



March 21, 2018

Dear Members of The Joseph Sears School Community,

We issued the 2018 School Climate Survey to faculty in February as a means of monitoring school climate and driving continuous improvement throughout Kenilworth School District No. 38.

In analyzing the survey data, we grouped the multiple-choice questions into seven measurable categories of school climate. We then compared the results from this year's survey against last year's survey using weighted averages. Our comparison analysis showed shifts in faculty attitudes in each of the seven areas of school climate:

	Material Positive	Positive	Unchanged	Negative	Material Negative
Curriculum Teaching/Instruction		7	6	8	
Student Discipline/Engagement		3	1	2	1
Administration		1	1	6	2
Overall Environment		4	4	10	1
Building and Technology		1	0	4	
Parents		3	1	0	
Student Services		3	1	2	

We paired the quantitative information from our comparison analysis with the qualitative feedback we received through the open-ended response questions. Using both quantitative and qualitative data, we arrived at the following thematic conclusions from the survey:

Strengths	Areas of Opportunity
<ul style="list-style-type: none">✓ Quality of instruction and curriculum✓ Availability of instructional resources✓ Professional development opportunities✓ Technology usage and availability	<ul style="list-style-type: none">✓ Clarify administrator roles and responsibilities✓ Improve administrative communication✓ Clarify policies and procedures✓ Improve internal culture

The information we collected and the conclusions we drew from the survey have been shared with the Administration and will be used to inform strategic planning for the 2018-2019 school year. The Administration will seek to develop an action plan to address survey feedback during the 2017-2018 school year.

Sincerely,

Kenilworth Board of Education



Methodology Notes

- ❖ The school climate survey was issued to all Sears faculty and staff. The survey opened at 10:30 a.m. on February 6, 2018 and closed at 5 p.m. on February 27, 2018.
- ❖ A total of 63 responses were collected from among 91 total faculty/staff in 2018. In 2017, 66 responses were collected from among 87 total faculty and staff. These factors allow for a statistically-valid quantitative comparison analysis of the data.
- ❖ The survey contained 73 multiple-choice questions and seven open-ended questions.
- ❖ Faculty and staff were asked to rate a series of 73 multiple-choice questions on a 7-point Likert-type scale. Responses range on a scale from “Strongly Agree” to “Strongly Disagree.”
- ❖ 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.
- ❖ We categorized the changes in response weighted averages from 2017 to 2018 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).
- ❖ Faculty and staff were asked questions according to their self-reported role within the District. Faculty and staff either identified as “Teacher” (those employed in a licensed educator position) or “Support Staff Member” (those employed as instructional assistants, office support personnel or annuitants).
- ❖ Faculty and staff were given the option of filling out paper copies of the survey. Eight paper copies of the survey were collected and entered into an online collector by a Kenilworth Education Association representative.

Faculty/Staff 2017-2018 Climate Survey

Weighted Average Summary Data

Weighted Averages – Each responses was given a score from 1 to 7:

- 1: Strongly Disagree
- 2: Disagree
- 3: Somewhat Disagree
- 4: Neither Agree/Nor Disagree
- 5: Somewhat Agree
- 6: Agree
- 7: Strongly Agree

Orange and underlined = asked of all teachers and staff

Black = asked of only teachers

Red/Green = Significant change (+/- 0.5 or better)

Curriculum/Instruction/Teaching

Question	2018	2017
<u>1. Teachers, staff and administrators work together to advance student learning.</u>	5.92	5.91
2. The quality of teaching at my school is high.	6.49	6.69
3. Students are encouraged to try out their own ideas at my school.	5.78	5.36
4. My school's curriculum is preparing students for the challenges of the 21 st century (e.g. analysis, global perspective, synthesis).	6.00	5.71
5. My school emphasizes innovative learning methods.	5.53	5.47
6. This school's curriculum is varied enough to meet the needs and interests of all of our students.	5.39	5.62
7. Students' homework assignments reinforce what they learn in the classroom.	5.69	5.78
8. There is sufficient time to provide students with individual attention when needed.	4.49	4.56
9. The instructional resources available in my classroom contribute to my effectiveness as a teacher.	6.35	6.16
10. Student assessments and data measures inform teaching in my classroom.	5.90	5.91

11. When students in my class struggle, I have the expertise to use alternate teaching strategies to assist them.	6.27	6.35
12. The instructional advice I have received has helped me become a better teacher.	5.53	5.33
13. Teachers at my school work to improve instruction.	6.35	6.53
14. I am able to apply the skills I learn through professional development opportunities to the work I do in the classroom.	5.73	5.78
15. I know how to deliver instruction so that all of my students can learn.	6.43	6.45
16. There is sufficient instructional time to gauge student understanding by asking questions throughout the lesson.	5.47	5.49
17. I support innovation in terms of trying new curriculum and seeking out new curricular options.	6.22	6.45
18. My school's curriculum promotes the development of students' critical thinking skills.	6.02	5.87
19. I am open to trying new curriculum and incorporating new teaching methods.	6.59	6.60
20. I develop and refine teaching techniques for my classroom.	6.71	6.64
21. My school's curriculum is sufficiently challenging for all students.	5.90	6.04
Student Discipline & Engagement		
Question	2018	2017
22. Students feel safe from verbal abuse, teasing, and exclusion.	5.14	5.22
<u>23. Students at my school treat teachers and staff with respect.</u>	5.71	5.65
24. My school has an effective policy to deal with disruptive students.	4.12	4.67
25. Students at my school care about learning.	6.02	6.11
26. Students in my school respect each other's differences. (e.g. gender, culture)	5.37	5.16
27. My school encourages students to develop good character traits.	6.37	6.04

28. The teachers at my school believe in the students' ability to learn what is being taught.	6.43	6.40
Administration		
Question	2018	2017
29. The Administration is knowledgeable about instructional best practices.	4.98	5.05
<u>30. The Administrators respect and support the teachers and staff at my school.</u>	5.32	5.24
<u>31. The Administration effectively communicates the vision and goals for the school.</u>	4.52	4.59
<u>32. The Administration, teachers and staff communicate with each other effectively.</u>	4.08	4.48
33. The Administration follows through effectively in matters of student discipline.	4.55	4.80
<u>34. The Administration works to support teacher and staff morale.</u>	5.25	5.26
<u>35. The Administration at this school provides teachers and staff with opportunities to work together collaboratively.</u>	5.44	5.61
<u>36. The Administration is fair in the way they allocate resources.</u>	5.10	5.18
<u>37. The roles and responsibilities of each member of the administration are clear to me.</u>	3.95	4.65
<u>38. I know which administrator to seek out from the Administrative Team to solve problems.</u>	4.52	5.23
Overall Environment		
Questions	2018	2017
<u>39. The work I do contributes to the overall effectiveness of my school.</u>	6.52	6.50
<u>40. My school is a safe place to be.</u>	5.83	6.36
<u>41. The best teachers and staff are retained at my school.</u>	5.38	5.58
<u>42. I am comfortable with the level of change occurring in my school.</u>	4.49	4.71

43. The school rules are fair.	6.10	5.87
<u>44. My colleagues are generous about helping each other.</u>	5.97	6.32
<u>45. Teachers and staff at my school treat students with respect.</u>	6.52	6.61
<u>46. I receive useful feedback on how I can improve.</u>	5.06	5.33
<u>47. I look for and suggest ways to improve the school.</u>	5.83	6.02
<u>48. The school community has high expectations for all students at my school.</u>	6.56	6.61
<u>49. Teachers and staff have close working relationships with each other.</u>	5.59	6.05
50. The school rules are effectively communicated.	5.14	5.16
<u>51. Teachers and staff at this school are recognized for the positive things that they do.</u>	5.46	5.50
<u>52. Teachers and staff in this school have opportunities for collaboration and learning from each other.</u>	5.56	5.65
53. Teachers at my school are experts in the subjects they teach.	6.53	6.65
<u>54. Teachers and staff at my school perceive that they can influence policies and/or procedures specific to the school.</u>	4.63	4.67
<u>55. I receive informal feedback outside the formal evaluation process.</u>	5.14	4.91
56. My school provides teachers with adequate opportunities for professional development.	6.37	6.02
57. There are visits to my classroom to observe instruction.	5.41	5.20
Building and Technology		
Question	2018	2017
<u>58. The physical space available is sufficient for me to perform my job effectively.</u>	5.41	5.59
<u>59. The school building is clean and well maintained.</u>	6.32	6.08
<u>60. The technology available at my school is helpful in reinforcing my job.</u>	6.30	6.48

<u>61. Instruction on technology and technology learning tools would increase my effectiveness.</u>	5.21	5.32
<u>62. I feel skilled at using the technology available at my school.</u>	5.81	5.91
Parents		
Question	2018	2017
63. The parents of students are appropriately engaged in their child's education.	5.92	5.44
64. The parents of students actively support the learning goals for their children	6.02	5.96
<u>65. Parents respect the teachers and staff at my school.</u>	5.37	5.36
66. Parents are effective partners in furthering education in the classroom.	6.06	5.93
Student Services		
Question	2018	2017
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.	5.88	6.11
68. I am provided adequate materials and resources to implement specially designed instruction described in student plans.	5.65	5.36
69. When a student has learning problems, the school quickly comes up with a plan to help.	4.59	4.95
70. I collaborate on a daily basis with the student services department regarding the needs of students with IEPs and other issues.	5.29	5.25
71. Professional development and training addressing the diverse needs of students with disabilities are available to me.	5.31	5.25
72. I am well informed about instructional techniques related to teaching students with disabilities.	5.90	5.76
Overall Rating		
Question	2018	2017
How would you rate The Joseph Sears School overall?	6.03	N/A

Sears 2017-2018 Faculty/Staff School Climate Survey Data Results

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
2017	5.91	33%	42%	15%	2%	6%	2%	0%	
2018	5.92	35%	41%	16%	0%	5%	3%	0%	
Change	+0.01	+2%	-1%	+1%	-2%	-1%	+1%	0	

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
2017	6.69	73%	24%	4%	0%	0%	0%	0%	
2018	6.49	69%	18%	8%	0%	4%	0%	0%	
Change	-0.20	-4%	-6%	+4%	0%	+4%	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
2017	5.36	16%	42%	20%	9%	9%	4%	0%	
2018	5.78	14%	55%	27%	2%	2%	0%	0%	
Change	+0.42	-2%	+13%	+7%	-7%	-7%	-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
2017	5.71	29%	45%	11%	2%	9%	2%	2%	
2018	6.00	31%	45%	22%	0%	0%	2%	0%	
Change	+0.29	+2%	0	+11%	-2%	-9%	0	-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
2017	5.47	22%	45%	13%	7%	5%	5%	2%	
2018	5.53	22%	33%	29%	8%	8%	0%	0%	
Change	+0.06	0	-12%	+16%	+1%	+3%	-5%	-2%	

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

Question 6	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.62	29%	35%	22%	2%	6%	0%	2%	
2018	5.39	14%	47%	24%	0%	10%	0%	4%	
Change	-0.23	-15%	+12%	+2%	-2%	+4%	0	+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
2017	5.78	25%	51%	7%	13%	2%	0%	2%	
2018	5.69	35%	26%	16%	20%	0%	2%	0%	
Change	-0.09	+10%	-25%	+9%	+7%	-2%	+2%	-2%	
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
2017	4.56	7%	29%	31%	2%	13%	13%	5%	
2018	4.49	8%	20%	35%	4%	16%	14%	2%	
Change	-0.07	+1%	-9%	+4%	+2%	+3%	+1%	-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
2017	6.16	47%	36%	7%	4%	5%	0%	0%	
2018	6.35	47%	41%	12%	0%	0%	0%	0%	
Change	+0.19	0	+5%	+5%	-4%	-5%	0	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
2017	5.91	36%	33%	20%	9%	0%	2%	0%	
2018	5.90	37%	33%	20%	6%	2%	2%	0%	
Change	-0.01	+1%	0	0	-3%	+2%	0	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
2017	6.35	53%	33%	13%	0%	2%	0%	0%	
2018	6.27	39%	49%	12%	0%	0%	0%	0%	
Change	-0.08	-14%	+16%	-1%	0	-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
2017	5.33	22%	42%	15%	4%	9%	5%	4%	

2018	5.53	27%	45%	10%	6%	2%	6%	4%	
Change	+0.20	+5%	+3%	-5%	+2%	-7%	+1%	0	
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
2017	6.53	60%	35%	4%	2%	0%	0%	0%	
2018	6.35	61%	24%	10%	0%	0%	4%	0%	
Change	-0.18	+1%	-11%	+6%	-2%	0	+4%	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
2017	5.78	29%	45%	13%	5%	4%	2%	2%	
2018	5.73	31%	39%	16%	4%	8%	2%	0%	
Change	-0.05	+2%	-6%	+3%	-1%	+4%	0	-2%	
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
2017	6.45	49%	47%	4%	0%	0%	0%	0%	
2018	6.43	57%	29%	14%	0%	0%	0%	0%	
Change	-0.02	+8%	-18%	+10%	0	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
2017	5.49	7%	29%	31%	2%	13%	13%	5%	
2018	5.47	27%	37%	18%	2%	10%	4%	2%	
Change	-0.02	+20%	+8%	-13%	0	-3%	-9%	-3%	
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
2017	6.45	49%	47%	4%	0%	0%	0%	0%	
2018	6.22	51%	33%	8%	6%	0%	2%	0%	
Change	-0.23	+2%	-14%	+4%	+6%	0	+2%	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
2017	5.87	27%	53%	11%	2%	4%	4%	0%	
2018	6.02	31%	51%	12%	2%	4%	0%	0%	
Change	+0.15	+4%	-2%	+1%	0	0	-4%	0	

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
2017	6.60	64%	33%	4%	0%	0%	0%	0%	
2018	6.59	65%	31%	2%	2%	0%	0%	0%	
Change	-0.01	+1%	-2%	-2%	+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
2017	6.64	67%	29%	4%	0%	0%	0%	0%	
2018	6.71	78%	18%	2%	2%	0%	0%	0%	
Change	+0.07	+11%	-11%	-2%	+2%	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
2017	6.07	44%	36%	11%	2%	7%	0%	0%	
2018	5.90	37%	39%	14%	0%	8%	2%	0%	
Change	-0.17	-7%	+3%	+3%	-2%	+1%	+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
2017	5.22	11%	45%	18%	9%	13%	4%	0%	
2018	5.14	12%	35%	31%	8%	8%	4%	2%	
Change	-0.08	+1%	-10%	+13%	-1%	-5%	0	+2%	

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
2017	5.65	14%	56%	21%	2%	6%	2%	0%	
2018	5.71	25%	46%	16%	2%	10%	2%	0%	
Change	+0.06	+11%	-10%	-5%	0	+4%	0	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
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2017	4.67	4%	44%	16%	9%	15%	5%	7%	
2018	4.12	2%	18%	37%	6%	16%	10%	10%	
Change	-0.55	-2%	-26%	+21%	-3%	+1%	+5%	+3%	
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
2017	6.11	29%	53%	18%	0%	0%	0%	0%	
2018	6.02	37%	37%	20%	4%	2%	0%	0%	
Change	-0.09	+8%	-16%	+2%	+4%	+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
2017	5.16	11%	36%	31%	7%	9%	5%	0%	
2018	5.37	14%	35%	37%	6%	4%	4%	0%	
Change	+0.21	+3%	-1%	+6%	-1%	-5%	-1%	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
2017	6.04	35%	45%	13%	5%	0%	2%	0%	
2018	6.37	51%	35%	14%	0%	0%	0%	0%	
Change	+0.33	+16%	-10%	+1%	-5%	0	-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
2017	6.40	45%	51%	2%	2%	0%	0%	0%	
2018	6.43	63%	29%	4%	0%	0%	4%	0%	
Change	+0.03	+18%	-22%	+2%	-2%	0	+4%	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
2017	5.05	20%	36%	13%	5%	15%	7%	4%	
2018	4.98	27%	27%	18%	2%	10%	6%	10%	
Change	-0.07	+7%	-9%	+5%	-3%	-5%	-1%	+6%	
30. The Administrators respect and support the teachers and staff at my school.									

31. The Administration effectively communicates the vision and goals for the school.									
Question 30	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.24	23%	36%	17%	2%	15%	5%	3%	
2018	5.32	29%	35%	16%	3%	2%	10%	6%	
Change	+0.08	+6%	-1%	-1%	+1%	-13%	+5%	+3%	
32. The Administration, teachers and staff communicate with each other effectively.									
Question 31	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	4.59	8%	35%	21%	6%	14%	9%	8%	
2018	4.52	14%	21%	25%	11%	11%	6%	11%	
Change	-0.07	+6%	-14%	+4%	+5%	-3%	-3%	+3%	
33. The Administration follows through effectively in matters of student discipline.									
Question 32	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	4.48	8%	27%	27%	5%	18%	8%	8%	
2018	4.08	8%	17%	25%	6%	21%	11%	11%	
Change	-0.40	0	-10%	-2%	+1%	+3%	+3%	+3%	
34. The Administration works to support teacher and staff morale.									
Question 33	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	4.80	11%	29%	31%	9%	5%	7%	7%	
2018	4.55	8%	35%	20%	8%	6%	14%	8%	
Change	-0.25	-3%	+6%	-11%	-1%	+1%	+7%	+1%	
35. The Administration at this school provides teachers and staff with opportunities to work together collaboratively.									
Question 34	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.26	29%	32%	15%	5%	6%	8%	6%	
2018	5.25	27%	35%	17%	3%	2%	6%	10%	
Change	-0.01	-2%	+3%	+2%	-2%	-4%	-2%	+4%	
36. The Administration is fair in the way they allocate resources.									
Question 35	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	5.61	29%	29%	29%	3%	9%	2%	0%	
2018	5.44	22%	41%	19%	5%	3%	8%	2%	
Change	-0.17	-7%	+12%	-10%	+2%	-6%	+6%	+2%	
Question 36	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree	Somewhat Disagree	Disagree	Strongly Disagree	N/A

					or Agree				
2017	5.18	20%	39%	11%	14%	9%	2%	6%	
2018	5.10	16%	44%	14%	8%	3%	5%	10%	
Change	-0.08	-4%	+5%	+3%	-6%	-6%	+3%	+4%	
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
2017	4.65	8%	30%	26%	6%	20%	8%	3%	
2018	3.95	5%	22%	25%	6%	13%	10%	19%	
Change	-0.70	-3%	-8%	-1%	0	-7%	+2%	+16%	
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
2017	5.23	17%	38%	24%	5%	9%	5%	3%	
2018	4.52	11%	33%	19%	3%	11%	11%	11%	
Change	-0.71	-6%	-5%	-5%	-2%	+2%	+6%	+8%	

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
2017	6.50	61%	32%	6%	0%	2%	0%	0%	
2018	6.52	60%	33%	5%	2%	0%	0%	0%	
Change	+0.02	-1%	+1%	-1%	+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
2017	6.36	61%	24%	9%	3%	3%	0%	0%	
2018	5.83	52%	16%	16%	0%	10%	6%	0%	
Change	-0.53	-9%	-8%	+7%	-3%	+7%	+6%	0	
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
2017	5.58	32%	36%	11%	8%	9%	2%	3%	
2018	5.38	35%	22%	22%	2%	11%	2%	6%	
Change	-0.20	+3%	-14%	+11%	-6%	+2%	0	+3%	
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
2017	4.71	8%	36%	23%	8%	14%	3%	9%	
2018	4.49	9%	27%	22%	11%	14%	6%	10%	
Change	-0.22	+1%	-9%	-1%	+3%	0	+3%	+1%	
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
2017	5.87	35%	44%	5%	9%	5%	2%	0%	
2018	6.10	39%	43%	14%	2%	0%	0%	2%	
Change	+0.23	+4%	-1%	+9%	-7%	-5%	-2%	+2%	
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
2017	6.32	50%	35%	14%	0%	2%	0%	0%	
2018	5.97	44%	29%	19%	2%	2%	3%	2%	
Change	-0.35	-6%	-6%	+5%	+2%	0	+3%	+2%	
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
2017	6.61	65%	30%	5%	0%	0%	0%	0%	
2018	6.52	67%	24%	6%	2%	2%	0%	0%	
Change	-0.09	+2%	-6%	+1%	+2%	+2%	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
2017	5.33	24%	33%	21%	6%	8%	3%	5%	
2018	5.06	19%	38%	16%	6%	6%	6%	8%	
Change	-0.27	-5%	+5%	-5%	0	-2%	+3%	+3%	
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
2017	6.02	24%	61%	9%	5%	2%	0%	0%	
2018	5.83	24%	51%	16%	6%	0%	3%	0%	
Change	-0.19	0	-10%	+7%	+1%	-2%	+3%	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
2017	6.61	67%	27%	6%	0%	0%	0%	0%	
2018	6.56	71%	19%	6%	0%	3%	0%	0%	

Change	-0.05	+4%	-8%	0	0	+3%	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
2017	6.05	36%	36%	24%	2%	2%	0%	0%	
2018	5.59	25%	37%	25%	3%	5%	3%	2%	
Change	-0.46	-11%	+1%	+1%	+1%	+3%	+3%	+2%	
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
2017	5.16	18%	40%	16%	5%	11%	4%	5%	
2018	5.14	14%	33%	33%	8%	4%	2%	6%	
Change	-0.02	-4%	-7%	+17%	+3%	-7%	-2%	+1%	
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
2017	5.50	21%	41%	23%	5%	6%	2%	3%	
2018	5.46	29%	35%	19%	2%	6%	6%	3%	
Change	-0.04	+8%	-6%	-4%	-3%	0	+4%	0	
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
2017	5.65	23%	35%	30%	9%	3%	0%	0%	
2018	5.56	24%	38%	25%	2%	6%	3%	2%	
Change	-0.09	+1%	+3%	-5%	-7%	+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
2017	6.65	65%	35%	0%	0%	0%	0%	0%	
2018	6.53	61%	30%	8%	0%	0%	0%	0%	
Change	-0.12	-4%	-5%	+8%	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
2017	4.67	3%	41%	21%	9%	15%	2%	9%	
2018	4.63	8%	27%	25%	17%	10%	8%	5%	
Change	-0.04	+5%	-14%	+4%	+8%	-5%	+6%	-4%	
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
2017	4.91	14%	33%	24%	5%	12%	8%	5%	
2018	5.14	16%	32%	30%	8%	3%	10%	2%	
Change	+0.23	+2%	-1%	+6%	+3%	-9%	+2%	-3%	

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
2017	6.02	42%	36%	15%	2%	2%	2%	2%	
2018	6.37	51%	37%	10%	2%	0%	0%	0%	
Change	+0.35	+9%	+1%	-5%	0	-2%	-2%	-2%	

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
2017	5.20	18%	44%	15%	2%	11%	7%	4%	
2018	5.41	29%	37%	12%	6%	6%	6%	4%	
Change	+0.21	+11%	-7%	-3%	+4%	-5%	-1%	0	

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
2017	5.59	23%	42%	23%	3%	2%	8%	0%	
2018	5.41	21%	37%	24%	5%	11%	3%	0%	
Change	-0.18	-2%	-5%	+1%	+2%	+9%	-5%	0	

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
2017	6.08	42%	38%	14%	0%	3%	3%	0%	
2018	6.32	56%	30%	11%	0%	2%	0%	2%	
Change	+0.24	+14%	-8%	-3%	0	-1%	-3%	+2%	

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
2017	6.48	58%	35%	6%	2%	0%	0%	0%	
2018	6.30	59%	22%	16%	0%	2%	0%	2%	
Change	-0.18	+1%	-13%	+10%	-2%	+2%	0	+2%	

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
2017	5.32	12%	41%	20%	24%	0%	3%	0%	
2018	5.21	14%	33%	24%	22%	2%	3%	2%	
Change	-0.11	+2%	-8%	+4%	-2%	+2%	0	+2%	

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
2017	5.91	33%	38%	21%	5%	2%	0%	2%	
2018	5.81	27%	46%	17%	3%	5%	0%	2%	
Change	-0.10	-6%	+12%	-4%	-2%	+3%	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
2017	5.44	9%	56%	18%	5%	7%	4%	0%	
2018	5.92	29%	43%	24%	0%	2%	0%	0%	
Change	+0.48	+20%	-13%	+6%	-5%	-5%	-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
2017	5.96	33%	42%	16%	7%	2%	0%	0%	
2018	6.02	35%	39%	22%	2%	2%	0%	0%	
Change	+0.06	+2%	-3%	+6%	-5%	0	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
2017	5.36	8%	52%	24%	6%	8%	3%	0%	
2018	5.37	14%	44%	19%	10%	11%	2%	0%	
Change	+0.01	+6%	-8%	-5%	+4%	+3%	-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
2017	5.93	27%	45%	22%	4%	2%	0%	0%	

2018	6.06	39%	39%	14%	6%	2%	0%	0%	
Change	+0.13	+12%	-6%	-8%	+2%	0	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%	
2018	5.88	35%	41%	12%	6%	4%	0%	2%	
Change	-0.23	-5%	-1%	-1%	+4%	+2%	-2%	+2%	

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%	
2018	5.65	35%	31%	16%	6%	8%	4%	0%	
Change	+0.29	+8%	0	-2%	-3%	+1%	0	-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%	
2018	4.59	16%	14%	33%	8%	12%	10%	6%	
Change	-0.36	0	-11%	+4%	+1%	+1%	+1%	+4%	

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%	
2018	5.29	41%	14%	14%	14%	4%	4%	8%	
Change	+0.04	+3%	-10%	+3%	+9%	-3%	0	-3%	

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%	
2018	5.31	27%	27%	20%	10%	12%	2%	2%	
Change	+0.06	+11%	-17%	+2%	+6%	+1%	-2%	+2%	

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%	
2018	5.90	24%	49%	22%	0%	4%	0%	0%	
Change	+0.14	-6%	+13%	0	-5%	+4%	-5%	0	
How would you rate The Joseph Sears School Overall?									
Question	Weighted Average	Excellent	Very Good	Good	Average	Poor	Very Poor	No Opinion	N/A
2018	6.03	37%	37%	15%	8%	2%	0%	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 listener
- ✓ Very approachable
- ✓ Manages resources well
- ✓ Values for “wellness” and life balance efforts

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

Key themes related to this question include:

- ✓ Interest in having her be more visible/present
- ✓ Improve timeliness of communication, responsiveness
- ✓ Clarify roles and responsibilities

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

Key themes related to this question include:

- ✓ Connection with children
- ✓ Enthusiasm, energy and positivity
- ✓ Involved, present
- ✓ Valued for professional development opportunities

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

Key themes related to this question include:

- ✓ Improve timeliness of communication
- ✓ Clarify roles for teachers
- ✓ Improve listening skills
- ✓ Slow down new initiatives

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:

- ✓ Kind and friendly
- ✓ Cares for the well-being of students
- ✓ Approachable and listens well

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

Key themes related to this question include:

- ✓ Put more defined policies and procedures in place
- ✓ Define goals and expectations for members of the student services department
- ✓ Continue to gain knowledge and experience in the role

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

Key themes related to this question include:

- ✓ There are concerns among faculty about workplace professionalism, culture and respect.
- ✓ There are concerns among faculty related to the roles, responsibilities and structure of the administration.
- ✓ Curriculum renewal work, training and related meetings have been exhausting this year.