Board of Education Climate & Culture Survey Data

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MSIP 6 (Continuous & Innovative Improvement) & Strategic Plan Alignment

Climate & Culture Data: The school district gathers school climate and culture data from all stakeholder groups, analyzes the data, shares the results, and implements strategies for improvement.

1. The school system uses **evidence based methods**
2. The school system **assures student voices** are heard & respected
3. The school system **establishes procedures** for using the findings
4. The school system **provides the climate & culture data t**o all stakeholders

For Our People

Climate and Culture

For Our Community

Family Engagement

MRH Strategic Plan

For Our Health

Caring for the Whole Staff

Maplewood Richmond Heights School District

National PBIS School Climate Survey:
Adapted by the University of Missouri to meet MSIP 6 Requirements

Scoring Range

Scoring Range	Color Code	Descriptor
3.2 - 4.0	Green	Celebrate!
2.0 - 3.2	Yellow	Growth Opportunity
< 2.0	Red	Significant Concern

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Participation Rates

- Elementary Students (MRHE): Participation increased from 86.7% in Spring 2024 to 90.6% in Fall 2024, reflecting a steady engagement in the survey process.
- Middle School Students: Participation nearly doubled, rising from 42.7% in Spring to 83.2% in Fall 2024—a significant improvement in response rates.
- High School Students: Participation jumped from 33.6% in Spring to 56.4% in Fall 2024, demonstrating a marked increase, but still lagging behind younger students.
- Families: Participation improved from 32.5% in Spring to 38.3% in Fall 2024, indicating greater family engagement.
- Staff: Response rates rose from 50% in Spring to 59.6% in Fall 2024, reflecting improved staff participation, but remaining below previous data in Fall 2023.

Group	Fall 2024	Spring 2024	Fall 2023
MRHE Students	396 (90.6%)	356 (86.7%)	376 (91.5%)
MS Students	168 (83.2%)	92 (42.7%)	212 (98.6%)
HS Students	248 (56.4%)	145 (33.6%)	282 (65.3%)
Families	398 (38.3%)	338 (32.5%)	385 (37%)
Staff	179 (59.6%)	151 (50%)	199 (67%)

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Trends and Findings: Positive Growth Areas

- School Safety improved from 3.31 (Spring 2024) to 3.45 (Fall 2024), indicating increased perceptions of safety within school environments.

- Data Sharing showed a significant increase from 2.90 to 3.39, reflecting improved transparency and communication regarding district data.

- Climate Teams rose from 3.12 to 3.30, suggesting stronger collaboration and structured efforts in fostering a positive school culture.

- Institutional Environment experienced a notable rise from 3.53 to 3.66, showing an overall improvement in structural and environmental factors supporting school operations.

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Trends and Findings: Areas of Stability

- Student Voice decreased slightly from 3.41 to 3.34, reinforcing continued efforts in amplifying student perspectives.

- Structures for Learning stayed stable at 3.33 to 3.34, maintaining a strong foundation for academic support and expectations.

- Parent Involvement exhibited minimal fluctuation (2.98 to 3.08), indicating a steady engagement level from families.

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Trends and Findings: Opportunities for Growth

- Support Staff Workplace Communication & Transparency: The perception of leadership transparency remains a challenge for support staff, with communication from leaders scoring 2.88, indicating a need for improved messaging and engagement from administrators. This year was the first year that support staff was administered a separate survey.
- Support Staff Recognition & Motivation: Support staff motivation based on district values, mission, and vision is 2.84, suggesting an opportunity to enhance alignment and motivation through targeted initiatives.
- Student Interactions & Recognition: Peer relationships and student recognition for positive behavior continue to be areas for development, with scores like students treating each other well at 2.72 and students frequently recognized for good behavior at 2.69.
- Students surveyed in all three schools data reflect that student behavior is an opportunity for growth ranging from 2.4 at the elementary school, 2.67 at the middle school, and 2.8 at the high school. This data correlates with student perceptions of good behavior rarely being recognized in schools.
- Students average across all three schools regarding their perception of whether or not they believe they can do well in school is 2.94 on the 4 point scale.

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Action Steps

1. Facilitate focus groups with members of MRH support staff (**June, 2025**).
2. Utilize the SKIP partnership to focus on certified and support staff care (**July 1, 2025-June 30, 2028**).
3. Facilitate student focus groups to better understand student perspectives (**May, 2025**).
4. Further analyze student data to assess differences in data by grade span (**Ongoing**).
5. Use For our Community Strategic Plan Committee to further understand opportunities for family engagement (**April, 2025**).

QUESTIONS?

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