February 5, 2016

Dear Sears Community Member,

We are committed to getting feedback and input on our school climate on an annual basis
from teachers and staff. To this end, a School Climate Survey was developed and executed in
January 2016. This year's quantitative survey conforms to market research norms and includes
questions across all dimensions of school climate as defined by national organizations like the
National School Climate Center and the Safe and Supportive Learning Center.

Attached please find the results of the 2016 Climate Survey with input on multiple dimensions
provided by Sears School faculty and staff. This survey was distributed to 92 faculty and staff
and we received responses from 64 people, representing 70% of faculty and staff. This is an
increase versus last year when 56% of faculty and staff responded. The questions and the
results are presented. We also have included the number of people that responded on each
measure.

This data will be used to inform continuous improvement of our school as we seek to be a
model of excellence in education and learning. It provides important information on our
strengths, opportunities, and needs as a school.

Sincerely,

Kenilworth School District No. 38 Board of Education

Curriculum/Instruction

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
My school's curriculum is preparing students for the challenges of the 21st century (e.g. analysis, global perspective, synthesis).	**26%** 17	**51%** 33	**15%** 10	**0%** 0	**8%** 5	**0%** 0	**0%** 0	
This school's curriculum is varied enough to meet the needs and interests of all of our students.	**11%** 7	**51%** 33	**25%** 16	**2%** 1	**9%** 6	**3%** 2	**0%** 0	
Students' homework assignments reinforce what they learn in the classroom.	**20%** 13	**65%** 42	**2%** 1	**9%** 6	**3%** 2	**0%** 0	**2%** 1	
Student assessments and data measures inform teaching in my classroom.	**28%** 18	**38%** 24	**20%** 13	**9%** 6	**0%** 0	**0%** 0	**0%** 0	**5%** 3
My school's curriculum promotes the development of students' critical thinking skills.	**25%** 16	**58%** 37	**8%** 5	**0%** 0	**2%** 1	**2%** 1	**2%** 1	**5%** 3
My school's curriculum is sufficiently challenging for all students.	**33%** 21	**48%** 31	**8%** 5	**2%** 1	**3%** 2	**2%** 1	**0%** 0	**5%** 3

Analysis:

Teachers and staff overwhelmingly feel positive about the curriculum content and delivery. They find that the curriculum is sufficiently challenging and that it develops critical thinking, analysis and synthesis skills amongst students. Data measures inform their teaching although they could be used more. Homework is used as an appropriate vehicle to reinforce learning. There is some need to ensure that curriculum is varied enough to meet the needs of all students according to the survey. We should continue to emphasize curriculum that reinforces "21st century skills." We should seek to understand more comprehensively how we can effectively meet the needs of all of our learners.

Fostering Innovative Environment

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Students are encouraged to try out their own ideas at my school.	**23%** 15	**49%** 32	**25%** 16	**3%** 2	**0%** 0	**0%** 0	**0%** 0	
My school emphasizes innovative learning methods.	**17%** 11	**55%** 36	**15%** 10	**3%** 2	**8%** 5	**0%** 0	**2%** 1	
I look for and suggest ways to improve the school.	**28%** 18	**48%** 31	**20%** 13	**5%** 3	**0%** 0	**0%** 0	**0%** 0	
I am open to trying new curriculum and incorporating new teaching methods.	**69%** 44	**22%** 14	**3%** 2	**2%** 1	**0%** 0	**0%** 0	**0%** 0	**5%** 3
I support innovation in terms of trying new curriculum and seeking out new curricular options.	**47%** 30	**44%** 28	**5%** 3	**0%** 0	**0%** 0	**0%** 0	**0%** 0	

Analysis:

Generally, the faculty and staff are open to being innovative and emphasizing new learning methodologies and practices. Teachers and staff are embracing more innovation in terms of new curriculum and innovative learning methods. As a school, we are in the process of adopting new curriculum and advancing new teaching methodologies, which the data suggests they are supporting. Teachers and staff look for ways to improve the school. We can continue to encourage this. Students are encouraged to try out new ideas, which could be emphasized even more.

Community/Support

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Students at my school treat teachers and staff with respect.	**18%** 12	**54%** 35	**22%** 14	**3%** 2	**3%** 2	**0%** 0	**0%** 0	
The parents of students are appropriately engaged in their child's education.	**15%** 10	**52%** 34	**25%** 16	**3%** 2	**5%** 3	**0%** 0	**0%** 0	
Students at my school care about learning.	**20%** 13	**63%** 41	**15%** 10	**0%** 0	**2%** 1	**0%** 0	**0%** 0	
Students in my school respect each other's differences. (e.g. gender, culture)	**14%** 9	**46%** 30	**29%** 19	**6%** 4	**5%** 3	**0%** 0	**0%** 0	
Parents respect the teachers and staff at my school.	**9%** 6	**54%** 35	**31%** 20	**3%** 2	**2%** 1	**2%** 1	**0%** ` 0	
Teachers and staff at my school treat students with respect.	**63%** 41	**37%** 24	**0%** 0	**0%** 0	**0%** 0	**0%** 0	**0%** 0	
The school community has high expectations for all students at my school.	**71%** 46	**22%** 14	**5%** 3	**3%** 2	**0%** 0	**0%** 0	**0%** 0	
Parents are effective partners in furthering education in the classroom.	**22%** 14	**57%** 37	**18%** 12	**3%** 2	**0%** 0	**0%** 0	**0%** 0	
My school encourages students to develop good character traits.	**29%** 19	**55%** 36	**14%** 9	**0%** 0	**2%** 1	**0%** 0	**0%** 0	

Analysis:

Overall, the parent and student community at Sears is viewed positively by teachers and staff. Generally, parents are seen as effective and supportive partners in advancing education at Sears. Data suggests there are times when they are not appropriately engaged in their child's education and that they could show more respect for teachers and staff. Students could also show more respect for teachers and staff and for each other's differences. Students are seen as really caring about learning.

Safety/Security

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Students feel safe from verbal abuse, teasing, and exclusion.	**14%** 9	**60%** 39	**15%** 10	**6%** 4	**5%** 3	**0%** 0	**0%** 0	
My school is a safe place to be.	**57%** 37	**34%** 22	**6%** 4	**0%** 0	**0%** 0	**2%** 1	**2%** 1	

Analysis:

The school is generally viewed as a safe place to be. We should remain cognizant of ensuring students always feel safe from verbal abuse, teasing and exclusion because it is not universal.

Discipline/Rules

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
My school has an effective policy to deal with disruptive students.	**3%** 2	**26%** 17	**26%** 17	**11%** 7	**14%** 9	**12%** 8	**8%** 5	
The school rules are fair.	**9%** 6	**57%** 37	**9%** 6	**18%** 12	**2%** 1	**2%** 1	**3%** 2	
The Administration follows through effectively in matters of student discipline.	**12%** 8	**38%** 25	**18%** 12	**14%** 9	**6%** 4	**2%** 1	**9%** 6	
The school rules are effectively communicated.	**8%** 5	**37%** 24	**28%** 18	**0%** 0	**11%** 7	**9%** 6	**8%** 5	

Analysis:

Data suggests we could provide more clarity in communicating rules. The rules themselves are generally viewed as fair. Data suggests school policy around dealing with disruptive students is not completely effective or clear.

Physical Surroundings

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The physical space available is sufficient for me to perform my job effectively.	**34%** 22	**37%** 24	**18%** 12	**3%** 2	**5%** 3	**0%** 0	**3%** 2	
The school building is clean and well maintained.	**63%** 41	**25%** 16	**6%** 4	**2%** 1	**3%** 2	**2%** 1	**0%** 0	

Analysis:

Teachers and staff are satisfied with the physical building both in terms of providing the appropriate space to do their job and in its state as clean and well maintained.

Student Learning

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Teachers, staff and administrators work together to advance student learning.	**25%** 16	**54%** 35	**11%** 7	**3%** 3	**5%** 3	**0%** 0	**3%** 2	
The teachers at my school believe in the students' ability to learn what is being taught.	**55%** 36	**43%** 28	**2%** 1	**0%** 0	**0%** 0	**0%** 0	**0%** 0	
There is sufficient time to provide students with individual attention when needed.	**6%** 4	**26%** 17	**28%** 18	**5%** 3	**18%** 12	**15%** 10	**2%** 1	

Analysis:

Our teachers, staff and administration is working effectively to advance student learning, our primary focus as a school. Teachers are supportive of students learning. Data suggests there could be more focus on enabling teachers to provide individual instruction and more time spent on this type of attention.

Teaching Quality/Effectiveness

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The quality of teaching at my school is high.	78% 51	18% 12	3% 2	0% 0	0% 0	0% 0	0% 0	
The work I do contributes to the overall effectiveness of my school.	64% 42	28% 18	6% 4	2% 1	0% 0	0% 0	0% 0	
The best teachers and staff are retained at my school.	23% 15	40% 26	23% 15	0% 0	3% 2	3% 2	8% 5	
Teachers at my school are experts in the subjects they teach.	51% 33	42% 27	6% 4	0% 0	0% 0	2% 1	0% 0	
When students in my class struggle, I have the expertise to use alternate teaching strategies to assist them.	45% 29	39% 25	9% 6	2% 1	0% 0	0% 0	0% 0	5% 3
I develop and refine teaching techniques for my classroom.	69% 44	23% 15	0% 0	3% 2	0% 0	0% 0	0% 0	5% 3

Analysis:

Generally, the teachers and staff believe they are performing at a high level in contributing to the school's effectiveness and are experts in the subjects they teach. The quality of teaching is viewed as very high. The data suggests they feel like a capable and confident group of educators. They do not universally feel the best teachers are retained although there is significant agreement. Data shows they are developing and refining teaching techniques, which is in line with our goal of advancing new practices and the best possible pedagogy.

Administrative Structure

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The roles and responsibilities of each member of the administration are clear to me.	9% 6	31% 20	15% 10	3% 2	17% 11	12% 8	12% 8	
I know which administrator to seek out from the Administrative Team to solve problems.	15% 10	35% 23	20% 13	11% 7	6% 4	3% 2	9% 6	

Analysis:

Data suggests there is not clarity on roles and responsibilities with the new administrative structure and that communication on "chain of problem solving" is not clear.

Technology

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The technology available at my school is helpful in reinforcing my job.	38% 25	48% 31	11% 7	2% 1	0% 0	2% 1	0% 0	
I feel skilled at using the technology available at my school.	28% 18	43% 28	28% 18	0% 0	0% 0	0% 0	2% 1	
Instruction on technology and technology learning tools would increase my effectiveness.	17% 11	45% 29	18% 12	12% 8	2% 1	6% 4	0% 0	

Analysis:

Generally, there is satisfaction with technology although data suggests there could be more training to increase skills.

Professional Development

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
My school provides teachers with adequate opportunities for professional development.	**28%** 18	**44%** 28	**16%** 10	**5%** 3	**3%** 2	**0%** 0	**3%** 2	**2%** 1

Analysis:

Generally, teachers are satisfied with the opportunities available for professional development.

Level of Change

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
I am comfortable with the level of change occurring in my school.	**9%** 6	**25%** 16	**15%** 10	**6%** 4	**18%** 12	**9%** 6	**17%** 11	

Analysis:

Data shows there are varying levels of comfort with the level of change occurring at Sears. Given the number of changes with new administrative structure, new schedule and new curriculum, this is not surprising.

Feedback

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
I receive useful feedback on how I can improve.	14% 9	38% 25	15% 10	5% 3	9% 6	12% 8	6% 4	
I receive informal feedback outside the formal evaluation process.	12% 8	32% 21	23% 15	6% 4	11% 7	9% 6	6% 4	
The instructional advice I have received has helped me become a better teacher.	17% 11	38% 24	13% 8	14% 9	6% 4	2% 1	6% 4	5% 3
There are visits to my classroom to observe instruction.	22% 14	28% 18	14% 9	8% 5	11% 7	8% 5	5% 3	5% 3

Analysis:

Data shows at least half the teachers and staff are happy with the instructional advice and feedback they are being given with many "somewhat" agreeing. It also suggests there is an opportunity to provide more feedback and more instructional advice.

Administrative Support

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The Administration is knowledgeable about instructional best practices.	**22%** 14	**35%** 23	**20%** 13	**5%** 3	**5%** 3	**6%** 4	**8%** 5	
The Administrators respect and support the teachers and staff at my school.	**11%** 7	**38%** 25	**20%** 13	**2%** 1	**11%** 7	**5%** 3	**14%** 9	
The Administration effectively communicates the vision and goals for the school.	**9%** 6	**26%** 17	**28%** 18	**3%** 2	**11%** 7	**8%** 5	**15%** 10	
The Administration, teachers and staff communicate with each other effectively.	**3%** 2	**26%** 17	**32%** 21	**3%** 2	**12%** 8	**11%** 7	**12%** 8	
The Administration is fair in the way they allocate resources.	**11%** 7	**40%** 26	**17%** 11	**14%** 9	**5%** 3	**5%** 3	**9%** 6	

Analysis:

The Administration is largely viewed as knowledgeable about instructional best practices as well as respectful and supportive of teachers and staff and fair in resource allocation. There is an opportunity for an increase in the effectiveness of communication and for the communication of a vision and goals for the school.

Collaboration/Environment

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The Administration at this school provides teachers and staff with opportunities to work together collaboratively.	12% 8	43% 28	28% 18	8% 5	3% 2	0% 0	6% 4	
Teachers and staff in this school have opportunities for collaboration and learning from each other.	18% 12	35% 23	31% 20	5% 3	6% 4	3% 2	2% 1	
My colleagues are generous about helping each other.	46% 30	45% 29	9% 6	0% 0	0% 0	0% 0	0% 0	
The Administration works to support teacher and staff morale.	15% 10	32% 21	22% 14	2% 1	8% 5	8% 5	14% 9	
Teachers and staff have close working relationships with each other.	31% 20	46% 30	18% 12	3% 2	2% 1	0% 0	0% 0	
Teachers and staff at this school are recognized for the positive things that they do.	6% 4	45% 29	22% 14	2% 1	12% 8	8% 5	6% 4	
Teachers and staff at my school perceive that they can influence policies and/or procedures specific to the school.	4% 3	26% 17	25% 16	9% 6	12% 8	12% 8	11% 7	
Teachers at my school work to improve instruction.	72% 46	25% 16	0% 0	0% 0	0% 0	0% 0	0% 0	3% 2
I know how to deliver instruction so that all of my students learn.	58% 37	30% 19	6% 4	2% 1	0% 0	0% 0	0% 0	5% 3
There is sufficient instructional time to gauge student understanding by asking questions throughout the lesson.	17% 11	25% 16	30% 19	3% 2	13% 8	5% 3	3% 2	5% 3

Analysis:

Generally, data shows teachers and staff believe they have opportunities for collaboration and there is a culture of collaboration. Teachers are confident in their ability to deliver instruction to different students but there could be more time to gauge varied levels of understanding. The majority of teachers and staff think there is recognition for positive things they do and that the Administration works to support morale. There is an opportunity to increase those numbers. There is an opportunity to change the perception of teachers and staff in terms of the potential for them to have an impact on school policy and procedures.