

HUMAN-CENTERED LEADERSHIP FOR PK-12 SCHOOL DISTRICTS

- Helping schools build cultures where students, educators, and communities thrive. -

Who We Are

The Chapman Foundation for Caring Communities, rooted in organizational psychology and evidence-based leadership practices, equips educators and school leaders with the skills and courage to care, fostering communication, trust, and relational intelligence that elevate both student outcomes and school culture.

Our Work In Education

Educators are being asked to do more than ever before, supporting student achievement, managing classroom demands, and meeting the growing social-emotional needs of students, often without the support to sustain it. The Chapman Foundation helps schools build the communication and relationship skills that turn burnout into belonging. The result: educators who stay, teams that trust each other, and students who feel it.

We help schools build cultures of:

- **Intentional Connection** – Relationships are the foundation of learning. Leaders intentionally create meaningful connections with students, educators, families, and one another.
- **Trust & Psychological Safety** – Innovation, collaboration, and learning flourish when people feel respected, valued, and safe to contribute.
- **Culture of Learning** – Schools become stronger when curiosity, feedback, coaching, and continuous improvement become everyday practices.
- **Accountability** – Accountability becomes an act of support rather than punishment by creating clarity, ownership, and shared responsibility.
- **Appreciation Practices** – Recognition helps people feel seen, valued, and connected to the larger purpose of their work.
- **Meaningful Work** – When educators understand how their daily work changes lives, engagement, resilience, and commitment increase.

Together, these six practices create school cultures where people and learning thrive.

The Outcome

Research consistently demonstrates that the quality of relationships within a school influences everything from educator engagement to student outcomes. Across the districts we partner with, schools with strong cultures experience:

- Higher educator engagement and retention
- Greater collaboration among staff
- Improved student belonging and emotional wellbeing
- Increased psychological safety for innovation and learning
- More consistent implementation of district initiatives



Education Impact Stories:

Partner With Us

Together, let's create a culture where every educator feels valued and every student feels empowered. To learn more, visit chapmancommunities.org.