

National Center for School Leadership

School Climate & Culture Survey Results

A Few Disclaimers

- ▶ The results are a snapshot, not a detailed schematic.
- ▶ Individual school results were shared with principals for the School Improvement Process.
- ▶ We have surveyed parents and will survey students to get a better picture.
- ▶ The JCSTF will be charged with developing a plan for future surveys.
- ▶ The data are neutral—we supply the meaning.

Survey Topics

- ▶ School Pride
- ▶ Internal Communication
- ▶ Parent Connections
- ▶ Work Environment
- ▶ Organization Dynamics
- ▶ Accountability
- ▶ Meeting Student Needs
- ▶ Readiness for Change
- ▶ Direction of the Organization
- ▶ Leadership Dynamics

Reading a slide

"1" represents *Strongly Disagree*.

"2" represents *Disagree*.

"3" represents *Neutral*.

"4" represents *Agree*.

"5" represents *Strongly Agree*.

Note: Ratings are indicated as a percentage value and graphically represented by a Bar chart.

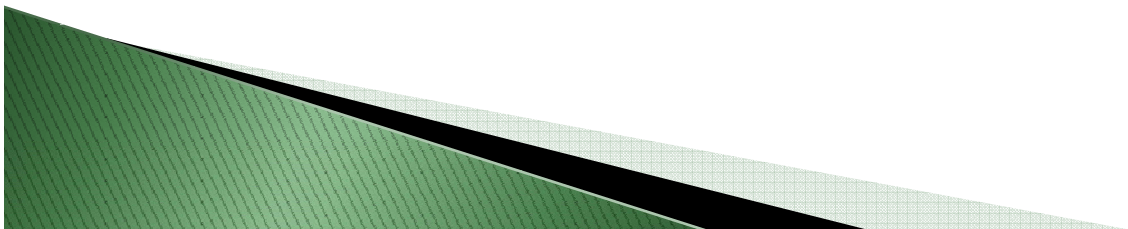
UNFAVORABLE RATINGS (1's or 2's) are shown as a percentage and represented as a DARK GREY BAR on the accompanying chart.

NEUTRAL RATINGS (3's) are shown as a percentage and represented as a WHITE BAR on the accompanying chart.

FAVORABLE RATINGS (4's or 5's) are shown as a percentage and represented as a LIGHT GREY BAR on the accompanying chart.

■ = % Unfavorable □ = % Neutral ■ = % Favorable

Depending on the actual results, there may be any combination of these three bars on your reports. The PREDOMINANT VIEW of each group is represented by the LONGEST BAR. Due to rounding, the combined percentages of these three bars may be slightly above or below 100%.



School Pride

A. School Pride

Overall Dimension - School Pride

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9592	--	2	5	10	33	50	1.0	4.26	7	10	83
MSD Washington - All Responses	775	--	2	6	11	37	44	1.0	4.15	8	11	81

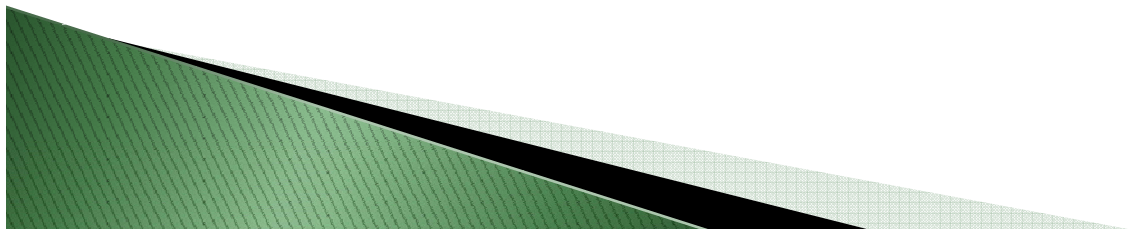
School Pride

1. Considering everything, I am satisfied working at my school / department.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9592	0	2	5	9	40	44	0.9	4.21	7	9	84
MSD Washington - All Responses	775	0	2	7	11	46	34	1.0	4.03	9	11	80

7. Overall, my school / department does a good job of meeting my needs.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8766	826	2	6	11	44	37	1.0	4.07	8	11	81
MSD Washington - All Responses	770	5	3	10	13	50	24	1.0	3.83	13	13	74



Internal Communications

B. Internal Communication

Overall Dimension - Internal Communication

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9433	--	4	11	18	43	24	1.1	3.74	15	18	67
MSD Washington - All Responses	757	--	7	15	20	40	18	1.1	3.48	22	20	58

Internal Communication

School Climate and Culture - October 2009

MSD of Washington - Overall

B. Internal Communication

14. School-wide / department meetings are a good use of my time.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9405	187	6	14	28	37	15	1.1	3.42	20	28	52
MSD Washington - All Responses	750	25	12	17	31	30	10	1.2	3.09	29	31	40

B. Internal Communication

12. I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9409	183	9	17	21	36	17	1.2	3.36	26	21	53
MSD Washington - All Responses	751	24	13	21	20	33	13	1.2	3.11	34	20	46

Parent Connections

C. Parent Connections

Overall Dimension - Parent Connections

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8244	--	4	15	27	40	14	1.0	3.46	18	27	55
MSD Washington - All Responses	683	--	2	17	32	39	10	1.0	3.36	20	32	48

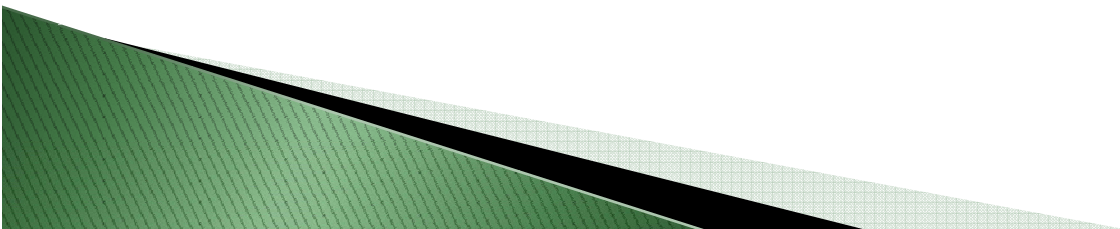
Parent Connections

18. Parents at my school are very aware of how their student is performing on homework and tests.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8229	1363	2	11	27	45	15	0.9	3.60	13	27	60
MSD Washington - All Responses	682	93	1	16	33	40	10	0.9	3.41	17	33	50

20. The parents at my school are very involved in their child's school life.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8227	1365	5	22	35	29	9	1.0	3.14	27	35	38
MSD Washington - All Responses	680	95	3	26	42	25	4	0.9	3.03	28	42	30



Work Environment

D. Work Environment

Overall Dimension - Work Environment

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9180	--	2	6	13	47	32	0.9	4.02	8	13	79
MSD Washington - All Responses	737	--	2	9	16	48	25	1.0	3.87	11	16	73

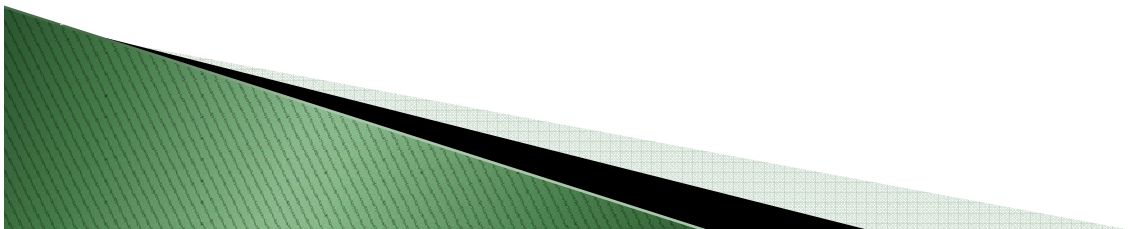
Work Environment

23. I feel safe at work.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9179	413	1	3	7	40	49	0.8	4.32	4	7	89
MSD Washington - All Responses	737	38	1	4	6	44	45	0.8	4.28	5	6	89

25. The students in my school / school district show respect for our teachers.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9178	414	3	12	22	50	13	1.0	3.61	14	22	64
MSD Washington - All Responses	736	39	3	16	28	46	7	0.9	3.36	20	28	52



Organization Dynamics

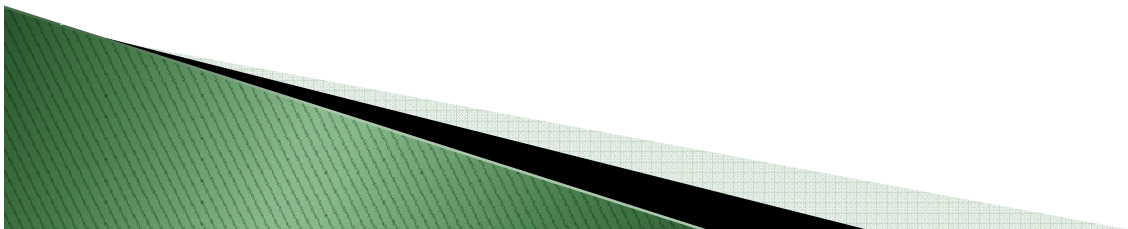
School Climate and Culture - October 2009

MSD of Washington - Overall

E. Organization Dynamics

34. I feel the amount of work required of me is reasonable.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9097	495	6	15	16	45	18	1.1	3.55	21	16	63
MSD Washington - All Responses	727	48	8	20	15	45	12	1.2	3.34	28	15	57



Accountability

36. I know what is expected of me at work.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable	
			1	2	3	4	5				
National Data - All Responses	9024	568	1	2	5	51	41	0.7	4.31	35	92
MSD Washington - All Responses	718	57	1	3	8	54	34	0.8	4.18	48	88

School Climate and Culture - October 2009

MSD of Washington - Overall

F. Accountability

42. I know precisely how my / our students performed last year on standardized tests compared to other students in the school, district and state.

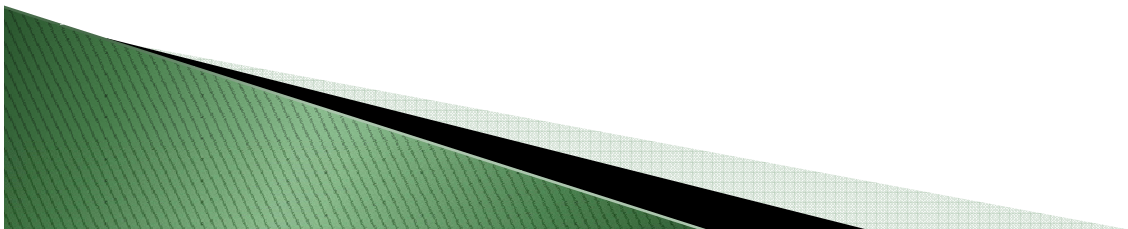
Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	9015	577	2	8	30	35	25	1.0	3.72	10	30	60
MSD Washington - All Responses	718	57	3	11	30	37	19	1.0	3.56	15	30	55

Meeting Student Needs

G. Meeting Student Needs

Overall Dimension - Meeting Student Needs

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8891	--	1	5	20	44	30	0.9	3.96	6	20	74
MSD Washington - All Responses	709	--	2	9	23	46	20	0.9	3.76	10	23	67



Meeting Student Needs

School Climate and Culture - October 2009

MSD of Washington - Overall

G. Meeting Student Needs

47. My school / district does a good job of addressing the academic needs of most students.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8872	720	1	4	14	51	30	0.8	4.05	5	14	81
MSD Washington - All Responses	708	67	2	8	15	53	22	0.9	3.87	9	15	76

G. Meeting Student Needs

48. Teachers at my school / district are well-prepared to deal with the needs of all students.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8870	722	1	8	21	49	21	0.9	3.80	9	21	70
MSD Washington - All Responses	707	68	2	13	28	43	14	1.0	3.55	15	28	57

Readiness for Change

H. Readiness for Change

Overall Dimension - Readiness for Change

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8755	--	3	8	25	42	22	1.0	3.74	10	25	65
MSD Washington - All Responses	698	--	4	12	30	40	14	1.0	3.50	16	30	54

Readiness for Change

School Climate and Culture - October 2009

MSD of Washington - Overall

H. Readiness for Change

56. My school / district uses student achievement data to drive instruction in the classroom.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8740	852	1	3	27	44	25	0.8	3.90	4	27	69
MSD Washington - All Responses	696	79	1	6	30	45	18	0.9	3.73	7	30	63

School Climate and Culture - October 2009

MSD of Washington - Overall

H. Readiness for Change

52. Our school / district improvement planning process is inclusive and considers feedback from a wide group of teachers/ employees within our school / district.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8746	846	3	9	30	38	20	1.0	3.63	12	30	58
MSD Washington - All Responses	696	79	5	12	37	33	13	1.0	3.36	17	37	46

Direction of the Organization

I. Direction of the Organization

Overall Dimension - Direction of the Organization

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8668	--	1	5	24	42	28	0.9	3.90	7	24	69
MSD Washington - All Responses	685	--	2	9	28	41	20	1.0	3.68	11	28	61

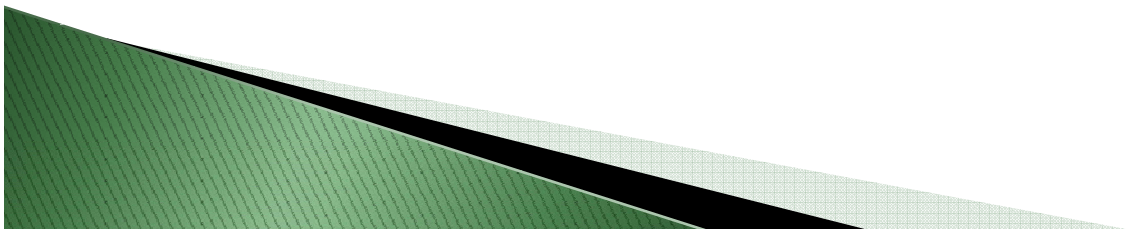
Direction of the Organization

57. I consider my school / district to be an excellent school / district.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8668	924	1	5	12	38	44	0.9	4.20	6	12	82
MSD Washington - All Responses	685	90	1	6	13	45	35	0.9	4.10	6	13	81

61. I believe student achievement in my school / district will improve significantly over the next 3 years.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8660	932	1	6	30	41	22	0.9	3.77	7	30	63
MSD Washington - All Responses	683	92	3	11	39	34	13	1.0	3.45	14	39	47



Leadership Dynamics

J. Leadership Dynamics

Overall Dimension - Leadership Dynamics

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8611	--	4	8	16	39	33	1.1	3.90	12	16	72
MSD Washington - All Responses	679	--	8	11	19	40	22	1.2	3.59	19	19	62

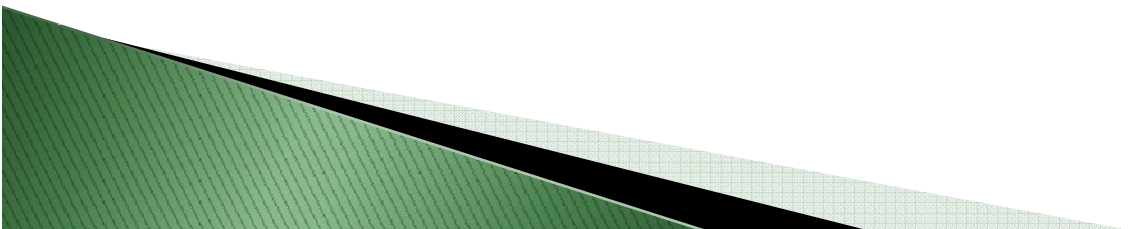
Leadership Dynamics

68. School / department leadership keeps me well informed about what is going on.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8609	983	4	9	18	40	29	1.1	3.81	13	18	69
MSD Washington - All Responses	679	96	7	13	21	41	18	1.1	3.52	20	21	59

69. School / department leadership acts consistently; they do as they say.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable		
			1	2	3	4	5					
National Data - All Responses	8610	982	6	10	19	37	28	1.1	3.74	15	19	66
MSD Washington - All Responses	679	96	11	13	21	38	17	1.2	3.40	23	21	56



Lowest rated questions

School Climate and Culture - October 2009

MSD of Washington - Overall

Lowest Rated Questions - National Data - All Responses

Dimension	Question	Unfavorable Percent
Parent Connections	★ 19. Many parents volunteer time to assist in my school.	38%
Parent Connections	★ 20. The parents at my school are very involved in their child's school life.	27%
Internal Communication	★ 12. I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	26%
Parent Connections	★ 17. Parents at my school are very engaged in the learning of their child.	23%
Organization Dynamics	★ 34. I feel the amount of work required of me is reasonable.	21%
Internal Communication	★ 14. School-wide / department meetings are a good use of my time.	20%
Readiness for Change	★ 55. I am satisfied with the professional development opportunities that are available to me.	20%
Organization Dynamics	★ 29. I am involved in the decisions that affect my work.	17%
Readiness for Change	★ 54. Staff development opportunities at my school / district are very relevant to my work	17%
Parent Connections	15. Teachers at my school are well-supported by the parents with respect to discipline issues.	16%

School Climate and Culture - October 2009









MSD of Washington - Overall

Lowest Rated Questions - MSD Washington - All Responses








Dimension	Question	Unfavorable Percent
Internal Communication	★ 12. I have time available during the school / work day to collaborate with my peers regarding curriculum and instruction / best practice.	34%
Parent Connections	★ 19. Many parents volunteer time to assist in my school.	34%
Internal Communication	★ 14. School-wide / department meetings are a good use of my time.	29%
Readiness for Change	★ 55. I am satisfied with the professional development opportunities that are available to me.	29%
Parent Connections	★ 20. The parents at my school are very involved in their child's school life.	28%
Organization Dynamics	★ 34. I feel the amount of work required of me is reasonable.	28%
Parent Connections	★ 17. Parents at my school are very engaged in the learning of their child.	26%
Organization Dynamics	★ 29. I am involved in the decisions that affect my work.	26%
Internal Communication	11. Information is shared openly throughout my school/department.	24%
Readiness for Change	★ 54. Staff development opportunities at my school / district are very relevant to my work	24%

Highest Rated Questions

Highest Rated Questions - National Data - All Responses

Dimension	Question	Favorable Percent
School Pride	 2. I am committed to seeing my school / school district succeed.	98%
Accountability	36. I know what is expected of me at work.	92%
Work Environment	 23. I feel safe at work.	89%
Organization Dynamics	 35. The people I work with care a great deal about the quality of their work.	87%
Work Environment	 28. The people that I work with cooperate to get the job done.	85%
School Pride	 1. Considering everything, I am satisfied working at my school / department.	84%
Accountability	39. I am satisfied with the level of supervision I receive.	84%
School Pride	 3. I would recommend my school / department to a friend seeking employment.	83% 
Organization Dynamics	 32. I am given a fair opportunity to succeed in my school / department.	83%
Parent Connections	16. Teachers at my school have positive relationships with most parents.	82%

Highest Rated Questions - MSD Washington - All Responses

Dimension	Question	Favorable Percent
School Pride	 2. I am committed to seeing my school / school district succeed.	98%
Work Environment	 23. I feel safe at work.	89%
Accountability	 36. I know what is expected of me at work.	88%
Organization Dynamics	 35. The people I work with care a great deal about the quality of their work.	86%
School Pride	5. I plan to be with my school / department two years from now.	81%
School Pride	6. My school / school district is well regarded in the community.	81%
Work Environment	 28. The people that I work with cooperate to get the job done.	81%
Direction of the Organization	57. I consider my school / district to be an excellent school / district.	81%
School Pride	 1. Considering everything, I am satisfied working at my school / department.	80%
School Pride	 3. I would recommend my school / department to a friend seeking employment.	79%

Highest rated Question

School Climate and Culture - October 2009

MSD of Washington - Overall

A. School Pride

2. I am committed to seeing my school / school district succeed.

Perspective	Actual	NR	% of Responses					SD	Avg	Unfavorable -- Favorable
			1	2	3	4	5			
National Data - All Responses	9589	3	1	0	1	18	80	0.6	4.76	98
MSD Washington - All Responses	775	0	1	0	1	17	81	0.6	4.76	98