



Maplewood Richmond Heights
School District



MRHNEA Communication Lab with MRH Board of Education and Administration Executive Summary

On Tuesday, October 8, MRHNEA officers met with the MRH Board of Education and administrators in closed session for our first Communication Lab. The meeting was held in a closed session format to allow for discussion of identifiable personnel matters as raised by survey feedback and MRHNEA recommendations for action. The meeting's agenda was to discuss the data from the MRHNEA survey of staff conducted in May of 2024. The goal of the survey was timely data sharing between MRHNEA and MRHSD to improve climate and culture, which will improve learning outcomes for students. Initial full data results were shared in August, at which time the Board requested a synthesis of the information to be presented at the Communication Lab. The synthesis focused on one positive and two growth items for each of 6 groups and a summary follows, along with the goals set by each group.

Board of Education

Positive: Board members increasing the amount of face time at school functions

Growth Items: Salary and benefits for staff; Improve staff attitudes toward Board

The Board created an engagement plan during the 23-24sy which includes each member being assigned as a liaison to a school during the academic year, attending school related events, as well as signing up for participation in district-level events. The Board has charged administration with developing a multi-year plan to increase salaries to be competitive within the St. Louis County region.

District Administration

Positive: Creating more opportunities to honor teacher voice

Growth Items: Authentic input from staff when the district makes important decisions; Responsiveness to feedback

Focus:

Goal(s) 4: (For our People): Create a Positive and Inclusive Climate and Culture

Measurement Tool: Surveys (site-based and district administered)

Frequency: Bi-annual

Early Childhood Center

Positive: Teachers feel trusted and supported

Growth Items: Continue to improve positive work environment; Continue to improve responsiveness to staff feedback

Focus:

Goal(s): To improve the sense of belonging, courage, and communication from baseline data.

Measurement Tool: Surveys (site-based and district administered)

Frequency: Monthly and Bi-annual

Elementary School

Positive: Cohesiveness and camaraderie among colleagues

Growth Items: Continue to improve the school climate; Clear and timely communication of important information within the building

Focus:

Goal(s): To improve the sense of belonging, safety, and communication from baseline data.

Measurement Tool: Survey (site-based)

Frequency: Monthly

Middle School

Positive: Teachers feel trusted and supported, admin is responsive

Growth Items: More predictable communication from leadership and longer lead time with details for upcoming events; More support with expeditions and surrounding logistics

Focus:

Goal(s): To improve communication from baseline data.

Measurement Tool: Survey (site-based)

Frequency: Quarterly

High School

Positive: Teachers feel positively towards their colleagues

Growth Items: Detailed, clear, and timely communication from the building administration; Solution-oriented support for teachers regarding student expectations

Focus:

Goal(s): To improve staff recognition/celebration and communication from baseline data.

Measurement Tool: Surveys (site-based and district administered)

Frequency: Monthly and Bi-annual

After Action Review:

Delayed Survey Data:

Observation: Survey data intended to inform discussions during the Communications Lab was delayed from its initial administration. This delay impacted the depth of conversation, as key feedback and concerns were not available in real-time.

Recommendation: Moving forward, it would be more beneficial to schedule the presentation of survey data in April. This allows sufficient time for data collection, analysis, and meaningful interpretation, providing more actionable insights for the Board.

Timing of the First Communications Lab:

Observation: MRHNEA negotiations traditionally begin in January, and the timing of the Communications Lab could be better aligned with the start of this process. The current schedule places the lab too far from the onset of negotiations, limiting its potential to influence early-stage discussions.

Recommendation: Holding the first Communications Lab at the beginning of the negotiations period (in or before January) would allow the Board of Education to hear directly from the NEA about their priorities for bargaining. This would create an opportunity for early alignment and enhanced transparency between the district and MRHNEA.