

---

# Spring School Climate Report

Solon Middle School  
January 2017

---

We conducted our annual School Climate Survey during December of 2016. All staff, students and parents were provided access to an on-line survey intended to capture the overall climate at Solon Middle School.

The surveys presented to the groups are essentially identical in order to most appropriately compare the data from the three different perspectives. While some items appeared to be non-applicable to a certain group, the opportunity to reply was still available.

Survey items are categorized into sections on Respect & Trust, Morale, Communication, Atmosphere, Involvement, Instructional Environment and Instructional Discipline. Respondents are presented with approximately three items in each category and asked to respond to their level of agreement (Strongly Agree, Agree, Disagree or Strongly Disagree).

All data from the survey was captured and calculated electronically. Values are rounded to the nearest whole number. The data is then used to identify areas of strength and weakness, variances between the three groups, and as a comparison to results from previous years.

While not scientific, we've identified an "area of excellence" as being one which receives 90% positive response (agree or strongly agree), and an "area of concern" as being one which receives 25% negative response (disagree or strongly disagree). An "area of improvement" is indicated when the percentage of positive responses is greater than the previous year.

The following is a summary of the results from this year's survey. If you have further questions, please feel free to contact me at your convenience.

---

# Students

---

## **Excellence -**

The principal treats me with respect.	97% (SA / A)
Teachers are involved in my learning.	96%
Staff members treat me with respect.	95%
Students and staff show pride in our school.	95%
The principal demonstrates support for quality instruction.	93%
I feel safe in our school.	93%
The principal is accessible.	92%
People in this building care about me.	92%

## **Areas of Concern -**

Students are enthusiastic about learning.	31% (SD / D)
Students obey school rules and expectations.	29%

## **Areas of Improvement -**

Students indicated improvements in 18 of the 22 areas. Included was a 7 percentage point improvement in “Students treat me with respect” and a 9 percentage point improvement in “Staff members treat me with respect.”

## **Reflection -**

Statistically, it is amazing that 85% of our students feel that their peers treat them with respect, especially at the middle school level. While we have shown considerable and steady improvement in this area, we will always strive for progress in this area. An increase in the number of students who fail to see “that their education is meaningful” is a concern that needs to be addressed.

---

# Staff

30 staff responded

---

## **Excellence -**

The principal treats me with respect.	100% (SA / A)
Staff sets a positive example of life-long learning.	100%
The principal is accessible.	97%
The principal demonstrates support for quality instruction.	97%
Students are appropriately challenged.	96%
Students feel that their education is meaningful.	93%
Our school is a pleasant place.	93%
Students are enthusiastic about learning.	90%
Staff members treat me with respect.	90%
People in this building care about me.	90%
Parents and visitors are welcome in our building.	90%
I feel safe in our school.	90%
Students put forth quality effort.	90%
Students know what is expected of their behavior.	90%

## **Areas of Concern -**

I feel a part of the decisions made in this school.	44% (SD / D)
I have influence on the decisions that affect me.	40%
Discipline is fair and consistent.	31%
I know what is going on in the school.	30%

### **Areas of Improvement -**

Staff noted improvement in 13 of the 23 areas, including an 11 percentage point improvement for “My colleagues are involved in my learning, a 9 percentage point improvement in “The principal demonstrates support for quality instruction” and an 8 percentage point improvement in “Students demonstrate respect towards one another.” For the fifth consecutive year improvement was noted in “Students are appropriately challenged.”

### **Reflection -**

Seeing improvement in over half of the items was encouraging, especially the solid improvement in the areas of Instructional Environment and Respect. Drops in all three areas of Instructional Discipline are a concern, as well as the consistently low marks in Communication and Involvement. A surprising result was a consistent lack of improvement in the are of Instructional Discipline.

---

# Parents

83 parents responded

---

## Excellence -

Staff members treat me with respect.	97% (SA / A)
Students know what is expected of their behavior.	93%
Parents and visitors are welcome in our building.	92%
The principal treats me with respect.	92%
Students and staff show pride in our school.	92%
I feel safe in our school.	92%
The principal is accessible.	91%
Students obey school rules and expectations.	90%

## Areas of Concern -

I feel a part of the decisions made in the school/class.	54% (SD / D)
I have influence on decisions that affect me.	28%
I know what is going on in the school.	27%

## Areas of Improvement -

Parents noted improvement in 16 of the 23 areas. Improvements were noted in “Teachers encourage parental involvement” (10 percentage points), “Students open school rules and expectations” (9), “Discipline is fair and consistent” (7) and “Staff members treat me with respect” (7) highlighted the improvements.

## Reflection -

While there was overall nice improvement from the parents’ perspective, a significant drop in “I know what is going on in the school” (6 point drop), and “Students are appropriately challenged” (8 points) have me wondering how we can better communicate with all parents, and how we can demonstrate how we are challenging each individual student.

---

# Reflections & Plan of Action

---

## **Celebrations**

Once again, I would call the School Climate Survey process a great success. It is always great to get quantitative and qualitative data that gives a pulse of our learning community. It was great to see that the perceptions regarding our instructional environment continue to improve. In all, over 69% of the items showed an improvement over last year's data (another improvement). It was nice to see a solid improvement in the number of parents completing the survey, giving us a more accurate picture of their perception.

## **Improvement Needed**

As I tell the students when we conduct the survey, I'm not nearly as interested in the areas in which we are doing well as I am in the areas in which we need to improve. I glance at the good stuff, but study the bad.

Despite noting areas of improvement, the area of Communication is in need of improvements and continued focus. Both the parent and staff group made it clear, that while this area is improving, it is far from an area of excellence.

## **Plan of Action**

**Rules and Expectations** - A consistent decline in the area of Instructional Discipline, including an area in need of improvement among teachers' perspective, shows that better communication, a more consistent and systematic approach, and follow through is needed in this area.

**Communication** - While improvements were noted by both parents and staff, an equally strong message was sent that this is not an area of strength. While each individual wants and expects a different level, and mode, of communication, I must find a way to insure that staff and parents all feel "in the loop."