

# 1BARNEGAT

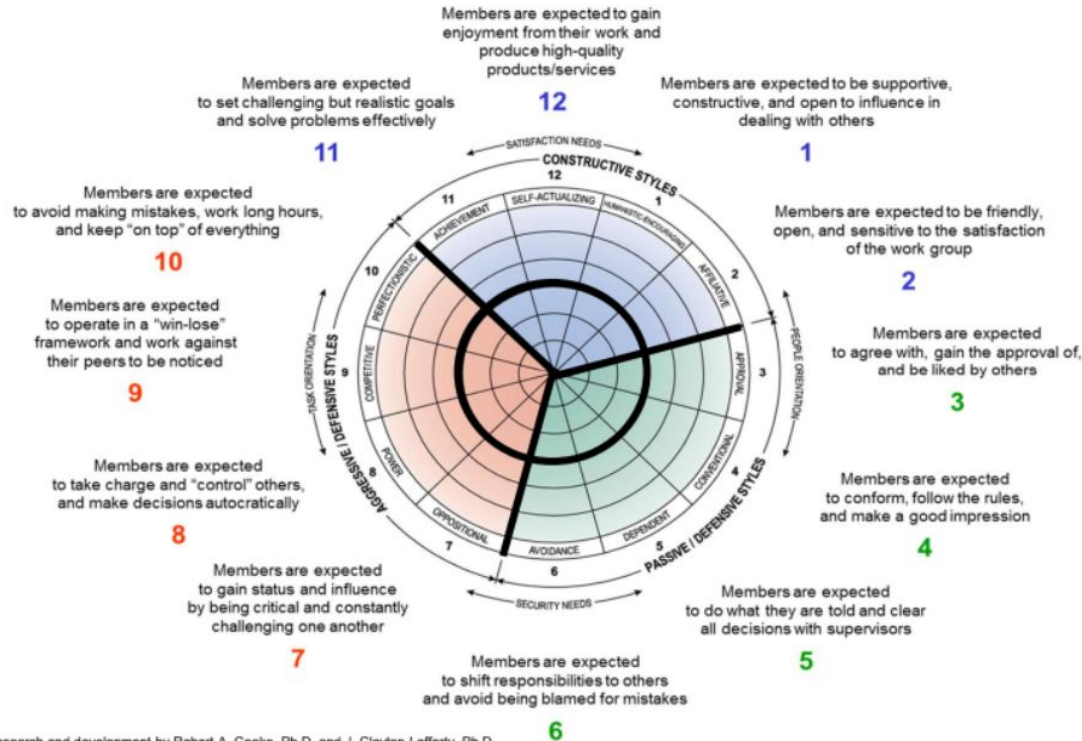
## Climate & Culture Survey



**July 2023 Update**



## OCI Circumplex—Cultural Norms



Research and development by Robert A. Cooke, Ph.D. and J. Clayton Lafferty, Ph.D.  
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**Barneгат Township School District originally administered a **Climate & Culture survey** to staff in Spring, 2022.**

**Based on that feedback, the administration began a series of initiatives in SY23-24.**

**So, we wanted to follow up with staff to see if these initiatives are having a **positive impact**.**

For each school, two slides will be shown. The first has pie charts cut/pasted from the actual Google Form (survey).

The second slide then provides a bar graph with aggregate numbers based on the % of people who:

- Agree / Strongly Agree
  - Disagree / Strongly Disagree
- that the situation has improved relative to each of the 5 indicators on the right.



### **Topics identified by the survey:**

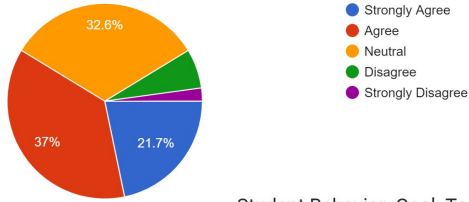
- 1. New Staff Transitions**
- 2. Perception of Workload**
- 3. Student Behavior**
- 4. Communication**
- 5. Relationships & Growth**

# Lillian M. Dunfee Preschool Building



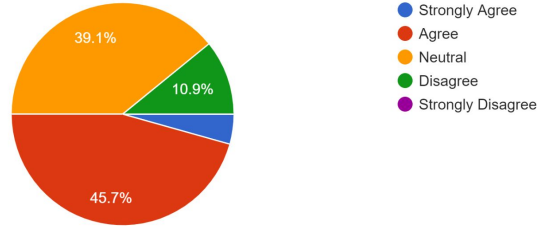
New Staff Transitions Goal: To update the onboarding process and actionable steps to make the new staff feel better informed and more welcome to...istrict made successful progress towards this goal:

46 responses



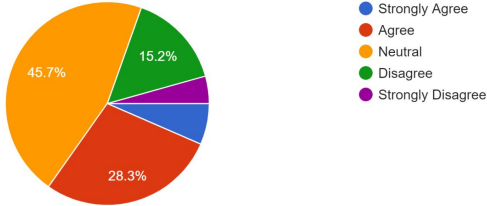
Student Behavior Goal: To update, revise, and align the Code of Conduct and discipline policies in each school and to improve teacher capacity to res...istrict made successful progress towards this goal:

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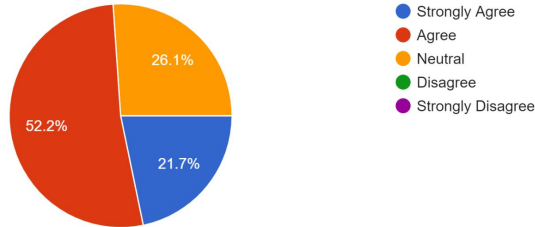
Perceptions of Workload Goal: To streamline bureaucratic processes and foster collaboration to lessen workload for individuals, while continuing t...istrict made successful progress towards this goal:

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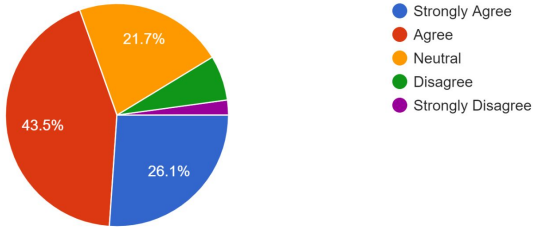
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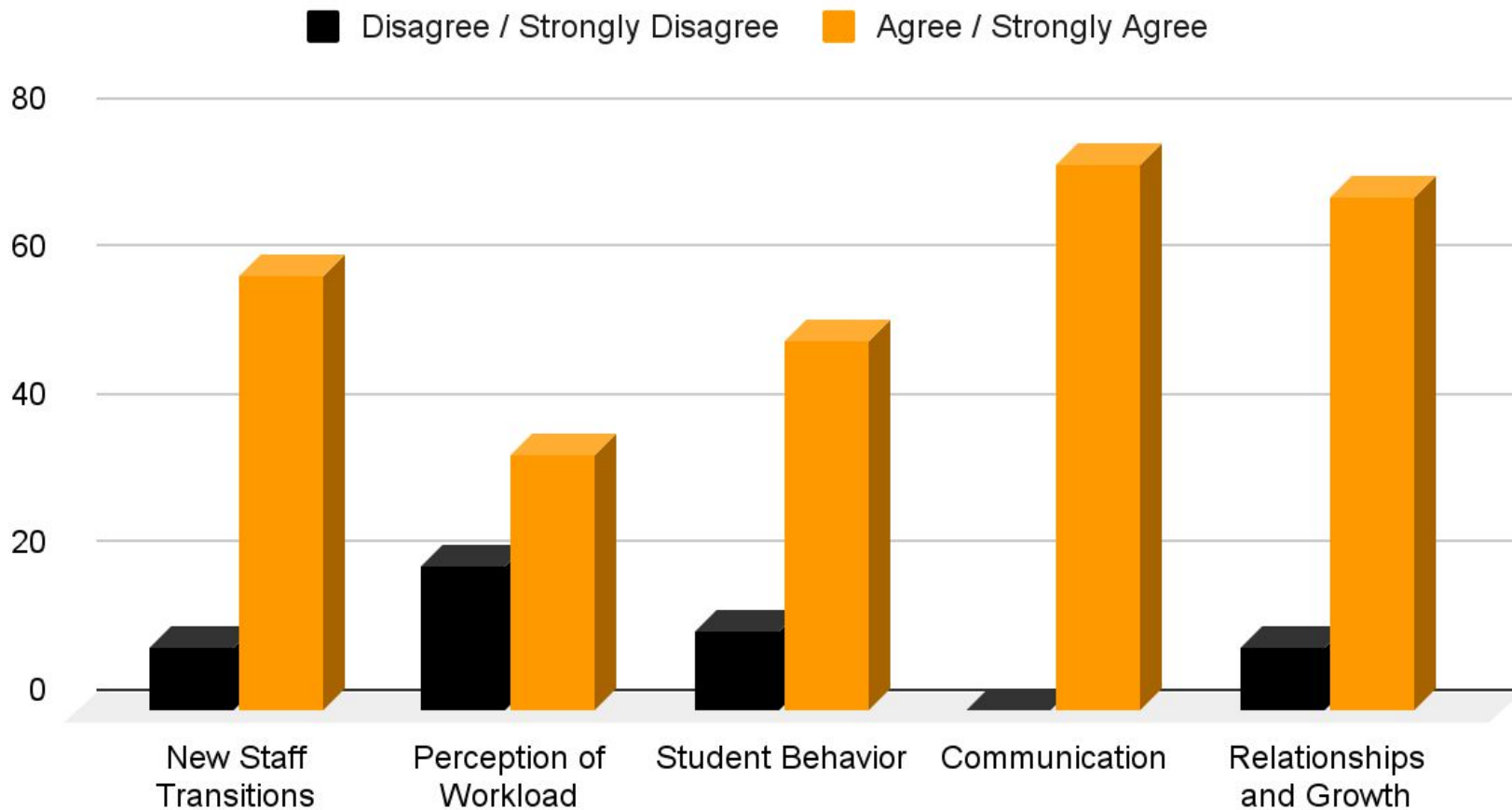


Relationships and Growth Goal: To improve personal and professional growth of the administration team and foster relationships with staff. Actionab...istrict made successful progress towards this goal:

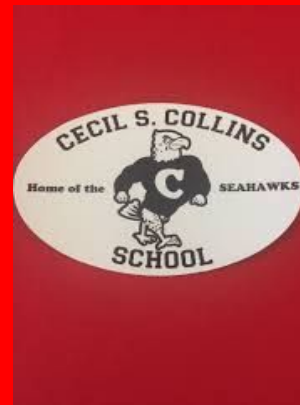
46 responses



# LMDS Respondants

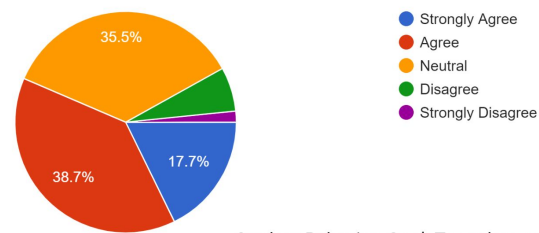


# Cecil S. Collins Elementary School K-2

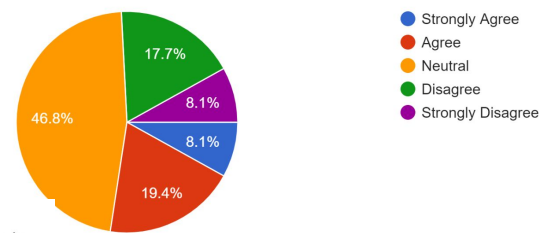




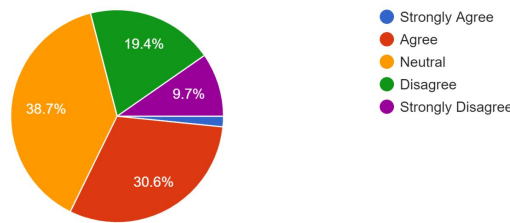
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62 responses



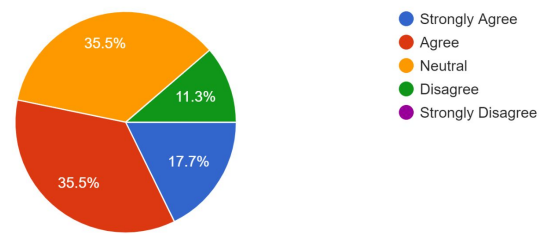
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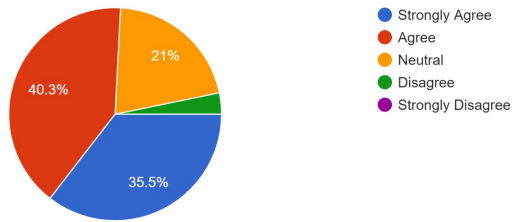
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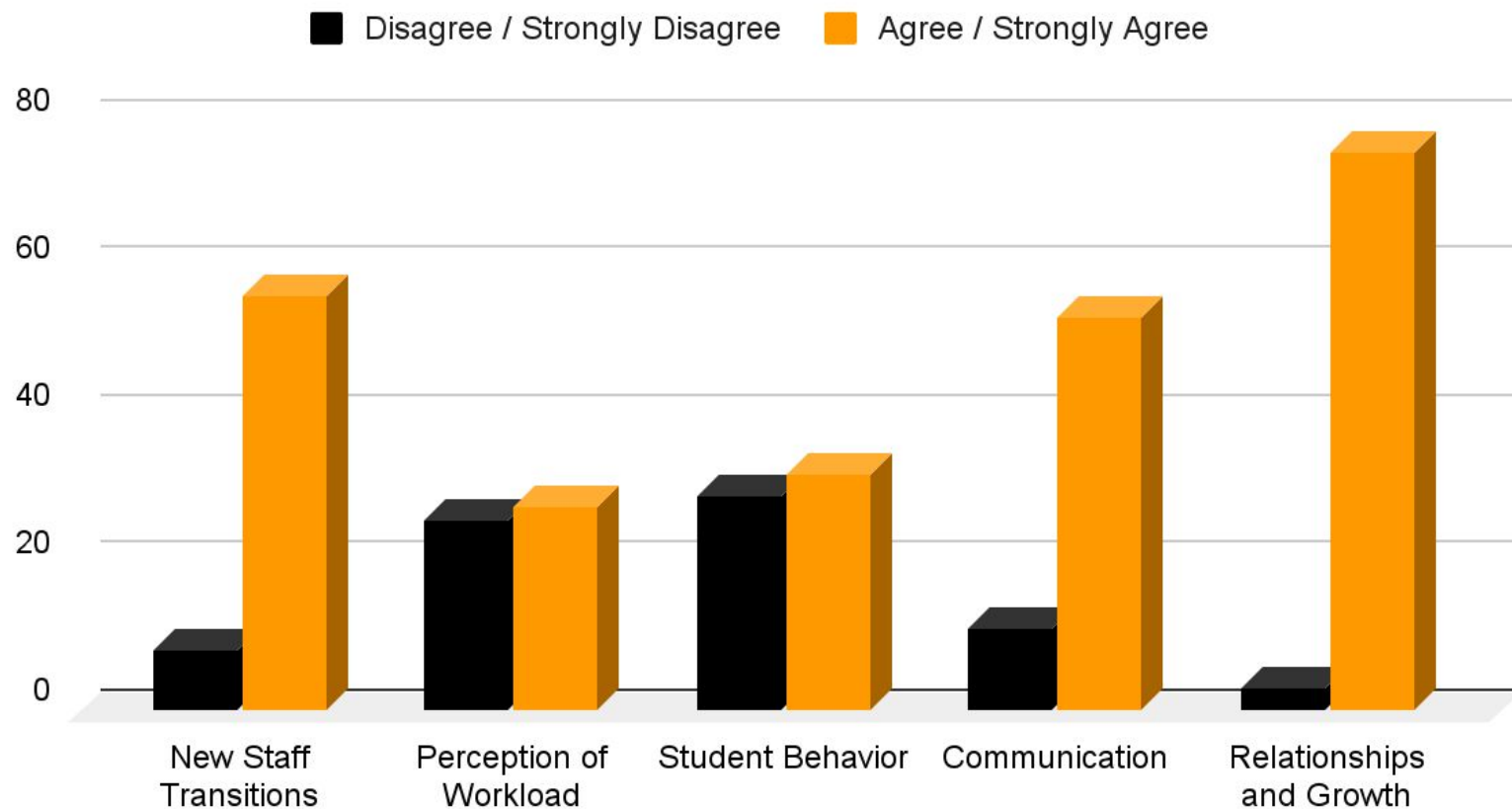


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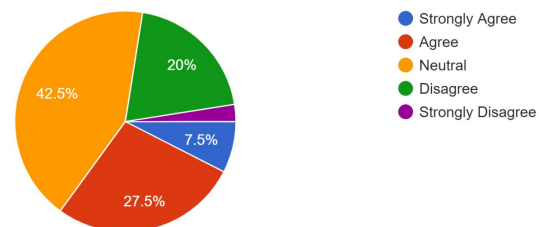
# CSCS Respondents



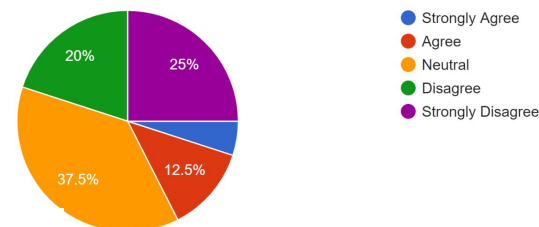
# Joseph T. Donahue 3-4 Elementary School



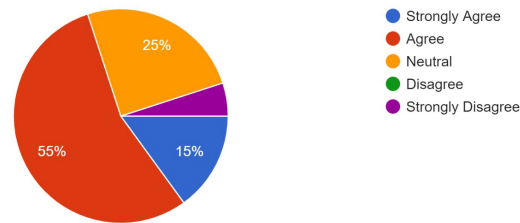
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40 responses



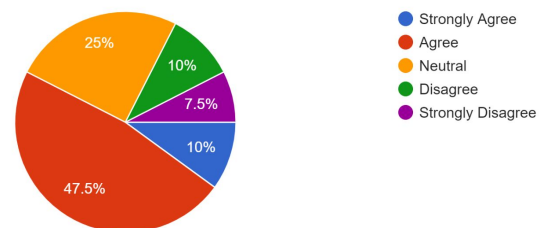
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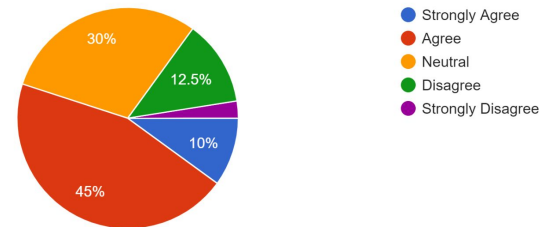
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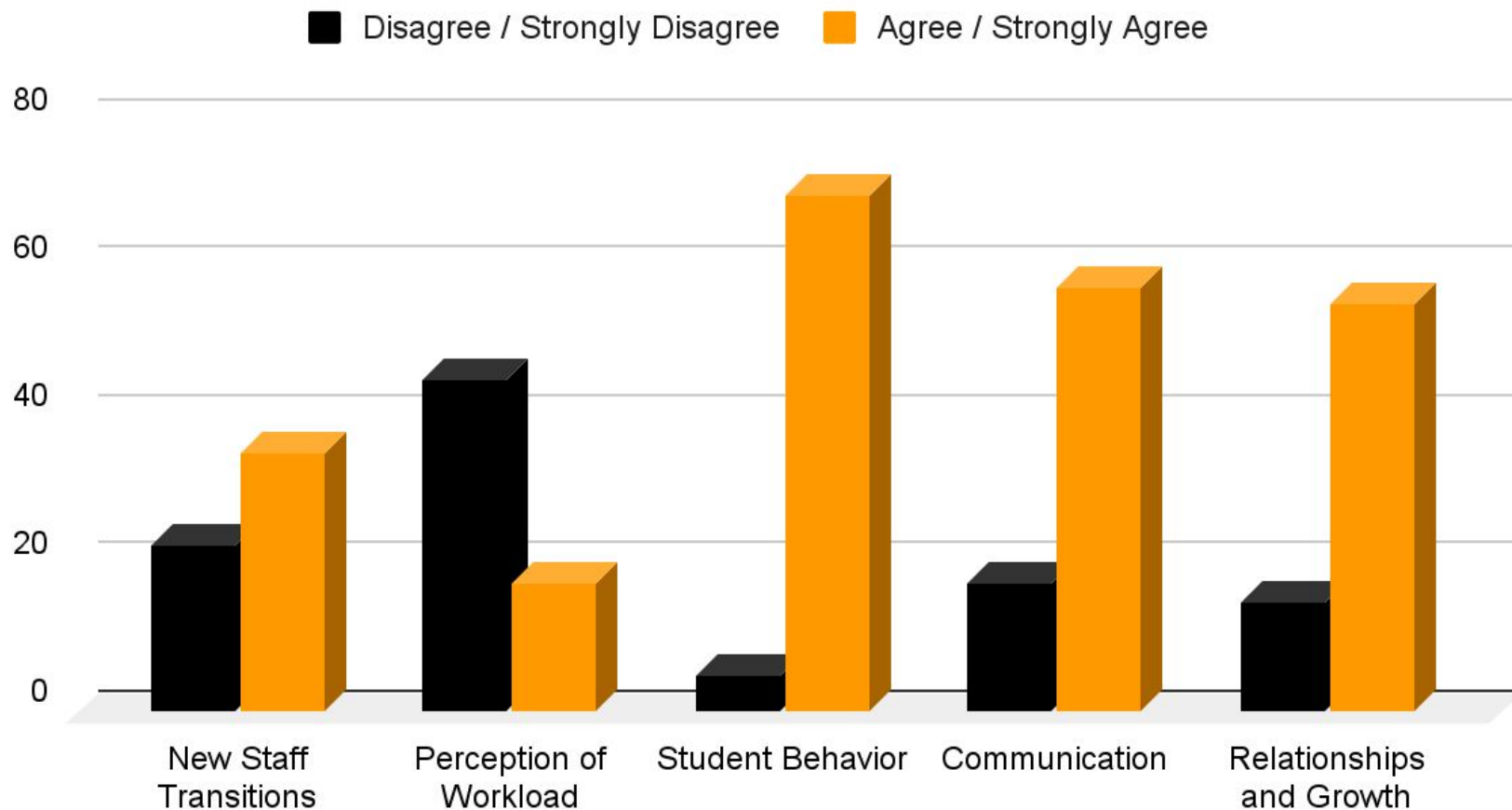
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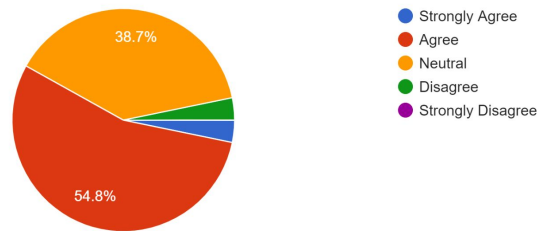
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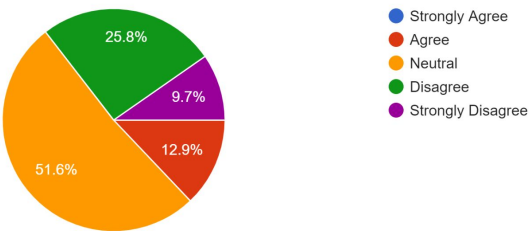
# Robert L. Horbelt 5-6 Intermediate School



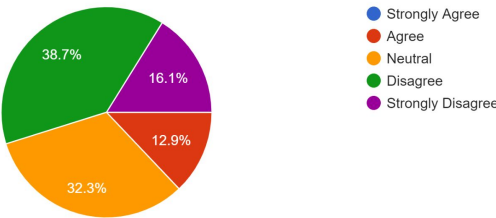
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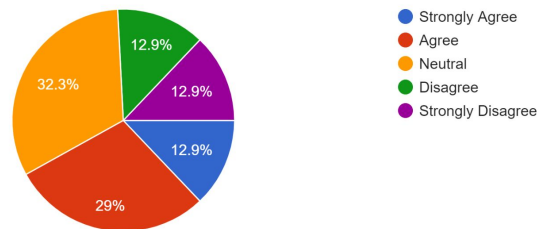
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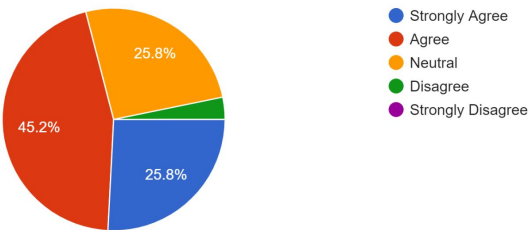
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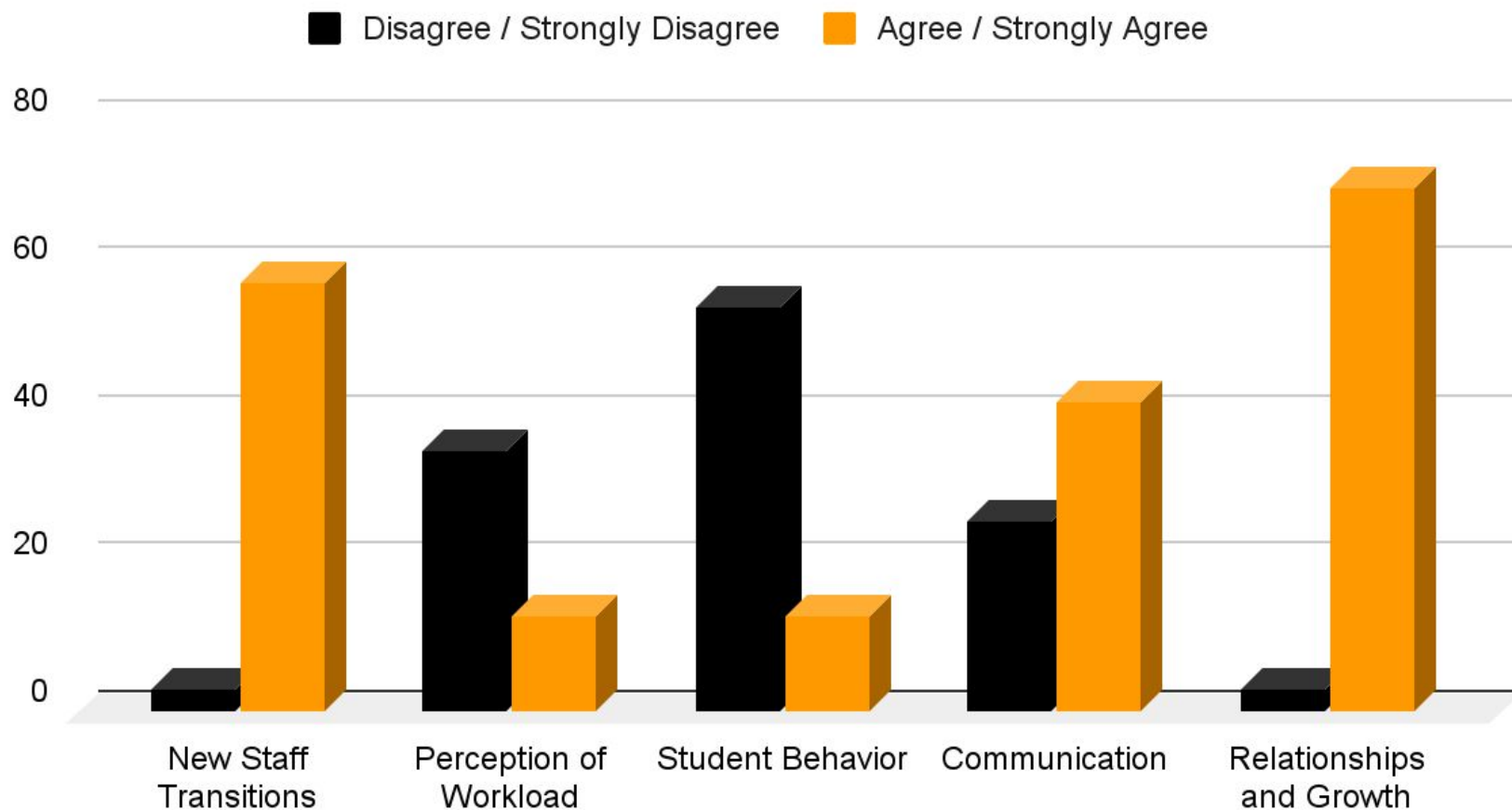
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# RLHS Respondents

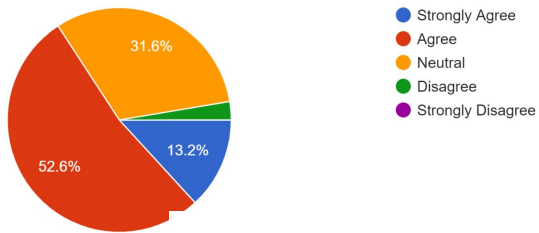




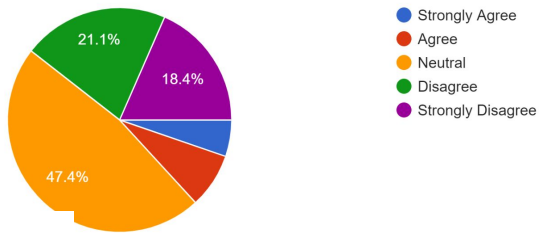
# Russell O. Brackman Middle School



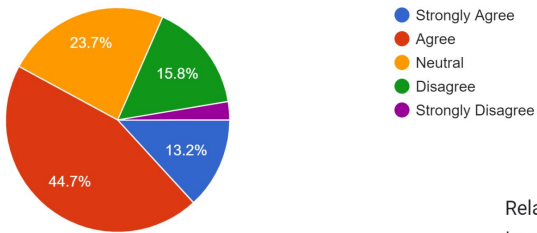
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38 responses



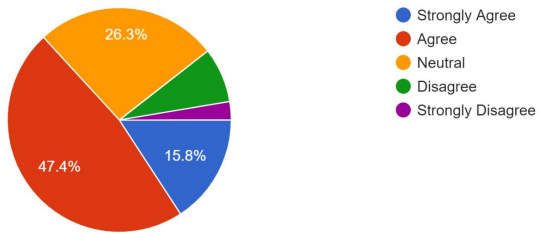
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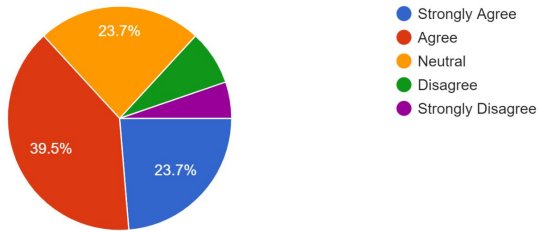
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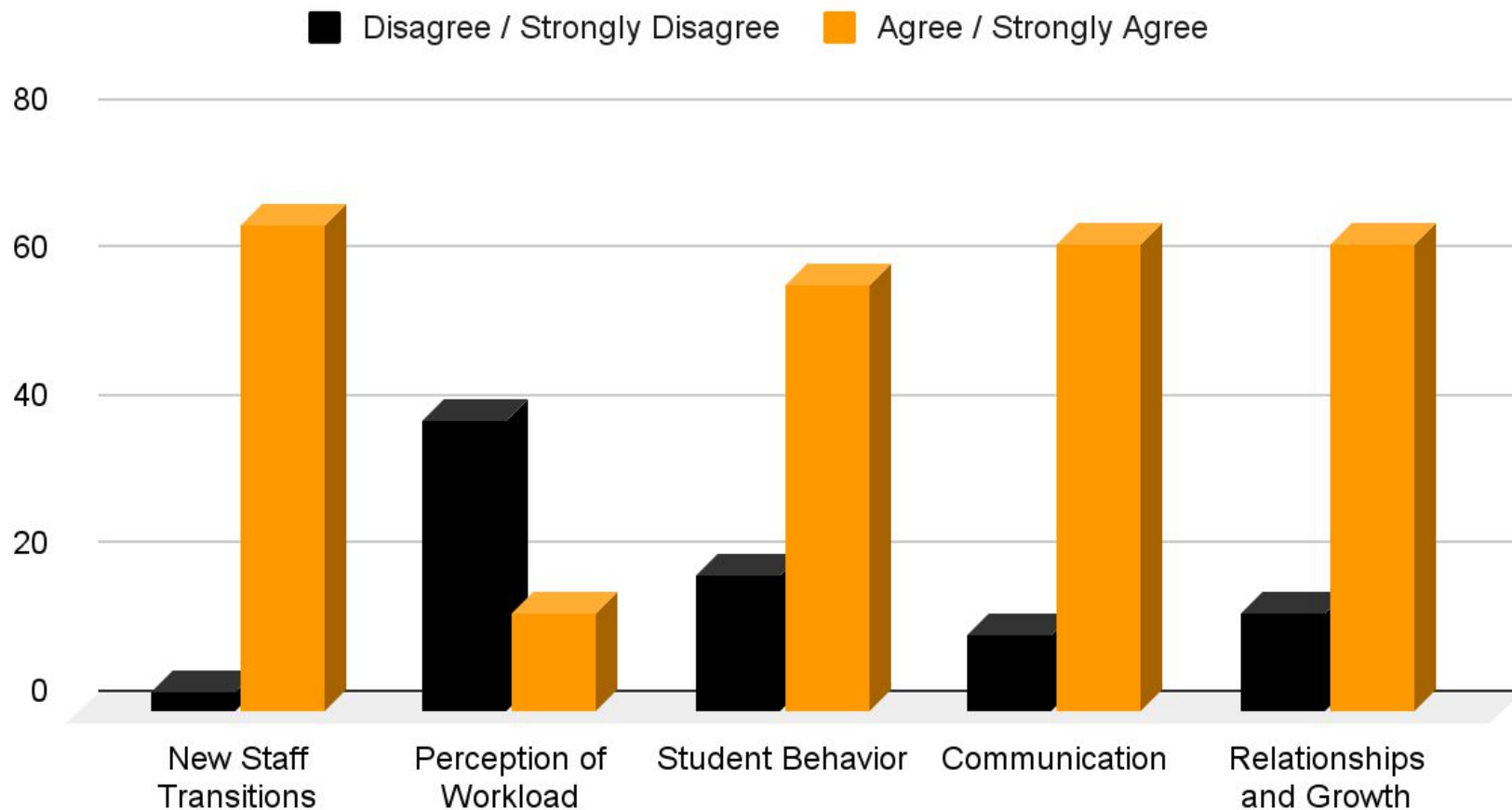
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# ROBMS Respondents



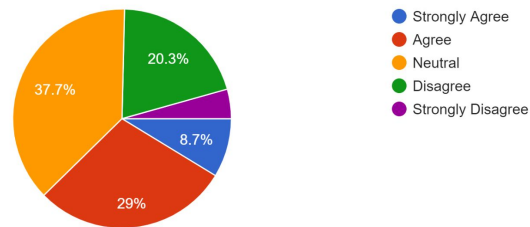
# **BARNEGAT HIGH SCHOOL**

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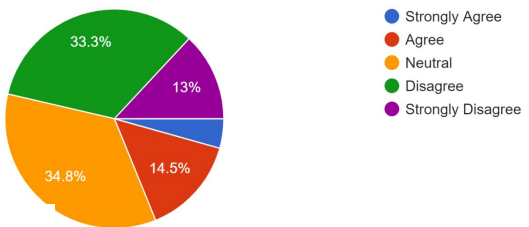
# **BENGALS**



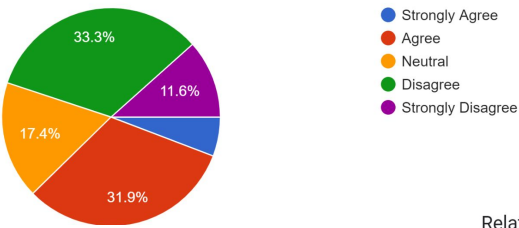
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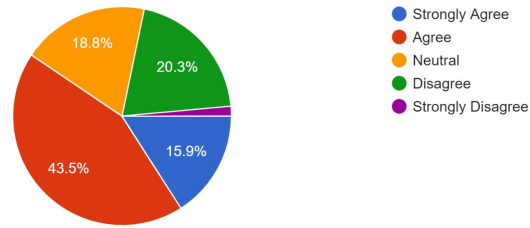
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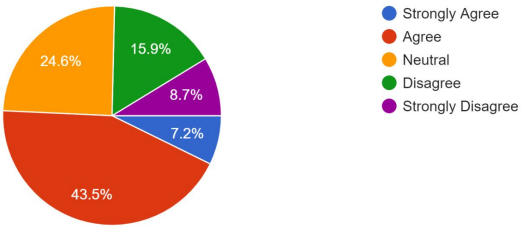
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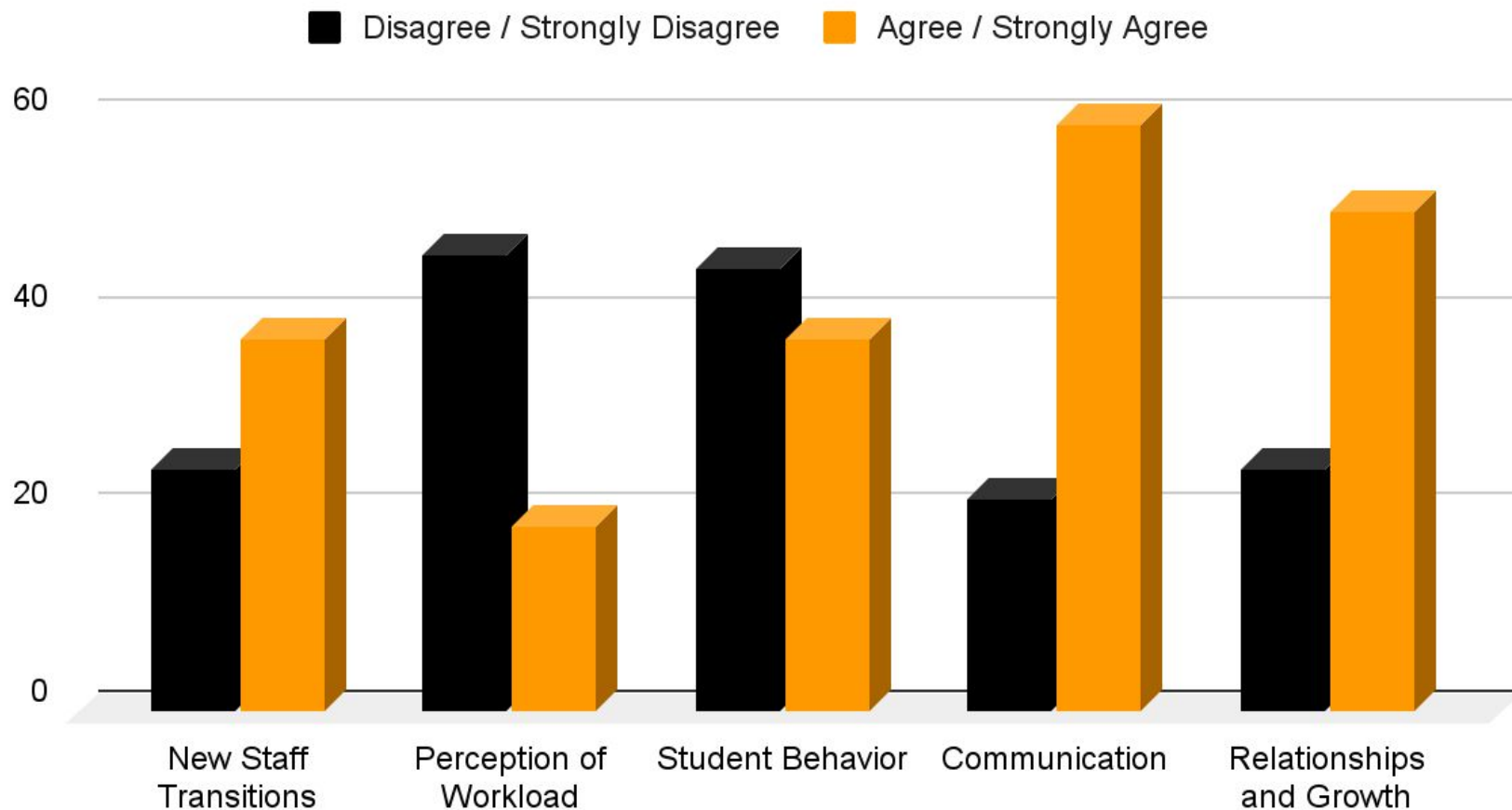
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# BHS Respondents



# Next steps...

continuing the positive  
momentum into SY23-24

- ★ **Think of every person as a “10”**
- ★ **Empower each other**
- ★ **Everyone has a voice**



# Weekly Activities planned for SY23-24

## Recognition:

- small and large recognitions
- formal and informal
- google form for staff highlights
- staff submit shoutouts
  - if a teacher gets a shoutout, they have to pick the next person
- admin pick teachers for recognition as well
- Weekly Newsletter

## Purpose/ Empower:

- Reconnect what we are doing to what is best for kids
- What is the “My Why” for why I joined the profession
  - keep the conversation going during building-based PD Day or department meeting
  - what made you excited to get the job in the first place can send out to one person a week- follow up with an informal conversation
- Bring in the human element
- help folks understand that the support we are giving is to make their job easier - be willing to accept feedback (this goes both ways)

# Monthly Activities planned for SY23-24

## Play/ Fun Activity/ Team-building:

- team building- describe the WHY
- Lunch with an Admin (central office and building)
- Scavenger hunt with staff facts
- Staff Kahoot- people submit one fact about themselves / “speed dating” or icebreaker

## Mastery/ Growth/ Autonomy/ Celebration:

- pop-in PDS
- data meetings
- using the Instructional Coach effectively
- voluntary book studies
- peer coaching
- make sure to celebrate the mastery-  
**mountaintops**, not **treadmills**
- Make assessments more manageable

## New Staff:

- by the end of the month, each admin will check-in
- introduce them at faculty meetings
- alert via social media
- partner with BEA Sunshine Club
- lunch with new staff members
- Trading cards/ scavenger hunt

## Monthly Staff Spotlight:

- introduce them and the periods they are off; encourage others to stop by

## Workload

- Ease of workload - what can we change & what is non-negotiable from NJDOE
- Working smarter not harder; we will talk about this each month

# ***THANK YOU!***

With questions, please contact:

Mr. Jim Barbieri  
Director of Curriculum, Instruction  
& Human Resources

[jbarbieri@barnegatschools.com](mailto:jbarbieri@barnegatschools.com)

609 698 5800 x11108

