



April 3, 2017

Dear Members of The Joseph Sears School Community,

The 2017 School Climate Survey was issued to faculty in January as a means of monitoring school climate and systematically collecting faculty/staff feedback on a variety of topics.

The questions and methodology used in gathering data from the 2017 survey mirror those used in 2016. Additionally, the faculty response rates from 2016 are similar to those from 2017. We collected 66 responses from among 87 faculty and staff members this year. In 2016, we collected 65 responses from 88 total faculty and staff members. These factors allowed us to perform a statistically-valid quantitative comparison analysis of the data.

We assigned each multiple choice survey question a weighted value along a 7-point Likert scale with responses marked as “Strongly Agree” receiving a value of 7 and “Strongly Disagree” receiving a value of 1. We assigned each question a weighted average score based on the collected responses then we compared the weighted average change in each question from 2016 to 2017.

We categorized the changes in response weighted averages from 2016 to 2017 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). We grouped the questions by topic then analyzed how those questions changed based on the categories. The table below summarizes changes in response from 2016 to 2017:

	Material Positive	Positive	Unchanged	Negative	Material Negative
Teaching/Instruction		6	6	8	
Student Engagement		2		3	2
Administration	2	6		2	
School Climate	4	8	5	2	
Building and Technology		1	1	2	
Parents			2	2	

Overall, the survey data showed positive growth in faculty attitudes toward questions relating to school climate and the administration with declines in questions related to student engagement and parent interaction. A summary analysis of the questions is attached to this letter. The board has passed this information to the administration and an action plan will be developed with faculty input in accordance with the data.

Sincerely,
Kenilworth School District No. 38 Board of Education

Curriculum/Instruction/Teaching

1. Teachers, staff and administrators work together to advance student learning.

Question 1	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.78	25%	54%	11%	3%	5%	0%	3%	
2017	5.91	33%	42%	15%	2%	6%	2%	0%	
Change	0.13	+8%	-12%	+4%	-1%	+1%	+2%	-3%	

2. The quality of teaching at my school is high.

Question 2	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.75	78%	18%	3%	0%	0%	0%	0%	
2017	6.69	73%	24%	4%	0%	0%	0%	0%	
Change	-0.06	-5%	+6%	+1%	0	0	0	0	

3. Students are encouraged to try out their own ideas at my school.

Question 3	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.92	23%	49%	25%	3%	0%	0%	0%	
2017	5.36	16%	42%	20%	9%	9%	4%	0%	
Change	-0.56	-7%	-7%	-5%	+6%	+9%	+4%	0	

4. My school's curriculum is preparing students for the challenges of the 21st century (e.g. analysis, global perspective, synthesis).

Question 4	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.88	26%	51%	15%	0%	8%	0%	0%	
2017	5.71	29%	45%	11%	2%	9%	2%	2%	
Change	-0.17	+3%	-6%	-4%	+2%	+1%	+2%	+2%	

5. My school emphasizes innovative learning methods.

Question 5	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.65	17%	55%	15%	3%	8%	0%	2%	
2017	5.47	22%	45%	13%	7%	5%	5%	2%	
Change	-0.18	+5%	-10%	-2%	+4%	-3%	+5%	0	

6. This school's curriculum is varied enough to meet the needs and interests of all of our students.

Question 6	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
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	Average	Agree		Agree	Disagree or Agree	Disagree		Disagree	
2016	5.43	11%	51%	25%	2%	9%	3%	0%	
2017	5.62	29%	35%	22%	2%	6%	0%	2%	
Change	0.19	+18%	-16%	-3%	0	-3%	-3%	+2%	
7. Students' homework assignments reinforce what they learn in the classroom.									
Question 7	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.83	20%	65%	2%	9%	3%	0%	2%	
2017	5.78	25%	51%	7%	13%	2%	0%	2%	
Change	-0.05	+5%	-14%	+5%	+4%	-1%	0	0	
8. There is sufficient time to provide students with individual attention when needed.									
Question 8	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.45	6%	26%	28%	5%	18%	15%	2%	
2017	4.56	7%	29%	31%	2%	13%	13%	5%	
Change	0.11	+1%	+3%	+3%	-3%	-5%	-2%	+3%	
9. The instructional resources available in my classroom contribute to my effectiveness as a teacher									
Question 9	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.92	30%	42%	14%	6%	2%	2%	0%	
2017	6.16	47%	36%	7%	4%	5%	0%	0%	
Change	0.24	+17%	-6%	-7%	-2%	+3%	-2%	0	
10. Student assessments and data measures inform teaching in my classroom.									
Question 10	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.89	28%	38%	20%	9%	0%	0%	0%	5%
2017	5.91	36%	33%	20%	9%	0%	2%	0%	
Change	0.02	+8%	-5%	0	0	0	+2%	0	
11. When students in my class struggle, I have the expertise to use alternate teaching strategies to assist them.									
Question 11	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.34	45%	39%	9%	2%	0%	0%	0%	5%
2017	6.35	53%	33%	13%	0%	2%	0%	0%	
Change	0.01	+8%	-6%	+4%	-2%	+2%	0	0	
12. The instructional advice I have received has helped me become a better teacher.									

Question 12	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.16	17%	38%	13%	14%	6%	2%	6%	5%
2017	5.33	22%	42%	15%	4%	9%	5%	4%	
Change	0.17	+5%	+4%	+2%	-10%	+3%	+3%	-2%	
13. Teachers at my school work to improve instruction.									
Question 13	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.74	72%	25%	0%	0%	0%	0%	0%	3%
2017	6.53	60%	35%	4%	2%	0%	0%	0%	
Change	-0.21	-12%	+10%	+4%	+2%	0	0	0	
14. I am able to apply the skills I learn through professional development opportunities to the work I do in the classroom.									
Question 14	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.82	30%	41%	14%	9%	0%	2%	2%	3%
2017	5.78	29%	45%	13%	5%	4%	2%	2%	
Change	-0.04	-1%	+4%	-1%	-4%	+4%	0	0	
15. I know how to deliver instruction so that all of my students can learn.									
Question 15	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.51	58%	30%	6%	2%	0%	0%	0%	5%
2017	6.45	49%	47%	4%	0%	0%	0%	0%	
Change	-0.06	-9%	+17%	-2%	-2%	0	0	0	
16. There is sufficient instructional time to gauge student understanding by asking questions throughout the lesson.									
Question 16	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.05	17%	25%	30%	3%	13%	5%	3%	5%
2017	5.49	7%	29%	31%	2%	13%	13%	5%	
Change	0.44	-10%	+4%	+1%	-1%	0	+8%	+2%	
17. I support innovation in terms of trying new curriculum and seeking out new curricular options.									
Question 17	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.44	47%	44%	5%	0%	0%	0%	0%	
2017	6.45	49%	47%	4%	0%	0%	0%	0%	
Change	0.01	+2%	-3%	-1%	0	0	0	0	

18. My school's curriculum promotes the development of students' critical thinking skills.									
Question 18	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.98	25%	58%	8%	0%	2%	2%	2%	5%
2017	5.87	27%	53%	11%	2%	4%	4%	0%	
Change	-0.11	+2%	-5%	+3%	+2%	+2%	+2%	-2%	
19. I am open to trying new curriculum and incorporating new teaching methods.									
Question 19	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.66	69%	22%	3%	2%	0%	0%	0%	5%
2017	6.60	64%	33%	4%	0%	0%	0%	0%	
Change	-0.06	-5%	+11%	+1%	-2%	0	0	0	
20. I develop and refine teaching techniques for my classroom.									
Question 20	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.66	69%	23%	0%	3%	0%	0%	0%	5%
2017	6.64	67%	29%	4%	0%	0%	0%	0%	
Change	-0.02	-2%	+6%	+4%	-3%	0	0	0	
21. My school's curriculum is sufficiently challenging for all students.									
Question 21	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.07	33%	48%	8%	2%	3%	2%	0%	5%
2017	6.07	44%	36%	11%	2%	7%	0%	0%	
Change	0.00	+11%	-12%	+3%	0	+4%	-2%	0	

Student Discipline and Engagement

22. Students feel safe from verbal abuse, teasing, and exclusion.									
Question 22	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.72	14%	60%	15%	6%	5%	0%	0%	
2017	5.22	11%	45%	18%	9%	13%	4%	0%	
Change	-0.50	-3%	-15%	+3%	+3%	+8%	+4%	0	
23. Students at my school treat teachers and staff with respect.									

Question 23	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.82	18%	54%	22%	3%	3%	0%	0%	
2017	5.65	14%	56%	21%	2%	6%	2%	0%	
Change	-0.17	-4%	+2%	-1%	-1%	+3%	+2%	0	
24. My school has an effective policy to deal with disruptive students.									
Question 24	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.26	3%	26%	26%	11%	14%	12%	8%	
2017	4.67	4%	44%	16%	9%	15%	5%	7%	
Change	0.41	+1%	+18%	-10%	-2%	+1%	-7%	-1%	
25. Students at my school care about learning.									
Question 25	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.00	20%	63%	15%	0%	2%	0%	0%	
2017	6.11	29%	53%	18%	0%	0%	0%	0%	
Change	0.11	+9%	-10%	+3%	0	-2%	0	0	
26. Students in my school respect each other's differences. (e.g. gender, culture)									
Question 26	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.58	14%	46%	29%	6%	5%	0%	0%	
2017	5.16	11%	36%	31%	7%	9%	5%	0%	
Change	-0.42	-3%	-10%	+2%	+1%	+4%	+5%	0	
27. My school encourages students to develop good character traits.									
Question 27	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.11	29%	55%	14%	0%	2%	0%	0%	
2017	6.04	35%	45%	13%	5%	0%	2%	0%	
Change	-0.07	+6%	-10%	-1%	+5%	-2%	+2%	0	
28. The teachers at my school believe in the students' ability to learn what is being taught.									
Question 28	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.54	55%	43%	2%	0%	0%	0%	0%	
2017	6.40	45%	51%	2%	2%	0%	0%	0%	
Change	-0.14	-10%	+8%	0	+2%	0	0	0	

Administration

29. The Administration is knowledgeable about instructional best practices.

Question 29	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.15	22%	35%	20%	5%	5%	6%	8%	
2017	5.05	20%	36%	13%	5%	15%	7%	4%	
Change	-0.10	-2%	+1%	-7%	0	+10%	+1%	-4%	

30. The Administrators respect and support the teachers and staff at my school.

Question 30	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.68	11%	38%	20%	2%	11%	5%	14%	
2017	5.24	23%	36%	17%	2%	15%	5%	3%	
Change	0.56	+12%	-2%	-3%	0	-4%	0	-11%	

31. The Administration effectively communicates the vision and goals for the school.

Question 31	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.35	9%	26%	28%	3%	11%	8%	15%	
2017	4.59	8%	35%	21%	6%	14%	9%	8%	
Change	0.24	-1%	+9%	-7%	+3%	+3%	+1%	-7%	

32. The Administration, teachers and staff communicate with each other effectively.

Question 32	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.23	3%	26%	32%	3%	12%	11%	12%	
2017	4.48	8%	27%	27%	5%	18%	8%	8%	
Change	0.25	+5%	+1%	-5%	+2%	+6%	-3%	-4%	

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

Question 33	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.95	12%	38%	18%	14%	6%	2%	9%	
2017	4.80	11%	29%	31%	9%	5%	7%	7%	
Change	-0.15	-1%	-9%	+13%	-5%	-1%	+5%	-2%	

34. The Administration works to support teacher and staff morale.

Question 34	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
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					or Agree				
2016	4.68	15%	32%	22%	2%	8%	8%	14%	
2017	5.26	29%	32%	15%	5%	6%	8%	6%	
Change	0.58	+14%	0	-7%	+3%	-2%	0	-8%	
35. The Administration at this school provides teachers and staff with opportunities to work together collaboratively.									
Question 35	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.29	12%	43%	28%	8%	3%	0%	6%	
2017	5.61	29%	29%	29%	3%	9%	2%	0%	
Change	0.32	+17%	-14%	+1%	-5%	+6%	+2%	-6%	
36. The Administration is fair in the way they allocate resources.									
Question 36	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.88	11%	40%	17%	14%	5%	5%	9%	
2017	5.18	20%	39%	11%	14%	9%	2%	6%	
Change	0.30	+9%	-1%	-6%	0	+4%	-3%	-3%	
37. The roles and responsibilities of each member of the administration are clear to me.									
Question 37	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.26	9%	31%	15%	3%	17%	12%	12%	
2017	4.65	8%	30%	26%	6%	20%	8%	3%	
Change	0.39	-1%	-1%	+11%	+3%	+3%	-4%	-9%	
38. I know which administrator to seek out from the Administrative Team to solve problems.									
Question 38	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.97	15%	35%	20%	11%	6%	3%	9%	
2017	5.23	17%	38%	24%	5%	9%	5%	3%	
Change	0.26	+2%	+3%	-4%	-6%	+3%	+2%	-6%	

Overall Environment

39. The work I do contributes to the overall effectiveness of my school.									
Question 39	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.55	64%	28%	6%	2%	0%	0%	0%	

2017	6.50	61%	32%	6%	0%	2%	0%	0%	
Change	-0.05	-3%	+4%	0	-2%	+2%	0	0	
40. My school is a safe place to be.									
Question 40	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.37	57%	34%	6%	0%	0%	2%	2%	
2017	6.36	61%	24%	9%	3%	3%	0%	0%	
Change	-0.01	+4%	-10%	+3%	+3%	+3%	-2%	-2%	
41. The best teachers and staff are retained at my school.									
Question 41	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.40	23%	40%	23%	0%	3%	3%	8%	
2017	5.58	32%	36%	11%	8%	9%	2%	3%	
Change	0.18	+9%	-4%	-12%	+8%	+6%	-1%	-5%	
42. I am comfortable with the level of change occurring in my school.									
Question 42	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.05	9%	25%	15%	6%	18%	9%	17%	
2017	4.71	8%	36%	23%	8%	14%	3%	9%	
Change	0.66	-1%	+11%	+8%	+2%	-4%	-6%	-8%	
43. The school rules are fair.									
Question 43	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.37	9%	57%	9%	18%	2%	2%	3%	
2017	5.87	35%	44%	5%	9%	5%	2%	0%	
Change	0.50	+26%	-13%	-4%	-9%	+3%	0	-3%	
44. My colleagues are generous about helping each other.									
Question 44	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.37	46%	45%	9%	0%	0%	0%	0%	
2017	6.32	50%	35%	14%	0%	2%	0%	0%	
Change	-0.05	+4%	-10%	+5%	0	+2%	0	0	
45. Teachers and staff at my school treat students with respect.									
Question 45	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.63	63%	37%	0%	0%	0%	0%	0%	
2017	6.61	65%	30%	5%	0%	0%	0%	0%	

Change	-0.02	+2%	-7%	+5%	0	0	0	0	
46. I receive useful feedback on how I can improve.									
Question 46	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.82	14%	38%	15%	5%	9%	12%	6%	
2017	5.33	24%	33%	21%	6%	8%	3%	5%	
Change	0.51	+10%	-5%	+6%	+1%	-1%	-9%	-1%	
47. I look for and suggest ways to improve the school.									
Question 47	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.98	28%	48%	20%	5%	0%	0%	0%	
2017	6.02	24%	61%	9%	5%	2%	0%	0%	
Change	0.04	-4%	+13%	-11%	0	+2%	0	0	
48. The school community has high expectations for all students at my school.									
Question 48	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.60	71%	22%	5%	3%	0%	0%	0%	
2017	6.61	67%	27%	6%	0%	0%	0%	0%	
Change	0.01	-5%	+5%	+1%	-3%	0	0	0	
49. Teachers and staff have close working relationships with each other.									
Question 49	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.02	31%	46%	18%	3%	2%	0%	0%	
2017	6.05	36%	36%	24%	2%	2%	0%	0%	
Change	0.03	+5%	-10%	+6%	-1%	0	0	0	
50. The school rules are effectively communicated.									
Question 50	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.72	8%	37%	28%	0%	11%	9%	8%	
2017	5.16	18%	40%	16%	5%	11%	4%	5%	
Change	0.44	+10%	+3%	-12%	+5%	0	-5%	-3%	
51. Teachers and staff at this school are recognized for the positive things that they do.									
Question 51	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.83	6%	45%	22%	2%	12%	8%	6%	
2017	5.50	21%	41%	23%	5%	6%	2%	3%	
Change	0.67	+15%	-4%	-1%	+3%	-6%	-6%	-3%	

52. Teachers and staff in this school have opportunities for collaboration and learning from each other.

Question 52	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.40	18%	35%	31%	5%	6%	3%	2%	
2017	5.65	23%	35%	30%	9%	3%	0%	0%	
Change	0.25	+5%	0	-1%	+4%	-3%	-3%	-2%	

53. Teachers at my school are experts in the subjects they teach.

Question 53	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.38	51%	42%	6%	0%	0%	2%	0%	
2017	6.65	65%	35%	0%	0%	0%	0%	0%	
Change	0.27	+14%	-7%	-6%	0	0	0	0	

54. Teachers and staff at my school perceive that they can influence policies and/or procedures specific to the school.

Question 54	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.22	4%	26%	25%	9%	12%	12%	11%	
2017	4.67	3%	41%	21%	9%	15%	2%	9%	
Change	0.45	-1%	+15%	-4%	0	+3%	-10%	-2%	

55. I receive informal feedback outside the formal evaluation process.

Question 55	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	4.77	12%	32%	23%	6%	11%	9%	6%	
2017	4.91	14%	33%	24%	5%	12%	8%	5%	
Change	0.14	+2%	+1%	+1%	-1%	+1%	-1%	-1%	

56. My school provides teachers with adequate opportunities for professional development.

Question 56	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.78	28%	44%	16%	5%	3%	0%	3%	2%
2017	6.02	42%	36%	15%	2%	2%	2%	2%	
Change	0.24	+14%	-8%	-1%	-3%	-1%	+2%	-1%	

57. There are visits to my classroom to observe instruction.

Question 57	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.00	22%	28%	14%	8%	11%	8%	5%	5%
2017	5.20	18%	44%	15%	2%	11%	7%	4%	

Change	0.20	+4%	+16%	+1%	-6%	0	-1%	-1%	
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Building and Technology

58. The physical space available is sufficient for me to perform my job effectively.

Question 58	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.80	34%	37%	18%	3%	5%	0%	3%	
2017	5.59	23%	42%	23%	3%	2%	8%	0%	
Change	-0.21	-11%	+5%	+5%	0	-3%	+8%	-3%	

59. The school building is clean and well maintained.

Question 59	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.38	63%	25%	6%	2%	3%	2%	0%	
2017	6.08	42%	38%	14%	0%	3%	3%	0%	
Change	-0.30	-21%	+13%	+8%	-2%	0	+1%	0	

60. The technology available at my school is helpful in reinforcing my job.

Question 60	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	6.18	38%	48%	11%	2%	0%	2%	0%	
2017	6.48	58%	35%	6%	2%	0%	0%	0%	
Change	0.30	+20%	-13%	-5%	0	0	-2%	0	

61. Instruction on technology and technology learning tools would increase my effectiveness.

Question 61	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.45	17%	45%	18%	12%	2%	6%	0%	
2017	5.32	12%	41%	20%	24%	0%	3%	0%	
Change	-0.13	-5%	-4%	+2%	+12%	-2%	-3%	0	

62. I feel skilled at using the technology available at my school.

Question 62	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.92	28%	43%	28%	0%	0%	0%	2%	
2017	5.91	33%	38%	21%	5%	2%	0%	2%	
Change	-0.01	+5%	-5%	-7%	+5%	+2%	0	0	

Parents

63. The parents of students are appropriately engaged in their child's education.									
Question 63	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.71	15%	52%	25%	3%	5%	0%	0%	
2017	5.44	9%	56%	18%	5%	7%	4%	0%	
Change	-0.27	-6%	+4%	-7%	+2%	+2%	+4%	0	
64. The parents of students actively support the learning goals for their children									
Question 64	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.92	15%	66%	14%	5%	0%	0%	0%	
2017	5.96	33%	42%	16%	7%	2%	0%	0%	
Change	0.04	+18%	-24%	+2%	+2%	+2%	0	0	
65. Parents respect the teachers and staff at my school.									
Question 65	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.62	9%	54%	31%	3%	2%	2%	0%	
2017	5.36	8%	52%	24%	6%	8%	3%	0%	
Change	-0.26	-1%	-2%	-7%	+3%	+6%	+1%	0	
66. Parents are effective partners in furthering education in the classroom.									
Question 66	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2016	5.97	22%	57%	18%	3%	0%	0%	0%	
2017	5.93	27%	45%	22%	4%	2%	0%	0%	
Change	-0.04	+5%	-12%	+4%	+1%	+2%	0	0	

Student Services

67. When a student has social-emotional issues, the school looks for positive ways for that student to be successful in his or her classroom.									
Question 67	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	6.11	40%	42%	13%	2%	2%	2%	0%	

68. I am provided adequate materials and resources to implement specially designed instruction described in student plans.									
Question 68	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.36	27%	31%	18%	9%	7%	4%	4%	
69. When a student has learning problems, the school quickly comes up with a plan to help.									
Question 69	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	4.95	16%	25%	29%	7%	11%	9%	2%	
70. I collaborate on a daily basis with the student services department regarding the needs of students with IEPs and other issues.									
Question 70	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.25	38%	24%	11%	5%	7%	4%	11%	
71. Professional development and training addressing the diverse needs of students with disabilities are available to me.									
Question 71	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.25	16%	44%	18%	4%	11%	4%	4%	
72. I am well informed about instructional techniques related to teaching students with disabilities									
Question 72	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.76	31%	36%	22%	5%	0%	5%	0%	

Open-Ended Responses

Q73. How has the Superintendent/CSBO made a positive impact on students, faculty and staff?

Key themes related to this question include:

- ✓ Good character (ethical/supportive/respectful)
- ✓ Professionalism (knowledgeable, effective)
- ✓ Understanding of Sears community

Q.74. In what ways can the Superintendent/CSBO better support the school community?

Key themes related to this question include:

- ✓ Increase visibility
- ✓ Return emails in a timely manner
- ✓ Increase climate awareness

Q.75 How has the Principal made a positive impact on students, faculty and staff?

Key themes related to this question include:

- ✓ Energetic and enthusiastic
- ✓ Cares for students
- ✓ Improved communication and relationships

Q.76. In what ways can the Principal better support the school community?

Key themes related to this question include:

- ✓ Become more fair/consistent with faculty
- ✓ Increase honesty and trustworthiness with faculty
- ✓ Become more timely and careful with communications

Q. 77. How has the Director of Student Services made a positive impact on students, faculty and staff?

Key themes related to this question include:

- ✓ Friendly and approachable
- ✓ Interest in staff and students
- ✓ Listens and collaborates with others

Q. 78. In what ways can the Director of Student Services better support the school community?

Key themes related to this question include:

- ✓ Become a more decisive leader
- ✓ Continue to gain knowledge and experience
- ✓ Better define department goals and expectations

Q.79. Please provide any other feedback or comments you would like to share with the board.

Key themes related to this question include:

- ✓ The board should become more conscientious of teachers.
- ✓ Joseph Sears School students are overstressed and need downtime.
- ✓ The board lacks knowledge and understanding of classroom education.
- ✓ The district needs to increase instructional assistants and support staff.