

# School Climate and Culture Survey

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Report to Medway School Committee  
February 2012



# Why conduct a survey?

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- The purpose of the conducting a survey on school climate and culture is to support improvement in our schools.
- Understanding what is working well and what challenges our educators are facing helps us with budget development and improving personnel practices.



# Survey Data

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- On-line 70-question survey conducted by National Center for School Leadership
- 42,925 educators across the country responded
- 166 Medway educator responses (about 50%)
- This is the second year we have conducted this survey.



# Question Categories


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




# Overall Dimensions: % Favorable/Neutral

<b><u>Category</u></b>	<b><u>MPS</u></b>	<b><u>National</u></b>
School Pride	90%	92%
Internal Communication	73%	83%
Parent Connections	90%	81%




# Overall Dimensions: % Favorable/Neutral

<u>Category</u>	<u>MPS</u>	<u>National</u>
Work Environment	89%	91%
Organization Dynamics	83%	89%
Accountability	70%	90%



# Overall Dimensions: % Favorable/Neutral

<b><u>Category</u></b>	<b><u>MPS</u></b>	<b><u>National</u></b>
Meeting Student Needs	87%	93%
Readiness for Change	78%	88%
Direction of the Organization	89%	92%



# Overall Dimensions: % Favorable/Neutral

<u>Category</u>	<u>MPS</u>	<u>National</u>
Leadership Dynamics	74%	86%

# Highest Rated Questions:

## % Favorable

<u>Question</u>	<u>MPS 10</u>	<u>MPS 11</u>
I am committed to seeing my school/district succeed.	98%	97%
I feel safe at work.	92%	86%
I plan to be with my school/department in two years.	91%	81%
The people I work with care a great deal about the quality of their work.	91%	92%

# Highest Rated Questions:

## % Favorable

<u>Question</u>	<u>MPS 10</u>	<u>MPS 11</u>
I know what is expected of me at work.	89%	84%
My school/district is well-regarded in the community.	88%	83%
I would recommend my school/district to a family member seeking a school for their child/ren.	87%	82%
Teachers at my school have positive relationships with most parents.	87%	86%

# Highest Rated Questions:

## % Favorable

<u>Question</u>	<u>MPS 10</u>	<u>MPS 11</u>
The people I work with cooperate to get the job done.*	84%	83%
The people I work with care about each other on a personal level.*	84%	86%

# Lowest Rated Questions:

## % Favorable/Neutral

<u>Question</u>	<u>MPS 10</u>	<u>MPS 11</u>
I have time available during the school/work day to collaborate with my peers regarding curriculum and instruction/best practice.	54%	56%
I am satisfied with the professional development opportunities available to me.	54%	55%

# Lowest Rated Questions:

## % Favorable/Neutral

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<u>Question</u>	<u>MPS 10</u>	<u>MPS 11</u>
Staff development opportunities at my school/district are very relevant to my work.	67%	64%
I have trust and confidence in our school/department leadership	86%	67%

# Lowest Rated Questions:

## % Favorable/Neutral

<u>Question</u>	<u>MPS 10</u>	<u>MPS 11</u>
I am involved in the decisions that affect my work.*	84%	69%
School/department leadership is effective.*	89%	70%

# Lowest Rated Questions: % Favorable/Neutral

<u>Question</u>	<u>MPS-10</u>	<u>MPS-11</u>
Information is shared openly throughout my school/department.	80%	68%
School-wide/department meetings are a good use of my time.	80%	64%

# Lowest Rated Questions: % Favorable/Neutral

<u>Question</u>	<u>MPS-10</u>	<u>MPS-11</u>
School/department leadership acts consistently; they do as they say.*	85%	73%
School/department leadership keeps me well informed about what is going on.*	84%	74%



# Areas of Challenge

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- ❑ Time for teachers to collaborate
- ❑ Professional development (additional survey planned)
- ❑ Accountability/readiness for change
- ❑ Meaningful involvement of staff members in decision-making
- ❑ Communication
- ❑ Paraprofessional role clarification



# Areas of Strength

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- School pride
- Collegiality
- Safety/work environment
- Parent relationships



# Next Steps

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- ❑ Individuals schools assess survey results
- ❑ Results will be used as a data source when planning school improvement and developing budgets
- ❑ Student engagement survey (grades 7-12) will be used as another data source.
- ❑ Parent/family survey conducted in spring will be used as another data source when results are available.