

# Staff Survey Results

## Glen Ellyn School District 41

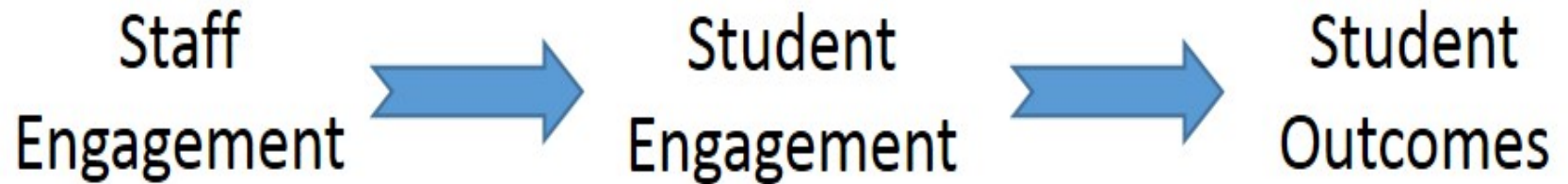
Winter 2020

# 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 parent, staff, student, and community surveys for school improvement
- Helped more than 600 districts navigate the strategic planning and referendum planning process

# What We Know:



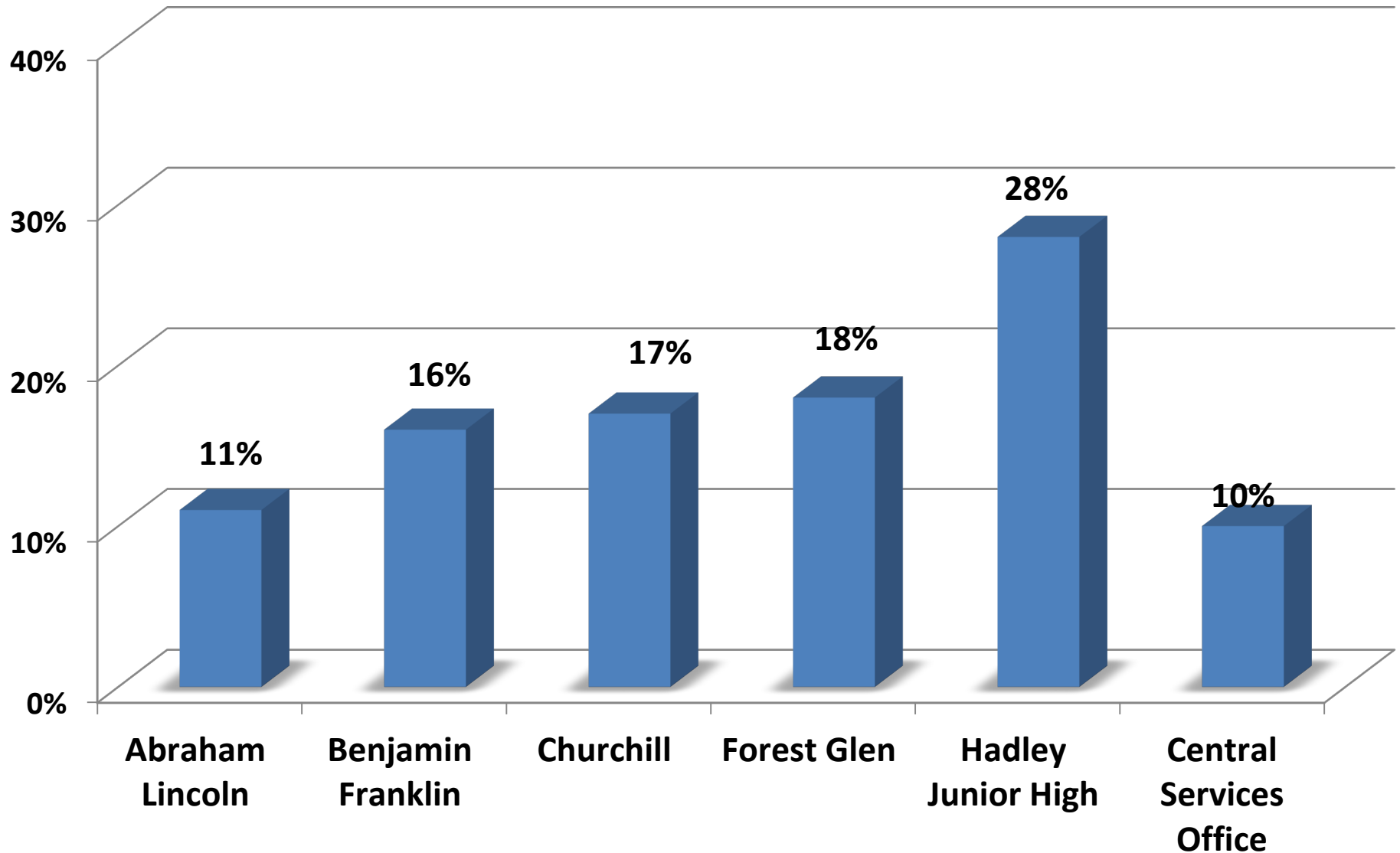
# Survey Summary

- The Staff Survey was conducted in March of 2020.
- 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: 236
- Participation rate: 54%

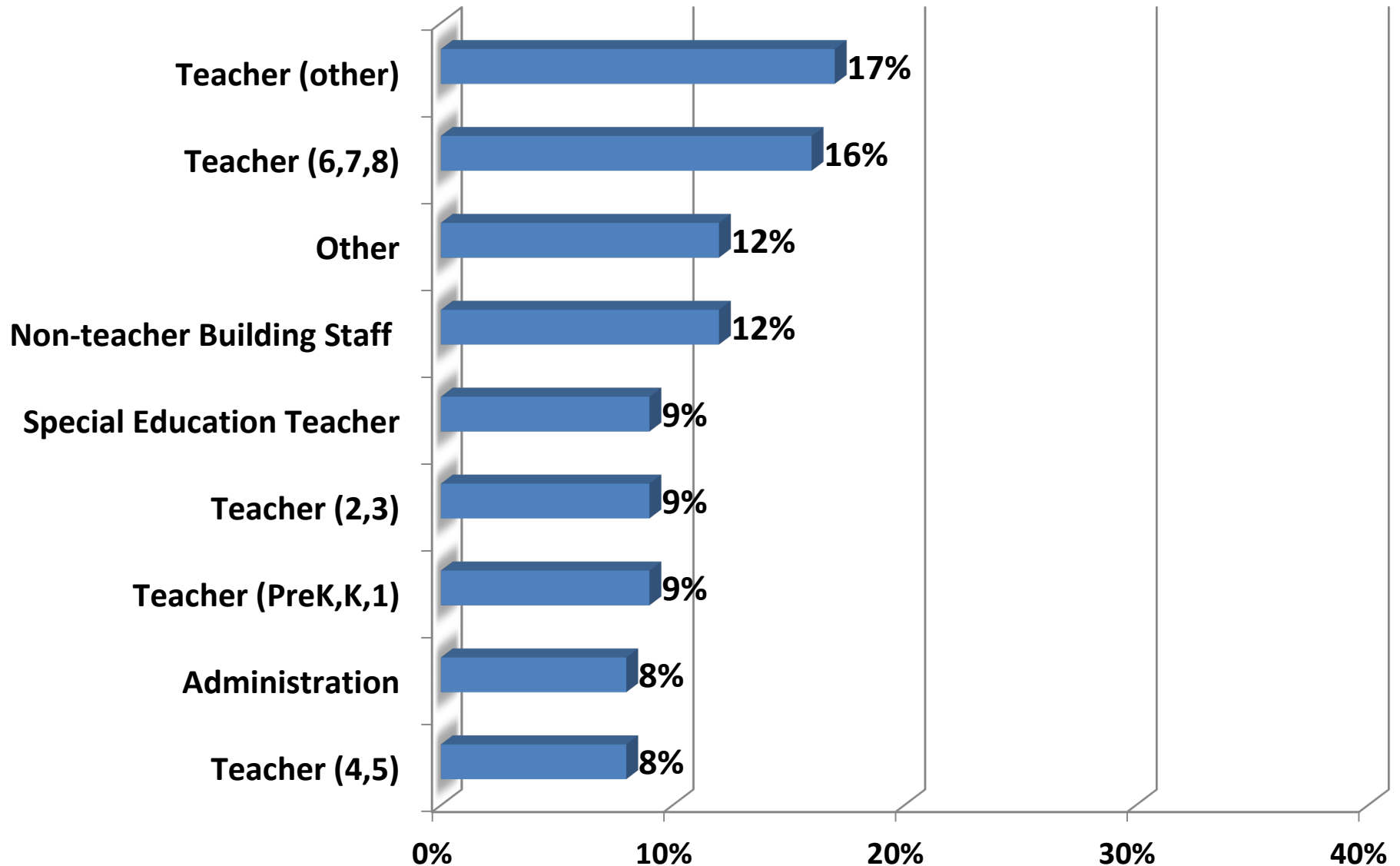
# Respondent Information

*(2020 Data)*

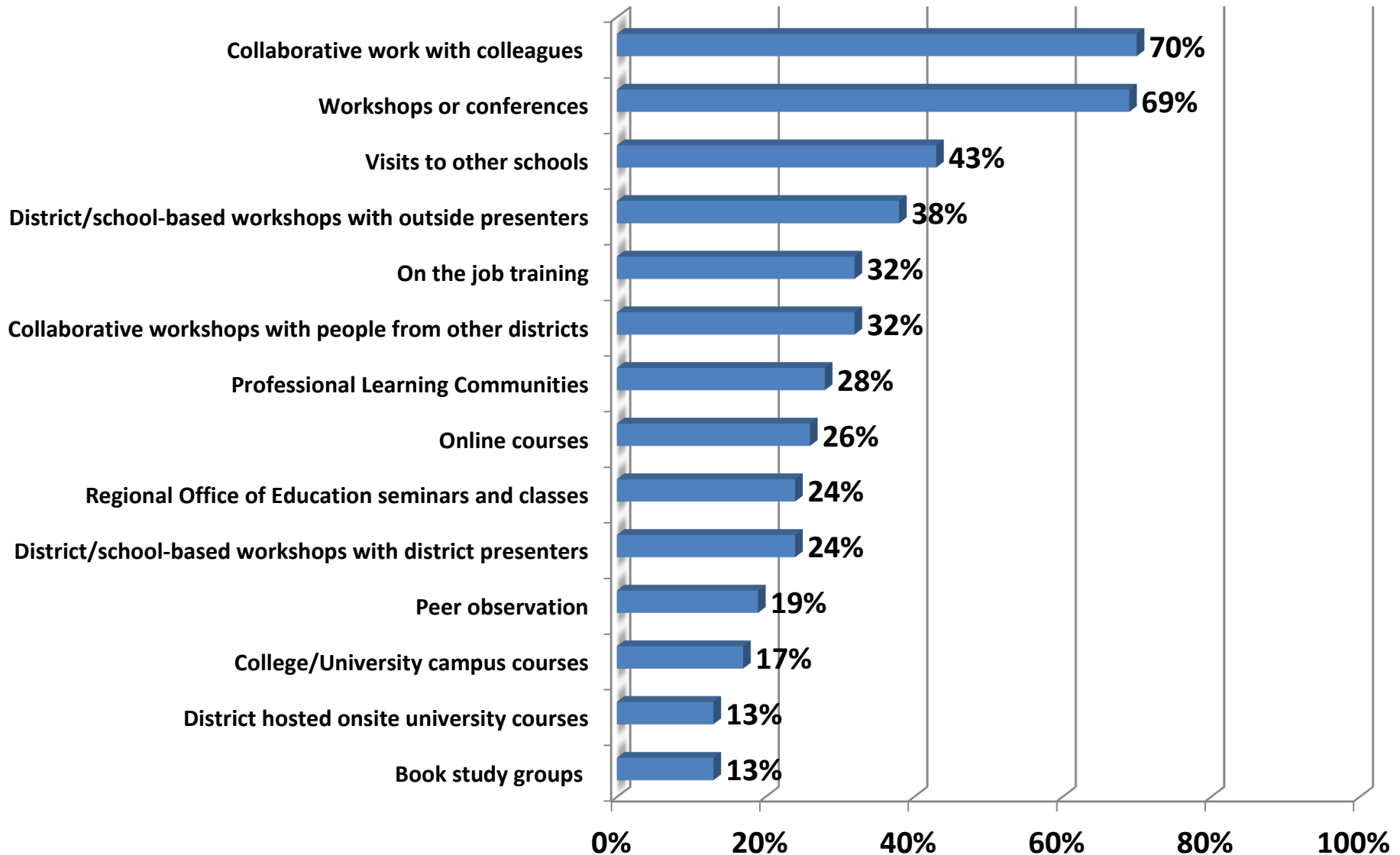
# At which location do you spend the most time?



# 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	2020	2020-18 Difference
I have confidence in the leadership of our District.	3.85	3.70	3.45	3.61	0.16
I am proud of our District.	4.11	4.10	3.86	3.92	0.06
I would recommend our District to others seeking employment.	3.89	3.88	3.68	3.68	0.00
Parents feel welcome in our school.	4.44	4.39	4.49	4.44	-0.05
I understand how my work directly contributes to the overall success of our District.	4.43	4.43	4.34	4.28	-0.06
My job is personally satisfying.	4.27	4.32	4.31	4.24	-0.07
I have confidence in the leadership of our school.	4.04	4.01	4.11	3.49	-0.62

# Work Environment (Slide 1/2)

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

Item	2014	2016	2018	2020	2020-18 Difference
I have adequate opportunities for professional development.	3.82	3.78	3.39	3.55	0.16
I get along well with the people with whom I work.	4.54	4.54	4.56	4.58	0.02
I feel safe at work.	4.52	4.54	4.45	4.44	-0.01
I am satisfied with the technology resources/support available to me.	3.95	3.92	4.24	4.23	-0.01
Adults at school treat children with respect.	4.38	4.42	4.36	4.35	-0.01
Our classrooms and schools are well maintained.	4.15	4.15	4.18	4.16	-0.02
The students in my class get along well.	4.34	4.41	4.23	4.16	-0.07

# Work Environment (Slide 2/2)

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

Item	2014	2016	2018	2020	2020-18 Difference
I have the materials and supplies I need to do my job effectively.	3.69	3.63	4.00	3.91	-0.09
The students in my class help each other learn.	4.32	4.36	4.26	4.17	-0.09
I receive the training I need to do my job effectively.	3.92	3.88	3.85	3.74	-0.11
Children are safe at school.	4.47	4.58	4.41	4.23	-0.18
The amount of work I am asked to do is reasonable.	3.19	3.29	3.56	3.37	-0.19
Children treat other children with respect at school.	3.95	4.13	3.86	3.67	-0.19
I have the resources I need to work with a diverse student population.	3.56	3.59	3.69	3.42	-0.27

# Communication

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

Item	2014	2016	2018	2020	2020-18 Difference
I feel comfortable sharing my ideas and opinions.	3.72	3.85	3.94	3.90	-0.04
I receive credit and recognition when I do a good job.	3.40	3.56	3.68	3.62	-0.06
I know what is expected of me at work.	4.14	4.25	4.25	4.16	-0.09
I am kept informed about matters important to my work.	3.78	3.80	3.69	3.54	-0.15
I receive feedback that helps me improve my performance.	3.63	3.75	3.82	3.66	-0.16
There is good communication between the District administrators and staff.	3.51	3.50	3.46	3.26	-0.20
I have a good understanding of the long-range plan and goals of the District.	3.63	3.55	3.82	3.57	-0.25
School/department information is communicated effectively to me.	3.72	3.82	3.73	3.38	-0.35
There is good communication between the building administrators and staff.	3.66	3.76	3.81	3.20	-0.61

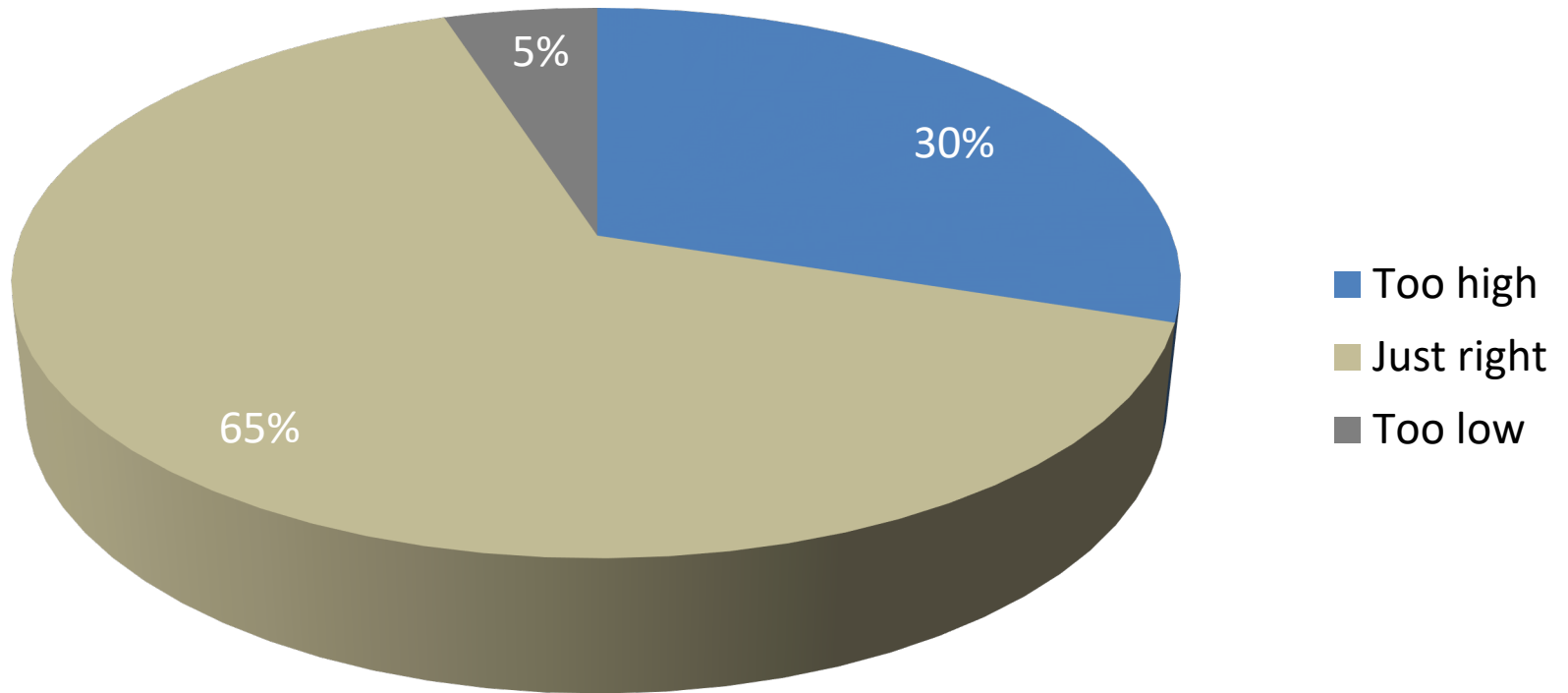
# Culture

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

Item	2014	2016	2018	2020	2020-18 Difference
Employees here are encouraged to share work-related ideas and suggestions.	4.04	4.19	4.17	4.13	-0.04
I have adequate opportunities to participate in decisions that affect me.	3.36	3.38	3.35	3.26	-0.09
Students here believe the staff cares about them.	4.47	4.52	4.47	4.35	-0.12
Staff members like me can bring about change in my department/school.	3.76	3.88	3.92	3.80	-0.12
I am encouraged to try new ideas or ways of doing things.	4.10	4.14	4.11	3.97	-0.14
Our schools can be described as "good places to learn".	4.30	4.37	4.38	4.13	-0.25
My school operates as a team.	3.75	4.01	4.03	3.73	-0.30
My school works hard to find ways to improve.	4.33	4.32	4.29	3.95	-0.34
I am satisfied with how our school responds to reported incidents of bullying.	3.85	4.19	4.02	3.45	-0.57

# Academic expectations in our school are:

*(2020 Data)*



# Principal

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

Item	2014	2016	2018	2020	2020-18 Difference
My principal treats me with respect.	4.32	4.34	4.46	4.30	-0.16
My principal recognizes my ideas or suggestions for improvement.	3.86	3.94	4.15	3.85	-0.30
My principal is consistent when administering policies concerning employees.	3.92	3.83	4.06	3.69	-0.37
My principal presents a positive image to the school community.	4.27	4.32	4.54	4.12	-0.42
My principal is an effective leader of our building.	3.99	3.90	4.12	3.49	-0.63

# Superintendent

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

Item	2014	2016	2018	2020	2020-18 Difference
I trust that the superintendent will advocate for the best interest of the District to the School Board.	4.22	3.89	3.91	4.21	0.30
The superintendent is doing what it takes to make our District successful.	4.20	3.79	4.02	4.14	0.12
The superintendent presents a positive image to the school community.	4.46	4.13	4.26	4.26	0.00
The superintendent communicates well with the District.	4.10	3.88	4.07	4.03	-0.04
The superintendent is aware of major concerns of employees.	3.58	3.42	3.86	3.53	-0.33



# School Board

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

Item	2014	2016	2018	2020	2020-18 Difference
The Board presents a positive image to the school community.	3.95	2.42	1.90	3.87	1.97
The Board is doing what it takes to make our district successful.	3.84	2.78	2.12	3.85	1.73
I trust that the Board will make decisions in the best interest of the students.	3.69	2.74	2.06	3.74	1.68
The Board appropriately balances the mission of the District with fiscal responsibility.	3.83	3.25	2.47	3.90	1.43

# Initiatives

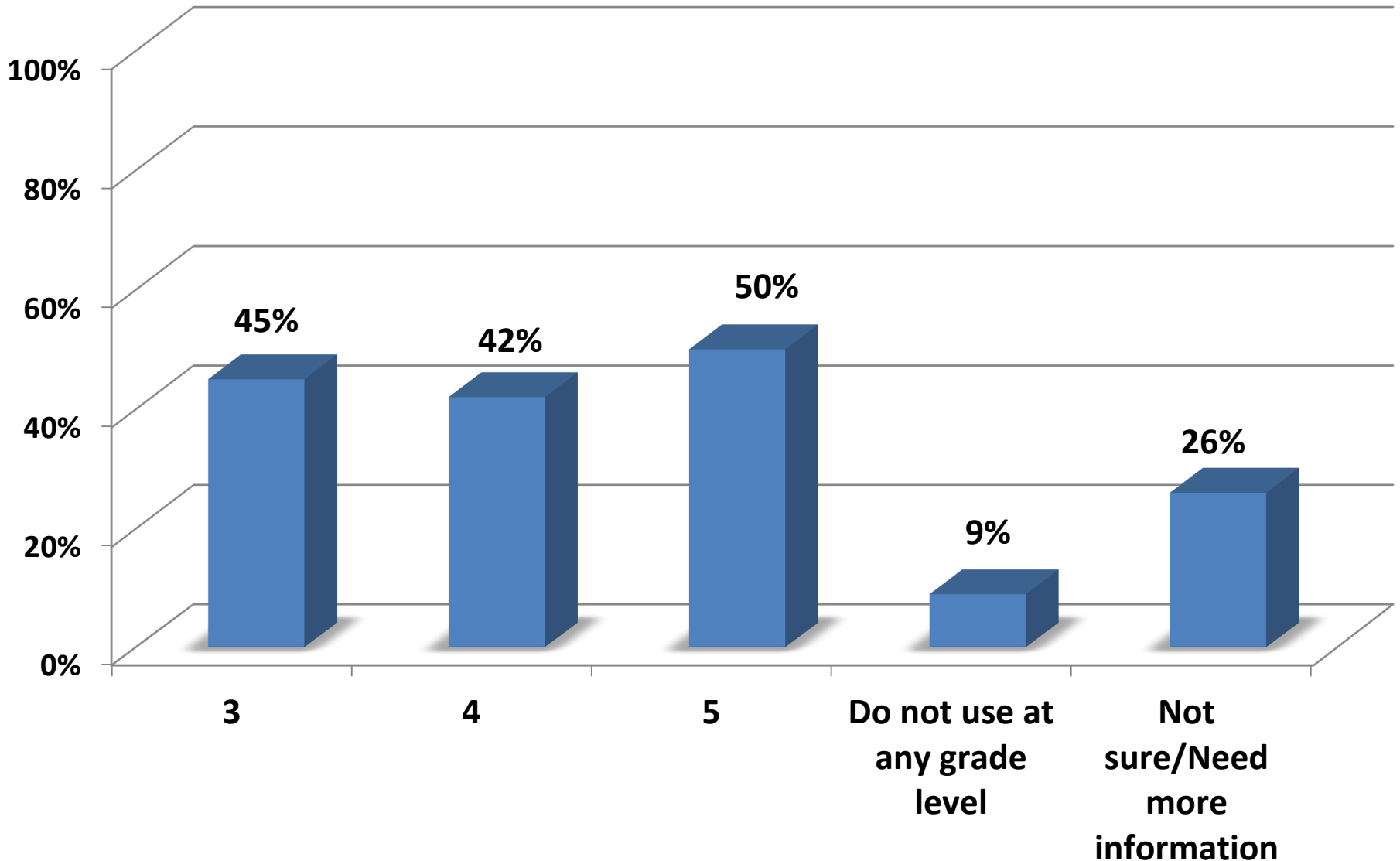
*(2020 Data)*

Please indicate your level of agreement for each item.

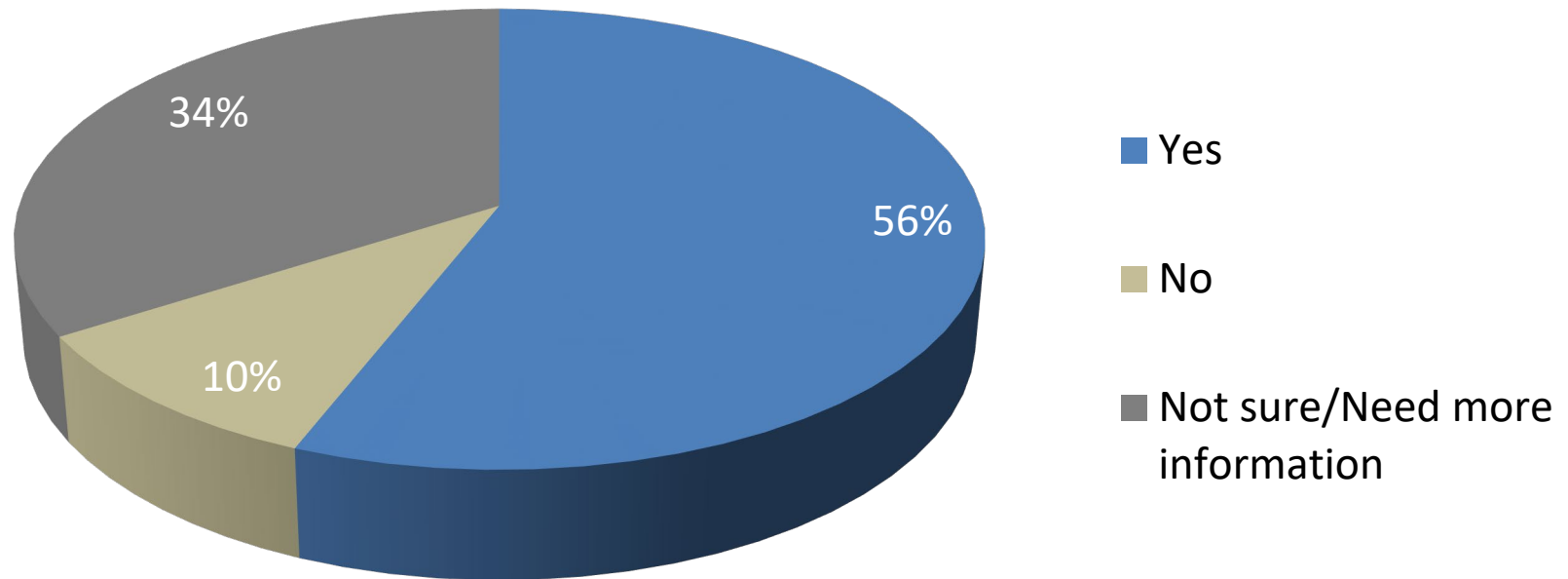
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree(1)

Item	% Strongly agree/Agree	Average
Allowing teachers to focus on specific subjects is an effective strategy.	89%	4.29
Overall, I like the strategy of allowing teachers to specialize.	85%	4.17
It is easier for students to apply what they've learned when subjects are integrated.	86%	4.11
Children respond well to having two main teachers.	83%	4.05

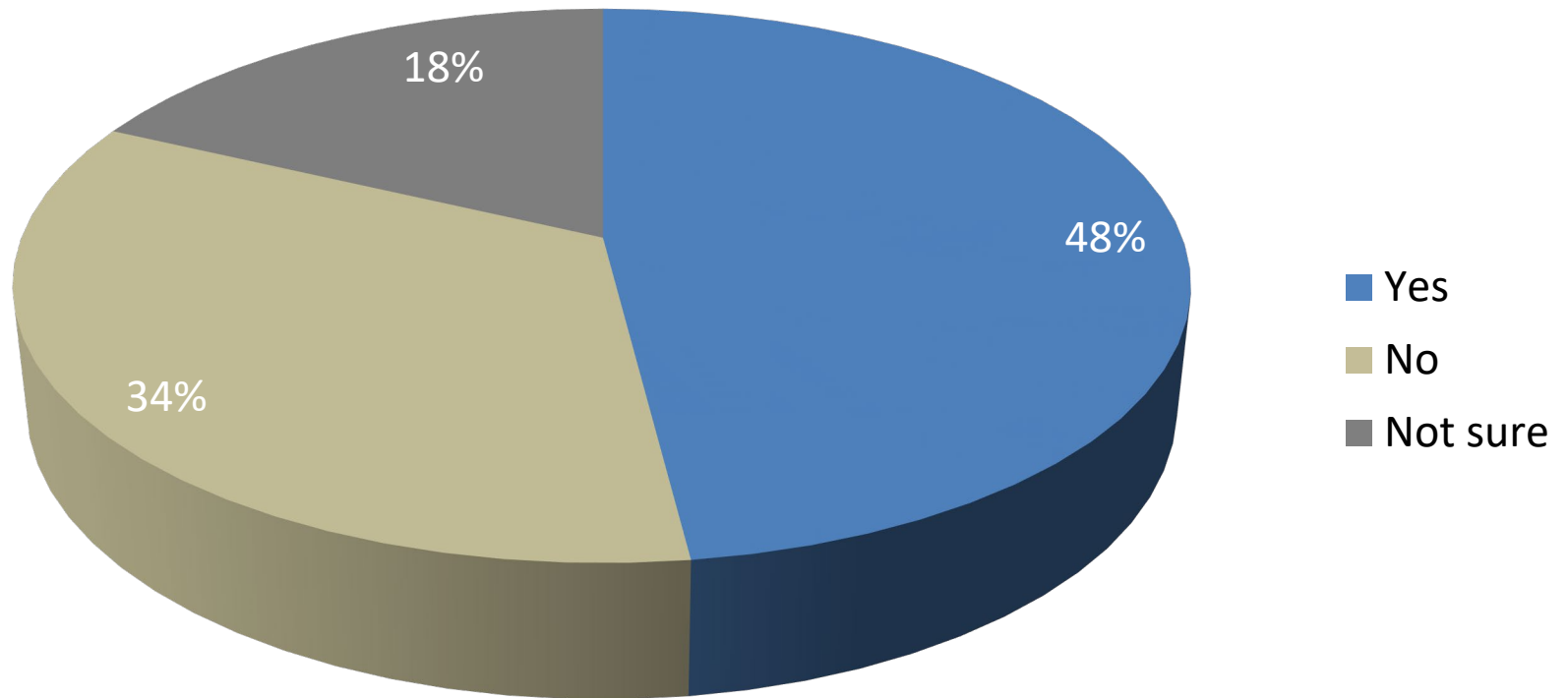
# At which grade level do you believe subject level specialization should be implemented?



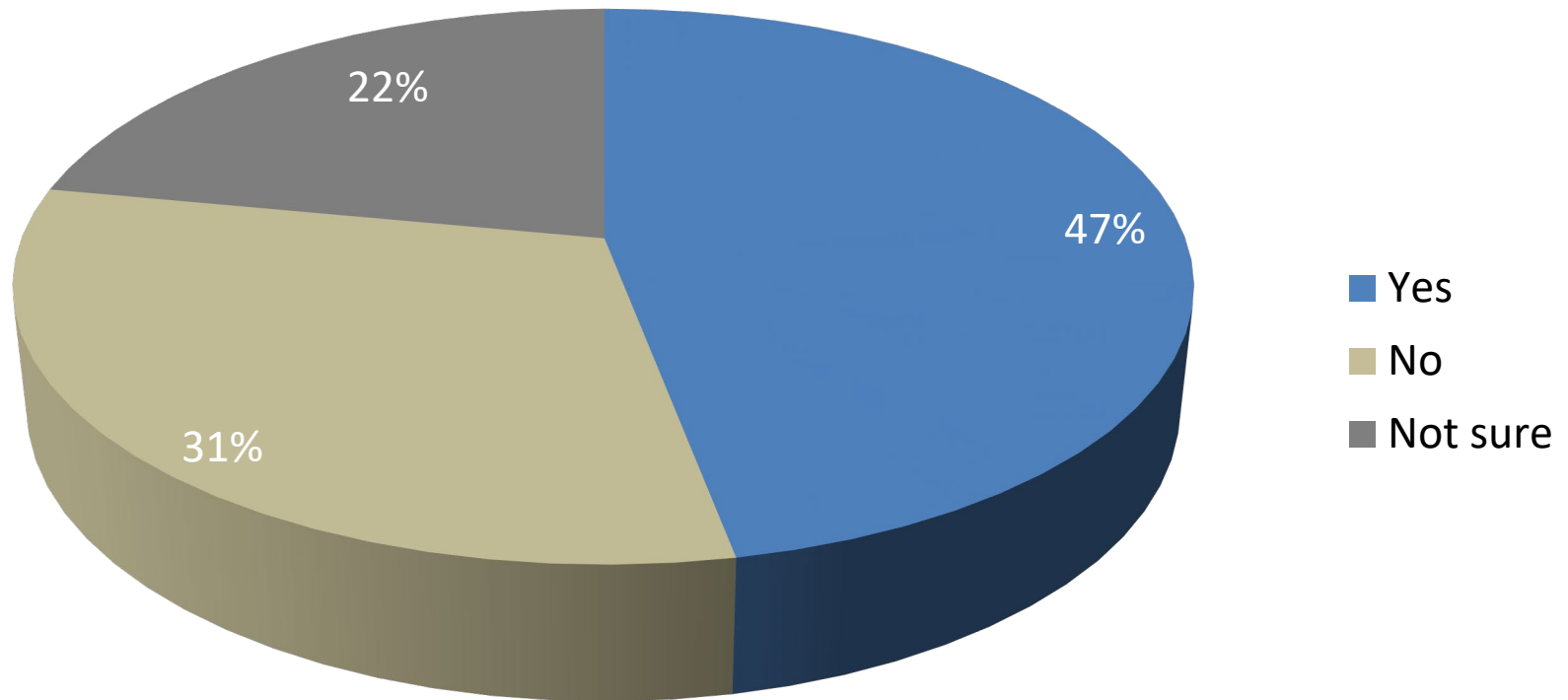
# Do you feel your students have or will benefit from Teacher/Content Specialization?



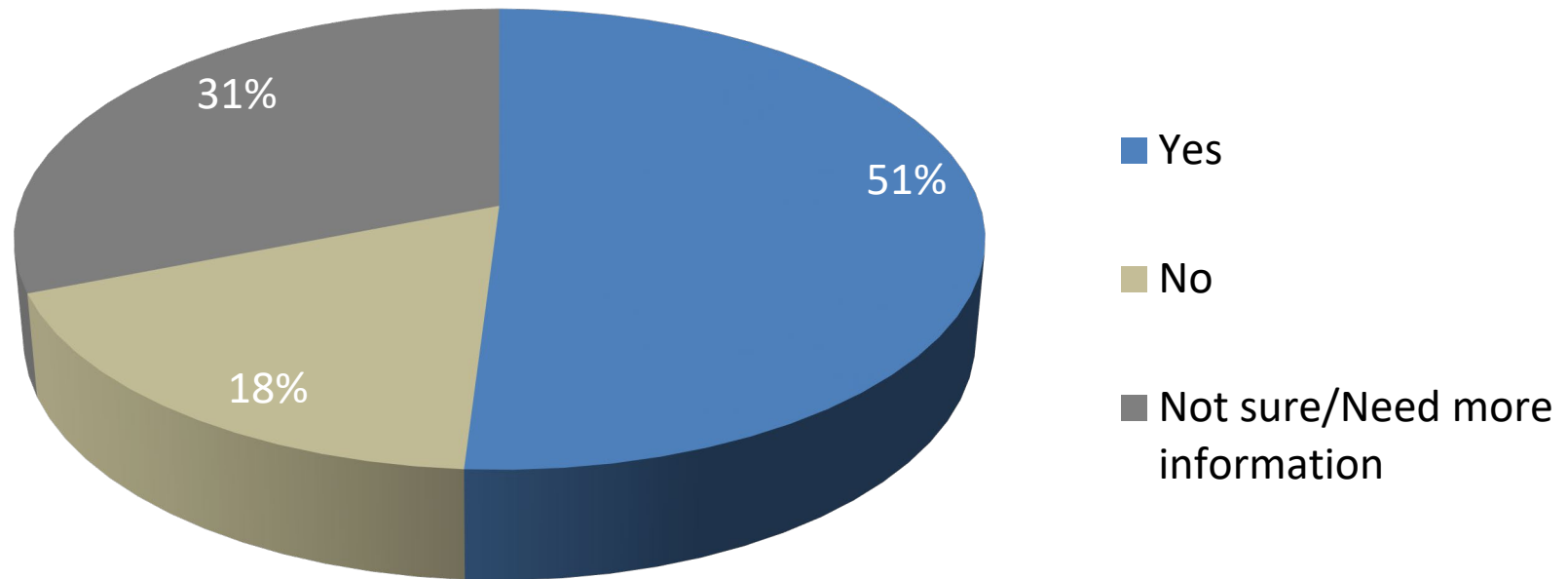
# Have you incorporated Problem-Based Learning into your teaching?



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

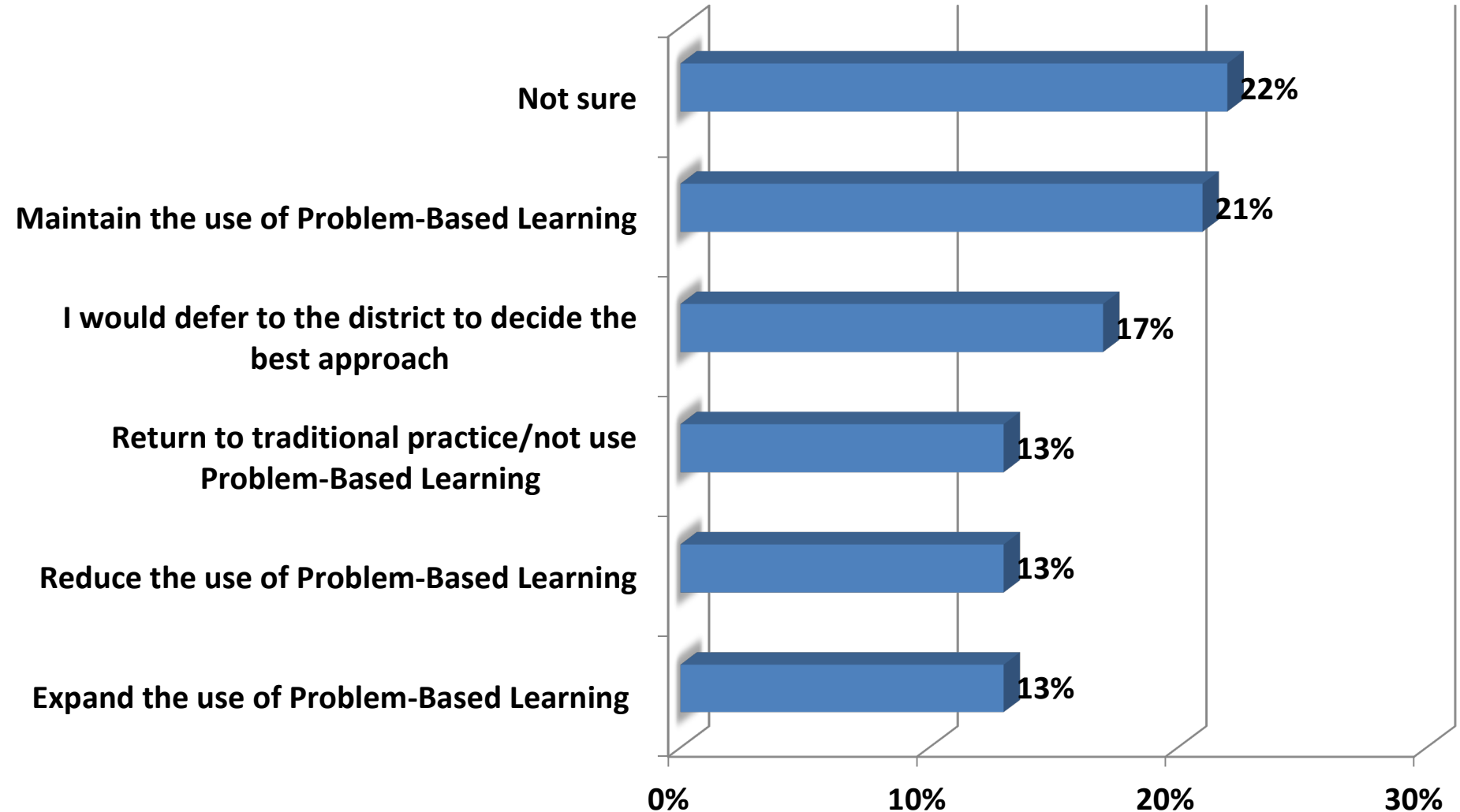


# Do you feel our students have or will benefit from Problem-Based Learning?

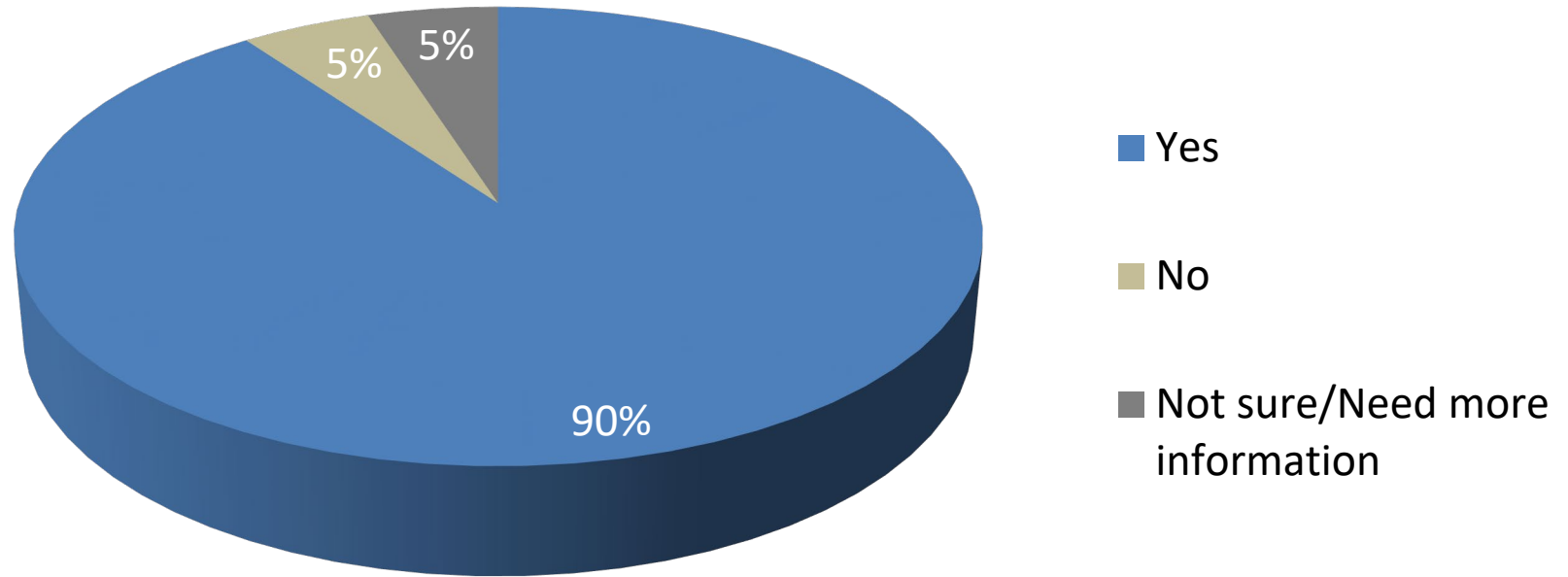




# What advice would you give in terms of continuing to use the Problem-Based Learning teaching strategy?



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



# 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	2020	2020-18 Difference
Board of Education	2.76	2.10	1.61	2.86	1.25
District Administration	2.96	2.94	2.92	2.88	-0.04
Teachers	3.56	3.64	3.67	3.58	-0.09
Support Staff	3.42	3.48	3.56	3.35	-0.21
Principal	3.14	3.17	3.32	2.88	-0.44

# Overall Satisfaction

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

Item	2014	2016	2018	2020	2020-18 Difference
District 41 uses its money and resources well.	3.40	3.60	3.41	3.49	0.08
Overall, I am satisfied with District 41 facilities.	3.30	3.65	3.76	3.81	0.05
Overall, I am satisfied with District 41.	3.97	4.00	3.98	3.94	-0.04
District 41 provides adequate space for students.	2.89	3.23	3.37	3.29	-0.08
District 41 does a good job meeting the needs of English Language Learners.	3.50	3.86	4.02	3.92	-0.10
Overall, I am satisfied with District 41 academics.	3.94	4.00	4.14	4.02	-0.12
District 41 does a good job preparing children for the future.	4.01	4.15	4.19	4.02	-0.17
District 41 does a good job meeting the needs of Special Education students.	3.32	3.38	3.47	3.14	-0.33
District 41 does a good job meeting the needs of all students.	3.50	3.79	3.84	3.14	-0.70

**Thank you!**



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