

Glen Ellyn School District 41

Staff Insights Survey Results

Winter 2018

SCHOOL PERCEPTIONS

Our mission is to help educational leaders gather, organize and use data to make strategic decisions.

- Founded in 2002 to provide independent and unbiased research
- Conducted over 10,000 surveys for school improvement
- Helped more than 400 districts navigate the strategic planning and referendum planning process

What We Know:

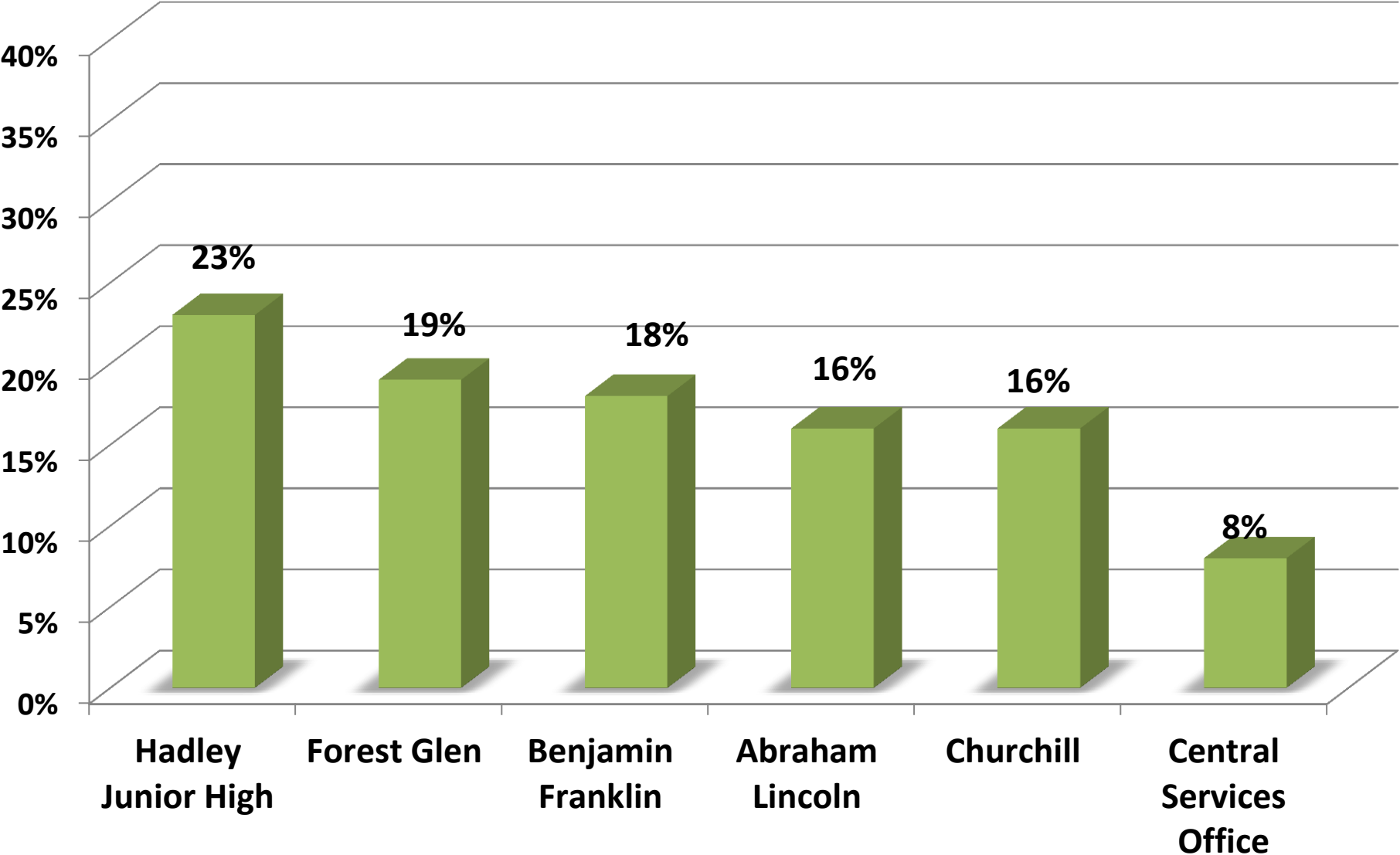


Survey Summary

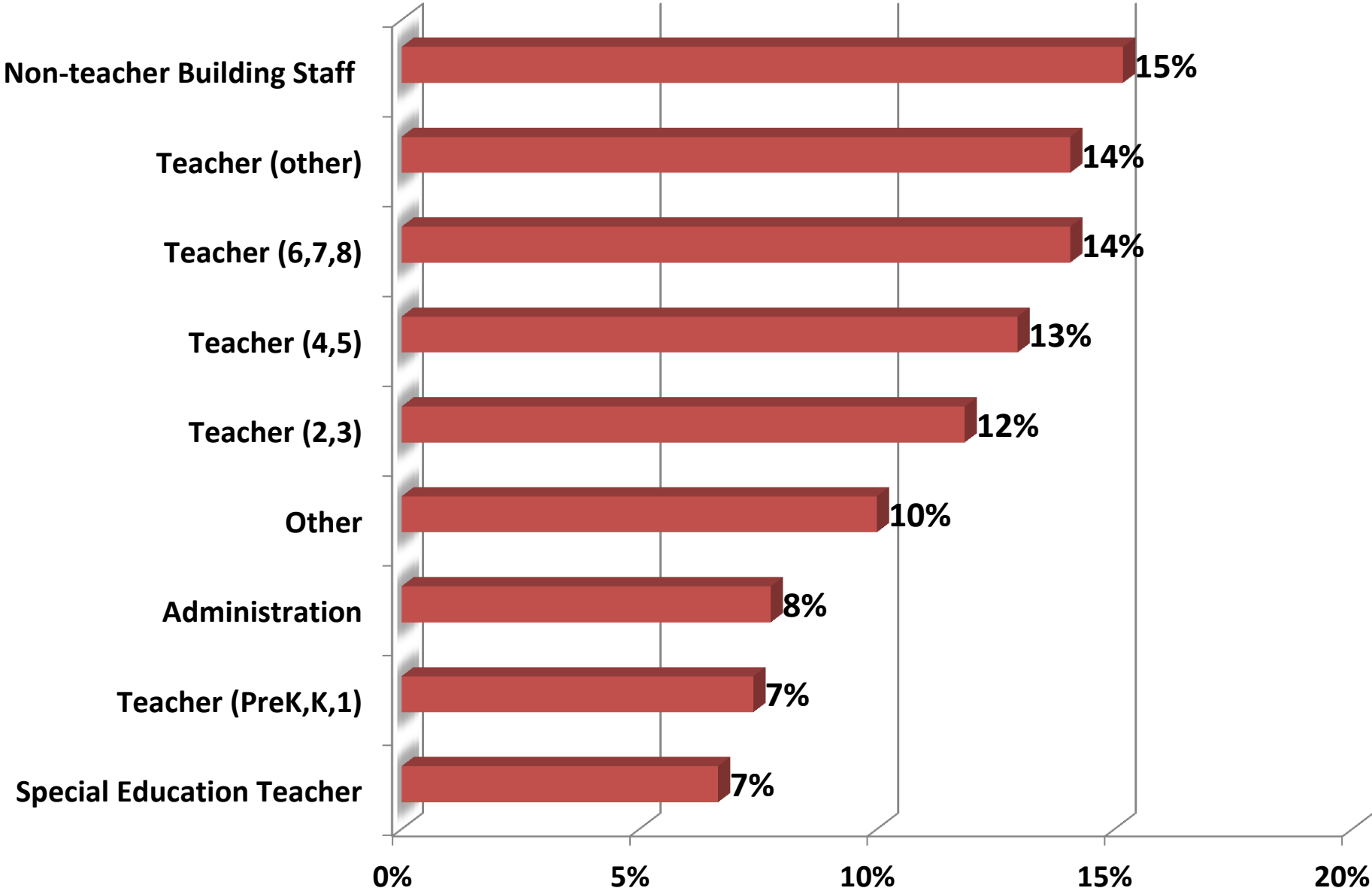
- The Staff Insights Survey was conducted in early/mid-March of 2018.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 272 (62% participation)

Respondent Information

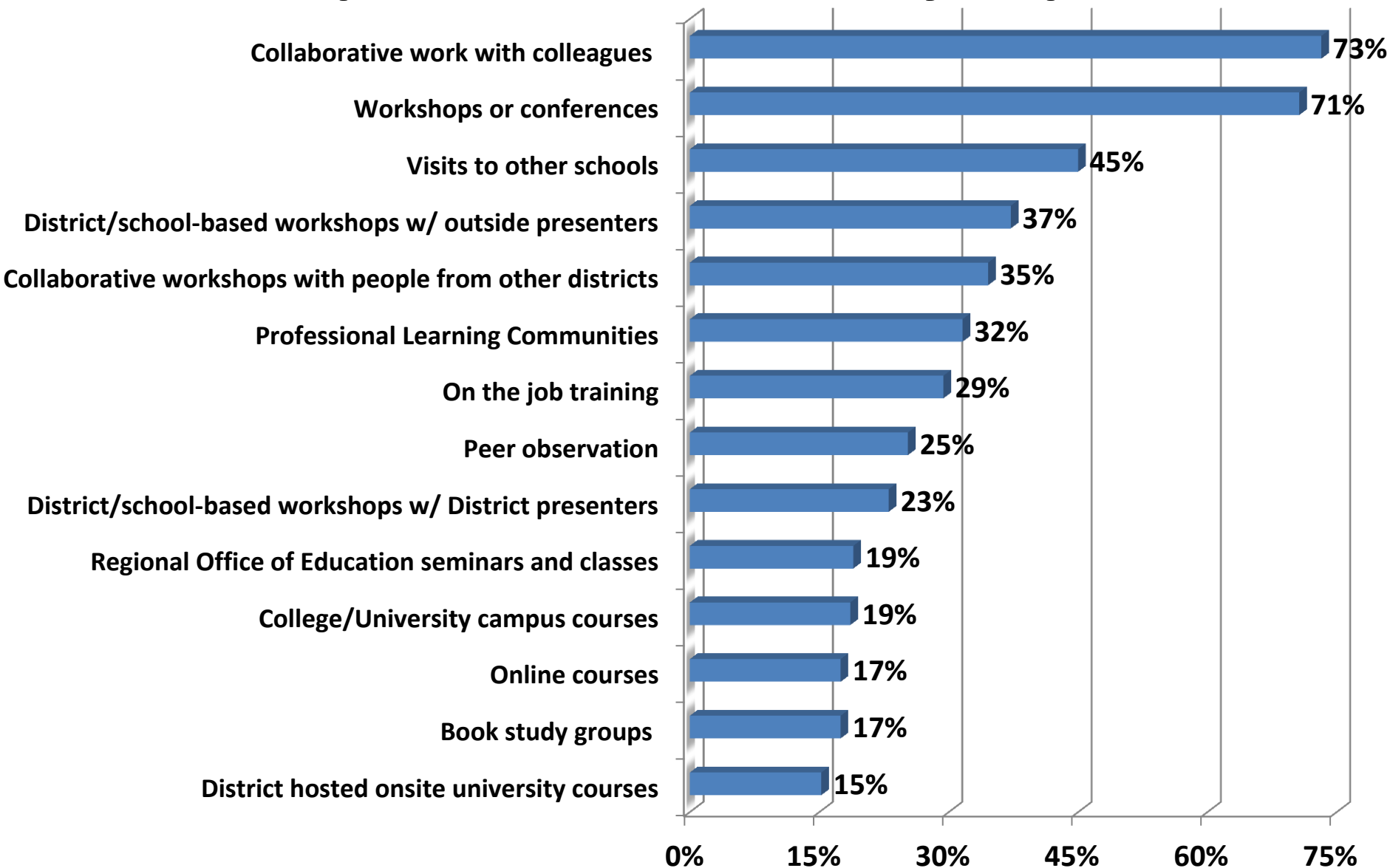
At which location do you spend the most time?



What best describes your position?



Which of the following professional development activities do you prefer?



Engagement

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|---|------|------|------|------------|
| Parents feel welcome in our school. | 4.43 | 4.39 | 4.49 | 0.10 |
| My job is personally satisfying. | 4.26 | 4.32 | 4.31 | -0.01 |
| I understand how my work directly contributes to the overall success of our District. | 4.42 | 4.42 | 4.34 | -0.08 |
| I would recommend our District to others seeking employment. | 3.89 | 3.87 | 3.68 | -0.19 |
| I am proud of our District. | 4.11 | 4.09 | 3.86 | -0.23 |
| I have confidence in the leadership of our District. | 3.85 | 3.69 | 3.45 | -0.24 |
| I have confidence in the leadership of our school. | 4.03 | 4.00 | 3.69 | -0.31 |

Work Environment (Slide 1/2)

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|---|------|------|------|------------|
| I have been given the materials and supplies I need to do my job effectively. | 3.69 | 3.63 | 4.00 | 0.37 |
| I am satisfied with the technology resources/support available to me. | 3.95 | 3.92 | 4.24 | 0.32 |
| The amount of work I am asked to do is reasonable. | 3.18 | 3.29 | 3.56 | 0.27 |
| I have the resources I need to work with a diverse student population. | 3.55 | 3.59 | 3.69 | 0.10 |
| I get along well with the people with whom I work. | 4.53 | 4.53 | 4.56 | 0.03 |
| Our classrooms and schools are well maintained. | 4.15 | 4.15 | 4.18 | 0.03 |
| I receive the training I need to do my job well. | 3.91 | 3.88 | 3.85 | -0.03 |

Work Environment (Slide 2/2)

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|---|------|------|------|------------|
| Adults at school treat children with respect. | 4.38 | 4.42 | 4.36 | -0.06 |
| I feel safe at work. | 4.52 | 4.54 | 4.45 | -0.09 |
| The students in my class help each other learn. | 4.31 | 4.35 | 4.26 | -0.09 |
| Children are safe at school. | 4.46 | 4.57 | 4.41 | -0.16 |
| The students in my class get along well. | 4.33 | 4.4 | 4.23 | -0.17 |
| Children treat other children with respect at school. | 3.95 | 4.12 | 3.86 | -0.26 |
| I have adequate opportunities for professional development. | 3.82 | 3.77 | 3.39 | -0.38 |

Communication

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

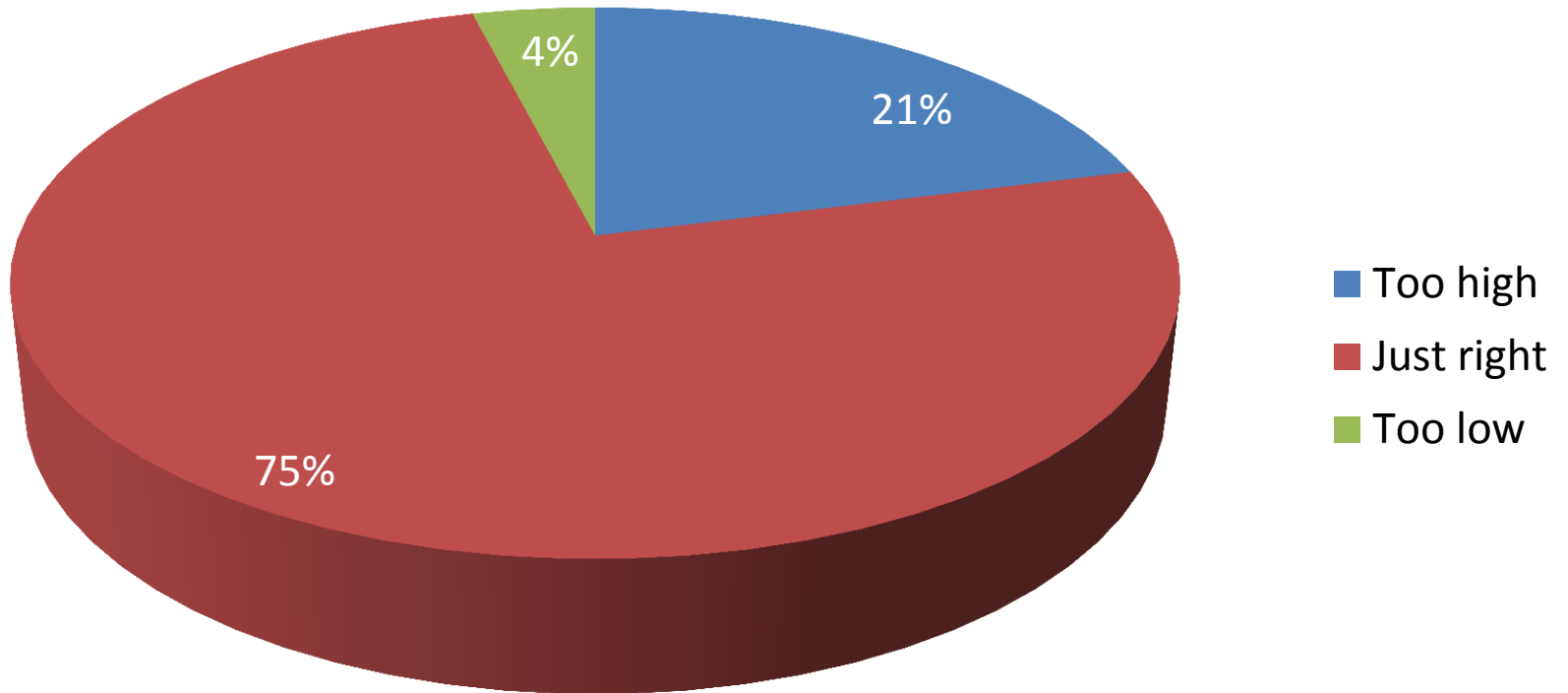
| Item | 2014 | 2016 | 2018 | Difference |
|---|------|------|------|------------|
| I have a good understanding of the long-range plan and goals of the District. | 3.62 | 3.55 | 3.82 | 0.27 |
| I receive credit and recognition when I do a good job. | 3.40 | 3.55 | 3.68 | 0.13 |
| I feel comfortable sharing my ideas and opinions. | 3.72 | 3.85 | 3.94 | 0.09 |
| I receive feedback that helps me improve my performance. | 3.63 | 3.74 | 3.82 | 0.08 |
| There is good communication between the building administrators and staff. | 3.66 | 3.75 | 3.81 | 0.06 |
| I know what is expected of me at work. | 4.13 | 4.24 | 4.25 | 0.01 |
| There is good communication between the District administrators and staff. | 3.50 | 3.50 | 3.46 | -0.04 |
| School/department information is communicated effectively to me. | 3.71 | 3.82 | 3.73 | -0.09 |
| I am kept informed about matters important to my work. | 3.78 | 3.79 | 3.69 | -0.10 |

Culture

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|--|------|------|------|------------|
| Staff members like me can bring about change in my department/school. | 3.76 | 3.87 | 3.92 | 0.05 |
| My school operates as a team. | 3.75 | 4.01 | 4.03 | 0.02 |
| Our schools can be described as "good places to learn". | 4.30 | 4.36 | 4.38 | 0.02 |
| Employees here are encouraged to share work-related ideas and suggestions. | 4.03 | 4.18 | 4.17 | -0.01 |
| My school works hard to find ways to improve. | 4.32 | 4.31 | 4.29 | -0.02 |
| I have adequate opportunities to participate in decisions that affect me. | 3.35 | 3.37 | 3.35 | -0.02 |
| I am encouraged to try new ideas or ways of doing things. | 4.09 | 4.14 | 4.11 | -0.03 |
| Students here believe the staff cares about them. | 4.47 | 4.52 | 4.47 | -0.05 |
| I am satisfied with our school's efforts to prevent bullying. | 3.84 | 4.19 | 4.02 | -0.17 |

Academic expectations in our school are:



Principal

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|--|------|------|------|------------|
| My principal is an effective leader of our building. | 3.99 | 3.89 | 4.12 | 0.23 |
| My principal is consistent when administering policies concerning employees. | 3.92 | 3.83 | 4.06 | 0.23 |
| My principal presents a positive image to the school community. | 4.26 | 4.32 | 4.54 | 0.22 |
| My principal recognizes my ideas or suggestions for improvement. | 3.86 | 3.94 | 4.15 | 0.21 |
| My principal treats me with respect. | 4.32 | 4.33 | 4.46 | 0.13 |

Superintendent

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|--|------|------|------|------------|
| The superintendent is aware of major concerns of employees. | 3.57 | 3.41 | 3.86 | 0.45 |
| The superintendent is doing what it takes to make our District successful. | 4.19 | 3.79 | 4.02 | 0.23 |
| The superintendent communicates well with the District. | 4.10 | 3.88 | 4.07 | 0.19 |
| The superintendent presents a positive image to the school community. | 4.45 | 4.13 | 4.26 | 0.13 |
| I trust that the superintendent will advocate for the best interest of the District to the School Board. | 4.21 | 3.89 | 3.91 | 0.02 |

School Board

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|--|------|------|------|------------|
| The Board presents a positive image to the school community. | 3.95 | 2.41 | 1.90 | -0.51 |
| The Board is doing what it takes to make our district successful. | 3.84 | 2.78 | 2.12 | -0.66 |
| I trust that the Board will make decisions in the best interest of the students. | 3.68 | 2.73 | 2.06 | -0.67 |
| The Board appropriately balances the mission of the District with fiscal responsibility. | 3.82 | 3.25 | 2.47 | -0.78 |

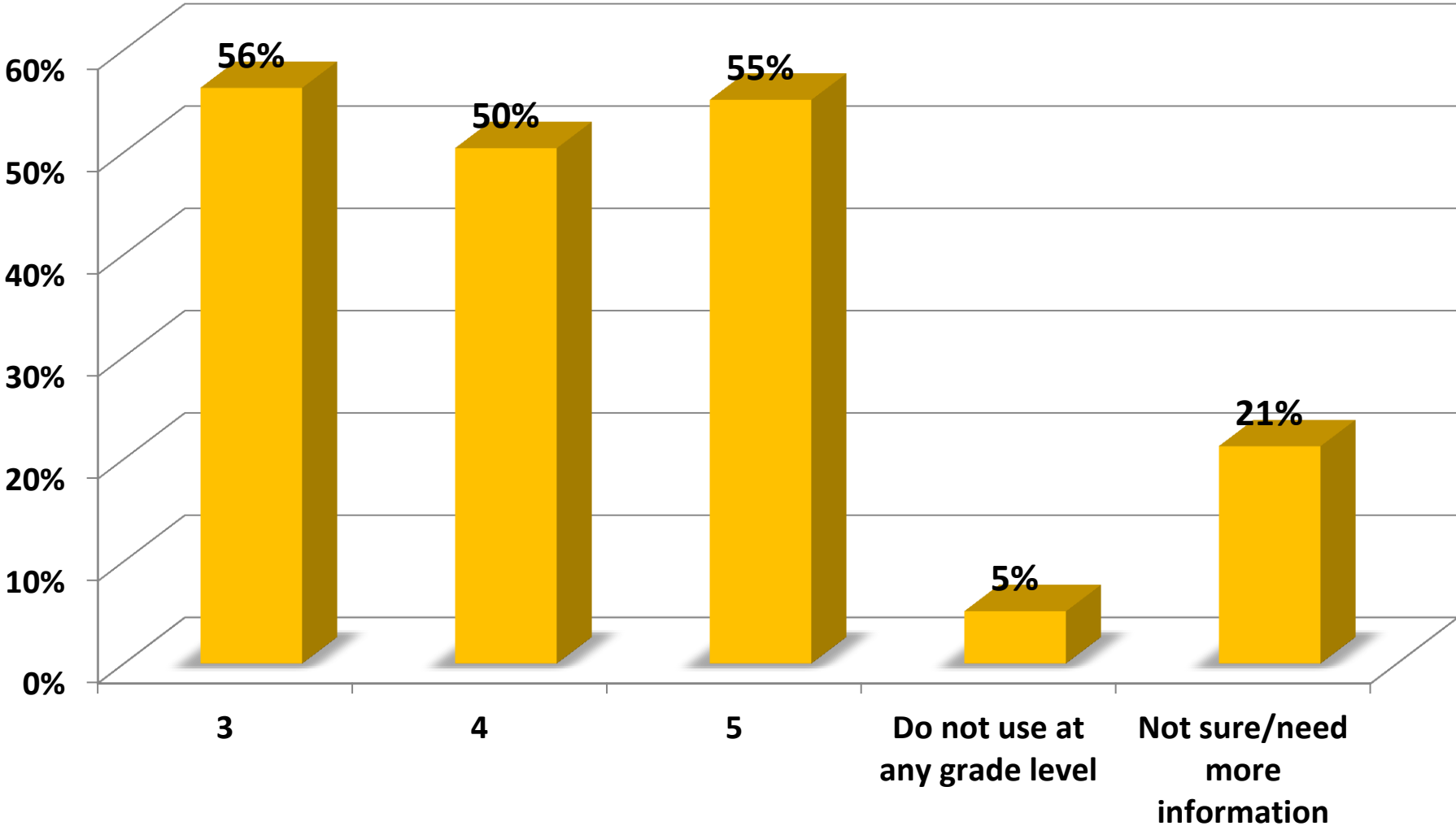
Initiatives

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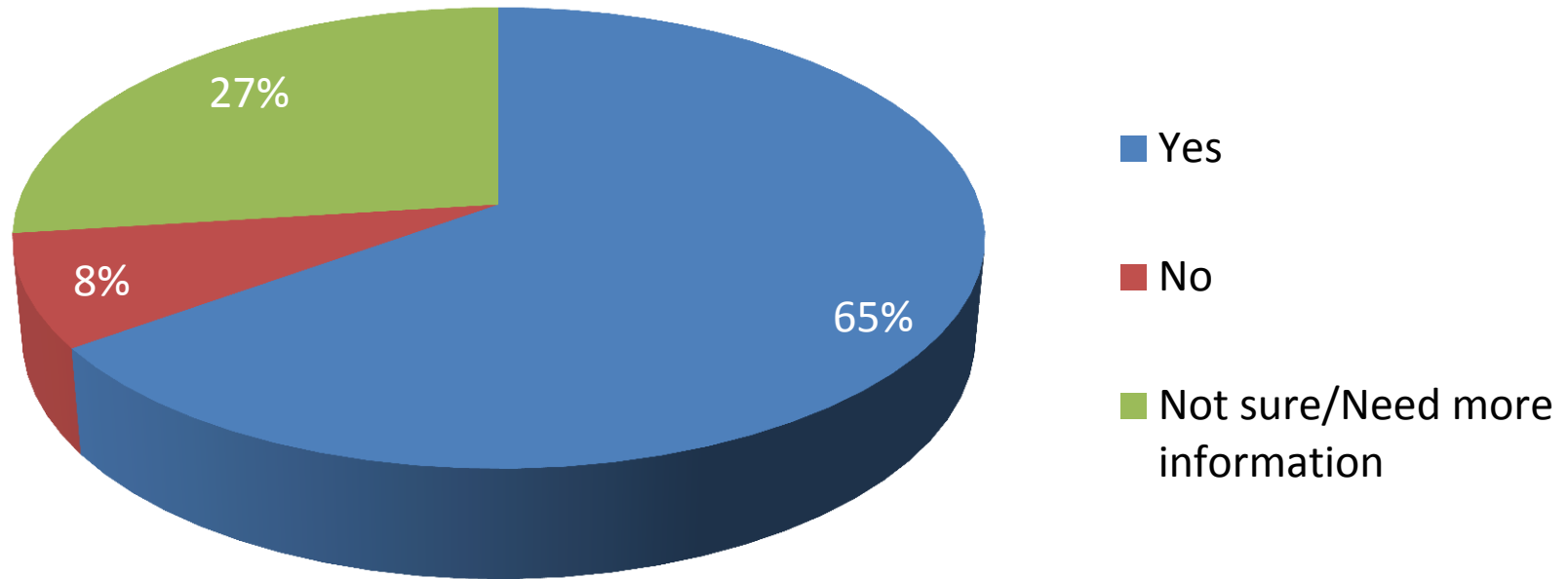
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree(1)

| Item | % Strongly agree/Agree | Average |
|---|------------------------|---------|
| Allowing teachers to focus on specific subjects is an effective strategy. | 92% | 4.43 |
| Overall, I like the strategy of allowing teachers to specialize. | 89% | 4.31 |
| Children respond well to having two main teachers. | 84% | 4.18 |
| It is easier for students to apply what they've learned when subjects are integrated. | 81% | 3.94 |

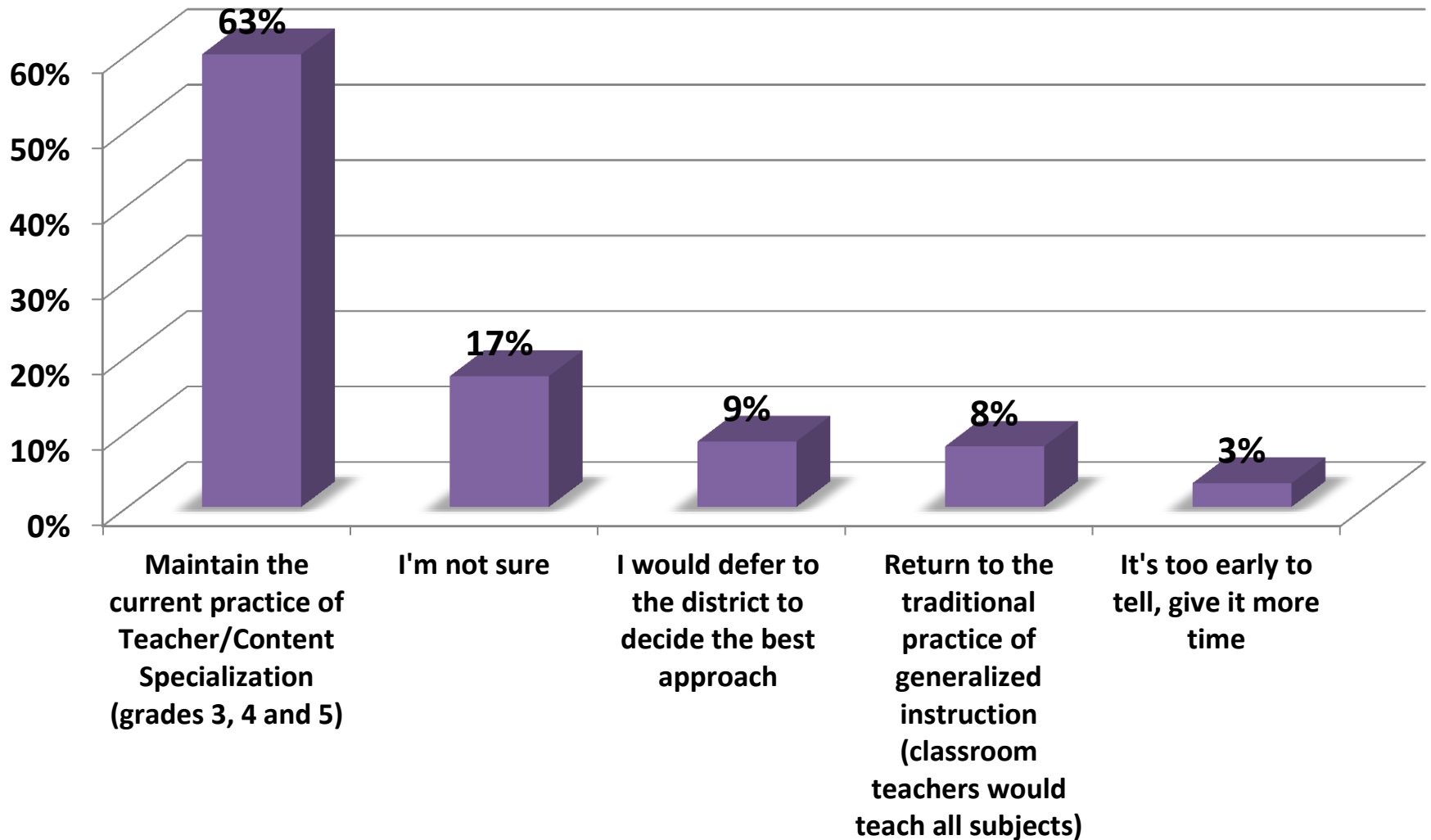
At which grade level do you believe subject level specialization should be implemented?



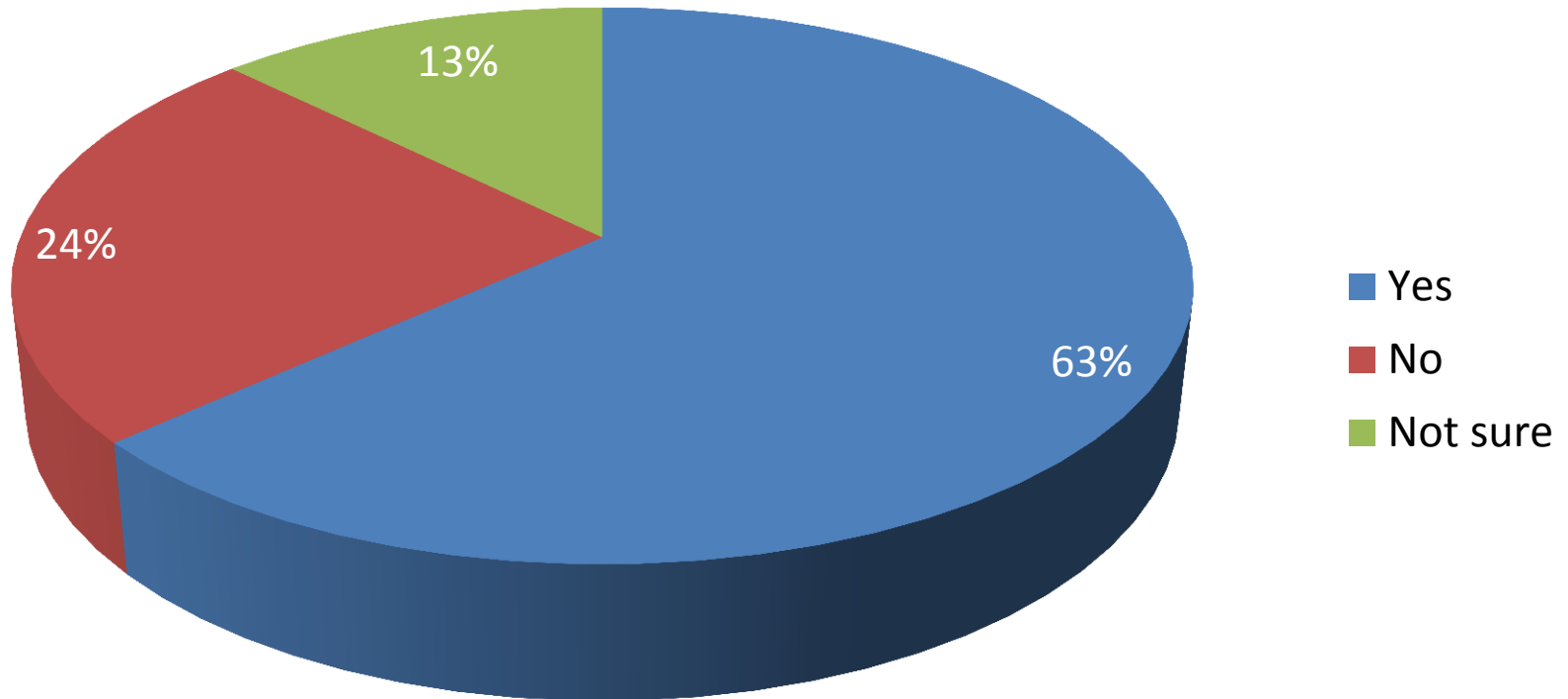
Do you feel your students have or will benefit from Teacher/Content Specialization?



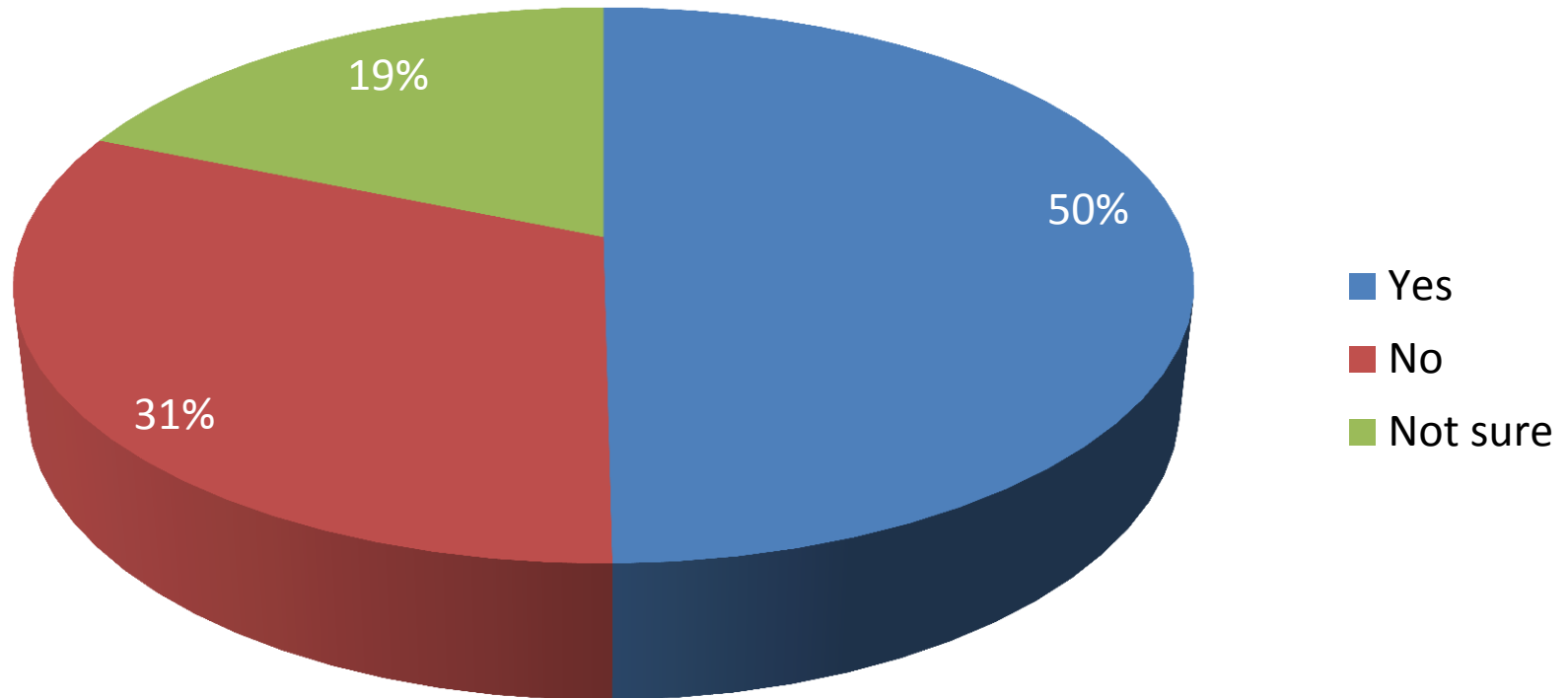
What advice would you give the District in terms of continuing to implement the Teacher/Content Specialization strategy?



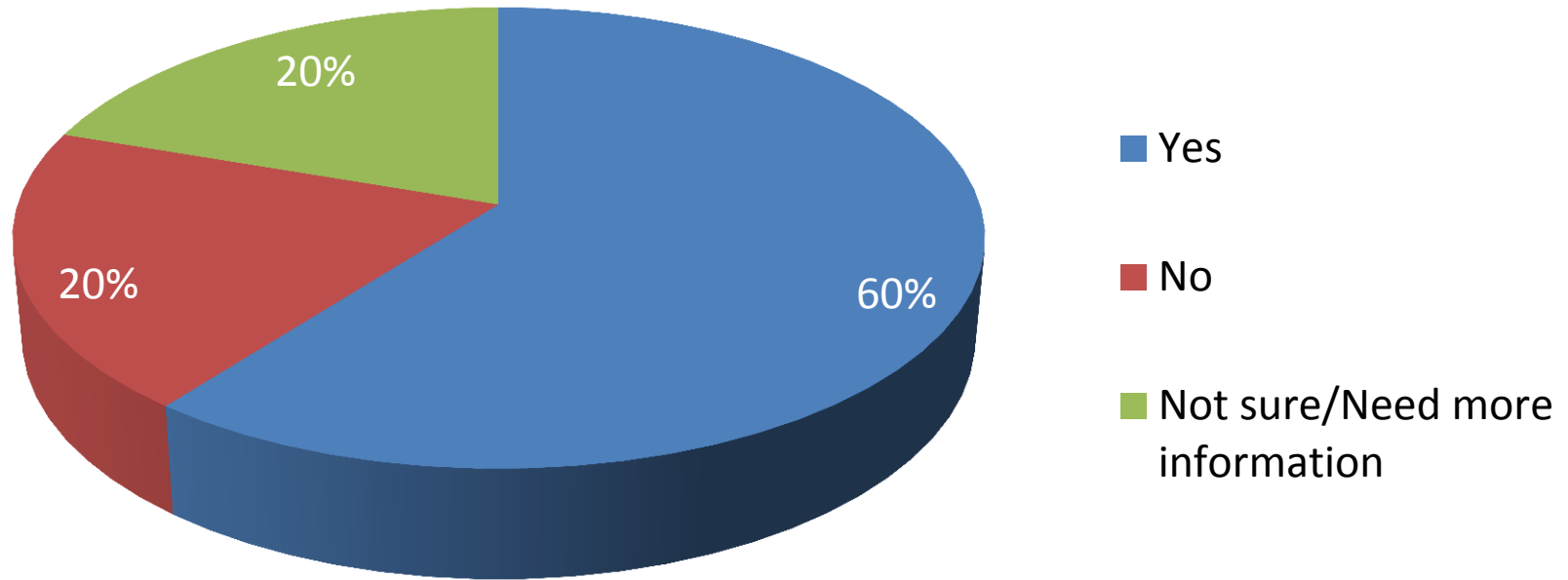
Have you incorporated Problem-Based Learning into your teaching?



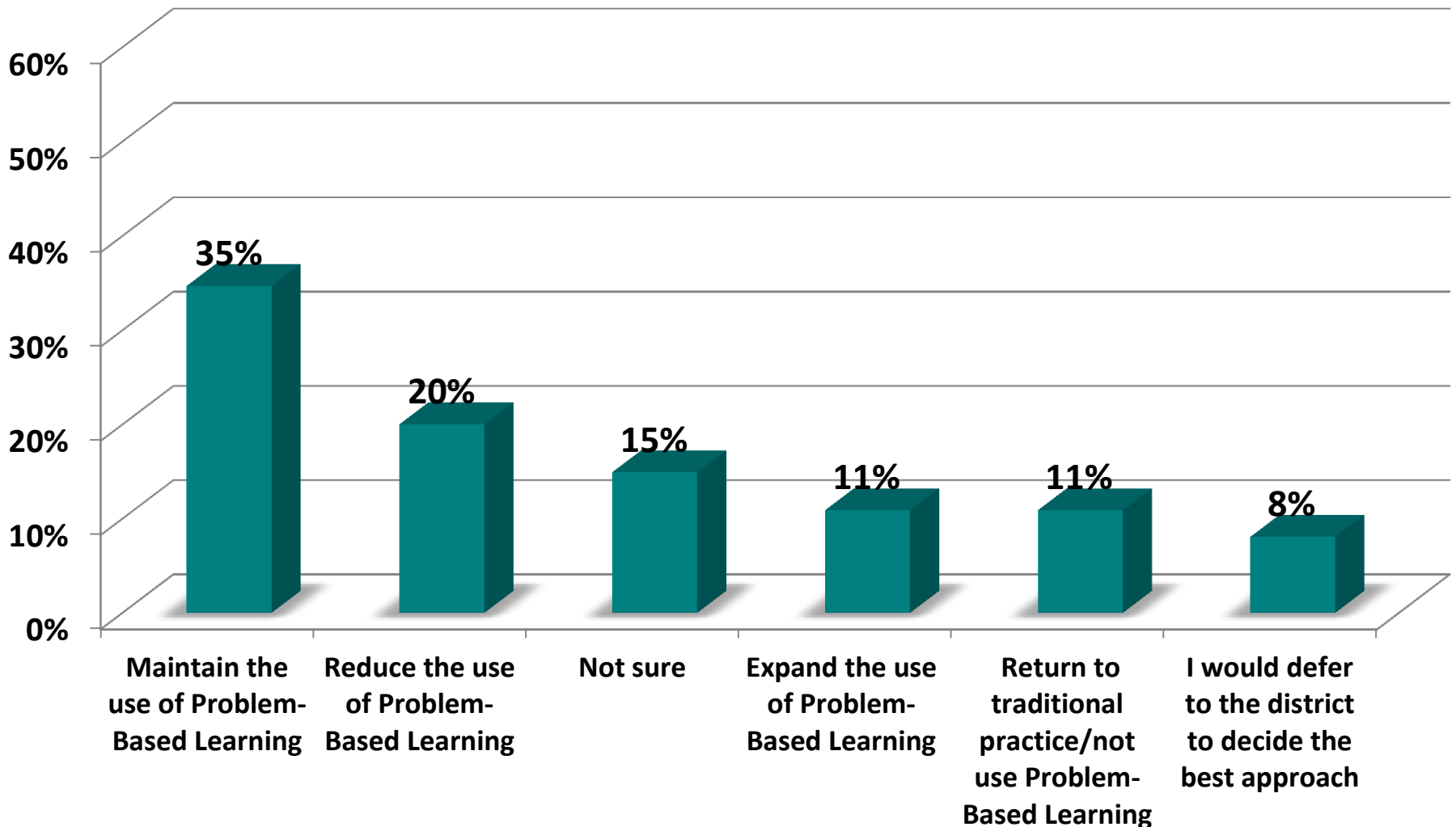
Do you feel you have had adequate training on Problem-Based Learning?



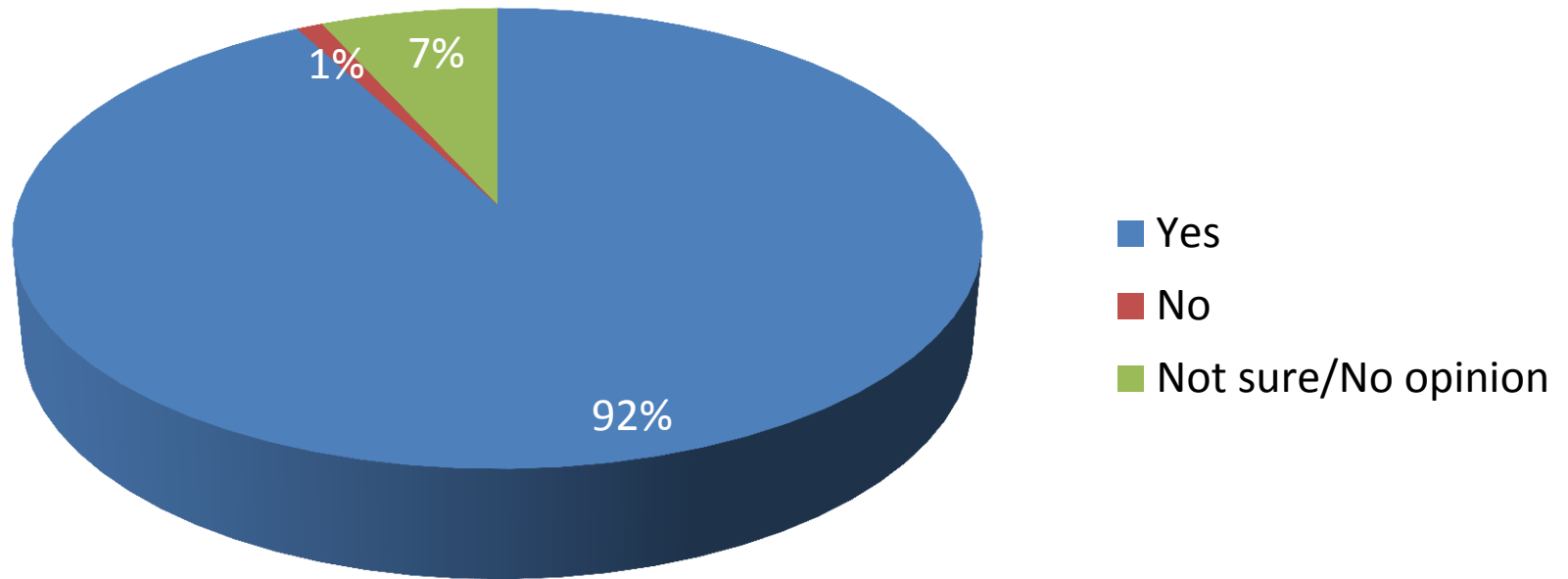
Do you feel our students have or will benefit from Problem-Based Learning?



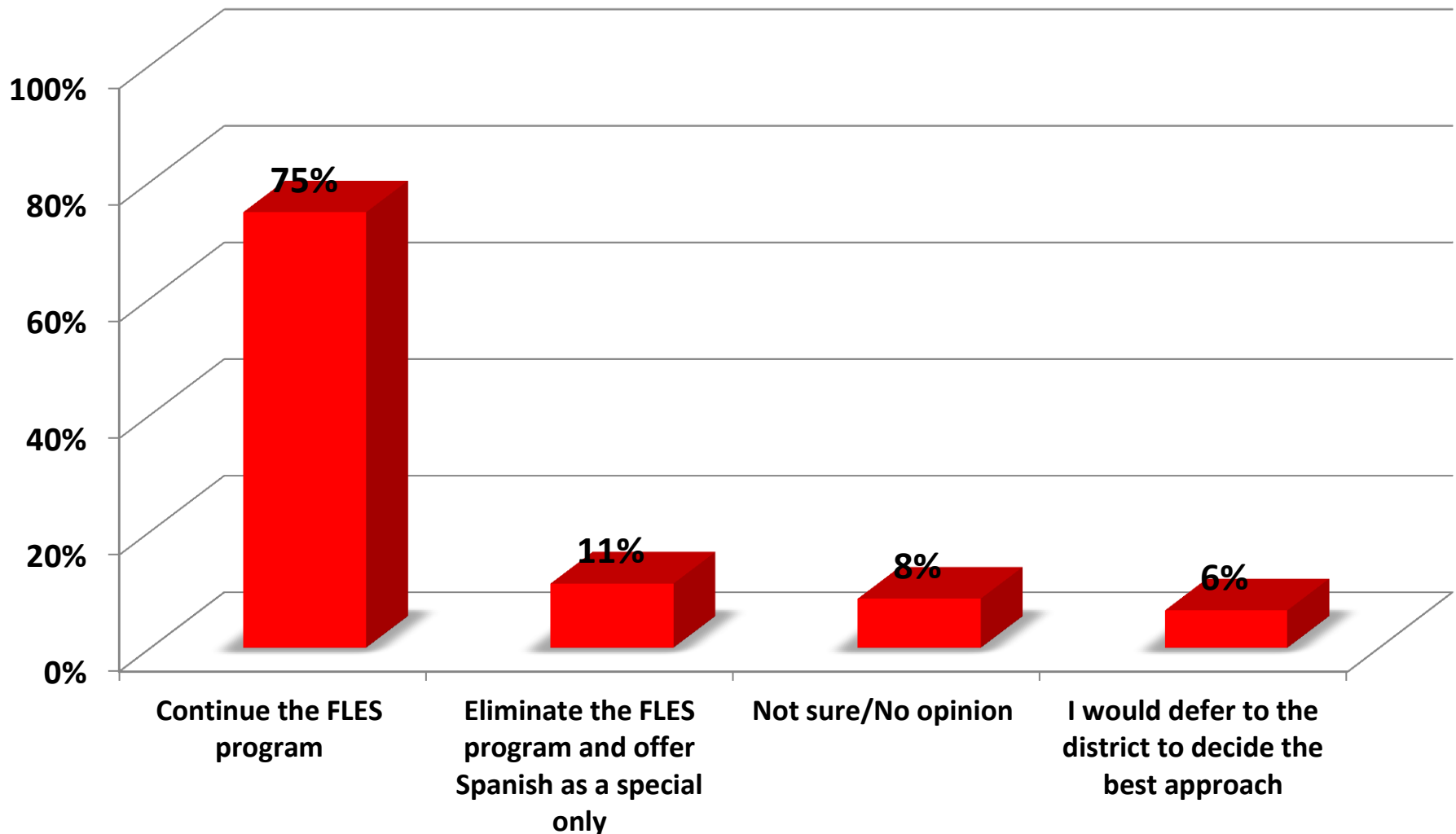
What advice would you give in terms of continuing to use the Problem-Based Learning teaching strategy?



I believe there is a benefit to learning a foreign language at a young age.

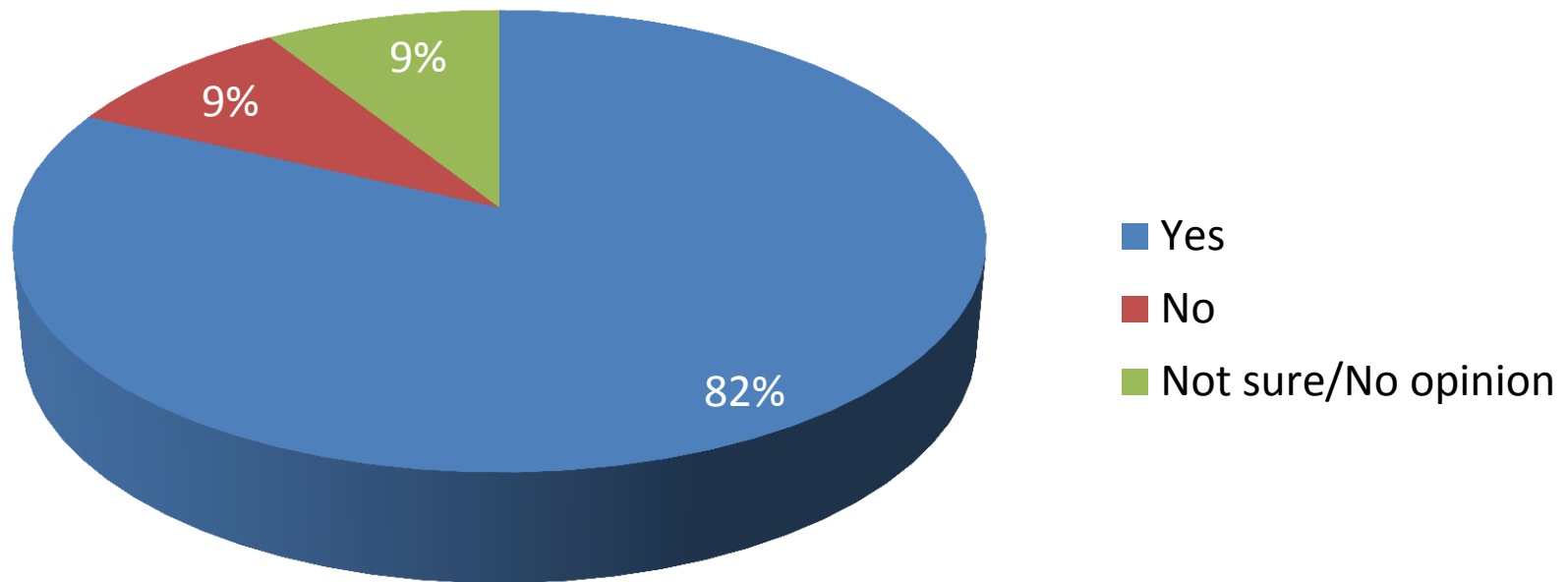


What advice would you give in terms of continuing the FLES program?



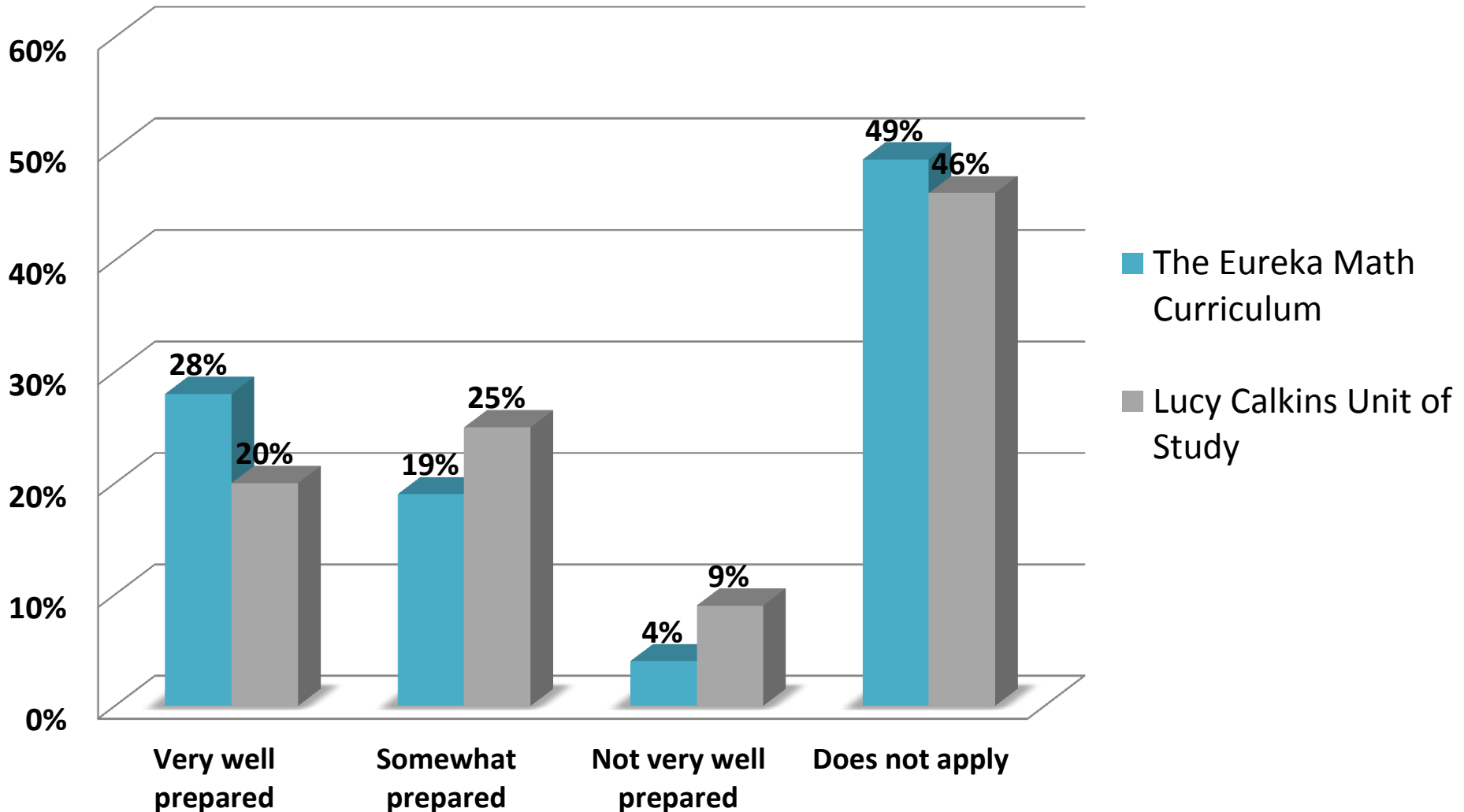
Foreign language is currently offered to all 7th and 8th grade students.

Do you feel it is important to maintain daily foreign language instruction in grades 6, 7 and 8?



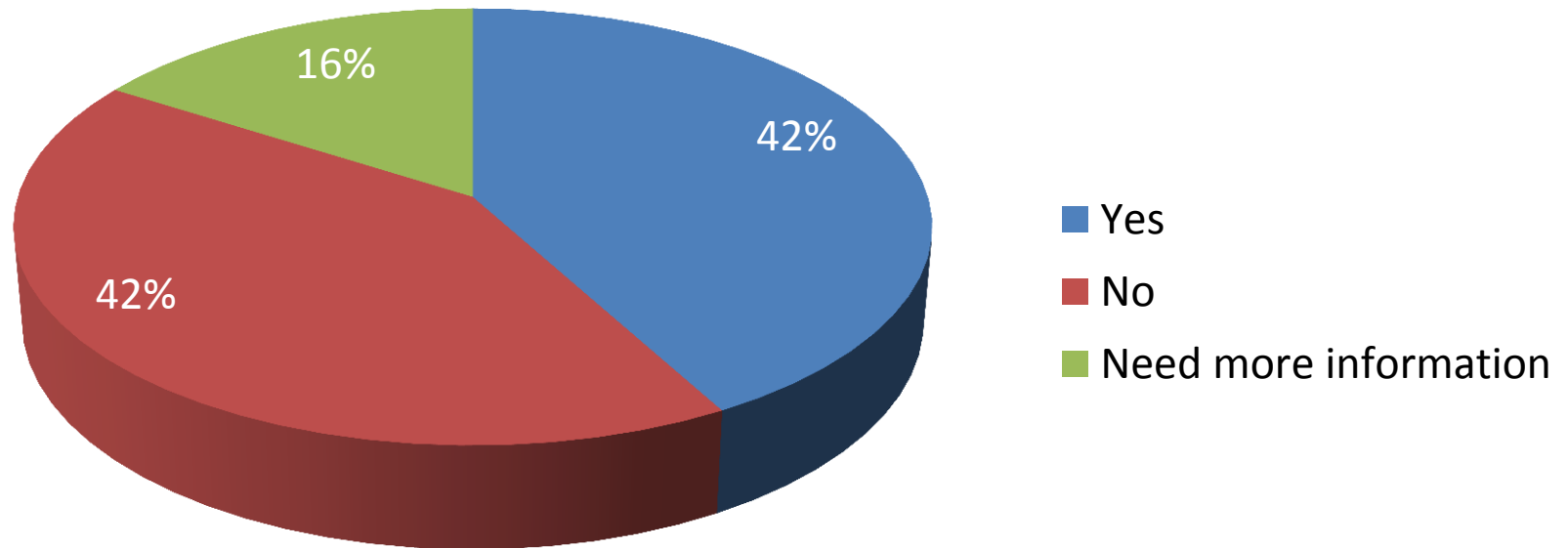
Teachers only:

How well prepared do you feel to successfully teach/implement the following:



4th and 5th Grade Teachers Only:

Do you feel it would be beneficial for 4th and 5th grade students to be able to take their Chromebooks home?



Overall Satisfaction

Please rate your overall perception of the District in the following areas:

Excellent (4), Good (3), Fair (2), Poor (1)

| Item | 2014 | 2016 | 2018 | Difference |
|-------------------------|------|------|------|------------|
| Principal | 3.13 | 3.16 | 3.32 | 0.16 |
| Support Staff | 3.41 | 3.48 | 3.56 | 0.08 |
| Teachers | 3.55 | 3.64 | 3.67 | 0.03 |
| District Administration | 2.96 | 2.94 | 2.92 | -0.02 |
| Board of Education | 2.76 | 2.10 | 1.61 | -0.49 |

Overall Satisfaction

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

| Item | 2014 | 2016 | 2018 | Difference |
|--|------|------|------|------------|
| District 41 does a good job meeting the needs of English Language Learners. | 3.50 | 3.85 | 4.02 | 0.17 |
| Overall, I am satisfied with District 41 academics. | 3.94 | 3.99 | 4.14 | 0.15 |
| District 41 provides adequate space for students. | 2.88 | 3.23 | 3.37 | 0.14 |
| Overall, I am satisfied with District 41 facilities. | 3.29 | 3.65 | 3.76 | 0.11 |
| District 41 does a good job meeting the needs of Special Education students. | 3.31 | 3.37 | 3.47 | 0.10 |
| District 41 does a good job meeting the needs of all students. | 3.50 | 3.79 | 3.84 | 0.05 |
| District 41 does a good job preparing children for the future. | 4.01 | 4.15 | 4.19 | 0.04 |
| Overall, I am satisfied with District 41. | 3.97 | 4.00 | 3.98 | -0.02 |
| District 41 uses its money and resources well. | 3.40 | 3.60 | 3.41 | -0.19 |

Thank you!