



Cos Cob School

Panorama Staff Survey
Spring 2019



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
Connecticut school climate indicators	60%	55% Elementary Schools 51% Greenwich Public Schools
District leadership	39%	29% Elementary Schools 26% Greenwich Public Schools
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	56%	49% Elementary Schools 44% Greenwich Public Schools
School Climate Perceptions of the overall social and learning climate of the school.	72%	62% Elementary Schools 56% Greenwich Public Schools
School Leadership Perceptions of the school leadership's effectiveness.	61%	58% Elementary Schools 54% Greenwich Public Schools
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	72%	67% Elementary Schools 66% Greenwich Public Schools

21 responses



Connecticut school climate indicators

Your average

60%

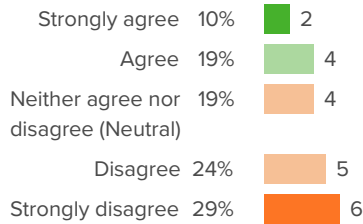
21 responses

School Type average: **55%** Elementary Schools

District average: **51%** Greenwich Public Schools

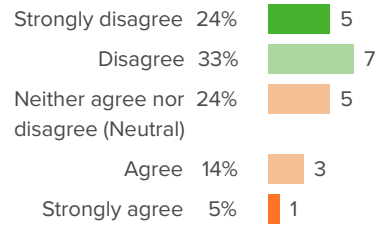
How did people respond?

Q.1: In this school, I have seen or heard or seen on social media, students ridiculing, laughing at, cursing at, gossiping about or lying about other students.



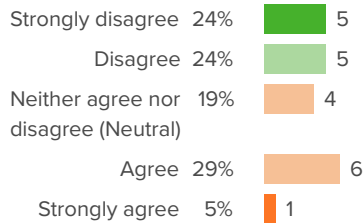
Favorable: **29%**

Q.2: I have seen students push, slap, punch, or beat up other students more than once in this school.



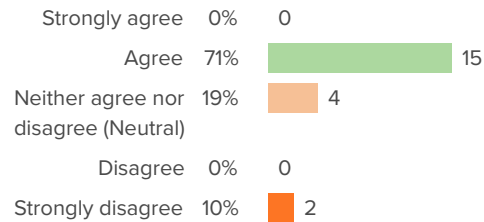
Favorable: **57%**

Q.3: There are groups of students in the school who exclude others and make them feel bad for not being a part of the group.



Favorable: **48%**

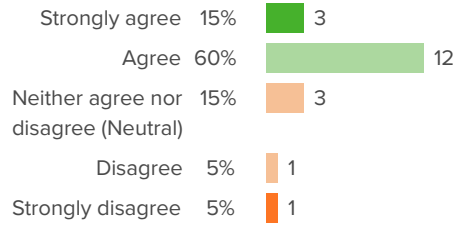
Q.4: Students at this school will try to stop students from insulting or making fun of others.



Favorable: **71%**

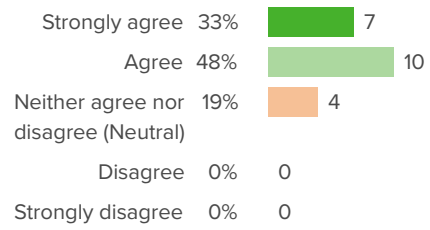


Q.5: Students in this school respect each other's differences (for example, gender, race, culture, disability, sexual orientation, learning differences, etc.).



Favorable: **75%**

Q.6: Parents/guardians are made to feel welcome at this school.



Favorable: **81%**



District leadership

Your average

39%

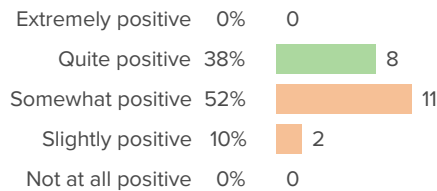
21 responses

School Type average: **29%** Elementary Schools

District average: **26%** Greenwich Public Schools

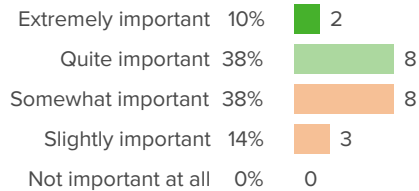
How did people respond?

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



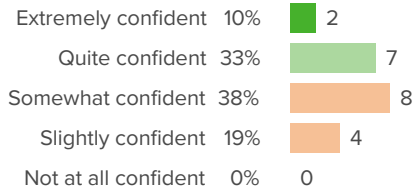
Favorable: **38%**

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



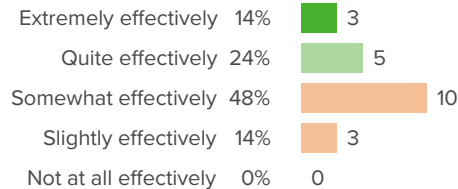
Favorable: **48%**

Q.3: How confident are you that your district leaders have the best interests of the district in mind?



Favorable: **43%**

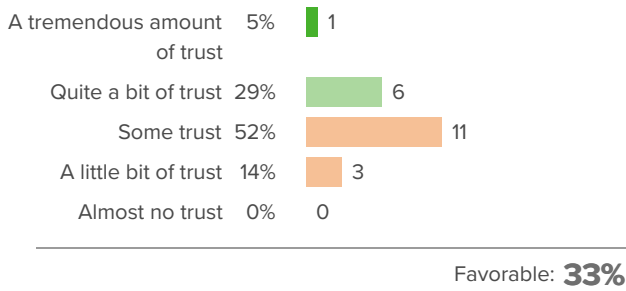
Q.4: How effectively do district leaders communicate important information to staff?



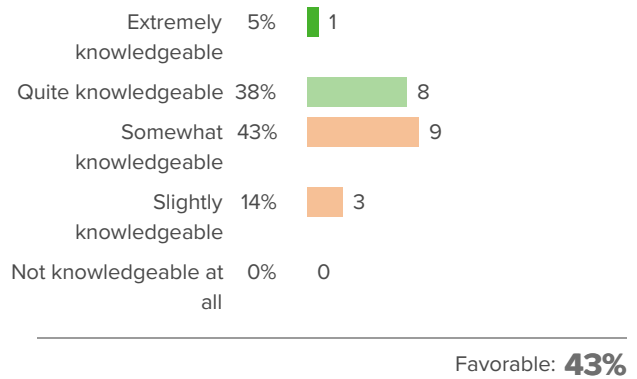
Favorable: **38%**



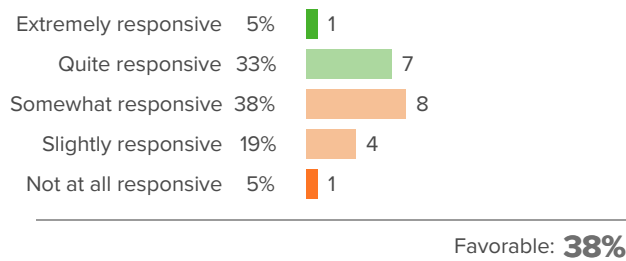
Q.5: How much trust exists between district leaders and staff?



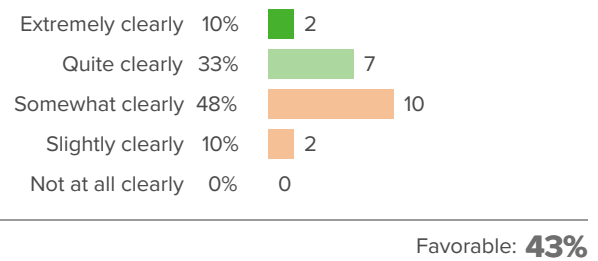
Q.6: How knowledgeable are your district leaders about what is going on in the school?



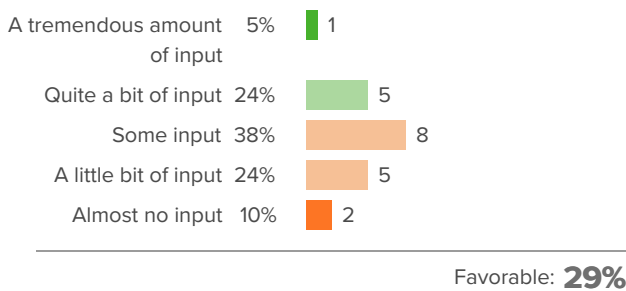
Q.7: How responsive are district leaders to your feedback?



Q.8: How clearly do your district leaders identify their goals for the staff?



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





Feedback and Coaching

Your average

56%

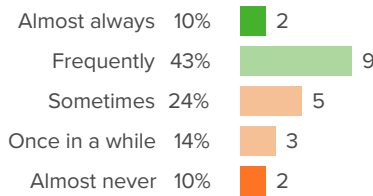
21 responses

School Type average: **49%** Elementary Schools

District average: **44%** Greenwich Public Schools

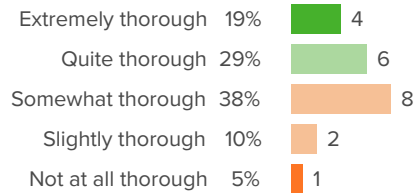
How did people respond?

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



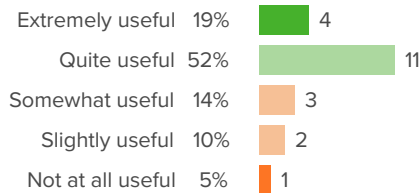
Favorable: **52%**

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



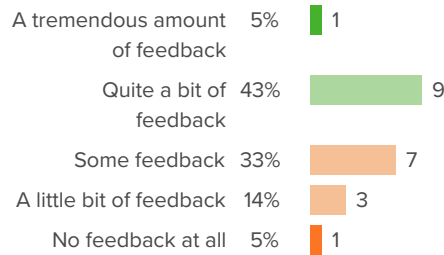
Favorable: **48%**

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



Favorable: **71%**

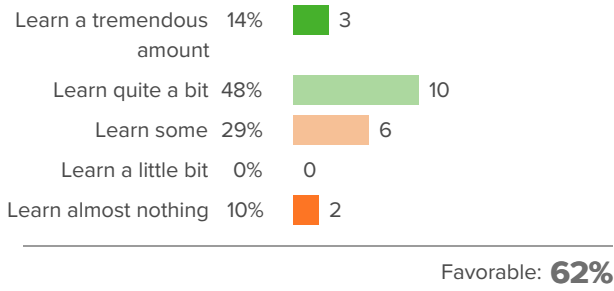
Q.4: How much feedback do you receive on your work?



Favorable: **48%**



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





School Climate

Your average

72%

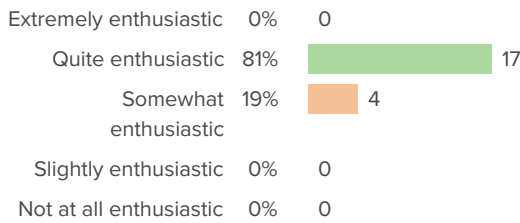
21 responses

School Type average: **62%** Elementary Schools

District average: **56%** Greenwich Public Schools

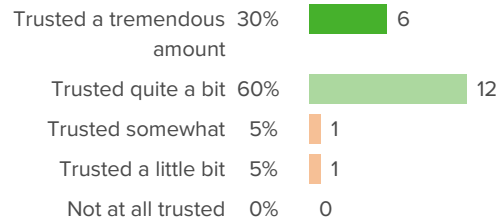
How did people respond?

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



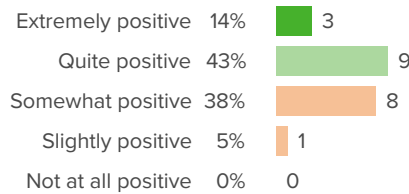
Favorable: **81%**

Q.2: To what extent are staff trusted to work in the way they think is best?



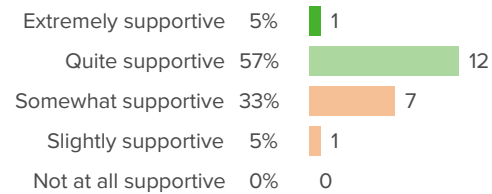
Favorable: **90%**

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



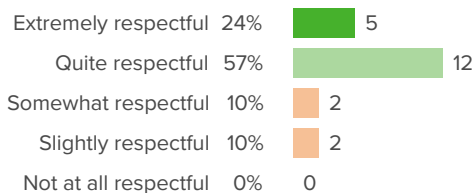
Favorable: **57%**

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



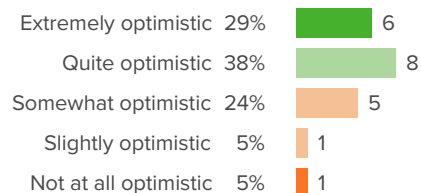
Favorable: **62%**

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



Favorable: **81%**

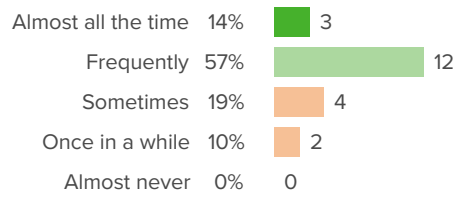
Q.6: How optimistic are you that your school will improve in the future?



Favorable: **67%**

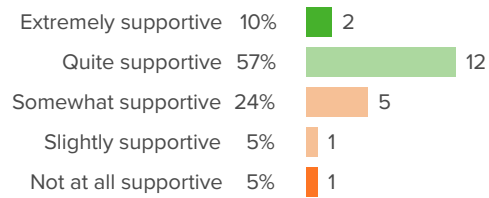


Q.7: How often do you see students helping each other without being prompted?



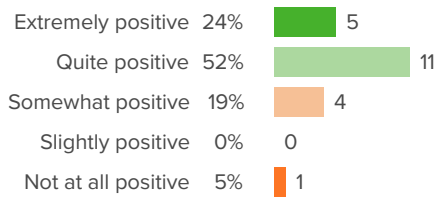
Favorable: **71%**

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



Favorable: **67%**

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



Favorable: **76%**



School Leadership

Your average

61%

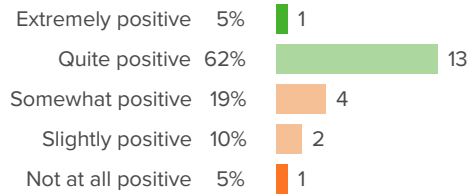
21 responses

School Type average: **58%** Elementary Schools

District average: **54%** Greenwich Public Schools

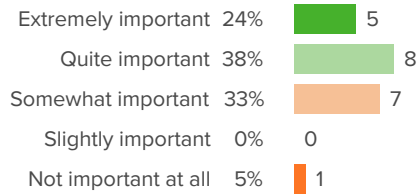
How did people respond?

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



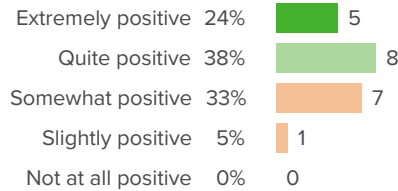
Favorable: **67%**

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



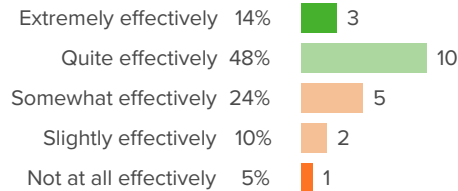
Favorable: **62%**

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



Favorable: **62%**

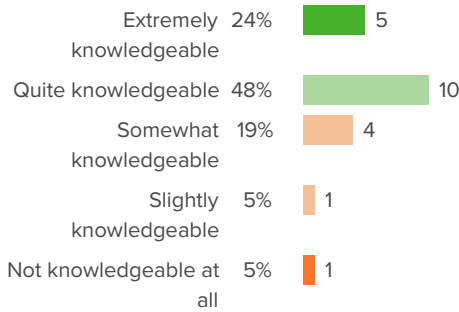
Q.4: How effectively do school leaders communicate important information to staff?



Favorable: **62%**

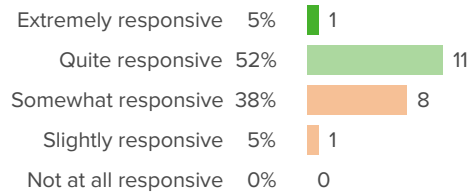


Q.5: How knowledgeable are your school leaders about what is going on in the school?



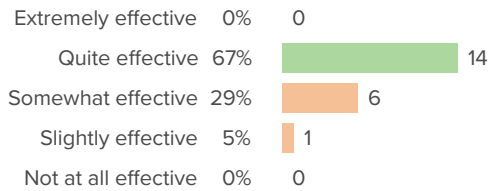
Favorable: **71%**

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



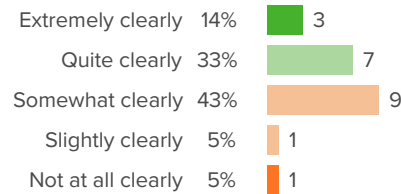
Favorable: **57%**

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



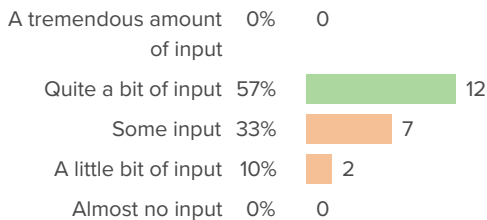
Favorable: **67%**

Q.8: How clearly do your school leaders identify their goals for the staff?



Favorable: **48%**

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



Favorable: **57%**



Staff-Leadership Relationships

Your average

72%

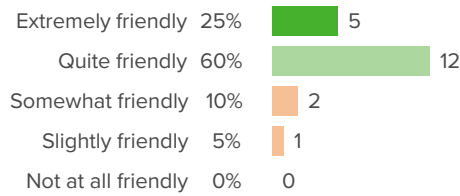
21 responses

School Type average: **67%** Elementary Schools

District average: **66%** Greenwich Public Schools

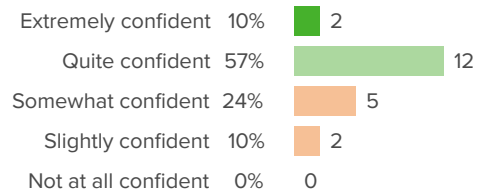
How did people respond?

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



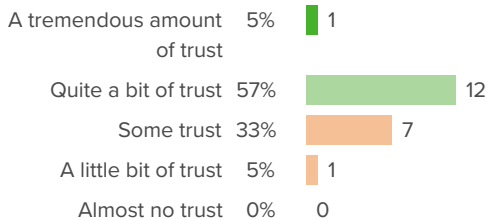
Favorable: **85%**

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



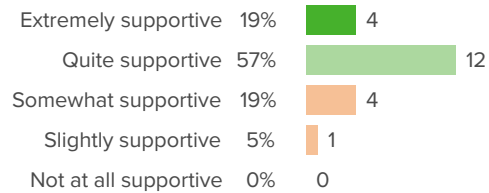
Favorable: **67%**

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



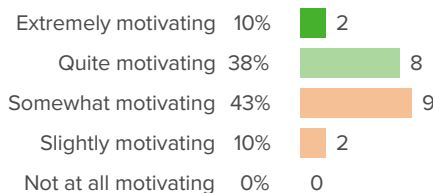
Favorable: **62%**

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



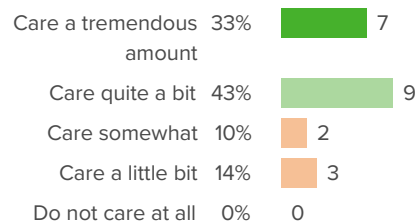
Favorable: **76%**

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



Favorable: **48%**

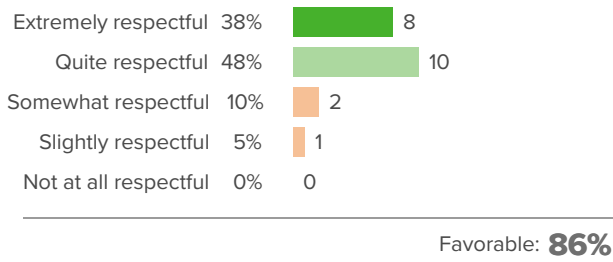
Q.6: How much do your school leaders care about you as an individual?



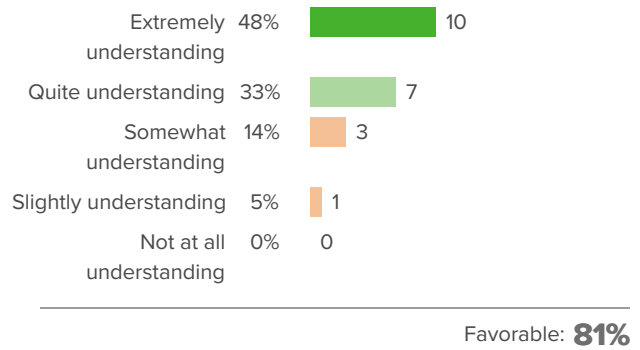
Favorable: **76%**



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



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



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

