

Lancaster School District's School Climate Plan

District Goals:

For the 2014-15 school year, three areas of focus will be targeted in order to enhance our school climate:

- 1.) **Inter-district Communication.**
- 2.) **Work as a team.**
- 3.) **Provide adequate time and resources.**

Objective 1 & 2:

Improve communication between and within all buildings.

Enhance the importance of teamwork throughout our school community.

Action Steps

*Building principals will establish a texting system that allows immediate information to be shared.

*Provide emails from Ad Team to staff to keep informed of prudent information before it goes to the public when possible.

*Reestablish a faculty leadership committee in the high school to provide an additional avenue of communication from staff to building Principal.

*The Administration will provide awareness of when they are in the building to enhance communication opportunities.

*The Culture Committee will arrange three staff social activities throughout the year to enhance communication.

*Develop a mid-year survey to monitor progress using questions focused on communication from survey taken in the spring of 2014.

*Establish a district wide Homecoming theme this fall with all staff and students participating in the tailgate party and pep rally Friday afternoon.

*Continue with the in-service committee to provide open communications of staff development needs.

Objective 3:

To provide adequate time and resources for district staff to perform their responsibilities in the most effective and productive manner.

Action Steps

- *Increase the budget for staff development to provide more opportunities to network and stay current on educational practices and issues.

- *Evaluate the 2014-15 calendar throughout the school year for the possible need of staff development creating time through early release, late start or whole day in service.

- *Hire substitutes throughout the year to provide collaboration and planning time for grade levels or department teams.

- *Develop a mid-year survey to monitor progress using questions focused on communication from survey taken in the spring of 2014.