



Shepherd School District's Climate and Culture Plan

Shepherd Public Schools

Our District Mission, Vision, and Commitments

We Are Shepherd: A safe, respectful, and positive community where our high expectations and emphasis on personal growth support all students in being successful, lifelong learners.

High School:

We Are Shepherd: Empowering students to achieve greatness. Built Upon: ResPect, LeadeRship, IntegrIty, KinDness and AchiEvement.

Middle School:

Students work towards being Persistent, Responsible, Independent, Dedicated, and Empowered.

Elementary School:

At Shepherd Elementary School, our vision is to prepare children for a lifetime of success through Positivity, Respect, Independence, Discovery, and Empowerment.

Shepherd School District's Climate and Culture Plan is designed to make our district the best we can be. Our mission and vision statements are designed to hold each of our stakeholder groups to high standards, while promoting personal growth. We get to get better each and every day!

We have created a climate to encourage a positive and supportive environment where students, staff and community can flourish.

We focus on various areas such as staff and student well-being, positive relationships, student growth, as well as having Shepherd PRIDE.

Each building focuses on different aspects of the world PRIDE. In our Elementary our staff and students focus on Positivity, Respect, Independence, Discovery, and Empowerment. In our Middle School, the focus is towards being Persistent, Responsible, Independent, Dedicated, and Empowered. In our High School our staff and students are built on ResPect, LeadeRship, IntegrIty, KinDness and AchiEvement.

Our top priorities are ensuring that staff and students are safe and feel valued while they are in our schools. We promote healthy interactions among students and teachers. We feel if students feel they are safe while at school they have better opportunities to learn and to grow personally.

Positive school cultures promote a learning environment that is centered around academic achievement. Positive cultures also help motivate students to be in school and learn every day. Shepherd Schools are proud of the culture that has been built over the past few years and look forward to enhancing it every year!

Vision, Mission, and Commitments

Elementary Vision

Positivity
Respect
Independence
Discovery
Empowerment

Elementary Commitments

At Shepherd Elementary School, our vision is to prepare children for a lifetime of success. Faculty and staff are committed to providing a safe and **positive** environment for children to learn and develop. We will teach **respect** for each other, authority, and oneself. Our curriculum will focus on building responsibility and **independence** to make a smooth transition to middle school, high school, and beyond. Shepherd Elementary will encourage **discovery** and growth of social, academic, and personal skills for every student. We believe in the **empowerment** of our students and hold everyone within our walls to the highest standard.

Middle School Vision

P.R.I.D.E.

Persistent

I commit to creating goals for myself and overcoming obstacles by taking the time to do things the right way in order to succeed.

I commit to setting and achieving my goals.

Responsible

I commit to completing my work with my best effort and turning it in on time.

I commit to putting forth my best effort.

Independent

I commit to trying to take on challenges myself before asking for help.

I commit to advocating for myself.

Dedicated

I commit to giving my time and effort towards the things I need most.

I commit to prioritizing my needs.

Empowered

I commit to realizing that I have the power to make my own decisions and choices.

I commit to being confident in my own decisions.

High School Vision

We Are Shepherd: Empowering students to achieve greatness.

Built Upon:

Res**P**ect
Leade**R**ship
Integr**I**ty
Kin**D**ness
Achi**E**vement

Shepherd High School Commitment Statements:

Respect: We commit to thinking before we act and showing everyone respect.

Leadership: We commit to inspiring others to be their best.

Integrity: We commit to being honest and making good choices.

Kindness: We commit to being compassionate and understanding.

Achievement: We commit to giving our best effort in everything we do.

Shepherd's Climate and Culture

During the 2023-2024 school year, staff, students, parents, and community members were sent out a survey by Milligan School Data. Staff analyzed the survey results to determine the critical areas for improvement. With this data SMART goals were created for each building to help improve school climate. In these goals, bullying concerns were addressed as well as identifying students who are at risk through using a Threat Assessment team. This will be measured by comparing survey results from 2023-2024 to 2024-2025.

ELEMENTARY SCHOOL

Bullying was mentioned multiple times in all surveys. The goal is to decrease the concern about bullying since our mission states a safe, respectful, and positive community.

1. Action Steps: Add bullying lessons to Friday's weekly assembly time.
2. Action Steps: Create a school-wide report system for students, teachers, or parents to use when they are concerned about a bullying situation. This will be communicated to teachers at a staff meeting, students at assemblies, and parents through Blackboard.
3. Action Steps: During staff meetings and PIR days share resources for classroom teachers on bullying.

A Threat Assessment team will be created to help identify students at Risk.

1. Action Step-Team complete Threat Assessment Training through Navigate 360.
2. Action Step-Team meets within 24 hours of any threats.
3. Action Step-Team meets each trimester to analyze school-wide behavior data. The team determines if students need additional support through school resources such as YBGR, behavior plans, Check-In Check-Out.

Each team has also created school Climate goals. The goals below also include action steps to reach these goals.

We are going to boost staff self-esteem and pride in what they are accomplishing for the school climate and student success. Specialists will encourage staff members to have closer working relationships with each other. Specialists will help grow self-worth, confidence, and pride in themselves for what they are doing.

The team will contribute to the Friday email every month, will work to maintain a positive working environment with other staff/teachers, and will do regular encouraging activities for teachers in the school.

Our goal is to make parents more comfortable and welcome in our school.

Our goal is to connect our students with district personnel and older students by having guest readers.

As a team, we are going to lift each other up. We are going to focus on seeing what the other teachers are doing well. We are doing this to help improve staff culture and boost morale.

We are going to work on the “I am proud to tell people that my child goes to this school.” Once a month, we will celebrate by sending out a news bulletin highlighting students’ work/projects that are worth bragging about.

Looking at the parent survey, our parents do not feel comfortable within our school. They do not feel their children are safe in our school and are not proud to tell others that their children attend Shepherd Elementary School. Our measurement tool will be the 2025 parent survey. We will do our best to follow through with our action steps and analyze next year’s survey results.

The team will work together to create positive working relationships with other grade-level teams and staff in our building. According to the Staff Survey, teachers reported not having a close working relationship with each other.

After looking over the parent surveys we are going to involve our parents more with our mission/vision statement by sending out a monthly parent newsletter that will provide updates on upcoming events, academic standards, and other important highlights. Our goal is to enhance communication and increase parent involvement within our school community. In addition, we are going to involve our students with our mission and vision by publishing a student newspaper, produced by 4th and 5th graders, which will be published in October, December, February, and April. Our hope is to foster high expectations, and goal-oriented learning, and contribute to the development of a positive culture at Shepherd.

To enhance the culture within the elementary school, the 4th grade team will serve as role models and mentors for our new 5th grade team.

MIDDLE SCHOOL

Bullying was mentioned multiple times in all surveys. The goal is to decrease the concern about bullying since our mission states a safe, respectful, and positive community. This will be measured by comparing survey results from 2023-2024 to 2024-2025.

1. Action Steps- When students report an incident to me, I will document it and meet with both the victim and the person who is doing the harassment. Parents of both students will be contacted and I will explain what was discussed and where I can use their help moving forward.
2. Action Step-Using my documentation of these incidents, if a student who has been doing the bullying/harassment is involved again, we will move to our STEP 1 of our bullying policy if it is deemed to me to that level.

Mental Health was another item that came up in all of our surveys from last year. Our goal is to make sure that we are using a program where every student can be assessed and catch those who are struggling before something serious happens. Parents have the option to opt-out, but it is an important tool to help catch those red flags.

1. Action Step- We use a program that students take online that measures their mental state at the time of the assessment. Our counselors get the results and those students who are at risk, will have a counselor meet with them. Parents are contacted in all cases to keep them in the loop.

2. Action Step- We also have staff teams created and assigned to each grade level. If teachers notice something in the classroom that concerns them, then a referral is submitted and the group will meet to discuss steps moving forward. The counselor is part of all these teams.
3. Action Step- We have created a program called HOPE SQUAD districtwide to help students have peers to go to when they are struggling. There was a survey sent out to all middle school students and asked for names of students they felt comfortable talking to if they had something going on in their lives. The survey helped our counselors come up with several names of those students who would make up the Hope Squad. These students are in the process of being trained to do the right thing if a student comes to them. We are in the early stages of this program, but students are more likely to talk to their peers than an adults in most cases.

Our goal in middle school is to make every student feel safe and comfortable when they are at school. We want them to find a trusted peer or adult that they feel comfortable enough to talk to when things get tough.

HIGH SCHOOL

In the climate survey that was given for students, parents, and staff to fill out, areas of concern were identified including the following:

Students (from Climate section of survey)...lack of pride in school; lack of respect for each other's differences among students; lack of student integrity; lack of mental health services

Parents (throughout survey)...inconsistent and unfair discipline practices; bullying; student alcohol and drug use

Staff (throughout survey)...student alcohol and drug use; bullying

Mental Health was another item that came up in the surveys from last year. Our goal is to increase the mental health awareness supports that are available to our students and families and to decrease the lack of respect for each other's differences.

1. Action Step- Partnership with Rural Behavioral Health has been implemented which surveys students for mental health concerns. This partnership increases the resources available to students and families who may be struggling with mental health.
2. Action Step- We have monthly staff meetings for which students who may be struggling academically, socially, and or emotionally are identified and a plan is put into place as to how to address the concern.
3. Action Step- We have implemented a nationally known program called Hope Squad districtwide to equip students to see signs of suicide in their peers and to increase the positive culture of the school by being more inclusive. The students in the Hope Squad were picked by their peers as trustworthy and someone they would talk to.
4. Action Step- An outdoor classroom and eating space has been created for students to increase their pride in their school and to soak up vitamin D which affects mental wellbeing positively.

Vaping is becoming a concern for the students, staff, and parents in our school community. With feedback and collaboration from staff members, the goal is to increase education and offer resources for students who may have an addiction to vaping.

1. Action Step-A new program was implemented that is offered to any student who does not pass a drug test given by the student or who may have been given a Minor in Possession. This day-long program is intended to increase education on the effects of vaping and support on how to quit.
2. Action Step-A school-wide presentation on vaping, its effects, and support on how to quit.

Conclusion

Shepherd School's Climate and Culture Plan adds to our mission of creating a safe, respectful, and positive community for all stakeholders. We have the opportunity to hear from stakeholders, and their views of our school's culture and climate and to make positive changes where indicated.

Shepherd Schools use the survey results to provide climate and culture changes such as creating action steps to address the concerns of the staff, students, and parents of our community. We will continue to survey our stakeholder groups in order to continuously improve our climate and culture at Shepherd Schools. [#WeAreShepherd](#)