



# Ray-Pec School District

School Culture & Climate  
Program Review  
December 2016



## Characteristics of a Positive School Culture/Climate

- An environment where people feel **safe**
- An environment where people feel **welcome**
- An environment where people treat each other with **dignity** and **respect**
- An environment where people feel **valued** and **appreciated**
- An environment **free from bullying, harassment, and discrimination**
- An environment where **positive relationships** are the norm



## Ways to Establish a Positive Environment

- School Culture Review Teams
- Bullying Prevention efforts
- Trauma Sensitive Schools Training
- Suicide Prevention training
- Survey of parents, staff, students
- Review of key data
- Anonymous Reporting Tool (Quick Tip)
- Threat assessment procedure



## Program Highlights

- With this year's survey, there is now three years of data for review and trends can be observed.
- Annual 'Culture Tour' to review data and support building efforts
- All schools have a culture goal based on their data and that includes specific action steps.
- A team of administrators and behavior specialists attended a week-long Trauma Sensitive Schools training and create monthly trainings for all buildings.
- Threat assessment procedure firmly in place.
- Suicide screening training in fall of 2016 for counselors.
- Streamlining of bully reporting/follow-up processes.



## Survey Data Key Findings

- Greatest growth seen among parent responses with all eleven indicators revealing growth since 2014.
- All three groups (parents, staff and students) showed a decrease in the belief that bullying is a problem in their schools.
- All three groups showed an increase in the belief that bullying is handled effectively at the schools, with the student increase being the greatest (9.8%).
- Addition of a “location” question aids principals in targeting areas of concern.
- There are still some discrepancies between adult and student perceptions.



## Quick Tip Data

School	School Year	Bullying, Harassment, Fighting, or Safety Concern	Bus Issue	Self-harm or Suicide Concern	Threat or Suspicious Behavior	Total
K-6	14/15	2	7	0	1	10
	15/16	0	1	0	0	1
	16/17	1	2	0	0	3
EMS	14/15	9	0	1	0	10
	15/16	21	2	4	0	27
	16/17	14	2	1	1	18
HS/RPA	14/15	2	0	1	1	4
	15/16	11	0	1	0	12
	16/17	7	0	1	0	8

### ● Trends

- Elementary: Seldom utilized (parents only)
- Secondary: Students reporting students and becoming more widely utilized

### ● Response

- **Immediate email is sent to Admin**
- **Investigation and follow through**
- Documentation



## Previous Department Goals & Results

### Goal 1:

- **By November 2015, the School Culture Parent Survey will reflect a decrease of 3% or more of responses that indicate bullying is a problem at school. (Question #9)**
  - 2014: 27.1%
  - 2015: 27.3%
  - 2016: 20.3%

### Goal 2:

- **By November 2015, the School Culture Parent Survey will reflect a decrease of 2% or more of responses that indicate their child does not have an adult he/she trusts, and can turn to for personal support.**
  - 2014: 11.9%
  - 2015: 9.2%
  - 2016: 6.0%



## Ray-Pec Program Scorecard: Climate and Culture

				SCORING CRITERIA										
				Basic			Nearing Goal			Goal	Advanced			
	Measures	(prior)	(current)	1	2	3	4	5	6	7	8	9	10	Raw Score
1	"Safe at school" (Parent Survey Q3)	98.0	98.4	90	91	92	93	94	95	96	97	98	99	9
2	"Positive Culture" (Parent Survey Q5)	94.4	98.1	90	91	92	93	94	95	96	97	98	99	9
3	"Adults provide personal support" (Parent Survey Q7)	88.1	94.0	84	86	88	90	92	94	96	97	98	99	6
4	"Effectively handling disruptive behavior" (Parent Survey Q9)	85.4	93.3	90	91	92	93	94	95	96	97	98	99	4
5	"Bullying is problem" (Parent Survey Q10)	27.1	20.3	33	30	27	24	21	18	15	12	9	6	5
6	"Bullying is problem" (Student Survey Q11)	45.7	38.5	45	40	35	30	25	20	15	12	9	6	2
7	"Felt bullied" (Student Survey Q13)	43.2	31.0	45	40	35	30	25	20	15	12	9	6	4
<b>TOTAL SCORE</b>				1	2	3	4	5	6	7	8	9	10	<b>5.57</b>





## Department Goals

### Goal 1:

- **By November 2018, the School Culture Parent Survey will reflect a decrease of 5% or more of responses that indicate bullying is a problem at school (15%).**

### Goal 2:

- **By November 2018, the School Culture Student Survey will reflect a decrease of 10% or more of responses that indicate bullying is a problem at school (28%).**

### Goal 3:

- **By November 2018, the School Culture Student Survey will reflect a decrease of 10% or more of responses that indicate a student felt bullied at school (21%).**



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# Questions