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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	Unchanged	Negative	Material Negative
	Positive				
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
✓ Quality of instruction and curriculum	✓ Clarify administrator roles and
✓ Availability of instructional resources	responsibilities
✓ Professional development opportunities	✓ Improve administrative communication
✓ Technology usage and availability	✓ 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

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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

<u>Orange and underlined</u> = 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
1. Teachers, staff and administrators work together to advance student learning.	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
23. Students at my school treat teachers and staff with respect.	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
	ı	1

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

(10	5.07
6.10	5.87
5.97	6.32
6.52	6.61
5.06	5.33
5.83	6.02
6.56	6.61
5.59	6.05
5.14	5.16
5.46	5.50
5.56	5.65
(52	6.65
0.33	0.03
4.63	4.67
5.14	4.91
6.37	6.02
5.41	5.20
1	
2018	2017
5.41	5.59
6.32	6.08
6.30	6.48
	6.52 5.06 5.83 6.56 5.59 5.14 5.46 5.56 6.53 4.63 5.14 6.37 5.41 6.32

61. Instruction on technology and technology learning tools would increase my	5.21	5.32
<u>effectiveness.</u>		
62. I feel skilled at using the technology available at my school.	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
65. Parents respect the teachers and staff at my school.	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 s	tudent learning
Ι.	I cachers,	starr and	aummsuawis	WOLK TORCHICL TO	auvance s	tuuciit icariiiig.

Question 1	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
Question	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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	Somewhat Disagree	Disagree	Strongly Disagree	N/A
					or Agree				
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	Somewhat Disagree	Disagree	Strongly Disagree	N/A
					or Agree				
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	Somewhat Disagree	Disagree	Strongly Disagree	N/A
					or Agree				
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.Tea	ichers at i	ny scho	ol work to i	mprove i	nstruction.			
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	s I learn tl		orofessional e classroom	-	ment oppoi	rtunities to	o the worl	c I do
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%	<u> </u>
Question 15	5. I know how Weighted	Strongly	r instruc	Somewhat	Neither	Somewhat Disagree	Disagree	Strongly Disagree	N/A
`	Average	Agree		Agree	Disagree	Disagree		Disagree	
		, and the second	450/		or Agree		00/		
2017	6.45	49%	47%	4%	or Agree	0%	0%	0%	
		, and the second	47% 29% -18%		or Agree		0% 0% 0		
2017 2018	6.45 6.43 -0.02	49% 57% +8%	29% -18% to gauge	4% 14% +10%	or Agree 0% 0% 0 0	0% 0% 0	0%	0% 0% 0	ghout N/A
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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 -0.01	65% +1%	31% -2%	2% -2%	2% +2%	0%	0%	0%	
Change	3.01	0	/ 0	-/-	/ 0	ı <u> </u>	1 ~	1 ~	
		Agree	1	Agree	Disagree	Disagree			1
2017	Average 6.64		29%	4%	or Agree	0%	0%	Disagree 0%	
		67%	29% 18%		or Agree		0%	0% 0%	
2018	6.64	67%		4%	or Agree	0%		0%	
2017 2018 Change	6.64 6.71 +0.07 21. My school Weighted	67% 78% +11% 's curricu	18% -11%	4% 2% -2% sufficiently	or Agree 0% 2% +2% challengi	0% 0% 0 ng for all s	0%	0% 0% 0%	N/A
2018 Change Question 21	6.64 6.71 +0.07 21. My school Weighted Average	67% 78% +11% 's curricu	18% -11% lum is s	4% 2% -2% cufficiently Somewhat Agree	or Agree 0% 2% +2% challengi Neither Disagree or Agree	0% 0% 0 ng for all s Somewhat Disagree	0% 0 tudents.	0% 0% 0% Strongly Disagree	N/A
2018 Change Question 21	6.64 6.71 +0.07 21. My school Weighted Average 6.07	67% 78% +11% 's curricu Strongly Agree 44%	18% -11% lum is s Agree	4% 2% -2% ufficiently Somewhat Agree 11%	or Agree 0% 2% +2% challengi Neither Disagree or Agree 2%	0% 0% 0 ng for all s Somewhat Disagree 7%	0% 0 tudents. Disagree 0%	0% 0% 0% Strongly Disagree 0%	N/A
2018 Change Question 21	6.64 6.71 +0.07 21. My school Weighted Average	67% 78% +11% 's curricu	18% -11% lum is s	4% 2% -2% cufficiently Somewhat Agree	or Agree 0% 2% +2% challengi Neither Disagree or Agree	0% 0% 0 ng for all s Somewhat Disagree	0% 0 tudents.	0% 0% 0% Strongly Disagree	N/A

Student Discipline and Engagement

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%	
Question 23	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
	Average	Agree	2	Agree	Disagree or Agree	Disagree		Disagree	N/A
2017	Average 5.65	Agree 14%	56%	Agree 21%	Disagree or Agree 2%	Disagree 6%	2%	Disagree 0%	N/A
2017 2018	Average 5.65 5.71	Agree 14% 25%	56% 46%	Agree 21% 16%	Disagree or Agree 2% 2%	Disagree 6% 10%	2% 2%	Disagree 0% 0%	N/A
Question 23 2017 2018 Change	Average 5.65	Agree 14%	56%	Agree 21%	Disagree or Agree 2%	Disagree 6%	2%	Disagree 0%	N/A
2017 2018 Change	Average 5.65 5.71	Agree 14% 25% +11%	56% 46% -10%	Agree 21% 16% -5%	Disagree or Agree 2% 2% 0	Disagree 6% 10% +4%	2% 2% 0	Disagree 0% 0%	N/A

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	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
Question 29	Average	Agree		Agree	Disagree	Disagree	-	Disagree	
					or Agree				
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.

Question 30	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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%	

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
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%	

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
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%	

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
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%	

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

Question 34	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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%	

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
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%	

36. The Administration is fair in the way they allocate resources.

Ouestion 36	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
	Average	Agree		Agree	Disagree	Disagree		Disagree	

					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

30 The work	do contributes	to the overall	Leffectivenes	s of my school.
19 THE WOLK	i do confilhes	TO the overall	Lenechvenes	S OT HIV SCHOOL

Question 39	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
Question 39	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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	Somewhat Disagree	Disagree	Strongly Disagree	N/A
	Trenage	118100		118100	or Agree	21348100		21348144	
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.

	T		Ι.				1		
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%	
2 12	W:141			ool rules a			l p:	[G 1	NI/A
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%	
Question 44	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	6.32	50%	35%	14%	or Agree	2%	0%	0%	
2017	5.97	44%	29%	19%	2%	2%	3%	2%	
Change	-0.35	-6%	-6%	+5%	+2%	0	+3%	+2%	
A	337 . 1.4 . 1	04	A	C 1	NT :41	C 1	D.	04	TAT/A
Question 45	Weighted Average	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
2017	Average 6.61	Agree 65%	30%	Agree 5%	Disagree or Agree 0%	Disagree 0%	0%	Disagree 0%	N/A
	Average	Agree		Agree	Disagree or Agree	Disagree		Disagree	N/A
2017 2018 Change	Average 6.61 6.52 -0.09 46. I r	Agree 65% 67% +2%	30% 24% -6%	Agree 5% 6% +1% dback on he	Disagree or Agree 0% 2% +2%	Disagree 0% 2% +2% improve.	0%	Disagree	
2017 2018 Change Question 46	6.61 6.52 -0.09	Agree 65% 67% +2%	30% 24% -6% eful feed Agree	Agree 5% 6% +1% dback on he Somewhat Agree	Disagree or Agree 0% 2% +2%	Disagree 0% 2% +2% Emprove. Somewhat Disagree	0% 0% 0 0	Disagree 0% 0% 0 Strongly Disagree	N/A
2017 2018 Change Question 46	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33	Agree 65% 67% +2% receive us Strongly Agree 24%	30% 24% -6% eful feed Agree	Agree 5% 6% +1% dback on he Somewhat Agree 21%	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6%	Disagree 0% 2% +2% Emprove. Somewhat Disagree 8%	0% 0% 0 0	Disagree 0% 0% 0 Strongly Disagree 5%	
2017 2018 Change Question 46	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06	Agree 65% 67% +2% Strongly Agree 24% 19%	30% 24% -6% eful feed Agree 33% 38%	Agree 5% 6% +1% dback on he Somewhat Agree 21% 16%	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree	Disagree 0% 2% +2% mprove. Somewhat Disagree 8% 6%	0% 0% 0 0	Disagree 0% 0% 0 Strongly Disagree 5% 8%	
2017 2018 Change Question 46	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33	Agree 65% 67% +2% receive us Strongly Agree 24%	30% 24% -6% eful feed Agree	Agree 5% 6% +1% dback on he Somewhat Agree 21%	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6%	Disagree 0% 2% +2% Emprove. Somewhat Disagree 8%	0% 0% 0 0	Disagree 0% 0% 0 Strongly Disagree 5%	
2017 2018 Change Question 46 2017 2018	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06 -0.27 47. I lo	Agree 65% 67% +2% receive us Strongly Agree 24% 19% -5% ook for an	30% 24% -6% eful feed Agree 33% 38% +5%	Agree 5% 6% +1% dback on he Somewhat Agree 21% 16% -5% st ways to i	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6% 6% 0 Meither	Disagree 0% 2% +2% Improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat	0% 0% 0 0	Disagree 0% 0% 0 Strongly Disagree 5% 8% +3%	
2017 2018 Change Question 46 2017 2018 Change Question 47	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06 -0.27 47. I lo Weighted Average	Agree 65% 67% +2% receive us Strongly Agree 24% 19% -5% ook for an Strongly Agree	30% 24% -6% eful feed Agree 33% 38% +5% d suggest	Agree 5% 6% +1% dback on he Somewhat Agree 21% 16% -5% st ways to i Somewhat Agree	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6% 6% 0 Neither Disagree or Agree or Agree or Agree	Disagree 0% 2% +2% Improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat Disagree	0% 0% 0 0 Disagree 3% 6% +3%	Disagree 0% 0% 0 Strongly Disagree 5% 8% +3% Strongly Disagree	N/A
2017 2018 Change Question 46 2017 2018 Change Question 47 2017	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06 -0.27 47. I lo Weighted Average	Agree 65% 67% +2% receive us Strongly Agree 24% 19% -5% ook for an Strongly Agree	30% 24% -6% reful feed Agree 33% 38% +5% d suggest Agree	Agree 5% 6% +1% dback on he Somewhat Agree 21% 16% -5% st ways to i Somewhat Agree 9%	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6% 6% 0 Neither Disagree or Agree representation of the properties of the propert	Disagree 0% 2% +2% Improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat Disagree	0% 0% 0% 0 Disagree 3% 6% +3% Disagree	Disagree 0% 0% 0 Strongly Disagree 5% 8% +3% Strongly Disagree	N/A
2017 2018 Change Question 46 2017 2018 Change Question 47 2017 2018	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06 -0.27 47. I lo Weighted Average 6.02 5.83	Agree 65% 67% +2% Strongly Agree 24% 19% -5% Strongly Agree 24% 24% 24%	30% 24% -6% eful feed Agree 33% 38% +5% d sugges Agree 61% 51%	Agree 5% 6% +1% dback on ho Somewhat Agree 21% 16% -5% St ways to i Somewhat Agree 9% 16%	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6% 6% 0 Neither Disagree or Agree or Agree 5% 6%	Disagree 0% 2% +2% Improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat Disagree 2% 0%	0% 0% 0% 0 Disagree 3% 6% +3% Disagree	Disagree 0% 0% 0 Strongly Disagree 5% 8% +3% Strongly Disagree 0% 0%	N/A
2017 2018 Change Question 46 2017 2018 Change Question 47 2017 2018 Change	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06 -0.27 47. I lo Weighted Average	Agree 65% 67% +2% Strongly Agree 24% 19% -5% Strongly Agree 24% 24% 0	30% 24% -6% eful feed Agree 33% 38% +5% d sugges Agree 61% 51% -10%	Agree 5% 6% +1% dback on he Somewhat Agree 21% 16% -5% St ways to i Somewhat Agree 9% 16% +7%	Disagree or Agree 0% 2% +2% OW I can in Neither Disagree or Agree 6% 6% 0 Neither Disagree or Agree 5% 6% 1 Neither Disagree or Agree 6% 1 Neither Disagree or Agree	Disagree 0% 2% +2% improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat Disagree	0% 0% 0% 0 Disagree 3% 6% +3% Disagree	Disagree 0% 0% 0% 0 Strongly Disagree 5% 8% +3% Strongly Disagree 0% 0% 0%	N/A
2017 2018 Change Question 46 2017 2018 Change Question 47 2017 2018 Change 48. T	Average	Agree 65% 67% +2% receive us Strongly Agree 24% 19% -5% ook for an Strongly Agree 24% 24% 0 munity h	30% 24% -6% eful feed Agree 33% 38% +5% d sugges Agree 61% -10% as high Agree	Agree 5% 6% +1% dback on he Somewhat Agree 21% 16% -5% Somewhat Agree 9% 16% +7% expectation Somewhat Agree	Disagree or Agree 0% 2% +2% OW I can in the properties of the	Disagree 0% 2% +2% improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat Disagree 2% 0% -2% students at Somewhat Disagree	0% 0% 0	Disagree 0% 0% 0% 0 Strongly Disagree 5% 8% +3% Strongly Disagree 0% 0% 0 Ol. Strongly Disagree	N/A
2017 2018 Change Question 46 2017 2018 Change Question 47 2017 2018 Change 48. T	Average 6.61 6.52 -0.09 46. I r Weighted Average 5.33 5.06 -0.27 47. I lo Weighted Average 6.02 5.83 -0.19 The school com	Agree 65% 67% +2% receive us Strongly Agree 24% 19% -5% ook for an Strongly Agree 24% 24% 0 munity h	30% 24% -6% eful feed Agree 33% 38% +5% d sugges Agree 61% -10% as high	Agree 5% 6% +1%	Disagree or Agree 0% 2% +2% OW I can in the properties of Agree 6% 6% 0 Meither Disagree or Agree 5% 6% +1% Neither Disagree or Agree 5% Neither Disagree or Agree 5% 6% High Properties of Agree 18% Neither Disagree Neither Disagree	Disagree 0% 2% +2% improve. Somewhat Disagree 8% 6% -2% ne school. Somewhat Disagree 2% 0% -2% students at Somewhat	0% 0% 0% 0% 0 Disagree 3% 6% +3% Disagree 0% 3% +3%	Disagree 0% 0% 0% 0 Strongly Disagree 5% 8% +3% Strongly Disagree 0% 0% 0 1.	N/A

Agree Somewhat Neither Somewhat Disagree Di	Change	-0.05	+4%	-8%	0	0	+3%	0	0	
Question 49	Change	-0.03	1 7 / 0	-0 /0	1 0	U	1370	U	1 0	
Question 49	4.	O.T. 1	1 4 CC1	1	1 .	1 4 1 1 1	1	1 41		
Average	4	9. Teachers an	a starr na	ve close	working r	eiationsni	ps with eac	en otner.		
Average					_					
2017	Question 49	_		Agree	Somewhat			Disagree	~ .	N/A
2017		Average	Agree		Agree	Disagree	Disagree		Disagree	
2018						or Agree				
Disagree										
Somewhat Neither Somewhat Disagree Strongly N/A										
Question 50	Change	-0.46	-11%	+1%	+1%	+1%	+3%	+3%	+2%	
Question 50										
Question 50		50 T	he school	l rules a	re effective	ly commi	inicated			
Average						-,				
Average	0 1: 50	W-:-1-4-1	C41	1 A	C 14	NI -: 41	C 14	D:	C41	NT/A
2017 5.16 18% 40% 16% 55% 111% 4% 55% 2018 5.14 14% 33% 33% 33% 8% 47% 2% 6% Change -0.02 49% -7% +17% +3% -7% -2% +1% S1. Teachers and staff at this school are recognized for the positive things that they do. Ouestion 51	Question 50	_		Agree				Disagree		IN/A
2017		Average	Agree		Agree	_	Disagree		Disagree	
2018	2017	5.16	100/	400/	160/		110/	40/	50/	
Change										
Strongly Agree Agree Agree Agree Somewhat Agree Disagree Di			_	_						
Question 51	Change	-0.02	-4 70	-/70	+1/%	+3 70	-/70	-270	+1 70	
Question 51										
Average Agree Agree Agree Disagree	51. Teac	hers and staff	at this sch	nool are	recognized	for the po	ositive thin	gs that th	ey do.	
Average Agree Agree Agree Disagree						_			_	
Average Agree Agree Agree Disagree	Ougstion 51	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
2017 5.50 21% 41% 23% 5% 6% 2% 3% 2018 5.46 299% 35% 199% 29% 6% 6% 6% 3% 2018 6.50 4.00 4.00 4.00 52. Teachers and staff in this school have opportunities for collaboration and learning from each other. Question 52	Question 31			rigice				Disagree		14/11
2017		Average	rigice		rigice	_	Disagree		Disagree	
2018	2017	5.50	21%	41%	23%		6%	2%	3%	
Change										
52. Teachers and staff in this school have opportunities for collaboration and learning from each other. Question 52 Weighted Agree Strongly Agree Agree Agree Somewhat Agree Neither Disagree or Agree Disagree or Agree Disagree Disagree Or Agree Disagree or Agree Disagree or Agree Disagree Disagree Or Agree Disagree Disagree Or Agree Disagree										
Question 52 Weighted Average Agree Agree Agree Somewhat Agree Disagree or Agree Disagree	ciuiige	•••	10,0	0,0	1,0	0,0	1 0	1,0	1 0	1
Question 52 Weighted Average Agree Agree Agree Somewhat Agree Disagree or Agree Disagree	50 T 1	1			0	11 1				.1
Average Agree Agree Disagree Disag	52. Teachers and	l staff in this so	chool hav	e oppor	tunities for	collabora	tion and le	arning fro	om each c	other.
Average Agree Agree Disagree Disag										
Average Agree Agree Disagree Disag										
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2018	Question 52	_		Agree		Disagree		Disagree		
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Strongly Agree Agree Agree Disagree Disagre	2017	Average 5.65	Agree 23%	35%	Agree 30%	Disagree or Agree 9%	Disagree 3%	0%	Disagree 0%	
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55. I receive informal feedback outside the formal evaluation process.

Question 55	Weighted	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
C. C	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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	Somewhat Disagree	Disagree	Strongly Disagree	N/A
					or Agree				
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	Strongly	Agree	Somewhat	Neither	Somewhat	Disagree	Strongly	N/A
Question of	Average	Agree		Agree	Disagree	Disagree		Disagree	
					or Agree				
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	Somewhat Disagree	Disagree	Strongly Disagree	N/A
					or Agree				
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%	

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 w	ould you	rate Th	e Joseph Se	ears Schoo	ol 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.