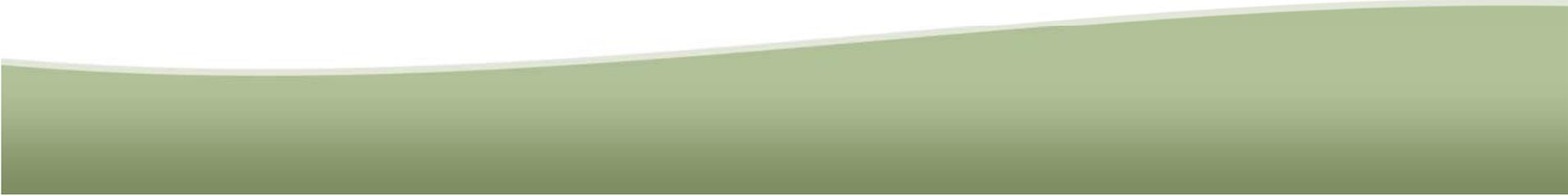




District 97 Climate Survey Report

Presented to the Board of Education
October 30, 2012



History of the Survey

- Purpose of the survey has remained the same; methodology, format and focus have evolved
- Paper survey used in early years to collect feedback about teachers and principals
- 2005 version focused more on overall climate in schools/district; opportunity to give feedback on educational programs
 - ✓ Created by a committee
 - ✓ Disseminated online for the first time
 - ✓ Results helped guide work of School Leadership Teams and were used in principal evaluation process

History of the Survey cont.

- 2008-2009 survey
 - ✓ Aligned to strategic plan
 - ✓ 360 approach (included board and central office)
 - ✓ “Quick pulse” questions and drill down option
 - ✓ Alternated administration of surveys
- 2011-2012 survey
 - ✓ Evaluative in nature
 - ✓ Opportunity to offer feedback on a variety of topics (academic programs, building climate, facilities, etc.)
 - ✓ Short and long form

Issues of Note

- Three new principals
- Timing of the survey – corresponded with irregularities in administration of ISAT at Mann
- Challenges with the format
 - ✓ Grouping of staff members
 - ✓ Inability to effectively consolidate data
- Lack of knowledge about experience dealing with central office departments
- Survey results and FOIA

Survey Results - Respondents

- 763 parents/guardians and 326 staff members completed the survey; 1227 parents/guardians and 485 staff members completed the survey in 2008-09
- Represented a decrease in parent/guardian participation by 37.8% and in staff by 32.8%; was also the lowest participation in a five-year period
- Several possible factors (general satisfaction with schools/district, survey fatigue, timing, belief regarding effectiveness of surveys), but no definitive way to pinpoint the reason for the low rate of participation

Survey Results - Schools

- Sampling of results for schools; full results for each building will be posted online
- Took building-level results and calculated consolidated ratings for all 10 schools in several categories:
 - ✓ Facilities
 - ✓ Quality of teaching and instruction
 - ✓ Day-to-day performance of teachers
 - ✓ Day-to-day performance of building administration
 - ✓ Day-to-day performance of other staff (front office, custodians, etc.)
 - ✓ Communications
 - ✓ Climate

Survey Results – Schools cont.

- Consolidated calculations represent percentages of people (parents/guardians and staff) who rated schools as good or excellent in selected categories
- Facilities
 - ✓ **69.1 percent of people** rated school facilities as good or excellent
- Quality of teaching and instruction (parents/guardians only)
 - ✓ **84.9 percent of parents/guardians** rated the quality of teaching and instruction in the schools as good or excellent
- Day-to-day performance of teachers
 - ✓ **90.8 percent of people** rated day-to-day performance of teachers as good or excellent

Survey Results – Schools cont.

- Day-to-day performance of building administration
 - ✓ **78.2 percent of people** rated the day-to-day performance of the building administration in the schools as good or excellent
- Day-to-day performance of other staff
 - ✓ **88.6 percent of people** rated the day-to-day performance of the other staff in the schools as good or excellent
- Communications (parents/guardians only)
 - ✓ **80.7 percent of parents/guardians** rated the schools' efforts to communicate as good or excellent
- Climate
 - ✓ **71.6 percent of people** rated the climate at the schools as good or excellent

Survey Results – Board of Ed

- Day-to-day performance of the Board of Education
 - ✓ **58.9 percent of people** rated the day-to-day performance of the Board of Education as good or excellent
- Attendance at board meetings
 - ✓ **67.8 percent of parents/guardians** and **26.3 percent of staff members** who took the survey never attend board meetings
 - ✓ **39.1 percent of the staff members** and **16.1 percent of parents/guardians** who took the survey attend board meetings on an annual basis

Survey Results – Central Office

- Day-to-day performance of the superintendent
 - ✓ **53.7 percent of people** rated the day-to-day performance of the superintendent as good or excellent
- Day-to-day performance of the business office
 - ✓ **78.5 percent of people** rated the day-to-day performance of the business office as good or excellent
- Day-to-day performance of the communications department
 - ✓ **82 percent of people** rated the day-to-day performance of the communications department as good or excellent
- Day-to-day performance of the HR department
 - ✓ **66.1 percent of people** rated the day-to-day performance of the HR department as good or excellent

Survey Results – Central Office cont.

- Day-to-day performance of the special education department
✓ **74.9 percent of people** rated the day-to-day performance of the special education department as good or excellent
- Day-to-day performance of the teaching and learning department
✓ **63.7 percent of people** rated the day-to-day performance of the teaching and learning department as good or excellent
- Day-to-day performance of the technology department
✓ **71.4 percent of people** rated the day-to-day performance of the technology department as good or excellent

Survey Results – Programs and Plans

- Academic programs
 - ✓ **88.2 percent of people** rated the district's academic programs as good or excellent
- Technology plan
 - ✓ **58.7 percent of people** rated the effectiveness of the district's five-year technology plan as good or excellent
- Strategic plan
 - ✓ **48.7 percent of people** rated the district's five-year strategic plan as good or excellent

Survey Results – Services

- Efforts to communicate
 - ✓ **72.9 percent of people** rated the district's efforts to communicate with them as good or excellent
- Effectiveness of communications resources
 - ✓ **78.8 percent of people** rated the effectiveness of the district's communications resources as good or excellent
- Quality of technology in schools
 - ✓ **68.5 percent of people** rated the quality of the technology being used in the schools as good or excellent
- Integration of technology in schools
 - ✓ **71.8 percent of people** rated the efforts to integrate technology in the schools as good or excellent

Survey Results – Services cont.

- Quality of technology district wide
 - ✓ **60.8 percent of people** rated the quality of the technology being used district wide as good or excellent
- Integration of technology district wide
 - ✓ **61.7 percent of people** rated the efforts to integrate technology district wide as good or excellent
- Food Service
 - ✓ **39.3 percent of the parents/guardians** who completed the survey rated the district's food service program as good or excellent
- Transportation
 - ✓ **61.6 percent of the parents/guardians** who completed the survey rated the district's transportation program as good or excellent

Key Findings and Conclusions

Schools

- High level of satisfaction with our schools – 85 percent of people rated the schools as good or excellent in quality of teaching and instruction, day-to-day performance of teachers and day-to-day performance of other building staff
- Rating for communications (80.7 percent good or excellent) was positive, but several principals cited this as an area for improvement
- Some principals highlighted a commitment to improve their own day-to-day performance (78.2 percent good or excellent)—most notably their accessibility, communication, leadership and responsiveness
- Facilities (69.1 percent good or excellent) and climate (71.6 percent good or excellent) received the lowest ratings

Key Findings and Conclusions

Schools cont.

- For facilities, quality and condition of outdoor spaces were consistently rated low, and temperature issues (e.g., heat) were raised by a number of respondents as a concern
- District is performing upgrades to schoolyards and studying options for adding air conditioning to buildings
- For parents/guardians, climate concerns are effectiveness of PBIS and handling of disciplinary issues
- Board adopted new discipline policy and administration drafted new discipline guidelines; staff identifying strategies for improving overall effectiveness of PBIS program and communicating how it impacts students both in and out of the classroom

Key Findings and Conclusions

Schools cont.

- For staff, climate concern is about morale
- Schools/district identifying ways to celebrate/promote the accomplishments of staff, highlight/recognize their contributions to our schools, district and community, and help them feel like they are valued members of the team

Board of Education

- Ratings of day-to-day performance on the short form of both surveys was good—69.6 percent of parents/guardians and 61.2 percent of staff members rated it as good or excellent
- Rated high in the area of professionalism on the long form of both surveys—65.4 percent of parents/guardians and 66.7 percent of staff members rated this area as good or excellent

Key Findings and Conclusions

Board of Education cont.

- Overall rating of the board's day-to-day performance by parents/guardians and staff members (58.9 percent good or excellent) reflects the importance of identifying ways to improve its relationship with both groups
- Potential barrier to accomplishing this goal is the fact that most people either don't attend board meetings or only attend them on an annual basis
- Board is overcoming obstacle by attending monthly PTO meetings, participating in more school and community events, and seeking ways to communicate more directly/engage in dialogue with citizens and staff members; asked administration to look into the cost and logistics associated with webcasting or podcasting its meetings so information is more readily accessible to everyone

Key Findings and Conclusions

Superintendent

- Rated high in the area of professionalism on the long form of both surveys—66.7 percent of parents/guardians and 62.2 percent of staff members rated this area as good or excellent
- Received good ratings on day-to-day performance on the short form of the parent/guardian survey and in the areas of responsiveness and timeliness of communications on the long form of the parent/guardian survey
- Overall rating of day-to-day performance by both groups (53.7 percent good or excellent), as well as the ratings for support (22.9 percent good or excellent) and collaboration (21.8 percent good or excellent) on the long form of the staff survey, highlight that steps need to be taken to cultivate stronger, more effective partnerships with stakeholders

Key Findings and Conclusions

Superintendent cont.

- Already taken several significant steps this year—International Baccalaureate program at the middle schools, comprehensive district-wide systems audit, Technology Advisory Committee, Parent Educator Partnership program
- Will maintain an open, productive dialogue with the district's bargaining units, groups such as Education Council, Administrative Leadership and PTO Council, community organizations, etc., and continue to find ways to give people a voice and an active role in fulfilling the mission and vision for the district

Central office departments

- Average of 72.8 percent of people who took the survey rated the overall day-to-day performance of the district's central office departments as good or excellent

Key Findings and Conclusions

Central office departments cont.

- Departments identified the need to improve in the following areas:
 - ✓ Communication
 - ✓ Collaboration
 - ✓ Leadership
 - ✓ Visibility
 - ✓ Accessibility
 - ✓ Responsiveness
- Determined need to continue finding ways to educate people about roles and responsibilities because some respondents stated they knew little about the departments

Key Findings and Conclusions

Efforts to communicate

- 77.5 percent of parents/guardians and 68.3 percent of staff members rated the district's efforts to communicate with them as good or excellent; highlights need to continue identifying ways to effectively keep both groups updated and informed about what is happening in the district

Technology plan

- 58.7 percent of parents/guardians and staff rated the effectiveness of the district's five-year technology plan as good or excellent
- Newly formed Superintendent's Advisory Committee will be charged with reviewing the technology plan and offering guidance regarding how it can be modified to ensure that it continues to meet the needs of students and staff

Key Findings and Conclusions

Academic programs

- 88.2 percent of parents/guardians and staff members rated the district's academic programs as good or excellent
- District will monitor and assess how the implementation of Common Core and IB program will impact overall quality of the programs

Strategic plan

- 48.7 percent of parents/guardians and staff members rated the district's five-year strategic plan as good or excellent
- Number of parents/guardians said they were new to the district and did not know much about the plan
- Some staff members felt the district could have done a better job of communicating the status/progress of the plan

Key Findings and Conclusions

Strategic plan cont.

- Several people highlighted important accomplishments that resulted from the strategic plan (implementation of full-day kindergarten, introduction of PBIS, redesign of the website); while others felt the plan was too complicated, long and aspirational to be effective
- Superintendent currently working on a plan to move the district from a model of strategic planning to one of strategic thinking

Food Service

- 39.3 percent of parents/guardians rated the district's food service program as good or excellent
- Results highlighted that there is a divide among parents/guardians about the need to/benefits of offering healthier, more nutritious options at lunch

Key Findings and Conclusions

Food Service cont.

- Some parents/guardians believe more can/should be done in terms of offering healthy, nutritious meals; while others believe the focus on health and nutrition has diminished the quality of the food
- Several parents/guardians believe portion sizes are too small; others requested that the district offer for more allergy-friendly options (e.g., gluten free)
- District will continue to work with our families, staff and District 200 to improve the overall quality of our lunch program

Transportation

- 61.6 percent of parents/guardians rated the district's transportation program as good or excellent

Key Findings and Conclusions

Transportation cont.

- Positive comments about the overall quality of the program, especially the service offered on the special education buses, as well as about specific drivers
- Some believe quality of drivers is inconsistent, and others believe maintaining discipline is an issue on some of the buses
- District will continue to work with our families, staff and Lakeview to improve the overall quality of the program

Climate survey

- Survey provided valuable feedback about the district, highlighted strengths (academic programs, quality of teaching and instruction, etc.), and identified areas for improvement (timeliness of our communications, effectiveness of the technology plan, etc.)

Key Findings and Conclusions

Climate survey cont.

- Questions about whether survey is effective long-term solution for helping to accurately assess critical issues
- Decrease in participation—lowest in five years; possible factors include:
 - ✓ Tendency for people who are generally satisfied not to take surveys
 - ✓ Survey fatigue in the district and community as a whole
 - ✓ The timing of the survey
 - ✓ Overall belief in the effectiveness of surveys
- State developing mandatory learning climate survey in conjunction with Common Core

Key Findings and Conclusions

Climate survey cont.

- Need to determine if we will continue to administer our own survey; and, if so, what can be done to make it a more effective resource for soliciting feedback from stakeholders



Questions and Discussion

