



September 21, 2020

Dear Members of The Joseph Sears School Community,

The Board of Education and school administration issued the 2020 Annual School Climate Survey to families last May to monitor school climate and systematically collect parent feedback on a variety of topics. We recognize that the 2019-2020 school year is like no other, and many factors impacted these survey results in the spring of 2020. The survey was condensed due to a separate Remote Learning Survey going out during the same time frame. We had a 58% lower response rate for the Parent Survey, most likely due to factors brought on by the pandemic school building closure and because we were not able to offer a classroom incentive as in previous survey years. We still see value in examining the results – particularly those related to curriculum and teaching/instruction – and sharing where we hope to improve in the coming year. Results from the 2019-2020 survey will provide feedback to help the new superintendent and the administrative team develop ways to improve school culture and climate.

In analyzing the survey data, we grouped the multiple-choice questions into six measurable categories of school climate. We then grouped the questions according to their weighted average scores to better understand parent responses in each category. The table below summarizes the survey data according to weighted averages:

Survey Category	7.0 to 6.0 (Excellent)	5.9 to 5.0 (Good)	4.9 to 4.0 (Neutral)	3.9 to 0 (Needs Improvement)
Curriculum Teaching/Instruction		5		
Student Discipline/Engagement	1	5		
Administration			5	
School Climate		4	1	
General Satisfaction	4	5	1	
Overall Ratings		1		

We value everyone’s input to help us shape the District priorities, goals, and key initiatives. Even with last spring’s Remote Learning situation, our analysis showed parent attitudes on school climate issues in the survey remained mostly in the ‘Good’ categories. Questions related to school leadership, transparency, and engagement shifted more positively this year, but remain important areas of concentration for our new administrative team. When analyzing the ‘Administration’ category, there was more neutral satisfaction, some of which may reflect having many interim administrative staff while we were in the process of our administrative structure study and filling those positions permanently.

All that said, we are delighted that across all grade levels, 85% of parents rate Joseph Sears School excellent, very good, or good.

We paired the quantitative information from our comparison analysis with the qualitative feedback we received through the open-ended response questions. Through analyzing the

open- responses and the survey as a whole, we determined the following steps are necessary to address parent survey feedback for the 2020-2021 school year:

Ensure a ‘Student First’ philosophy permeates the school.

- Use the lens of what is best for students in every consideration.

Support Diversity, Equity, and Belonging (DEB) initiatives through classroom work and school culture efforts to ensure students, faculty, and staff feel safe to be and express themselves.

- Secure an equity audit for the school in 2020-21.
- Implement a One Book One School Initiative. The entire school reads one book (age-appropriate versions) and reviews. The book and the following discussion will focus on equity and inclusion.
- Incorporate diversity and belonging efforts into school policies.

Continue and improve efforts to hire, retain, and support qualified teaching staff.

- Provide leadership opportunities and committee structures for improved teacher involvement, along with meaningful professional development.
- Review onboarding processes and the mentoring program.

Reinforce and better communicate chain of command to ensure people know who to reach out to for issues.

- Update the website ‘Contact Us’ page with the current organizational chart and the policy on the chain of command.

Focus on social-emotional learning (SEL) instruction and infusing it in all aspects of the school curriculum to prepare students to thrive now and in the future.

- Prioritize SEL instruction in curriculum work in the first several weeks of the school year, including all-school SEL screenings (BESS) with students.
- Utilize the full-time Social-Emotional Learning Facilitator added in 2020-2021 to review processes and suggest process improvements.
- Create an SEL Curriculum Committee that meets bi-weekly to review processes.

Seek a deeper understanding of discipline issues and develop solutions with administrators, faculty, and parents.

- Review and communicate current discipline practices with staff and parents through a

- presentation.
- Consider specific programming such as peer mediators utilizing the "Four Cornerstones."
- Encourage professional development opportunities that focus on discipline strategies on an ongoing basis.

Utilize parent feedback on curricular areas of interest to the community and areas showing a year-to-year decline.

- Share parent survey data with teaching teams in order to identify trends and develop action steps for improvements.

The information we collected and the conclusions we drew from the survey have been shared with the Administration and will inform strategic planning for the 2020-2021 school year.

Sincerely,

Kenilworth School District No. 38 Board of Education



Methodology

- ❖ The school climate survey was issued to all Sears families. The survey opened on May 13, 2020, and closed on May 25, 2020.
- ❖ A total of 103 responses were collected from among 278 Sears Families in 2020. In 2019, 262 responses were collected from 275 families. In 2018, 235 responses were collected from among 286 total Sears families. The lower response rate in 2020 can skew the data, along with the COVID-19 school building closure and separate Remote Learning survey, this is a unique situation compared to prior years.
- ❖ The survey contained 28 multiple-choice questions and four open-ended questions. Families were asked to answer two specific multiple-choice questions according to the grade level of each child enrolled at Sears.
- ❖ Survey questions were evaluated on a 7-point Likert-type scale. Responses range on a scale from “Strongly Agree” to “Strongly Disagree.” Rating specific questions were also evaluated on a 7-point scale.
- ❖ Weighted average data was calculated by assigning a value of 7 to responses marked “Strongly Agree,” a value of 6 to responses marked “Agree” and so on. Responses marked “Strongly Disagree” received a value of 1. Similarly, for rating-specific questions, responses marked “Excellent” received a value of 7; “Very Good” received 6; “Good” received a 5; “Average” received a 4; “Poor” received a 3; “Very Poor” received a 2; “No Opinion” received a 1.
- ❖ We categorized the changes in response-weighted averages from 2019 to 2020 into five categories: material positive change (+0.50 or higher), positive change (+0.49 to +0.05), unchanged (+0.04 to -0.04), negative (-0.05 to -0.49) and material negative (-0.50 or lower).
- ❖ All survey responses were collected anonymously. Survey settings prevented multiple survey attempts from coming from the same IP address. Survey responses were not associated to any identifiable information.



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2019-2020 Annual Parent Survey Data Summary

Curriculum/Instruction/Teaching

1. Curriculum at The Joseph Sears School is preparing students for the challenges of the 21st century (e.g. analysis, global perspective, synthesis)

Question 1	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	6.02	30%	52%	13%	2%	2%	1%	>1%	
2018 (Parents)	5.89	27%	51%	14%	3%	2%	2%	>1%	
2019 (Parents)	5.91	27%	51%	14%	1%	5%	1%	0	
2020 (Parents)	5.50	18%	48%	19%	4%	7%	4%	>1%	
Change from 2019 to 2020	-0.41	-9%	-4%	+5%	+3%	+2%	+3%	>1%	

2. The Joseph Sears School emphasizes innovative learning methods.

Question 2	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.71	24%	47%	12%	12%	4%	1%	0%	
2018 (Parents)	5.48	15%	45%	26%	6%	5%	3%	1%	
2019 (Parents)	5.48	20%	43%	16%	10%	7%	3%	>1%	
2020 (Parents)	5.29	13%	47%	20%	7%	5%	7%	2%	
Change from 2019 to 2020	-0.19	-7%	+4%	+4%	-3%	-2%	+4%	+1%	

3. The best teachers and staff are retained at the school.

Question 3	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.61	27%	37%	21%	9%	3%	2%	2%	
2018 (Parents)	4.67	12%	31%	21%	9%	11%	6%	10%	
2019 (Parents)	5.29	21%	39%	14%	9%	9%	5%	3%	
2020 (Parents)	5.27	17%	33%	32%	5%	8%	5%	>1%	
Change from 2019 to 2020	+0.02	-4%	-7%	-7%	-4%	-1%	0	-2%	

4. The quality of teaching at The Joseph Sears School is high.

Question 4	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	6.36	50%	41%	7%	>1%	1%	>1%	0%	
2018 (Parents)	6.26	46%	41%	11%	>1%	1%	1%	0%	
2019 (Parents)	6.24	47%	37%	13%	>1%	2%	>1%	0%	
2020 (Parents)	5.95	33%	45%	14%	4%	3%	2%	0%	
Change from 2019 to 2020	-0.29	-14%	+8%	+1%	+3%	+1%	+1%	0%	

5. The increased focus on Social Emotional Learning (SEL) in the curriculum (e.g. Mindful Mornings, Mindful Minutes, Movement Minutes and more) was beneficial for my child. (New Question 2020)

Question 5	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2020 New Question	5.19	24%	27%	19%	16%	4%	6%	4%	

Student Behavior & Student Engagement

6. Students are encouraged to try out their own ideas at The Joseph Sears School.

Question 6	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.64	19%	49%	15%	11%	3%	2%	0%	
2018 (Parents)	5.55	19%	44%	22%	7%	5%	1%	2%	
2019 (Parents)	5.54	20%	44%	19%	8%	5%	2%	2%	
2020 (Parents)	5.62	17%	45%	29%	4%	3%	0	2%	
Change from 2019-2020	+0.08	-3%	+1%	+10%	-4%	-2%	-2%	0	

7. Teachers and staff at The Joseph Sears School respect parents. (New Question 2020)

Question 7	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2020 New Question	6.1	41%	42%	9%	1%	4%	1%	1%	

8. Students at The Joseph Sears School respect each other's differences (e.g. gender, culture)

Question 8	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.60	21%	49%	15%	8%	4%	4%	>1%	
2018 (Parents)	5.51	17%	45%	23%	8%	3%	3%	2%	
2019 (Parents)	5.47	22%	45%	13%	7%	7%	3%	3%	
2020 (Parents)	5.15	16%	43%	16%	7%	7%	8%	4%	
Change from 2019 to 2020	-0.32	-6%	-2%	+3%	0	0	+5%	+1%	

9. Students feel safe from verbal abuse, teasing and exclusion.

Question 9	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.25	13%	46%	20%	7%	7%	5%	2%	
2018 (Parents)	5.16	14%	40%	25%	4%	8%	6%	4%	
2019 (Parents)	5.13	18%	33%	23%	7%	9%	6%	3%	
2020 (Parents)	5.25	17%	43%	20%	6%	4%	6%	5%	
Change from 2019 to 2020	+0.12	-1%	+10%	-3%	-1%	-5%	0	+2%	

10. Students at The Joseph Sears School practice the Four Cornerstone behaviors of Responsibility, Kindness, Honesty and Respect.

Question 10	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.77	25%	45%	21%	3%	3%	3%	>1%	
2018 (Parents)	5.64	23%	49%	15%	3%	6%	3%	2%	
2019 (Parents)	5.63	26%	42%	18%	3%	7%	2%	2%	
2020 (Parents)	5.44	17%	50%	18%	3%	6%	3%	4%	
Change from 2019 to 2020	-1.19	-9%	+8%	0%	0%	-1%	+1%	+2%	

11. Students at The Joseph Sears School care about learning.

Question 11	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	6.06	31%	53%	8%	6%	1%	>1%	0%	
2018 (Parents)	6.09	29%	58%	9%	3%	1%	>1%	0%	
2019 (Parents)	6.09	30%	55%	12%	2%	>1%	>1%	>1%	
2020 (Parents)	5.98	25%	56%	12%	6%	0%	1%	0%	
Change from 2019 to 2020	-.11	-5%	+1%	0%	+4%	->1%	+>1%	->1%	

Administration

12. The roles and responsibilities of each member of the administration are clear to me.

Question 12	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.26	14%	38%	27%	9%	7%	3%	2%	
2018 (Parents)	4.11	6%	21%	23%	9%	20%	11%	10%	
2019 (Parents)	4.61	11%	24%	29%	5%	18%	8%	6%	
2020 (Parents)	4.31	6%	23%	30%	5%	17%	12%	8%	
Change from 2019 to 2020	-.30	-5%	-1%	+1%	0%	-1%	+4%	+2%	

13. I am satisfied with the level of transparency by the Administration on key issues.

Question 13	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.32	15%	45%	18%	10%	4%	3%	4%	
2018 (Parents)	3.73	4%	20%	23%	6%	15%	14%	20%	
2019 (Parents)	4.59	10%	31%	24%	8%	10%	7%	10%	
2020 (Parents)	4.73	11%	24%	35%	4%	13%	11%	3%	
Change from 2019 to 2020	+1.14	+1%	-7%	+11%	-4%	+3%	+4%	-7%	

14. I know which administrator to seek out from the Administrative Team to solve problems.

Question 14	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.34	18%	35%	28%	6%	6%	4%	2%	
2018 (Parents)	4.74	9%	32%	26%	9%	9%	10%	5%	
2019 (Parents)	4.86	12%	34%	24%	6%	12%	10%	3%	
2020 (Parents)	4.26	9%	25%	21%	4%	18%	14%	9%	
Change from 2019 to 2020	-0.60	-3%	-9%	-3%	-2%	+6%	+4%	+6%	

15. The Administration follows through effectively in matters of student discipline.

Question 15	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.38	16%	43%	18%	14%	6%	2%	>1%	
2018 (Parents)	5.17	12%	43%	16%	16%	8%	3%	3%	
2019 (Parents)	5.08	15%	37%	14%	18%	8%	5%	3%	
2020 (Parents)	4.83	13%	33%	17%	21%	4%	10%	4%	
Change from 2019 to 2020	-0.25	-2%	-4%	+3%	+3%	-4%	+5%	+1%	

16. The administrative structure introduced this year is beneficial to school operations.
(New Question 2020)

Question 16	Weighted Average	Excellent	Very Good	Good	Average	Poor	Very Poor	No Opinion	N/A
New Question 2020	4.44	12	25	25	11	8	3	17	

School Climate

17. The teachers have high expectations for all students at The Joseph Sears School.
(New Question 2020)

Question 17	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
New Question 2020	5.82	26%	47%	20%	1%	2%	3%	1%	

18. The Joseph Sears School is a safe place to be.

Question 18	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	6.32	46%	47%	3%	5%	2%	>1%	0%	
2018 (Parents)	6.06	34%	52%	9%	2%	1%	2%	1%	
2019 (Parents)	6.16	40%	44%	11%	2%	>1%	1%	1%	
2020 (Parents)	5.97	35%	47%	8%	3%	4%	3%	0%	
Change from 2018 to 2019	-0.19	-5%	+3%	-3%	+1%	+3%	+2%	-1%	

19. The school rules are effectively communicated.

Question 19	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.91	24%	57%	11%	2%	3%	2%	>1%	
2018 (Parents)	5.85	27%	54%	9%	3%	3%	2%	2%	
2019 (Parents)	5.90	26%	52%	14%	5%	3%	>1%	>1%	
2020 (Parents)	5.92	25%	55%	14%	1%	2%	3%	0	
Change from 2019 to 2020	+0.02	-1%	+3%	0%	-4%	-1%	+2%	->1%	

20. The school rules are fair.

Question 20	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.81	24%	51%	13%	7%	3%	1%	>1%	
2018 (Parents)	5.63	22%	51%	12%	7%	3%	2%	3%	
2019 (Parents)	5.84	23%	58%	6%	7%	3%	2%	1%	
2020 (Parents)	5.76	17%	61%	11%	7%	4%	0	1%	
Change from 2019 to 2020	+0.05	-9%	+9%	-3%	+2%	+1%	->1%	+>1%	

21. The Joseph Sears School has an effective policy to deal with disruptive students.

Question 21	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	4.88	8%	32%	23%	24%	8%	5%	1%	
2018 (Parents)	4.61	6%	31%	16%	29%	9%	5%	5%	
2019 (Parents)	4.66	10%	28%	16%	25%	10%	6%	5%	
2020 (Parents)	4.44	6%	27%	17%	25%	11%	10%	5%	
Change from 2018 to 2019	-.22	-4%	-1%	+1%	0%	+1%	+4%	0%	

General Satisfaction

22. I am satisfied with the quality of instruction my child has received this year.

Question 22	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (JK-2 Parents)	6.46	59%	33%	6%	1%	1%	0%	1%	
2018 (JK-2 Parents)	6.28	51%	37%	7%	1%	1%	1%	2%	
2019 (JK-2 Parents)	6.46	57%	35%	5%	1%	4%	>1%	0%	
2020 (JK-2 Parents)	6.45	51%	38%	5%	1%	5%	0%	0%	
Change from 2019 to 2020	-.01	-6%	+3%	0%	0%	+1%	->1%	0%	
2017 (3-5 Parents)	6.21	43%	45%	9%	1%	2%	0%	1%	
2018 (3-5 Parents)	6.03	42%	40%	12%	1%	2%	1%	3%	
2019 (3-5 Parents)	6.14	41%	38%	14%	2%	4%	1%	0%	
2020 (3-5 Parents)	6.25	48%	42%	4%	1%	2%	2%	1%	
Change from 2019 to 2020	+0.11	+7%	+4%	-10%	-1%	-2%	+1%	+1%	
2017 (6-8 Parents)	5.89	26%	51%	15%	2%	3%	2%	0%	
2018 (6-8 Parents)	5.93	28%	52%	14%	0%	4%	1%	1%	
2019 (6-8 Parents)	6.1	29%	53%	13%	2%	3%	0%	0%	
2020 (6-8 Parents)	6.0	26%	57%	7%	2%	5%	3%	0%	
Change from 2019 to 2020	-.1	-3%	+4%	-6%	0%	+2%	+3%	0%	

23. I am satisfied with the integration of technology into my child's classroom and assignments.

Question 23	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (JK-2 Parents)	5.93	29%	49%	9%	11%	1%	0%	0%	
2018 (JK-2 Parents)	5.69	29%	41%	14%	9%	2%	3%	2%	
2019 (JK-2 Parents)	6.03	34%	45%	5%	9%	3%	2%	2%	
2020 (JK-2 Parents)	6.05	37%	46%	9%	0%	6%	1%	1%	
Change from 2018 to 2019	+0.2	+3%	+1%	+4%	-9%	+3%	-1%	-1%	
2017 (3-5 Parents)	5.91	22%	57%	11%	7%	1%	1%	0%	
2018 (3-5 Parents)	5.75	27%	45%	18%	4%	3%	3%	1%	
2019 (3-5 Parents)	6.10	24%	51%	15%	5%	3%	2%	0%	
2020 (3-5 Parents)	5.95	30%	50%	13%	2%	1%	3%	1%	
Change from 2019 to 2020	-1.5	+6%	-1%	-2%	-3%	-2%	+1%	+1%	
2017 (6-8 Parents)	5.72	22%	56%	7%	9%	3%	1%	2%	
2018 (6-8 Parents)	5.61	21%	54%	10%	3%	7%	0%	4%	
2019 (6-8 Parents)	5.83	25%	48%	13%	6%	4%	4%	0%	
2020 (6-8 Parents)	5.88	22%	59%	5%	2%	5%	5%	2%	
Change from 2019 to 2020	+0.05	-3%	+11%	-8%	-4%	+1%	+1%	+2%	

24. I am satisfied with athletic programs and offerings at The Joseph Sears School.

Question 24	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.41	18%	38%	21%	16%	4%	2%	>1%	
2018 (Parents)	5.44	17%	42%	19%	14%	5%	3%	0%	
2019 (Parents)	5.20	15%	37%	21%	14%	8%	5%	>1%	
2020 (Parents)	5.03	11%	38%	18%	18%	7%	7%	1	
Change from 2019 to 2020	-1.17	-4%	+1%	-3%	+4%	-1%	+2%	+1%	

25. I am satisfied with extracurricular programs and offerings at The Joseph Sears School.

Question 25	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.46	19%	43%	15%	13%	6%	2%	>1%	
2018 (Parents)	5.48	14%	46%	24%	7%	5%	3%	>1%	
2019 (Parents)	5.42	19%	38%	20%	12%	7%	2%	>1%	
2020 (Parents)	5.33	16%	46%	17%	7%	9%	4%	2	
Change from 2019 to 2020	-0.09	-3%	+8%	-3%	-5%	+2%	+2%	+2%	

26. I am satisfied with the academic and behavioral supports offered through the District's Student Services Department.

Question 26	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.68	26%	47%	9%	14%	2%	2%	1%	
2018 (Parents)	5.31	20%	40%	13%	15%	7%	4%	2%	
2019 (Parents)	5.66	24%	45%	14%	10%	6%	1%	1%	
2020 (Parents)	5.46	26%	39%	13%	11%	3%	6%	3%	
Change from 2019 to 2020	-0.20	+2%	-6%	-1%	+2%	-3%	+5%	+2%	

27. I am satisfied with the level of transparency by the Board of Education on key issues.

Question 27	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017 (Parents)	5.37	16%	49%	13%	11%	4%	2%	4%	
2018 (Parents)	3.11	4%	10%	14%	9%	17%	16%	29%	
2019 (Parents)	4.21	10%	22%	19%	11%	13%	13%	11%	
2020 (Parents)	4.96	17%	33%	19%	5%	14%	7%	5%	
Change from 2019 to 2020	+0.75	+7%	+11%	0%	-6%	+1%	-6%	-6%	

Ratings

28. How would you rate The Joseph Sears School overall?

Question 28	Weighted Average	Excellent	Very Good	Good	Average	Poor	Very Poor	No Opinion	NA
2017 (Parents)	6.32	51%	36%	9%	4%	0%	>1%	0%	
2018 (Parents)	5.93	31%	43%	19%	4%	2%	1%	0%	
2019 (Parents)	6.05	39%	39%	15%	6%	1%	>1%	>1%	
2020 (Parents)	5.67	25%	39%	21%	9%	4%	2%	0	
Change from 2018 to 2019	-0.38	-14%	0%	+6%	+3%	+3%	+<1%	->1%	

29. Please list or describe any topics you would like to see covered in future Second Cup of Coffee sessions.

- Administrator introductions and Q & A
- Diversity and inclusion
- Social-emotional health topics
- Strategies to Support students with IEPs and 504s
- Navigating the digital world
- Managing stress and anxiety
- Grade level Remote Learning preparation

30. What do you think is especially good about The Joseph Sears School?

- Teachers and staff
- Community atmosphere
- Small class sizes
- Curriculum/Liberal Arts focus
- Resources of the District
- Traditions
- Parent participation

31. What would you like to see changed or improved?

- Administrative stability
- More STEM incorporated into curriculum
- Improved social-emotional learning
- Ensure qualified, experienced teachers
- Clearer definition of administrative roles and responsibilities
- Focus on diversity and inclusion/bullying

32. Do you have any additional feedback that you would like to share?

- Focus on students first
- Structure/define roles & responsibilities
- Encouraged by new leadership
- Expectations on students/curriculum
- Bullying/diversity
- Equal opportunities for girls

2020 Parent Survey Results

Kenilworth Board of Education

9-21-20



JOSEPH SEARS

EST. 1899

RESPONSIBILITY KINDNESS HONESTY RESPECT

Parent Survey Background

Survey was issued during May, 2020. School building was closed and Remote Learning was in session due to the pandemic and likely skewed some of the data.

58% lower response rate than previous year, no ability for in-school classroom incentive.

28 multiple-choice questions and four open-ended questions. Two multiple choice questions were grade specific for each child enrolled. This year's survey asked fewer questions due to Remote Learning survey going out immediately following this survey.

Year	Responses	Total # Sears Families
2020	103	278
2019	262	275
2018	235	286

Survey Elements

The survey was condensed due to a separate Remote Learning Survey going out during the same time frame. Multiple-choice questions were grouped into six measurable categories of school climate:

- **Curriculum/Instruction/Teaching**
- **Student Behavior and Engagement**
- **Administration**
- **School Climate**
- **General Satisfaction**
- **Overall Ratings**

Survey responses were collected anonymously. Survey settings prevented multiple survey attempts from coming from the same IP address. Survey responses were not associated to any identifiable information.

6 Measurable Categories of School Climate

Questions were grouped according to their weighted average scores, in order to better understand parent satisfaction or concerns in each category.

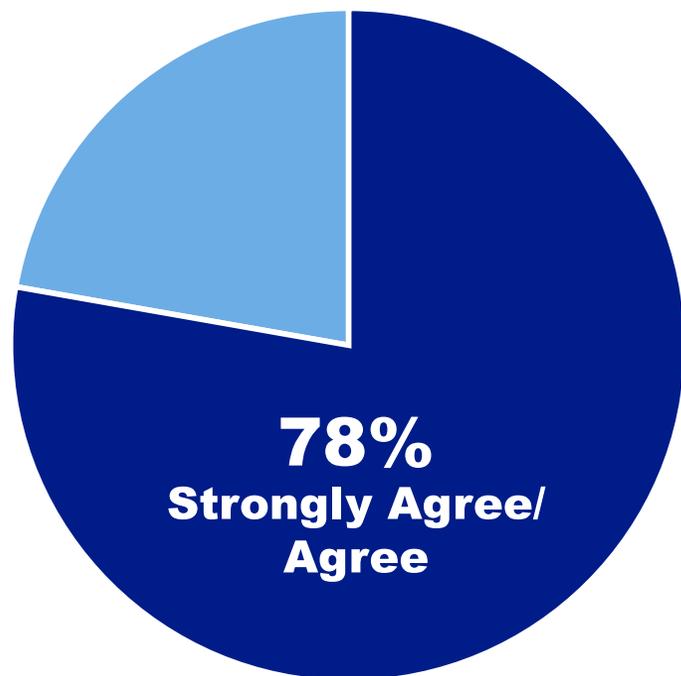
	Excellent 7.0-6.0	Good 5.9-5.0	Neutral 4.9-4.0	Needs Improvement 3.9 to 0
Curriculum/Instruction/ Teaching		5		
Student Behavior & Engagement	1	5		
Administration			5	
School Climate		4	1	
General Satisfaction	4	5	1	
Overall Ratings		1		

RESPONSIBILITY KINDNESS HONESTY RESPECT

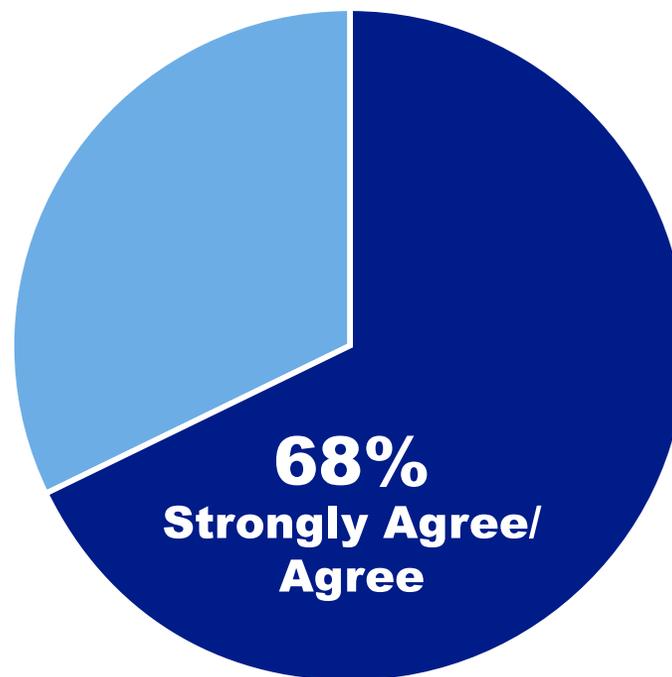


Curriculum/Instruction/Teaching

78% of respondents strongly agree or agree that the quality of teaching is high.



68% of respondents strongly agree or agree that the school is preparing kids for the 21st Century.



While these ratings are strong, there has been a decline in satisfaction in comparing year-to-year responses since 2017.

Social-Emotional Learning instruction *(new question and initiative)*

- While respondents appreciated the efforts made in this area, it is clear from the ranking and comments offered that parents expect social-emotional learning to be more integrated into the curriculum for all subjects.

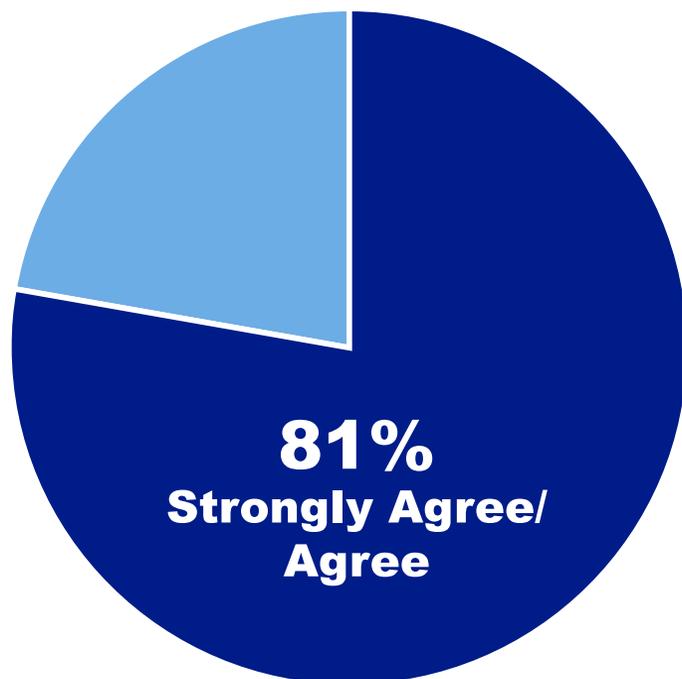
Retaining the best teachers and staff

- This is an area where scores are strong, but parent comments suggest they expect more stability among faculty and administration.

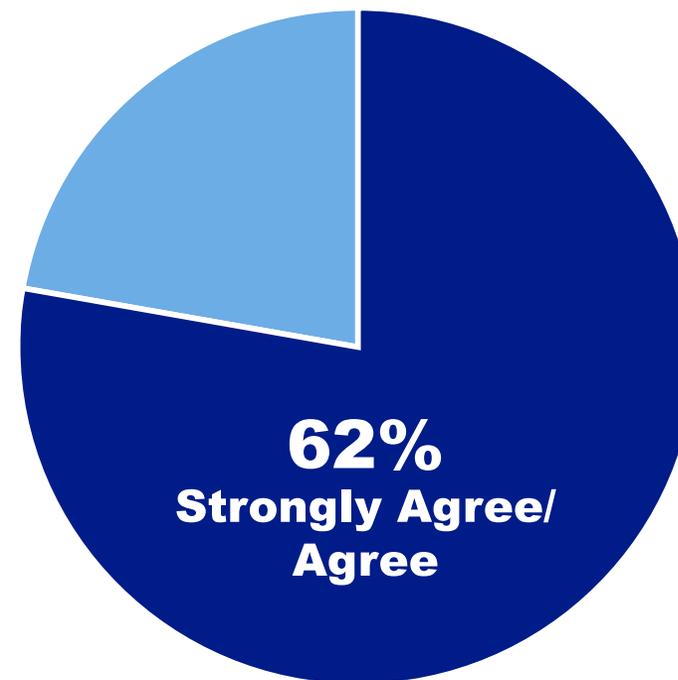


Student Behavior & Engagement

81% of respondents strongly agree or agree that students care about learning.



62% of respondents strongly agree or agree students are encouraged to utilize their own ideas.



Student Behavior & Engagement

Students respect each other's differences and feel safe from verbal abuse, teasing and exclusion

- 59% percent of respondents strongly agree or agree that students respect each others' differences. There is an 8% decrease in parents strongly agreeing to this statement in 2019, and a 5% increase of disagreeing with the statement.

Students feel safe from verbal abuse, teasing and exclusion

- There was a noticeable 10% increase in respondents agreeing with this statement from 2019. Although on a positive trend, open-ended comments suggest this topic should continue to be an area of extra efforts from the new administration.

Administration

Although there is a new administrative team in 2020-2021, insights from the survey on administrative leadership will be beneficial to the new team.



62% of respondents feel Excellent / Very Good / Good in regards to the new administrative structure.

Additionally, respondents would like to see clarification of roles and responsibilities.

Administration follows through effectively on matters of student discipline.

- There has been a consistent decline in parent satisfaction year-to-year since 2017 in regards to student discipline practices. This will be another area of priority for the new administrative team.

I am satisfied with the level of transparency by the Administration on key issues.

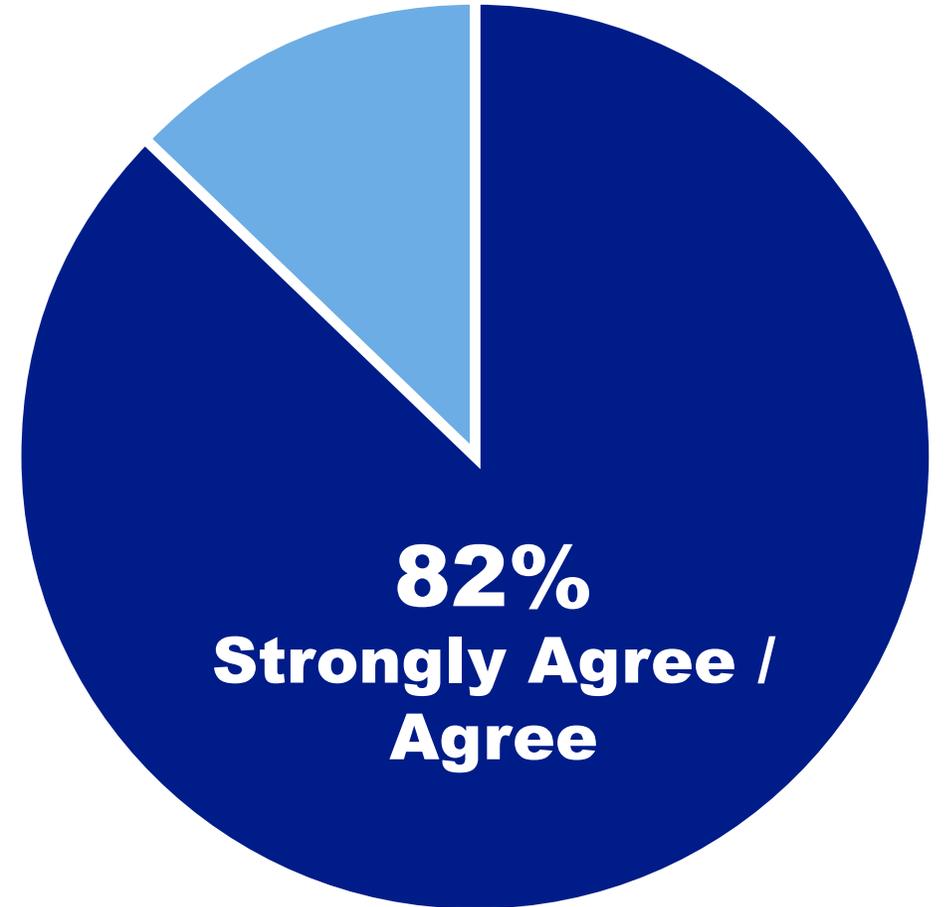
- Although we have seen an improvement since last year, respondents would like to continue to see more transparency from administration.



School Climate

82% of parents strongly agree or agree that The Joseph Sears School is a safe place to be.

Although this is a high-scoring question, this will be another area of priority for the new administrative team as there has been a decline in parent satisfaction year-to-year since 2017.



School Climate

School rules are communicated effectively.

80% of respondents agree or strongly agree.

The school rules are fair.

78% of respondents strongly agree or agree with this statement, down 3% from 2019.

The school has an effective policy to deal with disruptive students.

This continues to be an area where the school needs improvement, scoring the lowest in this category with only 33% of parent respondents agreeing or strongly agreeing with this statement.

Overall Satisfaction

85% of parent respondents rate The Joseph Sears School as:

- Excellent
- Very Good
- Good



Additional Feedback

Open-ended responses touched on many areas of school culture. Key themes related to this question included:

- Focus on students first
- Structure/define roles & responsibilities
- Encouraged by new leadership
- Expectations on students/curriculum
- Bullying/diversity
- Equal opportunities for girls

General Satisfaction

Especially Good at Sears	Would Like to See Changed / Improved
<ul style="list-style-type: none">✓ Teachers and Staff✓ Community atmosphere<ul style="list-style-type: none">✓ Class sizes✓ Curriculum/Liberal Arts Focus✓ Resources of the District<ul style="list-style-type: none">✓ Traditions✓ Parent participation	<ul style="list-style-type: none">✓ Administrative stability✓ More STEM incorporated into curriculum<ul style="list-style-type: none">✓ Improved social-emotional learning✓ Ensure qualified, experienced teachers✓ Clearer definition of administrative roles and responsibilities✓ Focus on diversity and inclusion/bullying

Key Takeaways and Next Steps

AREAS OF FOCUS

- Ensure a ‘Student First’ philosophy permeates the school.
- Support Diversity, Equity, and Belonging (DEB) initiatives through classroom work and school culture efforts to ensure students, faculty and staff feel safe to be and express themselves.

NEXT STEPS

- Use the lens of what is best for students in every consideration.
- Secure an equity audit for the school in 2020-21.
- Implement a One Book One School Initiative. The entire school reads one book (age-appropriate versions) and reviews. The book and the following discussion will focus on equity and inclusion.
- Incorporate diversity and belonging efforts into school policies.

Key Takeaways and Next Steps

AREAS OF FOCUS

- Continue and improve efforts to hire, retain, and support qualified teaching staff.
- Reinforce and better communicate the chain of command to ensure people know who to reach out to for issues.

NEXT STEPS

- Provide leadership opportunities and committee structures for improved teacher involvement, along with meaningful professional development.
- Review onboarding processes and the mentoring program.
- Update the website 'Contact Us' page with the current organizational chart and the policy on the chain of command.

Key Takeaways and Next Steps

AREAS OF FOCUS

- Focus on social-emotional learning (SEL) instruction and infusing it in all aspects of the school curriculum to prepare students to thrive now and in the future.

NEXT STEPS

- Prioritize SEL instruction in curriculum work in the first several weeks of the school year, including all-school SEL screenings (BESS) with students.
- Utilize the full-time Social-Emotional Learning Facilitator added in 2020-2021 to review processes and suggest process improvements.
- Create an SEL Curriculum Committee that meets bi-weekly to review processes.



Key Takeaways and Next Steps

AREAS OF FOCUS

- Seek a deeper understanding of discipline issues and develop solutions with administrators, faculty, and parents.
- Utilize parent feedback on curricular areas of interest to the community and areas showing a year-to-year decline.

NEXT STEPS

- Review and communicate current discipline practices with staff and parents through a presentation.
- Consider specific programming such as peer mediators utilizing the "Four Cornerstones."
- Encourage professional development opportunities that focus on discipline strategies on an ongoing basis.
- Share parent survey data with teaching teams in order to identify trends and develop action steps for improvements.

Second Cup of Coffee Feedback

Topic Interest:

- Administrator introductions and Q & A
- Diversity and inclusion
- Social-emotional health topics
- Strategies to Support students with IEPs and 504s
- Navigating the digital world
- Managing stress and anxiety
- Grade level Remote Learning preparation



THANK YOU FOR YOUR TIME AND FEEDBACK



RESPONSIBILITY KINDNESS HONESTY RESPECT