



# 2019 Climate Survey District Results

Flemington-Raritan Regional School District





“It is the intent of the Board of Education [and the Superintendent] to continuously improve student achievement and to continually improve the working environment and professional opportunities provided to district staff.”



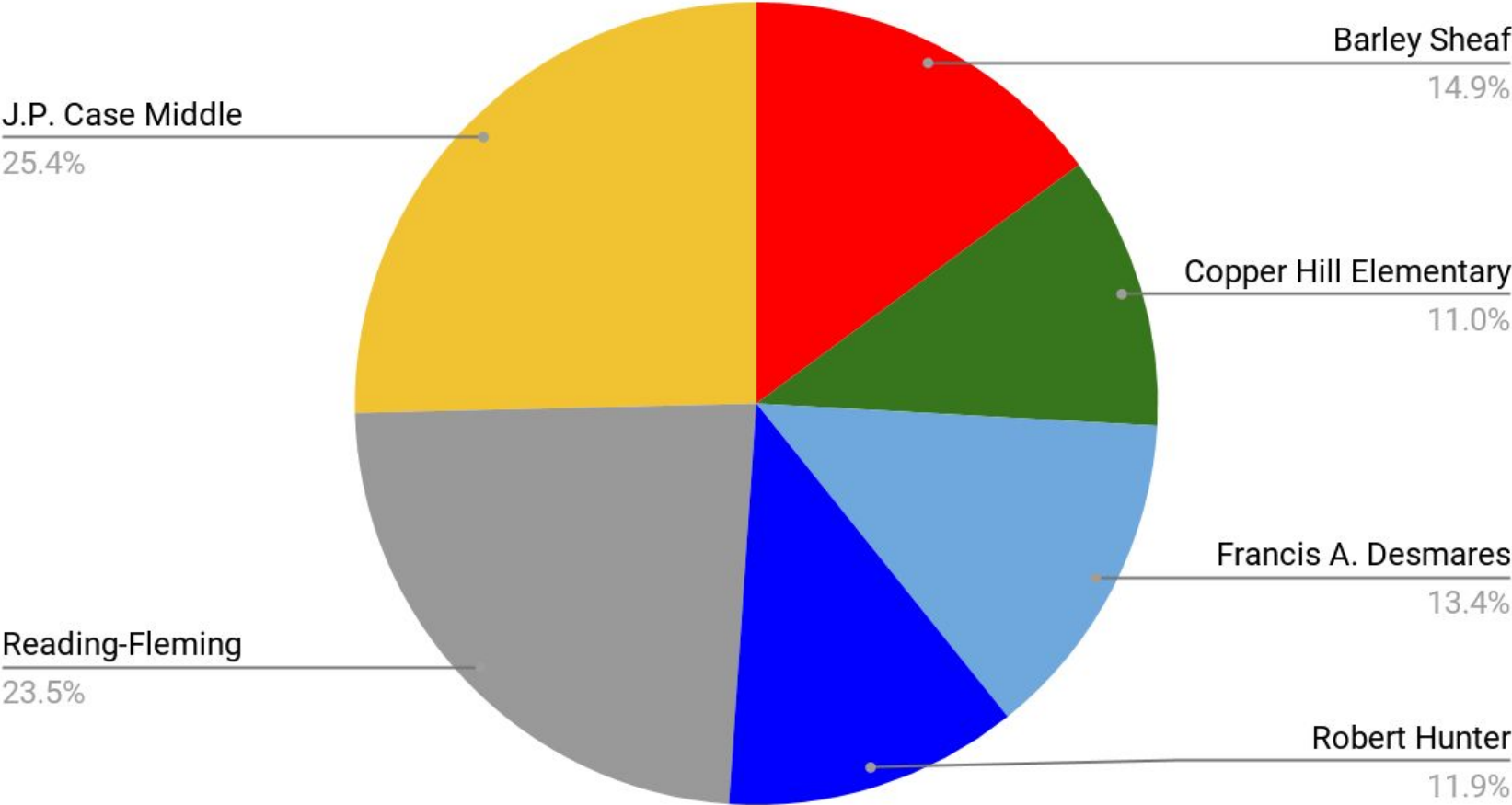
~District Policy 9128 Climate Surveys Flemington-Raritan  
Regional School District



The purpose of the presentation is to:

- Share the survey data;
- Share the Superintendent's analysis of the data;
- Discuss opportunities for improvement identified by the data;
- Highlight progress made against previously discovered opportunities for improvement.

# District Participation



# Parent Responses (482)

**Q1: Please indicate how much you agree or disagree with the following statements:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
I am satisfied with the length of the school day.	1.87% 9	7.69% 37	13.93% 67	56.55% 272	19.96% 96	481
My child's school environment is clean and in good condition.	2.08% 10	6.25% 30	15.63% 75	53.33% 256	22.71% 109	480
My child feels safe at school.	0.00% 0	1.67% 8	8.14% 39	56.16% 269	34.03% 163	479
My child is safe going to and from school.	0.63% 3	3.75% 18	8.96% 43	55.21% 265	31.46% 151	480
Students at my child's school are well-behaved.	1.68% 8	5.67% 27	28.36% 135	54.62% 260	9.66% 46	476
The learning environment at my child's school is excellent.	1.67% 8	5.21% 25	13.75% 66	53.13% 255	26.25% 126	480
I am proud that my child attends this school.	1.46% 7	3.53% 17	16.22% 78	44.91% 216	33.89% 163	481
I am satisfied with the extracurricular activities at my child's school.	1.88% 9	8.33% 40	24.79% 119	44.38% 213	20.63% 99	480
Communication with families occurs in an open and respectful manner.	2.71% 13	5.63% 27	10.42% 50	49.17% 236	32.08% 154	480

**Q2: Please indicate how much you agree or disagree with the following statements:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
School staff has helped my child learn how to manage time.	2.71% 13	11.48% 55	25.47% 122	44.68% 214	15.66% 75	479
Teachers assign high-quality homework that helps my child learn.	4.79% 23	9.58% 46	25.21% 121	44.38% 213	16.04% 77	480
Teachers at my child's school set high standards for students.	0.83% 4	4.99% 24	20.79% 100	51.56% 248	21.83% 105	481
My child's teachers encourage students to think independently.	1.25% 6	5.61% 27	14.97% 72	50.10% 241	28.07% 135	481
The best teachers and staff are retained at my child's school.	2.72% 13	6.28% 30	26.15% 125	41.84% 200	23.01% 110	478
I am satisfied with my child's school.	2.91% 14	4.78% 23	12.27% 59	51.35% 247	28.69% 138	481
The teachers at my child's school are effective.	1.67% 8	4.60% 22	13.39% 64	53.35% 255	26.99% 129	478

**Q2: Please indicate how much you agree or disagree with the following statements:**

The academic needs of students are met at my child's school.	2.71% 13	7.72% 37	12.73% 61	54.07% 259	22.76% 109	479
The teachers and staff at my child's school follow through on commitments.	1.66% 8	4.16% 20	14.55% 70	53.01% 255	26.61% 128	481
My child's academic performance has improved because of the staff at this school.	2.91% 14	6.65% 32	24.32% 117	41.79% 201	24.32% 117	481
Students at my child's school respect their teachers.	0.63% 3	4.17% 20	15.83% 76	55.21% 265	24.17% 116	480
I respect the teachers at my child's school.	0.63% 3	1.67% 8	7.71% 37	45.63% 219	44.38% 213	480
The rules for student conduct are consistently applied at my child's school.	1.88% 9	5.01% 24	20.04% 96	51.98% 249	21.09% 101	479
My child's class size is appropriate.	0.62% 3	7.28% 35	12.27% 59	60.71% 292	19.13% 92	481
My child is given choices when completing assignments.	4.21% 20	15.79% 75	41.05% 195	28.84% 137	10.11% 48	475



**Q3: Please indicate how much you agree or disagree with the following statements:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
School staff encourages students to respect each other's differences (i.e. gender, race, culture, etc.)	0.84% 4	1.47% 7	13.42% 64	54.51% 260	29.77% 142	477
Adults who work in my child's school treat students with respect.	0.84% 4	2.09% 10	17.99% 86	52.30% 250	26.78% 128	478
Adults in my child's school seem to work well with one another.	0.85% 4	1.90% 9	19.03% 90	52.01% 246	26.22% 124	473
I wish my child went to a different school.	35.50% 169	39.71% 189	13.24% 63	6.72% 32	4.83% 23	476

**Q3: Please indicate how much you agree or disagree with the following statements:**

School staff has a positive impact on my child's behavior.	2.51% 12	2.30% 11	18.62% 89	52.51% 251	24.06% 115	478
The rules for student behavior at my child's school are fair.	0.84% 4	4.42% 21	14.74% 70	58.53% 278	21.47% 102	475
My child can turn to friends at school with questions about homework.	1.69% 8	8.69% 41	31.36% 148	44.70% 211	13.56% 64	472
The teachers in the school know my child well.	3.14% 15	3.77% 18	17.15% 82	51.67% 247	24.27% 116	478
My child has friends at school he/she can trust and turn to about problems.	1.48% 7	6.33% 30	24.68% 117	49.16% 233	18.35% 87	474

**Q3: Please indicate how much you agree or disagree with the following statements:**

I wish my child went to a different school.	35.50% 169	39.71% 189	13.24% 63	6.72% 32	4.83% 23	476
School staff has a positive impact on my child's behavior.	2.51% 12	2.30% 11	18.62% 89	52.51% 251	24.06% 115	478
The rules for student behavior at my child's school are fair.	0.84% 4	4.42% 21	14.74% 70	58.53% 278	21.47% 102	475
My child can turn to friends at school with questions about homework.	1.69% 8	8.69% 41	31.36% 148	44.70% 211	13.56% 64	472
The teachers in the school know my child well.	3.14% 15	3.77% 18	17.15% 82	51.67% 247	24.27% 116	478

**Q3: Please indicate how much you agree or disagree with the following statements:**

I am kept informed on what is happening in my child's school.	2.93% 14	7.11% 34	14.23% 68	52.30% 250	23.43% 112	478
The integration of technology offers my child opportunities for increased individualized academic engagement.	3.35% 16	8.81% 42	18.87% 90	48.85% 233	20.13% 96	477

**Q4: Please indicate how much you agree or disagree with the following statements:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
My child's school plans family-oriented activities.	1.88% 9	11.30% 54	20.29% 97	46.44% 222	20.08% 96	478
I am involved in my child's academic experience.	1.46% 7	2.93% 14	7.32% 35	49.37% 236	38.91% 186	478
Parents have a voice in decisions about their child's educational plan.	5.92% 28	13.32% 63	29.81% 141	37.21% 176	13.74% 65	473
My child has pride in the school.	1.26% 6	2.94% 14	11.32% 54	54.72% 261	29.77% 142	477
I feel comfortable talking with my child's teachers.	1.67% 8	3.35% 16	5.44% 26	50.21% 240	39.33% 188	478

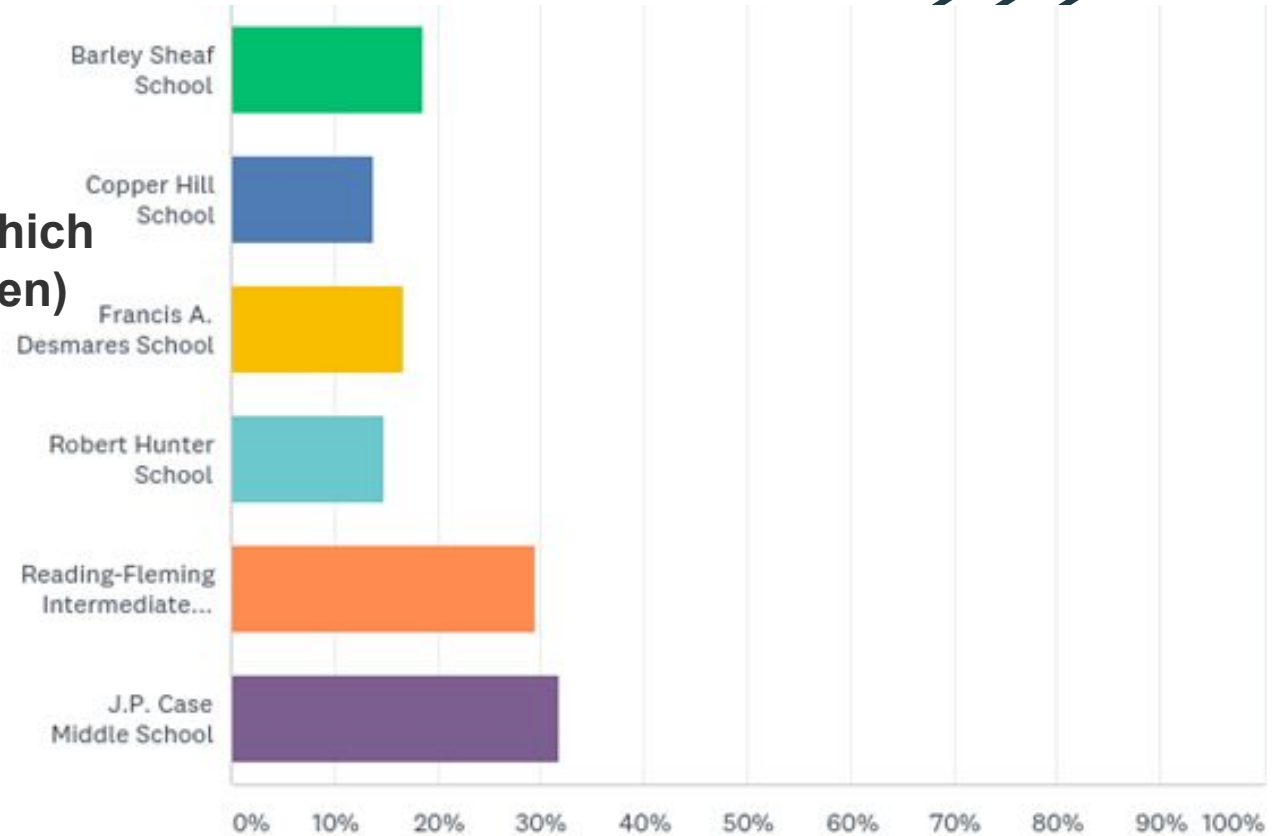
**Q4: Please indicate how much you agree or disagree with the following statements:**

I am informed about my child's progress in school.	2.92% 14	7.10% 34	15.24% 73	47.39% 227	27.35% 131	479
I feel welcome at my child's school.	1.68% 8	3.78% 18	13.03% 62	50.63% 241	30.88% 147	476
My child's teacher has high but reasonable expectations of my child.	1.89% 9	3.14% 15	14.05% 67	55.97% 267	24.95% 119	477
My child has a sense of belonging in his/her school community.	1.26% 6	4.42% 21	14.11% 67	52.42% 249	27.79% 132	475
My child's use of the Chromebook (grades 5-8) to complete assignments at home is consistent.	1.48% 6	1.98% 8	37.28% 151	37.78% 153	21.48% 87	405

**Q4: Please indicate  
how much you agree  
or disagree with the  
following statements:**

My child has access to the Internet at home.	0.63% 3	0.63% 3	2.32% 11	34.95% 166	61.47% 292	475
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**Q5: Please indicate which school(s) your child(ren) attends:**





**Q5: Please indicate which school(s) your child(ren) attends:**

ANSWER CHOICES	RESPONSES	
Barley Sheaf School	18.58%	89
Copper Hill School	13.78%	66
Francis A. Desmares School	16.70%	80
Robert Hunter School	14.82%	71
Reading-Fleming Intermediate School	29.44%	141
J.P. Case Middle School	31.73%	152
Total Respondents: 479		

# Parent Comments (210)

Parent comments are a sample and not complete of all comments. All comments have been reviewed by the Superintendent and taken under consideration.

# Sample Responses through Comments

**Culture** I wonder if there currently is an active program throughout our school district that can potentially provide a workshop inviting community students, parents and staff opportunity to interact in a with their peers regarding conflict resolution, such as a group discussion. It can be guided and or supervised by a staff a chance to explore how to best handle a challenging conversation and using cooperation provide interactive scenarios and practice some strategies on how to safely and effectively. For example, in case there is a conflict of interest in conversation, let's say a peer jokingly makes a comment about a sensitive matter such as their height or weight or learning ability or even shoves or hits another student with a lunch box.. Is there a conflict resolution resource for students to support and encourage each other to resolve amongst themselves such as an comment support request box to arrange to discuss the situation before it escalates? If so, are the students aware of this program and if not, how can we as parents best support to ensure safe in school to home in communities. Thank you for the opportunity to participate in providing our view from our perspectives.

3/29/2019 9:24 AM

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# Sample Responses through Comments



## Tips and Suggestions

Wish list of sorts: - Class trips (even just local) at k-4 level - Grade level end of year show - Opportunities for parent involvement at the classroom level - Curriculum expo for parents to learn what is being taught - School based newsletter to keep parents abreast of school news and activities - Less time for teachers being pulled from classrooms

3/28/2019 8:38 PM

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# Sample Responses through Comments

☐ **Administration-positive** As a new family to the district this year, I am absolutely delighted with our experience so far. I feel that many staff members have gone above and beyond to help our children feel comfortable and confident in the beginning of the year, and to succeed throughout the year so far.

3/28/2019 11:58 AM

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# Sample Responses through Comments



**Weather- Snow days**

Better communication, less snow delays and interruptions, full snow day off should not equal only a half day given back. Too much instructional time lost to delayed openings and early release days, days off and only half days given back, the month of November students are barely in school to learn. The hours lost are equal to several days of instruction.

3/28/2019 11:38 AM

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# Sample Responses through Comments

☐ **Lunch** I wish lunchtime was longer. It's very hard for a young child to eat quickly. My child often comes home with half-eaten lunches.

3/28/2019 11:12 AM

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# Sample Responses through Comments



**Weather- Snow days**

The management of snow days needs significant work. There were days when there was barely a dusting and school was called off, and the day when the snow was bad, the school remained open. And now somehow the days from spring break have been reduced!

3/28/2019 11:07 AM

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# Sample Responses through Comments

- ☐ **Instruction** Areas of focus that I believe could improve: teaching children study skills, especially as the scope and complexity of the material covered on one test gets larger more focus on writing - i have concerns that my children's skills in this area are underdeveloped and are not being challenged enough

3/28/2019 10:40 AM

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# Sample Responses through Comments



Administration-Negative

Communication Central Off

Communication-negative

Culture

Weather- Snow days

I feel that the teachers are fantastic. I also am very pleased with the administration at the school (Principal and VP) as well as the support staff such as the administrative assistants in the front office. They are all wonderful. I have not been thrilled this year with the communication and choices from the upper district level, from the snow days to the mold issues, I feel like there is a disconnect with the parents and the kids from the district level administration.

3/28/2019 2:33 PM

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# Sample Responses through Comments



Culture

Instruction-Positive

Overall positive

I've seen such tremendous progress in my grandsons learning this year with the teaching methods used which have been far greater than what I have been able to do. His teacher and I have communicated on a number of occasions and is very prompt and thorough in all responses. I couldn't be more pleased with the experience. When I review the school day with my grandson the answer is "school was great"!

3/30/2019 9:17 AM

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# Word Cloud from Parent Comments

year don't parents children need time many  
students support child wish school school day  
teachers short needs love kids level work  
appreciate also understand one activities feel Barley Sheaf  
know elementary school day given think allow learn move  
going Math well really late leave even working parents regarding new  
administration questions say set communication will family  
happening program way delayed openings things see education  
seems ask grades issues Please around homework show  
district start much place make email better lunch

Openings 31 (6.5%)  
#22 Most important word  
Count: 12 (2.6%)

## Staff Responses (235)

**Q1: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
The school's schedule allows adequate time for teacher collaboration.	10.78% 25	24.57% 57	21.98% 51	33.62% 78	9.05% 21	232
Students at this school learn ways to manage time.	3.02% 7	13.36% 31	29.74% 69	46.55% 108	7.33% 17	232
The school environment is clean and in good condition.	11.26% 26	24.68% 57	15.58% 36	36.80% 85	11.69% 27	231
I take pride in the appearance of the school.	3.03% 7	10.82% 25	16.02% 37	40.26% 93	29.87% 69	231

**Q1: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

I feel safe in the hallways and bathrooms.	0.43% 1	3.86% 9	3.43% 8	37.34% 87	54.94% 128	233
I feel safe in the classrooms.	0.00% 0	6.01% 14	4.29% 10	37.77% 88	51.93% 121	233
Students are safe at this school.	0.44% 1	3.07% 7	5.70% 13	42.98% 98	47.81% 109	228
In this school, we teach ways to resolve disagreements so that everyone can be satisfied with the outcomes.	5.19% 12	8.66% 20	19.05% 44	42.86% 99	24.24% 56	231
Students at this school are well-behaved.	6.49% 15	12.99% 30	15.58% 36	48.92% 113	16.02% 37	231
Students at this school are well-behaved.	6.49% 15	12.99% 30	15.58% 36	48.92% 113	16.02% 37	231

**Q2: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Students at this school care about learning.	0.43% 1	3.48% 8	13.48% 31	66.96% 154	15.65% 36	230
I spend a great deal of time dealing with students' social and emotional challenges	1.30% 3	6.93% 16	25.54% 59	39.83% 92	26.41% 61	231
The school community has high expectations of all students.	0.86% 2	7.30% 17	15.02% 35	50.21% 117	26.61% 62	233
Students have pride in the school.	1.29% 3	8.15% 19	21.46% 50	49.36% 115	19.74% 46	233
My class sizes are appropriate.	6.87% 16	12.02% 28	13.30% 31	48.50% 113	19.31% 45	233



**Q2: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

Students at this school get the chance to work independently.	0.00% 0	0.86% 2	8.62% 20	62.93% 146	27.59% 64	232
School administrators give me useful feedback on my teaching.	6.06% 14	9.09% 21	16.45% 38	33.33% 77	35.06% 81	231
Students at this school have opportunities for academic choice when completing assignments.	0.44% 1	4.37% 10	24.02% 55	56.33% 129	14.85% 34	229
Students at this school are encouraged to think critically.	0.00% 0	1.73% 4	11.26% 26	64.94% 150	22.08% 51	231
I have access to the tools I need to do my job.	1.72% 4	8.19% 19	10.78% 25	52.16% 121	27.16% 63	232

**Q2: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

I am dissatisfied with opportunities for my professional growth.	16.96% 39	32.61% 75	23.04% 53	18.26% 42	9.13% 21	230
I look forward to coming to work every day.	3.46% 8	9.52% 22	13.85% 32	48.05% 111	25.11% 58	231
I spend too much of my teaching time on disciplining students.	12.72% 29	38.60% 88	28.07% 64	14.47% 33	6.14% 14	228
The best teachers and staff are retained at this school.	3.02% 7	9.05% 21	21.55% 50	44.40% 103	21.98% 51	232
I am expected to use varied instructional resources to support instruction.	0.00% 0	0.87% 2	9.17% 21	58.08% 133	31.88% 73	229

**Q2: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

I have access to varied instructional resources to support instruction.	1.32% 3	5.73% 13	16.74% 38	51.54% 117	24.67% 56	227
I integrate technology to provide my students opportunities for increased individualized academic engagement.	0.44% 1	2.64% 6	12.33% 28	57.27% 130	27.31% 62	227

**Q3: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Teachers have close working relationships with each other.	1.72% 4	10.34% 24	12.50% 29	53.02% 123	22.41% 52	232
Teachers talk with students about ways to understand and control emotions.	0.00% 0	5.17% 12	12.93% 30	62.07% 144	19.83% 46	232
At this school, teachers are treated and respected as educational professionals.	6.87% 16	11.16% 26	14.16% 33	38.20% 89	29.61% 69	233
Parents respect their children's teachers.	3.45% 8	7.33% 17	23.71% 55	54.31% 126	11.21% 26	232
I do not have enough autonomy over my classroom.	18.30% 41	49.55% 111	23.66% 53	6.25% 14	2.23% 5	224

**Q3: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

Adults who work in this school treat students with respect.	0.00% 0	0.43% 1	3.86% 9	55.36% 129	40.34% 94	233
Adults who work in this school typically work well with one another.	0.00% 0	4.74% 11	11.21% 26	58.19% 135	25.86% 60	232
Teachers at this school know each child well.	0.00% 0	2.15% 5	8.58% 20	62.66% 146	26.61% 62	233
The code of student conduct is fair.	3.48% 8	1.74% 4	10.43% 24	58.26% 134	26.09% 60	230
The school consistently enforces the code of student conduct.	12.45% 29	15.45% 36	18.45% 43	35.19% 82	18.45% 43	233
Parents are actively involved with the school.	0.87% 2	7.36% 17	28.57% 66	44.59% 103	18.61% 43	231

**Q3: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL:**

Students respect their teachers.	2.59% 6	9.05% 21	16.81% 39	58.19% 135	13.36% 31	232
Parents are made to feel welcome in this school.	0.00% 0	0.87% 2	15.28% 35	55.02% 126	28.82% 66	229
Parents are informed about what is going on in school.	0.00% 0	1.30% 3	10.39% 24	57.14% 132	31.17% 72	231
Teachers engage parents and families in the instructional process when appropriate.	0.00% 0	2.17% 5	15.65% 36	58.70% 135	23.48% 54	230
Parents care about how their child performs in school.	0.00% 0	4.35% 10	14.35% 33	64.78% 149	16.52% 38	230
Technology is consistently included in my lesson design and methodology.	0.44% 1	5.31% 12	21.24% 48	51.77% 117	21.24% 48	226

**Q4: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL**

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Students in this school respect each other's differences. (i.e. gender, race, culture, etc.)	1.72% 4	6.01% 14	15.45% 36	57.94% 135	18.88% 44	233
I am proud to tell others that I work at this school.	0.43% 1	4.31% 10	12.50% 29	40.52% 94	42.24% 98	232
School administrators recognize teachers for a job well-done.	8.15% 19	12.02% 28	11.16% 26	37.34% 87	31.33% 73	233
The school staff respects and embraces diversity.	0.43% 1	2.59% 6	8.62% 20	53.02% 123	35.34% 82	232
School administrators communicate effectively with others from diverse backgrounds.	1.30% 3	5.65% 13	22.61% 52	39.57% 91	30.87% 71	230

**Q4: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL**

This school encourages students to get involved in extracurricular activities.	0.43% 1	3.90% 9	19.48% 45	51.08% 118	25.11% 58	231
School administrators follow through on commitments.	5.17% 12	9.05% 21	17.67% 41	34.91% 81	33.19% 77	232
School administrators involve teachers in decision making and problem solving.	12.07% 28	11.64% 27	18.97% 44	29.74% 69	27.59% 64	232
School administrators and staff communicate with each other effectively.	9.52% 22	12.12% 28	12.99% 30	37.23% 86	28.14% 65	231



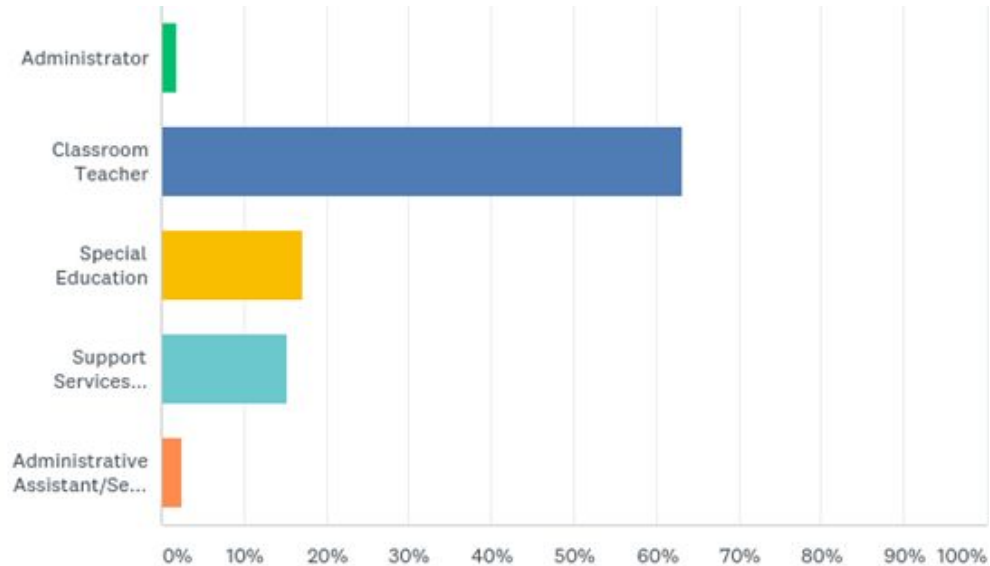
**Q4: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL**

School administrators promote the success of all students.	1.75% 4	3.95% 9	15.79% 36	42.11% 96	36.40% 83	228
School administrators hold themselves to the same high expectations as others.	5.63% 13	5.19% 12	13.85% 32	38.53% 89	36.80% 85	231
School administrators back me up when I need it.	6.14% 14	9.21% 21	13.60% 31	29.82% 68	41.23% 94	228
School administrators are aware of what goes on in the classrooms.	9.48% 22	12.50% 29	16.38% 38	30.60% 71	31.03% 72	232
This school is a good place for me to work and learn.	2.16% 5	5.60% 13	12.50% 29	38.79% 90	40.95% 95	232

## Q5: Please indicate which schools/locations in which you teach/work:

ANSWER CHOICES	RESPONSES	
Barley Sheaf School	11.61%	26
Copper Hill School	22.32%	50
Francis A. Desmares School	12.05%	27
Robert Hunter School	19.20%	43
Reading-Fleming Intermediate School	19.20%	43
J.P. Case Middle School	17.41%	39
Central Office	0.45%	1
Total Respondents: 224		

## Q6: Please indicate your area(s) of expertise:



## Q6: Please indicate your area(s) of expertise:

ANSWER CHOICES	RESPONSES	
Administrator	1.96%	4
Classroom Teacher	63.24%	129
Special Education	17.16%	35
Support Services (Guidance, CST, Nurse, Speech, Library, clerks, cafeteria, etc.)	15.20%	31
Administrative Assistant/Secretary	2.45%	5
TOTAL		204

# Staff Comments (94)

Staff comments are a sample and not complete of all comments. All comments have been reviewed by the Superintendent and taken under consideration.



**Facilities- negative**

There are continued infrastructure issues that need to be resolved in order to have healthy environment. Classrooms are still dealing with leaky ceilings and heating vents that do not regulate the temperature properly.

3/20/2019 5:24 PM

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☐ **Student mental health** Given recent events and studies I truly feel that the district as a whole needs to place a larger emphasis on the social and emotional needs of students through engaging and meaningful professional development.

3/20/2019 4:01 PM

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Facilities- needs

Homework

Instruction needs

Good teachers need more challenging work for students. More homework. Air conditioning to keep classrooms cool and not moist and sticky

3/14/2019 3:02 PM

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**Instruction needs** **Staff Morale**

There is no procedure in place to welcome in, and assess and address the academic, emotional, and social needs of "newcomers", students who arrive at our school speaking no English. While ESL teachers, other colleagues, and administrators are supportive, encouraging and offer ideas and materials, determining learning levels and providing adequate emotional supports is sorely lacking.

3/9/2019 10:41 AM

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☐ **Professional Development** **Student mental health** **Vision and Mission** I strongly feel we should be doing more to support our students social and emotional state. Many students are lacking the ability to cope appropriately with stressful and/or frustrating situations.

3/6/2019 10:11 AM

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☐ **Facilities- needs** **Security** **Staff Morale** Each building should have at least one full time security officer. With a budget the size of ours, this would have a minuscule impact. My own children's schools have security guards and I feel they are more protected and safe then students attending FRSD.

3/6/2019 9:15 AM

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# Word Cloud from Staff Comments

A word cloud of staff comments. The words are arranged in a roughly rectangular shape, with larger words indicating higher frequency or importance. The words are in various shades of blue and green. A callout box points to the word 'day'.

Wish impact well really late However often earlier regarding working parents  
administration questions say school district communication will  
family ask program things see set concern come seems move  
grades given Please around homework start district  
Barley Sheaf much understand make appreciate better  
also place one activities feel show know elementary school  
day issues think allow learn RFIS staff help children help s  
delayed openings way teach education call happening classes  
new classroom hour great child s snow days control use Math even little  
experience told received lack

#29 Most important word  
Occurrences: 11 (5.24%)

## Next Steps:

- Survey in the springtime for faculty, parents, and students
- Superintendent's Advisory Council on Culture
- Building Administration received reports
- Administrative Retreat this past summer included Professional Development in Culture and Climate