



# Superintendent Goal Update

**May 2018 Health and Wellness**

Create a committee of representative stakeholders to select a research-based survey tool to measure the current culture and climate of the Livingston Public Schools. Administer survey and conduct presentations to the Board of Education, staff and community of results. With the committee's input, use the data to identify current gaps or areas of concern and develop two action plans to be implemented to improve targeted areas.



# Health & Wellness Committee

Superintendent

Assistant Superintendent

Director of Counseling Services

Board of Education Member

Principal

Dean of Students

Supervisor of Health & PE Supervisor

Counselor

SAC

Nurse

Teachers (5) Elementary/ Middle/HS

Parents (3) Elementary/Middle/HS

# Meeting Dates

**Nov 20, 2017**

**January 3, 2018**

**April 24, 2018**

**May 15, 2018**

**May 29, 2018**



## Survey Tool Selected

New Jersey Department Of Education  
Climate Survey was administered late  
February

<http://www.state.nj.us/education/students/safety/behavior/njscs/>

<b>Grade 3</b>	<b>410</b>
<b>Grade 4</b>	<b>405</b>
<b>Grade 5</b>	<b>471</b>
<b>Burnet Hills</b>	<b>217</b>
<b>Collins</b>	<b>209</b>
<b>Harrison</b>	<b>259</b>
<b>Hillside</b>	<b>230</b>
<b>Mt Pleasant</b>	<b>170</b>
<b>Riker</b>	<b>201</b>

<b>Grade Level</b>	<b>Responses</b>	<b>Percentage</b>
<b>6</b>	<b>478</b>	<b>15.2%</b>
<b>7</b>	<b>418</b>	<b>13.3%</b>
<b>8</b>	<b>427</b>	<b>13.6%</b>
<b>9</b>	<b>472</b>	<b>15.0%</b>
<b>10</b>	<b>466</b>	<b>14.8%</b>
<b>11</b>	<b>425</b>	<b>13.5%</b>
<b>12</b>	<b>454</b>	<b>14.5%</b>
<b>Total</b>	<b>3140</b>	

<b>Grade Level</b>	<b>Parent Responses</b>	<b>Percentage</b>
<b>K</b>	<b>123</b>	<b>11.51%</b>
<b>1</b>	<b>92</b>	<b>8.6%</b>
<b>2</b>	<b>99</b>	<b>9.26%</b>
<b>3</b>	<b>108</b>	<b>10.10%</b>
<b>4</b>	<b>103</b>	<b>9.64%<sup>5</sup></b>
<b>5</b>	<b>104</b>	<b>9.73%</b>
<b>6</b>	<b>86</b>	<b>8.04%</b>
<b>7</b>	<b>51</b>	<b>4.77%</b>
<b>8</b>	<b>48</b>	<b>4.49%</b>
<b>9</b>	<b>75</b>	<b>7.02%</b>
<b>10</b>	<b>69</b>	<b>6.45%</b>
<b>11</b>	<b>61</b>	<b>5.71%</b>
<b>12</b>	<b>50</b>	<b>4.68%</b>
<b>TOTAL</b>	<b>1069</b>	



<b>PK-5 Teacher</b>	<b>106</b>	<b>6-8 Teacher</b>	<b>63</b>
<b>Teacher 9-12</b>	<b>154</b>	<b>PK-5 Special Teachers</b>	<b>20</b>
<b>MS/HS Cycle &amp; Media Specialists</b>	<b>15</b>	<b>CST/Related Service Provider</b>	<b>37</b>
<b>Counselor, SAC, Nurse Athletic Trainer</b>	<b>32</b>	<b>Technology Coach</b>	<b>3</b>
<b>Basic Skills/ELA &amp; Math</b>	<b>15</b>	<b>Aides</b>	<b>74</b>
<b>Support Staff (Secretaries, Security, Athletic Trainers)</b>	<b>40</b>	<b>Building &amp; Grounds</b>	<b>4</b>
<b>Technology</b>	<b>5</b>		
<b>Total</b>	<b>568</b>		

<b>Elementary Students</b>	<b>MS/HS Students</b>	<b>Staff</b>	<b>Parents</b>
<b>Physical Environment</b>	<b>Physical Environment</b>	<b>Physical Environment</b>	<b>Physical Environment</b>
<b>Teaching &amp; Learning</b>	<b>Teaching &amp; Learning</b>	<b>Teaching &amp; Learning</b>	<b>Teaching &amp; Learning</b>
<b>Morale</b>	<b>Morale</b>	<b>Morale</b>	<b>Morale</b>
<b>Student Relationships</b>	<b>Student Relationships</b>	<b>Student Relationships</b>	<b>Student Relationships</b>
<b>Parental Support</b>	<b>Parental Support</b>	<b>Parental Support &amp; Engagement</b>	<b>Parental Support &amp; Engagement</b>
<b>Safety</b>	<b>Safety</b>	<b>Safety</b>	<b>Safety</b>
<b>Emotional Environment</b>	<b>Emotional Environment</b>	<b>Emotional Environment &amp; Admin Support</b>	<b>Emotional Environment</b>
<b>Homework &amp; Stress</b>	<b>Homework &amp; Stress</b>	<b>Homework &amp; Stress</b>	<b>Homework &amp; Stress</b>

**Elementary Student Scale (1-3):**  
**1 – No, 2 – Sometimes, 3 – Yes**

**Secondary Students, Parents and Staff Scale (1-5):**  
**1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree**

<b>Respondents</b>	<b>Physical Environment</b>	<b>Teaching &amp; Learning</b>	<b>Morale</b>	<b>Student Relationships</b>	<b>Parental Support</b>	<b>Safety</b>	<b>Emotional Environment</b>
<b>Elementary Students</b>	<b>2.7</b>	<b>2.44</b>	<b>2.63</b>	<b>2.35</b>	<b>2.87</b>	<b>2.77</b>	<b>2.64</b>
<b>Secondary Students</b>	<b>3.44</b>	<b>3.50</b>	<b>3.40</b>	<b>3.38</b>	<b>4.47</b>	<b>3.58</b>	<b>3.63</b>
<b>Parents</b>	<b>4.06</b>	<b>3.74</b>	<b>3.96</b>	<b>3.95</b>	<b>3.77</b>	<b>3.90</b>	<b>3.84</b>
<b>Staff</b>	<b>3.73</b>	<b>3.51</b>	<b>3.82</b>	<b>3.70</b>	<b>3.87</b>	<b>4.12</b>	<b>3.63</b>

**ELEMENTARY SURVEY - Physical Environment & Teaching /Learning**

	BES	CES	HAR	HIL	MPE	RHE	AVG
My school is kept clean.	2.57	2.76	2.73	2.53	2.44	2.55	2.60
I like my school building.	2.80	2.82	2.87	2.74	2.79	2.74	2.80
Most students come to class prepared.	2.36	2.51	2.52	2.46	2.42	2.44	2.46
I am bored in school.	1.87	1.76	1.73	1.81	1.93	1.94	1.83
The homework I get from my teachers helps me learn.	2.40	2.41	2.48	2.34	2.37	2.30	2.39
My teachers give me work that is interesting.	2.22	2.27	2.32	2.21	2.12	2.12	2.22
I want to explore and learn new things.	2.74	2.69	2.79	2.72	2.68	2.68	2.72
My teachers make learning interesting.	2.57	2.50	2.62	2.45	2.34	2.35	2.48
My teachers want students to talk with other students about things we are studying.	2.24	2.19	2.29	2.34	2.14	2.37	2.27
My teachers help me do better on my schoolwork.	2.76	2.70	2.84	2.82	2.76	2.80	2.78

**Legend**

- 1 - No
- 2 - Sometimes
- 3 - Yes

**ELEMENTARY SURVEY - Morale/Student Relationships/Parental Support**

	BES	CES	HAR	HIL	MPE	RHE	AVG
Students at my school help each other when needed.	2.47	2.35	2.55	2.34	2.38	2.46	2.43
Students at my school are well behaved.	2.12	2.19	2.20	2.14	2.13	2.11	2.15
Most students in my school try to talk to other students if they are having a problem with them.	2.17	2.23	2.31	2.17	2.18	2.18	2.21
Most students in my school try to do their best.	2.77	2.78	2.79	2.72	2.74	2.76	2.76
Most students in my school treat each other well.	2.57	2.59	2.58	2.52	2.43	2.63	2.56
Teachers and other adults listen to students' ideas about the school.	2.57	2.46	2.57	2.59	2.43	2.50	2.53
My teachers are proud when I do well.	2.79	2.84	2.88	2.82	2.69	2.84	2.82
Students at this school are teased, picked on, made fun of, or called names.	1.52	1.52	1.57	1.67	1.68	1.55	1.58
I feel like I am part of this school.	2.75	2.73	2.80	2.68	2.72	2.61	2.72
I actively participate in class.	2.73	2.64	2.73	2.61	2.66	2.64	2.67
I like school.	2.29	2.44	2.46	2.34	2.21	2.10	2.32

**Legend**

- 1 - No
- 2 - Sometimes
- 3 - Yes

<b>ELEMENTARY SURVEY –Safety &amp; Emotional Environment</b>	<b>BES</b>	<b>CES</b>	<b>HAR</b>	<b>HIL</b>	<b>MPE</b>	<b>RHE</b>	<b>AVG</b>
I feel safe around the outside of my school.	2.69	2.69	2.70	2.68	2.66	2.69	2.69
I feel safe in the hallways and bathrooms of my school.	2.71	2.69	2.81	2.73	2.61	2.73	2.72
I feel safe in my classroom.	2.92	2.87	2.93	2.88	2.87	2.90	2.90
My family wants me to do well in school.	2.97	3.00	2.99	2.99	2.99	2.98	2.98
My parents ask if I've gotten my homework done.	2.82	2.76	2.67	2.73	2.80	2.79	2.76

**Legend**

- 1 - No
- 2 - Sometimes
- 3 - Yes

**ELEMENTARY SURVEY - Homework & Stress**

	BES	CES	HAR	HIL	MPE	RHE	AVG
My teachers notice if I have trouble learning something.	2.72	2.64	2.77	2.63	2.64	2.73	2.69
My teachers listen to me.	2.84	2.76	2.85	2.81	2.79	2.79	2.81
My teachers would give me help if I needed it.	2.92	2.85	2.93	2.86	2.85	2.90	2.89
Students at this school are bullied.	1.48	1.49	1.50	1.57	1.59	1.56	1.53
Most students in my school get mad when they disagree with people.	1.98	1.90	1.86	1.94	1.87	1.90	1.91
Adults who work in my school treat students with respect.	2.80	2.86	2.87	2.80	2.74	2.78	2.81
My teachers really care about me.	2.83	2.86	2.89	2.84	2.76	2.81	2.84
Most students in my school treat each other with respect.	2.64	2.63	2.66	2.54	2.51	2.66	2.61
My teachers treat some students better than others.	1.55	1.64	1.41	1.61	1.78	1.68	1.60
I wish I went to a different school.	1.22	1.28	1.17	1.23	1.26	1.41	1.26

**Legend**

- 1 - No
- 2 - Sometimes
- 3 - Yes

**SECONDARY SURVEY - Physical Environment & Teaching /Learning**

	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>
Q4_1 The length of the school day is about right.	3.21	2.97	3.17
Q4_2 I often do not have enough time to get from one class to the next.	3.13	2.95	2.43
Q4_3 My school is kept clean.	3.75	3.53	3.79
Q4_4 I like my school building.	3.89	3.59	3.84
Q5_2 Most students in my school...Do all their homework.	3.28	2.85	2.83
Q5_4 Most students in my school...Try to do a good job on schoolwork even when it is not interesting.	3.55	3.12	3.20
Q6_2 My teachers...Make learning interesting.	3.51	3.13	3.11
Q6_3 My teachers...Encourage students to share their ideas about things we are studying in class.	3.77	3.46	3.47
Q6_5 My teachers...Will help me improve my work if I do poorly on an assignment.	3.81	3.43	3.33
Q6_6 My teachers...Provide me with lots of chances to be part of class discussions or activities.	3.95	3.73	3.63
Q6_7 My teachers...Often assign homework that helps me learn.	3.53	3.09	3.04
Q6_8 My teachers...Will give me extra help at school outside of our regular class.	3.96	4.00	4.03
Q8_11 Adults in this school are usually willing to make the time to give students extra help.	4.08	3.79	3.84
Q13_8 Thinking back over the past year in school, how often did you...Feel that the school work you were assigned was meaningful and important?	3.44	2.91	2.76

**Legend (Q4-Q8)**

1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree

**Legend (Q9)**

1 - Not Safe, 2 - Somewhat Safe, 3 - Mostly Safe, 4 - Very Safe

**Legend (Q13-Q15)**

1 - Never, 2 - Seldom, 3 - Sometimes, 4 - Often, 5 - Almost Always



<b>SECONDARY SURVEY - Morale/Student Relationships/Parental Support</b>		<b>MPM</b>	<b>HMS</b>	<b>LHS</b>
Q5_1	Most students in my school...Do their best, even when their work is difficult.	3.44	2.96	3.20
Q5_3	Most students in my school...Think it is OK to cheat if other students are cheating.	1.88	2.31	2.89
Q6_4	My teachers...Notice when I am doing a good job and let me know about it.	3.33	3.19	3.04
Q7_3	Most students in my school...Help each other when asked.	3.72	3.57	3.55
Q7_4	Most students in my school...Treat each other well.	3.57	3.43	3.39
Q8_2	Students in my school treat each other with respect.	3.63	3.39	3.32
Q8_4	Most students in my school are easily able to work out disagreements with other students.	3.32	3.21	3.32
Q8_9	Adults in this school apply the same rules to all students equally.	3.63	3.09	2.91
Q13_6	Thinking back over the past year in school, how often did you...Enjoy being in school?	3.49	3.08	3.03
Q13_7	Thinking back over the past year in school, how often did you...Hate being in school?	2.60	2.99	3.15
Q14_1	Students have lots of chances in my school to get involved in sports, clubs, and other school activities outside of class.	4.24	4.11	4.35
Q14_3	Students help decide what goes on in my school.	3.05	3.09	3.26
Q14_5	In my school, students have lots of chances to help decide things, like activities and rules.	2.80	2.85	3.00
Q14_6	I feel like I belong at this school.	3.83	3.51	3.35
Q14_7	Teachers and other adults here listen to students' ideas about the school.	3.46	3.20	3.18

**Legend (Q4-Q8)**

1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree

**Legend (Q9)**

1 - Not Safe, 2 - Somewhat Safe, 3 - Mostly Safe, 4 - Very Safe

**Legend (Q13-Q15)**

1 - Never, 2 - Seldom, 3 - Sometimes, 4 - Often, 5 - Almost Always

**SECONDARY SURVEY –Safety & Emotional Environment**

		<b>MPM</b>	<b>HMS</b>	<b>LHS</b>
Q8_10	I sometimes stay home because I do not feel safe at school.	1.48	1.55	1.75
Q9_1	How safe do you feel...Outside & around the school?	3.16	3.16	3.13
Q9_2	How safe do you feel...In the hallways and bathrooms of the school?	3.35	3.25	3.15
Q9_3	How safe do you feel...In your classes?	3.64	3.51	3.37
Q10	Do you know who to contact if you have a concern about a safety threat? (%Yes)	86.6%	83.1%	64.2%
Q11	The monthly security drills help me know how to respond in an emergency situation. (%Yes)	92.0%	89.2%	79.2%
Q14_8	My family wants me to do well in school.	4.74	4.67	4.70
Q14_9	My parents ask if I've gotten my homework done.	4.47	4.27	3.96
Q14_10	My parents would punish me if they found out I skipped school.	4.55	4.54	4.34

**Legend (Q4-Q8)**

1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree

**Legend (Q9)**

1 - Not Safe, 2 - Somewhat Safe, 3 - Mostly Safe, 4 - Very Safe

**Legend (Q13-Q15)**

1 - Never, 2 - Seldom, 3 - Sometimes, 4 - Often, 5 - Almost Always



<b>SECONDARY SURVEY -Homework &amp; Stress</b>		<b>MPM</b>	<b>HMS</b>	<b>LHS</b>
Q4_5	My school has clear rules and consequences for behavior.	3.99	3.63	3.58
Q6_1	My teachers...Give me a lot of encouragement.	3.84	3.37	3.31
Q7_1	Most students in my school...Are well-behaved.	3.32	3.06	3.16
Q7_2	Most students in my school...Do not really care about each other.	2.35	2.55	2.87
Q8_1	Teachers at my school treat students with respect.	4.20	3.76	3.67
Q8_3	Students are treated fairly by the adults in the school.	3.89	3.43	3.29
Q8_5	There are lots of chances for students in my school to talk with a teacher one-on-one.	3.86	3.69	3.73
Q8_6	Students at this school are often bullied.	2.06	2.25	2.37
Q8_7	Students at this school are often teased or picked on.	2.40	2.60	2.68
Q8_8	Harassment, intimidation, and bullying by other students are a problem at my school.	1.96	2.18	2.30
Q8_12	My teachers really care about me.	3.85	3.53	3.39
Q14_2	I have opportunities to express myself at school.	3.69	3.58	3.70
Q14_4	I wish I went to a different school.	1.81	2.28	2.36

Legend (Q4-Q8)

1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree

Legend (Q9)

1 - Not Safe, 2 - Somewhat Safe, 3 - Mostly Safe, 4 - Very Safe

Legend (Q13-Q15)

1 - Never, 2 - Seldom, 3 - Sometimes, 4 - Often, 5 - Almost Always

<b>PARENT SURVEY - Physical Environment &amp; Teaching /Learning</b>	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>AVG</b>
I am satisfied with the length of the school day	3.93	3.85	3.84	3.87	3.90
My child's school environment is clean and in good condition.	4.25	3.96	4.01	4.10	4.17
I like my child's school building.	4.15	3.85	3.78	4.21	4.10
The learning environment at my child's school is excellent.	4.13	3.74	3.71	3.93	4.01
I am satisfied with the extracurricular activities at my child's school.	3.40	3.36	3.33	4.00	3.53
School Staff has helped my child learn how to manage time.	3.52	3.20	3.08	2.99	3.33
Teachers assign high-quality homework that helps my child learn.	3.50	3.34	3.35	3.35	3.44
Teachers at my child's school set high standards for students.	3.86	3.90	3.76	4.00	3.89
My child's teachers encourage students to think independently.	4.05	3.91	3.71	3.77	3.94
The academic needs of students are met at my child's school.	3.91	3.70	3.51	3.76	3.82
The teachers and staff at my child's school follow through on commitments.	4.13	3.84	3.72	3.59	3.94
My child's academic performance has improved because of the staff at this school.	3.87	3.47	3.20	3.29	3.64
School staff has a positive impact on my child's behavior.	4.06	3.74	3.58	3.55	3.87

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

<b>PARENT SURVEY - Morale/Student Relationships/Parental Support</b>	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>AVG</b>
I am proud that my child attends this school.	4.27	3.98	3.90	4.15	4.18
The best teachers and staff remain at my child's school.	3.95	3.65	3.37	3.53	3.77
The teachers at my child's school are excellent.	4.11	3.67	3.57	3.59	3.90
Students at my child's school respect their teachers.	4.22	3.79	3.62	3.64	3.99
Overall, I respect the teachers at my child's school.	4.43	4.30	4.12	4.05	4.30
The rules for student conduct are consistently enforced at my child's school.	4.04	3.76	3.62	3.62	3.88
School staff encourage students to respect each other's differences (for example, gender, race, culture, etc.)	4.20	4.00	3.82	3.84	4.06
Adults who work in my child's school treat students with respect.	4.15	3.88	3.64	3.81	4.00
Adults in my child's school seem to work well with one another.	4.17	3.79	3.66	3.74	3.99
The rules for student behavior at my child's school are fair.	4.07	3.84	3.66	3.70	3.93
My child can turn to friends at school with questions about homework.	3.59	4.01	3.78	3.88	3.71
The teachers in the school have built strong relationships with my child.	4.01	3.36	3.07	3.33	3.71
My child has friends at school he or she can trust and talk to about problems.	3.77	3.91	3.54	3.86	3.78
My child has pride in the school.	4.18	3.77	3.52	3.77	3.99
I feel comfortable talking with my child's teachers.	4.35	3.75	3.71	3.73	4.10

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

<b>PARENT SURVEY – Safety &amp; Emotional Environment</b>	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>AVG</b>
I feel that my child is safe at school.	3.93	3.56	3.44	3.55	3.77
My child is safe going to and from school.	4.04	3.95	3.83	3.91	3.98
Communication with families occurs in an open and respectful manner.	4.05	3.69	3.73	3.83	3.94
My child feels safe at school.	4.23	3.99	3.78	3.77	4.06
My child knows who to go to if they feel unsafe at school.	3.93	3.64	3.54	3.64	3.80
Overall, I am satisfied with my child's school.	4.15	3.83	3.75	3.89	4.03
I know what is going on in my child's school.	3.90	3.66	3.42	3.69	3.79
My child's school tries to get family members to take part in school activities.	4.04	3.04	2.98	3.26	3.68
I am actively involved with my child's school.	3.64	2.86	2.78	3.07	3.37
Parents are involved in making important school decisions.	3.40	2.95	3.00	3.18	3.28
I am well-informed about how my child is doing in school.	4.01	3.79	3.62	3.85	3.92
I feel welcome at my child's school.	4.27	3.60	3.69	3.74	4.04
I know what my child's teacher expects of my child.	4.07	3.74	3.49	3.56	3.87

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

**PARENT SURVEY - Homework & Stress**

	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>AVG</b>
Students at my child's school are well-behaved.	3.76	3.33	3.39	3.39	3.61
I wish my child went to a different school.	1.87	2.04	2.13	1.94	1.93

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

**STAFF SURVEY – Physical Environment & Teaching /Learning**

	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>OTHER</b>	<b>AVG</b>
The school's schedule allows adequate time for teacher collaboration.	3.14	3.47	3.17	2.90	3.18	3.11
The school's schedule allows adequate time for teacher preparation and planning.	3.01	3.56	3.16	3.38	3.36	3.29
Students at this school learn ways to manage time.	3.59	3.84	3.43	2.89	3.50	3.36
The school environment is clean and in good condition.	4.05	4.59	4.15	4.18	4.31	4.23
I take pride in the appearance of the school.	4.22	4.65	4.20	4.24	4.32	4.29
In this school, we teach ways to resolve disagreements so that everyone can be satisfied with the outcomes.	3.94	3.84	3.26	3.13	3.89	3.63
Students at this school don't care about learning.	1.91	1.94	2.11	2.16	1.77	1.94
The school community has high expectations of all students.	4.24	4.16	4.11	4.21	4.27	4.23
Students at this school get the chance to work independently.	4.15	4.00	3.91	3.77	3.97	3.95
Some students at this school just cannot be motivated to do the work.	2.85	2.97	3.39	3.35	2.86	3.05
Students at this school are encouraged to think critically.	4.11	4.03	4.04	3.80	3.99	3.97
I have access to the tools I need to do my job.	3.84	3.94	4.07	3.93	3.95	3.93

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree



**STAFF SURVEY – Morale/Student Relationships/Parental Support**

	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>OTHER</b>	<b>AVG</b>
Students have pride in the school.	3.84	3.91	3.49	3.51	3.92	3.75
I am dissatisfied with opportunities for my professional growth.	2.54	2.34	2.22	2.43	2.53	2.46
The best teachers and staff are retained at this school.	3.80	3.41	3.65	3.56	3.91	3.74
Teachers have close working relationships with each other.	4.03	3.94	3.78	3.57	3.88	3.81
At this school, it is common for students to tease and insult one another.	2.44	2.44	3.07	2.74	2.50	2.60
I do not have enough autonomy over my classroom.	2.35	2.00	2.16	2.55	2.47	2.42
Adults who work in this school treat students with respect.	4.36	4.44	4.24	4.11	4.23	4.23
Adults who work in this school typically work well with one another.	4.17	4.26	4.09	3.81	4.08	4.03
Many students at this school go out of their way to treat other students badly.	1.78	1.72	2.04	1.93	1.88	1.88
Teachers at this school build strong relationships with students.	4.36	4.00	4.15	4.01	4.14	4.14
Students respect their teachers.	3.77	3.88	3.54	3.69	3.85	3.76
Students in this school respect each other's differences (ex: gender, race, culture, etc.).	3.98	3.67	3.78	3.84	3.92	3.88
I am proud to tell others that I work at this school.	4.37	3.97	4.16	4.33	4.34	4.30
The school staff respects and embraces diversity.	4.32	4.16	4.04	4.06	4.26	4.19
This school encourages students to get involved in extracurricular activities.	3.79	4.29	4.00	4.16	4.01	4.03

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

**STAFF SURVEY – Safety & Emotional Environment**

	<b>ELEM</b>	<b>MPM</b>	<b>HMS</b>	<b>LHS</b>	<b>OTHER</b>	<b>AVG</b>
I feel safe outside on the school grounds.	4.10	4.50	4.22	4.22	4.23	4.22
I feel safe in the hallways and bathrooms.	4.31	4.47	4.20	4.26	4.39	4.33
I feel safe in the classrooms.	4.18	4.38	4.11	4.28	4.29	4.26
Students are safe at this school.	4.16	4.29	4.02	4.13	4.22	4.17
I feel well trained to respond to an emergency in my building.	3.72	3.78	3.54	3.43	3.76	3.65
Parents respect their children's teachers.	3.47	3.09	3.20	3.05	3.30	3.24
Parents are actively involved with the school.	4.17	3.16	3.50	3.86	3.98	3.89
Parents know what is going on in this school.	4.19	3.81	3.89	3.72	4.11	3.98
Parents are aware of what is expected of their child at this school.	4.16	3.88	3.78	3.74	4.08	3.96
Parents care about how their child performs in school.	4.40	4.19	4.26	4.30	4.24	4.28

**Legend**

- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Neutral
- 4 - Agree
- 5 - Strongly Agree

**STAFF SURVEY – Homework & Stress**

	ELEM	MPM	HMS	LHS	OTHER	AVG
Students at this school are well-behaved.	3.50	4.00	3.67	3.89	3.83	3.78
I spend a great deal of time dealing with students' social and emotional challenges.	3.89	3.13	3.24	3.23	3.68	3.52
My class enrollments are too large.	3.72	3.09	3.42	3.20	3.18	3.30
School administrators (Princ, A.Princ, Supvr) give me useful feedback on my teaching.	3.82	4.03	3.49	3.57	3.66	3.67
Central Office Administrators give me useful feedback on my teaching.	3.12	3.10	2.80	2.64	3.36	3.04
I look forward to coming to work every day.	3.76	3.72	3.87	3.69	3.92	3.81
I spend too much of my teaching time on disciplining students.	2.67	2.26	2.24	2.10	2.48	2.37
Teachers talk with students about ways to understand and control emotions.	4.13	3.75	3.73	3.19	3.85	3.69
The code of student conduct is fair.	4.11	4.13	3.91	3.89	4.12	4.03
The school consistently enforces the code of student conduct.	3.55	3.81	2.80	3.11	3.80	3.47
Parents are made to feel welcome in this school.	4.18	3.72	3.76	3.79	4.14	3.99
School administrators (Princ, A.Princ, Supvr) recognize teachers for a job well-done.	3.60	3.74	3.48	3.26	3.79	3.57
Central Office Administration recognize teachers for a job well-done.	2.93	3.13	3.05	2.61	3.44	3.05
School administrators (Princ, A.Princ, Supvr) communicate effectively with others from diverse backgrounds.	3.82	3.84	3.76	3.61	4.03	3.83
Central Office Administrators communicate effectively with others from diverse backgrounds.	3.61	3.68	3.56	3.35	3.82	3.62
School administrators (principals, assistant principals, supervisors) follow through on commitments.	3.66	3.90	3.53	3.53	3.87	3.71
Central Office Administrators follow through on commitments.	3.43	3.61	3.42	3.23	3.60	3.45
School administrators (Princ, A.Princ, Supvr) involve teachers in decision making & problem solving.	3.26	3.26	3.24	2.97	3.56	3.29
Central Office Administrators involve teachers in decision making and problem solving.	2.74	3.07	2.98	2.55	3.22	2.90
School administrators (Princ, A.Princ, Supvr) and staff communicate with each other effectively.	3.55	3.74	3.40	3.35	3.70	3.55
Central Office Administrators and staff communicate with each other effectively.	3.24	3.61	3.24	3.06	3.49	3.31
School administrators (Princ, A.Princ, Supvr) promote the success of all students.	4.12	4.06	3.96	3.91	4.12	4.04
Central Office Administrators promote the success of all students.	3.71	4.03	3.84	3.54	3.98	3.79
School administrators (Princ, A.Princ, Supvr) hold themselves to the same high expectations as others.	3.65	3.87	3.64	3.60	4.04	3.80
Central Office Administrators hold themselves to the same high expectations as others.	3.58	3.71	3.66	3.35	3.81	3.61
School administrators (Princ, A.Princ, Supvr) back me up when I need it.	3.95	3.77	3.77	3.44	3.79	3.72
Central Office Administrators back me up when I need it.	3.38	3.58	3.41	3.16	3.62	3.42
School administrators (Princ, A.Princ, Supvr) are aware of what goes on in the classrooms.	3.74	3.90	3.59	3.37	3.72	3.62
Central Office Administrators are aware of what goes on in the classrooms.	2.81	3.29	3.05	2.66	3.23	2.97
This school is a good place for me to work and learn.	4.17	3.87	4.18	4.03	4.18	4.11

# Protocol

**Step 1: What parts of this data catch your attention? Just the facts.**

**Step 2: What does the data tell us? What does the data NOT tell us**

**Step 3: What good news is there to celebrate?**

**Step 4: What are the challenges suggested by the data?**

**Step 5: What are our key conclusions? What recommendations does the team have for addressing the problems of practice?**

## How can we use the data

**Use this survey to have some base line data and to work out any kinks in the process - i.e. survey design, question structure, optimum format for utilizing & presenting data**

**Compare responses among the 4 groups to determine alignment or gaps/triangulating data**

**Looking for trends within buildings and throughout district - longitudinal data**

**Use this information with other data to draw accurate conclusions**

# Development of Action Plans

**Domains- Safety and HW/Stress**