BOARD OF EDUCATION MEETING

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION

June 22, 2020

Join Zoom Meeting https://us02web.zoom.us/j/81057635461

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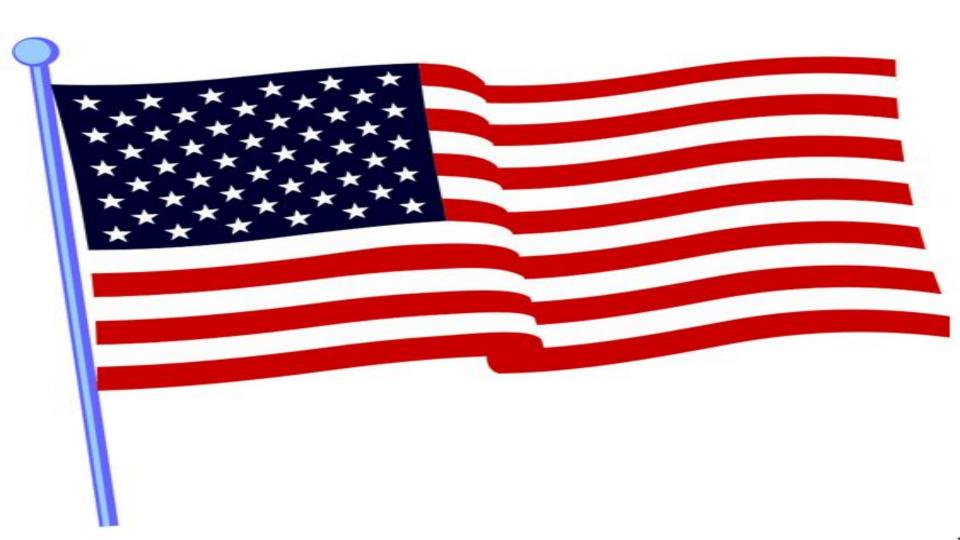
VIRTUAL EXECUTIVE SESSION - 5:00 P.M. - 6:30 P.M.

VIRTUAL REGULAR MEETING - 7:00 P.M.

Call to Order by the Board President. I.

II. In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing a notice of the time, date, extent known, the agenda of this meeting on May 8, 2020 to the Hunterdon County Democrat and The Courier-News. Copies of posted in the Board Office and filed with Flemington Borough Clerk and the Raritan Township Clerk and in each of the district sche May 8, 2020.





Our Mission: Together, WE:

- Foster social, emotional, and academic growth in a safe and nurturing environment;
- **R**espect values and traditions within our families and schools;
- Strive to respond to the needs of our diverse and changing communities;
- **D**evelop the curiosity and creativity of critical thinkers to become collaborative problem solvers who meet the

challenges of a globally competitive society.

Reference: 2018-2023 Strategic Plan <u>https://www.frsd.k12.nj.us/cms/lib/NJ01001104/Centricity/Domain/15/Flemington-Raritan%205-29-18%20finetemington-Raritan Schools</u> <u>%20pres.pdf</u>

Every Student - Every Day - Every Opportunity

VII. Superintendent's Report - Presentation of FRSD Virtual Choir Performance - <u>Why We Sing</u> Presentation of Climate Survey Results Presentation of Possible Reopening Scenarios Find all the Superintendent's Newsletters <u>here</u>

All students in our physical buildings with

Some students in physical buildings and

All students virtual; (remote learning);

Intermittent virtual (a quick shift from

in-person instruction to remote

instruction).

some students virtual (An AM/PM or "A"

social distancing in place;

Day/"B" Day Split Session);

Nelcome

1.

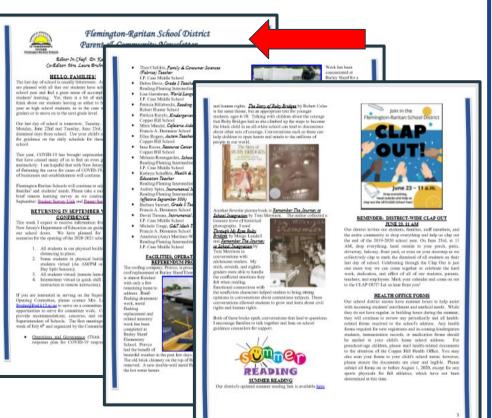
2.

3.

4.

Returning in September

with Confidence





Flemington-Raritan School District Parent & Community Newsletter

innum Ealter In Chief. Dr. Karl Helfans, Superintendent of Schools <u>Inseann Bfred 512 ni su</u> Co-Editor Mex. Laure Broke, Egysteine Austant is the Superintendent <u>Broke 512 ni su</u>

HELLO, FAMILIES:

The limit day of scheol is unally bitterstream. As adactions, we use phonod with all that our students have authorized once the school year and field a great sense of accomplicitment is our studently learning. Yet: there is a this of melandooly as we which donot one windows beyong us without to begin their next year as high school students, as in the case with our eighth grafters or is more on a the next grade nevel.

One hast day of school is tensormery, Tansing, Jana 23, 2020. Monitory, Jane 22nd and Turestay, Asia 23nd, are both early distributed days from school. Use your schift's achool schedule for gasiemer on the daily schedule for these two days of school.

This year. COVID-19 has benegit supresentational challenges that have consider memory of us to field an even genera sense of minicalicity. I am hopeful that with New hereey's continuation of flationing the curve for answer of COVID-19, our responsing of huminesses and establishments will continue.

Plannington Barian Schools will continue to subjust to meet our families' and students' needs. Plonte take a moment to take a brief remote learning survey as we continue to plan for September' <u>Student Survey Link</u> web <u>Parant Survey Link</u>.

RETURNING IN SEPTEMBER WITH CONFIDENCE

This work I expect to receive information from the State of New Jorney's Department of Education on guidelines to ranges our school doors. We have planned for four different scenarios for the opening of the 2020-2021 school year.

- All students in our physical buildings with social distancing in place;
- Some students is physical buildings and some students virtual (An AMPM or "A" Day"B" Day Split Sension);
- 1. All students vietual; (nemote learning);
- Intermittent virtual (a quick shift from in-person instruction to remote instruction).

If you are interested in serving on the Superiorcodent's Re-Opening Correntizes, please contact Mas. Loans Bealm at <u>International International Contentions on the Internaopportunities to serve for committee work</u>. Contraintees will provide recommendations, concerns, and armitigies to the Superiorsedator of Scheels. The first meetings will occur the week of Loig of and organized by the Committee Chair.

 <u>Operations and Governance</u> (Think Tank on rapid nesponse plan for COVID-19 response, refusals & homeschooling remote instruction, classroom design, facility immer.)

- Finance (Think Tank on purchases for PPE, health & hygione mode, immegeristion, meds, and first distribution.)
- <u>Personnal</u> (Think Tank on schedu compliance, social distancing mean learning.)
- <u>Physical and Marcul Health</u> (Think Tay on distancing, counsuling needs, health & solidy.)

As I have information and guidelines to share, I will keep our community informal. Thank you for your patience and support.



CELEBRATING OUR RETIREES

On behalf of Piermingson-Karitan Begissell School District, I show my showne comprositions with the functily and staff members who are relating this year. I an admire and rouped the devotion and passion likes shaff members have demonstrated in the service of our statutus and functions over many years. They are an imaged part of our district's legacy. I with them the very best in all the joy that mwinis each of them in their artimetry. We will rules them of zery year and with goal handli, hoppingses, and netflic legas.

- Linda Amato, Administrative Secretary Emocia A. Desmores School
- Oliver Bloy, Grade & Science Teacher J.P. Case Middle School

 Jodi Brush, Grade 4 Tascher Francis A. Desmans School

Four Readiness Think Tank Task Forces

- 1. Operations and Governance (Chair: Dr. McGann)
- Faci
- Think Tank on rapid response plan for COVID-19 response, refusals & homeschooling remote instruction, classroom design, facility issues.

2. <u>Finance</u> (Chair: Ms. Voorhees)



Think Tank on purchases for PPE, health & hygiene needs, transportation, meals, & food distribution.

3. <u>Personnel</u> (Chair: Mr. Bland)



Think Tank on schedules, workday compliance, social distancing measures, remote learning.

I. <u>Physical and Mental Health</u> (Chair: Dr. Hamblin)



Think Tank on social distancing, counseling needs, health and safety.



Next Steps: Four Readiness Think Tank Task Forces

- Planning is underway to modify campus environments, including all campus buildings, and order materials (i.e., hand gel stations, thermometers, and other recommended items.)
- •Parents and students received surveys to provide feedback on remote learning and to share their opinions and feelings about returning to school in September with confidence. <u>Student Survey Link</u> and <u>Parent Survey Link</u>.
- •Flemington-Raritan Schools will continue to adjust to meet our families' and students' needs.
- Readiness Think Tank Task Forces will meet the weeks of July 6th, 13th, &/or 20th.
 Recommendations will be presented at the July 27th board meeting.

Four Readiness Think Tank Task Forces

1. **Operations and Governance** (Chair: Dr. McGann)



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2. <u>Finance</u> (Chair: Ms. Voorhees)



Think Tank on purchases for PPE, health & hygiene needs, transportation, meals, & food distribution.

B. <u>Personnel</u> (Chair: Mr. Bland)



Think Tank on schedules, workday compliance, social distancing measures, remote learning.

4. <u>Physical and Mental Health</u> (Chair: Dr. Hamblin)



Think Tank on social distancing, counseling needs, health and safety.



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Four Readiness Think Tank Task Forces

Operations and Governance (Chair: Dr. McGann)

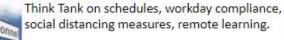
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3. Personnel (Chair: Mr. Bland)



4. <u>Physical and Mental Health</u> (Chair: Dr. Hamblin) Think Tank on social distancing, counseling needs, health and safety.

Questions, Thoughts, Wonderings







2020 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."

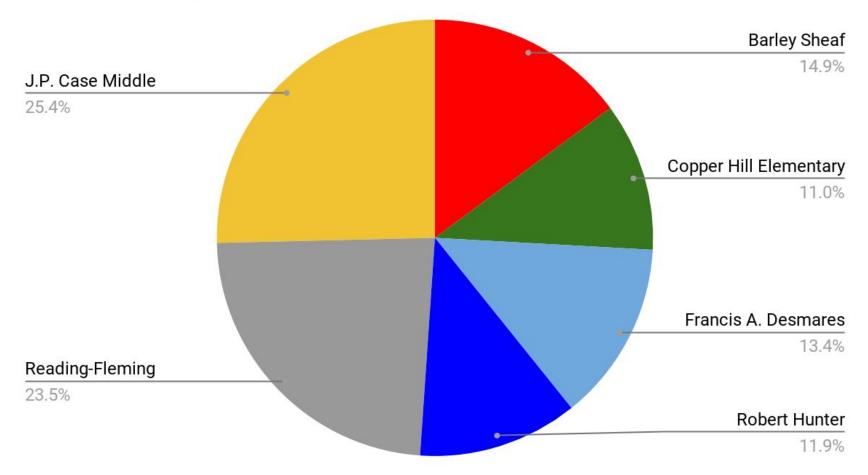


~District Policy 9128 Climate Surveys Flemington-Raritan Regional School District

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 (299)





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.	1.34% 4	4.70% 14	10.40% 31	57.72% 172	25.84% 77	298
My child's school environment is clean and in good condition.	1.00% 3	3.34% 10	12.37% 37	54.52% 163	28.76% 86	299
My child feels safe at school.	1.01% 3	1.01% 3	5.03% 15	48.99% 146	43.96% 131	298
My child is safe going to and from school.	0.67% 2	1.34% 4	5.03% 15	58.05% 173	34.90% 104	298
Students at my child's school are well-behaved.	1.34% 4	5.37% 16	22.15% 66	58.05% 173	13.09% 39	298
The learning environment at my child's school is excellent.	0.67% 2	1.68% 5	10.74% 32	50.67% 151	36.24% 108	298
I am proud that my child attends this school.	1.00% 3	1.34% 4	11.71% 35	41.47% 124	44.48% 133	299
I am satisfied with the extracurricular activities at my child's school.	3.34% 10	4.68% 14	18.73% 56	45.48% 136	27.76% 83	299
Communication with families occurs in an open and respectful manner.	0.67% 2	2.35% 7	8.39% 25	46.98% 140	41.61% 124	298

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	1.00%	6.69%	22.07%	45.82%	24.41%	299
manage time.	3	20	66	137	73	
Teachers assign high-quality homework that	1.34%	8.03%	16.05%	49.83%	24.75%	299
helps my child learn.	4	24	48	149	74	
Teachers at my child's school set high standards	0.67%	5.02%	14.05%	49.83%	30.43%	299
for students.	2	15	42	149	91	
My child's teachers encourage students to think	0.67%	2.34%	7.69%	51.84%	37.46%	299
independently.	2	7	23	155	112	
The best teachers and staff are retained at my	0.67%	2.69%	19.19%	46.80%	30.64%	297
child's school.	2	8	57	139	91	
I am satisfied with my child's school.	1.00% 3	3.34% 10	7.69% 23	50.84% 152	37.12% 111	299
The teachers at my child's school are effective.	1.00% 3	1.67% 5	8.03% 24	50.17% 150	39.13% 117	299
The academic needs of students are met at my	1.34%	4.68%	11.04%	51.51%	31.44%	299
child's school.	4	14	33	154	94	
The teachers and staff at my child's school follow	1.67%	0.67%	5.69%	52.51%	39.46%	299
through on commitments.	5	2	17	157	118	
My child's academic performance has improved	2.01%	4.35%	19.06%	45.15%	29.43%	299
because of the staff at this school.	6	13	57	135	88	
Students at my child's school respect their	0.33%	2.68%	13.38%	54.18%	29.43%	299
teachers.	1	8	40	162	88	

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

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
I respect the teachers at my child's school.	0.67% 2	1.00% 3	2.68% 8	40.47% 121	55.18% 165	299
The rules for student conduct are consistently applied at my child's school.	1.01% 3	2.68% 8	14.43% 43	52.68% 157	29.19% 87	298
My child's class size is appropriate.	2.34% 7	5.69% 17	13.04% 39	54.85% 164	24.08% 72	299
My child is given choices when completing assignments.	1.34% 4	9.73% 29	31.88% 95	41.61% 124	15.44% 46	298

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

	STRONGLY	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
School staff encourages students to respect each	0.34%	1.35%	10.10%	47.47%	40.74%	
other's differences (i.e. gender, race, culture, etc.)	1	4	30	141	121	297
Adults who work in my child's school treat students	0.34%	4.03%	7.05%	50.34%	38.26%	
with respect.	1	12	21	150	114	298
Adults in my child's school seem to work well with	0.34%	1.01%	10.07%	53.02%	35.57%	
one another.	1	3	30	158	106	298
I wish my child went to a different school.	45.79%	36.03%	10.44%	5.39%	2.36%	
	136	107	31	16	7	297
School staff has a positive impact on my child's	1.01%	4.03%	11.07%	51.34%	32.55%	
behavior.	3	12	33	153	97	298
The rules for student behavior at my child's school	1.34%	2.01%	9.40%	59.06%	28.19%	
are fair.	4	6	28	176	84	298
My child can turn to friends at school with	1.69%	6.42%	20.95%	47.64%	23.31%	
questions about homework.	5	19	62	141	69	296
The teachers in the school know my child well.	0.67%	3.69%	13.76%	52.35%	29.53%	
	2	11	41	156	88	298
My child has friends at school he/she can trust and	1.69%	4.73%	19.59%	50.68%	23.31%	
turn to about problems.	5	14	58	150	69	296
I am kept informed on what is happening in my	0.67%	7.05%	9.40%	50.00%	32.89%	
child's school.	2	21	28	149	98	298
The integration of technology offers my child	1.68%	4.70%	15.10%	45.64%	32.89%	
opportunities for increased individualized academic engagement.	5	14	45	136	98	298

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.	1.01% 3	6.08% 18	19.26% 57	44.93% 133	28.72% 85	296
I am involved in my child's academic experience.	0.00% 0	1.35% 4	6.40% 19	49.16% 146	43.10% 128	297
Parents have a voice in decisions about their child's educational plan.	4.05% 12	8.11% 24	25.68% 76	44.26% 131	17.91% 53	296
My child has pride in the school.	0.68% 2	2.71% 8	10.85% 32	48.81% 144	36.95% 109	295
I feel comfortable talking with my child's teachers.	0.34% 1	3.03% 9	4.71% 14	42.09% 125	49.83% 148	297
I am informed about my child's progress in school.	0.67% 2	3.70% 11	7.74% 23	51.18% 152	36.70% 109	297
I feel welcome at my child's school.	1.01% 3	3.70% 11	10.44% 31	39.06% 116	45.79% 136	297
My child's teacher has high but reasonable expectations of my child.	1.01% 3	3.70% 11	11.45% 34	49.49% 147	34.34% 102	297
My child has a sense of belonging in his/her school community.	1.35% 4	3.37% 10	10.44% 31	49.16% 146	35.69% 106	297
My child's use of the Chromebook (grades 5-8) to complete assignments at home is consistent.	0.00% 0	2.33% 6	30.62% 79	32.95% 85	34.11% 88	258
My child has access to the Internet at home.	0.34% 1	0.34% 1	0.68% 2	24.07% 71	74.58% 220	295



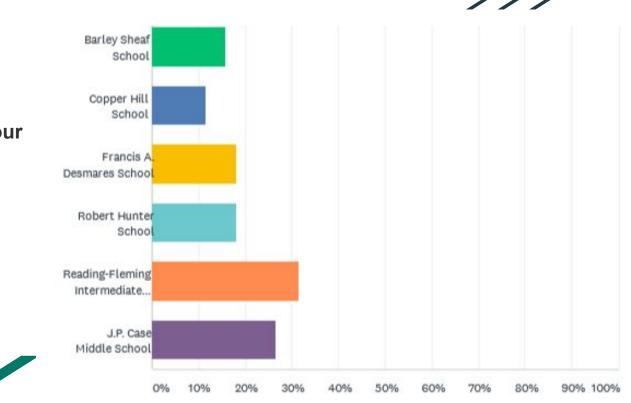


Q5: Please indicate which school(s) your child(ren) attends:

ANSWER CHOICES	RESPONSES	
Barley Sheaf School	15.82%	47
Copper Hill School	11.45%	34
Francis A. Desmares School	18.18%	54
Robert Hunter School	18.18%	54
Reading-Fleming Intermediate School	31.65%	94
J.P. Case Middle School	26.60%	79
Total Respondents: 297		



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







Parent Comments (114)

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





Air Quality I would like if the school would open the window shades to allow sunlight in the class as it very healthy. Also it would be nice if school would open windows to allow fresh air to circulate so we don't have another mold problem as we did last year. When I was young we always made that a priority, we even had plants inside class to filter the air naturally. Also I would like my child to go outside for fresh air and play on the playground everyday! Even if it's cold outside. Fresh air is essential for healthy mind. Also my child always complains that there is not enough time to eat lunch. I don't know what is the rush to finish lunch ? I want my child to have enough time to chew food.

Air Quality Communication Obviously air conditioning will make a huge difference in the environment in the school. I do wish however has a parent of a K student I was informed more about happenings (ie math assessment beginning of the year) vs fundraising from the PTO. Sending home a fundraiser which seems almost daily is frustrating and makes me wonder where my tax dollars are being spent.

General Positive Remote Learning I am proud that my children are in this school district. Great schools! My responses were partially based on normal school routines and partially based on virtual learning. I am very impressed with FRSD's ability to adjust to virtual schooling. Only wish is that my kids could capitalize more on the school day time when learning at home. They are usually done work by 10:30am.

Remote Learning Hard to answer as we are in online learning. There is no homework given. However I am very pleased with the communication between teachers and students during all of this. I do wish however, if this is going to continue that the students be given more work to do, even if it's as an option. My child takes about 3 hours to complete work assigned. Normal school day is twice that. I am afraid that my child will not be prepared for 7th grade next year.

Remote Learning I have heard that some teachers are doing live daily lessons in real time over zoom. More of that type of teaching (rather than videotaped daily lessons) could be helpful so students can ask questions/ interact directly with the teacher about the learning and assigned work.

General Negative Remote Learning Special Education Remote Learning needs to take into account kids with IEPs I don't see any adjustments or accommodations



General Positive We are very happy with all of our son's experiences at FRSD since kindergarten

General Positive THANK YOU FOR YOUR HARD WORK!

General Positive I am pleased with the school performance.

General Positive JPCase Positive My daughter is new to the district this year and she has adjusted tremendously because of her teachers. They've made her feel welcome and provided comfort when she needed it, especially being a 7th grader in a new school and parents going through a divorce. They're all amazing.

Homework With the long school day, it would help for homework to be lessened throughout the week. There is not enough time for children to be outside when returning home because of homework, especially in the colder months.

Homework Homework takes over 4 hours and does not seem to be enforcing the day - only pushing new topics and causing anxiety in my child.

Homework Students are required to carry too much back and forth to school. Backpacks are way too heavy

Positive about teachers I am so happy with how my child is doing at her school. Her teacher is amazing and the school has been so well prepared and communicative through distance learning. Thank you to everyone for everything you are doing each and every day!

General Positive Positive about teachers I think my child's school is wonderful! The teachers all make a great effort to work well with each other and with the children, engaging them every step of the way. I could not have asked for a better school for my child to attend. Thank you!

General Positive Positive about teachers We feel very fortunate to have such a wonderful maternity leave substitute teacher for our Son. He is growing exponentially, thanks to her love and support!

General Negative Safety of Students I wish that the administration would take a more serious approach to handling students that are exhibiting harmful behavior in the classroom.

Class Size General Negative Class sizes at the Elementary level are too large and have a negative impact on learning.

Equity General Negative General Positive The one-to-one Chromebook program is excellent. However, I think the way the district "tracks" student math classes starting in grades 5/6 is inequitable to students that may peak a bit later. Word Cloud from Parent Comments often district concern handling communication bullying see grade level virtual learning complains think meeting S questioned extremely heard classes continue go take understand child s use know teaching grades better every academic easiest made daughter help school day **ONE** proud **staff** thing **love** left feel challenges kids classroom learning None students



Staff Responses (177)





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.	5.17% 9	22.41% 39	16.67% 29	39.66% 69	16.09% 28	174
Students at this school learn ways to manage time.	0.57% 1	4.60% 8	17.82% 31	59.77% 104	17.24% 30	174
The school environment is clean and in good condition.	1.14% 2	22.86% 40	17.14% 30	39.43% 69	19.43% 34	175
I take pride in the appearance of the school.	2.30% 4	7.47% 13	16.09% 28	41.38% 72	32.76% 57	174
I feel safe in the hallways and bathrooms.	0.57% 1	0.57% 1	2.27% 4	30.11% 53	66.48% 117	176
I feel safe in the classrooms.	0.57% 1	1.14% 2	2.29% 4	28.00% 49	68.00% 119	175
Students are safe at this school.	0.58% 1	1.16% 2	4.05% 7	28.90% 50	65.32% 113	173
In this school, we teach ways to resolve disagreements so that everyone can be satisfied with the outcomes.	1.72% 3	4.60% 8	12.64% 22	49.43% 86	31.61% 55	174
Students at this school are well-behaved.	2.29% 4	6.86% 12	13.71% 24	55.43% 97	21.71% 38	175

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.	0.00% 0	0.00% 0	8.05% 14	67.82% 118	24.14% 42	174
I spend a great deal of time dealing with students'	1.17%	8.77%	18.13%	35.67%	36.26%	171
social and emotional challenges	2	15	31	61	62	
The school community has high expectations of all	0.00%	2.30%	7.47%	49.43%	40.80%	174
students.	0	4	13	86	71	
Students have pride in the school.	0.00% 0	1.71% 3	10.29% 18	52.00% 91	36.00% 63	175
My class sizes are appropriate.	3.53% 6	13.53% 23	14.71% 25	46.47% 79	21.76% 37	170
Students at this school get the chance to work	0.00%	0.57%	6.86%	57.14%	35.43%	175
independently.	0	1	12	100	62	
School administrators give me useful feedback on	0.59%	2.94%	12.35%	40.00%	44.12%	170
my teaching.	1	5	21	68	75	
Students at this school have opportunities for	0.00%	2.92%	15.79%	53.22%	28.07%	171
academic choice when completing assignments.	0	5	27	91	48	
Students at this school are encouraged to think	0.00%	1.72%	6.32%	56.90%	35.06%	174
critically.	0	3	11	99	61	
I have access to the tools I need to do my job.	0.00% 0	4.00% 7	5.14% 9	50.86% 89	40.00% 70	175

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

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
I am dissatisfied with opportunities for my	29.65%	34.30%	20.35%	12.79%	2.91%	172
professional growth.	51	59	35	22	5	
I look forward to coming to work every day.	0.00% 0	3.49% 6	9.88% 17	43.02% 74	43.60% 75	172
I spend too much of my teaching time on	19.64%	47.02%	16.67%	12.50%	4.17%	168
disciplining students.	33	79	28	21	7	
The best teachers and staff are retained at this	1.16%	3.47%	10.98%	43.35%	41.04%	173
school.	2	6	19	75	71	
I am expected to use varied instructional resources to support instruction.	0.00% 0	0.59% 1	7.06% 12	50.00% 85	42.35% 72	170
I have access to varied instructional resources to	0.00%	0.59%	8.82%	54.12%	36.47%	170
support instruction.	0	1	15	92	62	
I integrate technology to provide my students opportunities for increased individualized academic engagement.	0.00% 0	0.00% 0	10.12% 17	49.40% 83	40.48% 68	168

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	0.58%	4.62%	9.83%	49.71%	35.26%	173
each other.	1	8	17	86	61	
Teachers talk with students about ways to	0.00%	2.34%	7.60%	54.39%	35.67%	171
understand and control emotions.	0	4	13	93	61	
At this school, teachers are treated and	0.57%	1.72%	4.60%	45.40%	47.70%	174
respected as educational professionals.	1	3	8	79	83	
Parents respect their children's teachers.	0.00% 0	5.17% 9	12.64% 22	58.62% 102	23.56% 41	174
I do not have enough autonomy over my	30.95%	45.83%	19.05%	2.38%	1.79%	168
classroom.	52	77	32	4	3	
Adults who work in this school treat students with	0.00%	0.57%	1.15%	44.83%	53.45%	174
respect.	0	1	2	78	93	
Adults who work in this school typically work well	0.57%	1.14%	6.29%	50.86%	41.14%	175
with one another.	1	2	11	89	72	
Teachers at this school know each child well.	0.00% 0	1.74% 3	4.65% 8	49.42% 85	44.19% 76	172
The code of student conduct is fair.	1.16% 2	4.65% 8	5.81% 10	49.42% 85	38.95% 67	172

Q3: 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 consistently enforces the code of student conduct.	3.49% 6	11.05% 19	24.42% 42	33.14% 57	27.91% 48	172
Parents are actively involved with the school.	1.16%	6.98%	20.93%	49.42%	21.51%	
	2	12	36	85	37	172
Students respect their teachers.	0.58%	5.23%	9.30%	61.05%	23.84%	
200 	1	9	16	105	41	172
Parents are made to feel welcome in this school.	0.00%	1.72%	9.77%	54.02%	34.48%	
	0	3	17	94	60	174
Parents are informed about what is going on in	0.00%	1.16%	5.20%	49.71%	43.93%	
school.	0	2	9	86	76	173
Teachers engage parents and families in the	0.00%	0.58%	7.60%	54.97%	36.84%	
instructional process when appropriate.	0	1	13	94	63	171
Parents care about how their child performs in	0.00%	1.15%	6.90%	65.52%	26.44%	
school.	0	2	12	114	46	174
Technology is consistently included in my lesson	0.00%	1.81%	16.27%	44.58%	37.35%	
design and methodology.	0	3	27	74	62	166

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.)	0.00% 0	2.30% 4	7.47% 13	66.09% 115	24.14% 42	174
I am proud to tell others that I work at this school.	0.00%	1.14%	4.00%	31.43%	63.43%	
	0	2	7	55	111	175
School administrators recognize teachers for a	1.15%	2.30%	8.05%	36.78%	51.72%	
job well-done.	2	4	14	64	90	174
The school staff respects and embraces diversity.	0.00%	2.27%	2.84%	46.59%	48.30%	
	0	4	5	82	85	176
School administrators communicate effectively	0.00%	0.58%	13.29%	42.77%	43.35%	
with others from diverse backgrounds.	0	1	23	74	75	173
This school encourages students to get involved	0.00%	1.72%	9.20%	55.17%	33.91%	
in extracurricular activities.	0	3	16	96	59	174
School administrators follow through on	0.00%	2.91%	12.79%	40.70%	43.60%	
commitments.	0	5	22	70	75	172
School administrators involve teachers in	1.15%	5.75%	12.64%	44.25%	36.21%	
decision making and problem solving.	2	10	22	77	63	174
School administrators and staff communicate with	0.00%	5.71%	13.14%	45.71%	35.43%	
each other effectively.	0	10	23	80	62	175

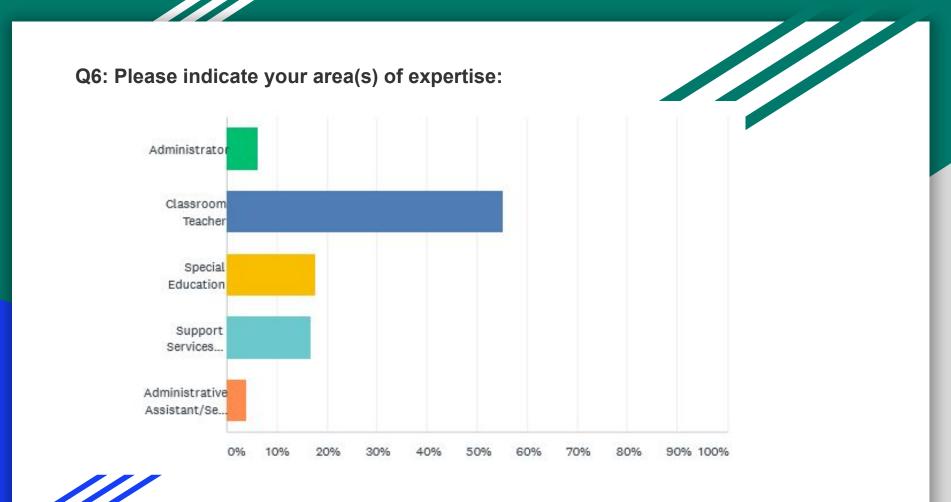
Q4: Please indicate how much you agree or disagree with the following statements about YOUR SCHOOL

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
School administrators promote the success of all students.	0.00% 0	2.30% 4	4.60% 8	40.80% 71	52.30% 91	174
School administrators hold themselves to the	0.00%	2.87%	5.17%	36.78%	55.17%	
same high expectations as others.	0	5	9	64	96	174
School administrators back me up when I need it.	1.72%	0.57%	5.75%	39.08%	52.87%	
	3	1	10	68	92	174
School administrators are aware of what goes on	1.73%	5.78%	15.61%	36.99%	39.88%	
in the classrooms.	3	10	27	64	69	173
This school is a good place for me to work and	0.00%	1.73%	4.62%	31.21%	62.43%	
learn.	0	3	8	54	108	173

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

ANSWER CHOICES	RESPONSES	
Barley Sheaf School	14.12%	25
Copper Hill School	23.73%	42
Francis A. Desmares School	13.56%	24
Robert Hunter School	18.64%	33
Reading-Fleming Intermediate School	22.03%	39
J.P. Case Middle School	12.99%	23
Central Office	1.69%	3
Total Respondents: 177		







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

ANSWER CHOICES	RESPONSES	
Administrator	6.32%	11
Classroom Teacher	55.17%	96
Special Education	17.82%	31
Support Services (Guidance, CST, Nurse, Speech, Library, clerks, cafeteria, etc.)	16.67%	29
Administrative Assistant/Secretary	4.02%	7
TOTAL		174





Q7: Please indicate how many years you have taught/worked in the District:

ANSWER CHOICES	RESPONSES	
0-3 Years	19.32%	34
4-7 Years	14.20%	25
8-14 Years	25.57%	45
15+ Years	40.91%	72
TOTAL		176







Staff Comments (70)

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





Positive of Leadership I am consistently blown away by the involvement of our Principal and Vice Principal. They stop by my classroom often, just to check in and say hello to students, they know each child by name and are eager to interact with them, and they are always willing to lend a hand. There is no place else I'd rather be!

Positive of Leadership I have always felt that I can go to my administrators both general education and pupil services to address my concerns and be met with respect and interest.

Connections Positive of Leadership I feel very fortunate to work in such a great school district. I wake up everyday, beyond thankful to go to a job that I love. My colleagues are amazing and I thank this district for all the work they are doing for us!!

Positive of Leadership Positive Superintendent We thank the Board of Education for their consistent support in the work we do, and supporting the development of teaching and learning in our district!





Positive of Leadership Teachers at my school value feedback and seek opportunities to learn and reflect on best practices in teaching. They are supported and encouraged to share their knowledge with colleagues. One of the things I value most about my school is the collective willingness to problem-solve and seek solutions that put students and their learning and well-being first. Teachers and support staff are always willing to step up and go the extra mile to support of our students and families.







Professional Development I'd love to see the district explore ways to do more training around diversity, equity, and inclusion.

Professional Development While I appreciate many of the professional development opportunities, it would be amazing to have staff days where time is given to work, prep, and plan in the classroom.

Professional Development I really appreciate the opportunity to learn about addressing students' academic, social, and emotional learning through the Responsive Classroom workshops provided by the curriculum office. It's an honor and provilege to serve the FRSD community. Thank you!



Word Cloud from Staff Comments better communicate result administrators Copper Hill come much room Glaab Mrs Braynor going move know large day child study team help professional development LLD really Project Success programs proud meetings care guidance counselor love students staff environment shared solutions See disruption One value district think year make learning distance learning administrators





Student Responses, K-6 (74)





Q1. Please choose NO, SOMETIMES, or YES for each statement below:

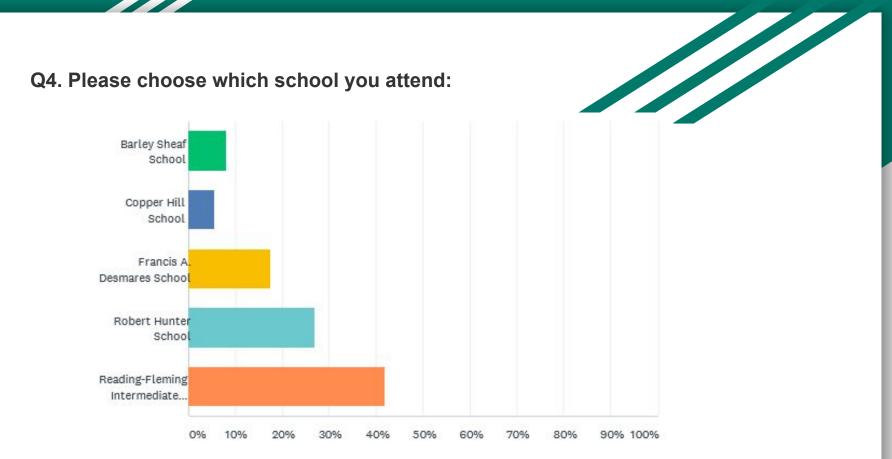
	NO	SOMETIMES	YES	TOTAL
My school is kept clean.	0.00%	33.78%	66.22%	
	0	25	49	74
l like my school building	2.70%	5.41%	91.89%	
	2	4	68	74
I feel safe around the outside of my school	1.37%	20.55%	78.08%	
	1	15	57	73
I feel safe in the hallways and bathrooms of the school.	2.74%	27.40%	69.86%	
	2	20	51	73
I feel safe in my classroom.	0.00%	5.48%	94.52%	
	0	4	69	73
Students at my school help each other when needed.	2.74%	49.32%	47.95%	
	2	36	35	73
Students at my school are well-behaved.	6.76%	62.16%	31.08%	
	5	46	23	74
Most students in my school try to talk to other students if they are having a problem	18.92%	43.24%	37.84%	
with them.	14	32	28	74
Most students come to class prepared.	2.70%	39.19%	58.11%	
	2	29	43	74
Most students in my school try to do their best	2.70%	17.57%	79.73%	
en management in second and a fillen state and a fillen state and a second state of a second state of the	2	13	59	74
Most students in my school treat each other well.	2.70%	35.14%	62.16%	
9 - 9 8 mil - 4 2 mil	2	26	46	74

Q2. Please choose NO, SOMETIMES, or YES for each statement below:

	NO	SOMETIMES	YES	TOTAL
My teachers notice if I have trouble learning something.	4.17%	16.67%	79.17%	
	3	12	57	72
I am bored in school.	38.36%	52.05%	9.59%	
	28	38	7	73
My teachers listen to me.	1.37%	17.81%	80.82%	
	1	13	59	73
My teachers would give me help if I needed it.	0.00%	6.85%	93.15%	
	0	5	68	73
The homework I get from my teachers helps me learn.	6.94%	25.00%	68.06%	
	5	18	49	72
My teachers give me work that is interesting.	4.11%	47.95%	47.95%	
	3	35	35	73
Teachers and other adults here listen to students' ideas aboutthe school.	5.48%	35.62%	58.90%	
	4	26	43	73
My family wants me to do well in school.	0.00%	1.37%	98.63%	
	0	1	72	73
My parents ask if I've gotten my homework done.	1.37%	6.85%	91.78%	
	1	5	67	73
I want to explore and learn new things.	1.37%	19.18%	79.45%	
	1	14	58	73
My teachers make learning interesting.	0.00%	41.67%	58.33%	
	0	30	42	72
My teachers are proud when I do well.	0.00%	8.22%	91.78%	
	0	6	67	73

Q3. Please choose NO, SOMETIMES, or YES for each statement below:

	NO	SOMETIMES	YES	TOTAL
My teachers want students to talk with other students about things we are studying.	5.48%	34.25%	60.27%	74
	4	25	44	73
Students at this school are bullied.	47.30%	43.24%	9.46%	
	35	32	7	74
Most students in my school get mad when they disagree with people.	29.73%	58.11%	12.16%	
	22	43	9	74
Adults who work in my school treat students with respect.	0.00%	10.81%	89.19%	
-5i 112	0	8	66	74
My teachers really care about me.	0.00%	8.11%	91.89%	
	0	6	68	74
Students at this school are teased, picked on, made fun of, or called names.	37.50%	52.78%	9.72%	
	27	38	7	72
My teachers help me do better on my school work.	0.00%	10.81%	89.19%	
	0	8	66	74
Most students in my school treat each other with respect.	2.70%	29.73%	67.57%	
	2	22	50	74
My teachers treat some students better than others.	63.51%	24.32%	12.16%	
	47	18	9	74
I feel like I am part of this school.	2.70%	16.22%	81.08%	
	2	12	60	74
I actively participate in class.	0.00%	29.73%	70.27%	
	0	22	52	74
l like school.	6.76%	37.84%	55.41%	
	5	28	41	74
I wish I went to a different school.	85.14%	13.51%	1.35%	
	63	10	1	74







Q4. Please choose which school you attend:

ANSWER CHOICES	RESPONSES	
Barley Sheaf School	8.11%	6
Copper Hill School	5.41%	4
Francis A. Desmares School	17.57%	13
Robert Hunter School	27.03%	20
Reading-Fleming Intermediate School	41.89%	31
TOTAL		74





Student Comments, K-6 (40)

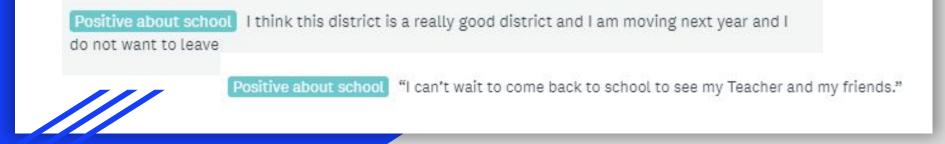






Positive about school I miss school and my friends and teachers!

Positive about school Remote Learning I hate quarantine. And I want to go back to school -





Positive about school Positive about teacher(s) Remote Learning I really miss my elementary school and that's something I struggled with but I have amazing teachers who help me and I like RFIS a lot more.

Positive about school I am proud to be at this school

Homework Remote Learning I think there should be less homework so we can have time to do other things when we get home. I am still learning with the home teaching and I have more time to be me.

Positive about school RFIS is the best!! The students and teachers are amazing and they do such a great job. I love all my classes especially music! :D

Friendship I think that the school should be addressing things in a more realistic manner. Example-treat each other with respect, too general, needs to be more specific.

Buildings and Grounds Safety I wish there was a gate by the playground so no one can just walk in and we would be safer.

Bullying is sometimes a problem Safety

> Friendship Positive about school The kids at my school are nice.



Friendship Safety People sometimes make fun of people when they are not looking or listening





Emotional Health Equity I don't really like how my homework is affecting my parents. Sometimes they are happy that I've done my homework, other times they are seem stressed about how I'm doing in school. And I don't like it how people look at me as the 1 black kid in the classroom. Otherwise, I'm fine.





Student Responses, 7-8 (23)





Q1. Please choose how much you agree or disagree with the following statements about your school:

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
The length of the school day is about right.	0.00%	8.70%	30.43%	56.52%	4.35%	
	0	2	7	13	1	23
I often do not have enough time to get from	4.35%	47.83%	26.09%	13.04%	8.70%	
one class to the next.	1	11	6	3	2	23
My school is kept clean.	4.35%	13.04%	21.74%	47.83%	13.04%	
	1	3	5	11	3	23
l like my school building.	0.00%	0.00%	34.78%	39.13%	26.09%	
	0	0	8	9	6	23
My school has clear rules and consequences	0.00%	8.70%	17.39%	52.17%	21.74%	54500
for behavior.	0	2	4	12	5	23

Q2. Please choose how much you agree or disagree with the following statements about your school:Most students in my school...

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
do their best, even when their work is difficult.	13.04% 3	17.39% 4	39.13% 9	26.09% 6	4.35% 1	23
do all their homework.	0.00% 0	30.43% 7	52.17% 12	13.04% 3	4.35% 1	23
think it is OK to cheat if other students are cheating.	30.43% 7	26.09% 6	30.43% 7	13.04% 3	0.00% 0	23
try to do a good job on schoolwork even when it is not interesting.	4.35% 1	26.09% 6	43.48% 10	17.39% 4	8.70% 2	23

Q3. Please choose how much you agree or disagree with the following statements about your school: Most teachers...

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
give me a lot of encouragement.	4.35%	8.70%	30.43%	39.13%	17.39%	
	1	2	7	9	4	23
make learning interesting.	4.35%	21.74%	30.43%	21.74%	21.74%	
	1	5	7	5	5	23
encourage students to share their ideas about	0.00%	4.35%	13.04%	60.87%	21.74%	
things we are studying in class.	0	1	3	14	5	23
notice when I am doing a good job and let me	4.35%	4.35%	17.39%	52.17%	21.74%	
know about it.	1	1	4	12	5	23
will help me improve my work if I do poorly on	4.35%	8.70%	8.70%	52.17%	26.09%	
an assignment.	1	2	2	12	6	23
provide me with lots of chances to be part of	0.00%	0.00%	21.74%	52.17%	26.09%	
class discussions or activities.	0	0	5	12	6	23
often assign homework that helps me learn.	8.70%	26.09%	13.04%	34.78%	17.39%	
	2	6	3	8	4	23
will give me extra help at school outside of our	4.35%	4.35%	39.13%	34.78%	17.39%	
regular class.	1	1	9	8	4	23

Q4. Please choose how much you agree or disagree with the following statements about your school:Most students in my school...

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
are well-behaved.	8.70% 2	8.70% 2	60.87% 14	21.74% 5	0.00% 0	23
do not really care about each other.	4.35% 1	56.52% 13	30.43% 7	8.70% 2	0.00% 0	23
help each other when asked.	0.00% 0	0.00% 0	34.78% 8	65.22% 15	0.00% 0	23
treat each other well.	0.00% 0	8.70% 2	30.43% 7	60.87% 14	0.00% 0	23

Q5. Please choose how much you agree or disagree with the following statements about your school:

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Teachers at my school treat students with	4.35%	0.00%	21.74%	47.83%	26.09%	23
respect.	1	0	5	11	6	
Students in my school treat each other with	4.35%	0.00%	43.48%	52.17%	0.00%	23
respect	1	0	10	12	0	
Students are treated fairly by the adults in the	4.35%	21.74%	8.70%	52.17%	13.04%	23
school.	1	5	2	12	3	
Most students in my school are easily able to	4.35%	17.39%	30.43%	47.83%	0.00%	23
work out disagreements with other students.	1	4	7	11	0	
There are lots of chances for students in my	0.00%	13.04%	17.39%	56.52%	13.04%	23
school to talk with a teacher one-on-one.	0	3	4	13	3	
Students at this school are often bullied.	21.74% 5	30.43% 7	30.43% 7	17.39% 4	0.00% 0	23
Students at this school are often teased or picked on.	17.39% 4	21.74% 5	43.48% 10	13.04% 3	4.35% 1	23

Q5. Please choose how much you agree or disagree with the following statements about your school:

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Harassment, intimidation, and bullying by other	34.78%	21.74%	34.78%	4.35%	4.35%	
students are a problem at my school.	8	5	8	1	1	23
Adults in this school apply the same rules to all	13.04%	8.70%	4.35%	56.52%	17.39%	
studentsequally.	3	2	1	13	4	23
I sometimes stay home because I do not feel safe	65.22%	21.74%	4.35%	8.70%	0.00%	
at school.	15	5	1	2	0	23
Adults in this school are usually willing to make	8.70%	4.35%	13.04%	56.52%	17.39%	
the time to givestudents extra help.	2	1	3	13	4	23
My teachers really care about me.	4.35%	4.35%	17.39%	56.52%	17.39%	
D N	1	1	4	13	4	23

Q6. How safe do you feel....

	NOT SAFE	SOMEWHAT SAFE	MOSTLY SAFE	VERY SAFE	TOTAL
outside around the school?	0.00% 0	9.09% 2	45.45% 10	45.45% 10	22
in the hallways and bathrooms of the school?	4.35% 1	13.04% 3	21.74% 5	60.87% 14	23
in your classes?	4.35% 1	4.35% 1	21.74% 5	69.57% 16	23

Q7. Thinking back over the past year in school, how often did you...

	NEVER	SELDOM	SOMETIMES	OFTEN	ALMOST ALWAYS	TOTAL
enjoy being in school?	4.35% 1	4.35% 1	34.78% 8	39.13% 9	17.39% 4	2
hate being in school?	21.74% 5	30.43% 7	39.13% 9	0.00% 0	8.70% 2	2
feel that the school work you were assigned was meaningful and important?	0.00% 0	17.39% 4	34.78% 8	26.09% 6	21.74% 5	23

Q8. Please indicate how much you agree or disagree with the following...

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Students have lots of chances in my school to get involved in sports, clubs, and other school activities outside of class.	4.35% 1	0.00% 0	0.00% 0	65.22% 15	30.43% 7	23
I have opportunities to express myself at school.	4.35% 1	8.70% 2	17.39% 4	52.17% 12	17.39% 4	23
Students help decide what goes on in my school.	8.70% 2	8.70% 2	34.78% 8	39.13% 9	8.70% 2	23
wish I went to a different school.	52.17% 12	30.43% 7	17.39% 4	0.00% 0	0.00% 0	23
In my school, students have lots of chances to help decidethings, like activities and rules.	4.35% 1	26.09% 6	47.83% 11	13.04% 3	8.70% 2	23
I feel like I belong at this school.	4.35% 1	4.35% 1	26.09% 6	52.17% 12	13.04% 3	23

Q8. Please indicate how much you agree or disagree with the following...

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
Teachers and other adults here listen to students' ideas aboutthe school.	0.00% 0	9.09% 2	31.82% 7	40.91% 9	18.18% 4	22
My family wants me to do well in school.	0.00%	0.00%	0.00%	17.39%	82.61%	
	0	0	0	4	19	23
My parents ask if I've gotten my homework done.	0.00%	0.00%	4.35%	30.43%	65.22%	
	0	0	1	7	15	23
My parents would punish me if they found out I	0.00%	4.35%	8.70%	26.09%	60.87%	
skipped school.	0	1	2	6	14	23

Q9. I attend an afterschool program at a:

ANSWER CHOICES	RESPONSES	
Public school	57.14%	8
Church or religious organization	7.14%	1
Community center or community-sponsored entity	0.00%	0
Some other location	35.71%	5
TOTAL		14



Student Comments, 7-8 (10)







Positive about school Overall, school is fun

A lot of my opinions about my school experience come from the way my teachers act and teach and treat me.

No thank you





Questions, Thoughts, Wonderings



