



Staff Climate Survey Spring 2017

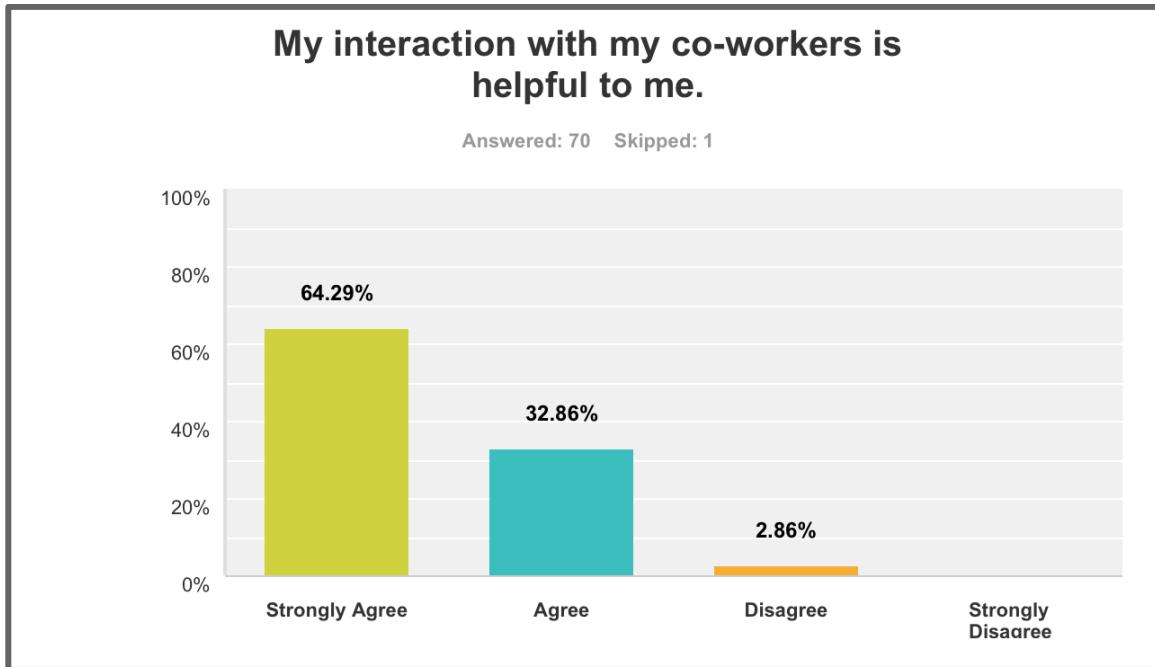
Survey Developed by USD 289
Analysis of Commendations and Considerations by Greenbush SEKESC

Survey Details and Limitations

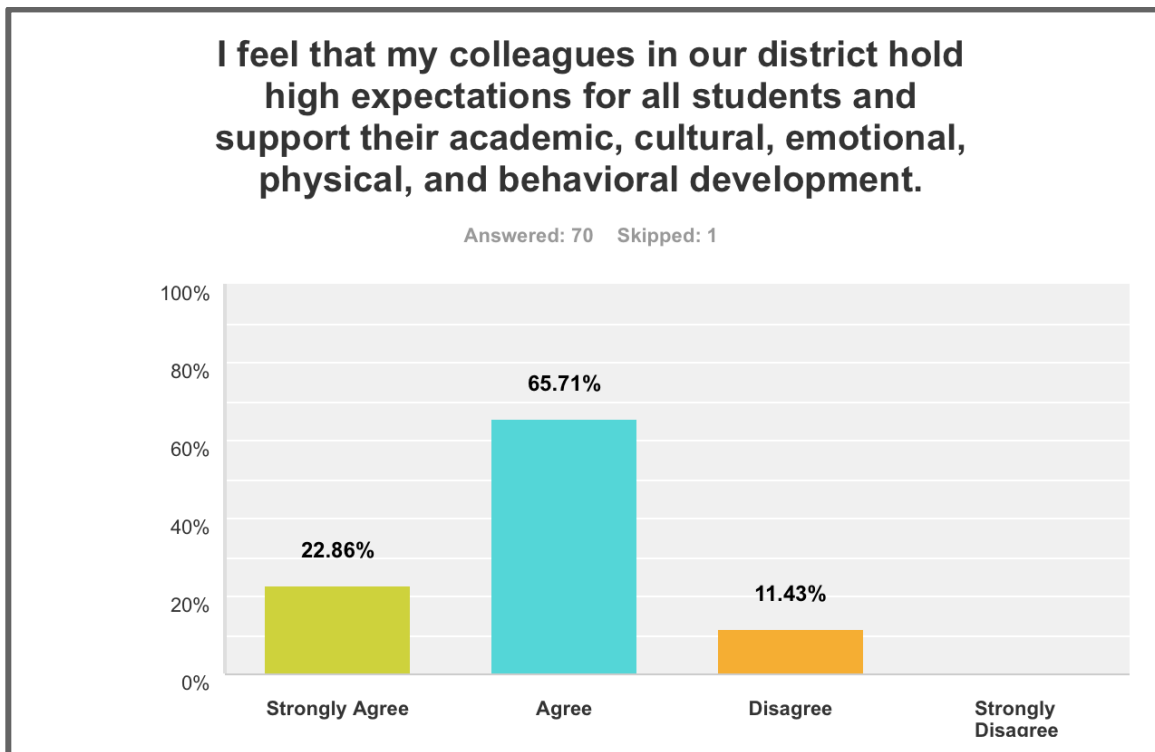
- This Climate Survey was developed by USD 289 using a customizable template that was provided by Greenbush SEKESC.
- Respondents had approximately 2 weeks to complete the survey, once the link was provided to USD 289 by Greenbush SEKESC.
- The survey contained 15 selected-response questions or prompts and 3 open-ended questions.
- There were 71 respondents that completed the survey out of 110 eligible respondents. This represents a 65% completion rate:
 - 75% of the respondents were certified staff
 - 25% of the respondents were classified staff
- Selected response questions and prompts allowed respondents to choose from Strongly Agree, Agree, Disagree, and Strongly Disagree.
- Open-ended questions allowed for narrative to be entered by respondents.
- Analysis of the responses was provided by Greenbush SEKESC:
 - Commendations and Considerations will be provided based on percentages of agreeableness
 - Open-ended responses were analyzed through thematic coding processes to determine common themes present among responses

Commendations: District Summary

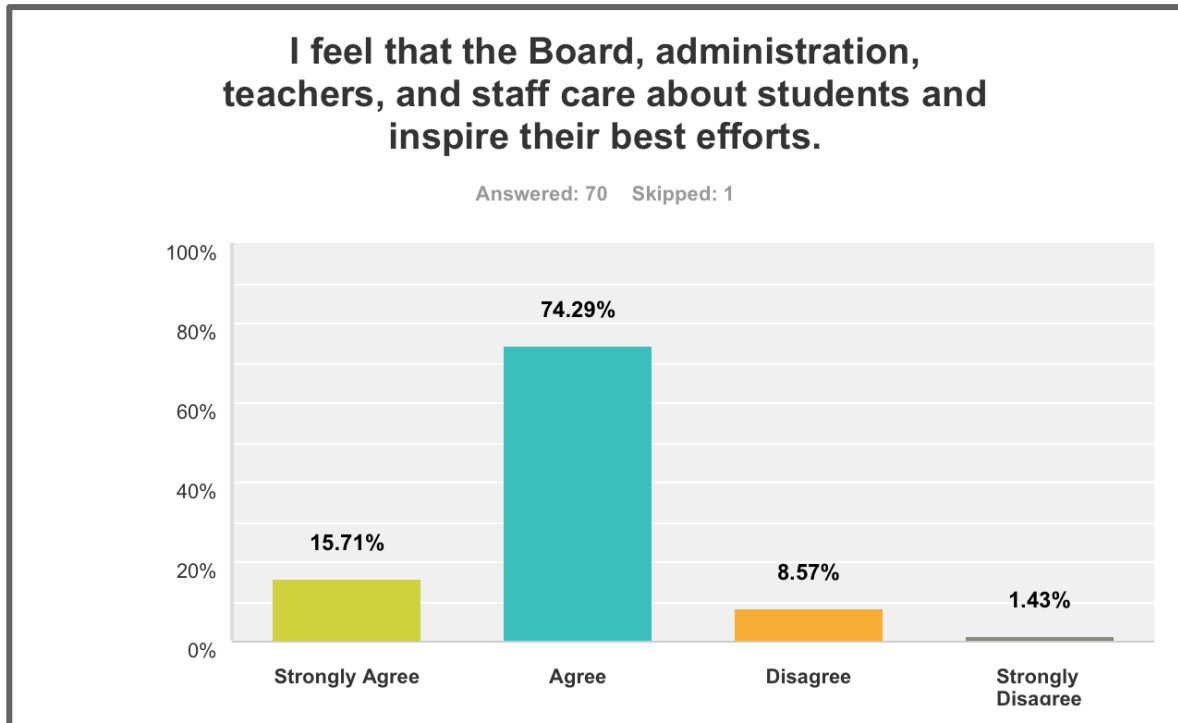
- 97% of respondents agreed that **co-worker interaction** is helpful.



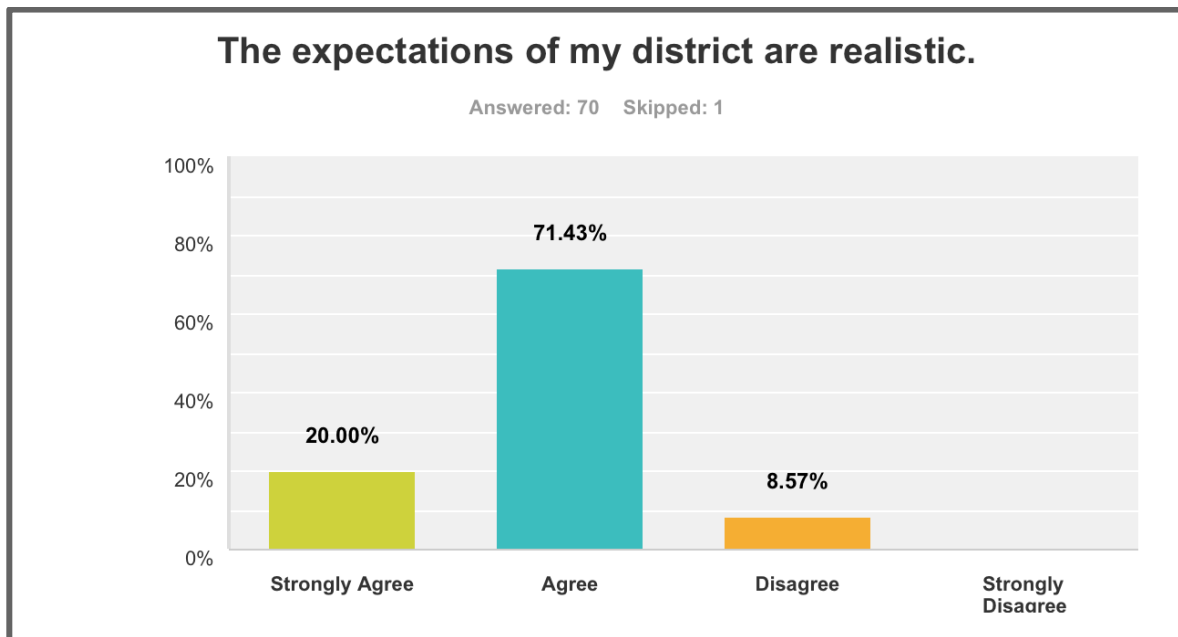
- 88% of respondents agreed that the district holds **high expectations** for, and **supports the development** of, all students.



- 90% of respondents agreed that all district stakeholders **care about students** and inspire their best efforts.



- Over 90% of respondents agreed that **expectations are realistic**.



Considerations: District Summary

- District leadership might consider re-visiting **district vision, mission, goals, and beliefs** through a **strategic planning process**:
 - 73% of respondents agreed that the district's vision and value statement moves us in the right direction educationally.
 - 73% of respondents agreed that they feel supported by the Board of Education and administration allowing for success in their respective positions.
 - 65% of respondents agreed that leadership decisions are focused on academic performance and are data-driven and collaborative.

- District leadership might consider a **comprehensive instructional resources review** process:
 - 54% of respondents agree that they have the instructional resources needed to sufficiently and effectively deliver district curriculum.

- District leadership might consider further study of the **educational environment** related to **school-wide behavior supports** for students, **professional development**, and **team building** among all staff:
 - 66% of respondents agree that they work in a safe and orderly environment and that disruptions and inappropriate behaviors are dealt with properly and in a timely manner.
 - 66% of respondents agree that they have the opportunity to participate in meaningful, on-going, job embedded professional development.
 - 74% of respondents agree that they feel like a part of the educational team in their respective buildings.

Themes from Open-Ended Responses

What is most satisfying about your job?

- Direct impact on the academic, behavioral, and social development of students
- Positive relationships with students and colleagues
- Interactions with parents and families

What is least satisfying about your job?

- Time constraints with curriculum and instruction
- Challenges with communication between and among personnel
- Challenging student behaviors and inconsistent consequences from teachers and administrators

How could the Board help you to do your job?

- Visibility in schools
- Accountability of programs and personnel
- Continued assessment of technology acquisition and use for students and staff