

# Culture and Climate

Strategic Planning Data Retreat  
May 03, 2022

Berkeley School District 87



# Berkeley 87's Administration Center



# Data Sources

Data presented within this presentation was found using the following sources:

- The Illinois School Report Card
- District Survey Data
- Panorama Student Survey Data - SEL Platform



# Berkeley 87 Schools



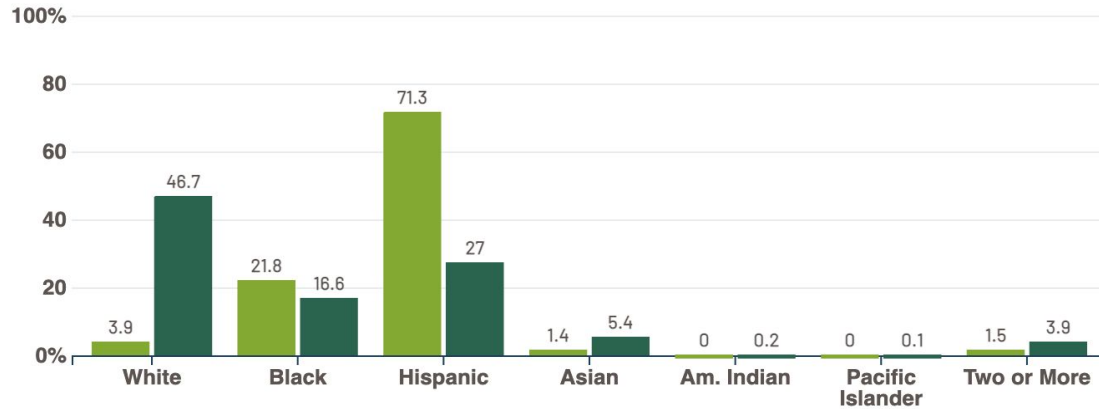
# District 87's Communities

- Services **6** Communities: Berkeley, Bellwood, Hillside, Melrose Park, Northlake, and Stone Park
- Staff members: **379** staff members
- Student Enrollment: **2379** students



# Who Are Our Scholars?

■ District ■ State



# Percentage of Low Income Scholars

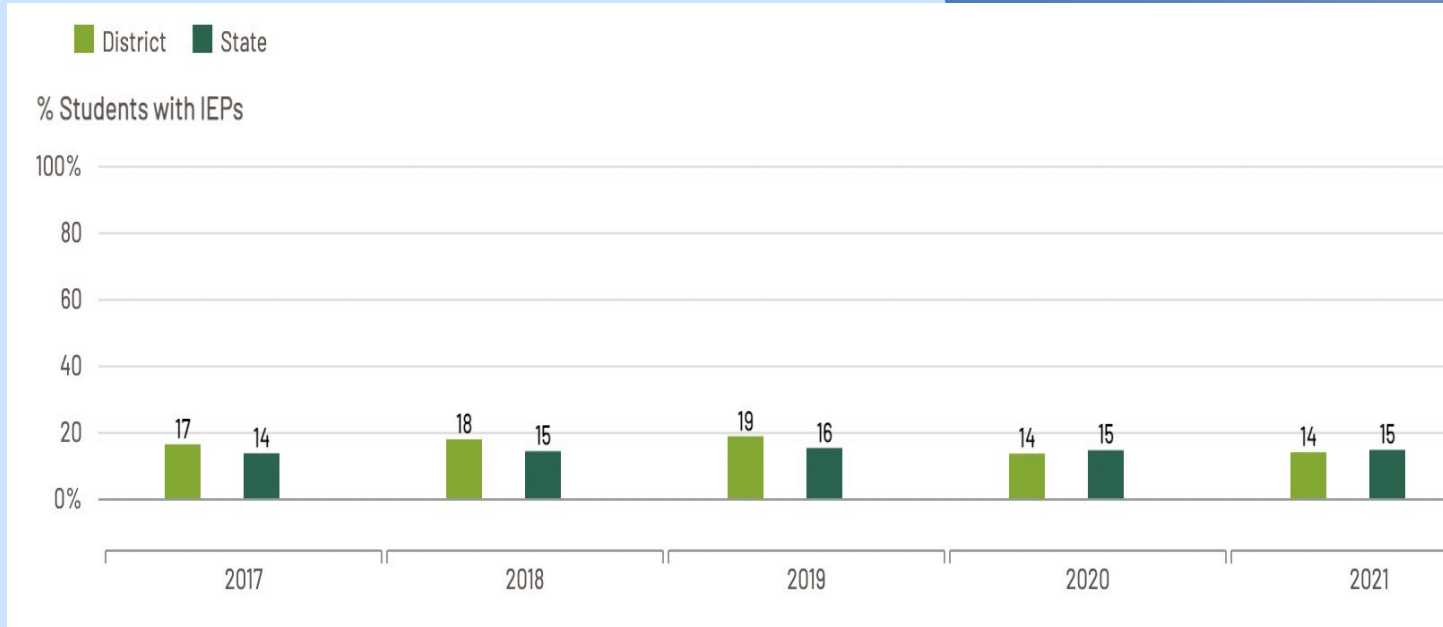
Level	2021	2020	2019	2018	2017	2016
District	70	54.4	83.8	83.1	82.3	77.4
State	48.1	48.5	48.8	49.4	50.2	49.9

# Percentage of EL Scholars

Level	2021	2020	2019	2018	2017	2016
District	34.6	35.3	35	32.9	32.1	31.6
State	12.9	12.5	12.1	11.7	10.7	10.5

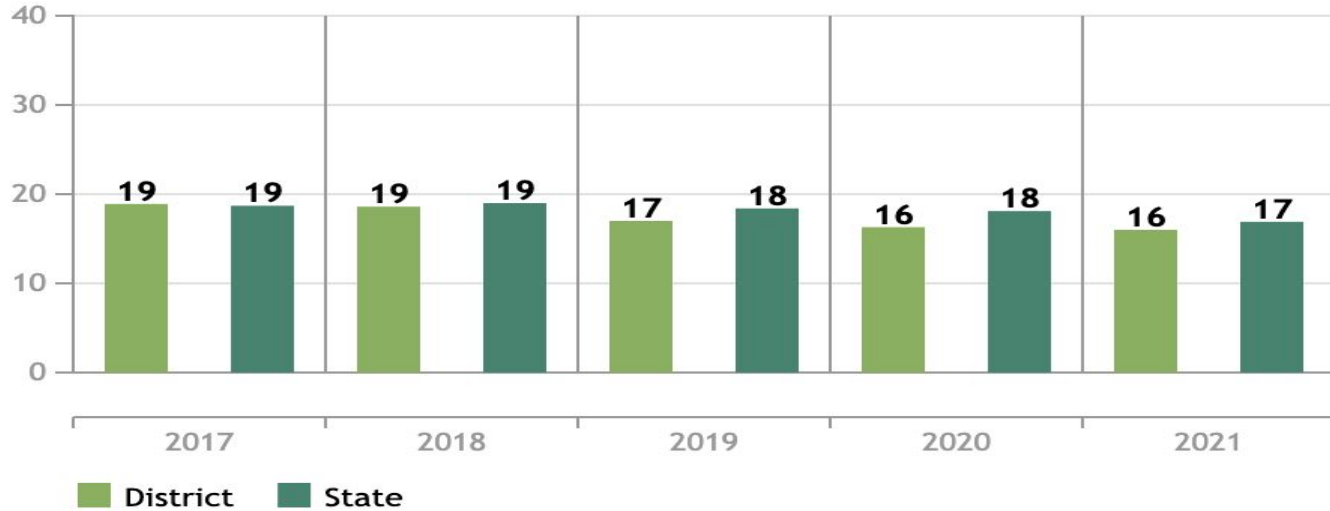


# Percentage of Special Education Scholars



# Average Class Size

District Elementary School Students per Teacher (2017-21)

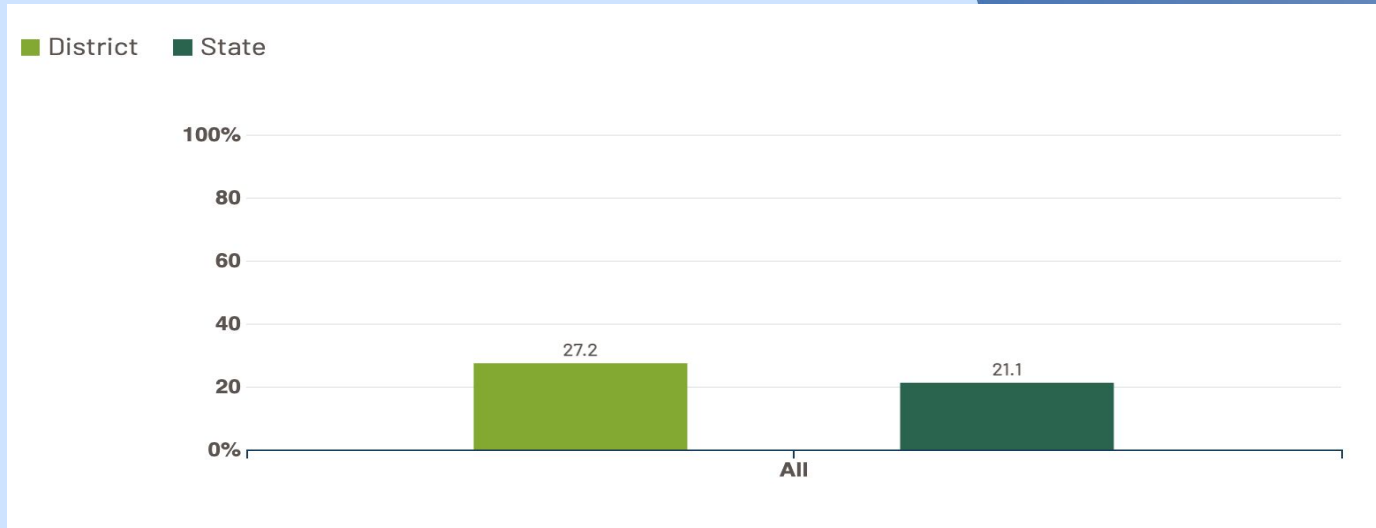


# Scholar Attendance

Demographics	2021	2020	2019	2018	2017	2016
All	90.9%	96.5%	94.8%	94.8%	95.1%	95.5%

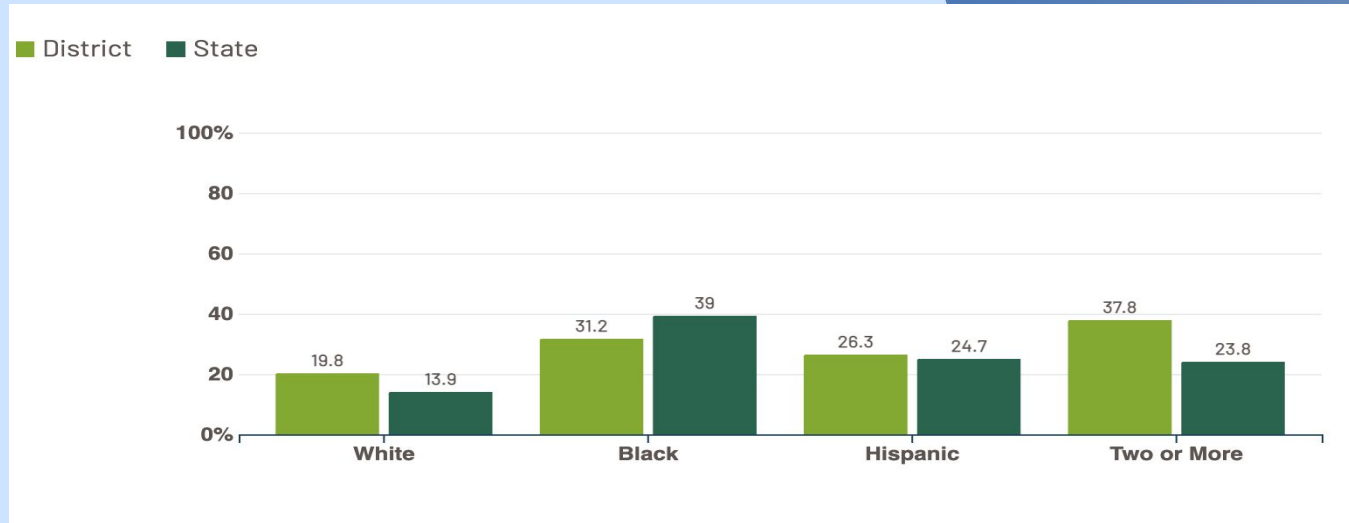
# Chronic Absenteeism

This graphic shows the percentage of students who miss 10% or more of school days per year without a valid excuse.



# Chronic Absenteeism by Student Demographics





This graphic shows the 2021 school year percentage of students who miss 10% or more of school days per year without a valid excuse.



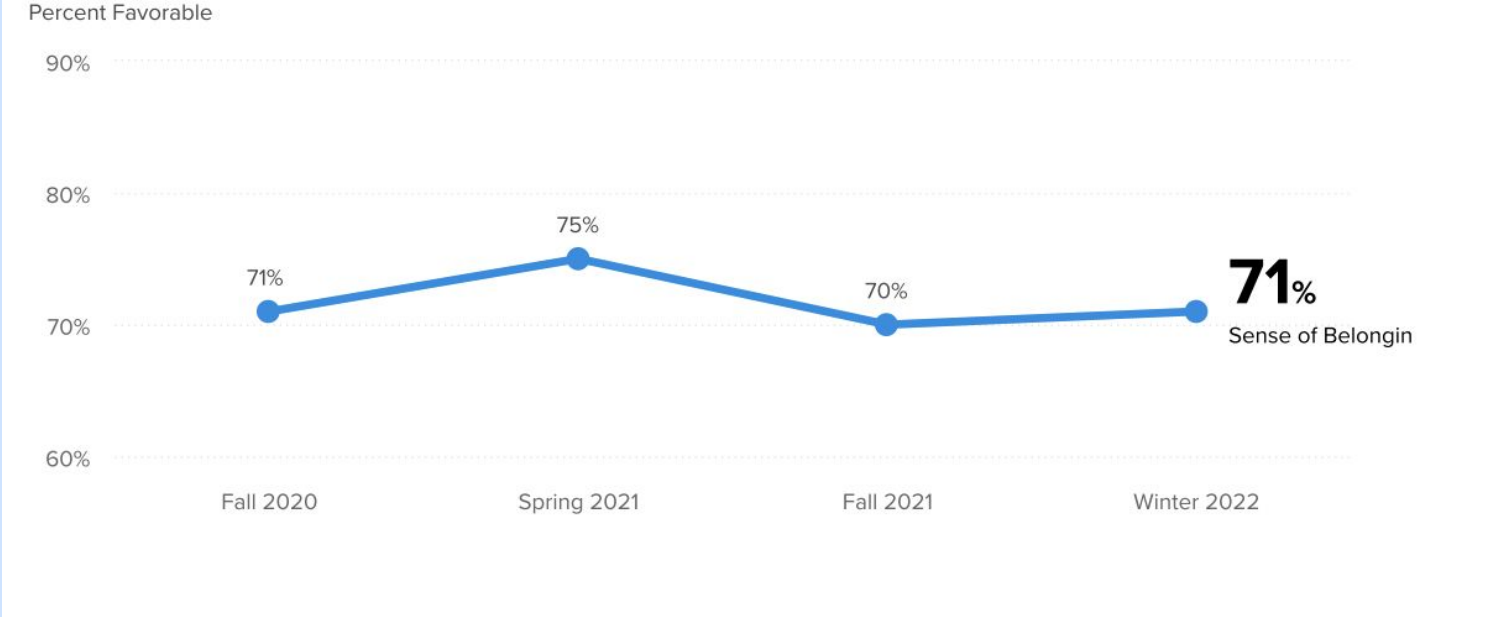
# Sense of Belonging: 3rd- 5th grade

## How did students respond to each question?

Sorted by Survey order ▾ First to last ▾

<p>QUESTION</p> <p>➤ How well do people at your school understand you as a person?</p>	<p><b>66%</b> ⓘ</p> <p>responded favorably</p>	<p>▲ <b>1</b></p> <p>from Fall 2021</p>	
<p>QUESTION</p> <p>➤ How much support do the adults at your school give you?</p>	<p><b>82%</b> ⓘ</p> <p>responded favorably</p>	<p>▲ <b>2</b></p> <p>from Fall 2021</p>	
<p>QUESTION</p> <p>➤ How much respect do students at your school show you?</p>	<p><b>62%</b> ⓘ</p> <p>responded favorably</p>	<p>▲ <b>2</b></p> <p>from Fall 2021</p>	
<p>QUESTION</p> <p>➤ Overall, how much do you feel like you belong at your school?</p>	<p><b>73%</b> ⓘ</p> <p>responded favorably</p>	<p>▼ <b>3</b></p> <p>from Fall 2021</p>	

# Overall Sense of Belonging: 3rd- 5th grade



# Sense of Belonging: 6th- 8th grade

## How did students respond to each question?

Sorted by Survey order ▾ First to last ▾

<p>QUESTION</p> <p>➤ How well do people at your school understand you as a person?</p>	<p><b>51%</b> ⓘ</p> <p>responded favorably</p>	<p>▼ <b>6</b></p> <p>from Fall 2021</p>
<p>QUESTION</p> <p>➤ How connected do you feel to the adults at your school?</p>	<p><b>45%</b> ⓘ</p> <p>responded favorably</p>	<p>▼ <b>1</b></p> <p>from Fall 2021</p>
<p>QUESTION</p> <p>➤ How much respect do students in your school show you?</p>	<p><b>57%</b> ⓘ</p> <p>responded favorably</p>	<p>▼ <b>3</b></p> <p>from Fall 2021</p>
<p>QUESTION</p> <p>➤ How much do you matter to others at this school?</p>	<p><b>48%</b> ⓘ</p> <p>responded favorably</p>	<p>▼ <b>2</b></p> <p>from Fall 2021</p>



# Overall Sense of Belonging: 6th- 8th grade

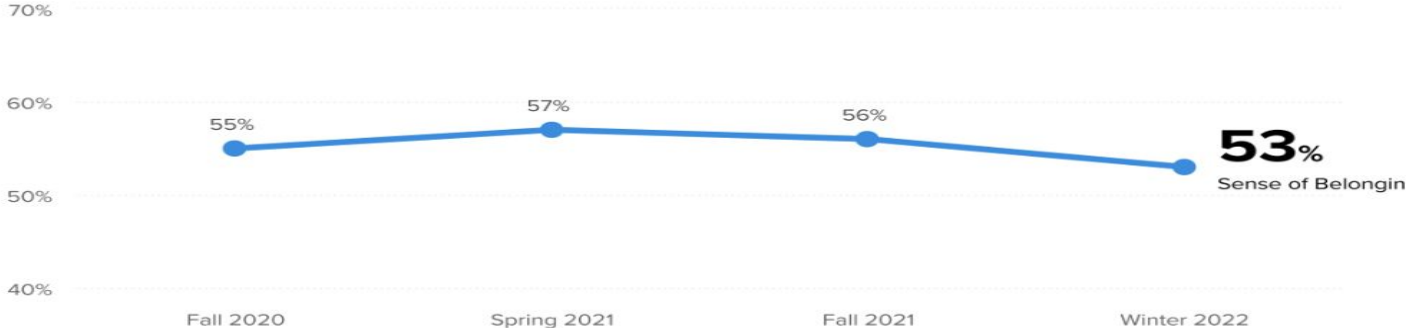
## Sense of Belonging

Based on **784** responses

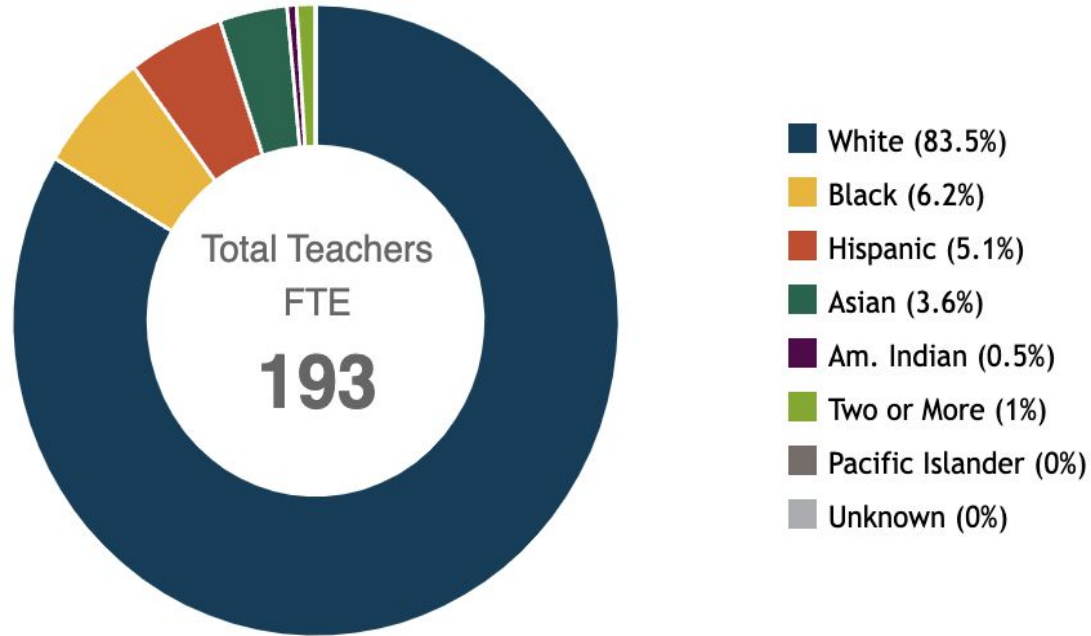
How much students feel that they are valued members of the school community.

How have results changed over time?

Percent Favorable

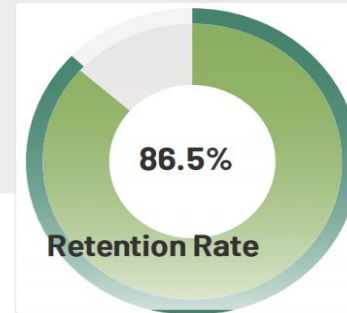
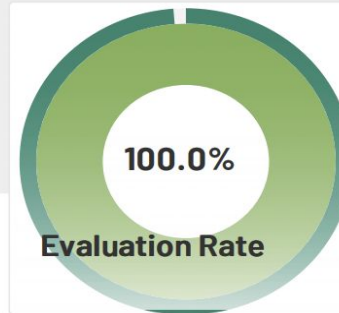
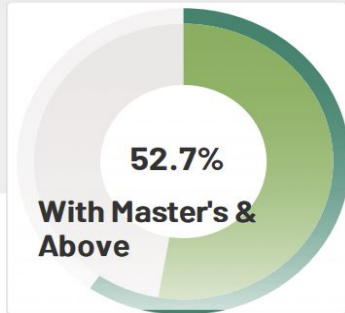


# Who are our Teachers?



# Snapshot of our Teachers

Teacher data includes information regarding teachers, including salary, retention, and education, as well as information comparing the ratio of teachers to students.



# Teacher Evaluation Data

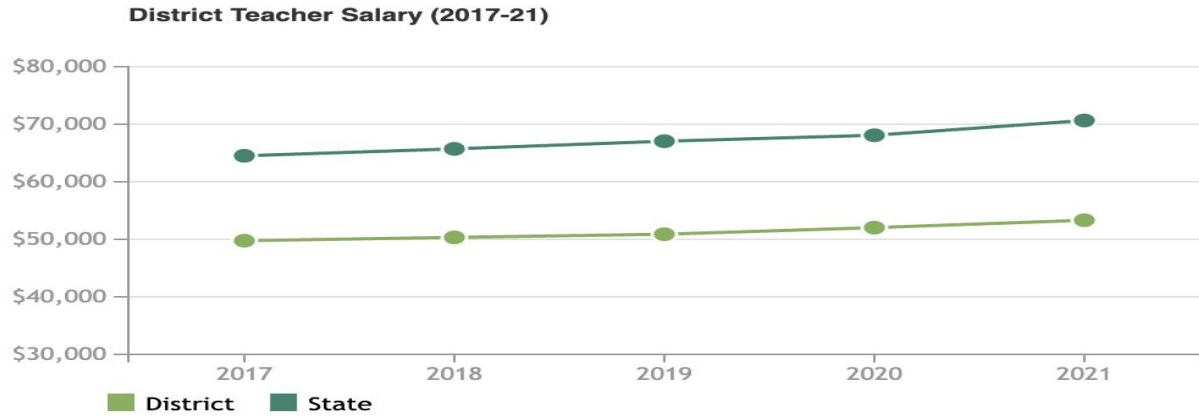
Level	2021	2020	2019	2018	2017	2016
District	100	98.5	98.4	95.7	95.5	-
State	98.8	98.7	97.2	97.1	96.7	-

Percentage of Teachers who rated “Proficient” or “Excellent” on their performance evaluations.

# Teacher Retention Data

Level	2021	2020	2019	2018	2017	2016
District	86.5	78.2	76.4	75.8	83.3	83.9
State	87.1	85.9	85.7	85.2	86.3	85.8

# Teacher Salary Data

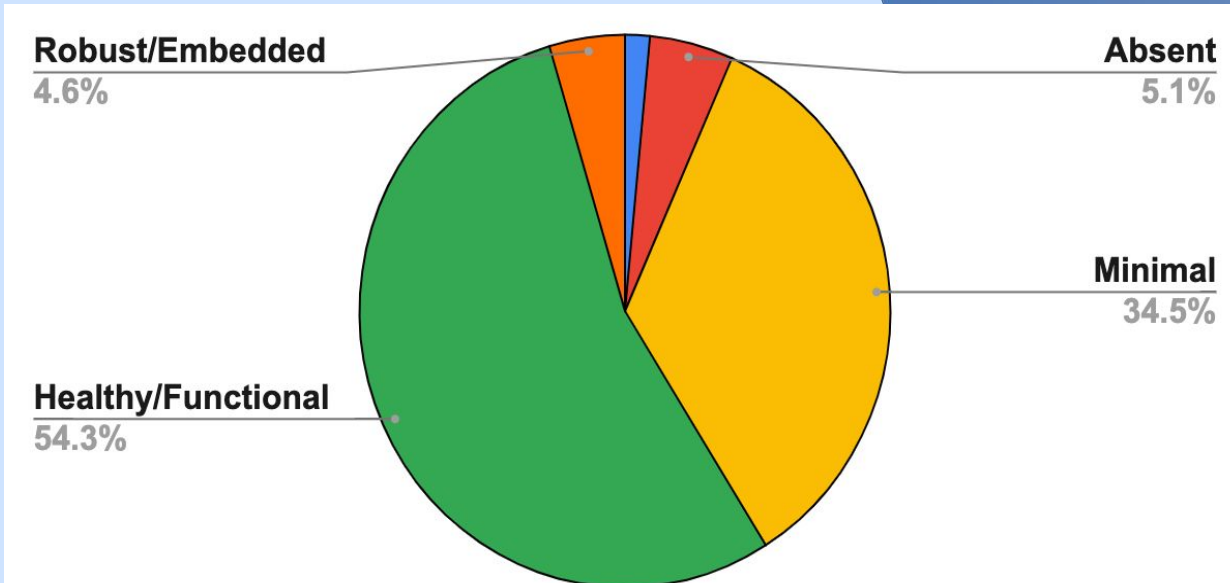


# Teacher Attendance

Level	2021	2020	2019	2018	2017	2016
District	93.6	93.7	84.1	82.2	83.5	-
State	85.7	86.6	73.5	70.4	75.3	-

# Staff Pride: Relationships

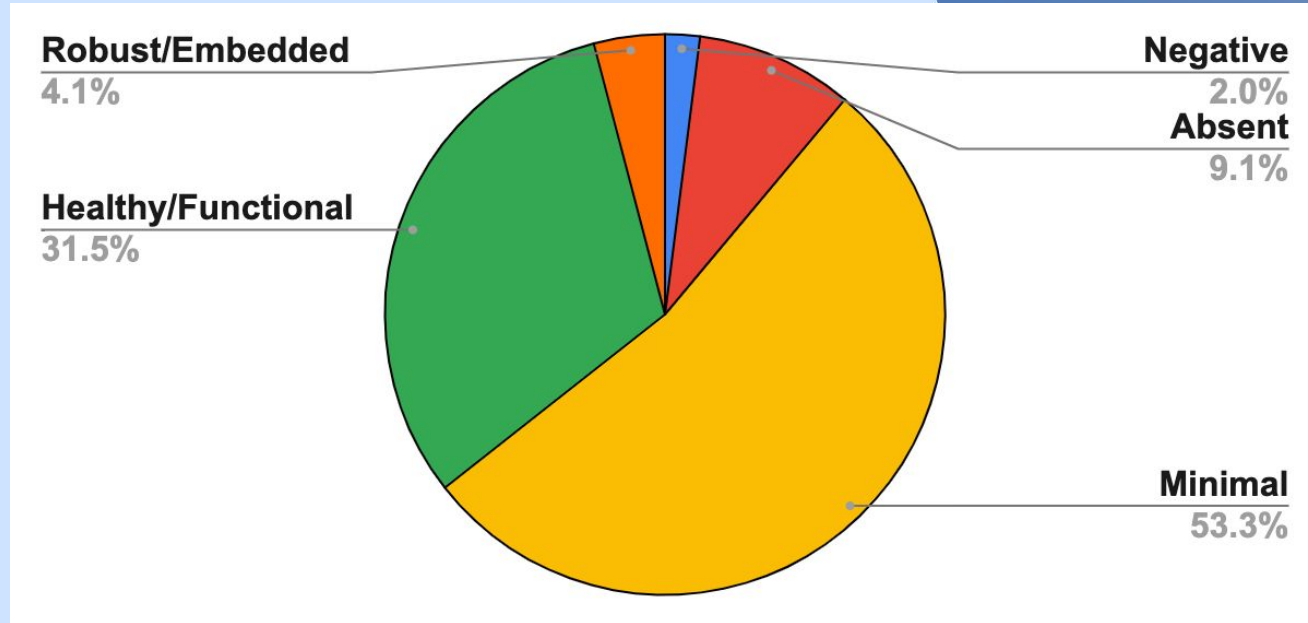
How would you rate the district on **RELATIONSHIPS**?





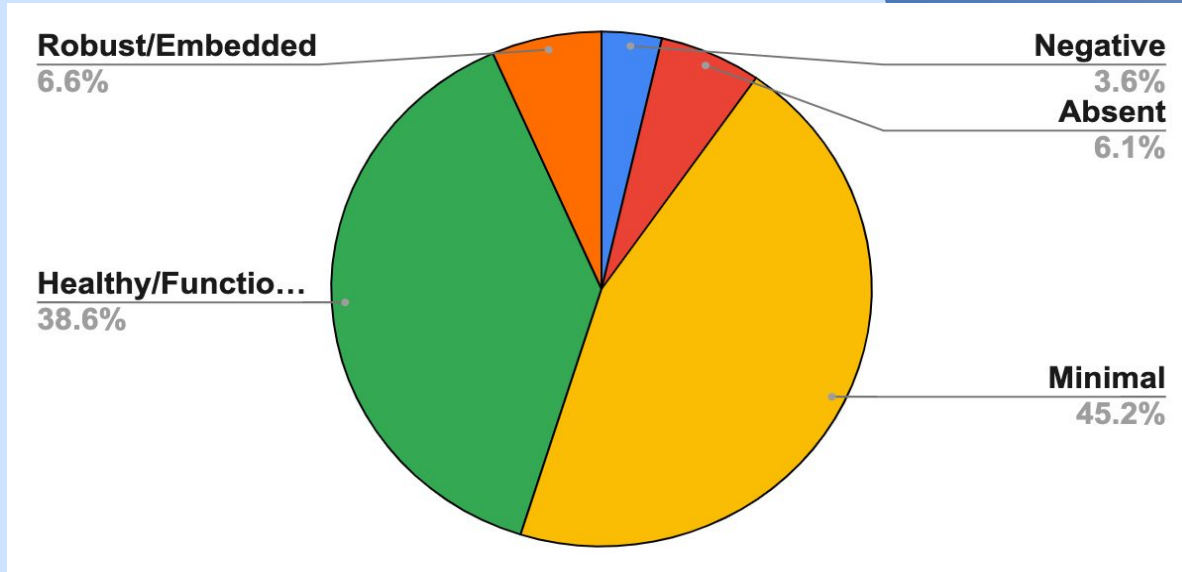
# Staff Pride: Communication

How would you rate the district on **COMMUNICATION**?



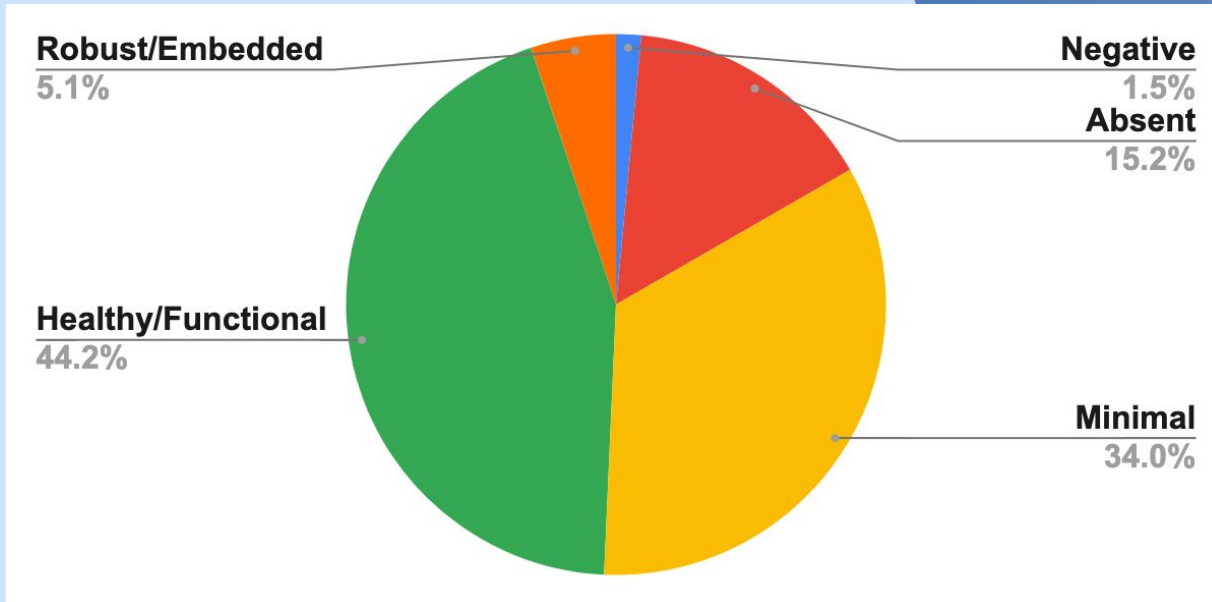
# Staff Pride: Attitudes

How would you rate the district on **ATTITUDES**?



# Staff Pride: Behavior

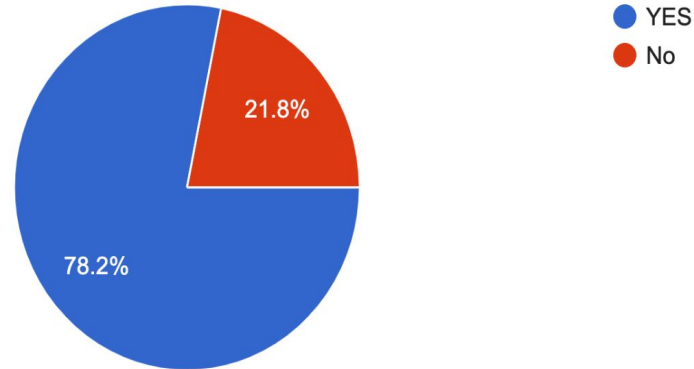
How would you rate the district on **BEHAVIOR**?



# Staff Pride: Are you Proud to work in BSD 87?

Are you PROUD to work in Berkeley School District 87?

197 responses



# Culture and Climate Rubric

ATTRIBUTES	NEGATIVE	ABSENT	MINIMAL	HEALTHY	EMBEDDED
<b>Relationships</b>	<ul style="list-style-type: none"> <li>• Distrustful</li> <li>• Suspicious</li> <li>• Antagonistic</li> <li>• Self-Serving</li> </ul>	<ul style="list-style-type: none"> <li>• Almost non-existent</li> <li>• Surface level only</li> <li>• Hollow</li> </ul>	<ul style="list-style-type: none"> <li>• Dispassionate</li> <li>• Unimportant</li> <li>• Content without conviction</li> <li>• Compliance driven</li> </ul>	<ul style="list-style-type: none"> <li>• Professional</li> <li>• Clear</li> <li>• Straight</li> <li>• Non-Judgmental</li> <li>• Balanced</li> <li>• Benefit of the doubt</li> <li>• Goal oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Mutual Trust</li> <li>• Supportive</li> <li>• Open &amp; Honest</li> <li>• Teamness</li> <li>• Collaborative</li> <li>• Shared goals</li> <li>• Assume positive intent</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Threatening</li> <li>• Judgmental</li> <li>• Caustic</li> <li>• Destructive</li> <li>• Accusatory</li> </ul>	<ul style="list-style-type: none"> <li>• Not important</li> <li>• Formulaic</li> <li>• Antiquated</li> <li>• Meaningless</li> </ul>	<ul style="list-style-type: none"> <li>• Only when necessary</li> <li>• Uneven</li> <li>• Purely compliant</li> <li>• Automatic</li> <li>• Isolated</li> </ul>	<ul style="list-style-type: none"> <li>• Open &amp; Frank</li> <li>• Truthful</li> <li>• Emerging teamwork</li> <li>• Informing</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent</li> <li>• Proactive</li> <li>• Ongoing</li> <li>• Constant use of "we" and "our kids"</li> <li>• Shared reflections</li> <li>• Jointly constructed</li> <li>• Seek first to understand</li> </ul>
<b>Attitudes</b>	<ul style="list-style-type: none"> <li>• Contempt</li> <li>• Disrespectful</li> <li>• Oppositional</li> <li>• Competitive</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of consideration for others</li> <li>• Others are insignificant</li> <li>• Barely civil</li> </ul>	<ul style="list-style-type: none"> <li>• Neutrality</li> <li>• Work is siloed</li> <li>• Disconnected</li> <li>• Isolated</li> <li>• Lack of Ownership</li> </ul>	<ul style="list-style-type: none"> <li>• Respectful</li> <li>• Honest &amp; Open</li> <li>• Beyond compliance</li> <li>• Individualistic Solutions</li> <li>• Autonomous</li> </ul>	<ul style="list-style-type: none"> <li>• Empathetic,</li> <li>• Team-oriented</li> <li>• Values Team Generated Goals</li> <li>• Joyful &amp; Celebratory</li> <li>• Collective Responsibility</li> <li>• Growth Mindset</li> </ul>
<b>Behavior</b>	<ul style="list-style-type: none"> <li>• Passive Aggressive</li> <li>• The other's work is seen without value</li> <li>• Sabotaged</li> <li>• Competitive about resources</li> <li>• Jealous</li> <li>• Isolated</li> </ul>	<ul style="list-style-type: none"> <li>• Little or no interest in the work of the others</li> <li>• Interrupts the voice of others</li> <li>• Common work and shared values are seen as unimportant</li> <li>• Lack of follow-through</li> </ul>	<ul style="list-style-type: none"> <li>• Compliant</li> <li>• The work itself has little value</li> <li>• Little energy for the work</li> <li>• Going through the paces</li> <li>• Work in silos</li> <li>• Unfocused</li> </ul>	<ul style="list-style-type: none"> <li>• Steady</li> <li>• Dependable</li> <li>• Positive work ethic</li> <li>• Goal-oriented and productive</li> <li>• Autonomous but open to cooperative, collaborative work</li> <li>• Reasonable professional effort</li> </ul>	<ul style="list-style-type: none"> <li>• Bring our best selves</li> <li>• Promotes collaboration, teamwork, and innovation</li> <li>• Focuses on shared goals and continuous improvement</li> <li>• Capitalizes on the strengths of team members</li> <li>• Celebrates each other's work</li> <li>• "Other oriented" vs "Self-Oriented"</li> <li>• Good work is done together</li> </ul>

Time for your Thoughts!

