



# Oak Park Elementary School District 97

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**TO: Members, Board of Education  
Dr. Albert Roberts, Superintendent**

**FROM: Chris Jasculca**

**RE: Climate Survey Report**

**DATE: October 30, 2012**

The following is a report regarding the results of the parent/guardian and staff climate surveys for the 2011-2012 school year.

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## **History of the Climate Survey**

In recent years, District 97 has used a survey to collect valuable feedback and insight from our stakeholders (students, parents/guardians and staff) about a variety of important topics such as climate, instruction, discipline, communications and leadership. While the purpose of the survey has remained the same—highlight/celebrate our successes and identify areas for improvement—the methodology, format and focus of the survey has evolved over time.

For example, in the early years, we used a paper survey that enabled people to share their thoughts about our teachers and principals. Starting in 2005, the survey focused more on the overall climate in the schools/district, was created by a committee and disseminated online. This version of the survey provided people with an opportunity to offer feedback about our educational programs. It also generated results that helped guide the work of our School Leadership Teams and were used in the principal evaluation process.

In 2009, the survey was completely revamped so it would be more closely aligned to the district’s five-year strategic plan, as well as offer a 360-degree approach by giving people the chance to share their thoughts about the Board of Education and central office. This survey, which was available online and in hard copy format, was comprised of a series of short, “quick pulse” questions, but also included the option to drill down deeper into topics and use open comment boxes to offer more detailed feedback. In addition, there was a decision made to alternate when the survey was administered to the district’s primary stakeholders—with parents/guardians and staff taking it one year and students taking it the next.

Last year, we developed a survey that was more evaluative in nature. This survey, which was also available online and in hard copy format, was divided into several sections and covered a variety of topics that included, but were not limited to, academic programs, building quality and climate, facilities, central office personnel and departments, the Board of Education, communications and technology. People were given the option of taking a short form of the survey, in which they provided an overall rating for each item; or a long form, in which they gave a more detailed response. For example, on the short form version, people were asked to give an overall rating of the building climate at their child’s school. On the long form version, however, people were asked to give similar ratings for several areas related to the building climate, including overall climate, safety, handling of disciplinary issues and effectiveness of the Positive Behavior Intervention and Supports (PBIS) program. If there were people who completed the short form of the survey and decided they wanted to give a more detailed response to any of the questions, they were given the chance to take the long form version. We also included comment boxes throughout the survey that people could use to provide additional input on any topic. Both the short and long form of the 2011-2012 survey were made available to parents/guardians and staff from April 2, 2012 to April 27, 2012.

## **Issues of Note**

The following issues of note were ones we were either aware of before administering the 2011-2012 parent/guardian and staff climate surveys, or identified while we were assessing and analyzing the results.

- Parents/guardians and staff members from each school community were given the opportunity to provide feedback about the administration (principals and assistant principals) for their building. However, for three schools—Brooks, Julian and Mann—the input we received included ratings for and comments about three principals who are longer with the district. With that said, the three new principals—Mike Michowski (Brooks), Todd Fitzgerald (Julian) and Sam LeDeaux (Mann)—thoroughly reviewed all of the information that was shared for their buildings and used it to identify strengths as well as areas for improvement.

- The surveys were administered around the same time that we discovered the irregularities in the administration of the 2012 Illinois Standard Achievement Test (ISAT) at Mann. This incident is cited/reflected in the survey results for the school and several district departments.
- The format we used for the surveys presented challenges for the individuals taking them, as well as for the staff members analyzing the results. Below are a few examples of these challenges.
  - People found it difficult to provide feedback for some of the staff members from the schools or certain departments because we asked them to rate several categories of staff as a group instead of on an individual basis. For example, at the school level, we asked people to rate the rest of the staff in the building (other teachers, front office, maintenance, etc.) as a whole instead of as separate groups. Some of our stakeholders commented that it was hard for them to provide an overall rating in these situations because, while the groups listed operate out of a single school or department, the functions they serve and services they provide are different.
  - While the language we used for questions on the short form of the surveys was similar to what we used on the long ones, it was not similar enough to allow us to effectively consolidate the results for the parents/guardians or staff. As a result, we needed to keep most of the data we collected and are presenting separated by the type of survey taken (i.e., short or long). In some cases, this produced results that are misleading. For example, only 20 percent of the staff members at Irving who took the long form of the survey rated the school's facilities as good or excellent. However, this percentage is skewed by the fact that only six total people completed the long form of the survey and only five of those six answered that specific question. So, although it is important that we consider the feedback these individuals provided when making decisions at the school or district levels, it is critical for us to recognize and remember that, in some cases, we only have access to results from a small sample size.
- Some parents/guardians and staff members did not offer feedback/ratings on central office departments because they had few dealings with them or did not know enough about them.
- We notified people in the introduction to both surveys that, unless they chose to include personally identifiable information in any of the comment boxes, their individual responses would be anonymous. We also let them know that the results from the survey, including portions of the comments, are considered public records under the Illinois Freedom of Information Act (FOIA). Some people felt we included this language to discourage people from taking the survey or providing honest answers to the questions. In fact, we included this information at the advice of our lawyers following a legal issue we encountered in conjunction with the survey that was administered in 2009.

## Survey Results

The following section includes:

- Results from the 2011-2012 climate survey broken down by school, department and topic area (e.g., academic programs, food service, transportation, etc.)
- Strengths and areas for improvement each school and department that were identified after assessing/analyzing the results from the survey

**Total number of respondents:** Last year, 763 parents/guardians and 326 staff members completed the climate survey. The previous survey, which was administered in 2009, was completed by 1227 parents/guardians and 485 staff members. This represents a 37.8 percent decrease in participation by parents/guardians and 32.8

percent decrease in participation by staff members. Furthermore, with the exception of the staff totals in 2008 (265 completed the survey that year), these figures represent the lowest rate of participation during the past five years—836 parents/guardians and 408 staff members in 2007; 1446 parents/guardians and 265 staff members in 2008; and 1227 parents/guardians and 485 staff members in 2009 (the survey was not administered to parents/guardians and staff members in 2010). While assumptions can be made about why participation has decreased by a third or more in both stakeholder groups since the 2009-2010 survey (people who are generally satisfied tend not to complete surveys, survey fatigue at the school, district and community levels, timing of the survey, belief in the effectiveness of surveys, etc.), there is no specific factor or set of factors that explain this phenomenon.

**School survey results, strengths and areas for improvement:** The following are the survey results for the district’s schools, which will be posted on the main district and school websites.

### **Beye Elementary School**

Thirty-one parents/guardians offered ratings about Beye on the short form of the survey and 36 offered them on the long form. Ten staff members offered ratings about Beye on the short form of the survey and 13 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Beye as either good or excellent in that area.

#### **Parent/Guardian Survey Results: Short Form**

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Beye's facilities	27/31	87.1%
Quality of teaching and instruction	31/32	96.9%
Day-to-day performance of your child's teachers	31/31	100.0%
Day-to-day performance of the building administration	31/32	96.9%
Day-to-day performance of the rest of the building staff	28/30	93.3%
Beye's efforts to communicate with you	29/31	93.5%
Beye's building climate	28/31	90.3%

#### **Parent/Guardian Survey Results: Long Form**

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BEYE’S FACILITIES</b>		
Indoor	29/35	82.9%
Outdoor	15/35	42.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	27/35	77.1%
Science	24/35	68.6%
Social Studies	25/35	71.4%
Language Arts	30/35	85.7%
Physical Education	32/35	91.4%

Art	30/35	85.7%
Music	35/36	97.2%
World Language	17/35	48.6%
Extra-curricular activities	27/30	90.0%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	27/35	77.1%
Professionalism	31/35	88.6%
Responsiveness	28/35	80.0%
Accessibility	28/35	80.0%
Delivering timely, informative, quality communications	28/35	74.3%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BUILDING ADMINISTRATION PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	28/34	82.4%
Professionalism	34/35	97.1%
Responsiveness	32/35	91.4%
Accessibility	33/35	94.3%
Leadership	31/35	88.6%
Delivering timely, informative, quality communications	31/35	88.6%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>PERFORMANCE OF OTHER BUILDING STAFF</b>		
Effectiveness in meeting the needs of students and parents/guardians	29/32	90.6%
Professionalism	29/33	87.9%
Responsiveness	29/33	87.9%
Accessibility	29/33	87.9%
Delivering timely, informative, quality communications	29/33	87.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BUILDING CLIMATE</b>		
Overall climate	26/32	88.9%
Safety	29/35	82.9%
Handling of disciplinary issues	28/32	87.5%
Effectiveness of PBIS	20/28	71.4%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>EFFORTS TO COMMUNICATE WITH YOU</b>		
Effectiveness of efforts to communicate with you	28/36	77.8%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Beye's facilities	9/10	90.0%
Your personal day-to-day performance	8/10	80.0%
Day-to-day performance of the building administration	9/10	90.0%
Day-to-day performance of the rest of the building staff	10/10	100.0%
Beye's building climate	9/10	90.0%

### Staff Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BEYE'S FACILITIES</b>		
Overall rating	6/12	50.0%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>YOUR PERSONAL DAY-TO-DAY PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	13/13	100.0%
Professionalism	12/13	92.3%
Responsiveness	13/13	100.0%
Accessibility	13/13	100.0%
Leadership	12/12	100.0%
Supportive	13/13	100.0%
Collaborative	13/13	100.0%
Delivering timely informative, quality communications	13/13	100.0%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BUILDING ADMINISTRATION PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	12/12	100.0%
Professionalism	13/13	100.0%
Responsiveness	11/13	84.6%
Accessibility	10/13	76.9%
Leadership	10/13	76.9%

Supportive	10/13	76.9%
Collaborative	10/13	83.3%
Delivering timely informative, quality communications	10/12	76.9%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	11/11	100.0%
Professionalism	11/11	100.0%
Responsiveness	11/11	100.0%
Accessibility	11/11	100.0%
Leadership	11/11	100.0%
Supportive	11/11	100.0%
Collaborative	10/11	90.9%
Delivering timely informative, quality communications	11/11	100.0%

BEYE'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	8/12	66.7%
Morale	5/12	41.7%
Safety	10/13	76.9%
Handling of disciplinary issues	8/13	61.5%
Effectiveness of PBIS	8/13	61.5%

### Summary of Results

- Facilities
  - **75 percent** of parents/guardians rated Beye's facilities as good or excellent
  - **70 percent** of staff members rated Beye's facilities as good or excellent
  - **72.5 percent** of people from both groups combined rated Beye's facilities as good or excellent
- Quality of teaching and instruction
  - **88.2 percent** of parents/guardians rated the quality of teaching and instruction at Beye as good or excellent
- Day-to-day performance of teachers
  - **90 percent** of parents/guardians rated the day-to-day performance of Beye's teachers as good or excellent
  - **89.5 percent** of Beye teachers rated their own day-to-day performance as good or excellent
  - **89.8 percent** of people from both groups combined rated the day-to-day performance of Beye's teachers as good or excellent

- Day-to-day performance of administration
  - **93.7 percent** of parents/guardians rated the day-to-day performance of Beye’s administration as good or excellent
  - **87.2 percent** of staff members rated the day-to-day performance of Beye’s administration as good or excellent
  - **90.5 percent** of people from both groups combined rated the day-to-day performance of Beye’s administration as good or excellent
  
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **90.9 percent** of parents/guardians rated the day-to-day performance of Beye’s other staff as good or excellent
  - **99.5 percent** of staff members rated the day-to-day performance of Beye’s other staff as good or excellent
  - **95.2 percent** of people from both groups combined rated the day-to-day performance of Beye’s other staff as good or excellent
  
- Communications
  - **85.7 percent** of parents/guardians rated Beye’s efforts to communicate as good or excellent
  
- Climate
  - **86.5 percent** of parents/guardians rated Beye’s climate as good or excellent
  - **75.9 percent** of staff members rated Beye’s climate as good or excellent
  - **81.2 percent** of people from both groups combined rated Beye’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Ellwanger identified the following strengths for Beye:

- An awareness and understanding of individual students and their needs
- A high-quality, caring, professional staff
- A variety of high-caliber extra-curricular activities

He also identified the following areas for improvement:

- Making and keeping the grounds and facilities safe
- Strengthening the PBIS program and discipline in general
- Seeking more opportunities and a greater variety of ways to communicate



## Brooks Middle School

Thirty-three parents/guardians offered ratings about Brooks on the short form of the survey and 67 offered them on the long form. Twenty-four staff members offered ratings about Brooks on the short form of the survey and 21 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Brooks as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Brooks' facilities	30/33	90.9%
Quality of teaching and instruction	25/33	75.8%
Day-to-day performance of your child's teachers	24/31	77.4%
Day-to-day performance of the building administration	20/29	69.0%
Day-to-day performance of the rest of the building staff	24/28	85.7%
Brooks' efforts to communicate with you	25/31	80.6%
Brooks' building climate	26/33	78.8%

### Parent/Guardian Survey Results: Long Form

BROOKS FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Indoor	58/66	87.9%
Outdoor	19/67	28.4%

QUALITY OF TEACHING AND INSTRUCTION	Number of people rating good or excellent/Total number of people rating	Percent
Math	54/68	79.4%
Science	33/67	49.3%
Social Studies	52/66	78.8%
Language Arts	42/67	62.7%
Physical Education	44/65	67.7%
Art	45/51	88.2%
Music	56/61	91.8%
World Language	42/53	79.2%
Electives	32/45	71.1%
Extra-curricular activities	43/52	82.7%

TEACHER PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	41/66	62.1%
Professionalism	50/67	74.6%
Responsiveness	45/66	68.2%

Accessibility	47/66	71.2%
Delivering timely, informative, quality communications	29/65	44.6%

BUILDING ADMINISTRATION PERFORMANCE*	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	36/65	55.4%
Professionalism	49/67	73.1%
Responsiveness	40/64	62.5%
Accessibility	43/64	67.2%
Leadership	38/63	60.3%
Delivering timely, informative, quality communications	37/67	55.2%

\*These ratings include feedback from parents/guardians about the school's previous principal. Mike Michowski, the current principal, was appointed by the Board of Education and assumed leadership at Brooks on July 1, 2012.

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	38/57	66.7%
Professionalism	38/62	61.3%
Responsiveness	38/60	63.3%
Accessibility	43/61	70.5%
Delivering timely, informative, quality communications	33/54	61.1%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	37/66	56.1%
Safety	45/66	68.2%
Handling of disciplinary issues	23/43	53.5%
Effectiveness of PBIS	16/43	37.2%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	39/67	58.2%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Brooks' facilities	21/24	87.5%
Your personal day-to-day performance	19/24	79.2%
Day-to-day performance of the building administration	12/24	50.0%
Day-to-day performance of the rest of the building staff	14/24	58.3%
Brooks' building climate	4/24	16.7%

### Staff Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BROOKS' FACILITIES</b>		
Overall rating	15/19	78.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>YOUR PERSONAL DAY-TO-DAY PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	20/22	90.9%
Professionalism	22/22	100.0%
Responsiveness	20/22	90.9%
Accessibility	17/22	77.3%
Leadership	19/22	86.4%
Supportive	21/21	100.0%
Collaborative	19/20	95.0%
Delivering timely informative, quality communications	22/22	100.0%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>BUILDING ADMINISTRATION PERFORMANCE*</b>		
Effectiveness in meeting the needs of students and parents/guardians	12/21	57.1%
Professionalism	13/21	61.9%
Responsiveness	12/21	57.1%
Accessibility	9/20	45.0%
Leadership	7/21	33.3%
Supportive	12/21	57.1%
Collaborative	11/21	52.4%
Delivering timely informative, quality communications	9/20	45.0%

\*These ratings include feedback from staff members about the school’s previous principal. Mike Michowski, the current principal, was appointed by the Board of Education and assumed leadership at Brooks on July 1, 2012.

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	16/20	80.0%
Professionalism	9/20	45.0%
Responsiveness	11/20	55.0%
Accessibility	13/20	65.0%
Leadership	11/19	57.9%
Supportive	12/20	60.0%
Collaborative	10/20	50.0%
Delivering timely informative, quality communications	10/20	50.0%

BROOKS' BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	8/21	38.1%
Morale	1/21	4.8%
Safety	14/20	70.0%
Handling of disciplinary issues	9/21	42.9%
Effectiveness of PBIS	6/21	28.6%

### Summary of Results

- Facilities
  - **74.6 percent** of parents/guardians rated Brooks’ facilities as good or excellent
  - **83.2 percent** of staff members rated Brooks’ facilities as good or excellent
  - **78.9 percent** of people from both groups combined rated Brooks’ facilities as good or excellent
- Quality of teaching and instruction
  - **75.5 percent** of parents/guardians rated the quality of teaching and instruction at Brooks as good or excellent
- Day-to-day performance of teachers
  - **70.8 percent** of parents/guardians rated the day-to-day performance of Brooks’ teachers as good or excellent
  - **85.9 percent** of Brooks’ teachers rated their own day-to-day performance as good or excellent
  - **78.4 percent** of people from both groups combined rated the day-to-day performance of Brooks’ teachers as good or excellent
- Day-to-day performance of administration
  - **65.1 percent** of parents/guardians rated the day-to-day performance of Brooks’ administration as good or excellent

- **50.6 percent** of staff members rated the day-to-day performance of Brooks' administration as good or excellent
- **57.9 percent** of people from both groups combined rated the day-to-day performance of Brooks' administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **75.2 percent** of parents/guardians rated the day-to-day performance of Brooks' other staff as good or excellent
  - **58.1 percent** of staff members rated the day-to-day performance of Brooks' other staff as good or excellent
  - **66.7 percent** of people from both groups combined rated the day-to-day performance of Brooks' other staff as good or excellent
- Communications
  - **69.4 percent** of parents/guardians rated Brooks' efforts to communicate as good or excellent
- Climate
  - **66.3 percent** of parents/guardians rated Brooks' climate as good or excellent
  - **26.8 percent** of staff members rated Brooks' climate as good or excellent
  - **46.6 percent** of people from both groups combined rated Brooks' climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Michowski identified the following strengths for Brooks:

- Almost 90 percent of the school's parents/guardians who took the survey ranked the district's academic programs as either good or excellent
- More than three quarters of the school's parents/guardians who took the short form of the survey ranked the day-to-day performance of their child's teachers as good or excellent

He also identified the following areas for improvement:

- Staff morale, which was rated 4.8 percent good or excellent
- PBIS, which was rated 37.2 percent good or excellent
- Outdoor facilities, which were rated 28.4 percent good or excellent

## Hatch Elementary School

Eleven parents/guardians offered ratings about Hatch on the short form of the survey and 22 offered them on the long form. Eleven staff members offered ratings about Hatch on the short form of the survey and 11 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Hatch as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Hatch's facilities	7/11	63.6%
Quality of teaching and instruction	11/11	100%
Day-to-day performance of your child's teachers	11/11	100%
Day-to-day performance of the building administration	11/11	100%
Day-to-day performance of the rest of the building staff	10/11	90.9%
Hatch's efforts to communicate with you	11/11	100.0%
Hatch's building climate	9/11	81.8%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>HATCH'S FACILITIES</b>		
Indoor	13/22	59.1%
Outdoor	9/21	42.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	19/22	86.4%
Science	15/22	68.2%
Social Studies	15/22	68.2%
Language Arts	21/22	95.5%
Physical Education	20/22	90.9%
Art	18/22	81.8%
Music	21/22	95.5%
World Language	18/22	81.8%
Extra-curricular activities	18/19	94.7%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	19/22	86.4%
Professionalism	20/22	90.9%
Responsiveness	19/22	86.4%
Accessibility	19/22	86.4%

Delivering timely, informative, quality communications	19/22	86.4%
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BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	21/22	95.5%
Professionalism	21/22	95.5%
Responsiveness	22/22	100.0%
Accessibility	22/22	100.0%
Leadership	21/22	95.5%
Delivering timely, informative, quality communications	21/22	95.5%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	20/22	90.9%
Professionalism	19/22	86.4%
Responsiveness	19/22	86.4%
Accessibility	19/22	86.4%
Delivering timely, informative, quality communications	17/22	85.0%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	19/22	86.4%
Safety	19/22	86.4%
Handling of disciplinary issues	16/21	76.2%
Effectiveness of PBIS	16/21	76.2%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	21/22	95.5%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Hatch's facilities	10/11	90.9%
Your personal day-to-day performance	11/11	100.0%
Day-to-day performance of the building administration	10/11	90.9%

Day-to-day performance of the rest of the building staff	10/11	90.9%
Hatch's building climate	11/11	100.0%

**Staff Survey Results: Long Form**

HATCH'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	5/11	45.5%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	11/11	100.0%
Professionalism	11/11	100.0%
Responsiveness	11/11	100.0%
Accessibility	11/11	100.0%
Leadership	10/10	100.0%
Supportive	11/11	100.0%
Collaborative	11/11	100.0%
Delivering timely informative, quality communications	11/11	100.0%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	10/10	100.0%
Professionalism	11/11	100.0%
Responsiveness	10/11	90.9%
Accessibility	11/11	100.0%
Leadership	10/11	90.9%
Supportive	9/11	81.8%
Collaborative	7/10	70.0%
Delivering timely informative, quality communications	7/11	63.6%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	9/10	90.0%
Professionalism	9/10	90.0%
Responsiveness	9/10	90.0%
Accessibility	9/10	90.0%
Leadership	10/10	100.0%
Supportive	8/10	80.0%



Collaborative	7/10	70.0%
Delivering timely informative, quality communications	8/10	80.0%

HATCH'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	9/11	81.8%
Morale	7/11	63.6%
Safety	9/11	81.8%
Handling of disciplinary issues	6/11	54.5%
Effectiveness of PBIS	7/11	63.6%

### Summary of Results

- Facilities
  - **57.3 percent** of parents/guardians rated Hatch's facilities as good or excellent
  - **68.2 percent** of staff members rated Hatch's facilities as good or excellent
  - **62.8 percent** of people from both groups combined rated Hatch's facilities as good or excellent
- Quality of teaching and instruction
  - **92.4 percent** of parents/guardians rated the quality of teaching and instruction at Hatch as good or excellent
- Day-to-day performance of teachers
  - **93.7 percent** of parents/guardians rated the day-to-day performance of Hatch's teachers as good or excellent
  - **100 percent** of Hatch's teachers rated their own day-to-day performance as good or excellent
  - **96.9 percent** of people from both groups combined rated the day-to-day performance of Hatch's teachers as good or excellent
- Day-to-day performance of administration
  - **98.5 percent** of parents/guardians rated the day-to-day performance of Hatch's administration as good or excellent
  - **89.1 percent** of staff members rated the day-to-day performance of Hatch's administration as good or excellent
  - **93.8 percent** of people from both groups combined rated the day-to-day performance of Hatch's administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **89 percent** of parents/guardians rated the day-to-day performance of Hatch's other staff as good or excellent
  - **88.6 percent** of staff members rated the day-to-day performance of Hatch's other staff as good or excellent
  - **88.8 percent** of people from both groups combined rated the day-to-day performance of Hatch's other staff as good or excellent
- Communications
  - **97.8 percent** of parents/guardians rated Hatch's efforts to communicate as good or excellent

- Climate
  - **81.6 percent** of parents/guardians rated Hatch’s climate as good or excellent
  - **84.6 percent** of staff members rated Hatch’s climate as good or excellent
  - **83.1 percent** of people from both groups combined rated Hatch’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Carter identified the following strengths for Hatch:

- Thanks to the school’s anti-bullying program, more students understand what bullying looks like and believe they can do something about it
- Students on Hatch’s Green Team and who participate in its Green Thumbs program are doing an exceptional job taking care of the school’s fruit trees, as well working in its organic garden and on its Zero Waste Program

She also identified the following areas for improvement:

- Continue to give back to the community through the school’s Hatch Hands program and Student Council
- Continue to reach out to all Hatch families and make sure they feel welcome at the school

## Holmes Elementary School

Twenty-one parents/guardians offered ratings about Holmes on the short form of the survey and 31 offered them on the long form. Ten staff members offered ratings about Holmes on the short form of the survey and 13 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Holmes as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Holmes' facilities	18/21	85.7%
Quality of teaching and instruction	20/21	95.2%
Day-to-day performance of your child's teachers	20/21	95.2%
Day-to-day performance of the building administration	19/20	95.0%
Day-to-day performance of the rest of the building staff	21/21	100.0%
Holmes' efforts to communicate with you	19/21	90.5%
Holmes' building climate	17/20	85.0%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>HOLMES' FACILITIES</b>		
Indoor	17/31	54.8%
Outdoor	12/31	38.7%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	19/30	63.3%
Science	21/29	72.4%
Social Studies	19/28	67.9%
Language Arts	20/29	69.0%
Physical Education	20/29	69.0%
Art	23/29	79.3%
Music	22/29	75.9%
World Language	16/29	55.2%
Extra-curricular activities	20/26	76.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	24/31	77.4%
Professionalism	28/31	90.3%
Responsiveness	27/31	87.1%

Accessibility	27/31	87.1%
Delivering timely, informative, quality communications	27/31	87.1%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	20/30	66.7%
Professionalism	26/31	83.9%
Responsiveness	23/30	76.7%
Accessibility	26/31	83.9%
Leadership	25/31	80.6%
Delivering timely, informative, quality communications	24/31	77.4%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	24/30	80.0%
Professionalism	27/31	87.1%
Responsiveness	26/30	86.7%
Accessibility	26/30	86.7%
Delivering timely, informative, quality communications	24/30	80.0%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	23/31	74.2%
Safety	22/30	73.3%
Handling of disciplinary issues	16/25	64.0%
Effectiveness of PBIS	17/22	77.3%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	23/30	76.7%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Holmes' facilities	8/10	80%
Your personal day-to-day performance	10/10	100.0%
Day-to-day performance of the building administration	10/10	100.0%

Day-to-day performance of the rest of the building staff	10/10	100.0%
Holmes' building climate	7/10	70.0%

### Staff Survey Results: Long Form

HOLMES' FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	9/13	69.2%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	13/13	100.0%
Professionalism	13/13	100.0%
Responsiveness	13/13	100.0%
Accessibility	13/13	100.0%
Leadership	13/13	100.0%
Supportive	13/13	100.0%
Collaborative	13/13	100.0%
Delivering timely informative, quality communications	13/13	100.0%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	13/13	100.0%
Professionalism	13/13	100.0%
Responsiveness	9/12	75.0%
Accessibility	8/12	66.7%
Leadership	12/13	92.3%
Supportive	10/13	76.9%
Collaborative	10/12	83.3%
Delivering timely informative, quality communications	11/13	84.6%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	12/13	92.3%
Professionalism	12/13	92.3%
Responsiveness	11/13	84.6%
Accessibility	12/13	92.3%
Leadership	11/13	84.6%
Supportive	11/13	84.6%

Collaborative	10/13	76.9%
Delivering timely informative, quality communications	12/13	92.3%

HOLMES' BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	11/13	84.6%
Morale	9/13	69.2%
Safety	12/13	92.3%
Handling of disciplinary issues	9/12	75.0%
Effectiveness of PBIS	10/13	76.9%

### Summary of Results

- Facilities
  - **66.3 percent** of parents/guardians rated Holmes' facilities as good or excellent
  - **74.6 percent** of staff members rated Holmes' facilities as good or excellent
  - **70.5 percent** of people from both groups combined rated Holmes' facilities as good or excellent
- Quality of teaching and instruction
  - **82.6 percent** of parents/guardians rated the quality of teaching and instruction at Holmes as good or excellent
- Day-to-day performance of teachers
  - **90.5 percent** of parents/guardians rated the day-to-day performance of Holmes' teachers as good or excellent
  - **100 percent** of Holmes' teachers rated their own day-to-day performance as good or excellent
  - **95.3 percent** of people from both groups combined rated the day-to-day performance of Holmes' teachers as good or excellent
- Day-to-day performance of administration
  - **86.6 percent** of parents/guardians rated the day-to-day performance of Holmes' administration as good or excellent
  - **92.5 percent** of staff members rated the day-to-day performance of Holmes' administration as good or excellent
  - **89.6 percent** of people from both groups combined rated the day-to-day performance of Holmes' administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **92.1 percent** of parents/guardians rated the day-to-day performance of Holmes' other staff as good or excellent
  - **93.8 percent** of staff members rated the day-to-day performance of Holmes' other staff as good or excellent
  - **93 percent** of people from both groups combined rated the day-to-day performance of Holmes' other staff as good or excellent
- Communications
  - **83.6 percent** of parents/guardians rated Holmes' efforts to communicate as good or excellent

- Climate
  - **78.6 percent** of parents/guardians rated Holmes' climate as good or excellent
  - **74.8 percent** of staff members rated Holmes' climate as good or excellent
  - **76.7 percent** of people from both groups combined rated Holmes' climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Hackmiller identified the following strengths for Holmes:

- Amazing office staff – always welcoming and responsive
- Exceptional staff

She also identified the following areas for improvement:

- Communication
- Accessibility

## Irving Elementary School

Twenty-five parents/guardians offered ratings about Irving on the short form of the survey and 38 offered them on the long form. Seventeen staff members offered ratings about Irving on the short form of the survey and six offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Irving as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Irving's facilities	13/25	52.0%
Quality of teaching and instruction	25/25	100.0%
Day-to-day performance of your child's teachers	24/25	96.0%
Day-to-day performance of the building administration	24/24	100.0%
Day-to-day performance of the rest of the building staff	24/24	100.0%
Irving's efforts to communicate with you	24/25	96.0%
Irving's building climate	21/24	87.5%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>IRVING'S FACILITIES</b>		
Indoor	25/37	67.6%
Outdoor	3/38	7.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	33/38	86.8%
Science	29/37	78.4%
Social Studies	27/36	75.0%
Language Arts	32/38	84.2%
Physical Education	34/37	91.9%
Art	36/38	94.7%
Music	34/37	91.9%
World Language	28/38	73.7%
Extra-curricular activities	26/33	78.8%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	30/37	81.1%
Professionalism	33/37	89.2%
Responsiveness	34/37	91.9%
Accessibility	32/37	86.5%



Delivering timely, informative, quality communications	29/37	78.4%
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BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	32/37	86.5%
Professionalism	35/37	94.6%
Responsiveness	30/36	83.3%
Accessibility	32/36	88.9%
Leadership	32/36	88.9%
Delivering timely, informative, quality communications	32/36	88.9%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	34/37	91.9%
Professionalism	34/37	91.9%
Responsiveness	34/36	94.4%
Accessibility	33/34	97.1%
Delivering timely, informative, quality communications	33/35	94.3%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	31/37	83.8%
Safety	31/37	83.8%
Handling of disciplinary issues	25/33	75.8%
Effectiveness of PBIS	18/29	62.1%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	32/38	84.2%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Irving's facilities	13/17	76.5%
Your personal day-to-day performance	17/17	100.0%
Day-to-day performance of the building administration	17/17	100.0%

Day-to-day performance of the rest of the building staff	17/17	100.0%
Irving's building climate	17/17	100.0%

### Staff Survey Results: Long Form

IRVING'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	1/5	20.0%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	5/5	100.0%
Professionalism	6/6	100.0%
Responsiveness	6/6	100.0%
Accessibility	6/6	100.0%
Leadership	5/6	83.3%
Supportive	5/6	83.3%
Collaborative	6/6	100.0%
Delivering timely informative, quality communications	5/6	83.3%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	5/6	83.3%
Professionalism	4/6	66.7%
Responsiveness	2/6	33.3%
Accessibility	2/6	33.3%
Leadership	5/6	83.3%
Supportive	4/6	66.7%
Collaborative	5/6	83.3%
Delivering timely informative, quality communications	2/6	33.3%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	6/6	100.0%
Professionalism	5/6	83.3%
Responsiveness	6/6	100.0%
Accessibility	5/6	83.3%
Leadership	5/6	83.3%

Supportive	5/6	83.3%
Collaborative	5/6	83.3%
Delivering timely informative, quality communications	5/6	83.3%

IRVING'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	5/6	83.3%
Morale	3/5	60.0%
Safety	3/6	50.0%
Handling of disciplinary issues	2/6	33.3%
Effectiveness of PBIS	3/6	50.0%

### Summary of Results

- Facilities
  - **44.9 percent** of parents/guardians rated Irving's facilities as good or excellent
  - **48.3 percent** of staff members rated Irving's facilities as good or excellent
  - **46.6 percent** of people from both groups combined rated Irving's facilities as good or excellent
- Quality of teaching and instruction
  - **93.9 percent** of parents/guardians rated the quality of teaching and instruction at Irving as good or excellent
- Day-to-day performance of teachers
  - **90.7 percent** of parents/guardians rated the day-to-day performance of Irving's teachers as good or excellent
  - **96.9 percent** of Irving's teachers rated their own day-to-day performance as good or excellent
  - **93.8 percent** of people from both groups combined rated the day-to-day performance of Irving's teachers as good or excellent
- Day-to-day performance of administration
  - **94.3 percent** of parents/guardians rated the day-to-day performance of Irving's administration as good or excellent
  - **80.2 percent** of staff members rated the day-to-day performance of Irving's administration as good or excellent
  - **87.3 percent** of people from both groups combined rated the day-to-day performance of Irving's administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **97 percent** of parents/guardians rated the day-to-day performance of Irving's other staff as good or excellent
  - **93.8 percent** of staff members rated the day-to-day performance of Irving's other staff as good or excellent
  - **95.4 percent** of people from both groups combined rated the day-to-day performance of Irving's other staff as good or excellent

- Communications
  - **90.1 percent** of parents/guardians rated Irving's efforts to communicate as good or excellent
- Climate
  - **82 percent** of parents/guardians rated Irving's climate as good or excellent
  - **77.7 percent** of staff members rated Irving's climate as good or excellent
  - **79.9 percent** of people from both groups combined rated Irving's climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Hodge identified the following strengths for Irving:

- School climate – rated high by both parents/guardians and staff
- Personnel and administration – rated high by both parents/guardians and staff

He also identified the need to improve the outdoor facilities, most notably the blacktop.

## Julian Middle School

Thirty-one parents/guardians offered ratings about Julian on the short form of the survey and 36 offered them on the long form. Ten staff members offered ratings about Julian on the short form of the survey and 13 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Julian as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Julian's facilities	45/46	97.8%
Quality of teaching and instruction	35/45	77.8%
Day-to-day performance of your child's teachers	36/46	78.3%
Day-to-day performance of the building administration	26/43	60.5%
Day-to-day performance of the rest of the building staff	26/41	63.4%
Julian's efforts to communicate with you	24/46	52.2%
Julian's building climate	25/45	55.6%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>JULIAN'S FACILITIES</b>		
Indoor	60/69	87.0%
Outdoor	20/69	29.0%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	42/71	59.2%
Science	42/71	59.2%
Social Studies	47/70	67.1%
Language Arts	42/70	60.0%
Physical Education	54/69	78.3%
Art	48/59	81.4%
Music	55/62	88.7%
World Language	29/49	59.2%
Electives	53/63	84.1%
Extra-curricular activities	44/58	75.9%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	33/68	48.5%
Professionalism	48/70	68.6%

Responsiveness	39/69	56.5%
Accessibility	38/69	55.1%
Delivering timely, informative, quality communications	34/70	48.6%

BUILDING ADMINISTRATION PERFORMANCE*	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	33/70	47.1%
Professionalism	46/70	65.7%
Responsiveness	30/68	44.1%
Accessibility	28/65	43.1%
Leadership	27/67	40.3%
Delivering timely, informative, quality communications	35/71	49.3%

\*These ratings include feedback from parents/guardians about the school's previous principal. Todd Fitzgerald, the current principal, was appointed by the Board of Education and assumed leadership at Julian on July 1, 2012.

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	35/62	56.5%
Professionalism	39/64	60.9%
Responsiveness	37/63	58.7%
Accessibility	40/60	66.7%
Delivering timely, informative, quality communications	35/56	62.5%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	30/70	42.9%
Safety	40/71	56.3%
Handling of disciplinary issues	27/55	49.1%
Effectiveness of PBIS	24/62	38.7%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	35/69	50.7%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Julian's facilities	17/19	89.5%
Your personal day-to-day performance	20/20	100.0%
Day-to-day performance of the building administration	15/20	75.0%
Day-to-day performance of the rest of the building staff	16/20	80.0%
Julian's building climate	13/20	65.0%

### Staff Survey Results: Long Form

JULIAN'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	9/12	75.0%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	14/14	100.0%
Professionalism	14/14	100.0%
Responsiveness	13/14	92.9%
Accessibility	13/14	92.9%
Leadership	12/14	85.7%
Supportive	13/14	92.9%
Collaborative	14/14	100.0%
Delivering timely informative, quality communications	13/14	92.9%

BUILDING ADMINISTRATION PERFORMANCE*	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	11/14	78.6%
Professionalism	12/14	85.7%
Responsiveness	12/14	85.7%
Accessibility	9/14	64.3%
Leadership	12/14	85.7%
Supportive	9/14	64.3%
Collaborative	9/14	64.3%
Delivering timely informative, quality communications	12/14	85.7%

\*These ratings include feedback from parents/guardians about the school’s previous principal. Todd Fitzgerald, the current principal, was appointed by the Board of Education and assumed leadership at Julian on July 1, 2012.

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	13/14	92.9%
Professionalism	11/14	78.6%
Responsiveness	13/14	92.9%
Accessibility	13/14	92.9%
Leadership	10/13	76.9%
Supportive	11/14	78.6%
Collaborative	11/14	78.6%
Delivering timely informative, quality communications	12/14	85.7%

JULIAN'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	12/14	85.7%
Morale	9/14	64.3%
Safety	13/14	92.9%
Handling of disciplinary issues	8/14	57.1%
Effectiveness of PBIS	8/14	57.1%

### Summary of Results

- Facilities
  - **77.9 percent** of parents/guardians rated Julian’s facilities as good or excellent
  - **82.3 percent** of staff members rated Julian’s facilities as good or excellent
  - **80.1 percent** of people from both groups combined rated Julian’s facilities as good or excellent
- Quality of teaching and instruction
  - **74.6 percent** of parents/guardians rated the quality of teaching and instruction at Julian as good or excellent
- Day-to-day performance of teachers
  - **66.9 percent** of parents/guardians rated the day-to-day performance of Julian’s teachers as good or excellent
  - **97.4 percent** of Julian’s teachers rated their own day-to-day performance as good or excellent
  - **82.2 percent** of people from both groups combined rated the day-to-day performance of Julian’s teachers as good or excellent
- Day-to-day performance of administration
  - **54.4 percent** of parents/guardians rated the day-to-day performance of Julian’s administration as good or excellent



- **75.9 percent** of staff members rated the day-to-day performance of Julian’s administration as good or excellent
- **65.2 percent** of people from both groups combined rated the day-to-day performance of Julian’s administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **62.3 percent** of parents/guardians rated the day-to-day performance of Julian’s other staff as good or excellent
  - **82.3 percent** of staff members rated the day-to-day performance of Julian’s other staff as good or excellent
  - **72.3 percent** of people from both groups combined rated the day-to-day performance of Julian’s other staff as good or excellent
- Communications
  - **51.5 percent** of parents/guardians rated Julian’s efforts to communicate as good or excellent
- Climate
  - **51.2 percent** of parents/guardians rated Julian’s climate as good or excellent
  - **68.2 percent** of staff members rated Julian’s climate as good or excellent
  - **59.7 percent** of people from both groups combined rated Julian’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results for his school, as well as the comments provided by parents/guardians and staff members, Principal Fitzgerald identified the following strengths:

- District’s academic programs
- Julian’s facilities

He also identified the following areas for improvement:

- Julian’s building climate
- Leadership of Julian’s building administration

## Lincoln Elementary School

Thirty-six parents/guardians offered ratings about Lincoln on the short form of the survey and 43 offered them on the long form. Ten staff members offered ratings about Lincoln on the short form of the survey and 10 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Lincoln as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Lincoln's facilities	32/36	88.9%
Quality of teaching and instruction	34/36	94.4%
Day-to-day performance of your child's teachers	34/36	94.4%
Day-to-day performance of the building administration	30/34	88.2%
Day-to-day performance of the rest of the building staff	33/33	100.0%
Lincoln's efforts to communicate with you	32/36	88.9%
Lincoln's building climate	24/30	80.6%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>LINCOLN'S FACILITIES</b>		
Indoor	30/43	69.8%
Outdoor	35/43	81.4%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	34/43	79.1%
Science	33/43	76.7%
Social Studies	33/42	78.6%
Language Arts	37/43	86.0%
Physical Education	35/43	81.4%
Art	37/43	86.0%
Music	41/42	97.6%
World Language	31/40	77.5%
Extra-curricular activities	25/32	78.1%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	37/43	86.0%
Professionalism	39/42	92.9%
Responsiveness	38/42	90.5%
Accessibility	39/42	92.9%

Delivering timely, informative, quality communications	37/42	88.1%
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BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	30/38	78.9%
Professionalism	36/43	83.7%
Responsiveness	33/40	82.5%
Accessibility	32/41	78.0%
Leadership	30/41	73.2%
Delivering timely, informative, quality communications	30/41	73.2%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	39/42	92.9%
Professionalism	40/42	95.2%
Responsiveness	39/40	95.0%
Accessibility	37/39	94.9%
Delivering timely, informative, quality communications	31/37	83.8%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	34/43	79.1%
Safety	37/43	86.0%
Handling of disciplinary issues	25/33	75.8%
Effectiveness of PBIS	24/30	80.0%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	34/43	79.1%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Lincoln's facilities	8/10	80.0%
Your personal day-to-day performance	10/10	100.0%
Day-to-day performance of the building administration	7/9	77.8%

Day-to-day performance of the rest of the building staff	8/8	100.0%
Lincoln's building climate	6/10	60.0%

### Staff Survey Results: Long Form

LINCOLN'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	6/9	66.7%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	10/10	100.0%
Professionalism	10/10	100.0%
Responsiveness	9/9	100.0%
Accessibility	10/10	100.0%
Leadership	10/10	100.0%
Supportive	10/10	100.0%
Collaborative	10/10	100.0%
Delivering timely informative, quality communications	8/9	88.9%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	6/9	66.7%
Professionalism	8/10	80.0%
Responsiveness	7/10	70.0%
Accessibility	4/10	40.0%
Leadership	5/10	50.0%
Supportive	6/10	60.0%
Collaborative	6/9	66.7%
Delivering timely informative, quality communications	6/10	60.0%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	9/10	90.0%
Professionalism	9/10	90.0%
Responsiveness	10/10	100.0%
Accessibility	10/10	100.0%
Leadership	10/10	100.0%
Supportive	10/10	100.0%

Collaborative	10/10	100.0%
Delivering timely informative, quality communications	10/10	100.0%

LINCOLN'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	10/11	90.9%
Morale	7/11	63.6%
Safety	8/11	72.7%
Handling of disciplinary issues	8/10	80.0%
Effectiveness of PBIS	8/11	72.7%

### Summary of Results

- Facilities
  - **82.3 percent** of parents/guardians rated Lincoln’s facilities as good or excellent
  - **73.4 percent** of staff members rated Lincoln’s facilities as good or excellent
  - **77.9 percent** of people from both groups combined rated Lincoln’s facilities as good or excellent
- Quality of teaching and instruction
  - **88.4 percent** of parents/guardians rated the quality of teaching and instruction at Lincoln as good or excellent
- Day-to-day performance of teachers
  - **92.3 percent** of parents/guardians rated the day-to-day performance of Lincoln’s teachers as good or excellent
  - **99.3 percent** of Lincoln’s teachers rated their own day-to-day performance as good or excellent
  - **95.8 percent** of people from both groups combined rated the day-to-day performance of Lincoln’s teachers as good or excellent
- Day-to-day performance of administration
  - **83.3 percent** of parents/guardians rated the day-to-day performance of Lincoln’s administration as good or excellent
  - **69.8 percent** of staff members rated the day-to-day performance of Lincoln’s administration as good or excellent
  - **76.6 percent** of people from both groups combined rated the day-to-day performance of Lincoln’s administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **96.2 percent** of parents/guardians rated the day-to-day performance of Lincoln’s other staff as good or excellent
  - **98.8 percent** of staff members rated the day-to-day performance of Lincoln’s other staff as good or excellent
  - **97.5 percent** of people from both groups combined rated the day-to-day performance of Lincoln’s other staff as good or excellent
- Communications
  - **84 percent** of parents/guardians rated Lincoln’s efforts to communicate as good or excellent

- Climate
  - **80.4 percent** of parents/guardians rated Lincoln’s climate as good or excellent
  - **68 percent** of staff members rated Lincoln’s climate as good or excellent
  - **74.2 percent** of people from both groups combined rated Lincoln’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Hamilton identified the following strengths for Lincoln:

- Satisfaction with day-to-day operations
- Satisfaction with teacher performance

She also identified the following areas for improvement:

- Provide clarity regarding Spanish Immersion program
- Quality of the facilities, most notably building temperature (heating and cooling)

## Longfellow Elementary School

Fifty parents/guardians offered ratings about Longfellow on the short form of the survey and 47 offered them on the long form. Twenty-five staff members offered ratings about Longfellow on the short form of the survey and 13 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Longfellow as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Longfellow's facilities	36/50	72.0%
Quality of teaching and instruction	45/50	90.0%
Day-to-day performance of your child's teachers	47/50	94.0%
Day-to-day performance of the building administration	38/48	79.2%
Day-to-day performance of the rest of the building staff	40/46	87.0%
Longfellow's efforts to communicate with you	39/49	79.6%
Longfellow's building climate	36/49	73.5%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>LONGFELLOW'S FACILITIES</b>		
Indoor	24/46	52.2%
Outdoor	9/46	19.6%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	41/46	89.1%
Science	37/45	82.2%
Social Studies	38/46	82.6%
Language Arts	41/46	89.1%
Physical Education	35/44	79.5%
Art	36/45	80.0%
Music	29/43	67.4%
World Language	25/42	58.1%
Extra-curricular activities	29/37	78.4%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	44/47	93.6%
Professionalism	45/47	95.7%
Responsiveness	45/47	95.7%
Accessibility	42/44	95.5%

Delivering timely, informative, quality communications	44/47	93.6%
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BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	37/44	84.1%
Professionalism	35/45	77.8%
Responsiveness	29/41	70.7%
Accessibility	30/41	73.2%
Leadership	33/43	76.7%
Delivering timely, informative, quality communications	28/43	65.1%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	35/43	81.4%
Professionalism	34/44	77.3%
Responsiveness	34/42	81.0%
Accessibility	35/43	81.4%
Delivering timely, informative, quality communications	33/40	82.5%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	35/47	74.5%
Safety	40/47	85.1%
Handling of disciplinary issues	32/34	94.1%
Effectiveness of PBIS	34/41	82.9%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	36/46	78.3%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Longfellow's facilities	22/25	88.0%
Your personal day-to-day performance	24/25	96.0%
Day-to-day performance of the building administration	22/24	91.7%
Day-to-day performance of the rest of the building staff	25/25	100.0%



Longfellow's building climate	16/25	64.0%
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### Staff Survey Results: Long Form

LONGFELLOW'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	8/12	66.7%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	13/13	100.0%
Professionalism	12/13	92.3%
Responsiveness	12/13	92.3%
Accessibility	12/13	92.3%
Leadership	10/13	76.9%
Supportive	12/13	92.3%
Collaborative	12/13	92.3%
Delivering timely informative, quality communications	9/13	69.2%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	9/13	69.2%
Professionalism	8/13	61.5%
Responsiveness	5/13	38.5%
Accessibility	4/13	30.8%
Leadership	5/13	38.5%
Supportive	6/13	46.2%
Collaborative	7/12	58.3%
Delivering timely informative, quality communications	6/13	46.2%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	12/12	100.0%
Professionalism	9/12	75.0%
Responsiveness	10/12	83.3%
Accessibility	12/12	100.0%
Leadership	9/12	75.0%
Supportive	9/12	75.0%
Collaborative	7/12	58.3%

Delivering timely informative, quality communications	10/12	83.3%
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LONGFELLOW'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	6/13	46.2%
Morale	3/13	23.1%
Safety	10/13	76.9%
Handling of disciplinary issues	9/13	69.2%
Effectiveness of PBIS	11/13	84.6%

### Summary of Results

- Facilities
  - **54 percent** of parents/guardians rated Longfellow’s facilities as good or excellent
  - **77.4 percent** of staff members rated Longfellow’s facilities as good or excellent
  - **65.7 percent** of people from both groups combined rated Longfellow’s facilities as good or excellent
- Quality of teaching and instruction
  - **88.3 percent** of parents/guardians rated the quality of teaching and instruction at Longfellow as good or excellent
- Day-to-day performance of teachers
  - **94.4 percent** of parents/guardians rated the day-to-day performance of Longfellow’s teachers as good or excellent
  - **92.3 percent** of Longfellow’s teachers rated their own day-to-day performance as good or excellent
  - **93.4 percent** of people from both groups combined rated the day-to-day performance of Longfellow’s teachers as good or excellent
- Day-to-day performance of administration
  - **76.9 percent** of parents/guardians rated the day-to-day performance of Longfellow’s administration as good or excellent
  - **70.2 percent** of staff members rated the day-to-day performance of Longfellow’s administration as good or excellent
  - **73.6 percent** of people from both groups combined rated the day-to-day performance of Longfellow’s administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **83.9 percent** of parents/guardians rated the day-to-day performance of Longfellow’s other staff as good or excellent
  - **90.6 percent** of staff members rated the day-to-day performance of Longfellow’s other staff as good or excellent
  - **87.3 percent** of people from both groups combined rated the day-to-day performance of Longfellow’s other staff as good or excellent

- Communications
  - **79 percent** of parents/guardians rated Longfellow’s efforts to communicate as good or excellent
- Climate
  - **78.3 percent** of parents/guardians rated Longfellow’s climate as good or excellent
  - **62 percent** of staff members rated Longfellow’s climate as good or excellent
  - **70.2 percent** of people from both groups combined rated Longfellow’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Dolezal identified the following strengths for Longfellow:

- Strong teaching staff that is dedicated to students
- Custodial staff that is competent and helpful

She also identified the following areas for improvement:

- Increase her communication with Longfellow families
- Continue to increase the welcoming feeling in the office

## Mann Elementary School

Forty-nine parents/guardians offered ratings about Mann on the short form of the survey and 83 offered them on the long form. Eleven staff members offered ratings about Mann on the short form of the survey and 11 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Mann as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Mann's facilities	33/49	67.3%
Quality of teaching and instruction	42/49	85.7%
Day-to-day performance of your child's teachers	42/49	85.7%
Day-to-day performance of the building administration	37/49	75.5%
Day-to-day performance of the rest of the building staff	46/48	95.8%
Mann's efforts to communicate with you	39/49	79.6%
Mann's building climate	31/48	64.6%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>MANN'S FACILITIES</b>		
Indoor	49/83	59.0%
Outdoor	61/83	73.5%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	69/83	83.1%
Science	57/79	72.2%
Social Studies	52/78	66.7%
Language Arts	62/82	75.6%
Physical Education	66/78	84.6%
Art	69/81	85.2%
Music	71/79	89.9%
World Language	46/76	60.5%
Extra-curricular activities	62/72	86.1%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents/guardians	68/82	82.9%
Professionalism	72/82	87.8%
Responsiveness	69/82	84.1%
Accessibility	73/82	89.0%

Delivering timely, informative, quality communications	63/80	78.8%
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BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	59/75	78.7%
Professionalism	56/79	70.9%
Responsiveness	53/76	69.7%
Accessibility	53/78	67.9%
Leadership	44/76	57.9%
Delivering timely, informative, quality communications	49/76	64.5%

\*These ratings include feedback from parents/guardians about the school's previous principal. Sam LeDeaux, the current principal, was appointed by the Board of Education and assumed leadership at Mann on July 1, 2012.

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	77/81	95.1%
Professionalism	78/83	94.0%
Responsiveness	78/83	94.0%
Accessibility	79/83	95.2%
Delivering timely, informative, quality communications	74/79	93.7%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	53/81	65.4%
Safety	71/83	85.5%
Handling of disciplinary issues	40/57	70.2%
Effectiveness of PBIS	43/61	70.5%

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	62/83	74.7%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Mann's facilities	7/11	63.6%
Your personal day-to-day performance	11/11	100.0%
Day-to-day performance of the building administration	5/11	45.5%
Day-to-day performance of the rest of the building staff	11/11	100.0%
Mann's building climate	5/11	45.5%

### Staff Survey Results: Long Form

MANN'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	5/10	50.0%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	11/11	100.0%
Professionalism	11/11	100.0%
Responsiveness	10/11	90.9%
Accessibility	10/11	90.9%
Leadership	9/11	81.8%
Supportive	9/11	81.8%
Collaborative	10/11	90.9%
Delivering timely informative, quality communications	10/11	90.9%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	5/11	45.5%
Professionalism	2/10	20.0%
Responsiveness	5/11	45.5%
Accessibility	6/11	54.5%
Leadership	3/11	27.3%
Supportive	6/11	54.5%
Collaborative	4/11	36.4%
Delivering timely informative, quality communications	4/11	36.4%

\*These ratings include feedback from staff members about the school's previous principal. Sam LeDeaux, the current principal, was appointed by the Board of Education and assumed leadership at Mann on July 1, 2012.

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	11/11	100.0%
Professionalism	9/11	81.8%
Responsiveness	10/11	90.9%
Accessibility	11/11	100.0%
Leadership	9/10	90.0%
Supportive	11/11	100.0%
Collaborative	9/11	81.8%
Delivering timely informative, quality communications	9/11	81.8%

MANN'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	4/11	36.4%
Morale	3/11	27.3%
Safety	8/11	72.7%
Handling of disciplinary issues	5/11	45.5%
Effectiveness of PBIS	5/11	45.5%

### Summary of Results

- Facilities
  - **66.8 percent** of parents/guardians rated Mann’s facilities as good or excellent
  - **56.8 percent** of staff members rated Mann’s facilities as good or excellent
  - **61.8 percent** of people from both groups combined rated Mann’s facilities as good or excellent
- Quality of teaching and instruction
  - **82 percent** of parents/guardians rated the quality of teaching and instruction at Mann as good or excellent
- Day-to-day performance of teachers
  - **85.1 percent** of parents/guardians rated the day-to-day performance of Mann’s teachers as good or excellent
  - **95.5 percent** of Mann’s teachers rated their own day-to-day performance as good or excellent
  - **90.3 percent** of people from both groups combined rated the day-to-day performance of Mann’s teachers as good or excellent
- Day-to-day performance of administration
  - **71.9 percent** of parents/guardians rated the day-to-day performance of Mann’s administration as good or excellent
  - **42.8 percent** of staff members rated the day-to-day performance of Mann’s administration as good or excellent
  - **57.4 percent** of people from both groups combined rated the day-to-day performance of Mann’s administration as good or excellent

- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **95.1 percent** of parents/guardians rated the day-to-day performance of Mann’s other staff as good or excellent
  - **95.4 percent** of staff members rated the day-to-day performance of Mann’s other staff as good or excellent
  - **95.3 percent** of people from both groups combined rated the day-to-day performance of Mann’s other staff as good or excellent
  
- Communications
  - **77.2 percent** of parents/guardians rated Mann’s efforts to communicate as good or excellent
  
- Climate
  - **69 percent** of parents/guardians rated Mann’s climate as good or excellent
  - **45.5 percent** of staff members rated Mann’s climate as good or excellent
  - **57.3 percent** of people from both groups combined rated Mann’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal LeDeaux identified the staff as one of Mann’s main strengths.

He also identified the following areas for improvement:

- Communication
- Climate



## Whittier Elementary School

Twenty-four parents/guardians offered ratings about Whittier on the short form of the survey and 44 offered them on the long form. Twenty-one staff members offered ratings about Whittier on the short form of the survey and 12 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated Whittier as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Whittier's facilities	17/24	70.8%
Quality of teaching and instruction	24/24	100.0%
Day-to-day performance of your child's teachers	23/24	95.8%
Day-to-day performance of the building administration	22/24	91.7%
Day-to-day performance of the rest of the building staff	23/23	100.0%
Whittier's efforts to communicate with you	22/24	91.7%
Whittier's building climate	23/24	95.8%

### Parent/Guardian Survey Results: Long Form

	Number of people rating good or excellent/Total number of people rating	Percent
<b>WHITTIER'S FACILITIES</b>		
Indoor	27/44	61.4%
Outdoor	21/44	47.7%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>QUALITY OF TEACHING AND INSTRUCTION</b>		
Math	38/44	86.4%
Science	36/43	83.7%
Social Studies	36/42	85.7%
Language Arts	41/44	93.2%
Physical Education	27/44	61.4%
Art	23/44	52.3%
Music	19/44	43.2%
World Language	32/41	78.0%
Extra-curricular activities	28/37	75.7%

	Number of people rating good or excellent/Total number of people rating	Percent
<b>TEACHER PERFORMANCE</b>		
Effectiveness in meeting the needs of students and parents	37/44	84.1%
Professionalism	37/44	84.1%
Responsiveness	38/44	86.4%
Accessibility	38/44	86.4%

Delivering timely, informative, quality communications	35/43	81.4%
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BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents	29/41	70.7%
Professionalism	31/41	75.6%
Responsiveness	32/41	78.0%
Accessibility	34/41	82.9%
Leadership	26/38	68.4%
Delivering timely, informative, quality communications	32/40	80.0%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents	35/41	85.4%
Professionalism	35/40	87.5%
Responsiveness	34/40	85.0%
Accessibility	37/41	90.2%
Delivering timely, informative, quality communications	29/36	80.6%

BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	38/44	86.4%
Safety	32/44	72.7%
Handling of disciplinary issues	25/33	75.8%
Effectiveness of PBIS	24/31	

EFFORTS TO COMMUNICATE WITH YOU	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness of efforts to communicate with you	38/44	86.4%

### Staff Survey Results: Short Form

Aspect rated	Number of people rating good or excellent/Total number of people rating	Percent
Whittier's facilities	18/21	85.7%
Your personal day-to-day performance	19/21	90.5%
Day-to-day performance of the building administration	20/21	95.2%

Day-to-day performance of the rest of the building staff	20/21	95.2%
Whittier's building climate	18/21	85.7%

### Staff Survey Results: Long Form

WHITTIER'S FACILITIES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating	10/12	83.3%

YOUR PERSONAL DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	12/12	100.0%
Professionalism	12/12	100.0%
Responsiveness	12/12	100.0%
Accessibility	12/12	100.0%
Leadership	12/12	100.0%
Supportive	12/12	100.0%
Collaborative	10/12	83.3%
Delivering timely informative, quality communications	11/11	100.0%

BUILDING ADMINISTRATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	12/12	100.0%
Professionalism	12/12	100.0%
Responsiveness	12/12	100.0%
Accessibility	10/12	83.3%
Leadership	12/12	100.0%
Supportive	12/12	100.0%
Collaborative	12/12	100.0%
Delivering timely informative, quality communications	12/12	100.0%

PERFORMANCE OF OTHER BUILDING STAFF	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	12/12	100.0%
Professionalism	11/12	91.7%
Responsiveness	12/12	100.0%
Accessibility	12/12	100.0%
Leadership	12/12	100.0%
Supportive	12/12	100.0%

Collaborative	10/12	83.3%
Delivering timely informative, quality communications	12/12	100.0%

WHITTIER'S BUILDING CLIMATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall climate	12/12	100.0%
Morale	10/11	90.9%
Safety	11/12	91.7%
Handling of disciplinary issues	11/12	91.7%
Effectiveness of PBIS	9/12	75.0%

### Summary of Results

- Facilities
  - **62.7 percent** of parents/guardians rated Whittier’s facilities as good or excellent
  - **84.5 percent** of staff members rated Whittier’s facilities as good or excellent
  - **73.6 percent** of people from both groups combined rated Whittier’s facilities as good or excellent
- Quality of teaching and instruction
  - **86.7 percent** of parents/guardians rated the quality of teaching and instruction at Whittier as good or excellent
- Day-to-day performance of teachers
  - **90.2 percent** of parents/guardians rated the day-to-day performance of Whittier’s teachers as good or excellent
  - **94.2 percent** of Whittier’s teachers rated their own day-to-day performance as good or excellent
  - **92.2 percent** of people from both groups combined rated the day-to-day performance of Whittier’s teachers as good or excellent
- Day-to-day performance of administration
  - **83.8 percent** of parents/guardians rated the day-to-day performance of Whittier’s administration as good or excellent
  - **96.6 percent** of staff members rated the day-to-day performance of Whittier’s administration as good or excellent
  - **90.2 percent** of people from both groups combined rated the day-to-day performance of Whittier’s administration as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.)
  - **92.9 percent** of parents/guardians rated the day-to-day performance of Whittier’s other staff as good or excellent
  - **96.1 percent** of staff members rated the day-to-day performance of Whittier’s other staff as good or excellent
  - **94.5 percent** of people from both groups combined rated the day-to-day performance of Whittier’s other staff as good or excellent

- Communications
  - **89.1 percent** of parents/guardians rated Whittier’s efforts to communicate as good or excellent
- Climate
  - **87 percent** of parents/guardians rated Whittier’s climate as good or excellent
  - **87.8 percent** of staff members rated Whittier’s climate as good or excellent
  - **87.4 percent** of people from both groups combined rated Whittier’s climate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, Principal Young noted that the overall feedback offered by both parents/guardians and staff was overwhelming positive.

She also identified the following areas for improvement:

- Deepen PBIS implementation
- Expand School Improvement Plan goals to measure growth for the whole student population

## Ratings/Results for all 10 Schools Combined

We took the building-level results from the parent/guardian and climate surveys and calculated consolidated ratings for all 10 schools in the following categories:

- Facilities
- Quality of teaching and instruction (parents/guardians only)
- Day-to-day performance of teachers
- Day-to-day performance of building administration
- Day-to-day performance of other building staff (other teachers, front office, custodians, etc.)
- Communications (parents/guardians only)
- Climate

Below are the percentages of people (parents/guardians, staff members and both groups combined) who rated the schools as good or excellent in these categories.

- Facilities – Of the results collected for all 10 schools:
  - **66.2 percent** of parents/guardians rated school facilities as good or excellent
  - **71.9 percent** of staff members rated school facilities as good or excellent
  - **69.1 percent** of people from both groups combined rated school facilities as good or excellent
- Quality of teaching and instruction (parents/guardians only) – Of the results collected for all 10 schools:
  - **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 – Of the results collected for all 10 schools:
  - **86.5 percent** of parents/guardians rated the day-to-day performance of the teachers in the schools as good or excellent
  - **95.1 percent** of staff members rated their own day-to-day performance as good or excellent
  - **90.8 percent** of people from both groups combined rated the day-to-day performance of teachers as good or excellent
- Day-to-day performance of building administration – Of the results collected for all 10 schools:
  - **80.9 percent** of parents/guardians rated the day-to-day performance of the building administration in the schools as good or excellent
  - **75.5 percent** of staff members rated the day-to-day performance of the building administration in the schools as good or excellent
  - **78.2 percent** of people from both groups combined rated the day-to-day performance of the building administration in the schools as good or excellent
- Day-to-day performance of other staff (other teachers, front office, custodians, etc.) – Of the results collected for all 10 schools:
  - **87.5 percent** of parents/guardians rated the day-to-day performance of the other staff in the schools as good or excellent
  - **89.7 percent** of staff members rated the day-to-day performance of the other staff in the schools as good or excellent
  - **88.6 percent** of people from both groups combined rated the day-to-day performance of the other staff in the schools as good or excellent

- Communications (parents/guardians only) – Of the results collected for all 10 schools:
  - **80.7 percent** of parents/guardians rated the schools’ efforts to communicate as good or excellent
  
- Climate – Of the results collected for all 10 schools:
  - **76.1 percent** of parents/guardians rated the climate at the schools as good or excellent
  - **67.1 percent** of staff members rated the climate at the schools as good or excellent
  - **71.6 percent** of people from both groups combined rated the climate at the schools as good or excellent

**Survey results, strengths and areas for improvement for the Board of Education, superintendent and central office departments:** The following are the survey results for the Board of Education, superintendent and the district’s central office departments, which will be posted on the main district and school websites.

### **Board of Education**

One hundred sixty-eight parents/guardians offered ratings about the Board of Education on the short form of the survey and 270 offered them on the long form. One hundred twenty-nine staff members offered ratings about the Board of Education on the short form of the survey and 96 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the Board of Education as either good or excellent in that area.

#### **Parent/Guardian Survey Results: Short Form**

BOARD OF EDUCATION DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the Board of Education (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	117/168	69.6%

#### **Parent/Guardian Survey Results: Long Form**

BOARD OF EDUCATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	137/249	55.0%
Professionalism	166/254	65.4%
Responsiveness	118/209	56.5%
Accessibility	112/206	54.4%
Leadership	145/259	56.0%
Transparency	119/249	47.8%
Fiscal responsibility	114/265	43.0%
Delivering timely, informative, quality communications	151/270	55.9%

#### **Staff Survey Results: Short Form**

BOARD OF EDUCATION DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the Board of Education (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	79/129	61.2%



## Staff Survey Results: Long Form

BOARD OF EDUCATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	50/89	56.2%
Professionalism	64/96	66.7%
Responsiveness	45/86	52.3%
Accessibility	39/81	48.1%
Leadership	50/92	54.3%
Supportive	41/92	44.6%
Collaborative	36/85	42.4%
Delivering timely, informative, quality communications	44/91	48.4%
Transparency	40/93	43.0%
Fiscal responsibility	42/94	44.7%

### Summary of Results

- Day-to-day performance of the Board of Education
  - **62 percent** of parents/guardians rated the day-to-day performance of the Board of Education as good or excellent
  - **55.7 percent** of staff members rated the day-to-day performance of the Board of Education as good or excellent
  - **58.9 percent** of people from both groups combined 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 who took the survey never attend board meetings
  - **39.1 percent** of the staff members who took the survey attend board meetings on an annual basis, while **26.3 percent** of them never attend board meetings

### Strengths and Areas of Improvement

The ratings of the day-to-day performance for the Board of Education on the short form of both surveys was good—69.6 percent of parents/guardians rated it as good or excellent and 61.2 percent of staff members rated it as good or excellent. In addition, the board was rated high in the area of professionalism on the long form of both surveys—65.4 percent of parents/guardians rated this area as good or excellent and 66.7 percent of staff members rated it as good or excellent.

The high percentage of parents/guardians and staff members who either don't attend board meetings or only attend them once a year highlighted the importance of identifying additional ways to communicate the work being done by the Board of Education. With this in mind, the board members have been attending school-level PTO meetings on a monthly basis and participating in community events such as A Day in Our Village.

## Superintendent

One hundred seventy-three parents/guardians offered ratings about the superintendent on the short form of the survey and 289 offered them on the long form. One hundred thirty-seven staff members offered ratings about the superintendent on the short form of the survey and 111 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the superintendent as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

SUPERINTENDENT DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the superintendent (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	109/173	63.0%

### Parent/Guardian Survey Results: Long Form

SUPERINTENDENT PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	120/241	49.8%
Professionalism	174/261	66.7%
Responsiveness	133/220	60.5%
Accessibility	125/213	58.7%
Leadership	148/263	56.3%
Delivering timely, informative, quality communications	174/289	60.2%
Transparency	113/249	45.4%

### Staff Survey Results: Short Form

SUPERINTENDENT DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the superintendent (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	72/137	52.6%

## Staff Survey Results: Long Form

SUPERINTENDENT PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	56/101	55.4%
Professionalism	69/111	62.2%
Responsiveness	42/103	40.8%
Accessibility	39/97	40.2%
Leadership	48/109	44.0%
Supportive	24/105	22.9%
Collaborative	22/101	21.8%
Delivering timely, informative, quality communications	54/109	49.5%

### Summary of Results

- Day-to-day performance of the superintendent
  - **60 percent** of parents/guardians rated the day-to-day performance of the superintendent as good or excellent
  - **47.4 percent** of staff members rated the day-to-day performance of the superintendent as good or excellent
  - **53.7 percent** of people from both groups combined rated the day-to-day performance of the superintendent as good or excellent

### Strengths and Areas of Improvement

The survey results, as well as the comments provided by parents/guardians and staff members, highlighted that professionalism is viewed by both stakeholder groups as one of the strengths of the superintendent. He also received good ratings on his day-to-day performance on the short form of the parent/guardian survey (63 percent good or excellent), as well as in the areas of responsiveness (60.5 percent good or excellent) and timeliness of communications (60.2 percent good or excellent) on the long form of the parent/guardian survey.

The results of the long form of the staff survey highlighted the importance of identifying additional ways for the superintendent to support staff members and collaborate with them.

## Business Office

One hundred fifty-three parents/guardians offered ratings about the business office on the short form of the survey and 176 offered them on the long form. One hundred forty-five staff members offered ratings about the business office on the short form of the survey and 95 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the district's business office as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

BUSINESS OFFICE DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the business office (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	128/153	83.7%

### Parent/Guardian Survey Results: Long Form

BUSINESS OFFICE PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	121/176	68.8%

### Staff Survey Results: Short Form

BUSINESS OFFICE DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the business office (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	81/145	85.5%

### Staff Survey Results: Long Form

BUSINESS OFFICE PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	65/78	83.3%
Professionalism	74/93	79.6%
Responsiveness	73/95	76.8%
Accessibility	74/95	77.9%
Leadership	62/84	73.8%
Supportive	64/88	72.7%

Collaborative	60/86	69.8%
Delivering timely, informative, quality communications	69/95	72.6%

### Summary of Results

- Day-to-day performance of the business office
  - **76.3 percent** of parents/guardians rated the day-to-day performance of the business office as good or excellent
  - **80.7 percent** of staff members rated the day-to-day performance of the business office as good or excellent
  - **78.5 percent** of people from both groups combined rated the day-to-day performance of the business office as good or excellent

### Strengths and Areas of Improvement

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, the business office identified its effectiveness in meeting the needs of parents/guardians and students as one of its strengths. This was highlighted by the fact that more than 83 percent of the people who completed the short form of the parent/guardian survey and the short and long forms of the staff survey rated the office as good or excellent in this category. In addition, an average of 78.1 percent of the people who completed the long form of the staff survey rated the office as good or excellent in the areas of professionalism, responsiveness and accessibility. The Print Shop and its staff received a number of positive comments.

The business office also identified the need to:

- Continue to improve communication with parents/guardians, staff and community members
- Further integrate the use of technology into daily operations and identify ways to enhance existing systems (e.g., Web store)

## Communications Department

**Performance of the department** – Two hundred ten parents/guardians offered ratings about the performance of the communications department on the short form of the survey and 307 offered them on the long form. One hundred forty-four staff members offered ratings about the performance of the communications department on the short form of the survey and 97 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the performance of the communications department as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

COMMUNICATIONS DEPARTMENT DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the communications department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	185/210	88.1%

### Parent/Guardian Survey Results: Long Form

COMMUNICATIONS DEPARTMENT PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	247/307	80.5%

### Staff Survey Results: Short Form

COMMUNICATIONS DEPARTMENT DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the communications department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	120/144	83.3%

### Staff Survey Results: Long Form

COMMUNICATIONS DEPARTMENT PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	74/88	83.3%
Professionalism	75/94	79.6%
Responsiveness	75/96	76.8%

Accessibility	70/92	77.9%
Leadership	61/84	73.8%
Supportive	69/91	72.7%
Collaborative	66/89	69.8%
Delivering timely, informative, quality communications	74/97	72.6%

**Effectiveness of communications resources** – Two hundred fifty-seven parents/guardians offered ratings about the effectiveness of the district’s communications resources on the short form of the survey and 386 offered them on the long form. One hundred fifty staff members offered ratings about the effectiveness of the district’s communications resources on the short form of the survey and 112 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the district’s communications resources as either good or excellent.

**Parent/Guardian Survey Results: Short Form**

EFFECTIVENES OF COMMUNICATIONS RESOURCES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the effectiveness of the district’s communications resources (websites, listservs, e-mail, digital backpack etc.)	223/257	86.8%

**Parent/Guardian Survey Results: Long Form**

EFFECTIVENES OF COMMUNICATIONS RESOURCES	Number of people rating good or excellent/Total number of people rating	Percent
Websites	288/386	74.6%
E-mail	302/385	78.4%
Listservs (PTO and district)	278/360	77.2%
Digital backpack	253/374	67.6%
Teacher web pages	232/383	60.6%
SchoolMessenger (electronic notification system)	237/298	79.5%
PowerSchool	133/160	83.1%
Phone/voicemail system	176/282	62.4%
Twitter	5/20	25.0%

**Staff Survey Results: Short Form**

EFFECTIVENES OF COMMUNICATIONS RESOURCES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the effectiveness of the district’s communications resources (websites, listservs, e-mail, digital backpack etc.)	136/150	90.7%

### Staff Survey Results: Long Form

EFFECTIVENES OF COMMUNICATIONS RESOURCES	Number of people rating good or excellent/Total number of people rating	Percent
Websites	95/112	84.8%
E-mail	103/112	92.0%
Listservs (PTO and district)	77/93	82.8%
Digital backpack	71/93	76.3%
Teacher web pages	62/102	60.8%
SchoolMessenger (electronic notification system)	61/78	78.2%
PowerSchool	81/103	78.6%
Phone/voicemail system	32/97	33.0%
Twitter	11/25	44.0%

**District’s efforts to communicate** – Two hundred fifty-seven parents/guardians offered ratings about the effectiveness of the district’s efforts to communicate with them on the short form of the survey and 386 offered them on the long form. One hundred fifty staff members about the effectiveness of the district’s efforts to communicate with them on the short form of the survey and 112 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the district’s efforts to communicate with them and keep them informed as either good or excellent.

### Parent/Guardian Survey Results: Short and Long Form

DISTRICT’S EFFORTS TO COMMUNICATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the effectiveness of the district’s efforts to communicate with parents/guardians and keep them informed	493/636	77.5%

### Staff Survey Results: Short and Long Form

DISTRICT’S EFFORTS TO COMMUNICATE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the effectiveness of the district’s efforts to communicate with staff and keep them informed	181/265	68.3%

### Summary of Results

- Day-to-day performance of the communications department
  - **84.3 percent** of parents/guardians rated the day-to-day performance of the communications department as good or excellent



- **79.6 percent** of staff members rated the day-to-day performance of the communications department as good or excellent
- **82 percent** of people from both groups combined rated the day-to-day performance of the communications department as good or excellent
- Effectiveness of communications resources (Website, e-mail, listservs, digital backpack, etc.)
  - **77.2 percent** of parents/guardians rated the effectiveness of the district’s communications resources as good or excellent
  - **80.4 percent** of staff members rated the effectiveness of the district’s communications resources as good or excellent
  - **78.8 percent** of people from both groups combined rated the effectiveness of the district’s communications resources as good or excellent
- Efforts to communicate
  - **77.5 percent** of parents/guardians rated the district’s efforts to communicate as good or excellent
  - **68.3 percent** of staff members rated the district’s efforts to communicate as good or excellent
  - **72.9 percent** of people from both groups combined rated the district’s efforts to communicate as good or excellent

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, the communications department identified several strengths, including:

- The department’s overall day-to-day performance – highlighted by the fact that 88.1 percent of the people who completed the short form of the parent/guardian survey and 83.3 percent of the people who completed the short form of the staff survey rated the department as good or excellent in this category
- The department’s success in meeting the needs of parents/guardians and students – highlighted by the fact that an average of 81.9 percent of the people who completed the long form of both surveys rated the department as good or excellent in this category
- The effectiveness of resources such as the district’s family of Websites, e-mail system, listservs and PowerSchool – all of which were rated as good or excellent by an average of nearly 80 percent of the people who completed the long form of both surveys

The communications department also identified the need to:

- Increase its presence/visibility in the schools by visiting the buildings on a more regular basis during the school day and attending more school and district events
- Identify additional ways for the department to support staff members and collaborate with them
- Upgrade/enhance the resources it uses to communicate with stakeholders and the general public, most notably the websites, online calendars, listservs and digital backpack; several initiatives have been undertaken this year to improve the district’s communications resources, including:
  - Enabling teachers to customize their web pages

- Developing a mobile application that smartphone owners can download and use to access important school and district-related information at any time (news, calendar, digital backpack, web store, etc.)
  - Transforming the district's intranet calendar into a community calendar for staff that features a comprehensive list of school and district events and activities
  - Creating an online form people can use to provide feedback about the district's family of Web sites
- Continue to seek out opportunities to improve two-way communication with stakeholders and the general public
  - Increase the community's engagement/involvement in the district/schools

## Human Resources Department

One hundred forty-eight parents/guardians offered ratings about the human resources department on the short form of the survey and 178 offered them on the long form. One hundred thirty-seven staff members offered ratings about the human resources department on the short form of the survey and 98 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the district's human resources department as either good or excellent in that area. Please note that these ratings include feedback about the department's previous director. Joanne Schochat, the district's current assistant superintendent for human resources and general counsel, was appointed by the Board of Education and assumed leadership of the department on July 1, 2012.

### Parent/Guardian Survey Results: Short Form

HUMAN RESOURCES DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the human resources department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	123/148	83.1%

### Parent/Guardian Survey Results: Long Form

HUMAN RESOURCES PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	133/178	74.7%

### Staff Survey Results: Short Form

HUMAN RESOURCES DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the human resources department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.):	81/137	59.1%

### Staff Survey Results: Long Form

HUMAN RESOURCES PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	45/76	59.2%

Professionalism	54/98	55.1%
Responsiveness	48/94	51.1%
Accessibility	49/97	50.5%
Leadership	34/90	37.8%
Supportive	36/90	40.0%
Collaborative	34/85	40.0%
Delivering timely, informative, quality communications	42/94	44.7%

### Summary of Results

- Day-to-day performance of the human resources department
  - **78.9 percent** of parents/guardians rated the day-to-day performance of the human resources department as good or excellent
  - **53.2 percent** of staff members rated the day-to-day performance of the human resources department as good or excellent
  - **66.1 percent** of people from both groups combined rated the day-to-day performance of the human resources department as good or excellent

### Strengths and Areas of Improvement

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, the human resources staff identified the department’s friendliness and helpfulness as two of its strengths.

The human resources staff also identified the following areas for improvement:

- Continue to build on/strengthen the department’s reputation of being friendly and helpful
- Increase the knowledge base of the members of the department so they are better equipped and prepared to effectively answer questions about personnel-related issues
- Streamline the district’s registration procedures, including identifying ways to integrate technology into the process

## Special Education Department

Seventy-five parents/guardians offered ratings about the special education department on the short form of the survey and 96 offered them on the long form. One hundred thirty-five staff members offered ratings about the special education department on the short form of the survey and 93 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the district's special education department as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

SPECIAL EDUCATION DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the special education department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	109/135	80.7%

### Parent/Guardian Survey Results: Long Form

SPECIAL EDUCATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	148/228	64.9%

### Staff Survey Results: Short Form

SPECIAL EDUCATION DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the special education department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	109/135	80.7%

### Staff Survey Results: Long Form

SPECIAL EDUCATION PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	66/89	74.2%
Professionalism	81/93	87.1%
Responsiveness	69/91	75.8%
Accessibility	67/89	75.3%
Leadership	60/89	67.4%

Supportive	65/90	72.2%
Collaborative	62/90	68.9%
Delivering timely, informative, quality communications	56/86	65.1%

### Summary of Results

- Day-to-day performance of the special education department
  - **72.8 percent** of parents/guardians rated the day-to-day performance of the special education department as good or excellent
  - **77 percent** of staff members rated the day-to-day performance of the special education department as good or excellent
  - **74.9 percent** of people from both groups combined rated the day-to-day performance of the special education department as good or excellent

### Strengths and Areas of Improvement

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, the special education staff identified the following strengths for its department:

- Continues to build strong relationships among teachers, parents/guardians and administrators
- Staff is dedicated and professional

The special education staff also identified the following areas for improvement:

- Improve communication between parents/guardians and staff
- Provide parents/guardians and staff with stronger support

## Teaching and Learning Department

One hundred ninety-six parents/guardians offered ratings about the teaching and learning department on the short form of the survey and 228 offered them on the long form. One hundred forty-three staff members offered ratings about the teaching and learning department on the short form of the survey and 99 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the district's teaching and learning department as either good or excellent in that area.

### Parent/Guardian Survey Results: Short Form

TEACHING AND LEARNING DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the teaching and learning department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	167/196	85.2%

### Parent/Guardian Survey Results: Long Form

TEACHING AND LEARNING PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	148/228	64.9%

### Staff Survey Results: Short Form

TEACHING AND LEARNING DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the teaching and learning department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	89/143	62.2%

### Staff Survey Results: Long Form

TEACHING AND LEARNING PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	51/94	54.3%
Professionalism	64/99	64.6%
Responsiveness	38/96	39.6%
Accessibility	41/97	42.3%

Leadership	35/95	36.8%
Supportive	34/95	35.8%
Collaborative	29/94	30.9%
Delivering timely, informative, quality communications	32/96	33.3%

### Summary of Results

- Day-to-day performance of the teaching and learning department
  - **75.1 percent** of parents/guardians rated the day-to-day performance of the teaching and learning department as good or excellent
  - **52.2 percent** of staff members rated the day-to-day performance of the teaching and learning department as good or excellent
  - **63.7 percent** of people from both groups combined rated the day-to-day performance of the teaching and learning department as good or excellent

### Strengths and Areas of Improvement

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, the teaching and learning staff identified the following strengths for its department:

- Parents/guardians rated the department high in effectively meeting their needs and the needs of students
- Staff rated the department high in professionalism

The teaching and learning staff also identified the following areas for improvement:

- Strengthen communication and the timeliness of responses
- Educate both parents/guardians and staff about the department's role in the district department
- Increase the department's visibility



## Technology Department

**Performance of the department** – One hundred seventy-three parents/guardians offered ratings about the performance of the technology department on the short form of the survey and 250 offered them on the long form. One hundred fifty-five staff members offered ratings about the performance of the technology department on the short form of the survey and 108 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the performance of the district’s technology department as either good or excellent.

### Parent/Guardian Survey Results: Short Form

TECHNOLOGY DEPARTMENT DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the technology department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	141/173	81.5%

### Parent/Guardian Survey Results: Long Form

TECHNOLOGY DEPARTMENT PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	169/250	67.6%

### Staff Survey Results: Short Form

TECHNOLOGY DEPARTMENT DAY-TO-DAY PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the day-to-day performance of the technology department (effectiveness in meeting the needs of students and parents/guardians, professionalism, accessibility, etc.)	109/155	70.3%

### Staff Survey Results: Long Form

TECHNOLOGY DEPARTMENT PERFORMANCE	Number of people rating good or excellent/Total number of people rating	Percent
Effectiveness in meeting the needs of students and parents/guardians	65/97	69.1%
Professionalism	74/108	78.7%
Responsiveness	73/108	67.6%

Accessibility	74/107	62.6%
Leadership	62/104	53.8%
Supportive	64/108	70.4%
Collaborative	60/108	67.6%
Delivering timely, informative, quality communications	69/105	59.0%

**Quality of technology in schools** – Two hundred fifty-four parents/guardians offered ratings about the quality of the technology being used in the schools on the short form of the survey and 383 offered them on the long form. One hundred fifty-three staff members offered ratings about the quality of the technology being used in the schools on the short form of the survey and 110 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the technology being used in the schools as either good or excellent.

**Parent/Guardian Survey Results: Short and Long Form**

QUALITY OF TECHNOLOGY IN THE SCHOOLS	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the quality of the technology being used in the schools	446/637	70.0%

**Staff Survey Results: Short and Long Form**

QUALITY OF TECHNOLOGY IN THE SCHOOLS	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the quality of the technology being used in the schools	176/263	66.9%

**Integration of technology in schools** – Two hundred fifty-four parents/guardians offered ratings about the efforts to integrate technology in the schools on the short form of the survey and 383 offered them on the long form. One hundred fifty-two staff members offered ratings about the efforts to integrate technology in the schools on the short form of the survey and 107 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the efforts to integrate technology in the schools as either good or excellent.

**Parent/Guardian Survey Results: Short and Long Form**

INTEGRATION OF TECHNOLOGY IN THE SCHOOLS	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the efforts to integrate technology in the schools	437/637	68.6%

**Staff Survey Results: Short and Long Form**

INTEGRATION OF TECHNOLOGY IN THE SCHOOLS	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the efforts to integrate technology in the schools	194/259	74.9%

**Quality of technology district wide** – One hundred ninety-eight parents/guardians offered ratings about the quality of the technology being used district wide on the short form of the survey and 309 offered them on the long form. One hundred forty-four staff members offered ratings about the quality of the technology being used district wide on the short form of the survey and 103 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the technology being used district wide as either good or excellent.

**Parent/Guardian Survey Results: Short and Long Form**

QUALITY OF TECHNOLOGY DISTRICT WIDE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the quality of the technology being used district wide	311/507	61.3%

**Staff Survey Results: Short and Long Form**

QUALITY OF TECHNOLOGY DISTRICT WIDE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the quality of the technology being used district wide	149/247	60.3%

**Integration of technology district wide** – Two hundred eighteen parents/guardians offered ratings about the efforts to integrate technology district wide on the short form of the survey and 334 offered them on the long form. One hundred fifty-two staff members offered ratings about the efforts to integrate technology district wide on the short form of the survey and 107 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the efforts to integrate technology district wide as either good or excellent.

**Parent/Guardian Survey Results: Short and Long Form**

INTEGRATION OF TECHNOLOGY DISTRICT WIDE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the efforts to integrate technology district wide	334/552	60.5%

### Staff Survey Results: Short and Long Form

INTEGRATION OF TECHNOLOGY DISTRICT WIDE	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the efforts to integrate technology district wide	163/259	62.9%

**Effectiveness of the technology plan** – One hundred twenty-five parents/guardians offered ratings about the effectiveness of the district’s five-year technology plan on the short form of the survey and 192 offered them on the long form. One hundred thirty-six staff members offered ratings about the effectiveness of the district’s five-year technology plan on the short form of the survey and 91 offered them on the long form. The percentages listed in the following tables refer to the percent of respondents who rated the effectiveness of the district’s five-year technology plan as either good or excellent.

### Parent/Guardian Survey Results: Short and Long Form

EFFECTIVENESS OF THE FIVE-YEAR TECHNOLOGY PLAN	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the effectiveness of the district’s five-year technology plan	185/317	58.4%

### Staff Survey Results: Short and Long Form

EFFECTIVENESS OF THE FIVE-YEAR TECHNOLOGY PLAN	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the effectiveness of the district’s five-year technology plan	134/227	59.0%

### Summary of Results

- Day-to-day performance of the technology department
  - **74.6 percent** of parents/guardians rated the day-to-day performance of the technology department as good or excellent
  - **68.2 percent** of staff members rated the day-to-day performance of the technology department as good or excellent
  - **71.4 percent** of people from both groups combined rated the day-to-day performance of the technology department as good or excellent
  
- Quality of technology in schools
  - **70 percent** of parents/guardians rated the quality of the technology being used in the schools as good or excellent

- **66.9 percent** of staff members rated the quality of the technology being used in the schools as good or excellent
- **68.5 percent** of people from both groups combined rated the quality of the technology being used in the schools as good or excellent
- Integration of technology in schools
  - **68.6 percent** of parents/guardians rated the efforts to integrate technology in the schools as good or excellent
  - **74.9 percent** of staff members rated the efforts to integrate technology in the schools as good or excellent
  - **71.8 percent** of people from both groups combined rated the efforts to integrate technology in the schools as good or excellent
- Quality of technology district wide
  - **61.3 percent** of parents/guardians rated the quality of the technology being used district wide as good or excellent
  - **60.3 percent** of staff members rated the quality of the technology being used district wide as good or excellent
  - **60.8 percent** of people from both groups combined rated the quality of the technology being used district wide as good or excellent
- Integration of technology district wide
  - **60.5 percent** of parents/guardians rated the efforts to integrate technology district wide as good or excellent
  - **62.9 percent** of staff members rated the efforts to integrate technology district wide as good or excellent
  - **61.7 percent** of people from both groups combined rated the efforts to integrate technology district wide as good or excellent
- Effectiveness of the technology plan
  - **58.4 percent** of parents/guardians rated the effectiveness of the district's five-year technology as good or excellent
  - **59 percent** of staff members rated the effectiveness of the district's five-year technology as good or excellent
  - **58.7 percent** of people from both groups combined rated the effectiveness of the district's five-year technology as good or excellent
- Use of technology in teaching and instruction
  - **79.7 percent** of parents/guardians who took the survey believe technology should be used in conjunction with teaching and instruction
  - **86.9 percent** of staff members who took the survey believe technology should be used in conjunction with teaching and instruction.
  - **83.3 percent** of people from both groups who took the survey believe technology should be used in conjunction with teaching and instruction

### **Strengths and Areas of Improvement**

After reviewing the survey results, as well as the comments provided by parents/guardians and staff members, the technology department identified several strengths, including:

- The professionalism of the department and support being provided by the members of its staff (network administrator, systems administrator, teacher leaders for technology, technology integrationists and technology specialists)
- The efforts to increase the availability of technology in the schools
- The efforts to integrate technology into the classroom
- The work being done by a number of individual teachers and several school-level technology teams

The technology department also identified the need to:

- Find ways to increase student and staff access to technology
- Make sure technology continues to support instruction/is being effectively used in the classroom
- Ensure that access to technology is equitable district wide
- Provide additional training and professional development opportunities for staff
- Continue to maximize the use of the department's resources (equipment and personnel) to help meet the needs of students and staff

**Survey results regarding district programs, plans and services:** The following are the survey results for various district programs, plans and services, including:

- Academic programs
- Five-year strategic plan
- Food services
- Transportation

### Academic Programs

Three hundred fourteen parents/guardians and 310 staff members offered ratings of the district’s academic programs. The percentages listed in the following tables refer to the percent of respondents who rated the district’s academic programs as either good or excellent.

#### Parent/Guardian Survey Results: Short and Long Form

ACADEMIC PROGRAMS	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the district’s academic programs	280/314	89.2%

#### Staff Survey Results: Short and Long Form

ACADEMIC PROGRAMS	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the district’s academic programs	270/310	87.1%

#### Summary of Results

- **88.2 percent** of people from both groups combined rated the district’s academic programs as good or excellent

## Strategic Plan

Two hundred seventy-seven parents/guardians and 228 staff members offered ratings of the district’s five-year strategic plan. The percentages listed in the following tables refer to the percent of respondents who rated the district’s five-year strategic plan as either good or excellent.

### Parent/Guardian Survey Results: Short and Long Form

STRATEGIC PLAN	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the district’s five-year strategic plan	146/277	52.7%

### Staff Survey Results: Short and Long Form

STRATEGIC PLAN	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the district’s five-year strategic plan	102/228	44.7%

### Summary of Results

- **48.7 percent** of people from both groups combined rated the district’s five-year strategic plan as good or excellent



## Food Service

Five hundred seventy-two parents/guardians offered ratings of the district's food service program. The percentages listed in the following tables refer to the percent of respondents who rated the district's food service program as either good or excellent.

### Parent/Guardian Survey Results: Short and Long Form

FOOD SERVICES	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the district's food service program	225/572	39.3%

## Transportation

Two hundred twenty-four parents/guardians offered ratings of the district's transportation program. The percentages listed in the following tables refer to the percent of respondents who rated the district's transportation program as either good or excellent.

### Parent/Guardian Survey Results: Short and Long Form

TRANSPORTATION	Number of people rating good or excellent/Total number of people rating	Percent
Overall rating of the district's transportation program	138/224	61.6%

## **Key Findings and Conclusions**

The following are the key findings we identified and conclusions we drew in conjunction with our assessment/analysis of the results from the 2011-2012 parent/guardian and staff climate surveys.

### **Schools**

The results from both the parent/guardian and staff surveys reflect a high level of satisfaction with our schools. This is highlighted by the fact that 85 percent of the people who took the survey rated the schools as good or excellent in several categories, including the quality of teaching and instruction and the day-to-day performance of teachers and other building staff (front office, custodians, etc.).

While the rating for communications (80.7 percent good or excellent) was also positive, several of the building principals cited this category as an area of improvement moving forward. Some of them also 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.

The two categories that received the lowest ratings and require the most attention are the school's facilities and overall climate. In the case of facilities (69.1 percent good or excellent), the quality and condition of the space outside the building consistently received low ratings. We are currently working together with staff, parents/guardians and community members to improve this space by making upgrades to our schoolyards. We have also installed secured entrances at all of our buildings, and are studying the options for adding air conditioning in our classrooms.

As for the climate (71.6 percent good or excellent), the primary areas of concern for parents/guardians are the effectiveness of PBIS and handling of disciplinary issues; while the primary area of concern for staff is morale. For discipline, the board adopted a new policy and the administration drafted new guidelines and forms to ensure that we adhere to the law, create a secure, trusting environment for students, and keep the children of Oak Park safe. However, we will continue to seek out ways to improve our system for handling disciplinary issues. For PBIS, we will continue to seek out strategies for improving the overall effectiveness of the program and communicating with families how it is impacting our students both in and out the classroom. For morale, we will identify additional ways to celebrate/promote the accomplishments of our staff members, 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**

The ratings of the day-to-day performance for the Board of Education on the short form of both surveys was good—69.6 percent of parents/guardians rated it as good or excellent and 61.2 percent of staff members rated it as good or excellent. In addition, the board was rated high in the area of professionalism on the long form of both surveys—65.4 percent of parents/guardians rated this area as good or excellent and 66.7 percent of staff members rated it as good or excellent. However, the overall rating of the board's performance by parents/guardians and staff members (58.9 percent good or excellent) reflect the importance of identifying ways the board can improve its relationship with both groups.

One of the potential barriers to accomplishing this goal is the fact that most people either don't attend board meetings (67.8 percent of parents/guardians and 26.3 percent of staff members) or only attend them on an annual basis (16.1 percent of parents/guardians and 39.1 percent of staff members). The board has taken steps to overcome this obstacle by attending more 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. It has also asked the administration to look into the cost and logistics associated with webcasting or podcasting its meetings so the information is more readily accessible to everyone.

While decisions by the board may not receive universal support from parents/guardians and staff members, having a better understanding of the reasons why they were made, which can be accomplished by improving accessibility, responsiveness and the timeliness of communications, might help strengthen the board's relationships with both groups.

### **Superintendent**

The superintendent, like the Board of Education, was rated high in the area of professionalism on the long form of both surveys—66.7 percent of parents/guardians rated this area as good or excellent and 62.2 percent of staff members rated it as good or excellent. In addition, he received good ratings on his day-to-day performance on the short form of the parent/guardian survey (63 percent good or excellent), and in the areas of responsiveness (60.5 percent good or excellent) and timeliness of communications (60.2 percent good or excellent) on the long form of the parent/guardian survey. However, also like the board, the overall rating of the superintendent's performance by both groups (53.7 percent good or excellent), as well as the ratings he received 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.

He has already taken several significant steps this year, including leading the effort to implement the International Baccalaureate program at the middle schools, spearheading a comprehensive district-wide systems audit, forming a Technology Advisory Committee comprised of parents/guardians and staff members, and continuing to foster and support the integration of the Parent Educator Partnership program in all 10 schools. With that said, maintaining an open, productive dialogue with the district's bargaining units, groups such as Education Council, Administrative Leadership and PTO Council, community organizations, etc., and continuing to find ways to give people a voice and an active role in fulfilling the mission and vision for the district, will be critical for ensuring that these steps generate positive, successful results long term.

### **Central office departments**

An average of 72.8 percent of people who took the survey collectively rated the overall day-to-day performance of the district's central office departments as good or excellent. The individual departments also received high ratings in several categories, including:

- 84.6 percent of the people who completed the short form of both surveys rated the business office's day-to-day performance as good or excellent
- 85.7 percent of the people who completed the short form of both surveys rated the communications department's day-to-day performance as good or excellent
- 83.1 percent of the parents/guardians who completed the short form of the survey rated the human resources department's day-to-day performance as good or excellent
- 80.7 percent of the people who completed the short form of both surveys rated the special education department's day-to-day performance as good or excellent
- 85.2 percent of the parents/guardians who completed the short form of the survey rated the teaching and learning department's day-to-day performance as good or excellent
- 81.5 percent of the parents/guardians who completed the short form of the survey rated the technology department's day-to-day performance as good or excellent

While these percentages are good, the departments identified the need to improve in the following areas to garner higher overall levels of support from both groups:

- Communication
- Collaboration

- Leadership
- Visibility
- Accessibility
- Responsiveness

In addition, they determined that they must continue finding ways to educate people about their roles and responsibilities in the district because there were respondents who stated that they knew very little about the departments and, as a result, found it difficult to accurately rate/assess them.

### **Efforts to communicate**

While 77.5 percent of the parents/guardians who completed the survey rated the district's efforts to communicate with them as good or excellent, 68.3 percent of the staff members rated them as good or excellent. This highlights the need for us to continue talk to staff members and work with them to identify ways to effectively keep them updated and informed about what is happening in the district.

### **Technology plan**

Of the people who completed both forms of the survey, 58.7 percent of them rated the effectiveness of the district's five-year technology plan as good or excellent. The newly formed Superintendent's Advisory Committee, which will be comprised of key district employees and citizens who have an interest and expertise in technology, 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 our students and staff. This committee will also help direct the district's long-term vision for technology, and provide insight and strategic thinking on issues such as the effective integration of technology in the classroom.

### **Academic programs**

Of the people who completed both forms of the survey, 88.2 percent of them rated the district's academic programs as good or excellent. Moving forward, we will monitor and assess how the implementation of the Common Core State Standards at all 10 schools and the International Baccalaureate program at the middle schools will impact the overall quality of these programs.

### **Strategic plan**

Of the people who completed both forms of the survey, 48.7 percent of them rated the district's five-year strategic plan as good or excellent. A number of parents/guardians answering the survey were new to the district and did not know much about the plan. In addition, several people (parents/guardians and staff) highlighted the important accomplishments that resulted from the strategic plan (implementation of full-day kindergarten, introduction of PBIS, redesign of the Web site); while others felt the plan was too complicated, long and aspirational to be effective. There were also some staff members who felt the district could have done a better job of communicating the status/progress of the plan. The superintendent is currently working on a plan to move the district from a model of strategic planning to one of strategic thinking. This plan will be presented to the board later in the year.

### **Food Service**

Of the parents/guardians who completed the survey, 39.3 percent of them rated the district's food service program as good or excellent. The results highlighted that there is a divide among parents/guardians about the need to/benefits of offering healthier, more nutritious options at lunch. Some parents/guardians appreciate the effort to offer options that are healthier/more nutritious, but believe more can/should be done (e.g., offer more organic and/or locally grown food); while others believe the focus on health and nutrition has diminished the quality of the food, which is why their children won't eat it. Several parents/guardians also believe the portion sizes are too small. In addition, some individuals requested that the district offer for more allergy-friendly

options (e.g., gluten free). We will continue to work with our families, staff and District 200, who is our food service provider, to improve the overall quality of our lunch program.

### **Transportation**

Of the parents/guardians who completed the survey, 61.6 percent of them rated the district's transportation program as good or excellent. There were a number of positive comments about the overall quality of the program, especially the service offered on the special education buses. Several parents/guardians gave positive feedback about the driver on their child's bus, while others believe the quality of the drivers is inconsistent. In addition, some parents/guardians believe maintaining discipline is an issue on some of the buses. Like the food service program, will continue to work with our families, staff and Lakeview, who is our transportation provider, to improve the overall quality of our program.

### **Climate survey**

As in years past, the 2011-2012 version of the climate survey provided us with valuable feedback about the district's programs, schools, departments and personnel. It highlighted a number of our strengths (academic programs, quality of teaching and instruction, etc.), as well areas for improvement (timeliness of our communications, effectiveness of the technology plan, etc.). However, it also raised questions about whether this survey remains an effective long-term solution for helping us accurately assess critical issues in our schools and district as a whole. For example, as we mentioned in the survey results section on page three of this report, the total number of parents/guardians who participated in the process this time was down 37.8 percent from when we administered the climate survey in 2009; while staff was done 32.8 percent. These figures also represented the lowest rate of participation during the last five years. Although we cannot pinpoint the exact reason for the decline, it is possible that one or more of the following factors may have contributed to it:

- 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

In addition, the State of Illinois is developing a mandatory learning climate survey that will be administered in conjunction with the implementation of the Common Core State Standards. This may eliminate the need for us to conduct our own climate survey. If we do decide to continue using the climate survey to solicit feedback from our stakeholders, there are several questions we need to answer:

- Should we move to the use of a climate survey that is more data driven and focused on metrics and measurables?
- Will we need to make our climate survey compatible with the state's mandatory learning climate survey?
- Is there a way for us to better utilize the results from the survey to celebrate successes, make improvements, set goals, etc.?
- Should we continue to alternate when we administer the surveys—parents/guardians and staff one year and students the following year?
- Should we continue to make the survey evaluative in nature or change the focus altogether?
- Should we continue to offer short and long forms of the survey?

Although there are several decisions we need to make prior to the administration of the next climate survey, we want to thank the nearly 1100 people who took the time to fill the one out for the 2011-2012 school year. We appreciate your time, your feedback and your continued commitment to our schools and the students we serve.