



**ROMEIO  
COMMUNITY  
SCHOOLS**

## **2022 School Climate Survey**

### **Open End Responses**

*(Support Staff)*

### **Summary Report**

# Overview

The 2022 Romeo Community Schools' School Climate Survey included two optional, open-end questions that survey respondents were asked to complete. Although there was no limit to the length of these individual responses, the intent of the questions was to seek the highest priority answer as it relates to the specific question. Parents, staff, and students in grades 5-12 were asked the same two questions.

***In your opinion, what is the single best thing about your (your child's) school?***

***If you could change one thing at your (your child's) school, what one thing would you change?***

## Summary Report

There were 112 support staff members (Food Service, Technology, Transportation, Operations and Admin Bldg.) that provided answers to the same two questions asked in the district survey. The responses were screened three times by both Mischoolresearch staff and the District Survey Team. Personal names, vulgarities and profanities were redacted from responses. Inappropriate comments were removed in their entirety.

The district Cabinet level leaders reviewed these responses to determine the most prevalent themes shared by these staff members. When a theme is identified there will also be a series of actual responses that represent or give examples of the intent of the theme. Major themes have been mentioned at a rate of 10% or greater of the total responses.

It is important to note that the survey was conducted in February 2022 when the school district was still under COVID-19 restrictions and experiencing higher case counts. There were comments shared in the open-end responses, primarily by parents that no longer are of concern as the restrictions have been lifted or procedures have changed. In these instances the COVID-19/pandemic-related responses were not included in the summary findings as overall themes.

These themes are supporting our overall "Key Takeaways" from this initial administration of the survey. Additionally, they are also being considered in the development of our school district's action plan.

# Support Staff Response Summary

**Question 31: *In your opinion, what is the single best thing about your school?***

## ***Theme #1: Staff and colleagues***

Summary: This theme acknowledges that the staff at Romeo Community Schools enjoy working together and are very supportive of each other. They feel that everyone is committed to helping students be successful.

### **Example responses:**

*"You could not ask for a better staff. They are very dedicated to the students."*

*"Staff being willing to work together."*

*"Staff try hard and are mostly successful in helping students become helpful adults."*

*"Everyone I've had the chance to interact with seems to genuinely take pride in their work."*

## ***Theme #2: Culture-Community***

Summary: The survey showed that the culture of the district is extremely positive and supportive. Staff spoke several times about the positive support and community "family" like atmosphere.

### **Example responses:**

*"The sense of community!"*

*"Romeo is a relatively large district, but maintains a small town feel. Staff and students know each other well."*

*"The community supports the schools."*

*"The best thing about Romeo Community Schools is the sense of community."*

## ***Theme #3: Students***

Summary: The support staff were very supportive and positive about our students.

**Example response:**

*"The students. We have amazing students and interacting with them is the highlight of my day."*

*"The students are great!"*

*"The children."*

**Theme #6: Student supports** (secondary theme)

Summary: Student supports arose as a secondary theme. The responses referenced the work we do to support student needs both academically and emotionally.

**Example response:**

*"The wide variety of resources available to kids."*

*"The vocational opportunities at the high school."*

*"Good college preparation."*

*"We are all here for the success and safety of ALL students."*

**Question 32: If you could change one thing at your school, what one thing would you change?**

**Theme #1: Discipline and behavior**

Summary: Discipline, student conduct, and dress code were comments that were stated in the survey. This shows that we still have work to do in the area of expectations for our students.

**Example responses:**

*"I would like to see better enforcement of the Dress Code."*

*"To be more strict with parents and students about the rules."*

*"Enforcement of school policies, dress code, attendance, etc."*

*"If you see inappropriate behavior, there should be consequences."*

## **Theme #2: Communication**

Summary: The survey results expressed the need for better communication with these support staff members.

### **Example responses:**

*"Communication from admin. With staff."*

*"That administration is easier to connect with."*

*"Better communication between buildings and within buildings."*

## **Theme #3: Recognition**

Summary: A result of the survey was comments around recognition of support staff members. This encompassed compensation, increased staffing as well as other forms of recognition.

### **Example responses:**

*"Treat all employees the same."*

*"Parents should have more respect for bus drivers as far as traffic and parking lots."*

*"Higher pay to get more people to work for the district."*

*"Support staff being recognized by all staff members as a very important role in the students daily lives."*