

The Advisory Committee on School Culture and Climate met on Tuesday, March 16, 2021, in the Virtual Zoom Meeting.

Present were Joseph Nystrom, Meg Mayo-Brown, Hope Taylor, Tara Ewald, Samantha Walker, Michele Kjoller, Meghan Fligg, Brooke Styche, Dom Botolino, Jim Buckman, Matt Scheufele, Kara Beal, Paula Hershey, Nora Monteiro and Jen Kruczek. Stephanie Ellis, Athena Thomas, Robin Dawe, Cathy Dimanche, and Andrew Todoroff were not present.

Mr. Nystrom called the meeting to order at 4:32 PM.

#### **Approve Minutes from the February 10, 2021**

- Motion by Ms. Styche, seconded by Ms. Ewald, and the Committee voted unanimously to approve the minutes of the Advisory Committee on School Culture and Climate Meeting of February 10, 2021.

#### **Barnstable Teachers Association Survey Results**

- Ms. Styche spoke about the BTA job satisfaction survey they conducted recently. She broke down the results by school and the district as a whole. She discussed the letter sent to the School Committee. The response rate was 48% or 319 members. She highlighted the results from the question “How often you feel valued by the Superintendent?” There was an improvement from last year. She showed a word cloud for each building and the district. The word clouds were created by asking the staff to give three words that describe the climate of the building and district. Communicative and Supportive were the words that stood out the most. Another question she highlighted was “How often do you feel valued by your principal?” She discussed the results from this year and compared them to the results from previous years.
- Mr. Nystrom liked that trends and themes could be looked at over time and compared. He is hearing a lot of positives with a couple of areas of concern. He thought the words were powerful in the word clouds.
- Ms. Walker noted a trend of staff feeling less valued by their students in the older grades. Ms. Styche thought this was due to the hybrid learning model in those grades and teachers and students not being in school together every day.

#### **Update on the Advisory Committee’s Work on a Survey**

- Mr. Nystrom stated he took the feedback from the first survey and made changes. The new survey was sent out this afternoon and it is down to two pages. He asked for feedback on the new survey. He asked if there was any way to do a word cloud with this survey.
- Dr. Mayo-Brown suggested asking an open-ended question at the end for students to describe their school experience in three words. A word cloud could be created from that question.
- Mr. Nystrom asked about the identity section.
- Ms. Styche stated all students might not understand some of the word choices in the survey.
- Ms. Fligg stated some students might identify as something other than male/female. She asked how that information was going to be used.
- Mr. Nystrom stated the answers to questions could be broken down by the student identifier. Areas of concern can be identified and addressed. Over the years, the district will be able to see if improvements have been made.
- Ms. Styche asked if the survey is going to be administered this year. Mr. Nystrom stated it could be administered when the group feels like it is ready.
- Ms. Taylor stated April is healthy living and wellness month and the survey could be administered during homeroom at the high school.
- Dr. Mayo-Brown stated at the next meeting, the survey can be finalized and a date selected to administer the survey. Mr. Nystrom stated the survey would be administered to the high school and BIS.
- Ms. Styche asked if it could be simplified for BUES. Ms. Ewald stated yes, just not the top identifiers.

#### **Review the Roles and Responsibilities of this Advisory Committee (District Vision Statement)**

- Mr. Nystrom stated at the last School Committee meeting, work on the vision statement was approved to be moved from the Community Engagement Subcommittee to this Committee. This Committee can work on the vision statement and make recommendations for a new statement to the School Committee. The School Committee can review and tweak it or keep it as it is presented to them.

- Dr. Mayo-Brown asked if Mr. Nystrom wanted a subgroup to work on the district vision statement. Mr. Nystrom stated there could be a subgroup or the whole group could drop comments in on a vision statement document, as they did for the survey. The Committee agreed to work on it as a whole.
- Mr. Nystrom would like more feedback from the district vision statements that were presented at the last meeting.
- Dr. Mayo-Brown stated for the next meeting, the Committee would focus on the district vision statement, finalizing the survey, selecting a date to administer the survey at BHS, BIS, and BUES.

Motion by Mr. Nystrom, seconded by Dr. Mayo-Brown, and the Committee voted unanimously to adjourn the meeting.

Meeting Adjourned at 5:17 PM.

Respectfully Submitted,

Jen Kruczek  
Executive Assistant