

2018 Engagement Surveys Executive Summary

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Audience: Community and Legislative Board Committee, Senior Leaders, Community

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Background: Each spring, the District conducts three stakeholder surveys to evaluate its efforts to engage, inform and listen to students, staff and families. The surveys are all electronic, with users invited to participate through direct email blasts to staff and families, and email messages, announcements, and teacher-led participation for the student survey. Results are analyzed at the District and School levels, with action items captured in department projects and school improvement plans, as appropriate.

Student Survey

This was the 2nd year of the student survey conducted by Panorama. This research-based survey has robust reporting and comparative data on academic and social and emotional student perceptions. This survey was administered to 4,740 students in grades 3-12 (81% participation) and scored on a scale of 1 (low/disagree/not likely) to 5 (high/agree/likely).

Key Findings:

- Rigorous Expectations and Teacher Student Relationships remain high across all grades
- Despite lower domain scores at secondary, majority of responses are positive (agree, strongly agree)
- Student engagement and ability to manage stress continue to be the priority at secondary schools

Next Steps:

- August - Schools reviewed perception data with school improvement teams and identified an engagement or climate/culture goal
- Goals are monitored and reported quarterly to Director of Elementary Education

Staff Survey

The 2018 staff survey was in its second year of deployment, measuring staff engagement based on Deloitte and Touche's research regarding the five drivers of employee engagement. Five-hundred and twenty-nine (529) of staff members chose to respond to the survey, an increase of 29 from 2017. The survey is scored on a scale of 1 (strongly disagree) to 4 (strongly agree).

Key Findings:

- Strong results continued in the areas of small and empowered teams (3.4), clear and transparent work expectations (3.2), culture of learning and sharing (3.2) and mission-driven work (3.2).
- Slight decrease in District Leadership Transparency (.1)

- The greatest opportunities for improvement across all employee groups are time to reflect, career development, and providing regular performance feedback.

Next Steps:

- 5-Year Recruitment and Retention Plan will be completed by February, 2019, and will address several opportunities for improvement from our staff engagement survey
- Director of Human Resources will attend employee roundtable meetings this Fall to solicit feedback regarding survey data
- A robust communications plan will be deployed to educate staff on benefit changes and respond to transparent leadership feedback

Family Survey

The 2018 family survey received 1,014 responses. While the survey has been administered in its current form for many years, the report was adjusted in 2016 to match the staff survey “domain/driver” approach, grouping a series of questions into an aggregate score for eight domains. The survey is scored on a scale of 1 (strongly disagree) to 4 (strongly agree).

Key Findings:

- Overall satisfaction continues to be high, with high marks for helpful and responsive staff, quality facilities, and school pride.
- All domain areas averaged above a score of “agree.”
- Food service satisfaction continues to be an opportunity for improvement, with slightly greater satisfaction at the high school (3.0), than elementary or middle (2.9).

Next steps:

- Strong start conferences were held in August at elementary to provide a deeper understanding of each child, as well as allow for a stronger level of engagement with families and teachers
- Food service team will study middle school participation in the federal lunch program this year, and continue to use its model of surveying and testing new foods at all levels to strengthen its offerings and participation

2018 Elmbrook Schools Family Survey - District

(1,014 Respondents, Scale: 4 = Strongly Agree - 1 = Strongly Disagree)

Quality Average		Teaching and Learning Average		Climate Average		Safety Average	
Quality & Satisfaction - I am satisfied with the before/after school activities at my child's school.	3.3	Teaching & Learning - I understand the academic expectations at my child's school.	3.3	Climate - Class sizes are appropriate to meet individual student needs.	3.1	Safety - I understand the behavioral expectations at my child's school.	3.5
Quality & Satisfaction - I am satisfied with the food options provided at lunch.	2.9	Teaching & Learning - My child's school supports his/her academic interests and needs.	3.3	Climate - I believe school staff inspire my child's best efforts.	3.4	Safety - My child's bus ride is safe.	3.2
Quality & Satisfaction - I would recommend my child's school to a friend.	3.5	Teaching & Learning - Technology effectively supports teaching and learning.	3.3	Climate - I feel welcome at my child's school.	3.5	Safety - The school offers its students a safe environment to learn.	3.5
Quality & Satisfaction - My child is being adequately prepared for the next grade level or post-secondary pursuit.	3.3	Teaching & Learning - The school challenges my child to his/her full potential.	3.2	Climate - My child enjoys going to school.	3.4		
		Homework Average	3.1	Climate - A climate of openness and trust exists between school administration and parents.	3.4		
Quality & Satisfaction - Overall, I am satisfied with this school.	3.4			Climate - School facilities are well-maintained.	3.5	Responsiveness Average	3.4
		Homework & Reporting - I receive enough information to understand my child's academic progress.	3.1	Climate - School staff are courteous and helpful.	3.6	Responsiveness - School administration is responsive to parental/guardian concerns.	3.4
Communications Average	3.5	Homework & Reporting - The amount of homework given to my child is appropriate.	3.2	Engagement Average	3.2	Responsiveness - School teachers are responsive to parental/guardian concerns.	3.4
Communication - I am informed of school events and activities.	3.5	Homework & Reporting - The information on my child's report card/progress report helps me understand his/her academic progress.	3.1	Engagement - I am involved in the decisions that affect my child's education.	3.2	Responsiveness - When my child has a problem at school, he/she knows how to get help.	3.3
Communication - I know how to get school information when I need it.	3.4	Homework & Reporting - The level of difficulty associated with my child's homework is appropriate.	3.2	Engagement - The school provides appropriate opportunities for parent involvement.	3.3		
Communication - I regularly read the Friday email with school/district news.	3.5						

2018 Family Survey Results Trend Data

Climate, Engagement, Communications and Responsiveness

	2016	2017	2018
Climate - My child enjoys going to school.	3.4	3.4	3.4
Climate - A climate of openness and trust exists between school administration and parents.	3.4	3.3	3.4
Climate - I believe school staff inspire my child's best efforts.	3.4	3.4	3.4
Climate - Class sizes are appropriate to meet individual student needs.	3.1	3.2	3.1
Climate - I feel welcome at my child's school.	3.5	3.5	3.5
Climate - School facilities are well-maintained.	3.5	3.5	3.5
Climate - School staff are courteous and helpful.	3.6	3.5	3.6
Engagement - I am involved in the decisions that affect my child's education.	3.2	3.2	3.2
Engagement - The school provides appropriate opportunities for parent involvement.	3.3	3.3	3.3
Communication - I know how to get school information when I need it.	3.5	3.4	3.4
Communication - I am informed of school events and activities.	3.5	3.4	3.5
Communication - I regularly read the Friday email with school/district news.	3.4	3.4	3.5
Responsiveness - School administration is responsive to parental/guardian concerns.	3.4	3.3	3.4
Responsiveness - School teachers are responsive to parental/guardian concerns.	3.5	3.5	3.4
Responsiveness - When my child has a problem at school, he/she knows how to get help.	3.3	3.3	3.3

Quality, Safety, Teaching and Learning, and Homework & Reporting

	2016	2017	2018
Quality & Satisfaction - Overall, I am satisfied with this school.	3.5	3.5	3.4
Quality & Satisfaction - I would recommend my child's school to a friend.	3.5	3.5	3.5
Quality & Satisfaction - My child is being adequately prepared for the next grade level or post-secondary pursuit.	3.4	3.3	3.3
Quality & Satisfaction - I am satisfied with the food options provided at lunch.	3.0	3.0	2.9
Quality & Satisfaction - I am satisfied with the before/after school activities at my child's school.	3.3	3.3	3.3
Safety - The school offers its students a safe environment to learn.	3.5	3.6	3.5
Safety - I understand the behavioral expectations at my child's school.	3.6	3.5	3.5
Safety - My child's bus ride is safe.	3.3	3.2	3.2
Teaching & Learning - The school challenges my child to his/her full potential.	3.3	3.2	3.2
Teaching & Learning - I understand the academic expectations at my child's school.	3.3	3.3	3.3
Teaching & Learning - Technology effectively supports teaching and learning.	3.3	3.3	3.3
Teaching & Learning - My child's school supports his/her academic interests and needs.	3.3	3.3	3.3
Homework & Reporting - The amount of homework given to my child is appropriate.	3.2	3.2	3.2
Homework & Reporting - The level of difficulty associated with my child's homework is appropriate.	3.2	3.2	3.2
Homework & Reporting - I receive enough information to understand my child's academic progress.	3.2	3.2	3.1
Homework & Reporting - The information on my child's report card/progress report helps me understand his/her academic progress.	3.2	3.1	3.1