






Assessing and Addressing School Climate

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Pulse Check

- What do you know about school climate?
- How important is school climate?
- What are you doing in your district to assess school climate?
- What are you doing in your district to address school climate?




Learning Outcomes

- Why school climate?
- How could school climate be included in strategic planning?
- How are others approaching the measurement and use of school climate data for improvement?



A New Superintendent Entering a District

- What I was hearing about climate and staff retention

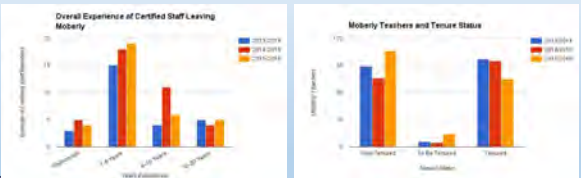






Moberly Staff Retention



Year	Total Certified Hires	Employed in MPS as of 8/2016	Percentage
2010-2011	47	6	12.7%
2011-2012	42	6	14.2%
2012-2013	50	22	44%
2013-2014	43	26	60.4%
2014-2015	61	49	80.3%
2015-2016	41	33	80.4%
Totals	284	142	50%

Moberly Staff Retention

What other data do we need?

Board Goals



- Work Session – August 2017
 - Climate
 - Communication
 - Partnership
 - Engagement

**MOBERLY BOARD OF EDUCATION
2016-2017 GOALS**

- Increase the college and career readiness of all students**
 A. Demonstrate evidence of progress for 2016-17 in compliance with
 B. Enhance programming that prepares students for college and/or a variety
 of careers
- Attract and retain high quality staff members**
 A. Develop / select an instrument to assess staff **2016-17** to establish a
 baseline to measure growth.
 B. Refine / develop exit process to provide reliable data for current district
 management.
- Provide safe school environments and facilities for students and staff**
 A. Continue the collaborative design with ITU preparation for Prep & Bond
 construction. Complete safety strategy by increasing construction staff,
 increasing high level staff and emergency plan.
 B. Develop / select / refine an instrument to assess student **2016-17** as
 evidence of behavior to measure growth.
- Demonstrate fiscal responsibility and good stewardship of resources**
 A. Refine and execute a Long Term Facility Master Plan which includes a 5-
 10 year replacement projection.
- Partner and engage with the community**
 A. Enhance and provide ongoing **collaboration** with internal and external
 stakeholders.
 B. Develop and integrate community **engagement** with other goal areas.

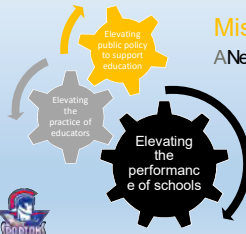



So... how do you go about measuring school climate?






Hook Center (MU) / Moberly Partnership

Missouri Thrive:
A Network Hub for School **Mental Health** Improvement



@MissouriThrive
@MUHookCenter
@MizzouEducation

Setting the Boundaries

- Charter information
 - Goal
 - Charge of Team
 - Tasks
 - Timeframe
 - Stakeholders

Moberly School District Climate Team Charter

Goal: Contribute to a safe and vibrant environment for students and staff, supporting the personal student experience and the reputation of high quality staff and services.

Charge of Team: The Climate Team will explore and propose to the governing bodies the result of the district as a whole and its people, areas, staff, students, and parents.



Tasks:

- Review climate and behavior or communication regarding the district and district culture, organizational, and district policies, and determine the level of resources to resolve the problem.
- Determine needed to determine better climate.
- Develop a plan of action to address the climate, with goals and metrics that change over time based on identified and addressed, as needed.
- Review climate and behavior or communication regarding the district and district culture, organizational, and district policies, and determine the level of resources to resolve the problem.
- Report on each an assessment tool that is used and results.
- Create transparency regarding how the data collected must be communicated and utilized.

Level of Authority: The Climate Team will report to the governing bodies.

Stakeholders: Anyone addressed by the team must be invited to school climate. All members of the Climate Team must be invited and Moberly School District.

Timeline: The first meeting will be held on the first day of school and will be held on a regular basis. The team will meet on a regular basis. The team will meet on a regular basis.





Meeting #1 - Launch



District Climate Team Meeting Agenda
Wednesday, 8/23/17
10:00 AM - 12:00 PM
Moberly School District Board Room

1. Welcome and introductions
2. Review and discussion of Charter Book
3. Committee on Climate and Building Code
4. Calling and confirming the Department of Student Services (Dr. Vasek)
 - o Who are you?
 - o Who are your staff?
 - o Who are your stakeholders?
5. What information do we have that will affect the future of our district?
6. (Discussion / Reflection / Self-assessment)




Definition of School Climate

National Center on Safe Supportive Learning Environments
<https://safesupportivelearning.ed.gov/>

Ideal v. Perceived School Climate

Negative Positive

Existing Data

Monitoring and Assessing our Work

Homework Between Meetings

- Reflection #1 (Google Form)
- Scan of existing data
- Review of possible school climate measures
 - Non-negotiables
 - Other considerations
- Recommended 2 measures for further consideration

Meeting #2 - Revisiting Purpose

It's Not About The Nail - YouTube
<https://www.youtube.com/watch?v=4EDh-dAH0g>

