Beecher Road School

Panorama Staff Survey
Spring 2019

Summary

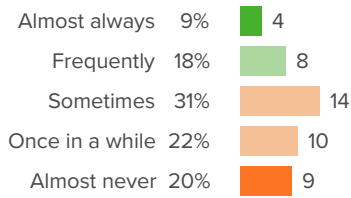| Topic Description	Results	Benchmark
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	**27%** ▼ 21 since last survey	● ● ● ● ● 0th - 19th percentile compared to others nationally
Professional Learning Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.	**33%** ▼ 12 since last survey	● ● ● ● ● 0th - 19th percentile compared to others nationally
School Climate Perceptions of the overall social and learning climate of the school.	**37%** ▼ 21 since last survey	● ● ● ● ● 0th - 19th percentile compared to others nationally
School Leadership	**33%** ▼ 21 since last survey	● ● ● ● ● 0th - 19th percentile compared to others nationally
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	**43%** ▼ 16 since last survey	● ● ● ● ● 0th - 19th percentile compared to others nationally

46 responses

Feedback and Coaching

Your average

27%

46 responses

Change

▼ **21**

since last survey
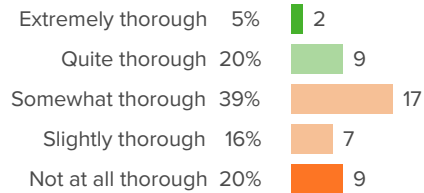

How did people respond?

Q.1: How often do you receive feedback on your work?

Almost always	9%	4
Frequently	18%	8
Sometimes	31%	14
Once in a while	22%	10
Almost never	20%	9

▼ **29** from last survey   Favorable: **27%**

Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?

Extremely thorough	5%	2
Quite thorough	20%	9
Somewhat thorough	39%	17
Slightly thorough	16%	7
Not at all thorough	20%	9

▼ **22** from last survey   Favorable: **25%**

Q.3: How useful do you find the feedback you receive on your work?

Extremely useful	10%	4
Quite useful	29%	12
Somewhat useful	32%	13
Slightly useful	17%	7
Not at all useful	12%	5
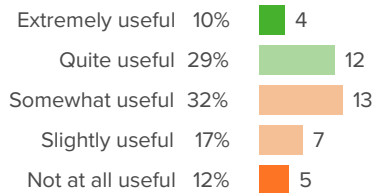
▼ **26** from last survey   Favorable: **39%**

Q.4: How much feedback do you receive on your work?

A tremendous amount of feedback	5%	2
Quite a bit of feedback	20%	9
Some feedback	32%	14
A little bit of feedback	23%	10
No feedback at all	20%	9
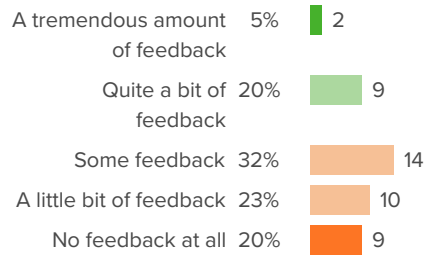
▼ **13** from last survey   Favorable: **25%**

Q.5: How much do you learn from the evaluation processes at your school?

Learn a tremendous amount	3%		1
Learn quite a bit	18%		7
Learn some	25%		10
Learn a little bit	18%		7
Learn almost nothing	38%		15

▼ **13** from last survey   Favorable: **20%**
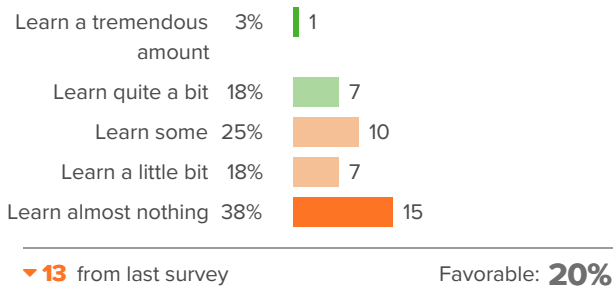
Professional Learning

Your average

33%

46 responses

Change

▼ **12**

since last survey

How did people respond?

Q.1: At your school, how valuable are the available professional development opportunities?

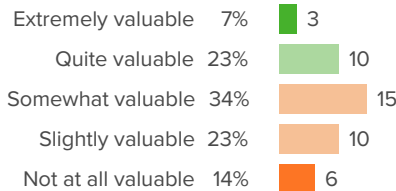|		
Extremely valuable	7%	3
Quite valuable	23%	10
Somewhat valuable	34%	15
Slightly valuable	23%	10
Not at all valuable	14%	6

▼ **23** from last survey   Favorable: **30%**

Q.2: How helpful are your colleagues' ideas for improving your work?

Extremely helpful	9%	4
Quite helpful	31%	14
Somewhat helpful	40%	18
Slightly helpful	13%	6
Not at all helpful	7%	3
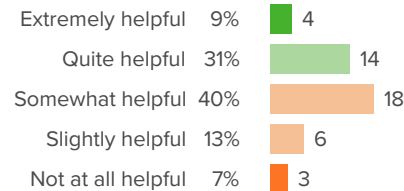
▼ **16** from last survey   Favorable: **40%**

Q.3: How much input do you have into individualizing your own professional development opportunities?

A tremendous amount of input	7%	3
Quite a bit of input	19%	8
Some input	14%	6
A little bit of input	31%	13
Almost no input	29%	12
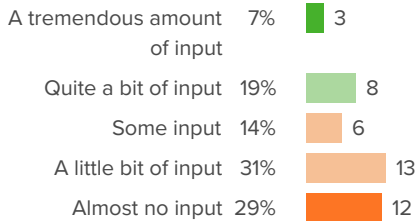
▼ **2** from last survey   Favorable: **26%**

Q.4: Through working at your school, how many new strategies for your job have you learned?

A great number of strategies	13%	6
Many strategies	31%	14
Some strategies	27%	12
A few strategies	24%	11
Almost no strategies	4%	2
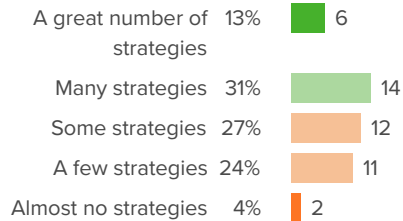
▼ **16** from last survey   Favorable: **44%**

Q.5: Overall, how much do you learn from the leaders at your school?

Learn a tremendous amount	4%	2
Learn quite a bit	31%	14
Learn some	33%	15
Learn a little bit	9%	4
Learn almost nothing	22%	10
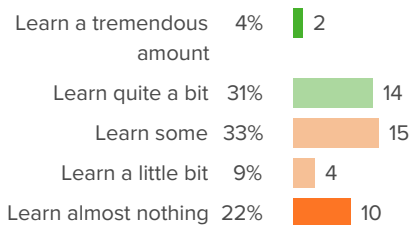
▼ **13** from last survey   Favorable: **36%**

Q.6: How often do your professional development opportunities help you explore new ideas?

Almost all the time	5%	2
Frequently	19%	8
Sometimes	28%	12
Once in a while	23%	10
Almost never	26%	11
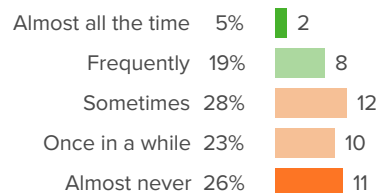
▼ **6** from last survey   Favorable: **23%**

Q.7: How relevant have your professional development opportunities been to your work?

Extremely relevant	12%	5
Quite relevant	19%	8
Somewhat relevant	33%	14
Slightly relevant	26%	11
Not at all relevant	10%	4
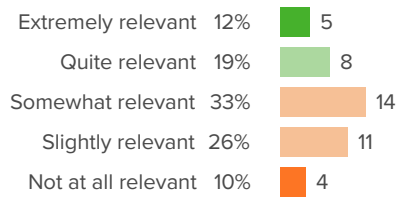
▼ **6** from last survey   Favorable: **31%**

Q.8: Overall, how supportive has the school been of your professional growth?

Extremely supportive	12%	5
Quite supportive	19%	8
Somewhat supportive	33%	14
Slightly supportive	21%	9
Not at all supportive	16%	7
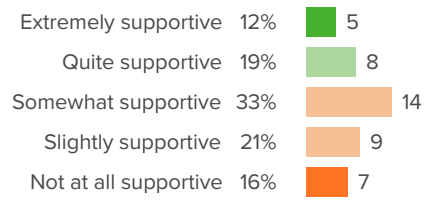
▼ **18** from last survey   Favorable: **30%**

School Climate

Your average

37%

46 responses

Change

▼ **21**

since last survey

How did people respond?

Q.1: On most days, how enthusiastic are the students about being at school?

Extremely enthusiastic	5%	2
Quite enthusiastic	42%	18
Somewhat enthusiastic	44%	19
Slightly enthusiastic	7%	3
Not at all enthusiastic	2%	1

▼ **22** from last survey   Favorable: **47%**
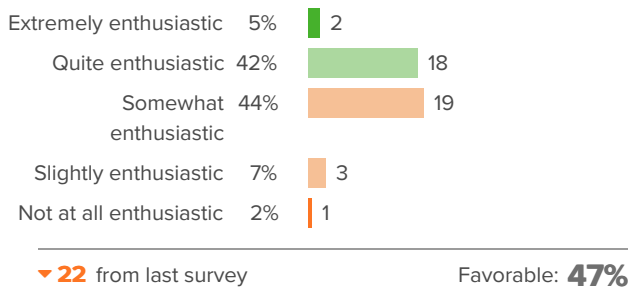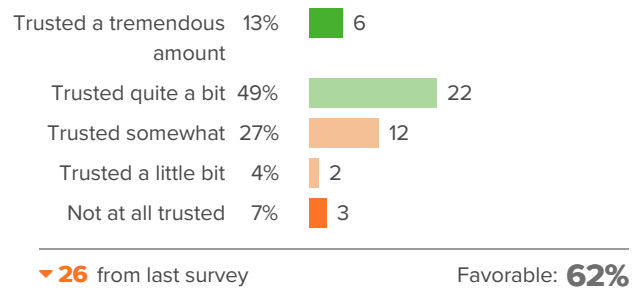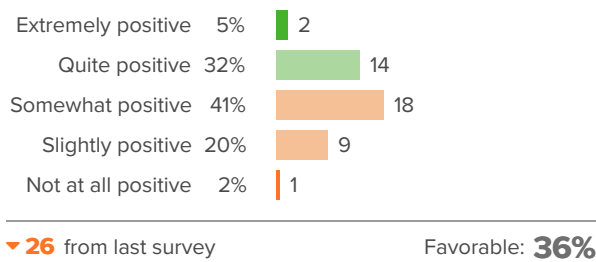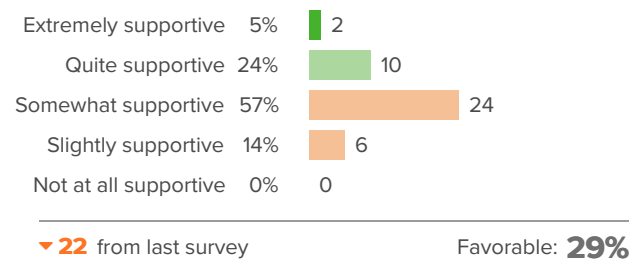
Q.2: To what extent are staff trusted to work in the way they think is best?

Trusted a tremendous amount	13%	6
Trusted quite a bit	49%	22
Trusted somewhat	27%	12
Trusted a little bit	4%	2
Not at all trusted	7%	3

▼ **26** from last survey   Favorable: **62%**

Q.3: How positive are the attitudes of your colleagues?

Extremely positive	5%	2
Quite positive	32%	14
Somewhat positive	41%	18
Slightly positive	20%	9
Not at all positive	2%	1

▼ **26** from last survey   Favorable: **36%**

Q.4: How supportive are students in their interactions with each other?

Extremely supportive	5%	2
Quite supportive	24%	10
Somewhat supportive	57%	24
Slightly supportive	14%	6
Not at all supportive	0%	0

▼ **22** from last survey   Favorable: **29%**

Q.5: How respectful are the relationships between staff and students?

Extremely respectful	7%	3
Quite respectful	36%	16
Somewhat respectful	40%	18
Slightly respectful	7%	3
Not at all respectful	11%	5

▼ **7** from last survey   Favorable: **42%**
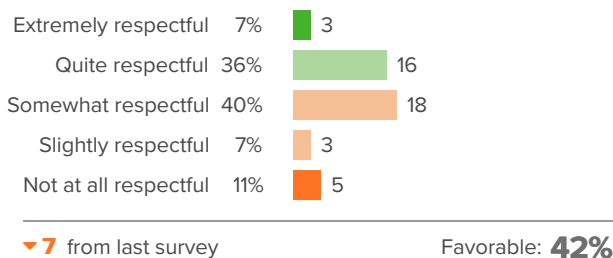
Q.6: How optimistic are you that your school will improve in the future?

Extremely optimistic	7%	3
Quite optimistic	27%	12
Somewhat optimistic	42%	19
Slightly optimistic	9%	4
Not at all optimistic	16%	7

▼ **18** from last survey   Favorable: **33%**
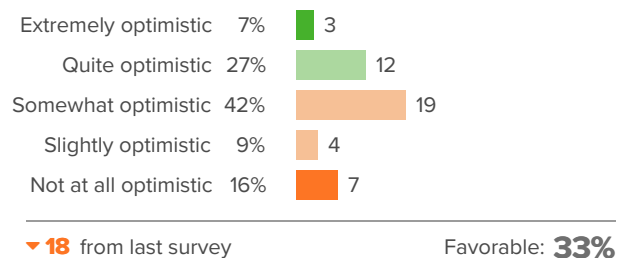
Q.7: How often do you see students helping each other without being prompted?

Almost all the time	2%	1
Frequently	26%	11
Sometimes	53%	23
Once in a while	14%	6
Almost never	5%	2
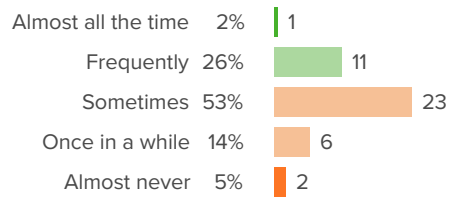
▼ **20** from last survey   Favorable: **28%**

Q.8: When new initiatives are presented at your school, how supportive are your colleagues?

Extremely supportive	5%	2
Quite supportive	25%	11
Somewhat supportive	45%	20
Slightly supportive	18%	8
Not at all supportive	7%	3
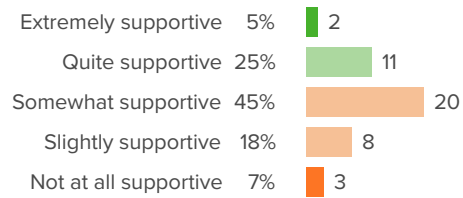
▼ **20** from last survey   Favorable: **30%**

Q.9: Overall, how positive is the working environment at your school?

Extremely positive	4%	2
Quite positive	20%	9
Somewhat positive	44%	20
Slightly positive	16%	7
Not at all positive	16%	7
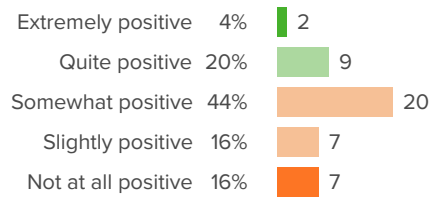
▼ **34** from last survey   Favorable: **24%**

School Leadership

Your average

33%

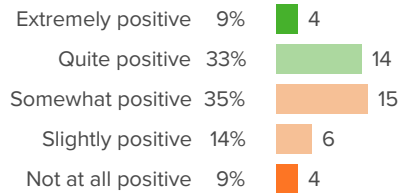46 responses

Change

▼ **21**
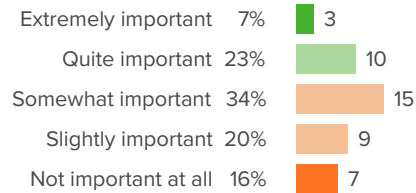
since last survey

How did people respond?

Q.1: How positive is the tone that school leaders set for the culture of the school?

Extremely positive	9%	4
Quite positive	33%	14
Somewhat positive	35%	15
Slightly positive	14%	6
Not at all positive	9%	4

▼ **18** from last survey   Favorable: **42%**

Q.2: For your school leaders, how important is staff satisfaction?

Extremely important	7%	3
Quite important	23%	10
Somewhat important	34%	15
Slightly important	20%	9
Not important at all	16%	7

▼ **23** from last survey   Favorable: **30%**

Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?

Extremely positive	9%	4
Quite positive	34%	15
Somewhat positive	30%	13
Slightly positive	16%	7
Not at all positive	11%	5
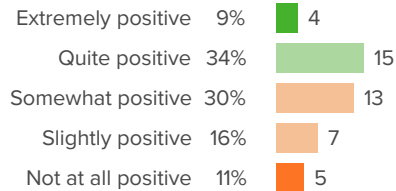
▼ **12** from last survey   Favorable: **43%**

Q.4: How effectively do school leaders communicate important information to staff?

Extremely effectively	5%	2
Quite effectively	39%	17
Somewhat effectively	34%	15
Slightly effectively	14%	6
Not at all effectively	9%	4
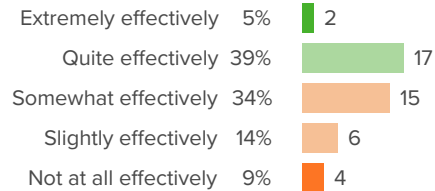
▼ **24** from last survey   Favorable: **43%**

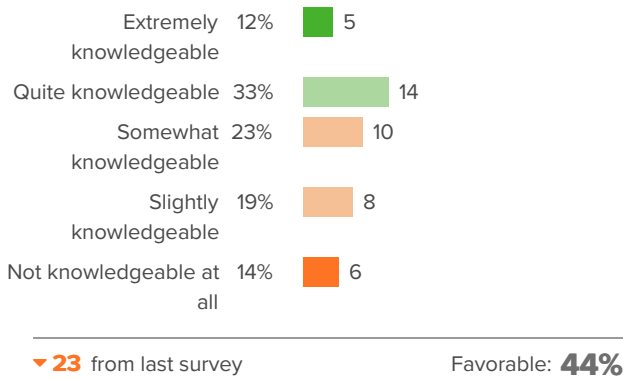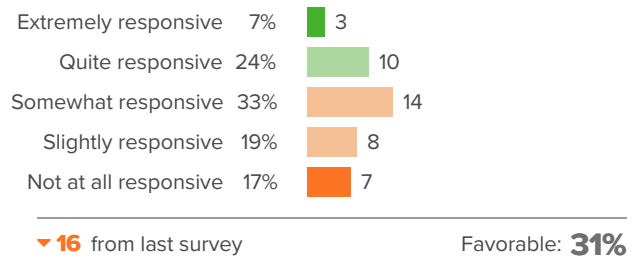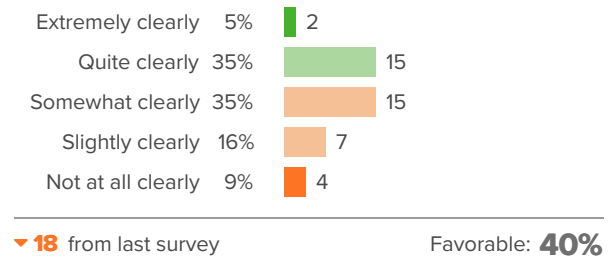**Q.5: How knowledgeable are your school leaders about what is going on in the school?**

Extremely knowledgeable	12%	5
Quite knowledgeable	33%	14
Somewhat knowledgeable	23%	10
Slightly knowledgeable	19%	8
Not knowledgeable at all	14%	6

▼ **23** from last survey   Favorable: **44%**

Q.6: How responsive are school leaders to your feedback?

Extremely responsive	7%	3
Quite responsive	24%	10
Somewhat responsive	33%	14
Slightly responsive	19%	8
Not at all responsive	17%	7

▼ **16** from last survey   Favorable: **31%**

Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?

Extremely effective	7%	3
Quite effective	10%	4
Somewhat effective	52%	22
Slightly effective	14%	6
Not at all effective	17%	7

▼ **31** from last survey   Favorable: **17%**
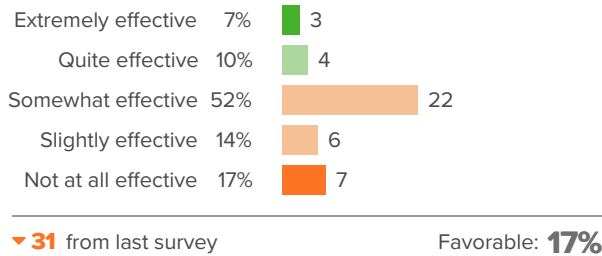
Q.8: How clearly do your school leaders identify their goals for the staff?

Extremely clearly	5%	2
Quite clearly	35%	15
Somewhat clearly	35%	15
Slightly clearly	16%	7
Not at all clearly	9%	4

▼ **18** from last survey   Favorable: **40%**

Q.9: When the school makes important decisions, how much input do staff have?

A tremendous amount of input	5%	2
Quite a bit of input	5%	2
Some input	45%	19
A little bit of input	19%	8
Almost no input	26%	11

▼ **23** from last survey   Favorable: **10%**
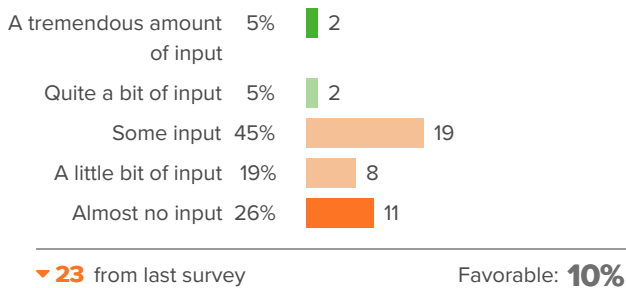
Staff-Leadership Relationships

Your average

43%

46 responses

Change

▼ **16**

since last survey

How did people respond?

Q.1: How friendly are your school leaders toward you?

Extremely friendly	25%	11
Quite friendly	25%	11
Somewhat friendly	27%	12
Slightly friendly	14%	6
Not at all friendly	9%	4
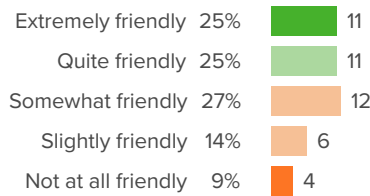
▼ **10** from last survey   Favorable: **50%**

Q.2: How confident are you that your school leaders have the best interests of the school in mind?

Extremely confident	14%	6
Quite confident	32%	14
Somewhat confident	27%	12
Slightly confident	16%	7
Not at all confident	11%	5
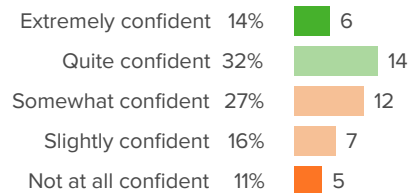
▼ **22** from last survey   Favorable: **45%**

Q.3: How much trust exists between school leaders and staff?

A tremendous amount of trust	2%	1
Quite a bit of trust	27%	12
Some trust	34%	15
A little bit of trust	14%	6
Almost no trust	23%	10
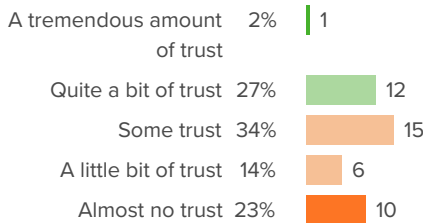
▼ **13** from last survey   Favorable: **30%**

Q.4: When you face challenges at work, how supportive are your school leaders?

Extremely supportive	12%	5
Quite supportive	31%	13
Somewhat supportive	29%	12
Slightly supportive	12%	5
Not at all supportive	17%	7
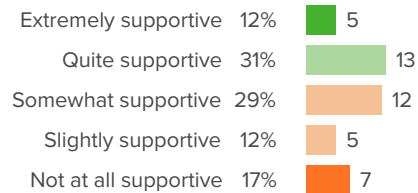
▼ **17** from last survey   Favorable: **43%**

Q.5: At your school, how motivating do you find working with the leadership team?

Extremely motivating	7%	3
Quite motivating	27%	12
Somewhat motivating	30%	13
Slightly motivating	14%	6
Not at all motivating	23%	10
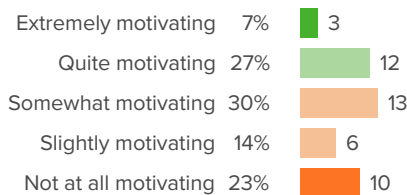
▼ **14** from last survey   Favorable: **34%**

Q.6: How much do your school leaders care about you as an individual?

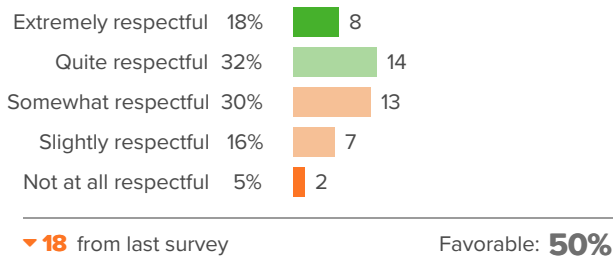|		
Care a tremendous amount	11%	5
Care quite a bit	25%	11
Care somewhat	36%	16
Care a little bit	16%	7
Do not care at all	11%	5
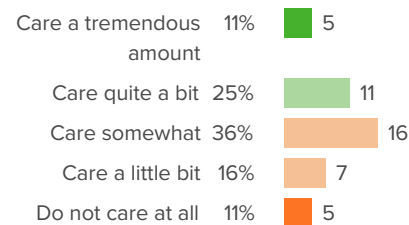
▼ **15** from last survey   Favorable: **36%**

Q.7: How respectful are your school leaders towards you?

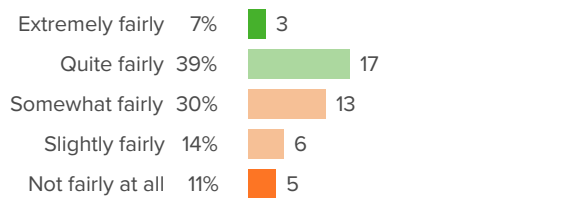|		
Extremely respectful	18%	8
Quite respectful	32%	14
Somewhat respectful	30%	13
Slightly respectful	16%	7
Not at all respectful	5%	2

▼ **18** from last survey   Favorable: **50%**

Q.8: When challenges arise in your personal life, how understanding are your school leaders?

Extremely understanding	23%	10
Quite understanding	27%	12
Somewhat understanding	27%	12
Slightly understanding	16%	7
Not at all understanding	7%	3
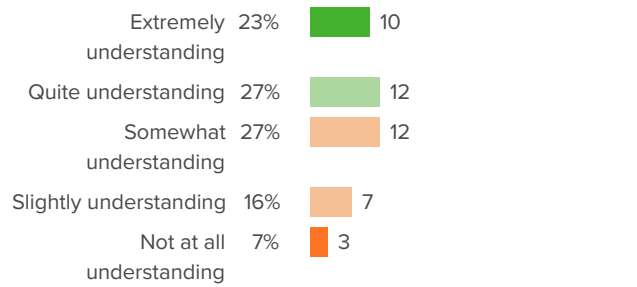
▼ **15** from last survey   Favorable: **50%**

Q.9: How fairly does the school leadership treat the staff?

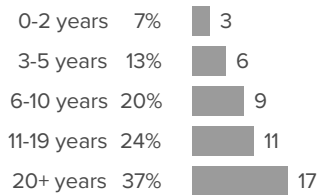|		
Extremely fairly	7%	3
Quite fairly	39%	17
Somewhat fairly	30%	13
Slightly fairly	14%	6
Not fairly at all	11%	5

▼ **24** from last survey   Favorable: **45%**

Background Questions

How did people respond?

Q.1: For how many years have you worked in education?

0-2 years	7%	3
3-5 years	13%	6
6-10 years	20%	9
11-19 years	24%	11
20+ years	37%	17

Q.2: For how many years have you worked at your current school?

0-2 years	15%	7
3-5 years	20%	9
6-10 years	24%	11
11-19 years	15%	7
20+ years	26%	12

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