



Application for Approval of a Proposed Research Project by an Employee Researcher

Applicant's Name: Christi Cipollini

Position in Closter Public Schools: Principal

Affiliation (College or University): NJ Leaders to Leaders

Date of Application: January 14, 2024

Please provide the following information, with as much detail as possible:

State the purpose of the research project: The purpose of this research is to finalize standard certification for my principal certification (Year 2 requirement). As a first year principal in the Closter Public School District, this project will also help me continue to explore the multi-faceted nature of school culture and climate.

Detailed description of the research project: A positive school culture and climate are essential foundations for fostering success, well-being, and engagement among staff, students, and the broader school community. Research consistently shows that a supportive and inclusive environment directly correlates with improved academic performance, enhanced social-emotional development, and a stronger sense of belonging among all stakeholders. A positive school culture and climate are not merely aspirational; they are critical components of a thriving educational ecosystem that benefits every member of the community. Schools that prioritize these elements foster a foundation for long-term success, resilience, and well-being. This project will take a look at current and new initiatives and explore a path forward.

Provide any background information necessary to understand the project: In alignment with the Closter Public Schools Core Values & Beliefs, "open and honest communication is vital to creating a positive environment for all." In transitioning to the role of TMS principal engaging in communication with all stakeholders is a critical component of a smooth transition. My goal is to connect with and understand the Closter Community in order to continue to foster a positive culture and climate.

Projection of the number of students involved in the research project: All students (600)

Projection of the number of Closter teachers, administrators, or staff involved in the research project: All staff.

State the specific ways in which students and/or employees will be involved: All participants will be involved in the activities associated such as committees, PAW print referral system, PAC etc. which support their connection to the school, but there will be no additional involvement in connection to the research specifically.

State the estimated duration of the project: February 2025-June 2025



Provide the names of persons who will conduct their research and their relevant affiliations:
Christine Cipollini (NJPSA-Leaders to Leaders Certification program)

To what degree, if any, will the project interrupt or displace the regular instructional program?
No disruption.

List any possible benefits to the students or to the Closter Public School District and the district's educational program: Enhanced school culture and climate support the district initiatives to make sure that all students can thrive academically, socially, and emotionally with support from staff, parents and peers. Implementing programs, committees and initiatives help to support improved mental and emotional well-being, enhanced productivity and performance, stronger relationships, personal growth, establishment of an inclusive environment, and the attainment of collective district goals. If the district is interested in viewing the results of this action research project in connection to my certification, I would be happy to share it.