

2018 Engagement Surveys Executive Summary

Presented By: Chris Thompson

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

Submitted: September 6, 2018

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



Elmbrook Schools







Panorama Student Survey (School-Level) 3-5
Spring 2018



Report created by
Panorama Education



Summary

| Topic Description | Results | Benchmark |
|---|--|---|
| Elmbrook custom | 4.1 ▼ 0.1 since last survey | |
| School Belonging How much students feel that they are valued members of the school community. | 3.8 0.0 since last survey |  60th - 79th percentile compared to others nationally |
| School Engagement How attentive and invested students are in school. | 3.5 ▲ 0.1 since last survey |  40th - 59th percentile compared to others nationally |
| School Learning Strategies How well students deliberately use strategies to manage their own learning processes generally. | 3.8 ▼ 0.1 since last survey |  60th - 79th percentile compared to others nationally |
| School Rigorous Expectations How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class. | 4.1 ▼ 0.1 since last survey |  40th - 59th percentile compared to others nationally |
| School Teacher-Student Relationships How strong the social connection is between teachers and students within and beyond the school. | 4.1 0.0 since last survey |  60th - 79th percentile compared to others nationally |
| Valuing of School How much students feel that school is interesting, important, and useful. | 3.9 0.0 since last survey |  60th - 79th percentile compared to others nationally |

1,391 responses



Elmbrook custom

Your average

4.1

1,391 responses

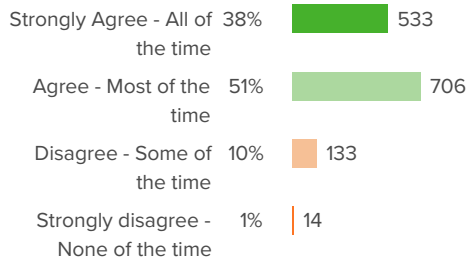
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▼ **0.1**

since last survey

How did people respond?

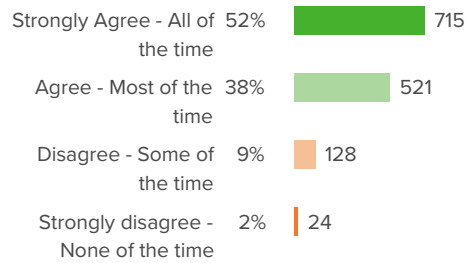
Q.1: I know how to get help from an adult at school if I need it.



▼ **0.1** from last survey

Mean: **4.0**

Q.2: I feel safe at school.



▲ **0.0** from last survey

Mean: **4.2**



School Belonging

Your average

3.8

1,391 responses

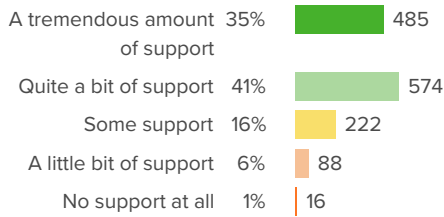
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0.0

since last survey

How did people respond?

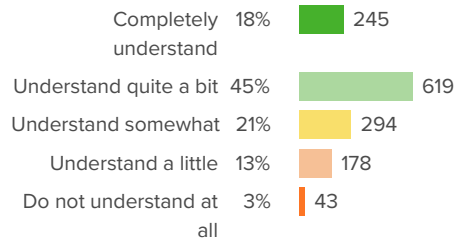
Q.1: How much support do the adults at your school give you?



▼ **0.1** from last survey

Mean: **4.0**

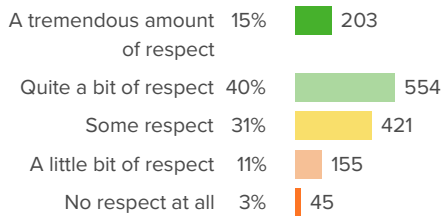
Q.2: How well do people at your school understand you as a person?



▼ **0.1** from last survey

Mean: **3.6**

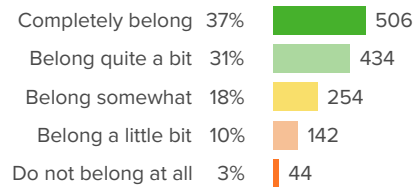
Q.3: How much respect do students at your school show you?



▲ **0.0** from last survey

Mean: **3.5**

Q.4: Overall, how much do you feel like you belong at your school?



▲ **0.0** from last survey

Mean: **3.9**



School Engagement

Your average

3.5

1,391 responses

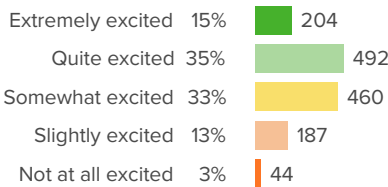
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▲ 0.1

since last survey

How did people respond?

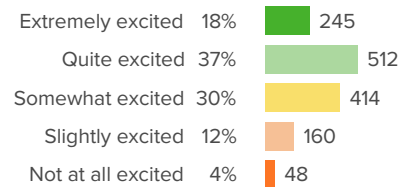
Q.1: How excited are you about going to your classes?



▲ 0.1 from last survey

Mean: **3.5**

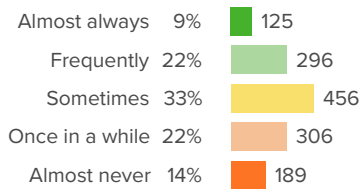
Q.2: In your classes, how excited are you to participate?



▲ 0.0 from last survey

Mean: **3.5**

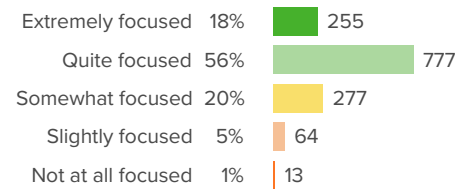
Q.3: When you are not in school, how often do you talk about ideas from your classes?



▲ 0.1 from last survey

Mean: **2.9**

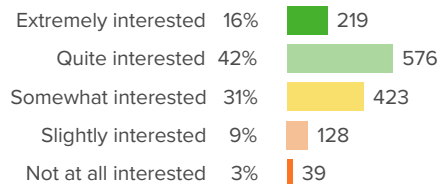
Q.4: How focused are you on the activities in your classes?



▲ 0.0 from last survey

Mean: **3.9**

Q.5: How interested are you in your classes?



▲ 0.1 from last survey

Mean: **3.6**



School Learning Strategies

Your average

3.8

1,391 responses

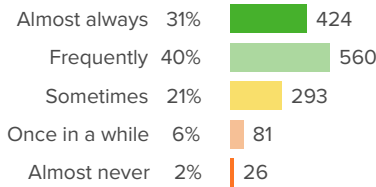
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▼ 0.1

since last survey

How did people respond?

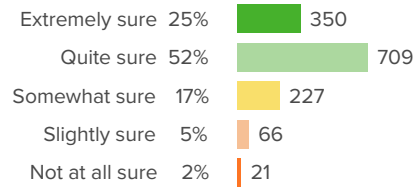
Q.1: Before you start on a challenging project, how often do you think about the best way to do it?



▲ 0.0 from last survey

Mean: **3.9**

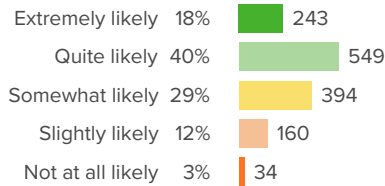
Q.2: How sure are you that you can figure out a good way to get your schoolwork done well?



▲ 0.0 from last survey

Mean: **3.9**

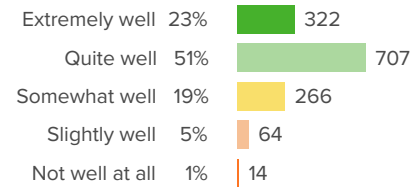
Q.3: When you get stuck while learning something new, how likely are you to try to learn it in a different way?



▲ 0.0 from last survey

Mean: **3.6**

Q.4: Overall, how well can you figure out how to learn things?



▼ 0.1 from last survey

Mean: **3.9**



School Rigorous Expectations

Your average

4.1

1,391 responses

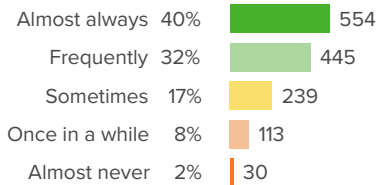
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▼ **0.1**

since last survey

How did people respond?

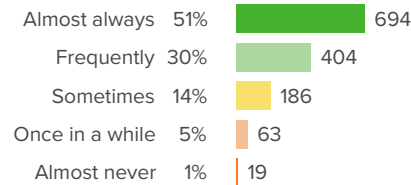
Q.1: How often do your teachers take time to make sure you understand the material?



▼ **0.1** from last survey

Mean: **4.0**

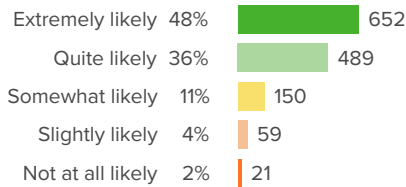
Q.2: How often do your teachers make you explain your answers?



▲ **0.0** from last survey

Mean: **4.2**

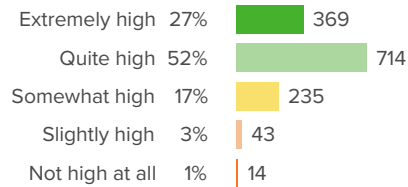
Q.3: When you feel like giving up, how likely is it that your teachers will make you keep trying?



▲ **0.0** from last survey

Mean: **4.2**

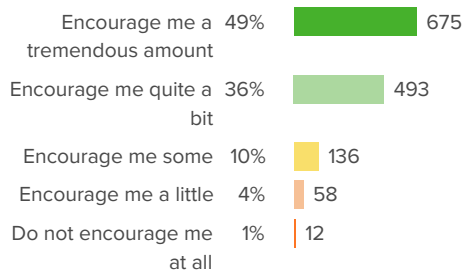
Q.4: Overall, how high are your teachers' expectations of you?



▲ **0.0** from last survey

Mean: **4.0**

Q.5: How much do your teachers encourage you to do your best?



▲ **0.0** from last survey

Mean: **4.3**



School Teacher-Student Relationships

Your average

4.1

1,391 responses

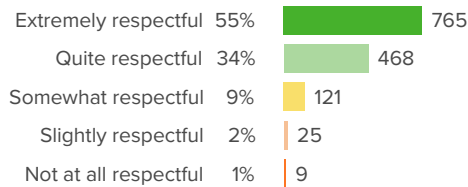
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0.0

since last survey

How did people respond?

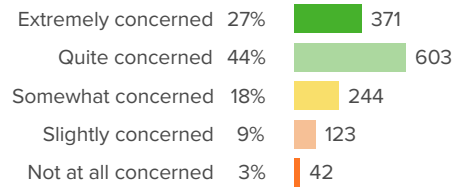
Q.1: How respectful are your teachers towards you?



▲ 0.0 from last survey

Mean: **4.4**

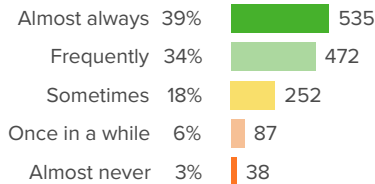
Q.2: If you walked into class upset, how concerned would your teachers be?



▲ 0.0 from last survey

Mean: **3.8**

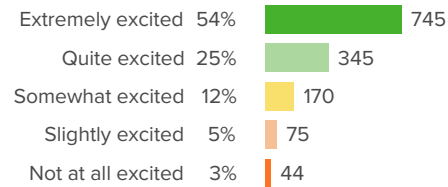
Q.3: When your teachers ask, "How are you?", how often do you feel that your teachers really want to know your answer?



▲ 0.0 from last survey

Mean: **4.0**

Q.4: How excited would you be to have your teachers again?



▲ 0.0 from last survey

Mean: **4.2**



Valuing of School

Your average

3.9

1,391 responses

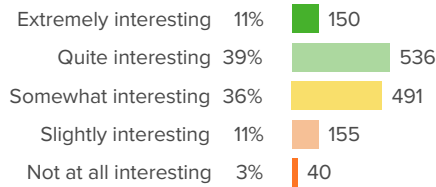
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0.0

since last survey

How did people respond?

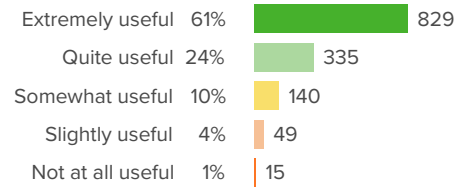
Q.1: How interesting do you find the things you learn in your classes?



▲ 0.0 from last survey

Mean: **3.4**

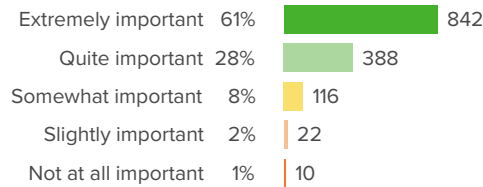
Q.2: How useful do you think school will be to you in the future?



▲ 0.0 from last survey

Mean: **4.4**

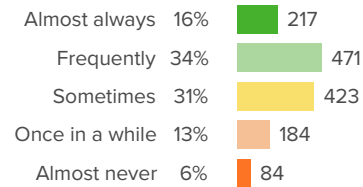
Q.3: How important is it to you to do well in your classes?



▲ 0.0 from last survey

Mean: **4.5**

Q.4: How often do you use ideas from school in your daily life?



▲ 0.0 from last survey

Mean: **3.4**



Background Questions

How did people respond? _____

Q.1: Grade Level

| | | | |
|-----|-----|--|-----|
| 3rd | 32% | | 439 |
| 4th | 38% | | 523 |
| 5th | 31% | | 429 |



Elmbrook Schools







Panorama Student Survey (School-Level) 6-12
Spring 2018



Report created by
Panorama Education



Summary

| Topic Description | Results | Benchmark |
|---|--|---|
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3,349 responses



Elmbrook custom

Your average

3.7

3,349 responses

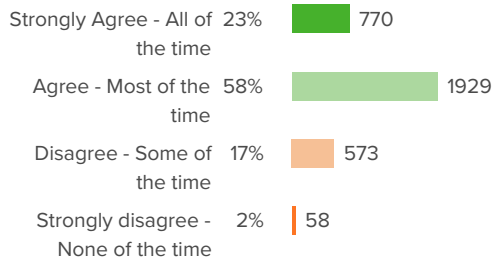
Change

▲ 0.1

since last survey

How did people respond?

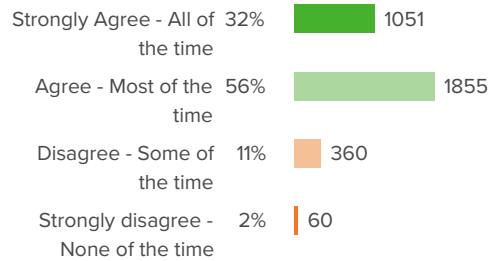
Q.1: I believe that what I learn in school is preparing me to be successful for my plans after high school.



▲ 0.1 from last survey

Mean: **3.7**

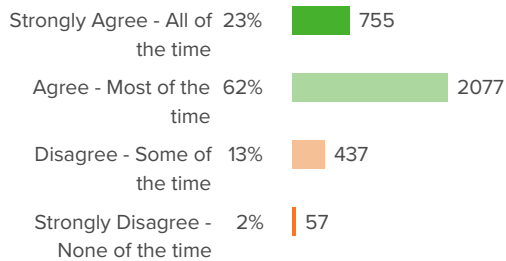
Q.2: I am aware of different career options that match my different strengths, interests, and personality.



▲ 0.1 from last survey

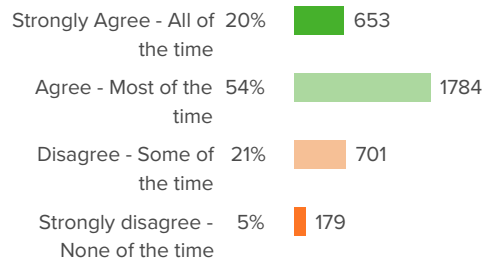
Mean: **3.9**

Q.3: I can use resources to find specific information on a career as well as similar careers.



Mean: **3.7**

Q.4: I have set a meaningful Academic and Career Planning goal that will positively impact my future.

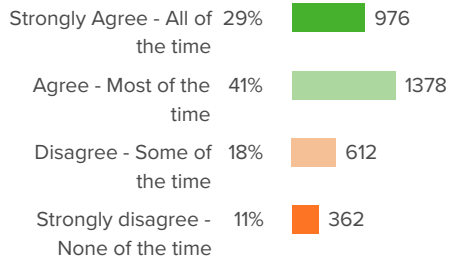


▲ 0.1 from last survey

Mean: **3.5**



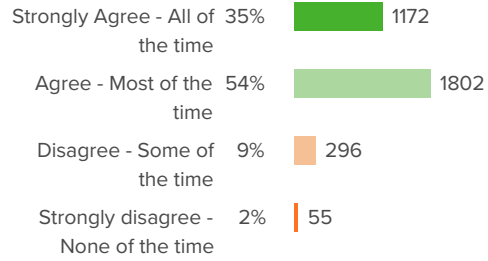
Q.5: There is an adult at my school that I feel I could talk to if I had a personal problem.



▲ 0.1 from last survey

Mean: 3.5

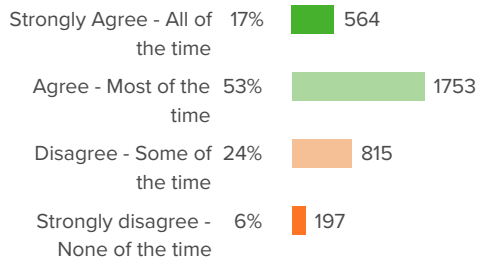
Q.6: My school provides me with a safe environment.



▲ 0.1 from last survey

Mean: 4.0

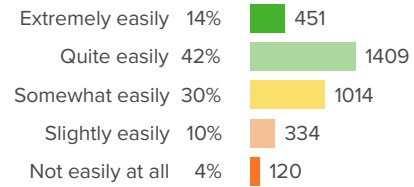
Q.7: I am able to manage my stress level.



▲ 0.0 from last survey

Mean: 3.4

Q.8: When you are feeling pressured, how easily can you stay in control?



▲ 0.0 from last survey

Mean: 3.5



School Belonging

Your average

3.3

3,349 responses

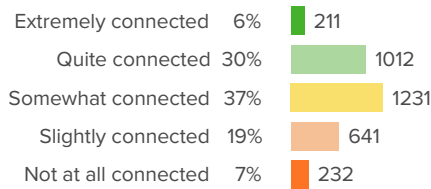
Change

0.0

since last survey

How did people respond?

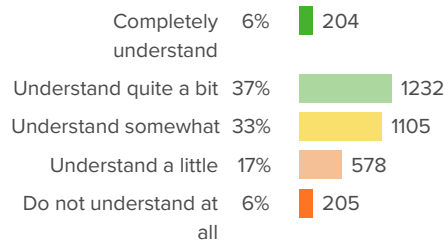
Q.1: How connected do you feel to the adults at your school?



▲ 0.1 from last survey

Mean: **3.1**

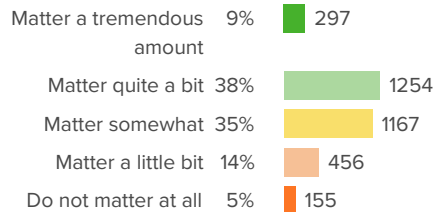
Q.2: How well do people at your school understand you as a person?



▲ 0.1 from last survey

Mean: **3.2**

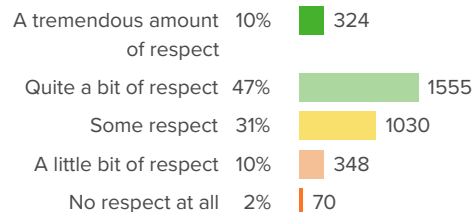
Q.3: How much do you matter to others at this school?



▲ 0.0 from last survey

Mean: **3.3**

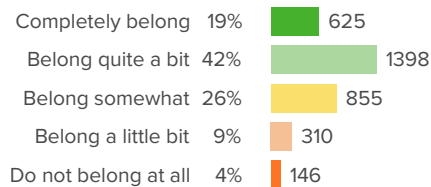
Q.4: How much respect do students in your school show you?



▲ 0.1 from last survey

Mean: **3.5**

Q.5: Overall, how much do you feel like you belong at your school?



▲ 0.1 from last survey

Mean: **3.6**



School Engagement

Your average

2.9

3,349 responses

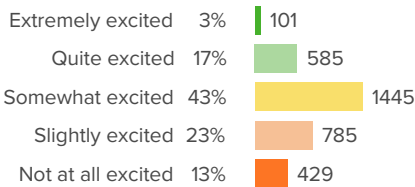
Change

▲ 0.1

since last survey

How did people respond?

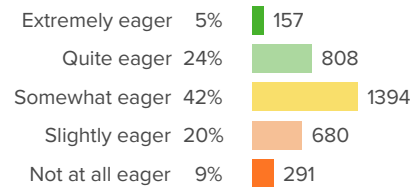
Q.1: How excited are you about going to your classes?



▲ 0.1 from last survey

Mean: **2.7**

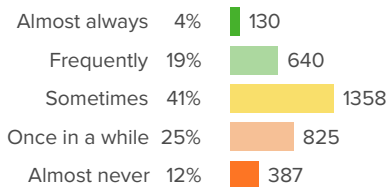
Q.2: In your classes, how eager are you to participate?



▲ 0.1 from last survey

Mean: **3.0**

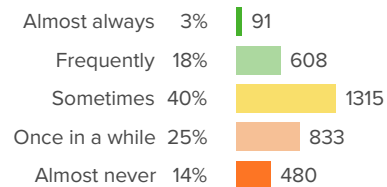
Q.3: How often do you get so focused on activities in your classes that you lose track of time?



▲ 0.1 from last survey

Mean: **2.8**

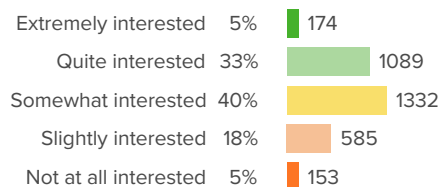
Q.4: When you are not in school, how often do you talk about ideas from your classes?



▲ 0.1 from last survey

Mean: **2.7**

Q.5: Overall, how interested are you in your classes?



▲ 0.2 from last survey

Mean: **3.2**



School Learning Strategies

Your average

3.4

3,349 responses

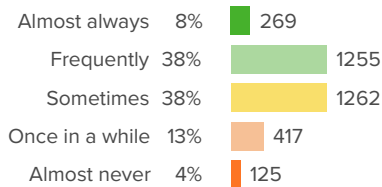
Change

0.0

since last survey

How did people respond?

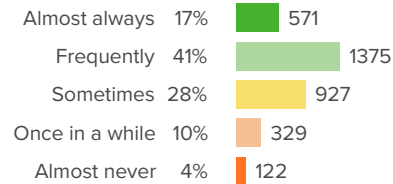
Q.1: How often do you use strategies to learn more effectively?



▲ 0.1 from last survey

Mean: **3.3**

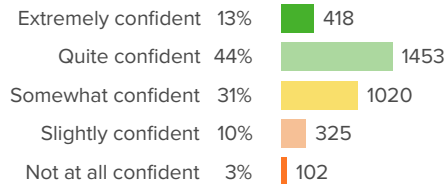
Q.2: Before you start on a challenging project, how often do you think about the best way to approach the project?



▲ 0.1 from last survey

Mean: **3.6**

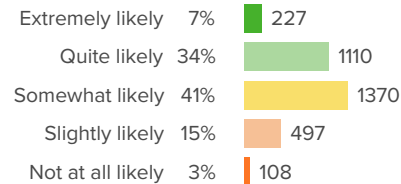
Q.3: How confident are you that you can choose an effective strategy to get your schoolwork done well?



▲ 0.0 from last survey

Mean: **3.5**

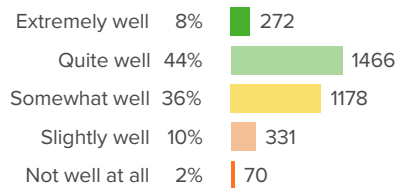
Q.4: When you get stuck while learning something new, how likely are you to try a different strategy?



▲ 0.1 from last survey

Mean: **3.3**

Q.5: Overall, how well do your learning strategies help you learn more effectively?



▲ 0.1 from last survey

Mean: **3.5**



School Rigorous Expectations

Your average

3.7

3,349 responses

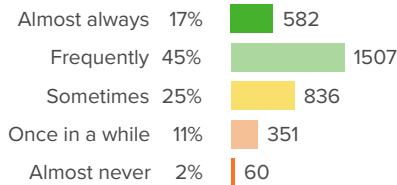
Change

▲ 0.1

since last survey

How did people respond?

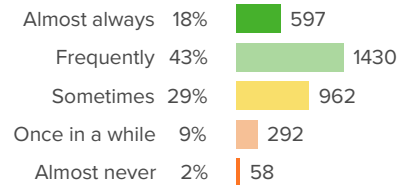
Q.1: How often do your teachers take time to make sure you understand the material?



▲ 0.2 from last survey

Mean: **3.7**

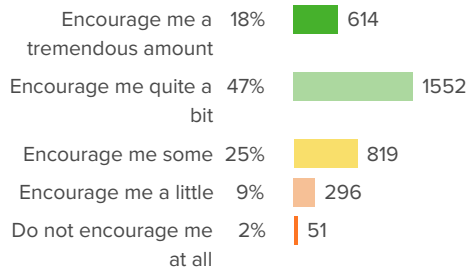
Q.2: How often do your teachers make you explain your answers?



▲ 0.1 from last survey

Mean: **3.7**

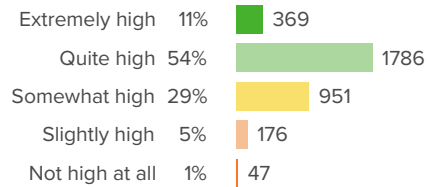
Q.3: How much do your teachers encourage you to do your best?



▲ 0.1 from last survey

Mean: **3.7**

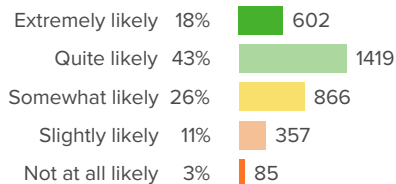
Q.4: Overall, how high are your teachers' expectations of you?



▲ 0.0 from last survey

Mean: **3.7**

Q.5: When you feel like giving up on a difficult task, how likely is it that your teachers will make you keep trying?



▲ 0.1 from last survey

Mean: **3.6**



School Teacher-Student Relationships

Your average

3.5

3,349 responses

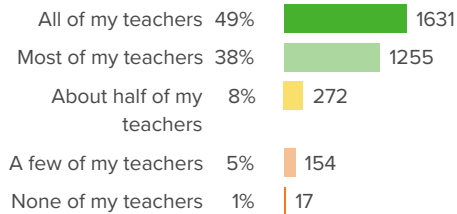
Change

▲ 0.1

since last survey

How did people respond?

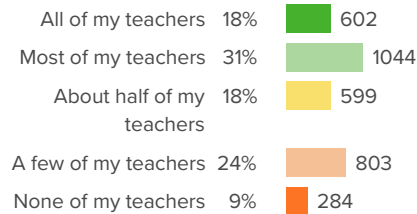
Q.1: How many of your teachers are respectful towards you?



▲ 0.2 from last survey

Mean: **4.3**

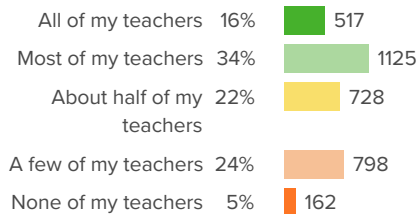
Q.2: If you walked into class upset, how many of your teachers would be concerned?



▲ 0.2 from last survey

Mean: **3.3**

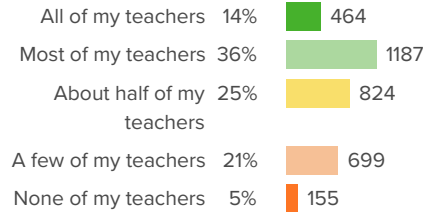
Q.3: If you came back to visit class three years from now, how many of your teachers would be excited to see you?



▲ 0.1 from last survey

Mean: **3.3**

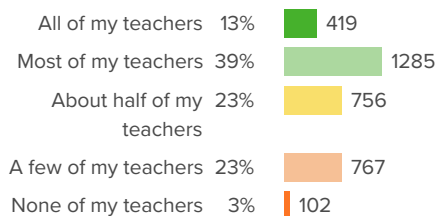
Q.4: When your teachers ask how you are doing, how many of them are really interested in your answer?



▲ 0.1 from last survey

Mean: **3.3**

Q.5: How many of your teachers would you be excited to have again in the future?



▲ 0.1 from last survey

Mean: **3.3**



Valuing of School

Your average

3.6

3,349 responses

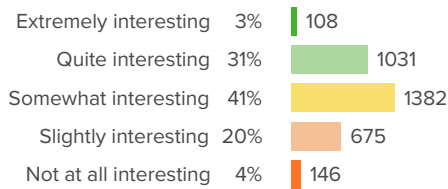
Change

▲ 0.1

since last survey

How did people respond?

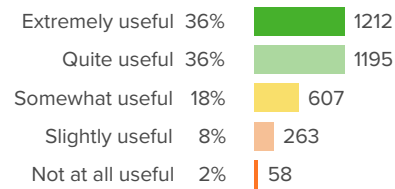
Q.1: How interesting do you find the things you learn in your classes?



▲ 0.1 from last survey

Mean: **3.1**

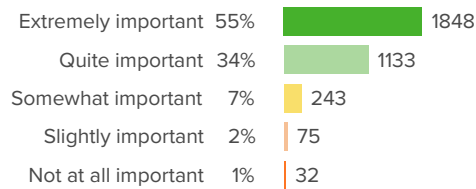
Q.2: How useful do you think school will be to you in the future?



▲ 0.1 from last survey

Mean: **4.0**

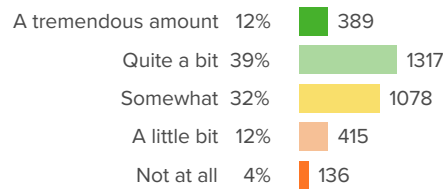
Q.3: How important is it to you to do well in your classes?



▲ 0.0 from last survey

Mean: **4.4**

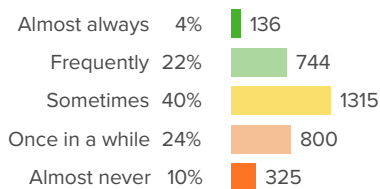
Q.4: How much do you see yourself as someone who appreciates school?



▲ 0.1 from last survey

Mean: **3.4**

Q.5: How often do you use ideas from school in your daily life?



▲ 0.1 from last survey

Mean: **2.9**



Background Questions

How did people respond? _____

Q.1: Grade Level

| | | | |
|------|-----|---|-----|
| 6th | 15% | ■ | 510 |
| 7th | 12% | ■ | 407 |
| 8th | 16% | ■ | 531 |
| 9th | 16% | ■ | 520 |
| 10th | 14% | ■ | 476 |
| 11th | 14% | ■ | 484 |
| 12th | 13% | ■ | 419 |