To: Ms. Chrystal Street

From: Drs. Brad Balch, Terry McDaniel, Bobbie Jo Monahan

Re: Climate Audit Executive Summary

Date: September 22, 2015

Attached you will find aggregated data summaries from the various stakeholder groups, an analysis of the survey data from the on-line survey, and a summary of our site visit. The attached data focused on climate, student discipline, and more specifically, bullying.

Executive summary: Overall, there were numerous climate-related elements of the district that should be celebrated.

* A strong sense of pride exists regarding the closeness of the Medora community. A representative statement from one site visit participant indicated “There is somewhat of a family because we teach generation after generation - a family atmosphere, where there is a close relationship with students.”
* It was strongly expressed that all stakeholders consider the school to be safe for students and staff. In addition, it was shared that discipline issues were being handled appropriately and in a timely manner. Interestingly, all stakeholders focused on the current practice and the importance of keeping students in school, as opposed to the alternative of OSS.
* Clearly, the school is central to the community and its teachers and administrators are appreciated.
* High expectations for student learning were celebrated across all stakeholders.

A few themes of concern also emerged that may inform your next-step deliberations. The following themes are described with POSSIBLE suggestions:

* Although much work has been done regarding the consistency of discipline, continue the initiative for sustainable results.
* Now that you have a full time counselor, provide a more in-depth focus and awareness on what “bullying” really is. A resource supporting compassion and empathy may prove useful and helpful which is, *Awaken the Learner* by Scott and Marzano.
* Comments suggested there were more discipline issues with the middle school students, specifically regarding bullying, provide pairing of HS mentors for MS students, specifically those who are at-risk of bullying.
* Research Professional Learning Communities and how the concept could create collaboration among staff.
* Identify ways to meaningfully engage parents in the development of the preceding recommendations.
* Share findings as are appropriate with parents and community stakeholders.