

Identified Priority Schools
Needs Assessments
Data Review & Goal Setting with Priority Schools

Moving the Needle

CARE Coaches Support School Teams
Trainings by Trusted CARE Coaches
Advisory as Regional "Think Tank"
Learning with Community and National Networks

COVID-19 PIVOTS Wellness Circles, Online Resources, Leadership Focus

EARLY OUTCOMES

Recognition of Trauma and its Impacts
Focus on Staff Wellness
Increasing Dialogue about Culture of Care in Schools
Elevation of Culture of Care as Priority among Leaders
Integration of Efforts with Fluid Approach
School-Community Connections
Examples of Changes in Practices with Students

HOPES FOR NEXT PHASE

Sustain and Expand Progress
Additional Schools & District-Wide
Restorative Justice In-Action
Data on Impacts
Further Systems Change: Wrap-Around

CHALLENGES TO ADDRESS

Limited Funds for Large Region
Expand Community Engagement
Longitudinal Data & Data Sharing
Diversity of Culture of Care Leadership