

District Climate Survey

Initial Implementation

Spring 2017

Introduction and Rationale:

A district climate survey will be implemented in spring 2017 and then continue to be utilized in the years to come. The survey will provide information that will be used to spotlight strengths and address areas of concern. The data will be used to address climate and support continuous improvement.

School climate directly impacts our school district every day. Positive school climate promotes teacher retention, lower dropout rates, decreased incidence of violence, and higher student achievement. A team of district stakeholders, including representatives from a broad cross-section of roles in the district, began meeting in December 2016. In the meetings, the team had conversations about the meaning and importance of school climate. The team also examined instruments that would assist in accurately determining the climate of the Moberly School District, including student, staff, and parent input.

Outcomes:

The primary outcome of this work is to improve outcomes and experiences for students. The following items support this ultimate outcome:

- Inform the development of school-wide improvement and specific action plans.
- Facilitate dialogue and strengthen communication between stakeholder groups.
- Support continuous improvement.
- Increase the retention rate of staff.

District Climate Team Members:

We are grateful for the dedication of time, investment of thought, and contribution of ideas of our District Climate Team. Thank you!

Amy Meystrik	Parent	Megan Goessling	Parent
Art Latson	Parent	Melissa Slater	Building Secretary
Ben Heimann	MHS Student	Sarah Lewis	Elementary Teacher
Betty Wilson	Custodian	Shannon Stanek	Secondary Counselor
Cara Aronhalt	Middle School Teacher	Stephanie Heimann	Elementary Counselor
Cindy Beltz	Elementary Administrator	Stephanie Hunt	Parent
Courtney Dirks	Building Aide SpEd	Tammy Berneking	Secondary Administrator
Dustin Fanning	Asst. Superintendent of Personnel & Special Programs	Tim Barnett	District Activities Director
Elizabeth Wilson	MHS Student	Tim Wetrich	Director of Building / Grounds / Safety
Mark Belcher	MATC Teacher	Tommy Powell	NCRS Teacher
Dr. Matthew Miller	Superintendent of Schools	Trisch Vessar	High School Teacher
Dr. Melissa Maras	University of Missouri - Hook Center	Trudie Barnett	Secretary to the Superintendent / Board

Implementation Timeline and Details:

Topic	Date	Additional Details
Communication	March 10 March 16 March 24	<p>Content: Share the purpose and timing of the survey administration. Promote awareness and invite participation.</p> <p>District Level Communication: Webpage, Social Media, Spartan Alert, News Outlets, Press Release</p> <p>School Level Communication: Parent Flyer in Friday Folders (Elementary), Informational item in school-wide communication, Information item in staff newsletter</p>
Student Survey Administration	March 14 - March 31	Students will be given the survey during protected class time. Survey completion will take 20 – 30 minutes.
Staff Survey Administration		Staff will be given the survey during the regular work day. Survey completion will take 20 – 30 minutes.
Parent Survey Administration		<p>Parents will be given the opportunity to complete the survey during Spring Parent/Teacher Conferences. Survey completion will take 10 – 15 minutes.</p> <p>The survey will be available on-line for parents to complete anytime during the survey window.</p> <p>All facilities in the district will make devices available for parents to complete the survey during the survey window.</p>
Analysis and Interpretation	Mid-April	<p>CO Staffing Team and Dr. Maras will review the raw data and begin to organize the data so that other district teams can review and utilize the data effectively and efficiently. Transparency will be an area of emphasis in determining how to organize and share the results.</p> <ul style="list-style-type: none"> • Data structure • Reporting samples • Subscale results • Comparison of climate survey results with other data sets (MHS survey, counseling survey, PLC survey)
Data Use	Spring and Fall 2017	<p>Reports and data from the survey will be shared with the groups listed below.</p> <ul style="list-style-type: none"> • District Leadership Team (Complete Data Set and By Building / Department) • Welfare Committee (Staff Data Set) • Student Health and Wellness Advisory Council (SHWAC) / Counselors (Student and Parent Data Set) <p>Each group will analyze the data set and utilize it to:</p> <ul style="list-style-type: none"> • determine strengths • identify opportunities • develop action items in response to the data <p>Action items and analysis will be reported to the CO staffing team.</p> <p>Summary results of the survey will be shared with all stakeholders.</p>
Process Review	Mid-May	The District Climate Team will reconvene to reflect on the data, the process, and provide recommendations for any adjustments.

Frequently Asked Questions (FAQs):

Why survey about school climate?

School climate directly impacts our school district every day. Positive school climate promotes teacher retention, lower dropout rates, decreased incidence of violence, and higher student achievement. By measuring school climate, the district will be better equipped to address climate concerns and promote continuous improvement.

Is the survey mandatory?

The survey is not mandatory, however, we are providing opportunity for all internal stakeholders to complete this survey during work and school time. With a high response rate, we will be more confident in drawing conclusions and creating action plans together.

When and where will the survey be administered?

The survey will be administered on-line beginning in mid-March and concluding at the end of March. Students will be given class time to complete the survey. Staff will be given time during a staff meeting or other work time. Parents will have the opportunity to complete the survey at any of our facilities or on a device on their own time.

How long will it take to complete the surveys?

The length of time ranges per survey. The student, instructional, and non-instructional staff surveys take about 20 to 30 minutes to complete, and the parent/guardian survey takes about 10 to 15 minutes.

Who should respond to the surveys?

The surveys were designed with all relevant stakeholders in mind. As a result, the surveys are intended for all school staff, all students in grades 5–12, and the parents/guardians of those students.

How much does the survey cost the district?

There is no cost to the district. The survey instrument is available to the public, and the technical assistance from The University of Missouri's Hook Center is provided in partnership and without cost.

Where will the data be protected?

All survey responses are anonymous, meaning nobody will be able to trace individual responses back to specific students, parents, or staff. Data will be stored in a secure file.

Who will have access to the results?

The raw data will be processed by the central office team. Data sets will be provided to other stakeholder groups for further analysis and planning: District Leadership Team, Building Leadership Teams, Welfare Committee (Staff Data Set), and Student Health and Wellness Advisory Council (SHWAC) / Counselors (Student and Parent Data Set). A summary of results will be shared with all stakeholders.