

2019 School Climate/Faculty Survey

Kenilworth Board of Education

4-15-19



JOSEPH SEARS

EST. 1899

RESPONSIBILITY KINDNESS HONESTY RESPECT

Survey Methodology & Analysis

Fourth year in a row of identical questions and methods allowing for consistent historical perspective and better quantitative analysis

Mixture of quantitative and qualitative questions to gather variety of perspectives

Thorough review of data and comments by the Board and Administration

Number of responses:

Year	Responses	# Total Faculty/Staff
2019	66	91
2018	63	91

Survey Elements

Quantitative data included 73 questions in the following categories:

- Curriculum/Instruction/Teaching
- Student Discipline and Engagement
- Administration
- Overall Environment
- Building and Technology
- Parents
- Student Services

Qualitative questions included feedback about the Administrative Team and general feedback to the Board

Overall Analysis

Over 71% of our faculty and staff rating the Joseph Sears School as Excellent or Very Good overall

Key strengths include:

- Quality of the teaching
- Willingness of teachers to try new curriculum and teaching methods and refine their teaching techniques
- Contributions made by faculty and staff to the overall effectiveness of the school

Key areas of opportunity include:

- Effective policy to deal with disruptive students and administrative support with it
- The evaluation process including faculty and staff receiving useful feedback (formal & informal) and being observed accordingly

Analytical Framework

One way to look at quantitative data to to analyze movement of questions either positive or negative from last year.

By looking at number of questions in each category that move in a particular direction, one can better understand the greatest areas of strength or opportunity.

Criteria	Quantification
Material Positive Change	+0.50 or better
Positive Change	+0.05 to +0.5
Unchanged	+0.05 to -0.05
Negative Change	-0.05 to -0.50
Material Negative Change	-0.50 or worse



Movement of Questions vs. Last Year

	Material Positive	Positive	Unchanged	Negative	Material Negative	Net Positive minus Negative
Curriculum/Instruction/Teaching		4	9	6	2	-4
Student Discipline / Engagement			1	5	1	-6
Administration		2	2	2	4	-4
Overall Environment		6	3	5	5	-4
Building and Technology		3		2		+1
Parents				4		-4
Student Services		3		3		0

Curriculum/Instruction/Teaching

Key Strengths:

- Quality of teaching, instructional resources, delivery of instruction, commitment to improving instruction, refining teaching techniques
- Teacher's willingness to innovate and try new curriculum and incorporate new teaching methods

Significant Decrease from Last Year

- Teachers, staff & administrators work together to advance student learning
- Instructional advice has helped faculty become better teachers

Student Discipline and Engagement

Key Strengths

- Teachers in our school believe in student's ability to learn what is being taught
- Students treat teachers and staff with respect
- Our school encourages students to develop good character traits

Opportunities for Growth

- Students feel safe from verbal abuse, teasing and exclusion

Significant Decrease from Last Year

- Our school has an effective policy to deal with disruptive students

Administration

Opportunities for Growth

- Administration, faculty & staff communicate with each other effectively
- Roles & responsibilities of each administrator are clear to me
- Faculty & staff know which administrator to seek out to solve problems

Significant Decrease from Last Year

- Administrators respect & support teachers and staff
- The Administration follows through effectively in matters of student discipline
- The Administration works to support teacher & staff morale
- The Administration provides teachers & staff with opportunities to work together collaboratively

Overall Environment

Key Strengths

- Teachers & staff see their work contributing to the overall effectiveness of the school
- School is a safe place to be
- The school community has high expectations for all students

Opportunities for Growth

- School rules are communicated effectively
- Teachers & staff perceive that they can influence policies and/or procedures specific to the school

Significant Decrease from Last Year

- Teachers & staff are comfortable with the level of change occurring
- Teachers are provided with adequate opportunities for professional development
- Evaluation process – visits to classroom to observe instruction & informal feedback provided

Building and Technology

Key Strengths

- School building is clean and well-maintained
- Technology available is helpful in reinforcing teacher/staff jobs
- Teachers & staff feel skilled at using technology available to the school

Opportunities for Growth

- The physical space is sufficient for me to do my job effectively*
 - *slight dip in score from last year but still relatively strong score
- Instruction on technology

Key Strengths

- Parents actively support learning goals for their children
- Parents are effective partners in furthering education in the classroom
- Parents are appropriately engaged in their child's education

Opportunities for growth

- Parents respect teachers and staff*
 - *slight dip from last year but still relatively strong score

Key Strengths

- When a student has social-emotional issues, the school looks for positive ways for that student to be successful
- Teachers feel well-informed about instructional techniques related to teaching students with disabilities

Opportunities for Growth

- When a student has learning problems, the school quickly comes up with a plan to help*
 - *Note that this score did improve slightly from last year even though it is identified as an opportunity for growth

Five Focus Points for Improvement

1. Listen and dialogue
2. Commit to making meaningful improvement
3. Improve communication between all stakeholders
4. Clarify and define administrative roles & responsibilities
5. Adapt building structure to enhance overall climate

Survey Next Steps – Board & Administration



Administrative team will analyze data and prepare an action plan

Administrative team will present the plan/feedback to the Board at the May meeting

Board/Administration will address focus areas through professional development, discussions, and planning for 2019-2020 school year