



Dear Joseph Sears School Community,

As part of our ongoing pursuit of excellence and continuous improvement, the Kenilworth School District No. 38 Board of Education annually solicits community feedback in the form of a parent survey. We collected 156 responses from the 280 Joseph Sears School families during the 2015-16 school year.

This year's survey was divided into nine sections: ***instruction, community, safety, discipline/rules, student learning, teacher quality/effectiveness, administration, Board of Education, and overall satisfaction***. In addition, there were three areas for written comments: areas of strength, areas to improve, and general comments. In compiling the data, we used the percentage of affirmative responses (strongly agree and agree) to calculate the degree of satisfaction with regard to a specific question.

Below are the district's top four *areas of satisfaction* based on survey responses:

- ❖ 86% of surveyed parents believe the school community has high expectations for all students.
- ❖ 82% of surveyed parents were satisfied with the quality of instruction in JK-2nd grade.
- ❖ 81% of surveyed parents believe students at Sears care about learning.
- ❖ 78% of surveyed parents believe Sears is a safe place to be.

In the survey's written portion, the following areas had the highest amount of positive comments:

- ❖ 36 positive comments regarding the teachers at Sears
- ❖ 16 positive comments regarding the curriculum/quality of arts programs/instruction
- ❖ 16 positive comments regarding community
- ❖ 13 positive comments regarding small class size & individual attention
- ❖ 13 positive comments regarding the school rooted in community/traditions

We identified the following as *areas in need of improvement* based on written responses:

- ❖ 29% of surveyed parents believe Sears has an effective policy to deal with disruptive students.
- ❖ 33% of surveyed parents believe the administrative roles and responsibilities are clearly defined.
- ❖ 38% of surveyed parents are satisfied with the transparency by the administration on key issues.
- ❖ 44% of surveyed parents believe the administration follows through effectively with student discipline

Based on written responses, the following areas had the highest number of comments for improvement:

- ❖ 74 comments regarding the principal (*communication, decision making, professionalism, respect, hiring/retaining good teachers*)
- ❖ 25 comments regarding school discipline
- ❖ 24 comments regarding negative climate (*loss of community and decreased reputation*)
- ❖ 21 comments regarding academics (*junior high, foreign language, and P.E.*)

By combining the questions and written responses, we see that ***community*** and ***student learning*** are our areas of strength and that ***discipline*** and ***administration*** are our areas in need of improvement.

Sincerely,

Kenilworth School District 38 Board of Education

The Joseph Sears School 2015-2016 Parent Survey Data Summary and Administrative Action Plan

Instruction								
Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Curriculum at The Joseph Sears School is preparing students for the challenges of the 21 st century (e.g. analysis, global perspective, synthesis)	14%	47%	24%	3%	5%	5%	3%	
	21	74	37	5	7	7	5	
Curriculum at The Joseph Sears School promotes the development of students' critical thinking skills	16%	40%	22%	4%	11%	3%	4%	
	25	62	34	7	17	5	6	
Students are encouraged to try out their own ideas at The Joseph Sears School.	11%	39%	19%	13%	10%	4%	3%	
	17	61	30	21	16	6	5	
The Joseph Sears School emphasizes innovative learning methods.	12%	34%	29%	13%	6%	4%	2%	
	18	53	45	21	10	6	3	

General Analysis: Surveyed parents generally feel satisfied with the rigor of district curriculum. Roughly 85 percent of all surveyed parents agree on some level that district curriculum is preparing Joseph Sears students for the challenges of the 21st century. Nearly 1 in 5 surveyed parents reported dissatisfaction with instruction as it relates to the development of critical thinking skills.

Historical Analysis: There are no questions asked last year that directly correlate with questions asked of parents during the 2015-2016 school year.

Comparative Analysis: When compared to teachers and staff surveyed this year, surveyed parents expressed less satisfaction with district curriculum and instruction. Most notably, parent respondents expressed higher levels of dissatisfaction with district curriculum's ability to develop student critical thinking skills (18% to 6%) and the level of encouragement students receive to try out their own ideas (17% to 0%) when compared to teachers and staff.

Administrative Action Plan:

1. Establish the *Habits of Mind* and continue to educate the community on their integration and application to 21st century learning.

2. Establish a common definition of 21st learning and Critical Thinking, educate the community and call attention to them in the work in the classroom.
3. A curriculum renewal plan established in SY 2015-16 will bring each curricular area through a cycle of research and review that will ensure alignment to best practice, rigor, critical thinking and research in the field.
4. Focus on differentiation and how to support all learners, levels and learning modalities.
5. Educate and focus on the 4c's of 21st century skills: critical thinking, communication, collaboration and creativity and inventory our system for alignment.(SY 2016-17 - professional development plan established by the Professional Development Committee)
6. Communicate the work and the expectations of courses and learning and the engagement of critical thinking in the classroom including updates on the work being done and shifts in the curriculum.

Community

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Parents at The Joseph Sears School respect teachers and staff.	19% 29	49% 77	19% 29	8% 12	3% 4	3% 4	>1% 1	
The school community has high expectations for all students at The Joseph Sears School.	42% 65	44% 68	9% 14	3% 4	1% 1	2% 3	>1% 1	
Students at The Joseph Sears School treat teachers and staff with respect.	17% 26	49% 76	20% 31	8% 13	3% 5	2% 3	1% 2	
Students at The Joseph Sears School respect each other's differences (e.g. gender, culture)	14% 22	40% 63	22% 35	8% 13	6% 9	6% 9	3% 5	
Teachers and staff at The Joseph Sears School treat students with respect.	28% 43	50% 78	15% 24	1% 2	4% 6	1% 2	>1% 1	

General Analysis: A majority of surveyed parents believe that there are high levels of respect among students, teachers and parents for one another. A vast majority of surveyed parents believe the school community has high expectations for students at The Joseph Sears School.

Historical Analysis: There are no questions asked last year that directly correlate with questions asked of parents during the 2015-2016 school year. It is worth noting that surveyed parents have historically reported that they and their children understand and practice the Four Cornerstone behaviors.

Comparative Analysis: Surveyed teachers, staff and parents all agree that there are high levels of respect among students, teachers and parents for one another. Notably, when asked if parents respect teachers and staff, 87% of surveyed parents agreed and 94% of surveyed teachers and staff agreed.

Administrative Action Plan: Continue supporting excellent relationships between teachers, students, parents and community. Communicate effectively about expectations, codes of conduct and academic and behavioral expectations.

Safety

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Students feel safe from verbal abuse, teasing and exclusion.	11% 17	37% 58	26% 40	4% 6	8% 12	7% 11	8% 12	
The Joseph Sears School is a safe place to be.	37% 58	41% 64	11% 17	4% 7	3% 5	2% 3	1% 2	

General Analysis: Surveyed parents generally believe that The Joseph Sears School is a safe place to be, however, about 1 in 5 surveyed parents believe that students are not safe from verbal abuse, teasing and exclusion at school.

Historical Analysis: There are no questions asked last year that directly correlate with questions asked of parents during the 2015-2016 school year. It is worth noting, however, that 84% of surveyed parents last year reported their children understand the definition of bullying and how to handle it.

Comparative Analysis: About 23% of surveyed parents disagreed with the idea that students feel safe from verbal abuse, teasing and exclusion. About 5% of surveyed teachers and staff disagreed when asked the same question. About 89% of surveyed parents believe the school is a safe place to be and 98% of surveyed teachers and staff agree.

Administrative Action Plan:

1. Establish an advisory program that supports, educates and provides resources around bullying and community.
2. Team Cornerstones will continue to review the Code of Conduct and revisit and update policies to ensure a safe environment.
3. Communicate expectations for behaviors and ensure that we are responsive to any real perceived allegations of policy for teasing, verbal abuse and exclusion.
4. Work with Student Advisory Board to review key areas of student identified concern including locations and instances where they feel incidents occur and establish an education and action plan to address and rectify identified concerns.

Discipline/Rules

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Students at The Joseph Sears School practice the Four Cornerstone behaviors of Responsibility, Kindness, Honesty and Respect.	17%	47%	16%	3%	10%	4%	3%	
	26	74	25	5	15	6	5	
The Administration follows through effectively in matters of student discipline.	10%	34%	14%	14%	11%	9%	8%	
	15	53	22	22	17	14	13	
The school rules are effectively communicated.	21%	41%	19%	4%	7%	4%	4%	
	32	64	30	6	11	7	6	
The school rules are fair.	15%	44%	19%	10%	8%	3%	3%	
	23	68	29	15	12	4	5	
The Joseph Sears School encourages students to develop good character traits.	23%	49%	17%	3%	3%	2%	2%	
	36	77	27	5	5	3	3	
The Joseph Sears School has an effective policy to deal with disruptive students.	5%	24%	22%	20%	12%	10%	8%	
	8	37	34	31	19	15	12	

General Analysis: While a majority of surveyed parents believe student discipline is not a problem at Joseph Sears, a significant portion of surveyed parents have expressed dissatisfaction with the school's policy to deal with disruptive students and the administration's ability to follow through effectively in manners of student discipline.

Historical Analysis: Last year, junior high parents were asked to evaluate whether discipline is delivered in a fair and consistent manner for junior high students. Roughly 52% of surveyed parents answered to the affirmative with 39% of parents answering neutral/no opinion and 9% of parents answering negatively.

Comparative Analysis: Surveyed teachers and staff reported similar levels of satisfaction with school discipline. A larger portion of surveyed teachers and staff (28%) disagreed with the idea that the school rules are communicated effectively when compared to surveyed parents (15%). Notably, about 30% of surveyed parents do not believe the school has an effective policy to deal with disruptive students. About

34% of surveyed teachers and staff do not believe the school has an effective policy to deal with disruptive students.

Administrative Action Plan:

1. Team Cornerstone will continue to update and communicate our school policies and the aligned consequences.
2. CHAMPS training will be offered in August 2016 with two follow up sessions.
3. A behavior coach will work with the school weekly to provide professional growth and support for behavior management in the classroom.
4. Communicate each update to the policy with the community and educate students through a general session and reinforcement through advisory.

Student Learning

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
Students at The Joseph Sears School care about learning.	26% 40	56% 87	15% 23	2% 3	2% 3	0% 0	0% 0	
My child's homework assignments reinforce what he/she learns in the classroom. (JK-2)	22% 18	54% 45	8% 7	12% 10	2% 2	1% 1	0% 0	
My child's homework assignments reinforce what he/she learns in the classroom. (3-5)	22% 23	48% 51	21% 22	4% 4	5% 5	0% 0	1% 1	
My child's homework assignments reinforce what he/she learns in the classroom. (6-8)	11% 12	52% 57	23% 25	6% 7	3% 3	3% 3	3% 3	
My child was sufficiently challenged this year. (JK-2)	33% 27	34% 28	20% 17	1% 1	7% 6	4% 3	1% 1	
My child was sufficiently challenged this year. (3-5)	24% 25	46% 49	18% 19	3% 3	6% 6	3% 3	1% 1	
My child was sufficiently challenged this year. (6-8)	15% 16	35% 39	28% 31	2% 2	6% 7	9% 10	5% 5	
I am satisfied with the integration of technology into my child's classroom and assignments. (JK-2)	29% 24	45% 37	13% 11	10% 8	4% 3	0% 0	0% 0	
I am satisfied with the integration of technology into my child's classroom	23%	44%	19%	10%	4%	0%	0%	

and assignments. (3-5)	24	47	20	11	4	0	0	
I am satisfied with the integration of technology into my child's classroom and assignments. (6-8)	13%	49%	18%	12%	4%	5%	0%	
	14	54	20	13	4	5	0	

General Analysis: A majority of surveyed parents feel satisfied with student learning at Joseph Sears, including the challenge of material, the integration of technology into the classroom and the ability of homework to reinforce what is being taught in the classroom.

Historical Analysis: Parent satisfaction with the integration of technology into the classroom and into assignments has remained at similar levels across all grade levels when compared to last year. Parent satisfaction with homework reinforcing classroom learning has generally remained the same when compared to last year. Similarly, parents across all grade levels generally feel the same as they did last year when asked if their child was challenged at school this year:

My child was sufficiently challenged this year	Affirmative	Negative/Unsure
JK-2 Parents (2015)	89%	12%
JK-2 Parents (2016)	87%	13%
3-5 Parents (2015)	85%	15%
3-5 Parents (2016)	88%	12%
6-8 Parents (2015)	81%	19%
6-8 Parents (2016)	78%	22%

Comparative Analysis: Like parents, teachers and staff overwhelmingly agree that students at The Joseph Sears School care about learning. Teachers and staff were not asked any other questions that correlate with those asked of parents related to student learning.

Administrative Action Plan:

1. Continue with the efforts in curriculum renewal and communicate them.
2. Establish a task force to review and update: grading, homework and report cards.

Teaching Quality/Effectiveness

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The quality of teaching at The Joseph Sears School is	33%	44%	14%	3%	3%	1%	2%	

high.	51	69	22	4	5	2	3	
The best teachers and staff are retained at the school.	15%	31%	20%	5%	12%	6%	10%	
	24	49	31	8	19	10	15	
Teachers at The Joseph Sears School are experts in the subjects they teach.	17%	40%	18%	13%	6%	4%	1%	
	26	63	28	20	10	7	2	
I am satisfied with the quality of instruction my child has received this year. (JK-2)	47%	35%	14%	1%	1%	0%	1%	
	39	29	12	1	1	0	1	
I am satisfied with the quality of instruction my child has received this year. (3-5)	32%	46%	14%	1%	5%	2%	0%	
	34	49	15	1	5	2	0	
I am satisfied with the quality of instruction my child has received this year. (6-8)	14%	42%	22%	2%	8%	5%	7%	
	15	46	24	2	9	6	8	

General Analysis: Surveyed parents indicate they generally believe that the quality of teachers and instruction at The Joseph Sears School is high. About 1 in 4 surveyed parents do not believe that the best teachers and staff are retained at The Joseph Sears School.

Historical Analysis: There are no questions asked last year that directly correlate with questions asked of parents during the 2015-2016 school year.

Comparative Analysis: Surveyed teachers and staff have reported similar levels of satisfaction with the quality of teachers and instruction at The Joseph Sears School when compared to parents. About 14% of surveyed teachers and staff did not feel that the best teachers and staff at the school are retained. About 28% of surveyed parents did not feel that the best teachers and staff at the school are retained.

Administrative Action Plan:

1. Continue to work with HR to recruit and retain high quality educators.

Administration

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The roles and responsibilities of each member of the administration are clear to me.	8%	25%	24%	9%	17%	12%	6%	

	12	39	37	14	26	19	9	
I am satisfied with the level of transparency by the Administration on key issues.	12%	26%	24%	7%	11%	8%	13%	
	18	40	37	11	17	13	20	
I know which administrator to seek out from the Administrative Team to solve problems.	12%	39%	19%	8%	12%	4%	7%	
	18	61	29	12	18	7	11	
The Administration communicates with parents in a timely manner.	20%	35%	17%	5%	7%	7%	8%	
	31	55	27	8	11	11	13	

General Analysis: While the majority of surveyed parents indicated satisfaction with administrative transparency, the timeliness of administrative communications and an understanding of administrative roles and responsibilities, a significant percentage of surveyed parents disagreed.

Historical Analysis: There are no questions asked last year that directly correlate with questions asked of parents during the 2015-2016 school year. It is worth noting, however, that 73% of parents last year believed the administration communicated in an open, honest and respectful manner with the community.

Comparative Analysis: About 41% of surveyed teachers and staff and 35% of parents indicated that they did not believe the roles and responsibilities of each administrator were clear to them. About 70% of surveyed parents, teachers and staff surveyed this year indicated that they know which administrator to seek out from the Administrative Team to solve problems.

Administrative Action Plan:

1. Communicate with parents on a regular basis.
2. Establish a timeline of communications and identify areas that may need additional communication other than what has previously been practiced.
3. Support and outline the roles of school personnel and update and communicate them as changes in assignments occur.

Board of Education

Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
I am satisfied with the level of transparency by the Board of Education on key issues.	13%	33%	18%	8%	12%	6%	11%	
	20	51	28	12	19	9	17	

General Analysis: While the majority of surveyed parents report satisfaction with the level of transparency by the Board of Education on key issues, a significant percentage of surveyed parents did not.

Historical Analysis: It is not possible to provide a direct historical analysis of board transparency levels due to this year's shift to more statistically reliable survey language. It is worth noting, however, that about 65% of parents last year indicated board transparency as either excellent or good. About 64% of surveyed parents this year reported some level of satisfaction with board transparency on key issues.

Comparative Analysis: There are no questions asked of teachers and staff about board transparency that directly correlate with questions asked of parents during the 2015-2016 school year.

Satisfaction								
Question	Strongly Agree	Agree	Somewhat Agree	Neither Disagree or Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A
The content published in the weekly Sears to Home newsletter is useful to me as a parent.	15%	45%	20%	8%	5%	3%	3%	
	24	71	31	12	8	5	5	
	Excellent	Very Good	Good	Average	Poor	Very Poor		No Opinion
How would you rate The Joseph Sears School overall?	26%	35%	21%	12%	6%	>1%		0%
	41	55	32	18	9	1		0
	Excellent	Very Good	Good	Average	Poor	Very Poor		No Opinion
I would rate my child's school year as: (JK-2)	45%	38%	16%	6%	0%	0%		0%
	37	28	13	5	0	0		0
I would rate my child's school year as: (3-5)	25%	39%	26%	8%	3%	0%		0%
	26	41	28	8	3	0		0
I would rate my child's school year as: (6-8)	13%	34%	24%	19%	5%	6%		0%
	14	37	26	21	5	7		0

General Analysis: A large majority of surveyed parents responded favorably when asked to indicate their satisfaction with the school and their child's school year. Most surveyed parents indicated that they find the content in Sears to Home useful.

Historical Analysis: While it is not possible to provide a direct historical analysis of parent satisfaction due to this year's shift to more statistically reliable survey language, it appears parent satisfaction with the school has sharply decreased. It is worth noting that parent survey participation rates sharply

declined this year, which could be a contributing factor to the data. The following chart summarizes overall school ratings over the past three years:

How would you rate The Joseph Sears School overall?	Excellent	Very Good	Good	Average	Poor	Very Poor		No Opinion
2016 Parent responses	26%	35%	21%	12%	6%	>1%		0%
How would you rate The Joseph Sears School overall?	Excellent		Good	Fair	Poor			No Opinion
2015 Parent responses	59%		34%	6%	1%			0%
2014 Parent responses	52%		40%	7%	0%			1%

Comparative Analysis: There are no questions asked of teachers and staff about general satisfaction that directly correlate with questions asked of parents during the 2015-2016 school year.

Administrative Action Plan:

1. Identify areas that parents have identified as concerns and work with faculty and community to identify actionable items to improve.
2. Communicate the vision/mission of the school and the presence of 21st century skills.
3. Communicate successes and opportunities global to increase awareness of the accomplishments.