# Derby
# High School

## 2019 Fall Climate Survey Review

# 2019 Fall Surveys

Surveys were administered to students, parents, and staff.

Derby High School participation:

Parents/Guardians - 103 responses

Students - 276 responses

Staff - 37 responses

# Highlights

# Parent Survey Highlights

- 78% indicated my child's school is well-cared and clean
- 76% indicated adults in this school are accessible and respond to my questions, calls or emails in a timely manner
- 77% indicated school staff encourage students at this school to respect each other's differences (for example: gender, race, culture, etc.)
- 75% indicated my child has friends at school he/she can talk to and trust
- 74% indicated the school communicates effectively/regularly with families (newsletters, all-calls, social media, flyer, etc.)

# Student Survey Highlights

- 88% said my family wants me to do well in school
- 78% said my family holds me accountable for my behaviors in school
- 71% said my family asks me about what is happening at school

# Staff Survey Highlights

- 92% said adults in this school really care about all of the students
- 95% said our staff is welcoming to visitors and parents
- 89% said the school community respects and embraces diversity
- 89% said adults in this school treat students with respect
- 81% said teachers in this school build strong relationships with students
- 84% said parents have many opportunities to be involved at this school
- 89% said adults in this school typically work well with one another

Growth Areas

# Parent Survey Growth Area

- Students in this school are receiving a high-quality education.

Strongly Agree: 16%
Agree: 34%
Somewhat Agree: 31%
Disagree: 11%
Strongly Disagree: 9%

# Student Survey Growth Areas

- Most students in my school are easily able to work out disagreements with other students.

Strongly Agree: 3%

Agree: 14%

Somewhat Agree: 48%

Disagree: 22%

Strongly Disagree: 13%

# Student Survey Growth Areas

- I feel like I belong at this school

Strongly Agree: 3%

Agree: 14%

Somewhat Agree: 48%

Disagree: 22%

Strongly Disagree: 13%

# Staff Survey Growth Area

- Staff morale is high at this school

Strongly Agree: 0%
Agree: 22%
Somewhat Agree: 46%
Disagree: 22%
Strongly Disagree: 11%

# Staff Survey Growth Area
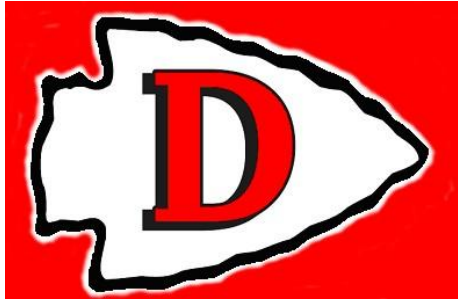
- I have access to the tools I need to do my job well

Strongly Agree: 3%

Agree: 25%

Somewhat Agree: 44%

Disagree: 22%

Strongly Disagree: 6%

# 2019-20 Action Plan

**Parent Survey Feedback:** Students in this school are receiving a high-quality education.

1.  Improve communication with families and other stakeholders about new programs and offerings at DHS.  Examples: expanded dual-credit offerings, collaboration with HCC, additional AP courses
2.  Consistent updating of school website
3.  Use of staff/program newsletters and social media accounts
4.  Further engagement with stakeholders to obtain deeper understanding of reasons why responses were not favorable

**Student Survey Feedback:** most students in my school are easily able to work out disagreements with other students

1. Student contracts
2. Mediations with staff and youth services bureau
3. Social worker and school counselors greeting students during morning arrival and present during lunch waves

**Student Survey Feedback:** I feel like I belong at this school

1. Development of onboarding process for new students - student ambassador program
2. Streamline registration process to be more inclusive of families and new students - new student questionnaire
3. Revision of "Advisory" program

(38 students new to Derby High School this year, nearly 12% of the school population)

**Staff Survey Feedback:** Staff morale is high at this school

1. Teacher-leaders completed an HQI protocol to better understand the factors contributing to low staff morale

   Question Prompt: What is a realistic change that can be made in our school to improve morale?

**Staff Survey Feedback:** Staff morale is high at this school

Feedback from staff:
1. Entice students to stay after-school on Tuesdays and Thursday to work with teacher.
2. Consistent and timely communication.
3. A peaceful working environment.
4. Clear and consistent standards for everyone.
5. Too much bureaucracy and over complication at times (reference to the teacher evaluation process).
6. Have an open door policy and honor it.
7. Suggestion box for School Improvement Team.

**Staff Survey Feedback:** Staff morale is high at this school

To address some of the concerns brought forward by staff, the following action steps have been taken:

1.  The "Week Ahead" message is sent out on Friday afternoons via Google drive to allow staff to better plan out their weeks, outlook calendar is used to ensure all staff are aware of important meetings and programs.

2.  School Improvement Team meeting date was switched from Tuesdays to Mondays at the request of staff - to align with district goals, meetings will follow a weekly rotation focus ensuring that talent, academics, culture/climate and operations are discussed equally.

# Staff Survey Feedback: Staff morale is high at this school

To address some of the concerns brought forward by staff, the following action steps have been taken:

3. To create a more positive environment, an intentional focus has been placed on ensuring that a welcoming environment has been created for staff during meetings.  A larger table was installed in the middle conference room and light refreshments were served at meetings.  The Sunshine Club also had a staff potluck during exams and staff birthdays are recognized at monthly meetings
with homemade cake.



Derby High School @DerbyRedRaider · Jan 17
Staff potluck - Shout Out to the DHS Sunshine Club!

**Staff Survey Feedback:** Staff morale is high at this school

To address some of the concerns brought forward by staff, the following action steps have been taken:

4. Red Raider Shout Outs were brought back as a way to recognize staff and students for a "job well done". The process has been formalized with forms and a drop off box located outside of the principal's office.

**Staff Survey Feedback:** Staff morale is high at this school

To address some of the concerns brought forward by staff, the following action steps have been taken:

5. To improve communication and relationships with staff, periodic meetings are held in the teacher's classroom instead of the principal's office.  By having meetings in the teacher's classroom, there is a reduction in anxiety for staff when discussing their evaluations, teachers  also have access to their computers and classroom materials should they need to reference them.

**Staff Survey Feedback:** Said I have access to the tools I need to do my job well.

1. Working with staff to identify the "tools" that they need.
2. Reviewing current and future budget to ensure that teacher requests are satisfied