2017 Engagement Surveys Executive Summary

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

Submitted: July 11, 2017

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
The 2017 student survey was changed as the District partnered with Panorama to deploy a research-based survey with robust reporting and comparative data on academic and social and emotional student perceptions. This survey was administered to 3,122 students in grades 3-12 (55% participation) and scored on a scale of 1 (low/disagree/not likely) to 5 (high/agree/likely).

Key Findings:
- Rigorous expectations consistently received high marks across all grades
- Teacher-Student Relationships (Elementary) and Valuing of School (Secondary) also
- Student engagement decreased from previous years and is low relative to peers

Next Steps:
- August - School improvement planning process will review perception data and identify engagement and climate/culture goals
- September - Discussion with administrative teams at September sectionals on results and survey design to determine if any adjustments to questions are necessary.

Staff Survey
The 2017 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 (45%) of staff members chose to respond to the survey, a decrease from 625 in 2016. The survey is scored on a scale of 1 (strongly disagree) to 4 (strongly agree).

Key Findings:
- Strong results continued in the areas of staff collaboration (3.7), clear work expectations (3.4), and mission-driven work (3.4).
- Small, but positive (.1) improvements in leadership transparency, efforts to inform, and overall staff optimism.
- Slight decreases (-.1) in several areas of hands-on management including responsiveness, feedback and risk-taking.
- The greatest opportunity for improvement across all employee groups is again time for slack.

Next Steps:
- September - Deploy new approach to educator effectiveness and the evaluation process to address hands-on management concerns.
- Yearlong- Continue to strengthen engagement practices; roundtables, senior leader listening sessions, and department communication to build on trust in leadership results.
- January - Conduct pulse survey to monitor impact of salary and benefit changes, overall climate and staff engagement.

Family Survey
The 2017 family survey has been administered in its current form for many years. The survey 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 staff, quality facilities, and school pride.
- All domain areas averaged above a score of "agree."
- Opportunities for improvement include bus transportation concerns, stronger reporting about academic progress, and meeting every student's needs.

Next steps:
- July - A new transportation company was selected in February 2017 and will be in place for 2017-18.
- November - Schools will continue to plan for ways to engage students in the parent/teacher conference structure.
- Yearlong - Continued efforts to make learning personal at all grades and subject areas through personalized learning action plans.

Elmbrook Schools

Panorama Student Survey (School-Level) 3-5
Spring 2017

Summary

Topic Description	Results	Benchmark
Elmbrook custom	**4.15**	

School Belonging

How much students feel that they are valued members of the school community.

3.81

⬤ ⬤ 🟢 ⬤ ⬤

Average compared to others nationally

School Engagement

How attentive and invested students are in school.

3.43

⬤ ⬤ 🟢 ⬤ ⬤

Average compared to others nationally

School Learning Strategies

How well students deliberately use strategies to manage their own learning processes generally.

3.85

⬤ ⬤ 🟢 ⬤ ⬤

Average 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.

4.16

⬤ ⬤ 🟢 ⬤ ⬤

Average compared to others nationally

School Teacher-Student Relationships

How strong the social connection is between teachers and students within and beyond the school.

4.09

⬤ ⬤ 🟢 ⬤ ⬤

Average compared to others nationally

Valuing of School

How much students feel that school is interesting, important, and useful.

3.91

⚪ ⚪ 🟢 ⚪ ⚪

Average compared to others
nationally

Background Questions

Demographic information about survey-takers.

1,224 student responses

Elmbrook Schools

Panorama Student Survey (School-Level) 6-12
Spring 2017

Summary

Topic Description	Results	Benchmark

Elmbrook custom

3.58

School Belonging

How much students feel that they are valued members of the school community.

3.26

⚪ ⚪ 🟢 ⚪ ⚪

Average compared to others nationally

School Engagement

How attentive and invested students are in school.

2.77

🟠 ⚪ ⚪ ⚪ ⚪

Well below average compared to others nationally

School Learning Strategies

How well students deliberately use strategies to manage their own learning processes generally.

3.37

⚪ 🟡 ⚪ ⚪ ⚪

Below average 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.

3.61

⚪ 🟡 ⚪ ⚪ ⚪

Below average compared to others nationally

School Teacher-Student Relationships

How strong the social connection is between teachers and students within and beyond the school.

3.37

⚪ 🟡 ⚪ ⚪ ⚪

Below average compared to others nationally

Valuing of School

How much students feel that school is interesting, important, and useful.

3.46

⚪ ⚪ 🟢 ⚪ ⚪

Average compared to others nationally

Background Questions

Demographic information about survey-takers.

1,888 student responses