Today’s roadmap

- Climate Survey Overview
- Closed Question Results
- Open Ended Results
- Conclusions and Next Steps
Climate Survey Process

From the “Quick Guide to Making School Improvements” by the U.S. Department of Education
What’s in the climate survey?

- 41 Closed Questions
- 6 Open Ended Questions

Distributed to 54 staff (38 staff in 2018)
Closed Questions

• Respondents score opinions on a four point scale
  ▫ 1 – Rarely Occurs
  ▫ 2 – Sometimes Occurs
  ▫ 3 – Often Occurs
  ▫ 4 – Very Frequently Occurs

• All answers are then converted to a weighted average
  ▫ 2.5 = somewhere between Sometimes and Often occurs
How did people respond to questions?

2.72 is the mean of all responses – Higher is “above average,” lower is “below average.”
Students are our highest priority.

Teachers are friendly with students in an appropriate way.

I am proud to be part of the Magdalena Public Schools

Teachers and the rest of the staff are committed to helping their students.

My classroom or office spaces are cleaned regularly.

Effective routines are established for non-daily cleaning procedures, e.g. carpets.

District and school common areas are clean and visually appealing to the public.

I am proud to be part of the Magdalena Public Schools

Teachers are friendly with students in an appropriate way.

Students are our highest priority.
Two groups of questions

• Excellent maintenance
  ▫ Effective routines are established for non-daily cleaning procedures.
  ▫ My classroom or office spaces are cleaned regularly.
  ▫ School common areas are clean and visually appealing to the public.

• Commitment to District
  ▫ Students are our highest priority.
  ▫ Teachers are friendly with students in an appropriate way.
  ▫ Teachers and the rest of the staff are committed to helping their students.
  ▫ I am proud to be part of the Magdalena Public Schools District.

Slightly different order, but same top 7 Short Answer Responses as last year.
*Our board sets a positive example for the district.

I feel that I am well-informed and "kept in the loop."

Site level professional development opportunities are worth my time in attending.

*Quality work by faculty and staff is celebrated.

Faculty meetings are worth my time in attending.

District administrators implement ideas which come from faculty and staff.

School site administrators accept and implement ideas which come from faculty and staff.

*I feel that I am well-informed and "kept in the loop."

*Our board sets a positive example for the district.
Two groups of questions

• Board/Admin Issues
  ▫ *Our board sets a positive example for the district.
  ▫ School site administrators accept and implement ideas which come from faculty and staff.
  ▫ District administrators implement ideas which come from faculty and staff.

• Teacher Appreciation
  ▫ *I feel that I am well-informed and "kept in the loop."
  ▫ Site level professional development opportunities are worth my time in attending.
  ▫ Faculty meetings are worth my time in attending.
  ▫ *Quality work by faculty and staff is celebrated.

Statements with * were also in the lowest 7 last year.
Short Answer Comments

- Read through comments several times for themes
- “Coded” comments by their theme
- Tallied occurrences of each theme
- Between half to two-thirds of respondents answered the short answer questions
What are the three greatest strengths of my school? (%)

- Experienced Teachers: 12%
- Small Size/PreK-12 School: 17%
- Administration (positive): 17%
- Cleanliness/Facilities: 21%
- Positive School Culture: 24%
- Staff: 40%

What are the three greatest strengths of my district? (%)

- Positive Attitude about Culture: 10%
- Programs: 10%
- Positive Admin: 10%
- Caring: 10%
- Small Size: 14%
- Students: 14%
- Staff: 38%
What are the three greatest opportunities at my school? (%)

- Better Communication: 26%
- Increase Unity: 19%
- Increase Academics: 12%
- Be more open to change: 9%
- Empower Admin/Teachers: 9%

What are the three greatest opportunities at my district? (%)

- School Board: 29%
- Communication: 18%
- Increase Art, Tech, Voc. Ed: 11%
- Increase Superintendent Presence: 11%
Thoughts on Improvement at School? (%)

- More positive thinking: 9%
- Increase Unity: 12%
- Collaboration: 18%

Thoughts on Improvement at District? (%)

- More Staff Respect: 10%
- Increase Unity: 10%
What’s working?

Facilities

• Clean and Beautiful
• Inspires Pride

Staff

• District embraces diversity
• Put students first
• Staff loves district/community

Students

• Support one another K-12
• Asset to the district
What’s not?

Increase Professionalism
- Teacher-Teacher
- Admin-Teacher
- Board-Community

Increase Recognition
- Being “in the loop”
- Teacher Voice (Being Heard/Culture)
- Teacher Choice (Meetings/PD)
Where can we get more specific?

• Fairness
  ▫ In 2018, this was equal treatment of students/student athletes and discipline
  ▫ In 2019 it’s this, plus fair treatment of staff by support staff, admin, and other teachers

• Systems
  ▫ Chain of command – Parents, teachers, board
  ▫ Communication
  ▫ Approach to staff input – want to feel in the loop, want ways to increase voice
More specific, cont.

- **District Culture**
  - At both school and district level, teachers and staff reported wanting greater unity
  - Alignment of PD to topics relevant to staff
  - Better training and treatment of IA/subs
Collecting and Reporting Stage Closure

• Data are only as good as the action they inspire.
• What will you do with these results?
  ▫ **SMART format** (Specific, Measureable, Attainable, Relevant, Time-Bound)
• Things to consider
  ▫ With whom?
  ▫ By when?
  ▫ In what format?
  ▫ Will they have a chance to determine their key takeaways?
What comes next in the process?

• Reflect on current interventions
  ▫ Are you currently trying to address any of these issues? Are they working as you intended them?

• Identify potential interventions
  ▫ Make a list.

• Choose most appropriate intervention
  ▫ What would it look like if this intervention work?

• Design SMART-style goal align to choice
• Implement and monitor SMART goal
• Communicate!!!
What are the next steps you’d like to take?