



Culture of Safety and Respect

Goal: Culture of Safety and Respect

Performance objectives in the culture of safety and respect goal include improvement of student discipline through a focus on a positive climate of respect and improving safety through reduction of accidents that occur on district property or while conducting district business.

The major initiatives involve a revised discipline management and reporting system, worksite safety programs, and assessment, monitoring and improvement of school climate.

Improve discipline through a positive climate of respect

- *Of the 32,000+ district students, there were approximately 1,000 serious discipline offenses committed in the baseline year*
- *Slightly over two-thirds of elementary (68%) and secondary (72%) students report that students respect each other*
- *Over 70% of elementary and secondary teachers, along with elementary students agreed that students respect staff/teachers*
- *About 90% of teachers and 70% of secondary students agreed that staff/teachers respect students*
- *On average, 88% of parents and 81% of staff had positive perceptions of the climate related to respect, safety and behavior in district schools*
- *Two-thirds (67%) of elementary students and over half (53%) of secondary students had positive perceptions of the climate of respect, safety and behavior*

Improve district safety

- *There were 242 medical and indemnity claims in 2007-08 and 220 record only claims*
- *Over \$450,000 was paid in Worker's Compensation claims in 2007-08.*
- *Only one worker's compensation payout of over \$50,000 was made in 2007-08*

Status of Performance Objectives

Performance Objective: Improve discipline through a positive climate of respect

- Increase the percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly

Measure	Target	Status
Number of serious discipline offenses	Reduce by 10% at year five	Baseline
Number of offenses related to respect and number of students involved	Reduce offenses and number of students involved	Baseline in 2009
Student and staff surveys – respect	Increase levels of respect among all groups	Baseline
Student, staff and parent surveys -climate	Increase levels of safety, respect, and behavior	Baseline

Performance Objective: Improve district safety

- Decrease the number and severity of Worker’s Compensation claims
- Decrease the number of accidents involving students, staff, and community members that occur on district property or while conducting district business

Measure	Target	Status
Worker’s Compensation claims	Reduce number of claims	Baseline
Worker’s Compensation claims	Reduce the total amount paid in claims	Baseline
Worker’s Compensation claims	Reduce number of payouts over \$50,000	Met
Number of accidents involving students and community members on property	Reduce incidence of accidents	Baseline in 2009

Goal: Culture of Safety and Respect

Objective: S 1 – Improve student discipline with a focus on a positive climate of respect

Target: Decrease the number of discipline offenses related to respect and reduce the most serious discipline offenses.

Source: Student and Staff district surveys

RESULTS:

Discipline

Measure	Baseline 2007	Target	2008 Results
Number of discipline offenses	Not Available	To be determined	Baseline in 2008-09
Reduce number of serious – level 4 and 5 offenses	Not Available	Target for year 5 is to reduce the offenses by 100 (10%)	Baseline in 2007-08 999 offenses
Percent of students involved in one or more offenses	Not Available	To be determined	Baseline in 2008-09



TRENDS:

- In 2008-09 there were 999 level 4 and 5 offenses committed during the school year among the 32,000+ students. The target for year five is to reduce the serious offenses by at least 10% from the baseline year.
- Baseline information will be collected for offenses related to respect and the percent of students involved in one or more offenses in 2008-09.

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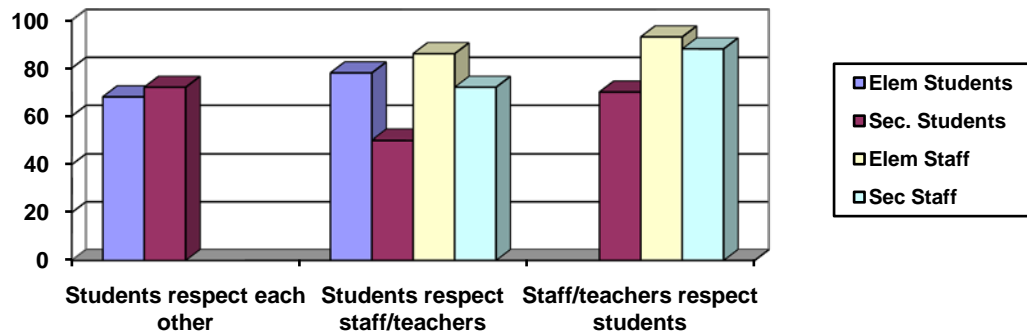
Objective: S 1 – Improve student discipline with a focus on a positive climate of respect

TARGET: Increase student and staff perceptions of respect between students and staff. *Source: Student and Staff district surveys*

RESULTS:

Respect

Scale	Baseline 2007	Target	2008 Results
		Targets for year 5:	<i>Baseline in 2008</i>
Students respect each other	Not available	Elem students - 80% Sec students – 80%	Elem students – 68% Sec students - 72%
Students respect staff/teachers	Not available	Elem students – 90% Sec students – 70% Elem teachers - 90% Sec teachers - 85%	Elem students – 78% Sec students – 50% Elem teachers – 86% Sec teachers – 72%
Staff/teachers respect students	Not available	Sec students – 85% Elem teachers - 98% Sec teachers - 97%	Sec students – 70% Elem teachers – 93% Sec teachers – 88%



TRENDS:

- Slightly over two-thirds of elementary (68%) and secondary (72%) students report that students respect each other. The target for year 5 is 80%.
- Over 70% of elementary and secondary teachers, along with elementary students agreed that students respect staff/teachers, but only 50% of secondary students agreed. The target is 70% for secondary students and 85%+ for the other groups.
- About 90% of teachers agreed that staff/teachers respect students, while 70% of secondary students agreed. The target is 85% or higher for the groups.

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Objective: S 1 – Improve student discipline with a focus on a positive climate of respect

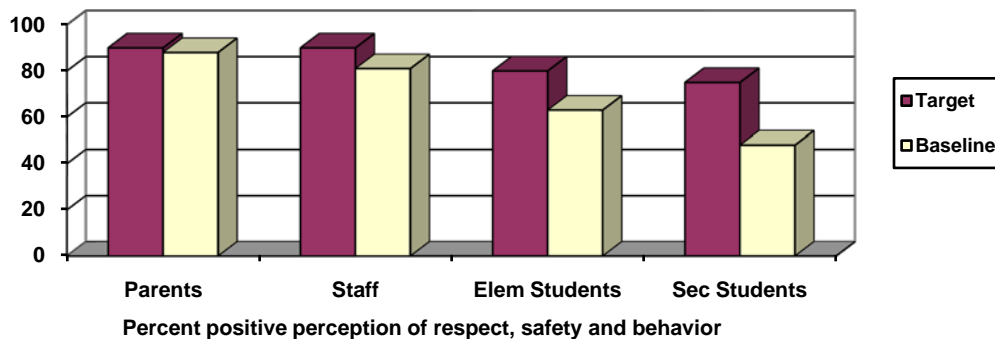
TARGET: Increase student, staff and parent perceptions of respect, safety and behavior.

Source: Student, Staff, Parent district surveys

RESULTS:

Perceptions of Climate

Measure	Baseline 2007	Target	2008 Results
Average positive agreement across three scales - respect, safety and behavior.	Not available	Target at year 5:	Baseline in 2008
Parents		Parents: 90%	Parents: 88%
Staff		Staff: 90%	Staff: 81%
Elementary Students		Elem. Students: 80%	Elem. Students: 67%
Secondary Students		Sec. Students: 75%	Sec. Students: 53%



TRENDS:

- On average, 88% of parents and 81% of staff had positive perceptions of respect, safety and behavior in district schools. The five year target is 90%.
- Two-thirds (67%) of elementary students and over half (53%) of secondary students had positive perceptions of respect, safety and behavior. The five year target is 80% for elementary students and 75% for secondary students.

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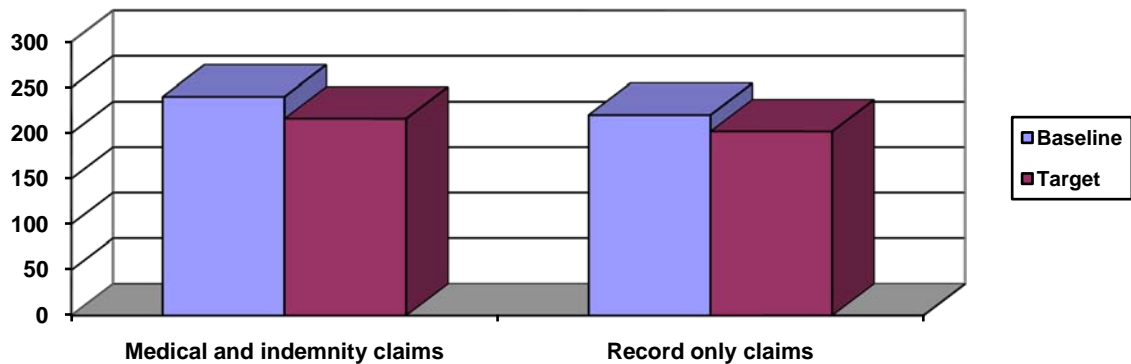
Objective: S 2 – Improve District Safety

TARGET: Reduce medical and indemnity claims, amount paid on claims and payouts greater than \$50,000. Source: Administration report, Worker’s compensation claims data

RESULTS:

Worker’s compensation

Measure	Baseline 2007	Target	2008 Results
Medical and indemnity claims	Not available	Target in year 5 is 10% reduction in claims	Baseline in 2008 242 medical and indemnity claims
Record only claims			220 record only claims
Amount of claims	Not available	Target in year 5 is \$500,000 or less	Baseline in 2008 \$459,012
Payouts over \$50,000	2	Fewer than 5 claims	1



TRENDS:

- There were 242 medical and indemnity claims in 2007-08 and 220 record only claims. A 10% reduction is the year 5 target.
- Over \$450,000 was paid to claims in 2007-08. The target is to maintain the total amount of claims to \$500,000 or less in year 5.
- Two payouts of over \$50,000 were made in the baseline year, but only one large claim was made in 2007-08. The target for large claims was met.