

Midlothian Independent School District - Staff and Family Perceptions of District Leadership Team Report - May 2018

Introduction & Overview

Introduction

Staff and family members of the Midlothian Independent School District (MISD) were surveyed in spring 2018 about their perceptions of the District Leadership Team. The survey was conducted from May 7th - May 21st 2018. This effort resulted in gathering feedback from over 3,000 stakeholders.

About the survey

The *Midlothian Staff and Family Perceptions of District Leadership* survey was highly customized to meet the needs of the district. As such, there is no comparative data, as the survey questions are unique to MISD.

Respondent information

The survey used role-based skip-logic to enable the right person to respond to the right questions. Some questions were appropriate for staff members to respond to, while others (such as "Relationships with Staff" questions) were only appropriate for a particular role to provide a response. Please see "exploring by subgroup" below for more information about the role-types included in this report.

- The number of staff members who responded to this survey is 867.
- The number of family members who responded to this survey is 2216.

Please refer to the Appendix section (bottom left) for more information about the demographics of the respondents.

Themes

Survey themes such as general satisfaction, culture and communication, relationships (both with families and staff), engagement, and development were included. The survey also asked specific questions about staff members' likelihood of recommending the district as family and staff members' belief that students are receiving a high-quality education and level of pride in the district.

The survey also prompted respondents to respond to four (4) customer service satisfaction questions about any of the nine (9) customer service representatives they had interactions with within the past year.

While YouthTruth's core survey instruments have been rigorously tested for validity and reliability, because of the custom nature of this survey, it was not designed using high-quality questions and survey design best practices **but has not been tested for validity or reliability.**

About this Report

Exploring by subgroup

Sorting data by 'Subgroup' allows you to see how different stakeholders respond to a specific question. While **race, gender, school,** and other demographic factors are included in this report, some subgroups are specific to family and staff respondents.

Subgroups specific to Family Respondents:

- Student's Free-Reduced Priced Lunch Status
- Relationship to Child
- Level of Education
- Language Spoken at Home
- Number of Children at School
- Student's Grade Level
- Student's Special Education Status

Subgroups specific to Staff Respondents:

- Teacher Training
- Years Teaching Experience
- Years Employed at School

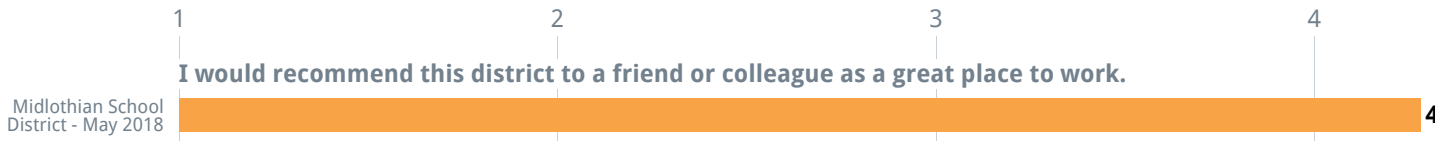
Overview of Ratings

Three Key Questions

The following charts calculate the average ratings of three specific questions related to district effectiveness: likeliness of a staff member, education, and pride. To explore average ratings in response to these questions by subgroup (role-type, school, etc.), please click "next" on this "Introduction & Overview" tab (on the left).

Recommendation

Midlothian School District - May 2018



Quality of Education

Midlothian School District - May 2018



Pride

Midlothian School District - May 2018



Theme Averages

The following charts calculate the average ratings across all questions in each theme. To view the responses to individual questions with the report section tabs (on the left) to navigate to that theme.

General Satisfaction (theme average)

Midlothian School District - May 2018



Culture and Communication (theme average)

Midlothian School District - May 2018



Relationships with Staff (theme average)

Midlothian School District - May 2018



Relationships with Families (theme average)

Midlothian School District - May 2018



Engagement and Empowerment (theme average)

Midlothian School District - May 2018



Professional Development (theme average)

Midlothian School District - May 2018



Board of Trustees Leadership (theme average)

Midlothian School District - May 2018



Customer Service: Across All Departments

To view average customer service ratings across all departments, please click on the "Customer Service: Across All Departments" report :

To view the responses to individual questions or explore by subgroup, please use the report section tabs (on the left) to navigate to that

In Their Own Words

In addition to overall ratings, this report contains a downloadable table of sentiments from the MISD community. Over 900 open-ended

Please note that the sentiments are shared verbatim and have not been edited in any way. Some comments may contain sensi

The MISD community was asked the following prompt at the end of the survey:

"Is there anything else you'd like to share about where your district is doing well and/or areas where it could improve? (Remember please do not share information that could identify you.)"

To view the open-ended responses tabulated by role-type, please download the excel file from the "Downloads" section in the upper right

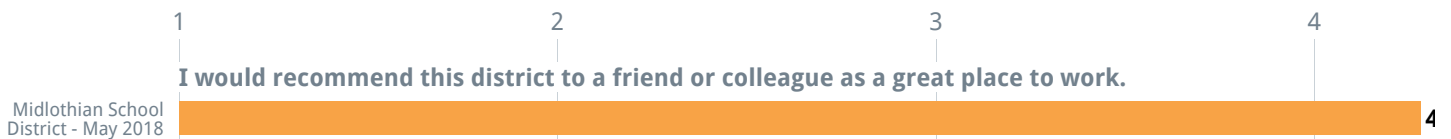
Appendix

Please remember to view the [appendix](#) at the end of this report for details about respondent information and response counts by quest

Recommendation

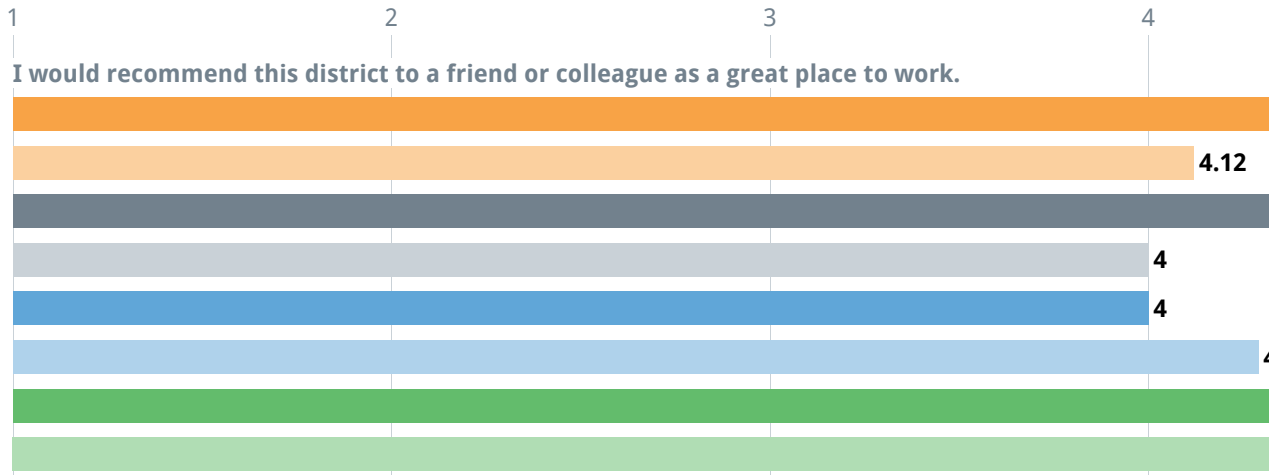
Overall Responses

■ Midlothian School District - May 2018



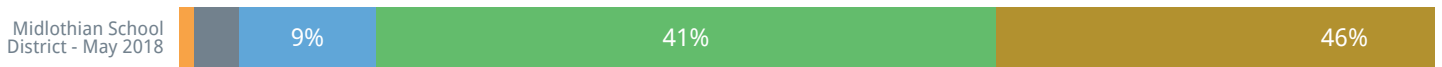
Subgroup Responses

- School-based instructional staff (e.g. teacher)
- School-based non-instructional staff (e.g. front office staff, etc.)
- Other - Staff
- Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites)
- School Based other (e.g. Assis
- Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
- District Employee - Management (e.g. department manager)
- School Principal



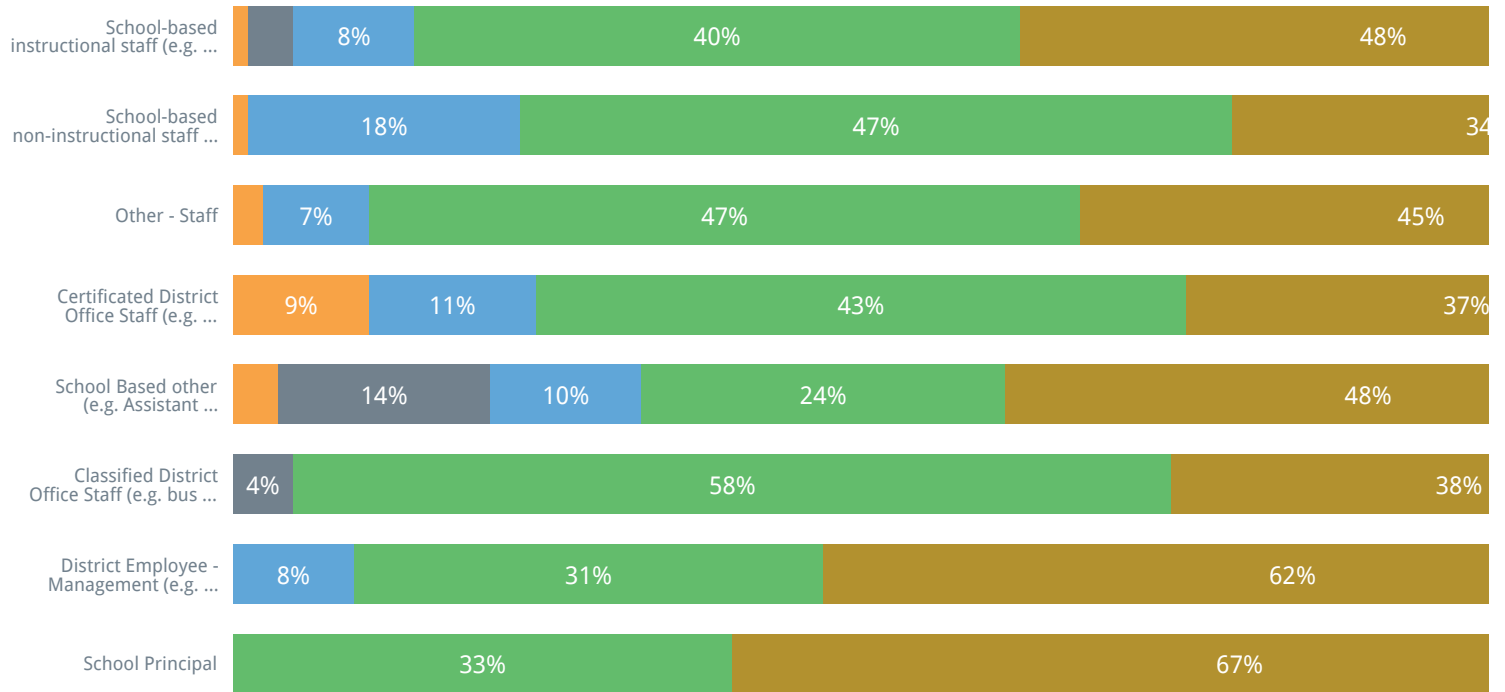
I would recommend this district to a friend or colleague as a great place to work.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



I would recommend this district to a friend or colleague as a great place to work.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



Quality

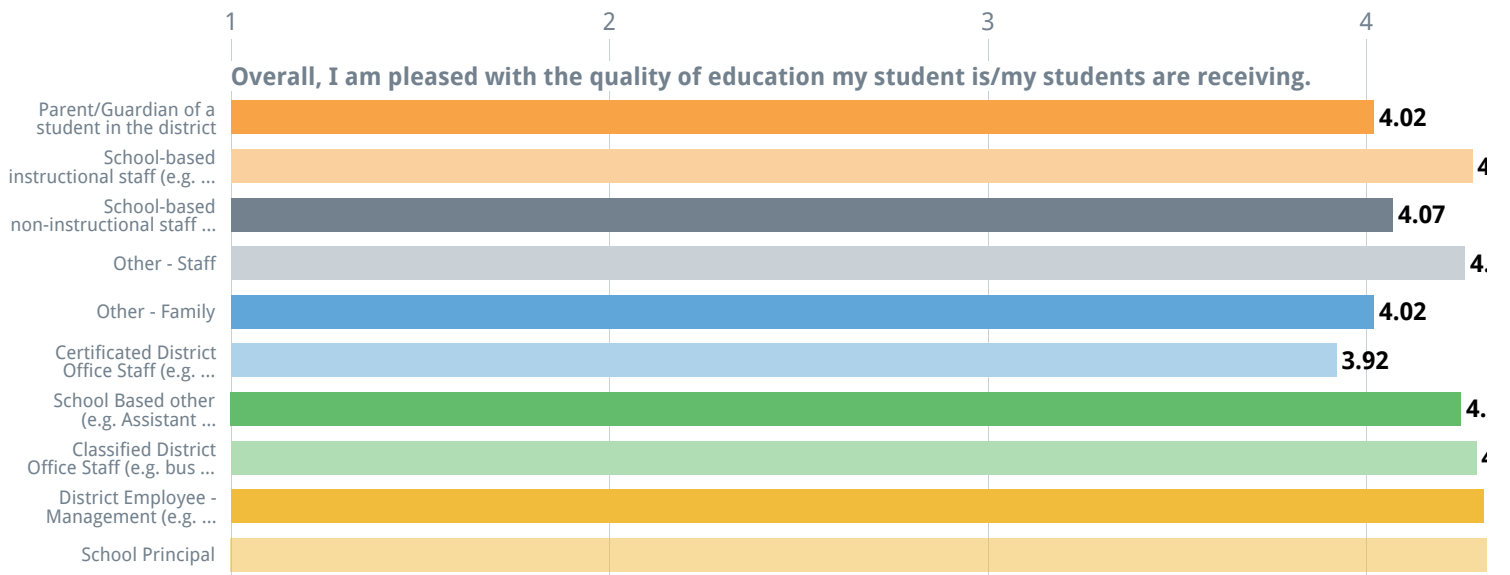
Responses overall

Midlothian School District - May 2018



Responses by subgroup

Parent/Guardian of a student in the district School-based instructional staff (e.g. teacher) School-based non-instructional staff
Other - Staff Other - Family Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple site
School Based other (e.g. Assistant Principal) Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff r
District Employee - Management (e.g. department manager) School Principal



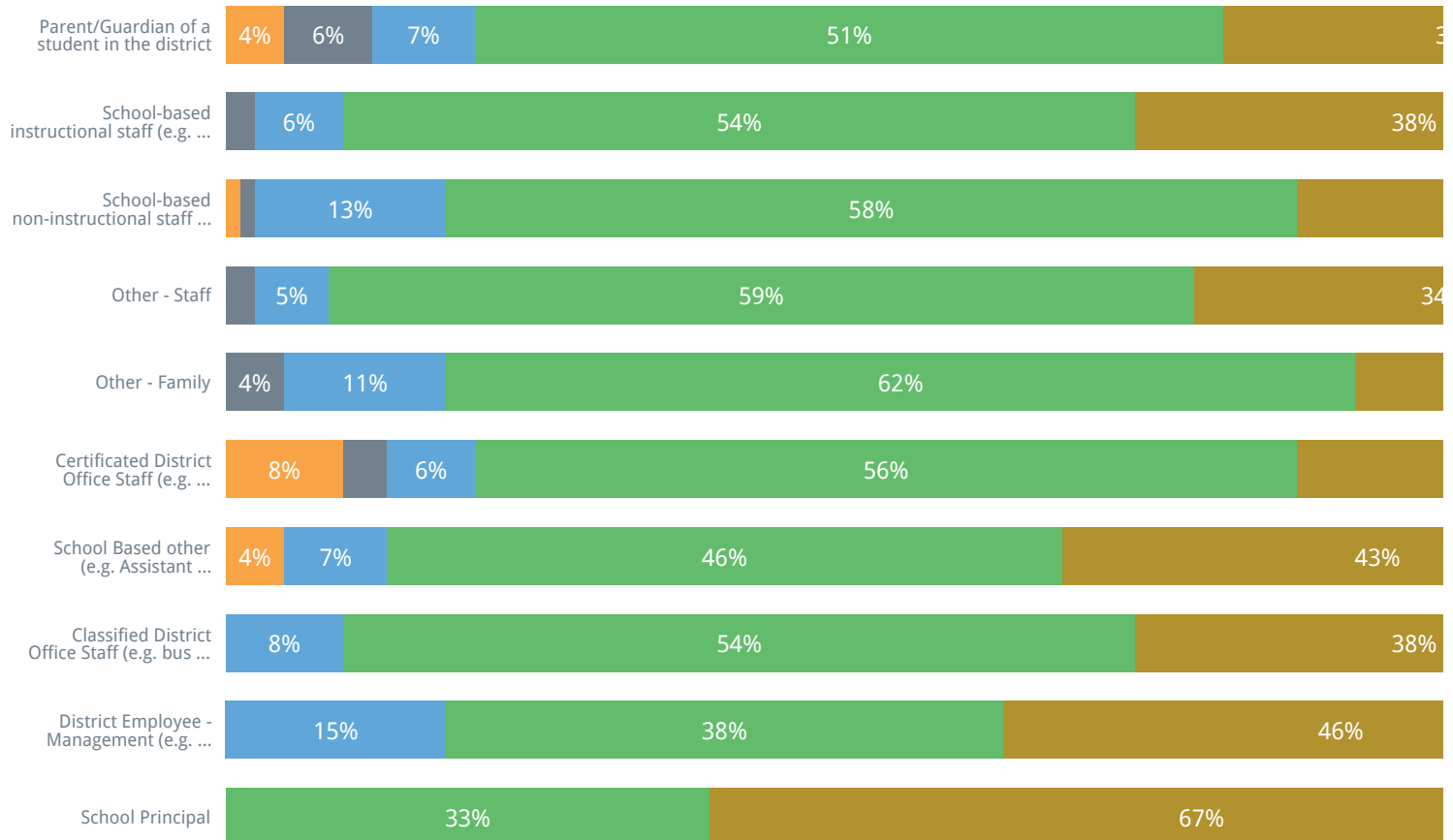
Overall, I am pleased with the quality of education my student is/my students are receiving.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



Overall, I am pleased with the quality of education my student is/my students are receiving.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



Pride

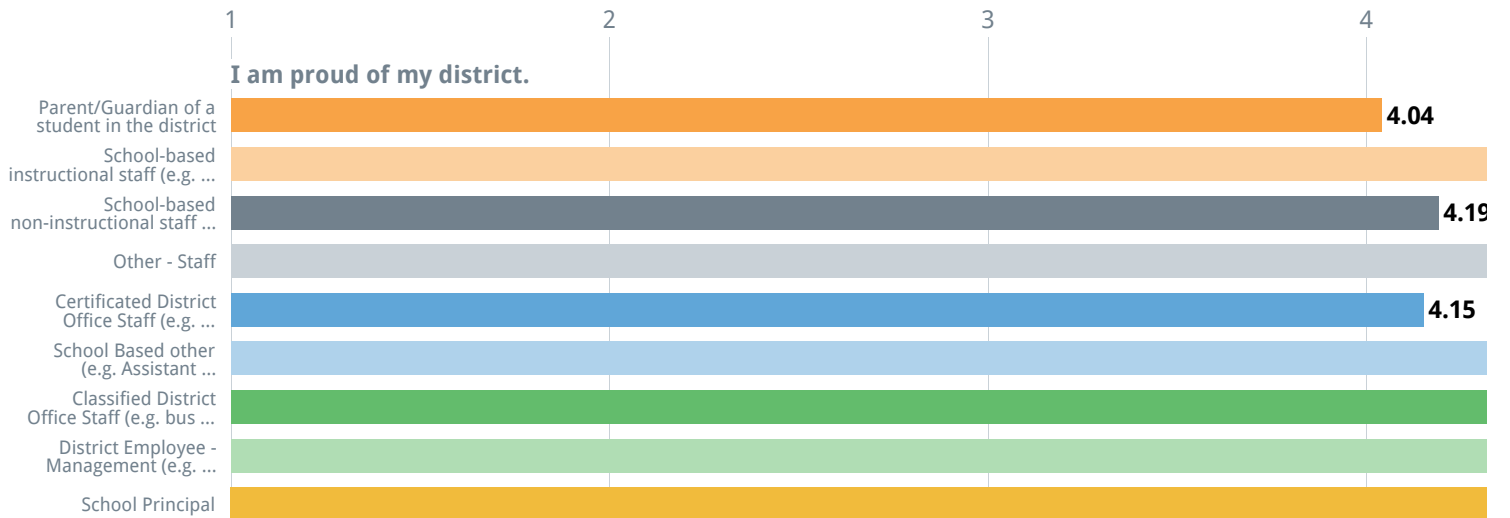
Responses Overall

Midlothian School District - May 2018



Responses by Subgroup

Parent/Guardian of a student in the district School-based instructional staff (e.g. teacher) School-based non-instructional staff
Other - Staff Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites)
School Based other (e.g. Assistant Principal) Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff r
District Employee - Management (e.g. department manager) School Principal



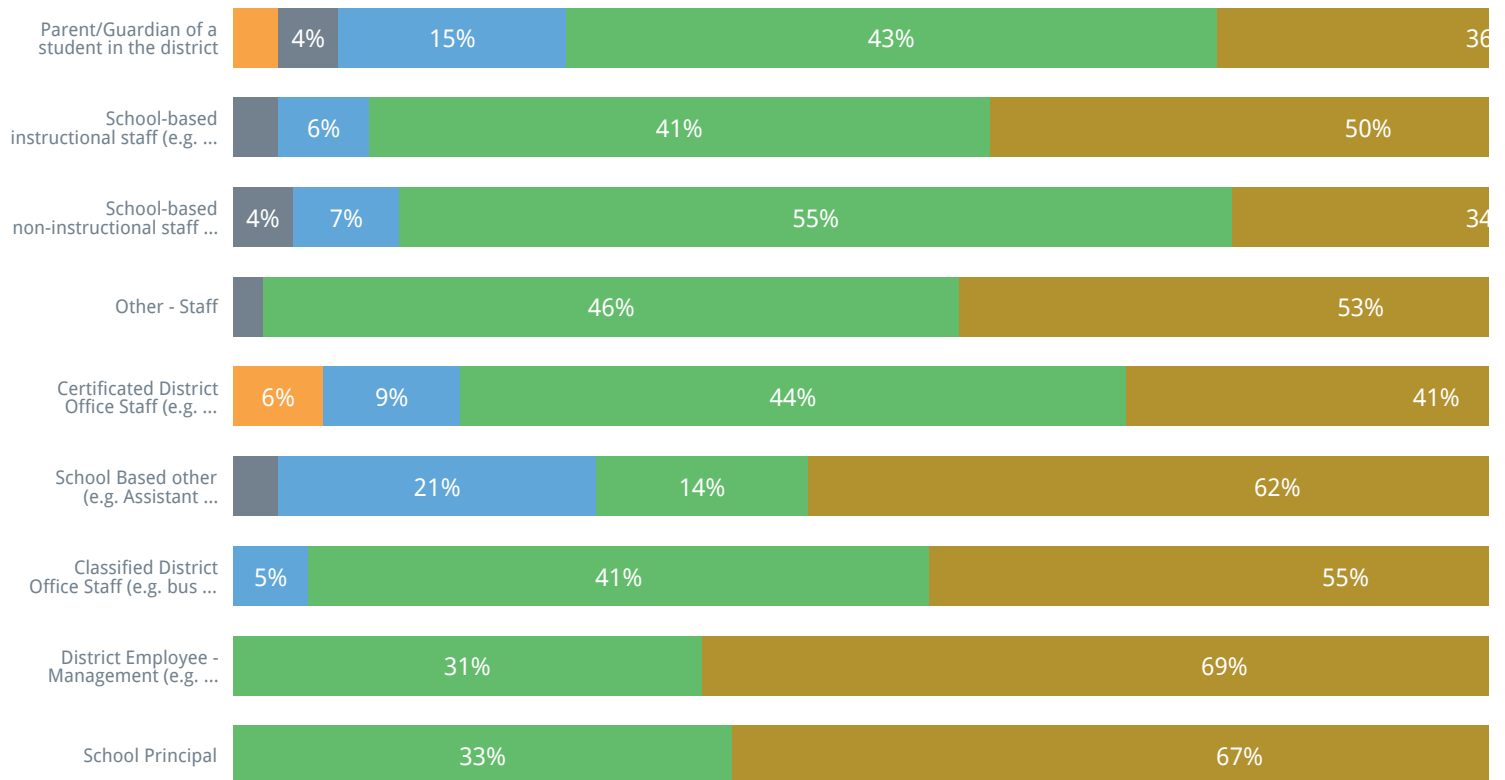
'I am proud of my district.'

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



I am proud of my district.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



General Satisfaction

Proportion of Positive Ratings (4 or 5)

Question	Midlothian District Office
I trust district leadership to make the right decisions on what is best for students	73%
I support the district vision and values	81%
The district actively seeks parent and community involvement	79%
The district communicates clearly and often.	76%

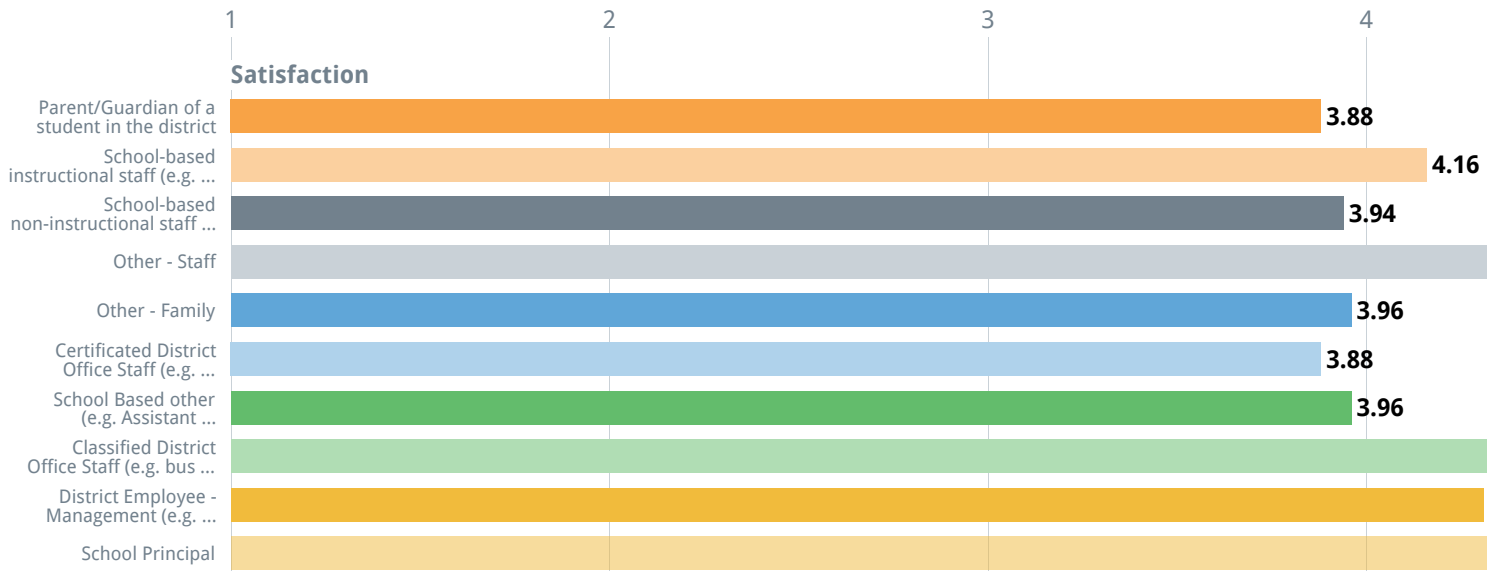
Theme Average

Midlothian School District - May 2018



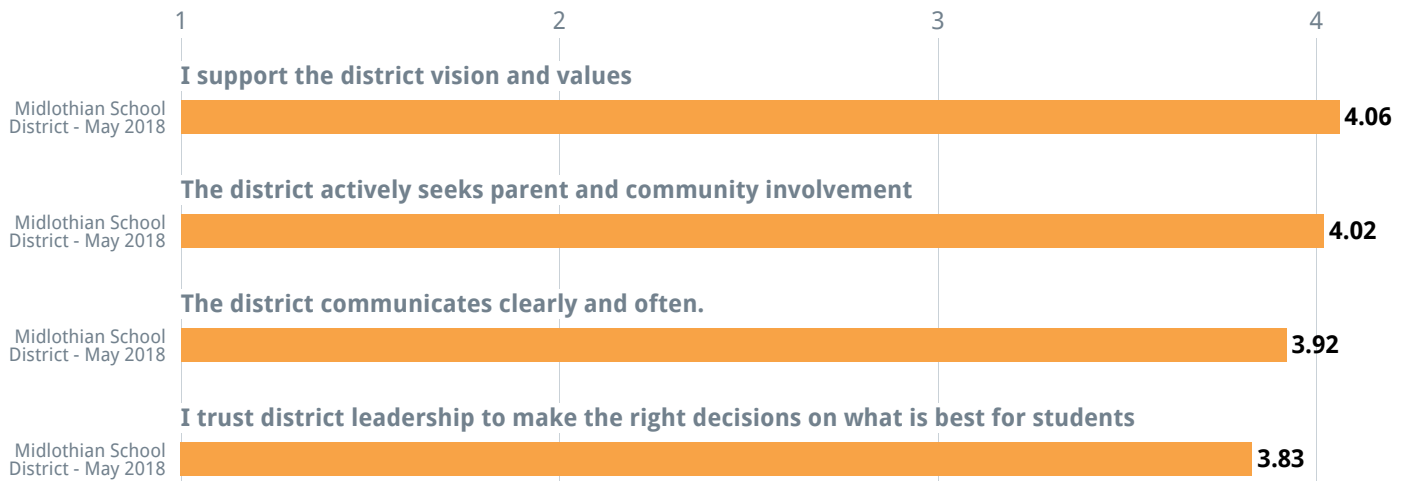
Theme Average - Subgroups

■ Parent/Guardian of a student in the district
 ■ School-based instructional staff (e.g. teacher)
 ■ School-based non-instructional staff
 ■ Other - Staff
 ■ Other - Family
 ■ Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple site)
 ■ School Based other (e.g. Assistant Principal)
 ■ Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff)
 ■ District Employee - Management (e.g. department manager)
 ■ School Principal



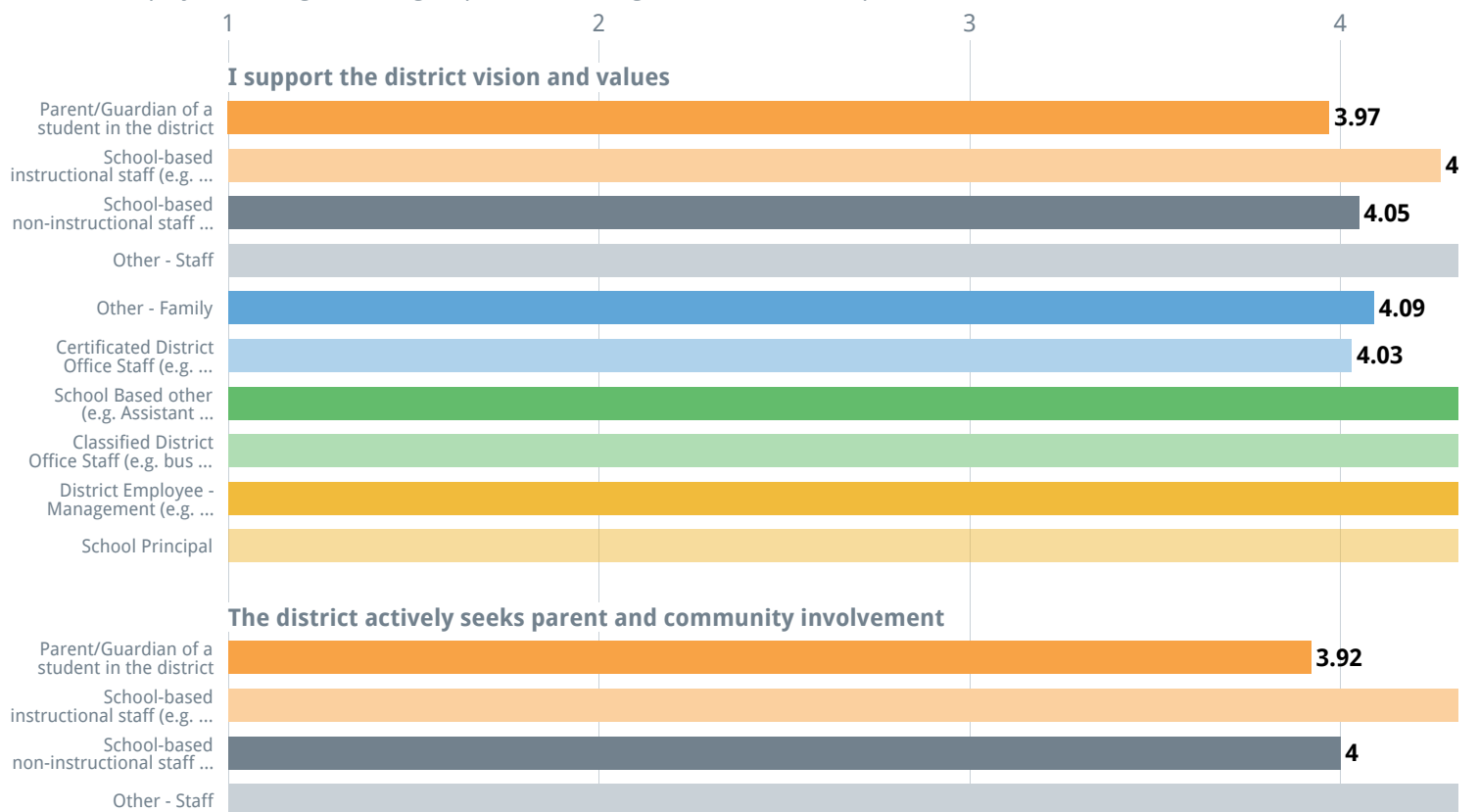
Responses Overall

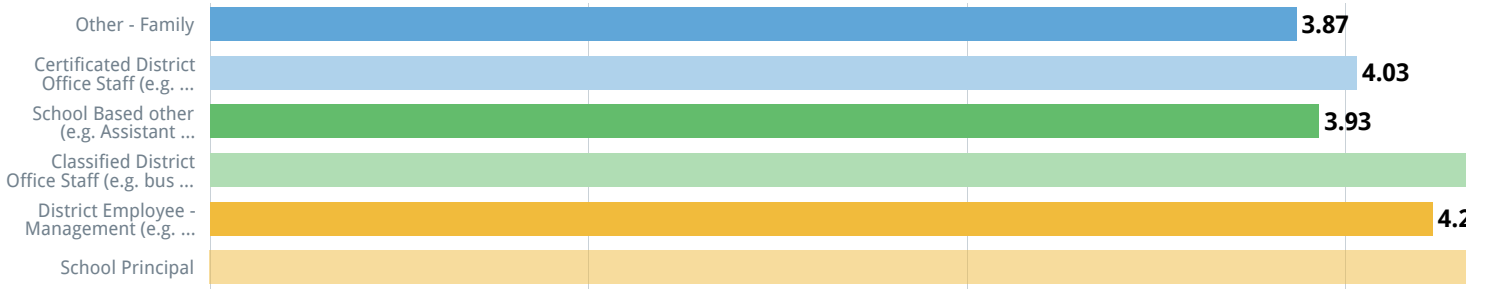
Midlothian School District - May 2018



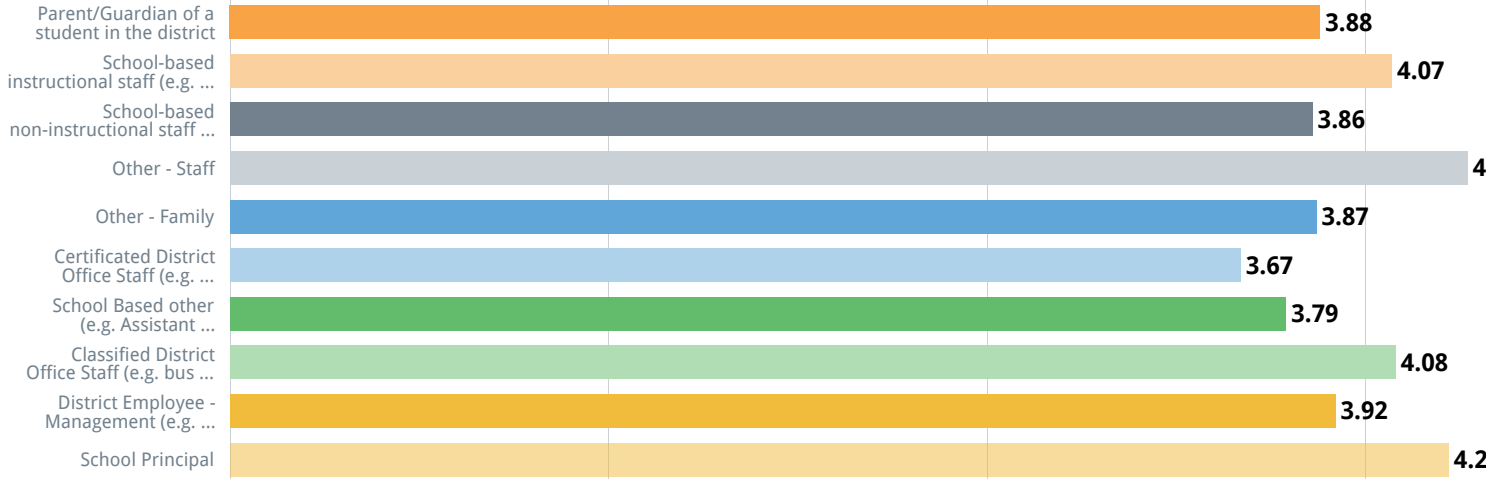
Responses by Subgroup

Parent/Guardian of a student in the district
 School-based instructional staff (e.g. teacher)
 School-based non-instructional staff
 Other - Staff
 Other - Family
 Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple site)
 School Based other (e.g. Assistant Principal)
 Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff)
 District Employee - Management (e.g. department manager)
 School Principal

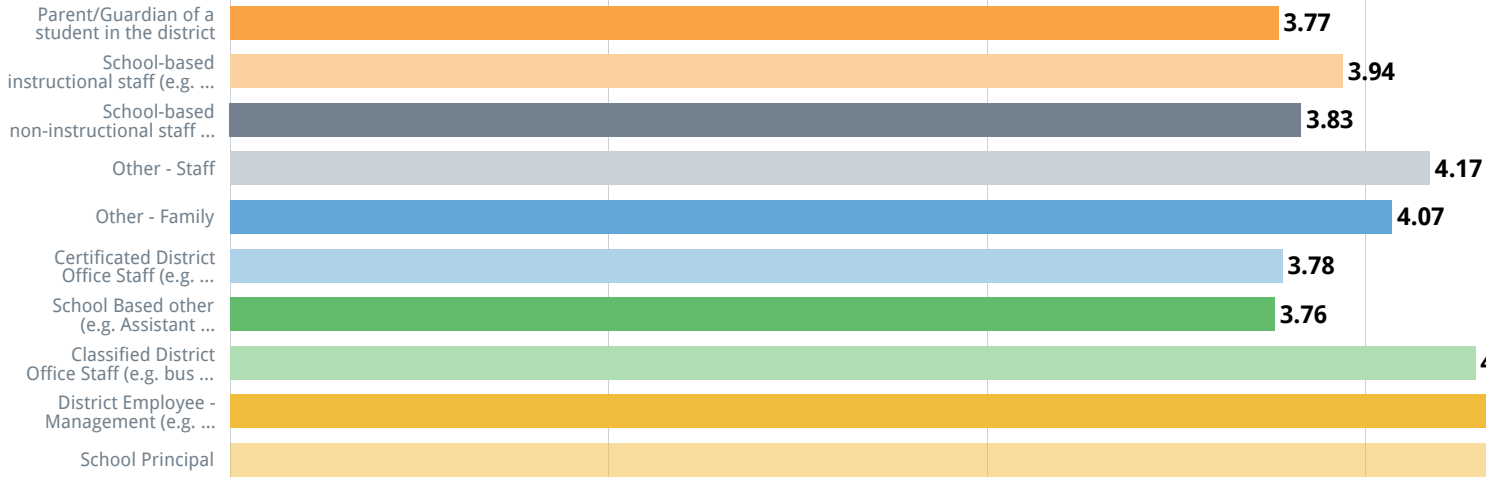




The district communicates clearly and often.



I trust district leadership to make the right decisions on what is best for students



General Satisfaction Response Distribution

I trust district leadership to make the right decisions on what is best for students

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

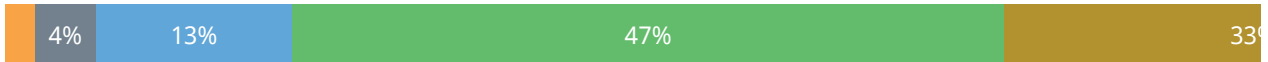
Midlothian School
District - May 2018



I support the district vision and values

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

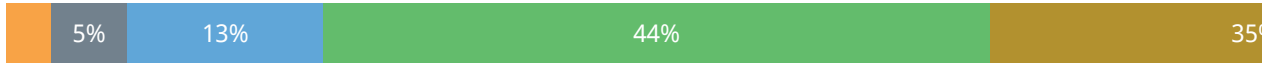
Midlothian School
District - May 2018



The district actively seeks parent and community involvement

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School District - May 2018



The district communicates clearly and often.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

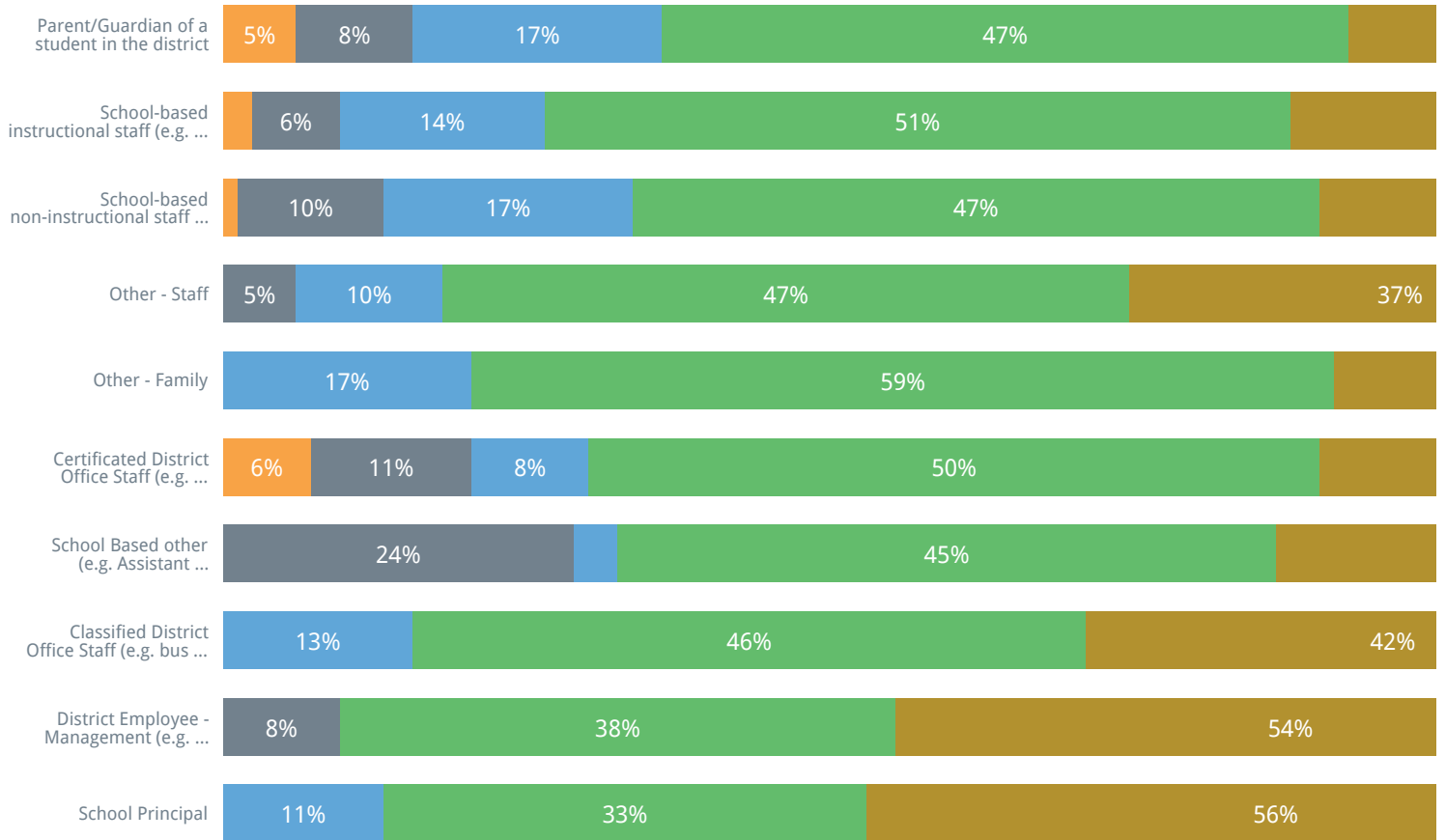
Midlothian School District - May 2018



Response Distribution by Role

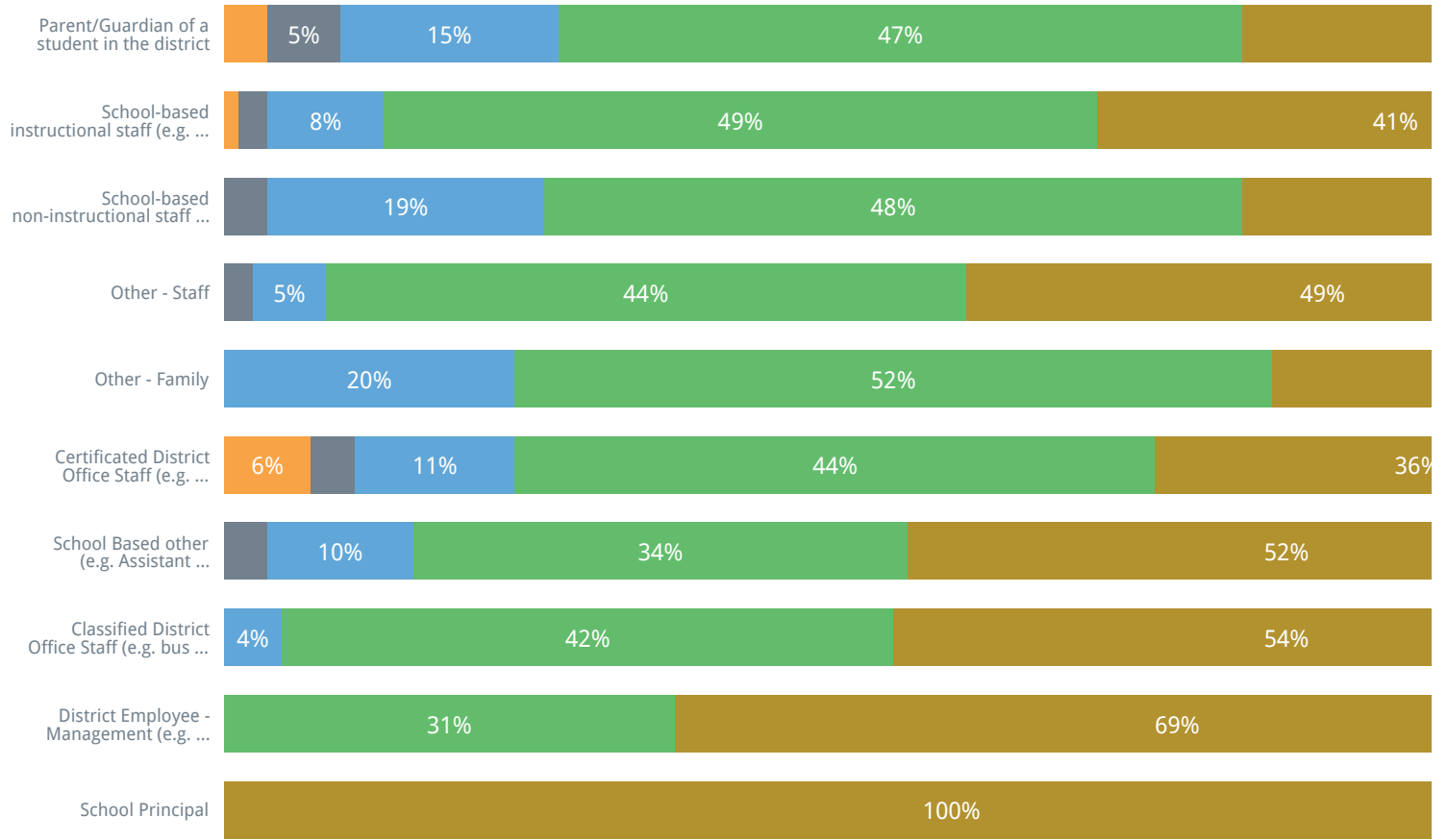
I trust district leadership to make the right decisions on what is best for students.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



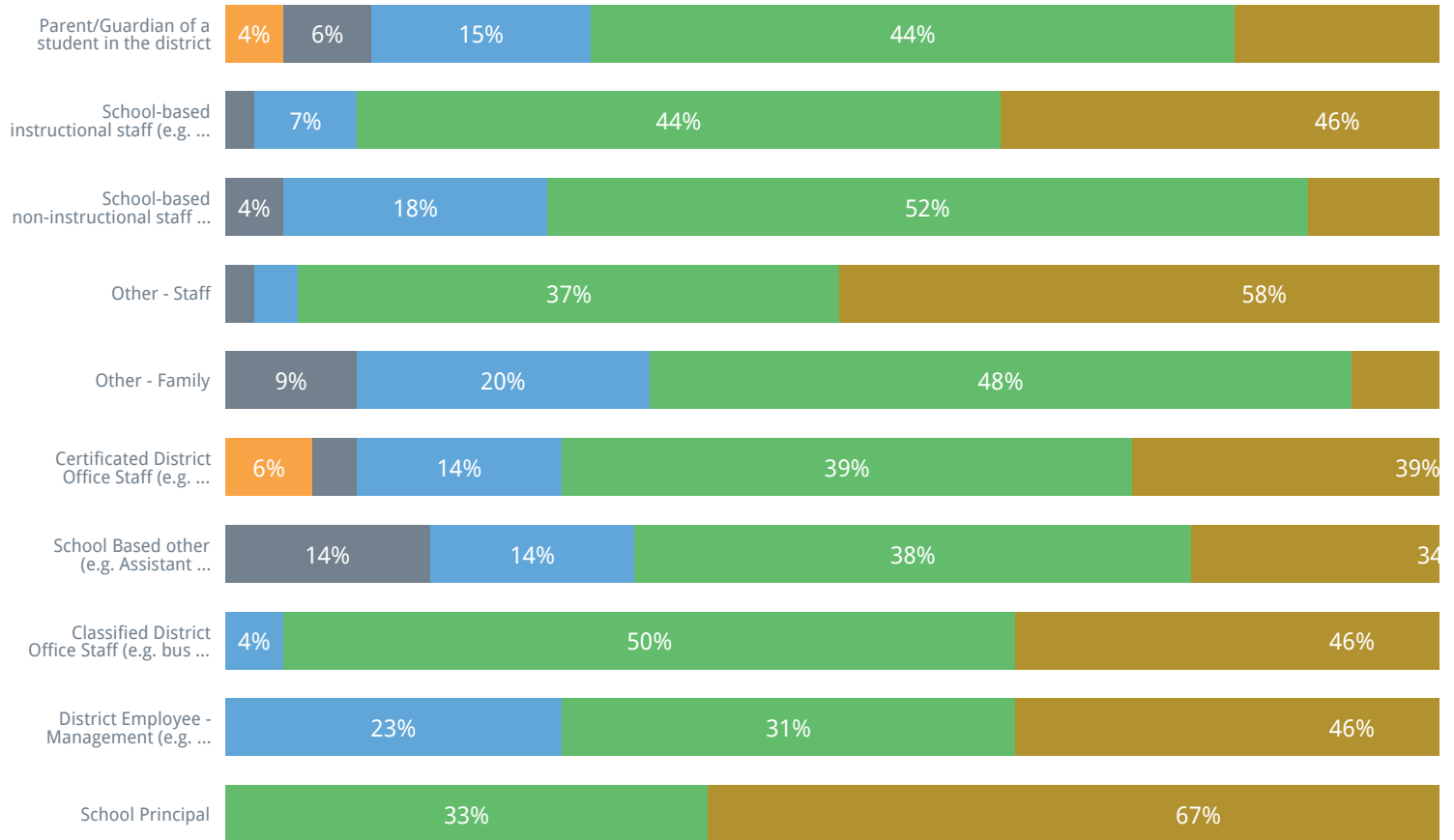
I support the district vision and values.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



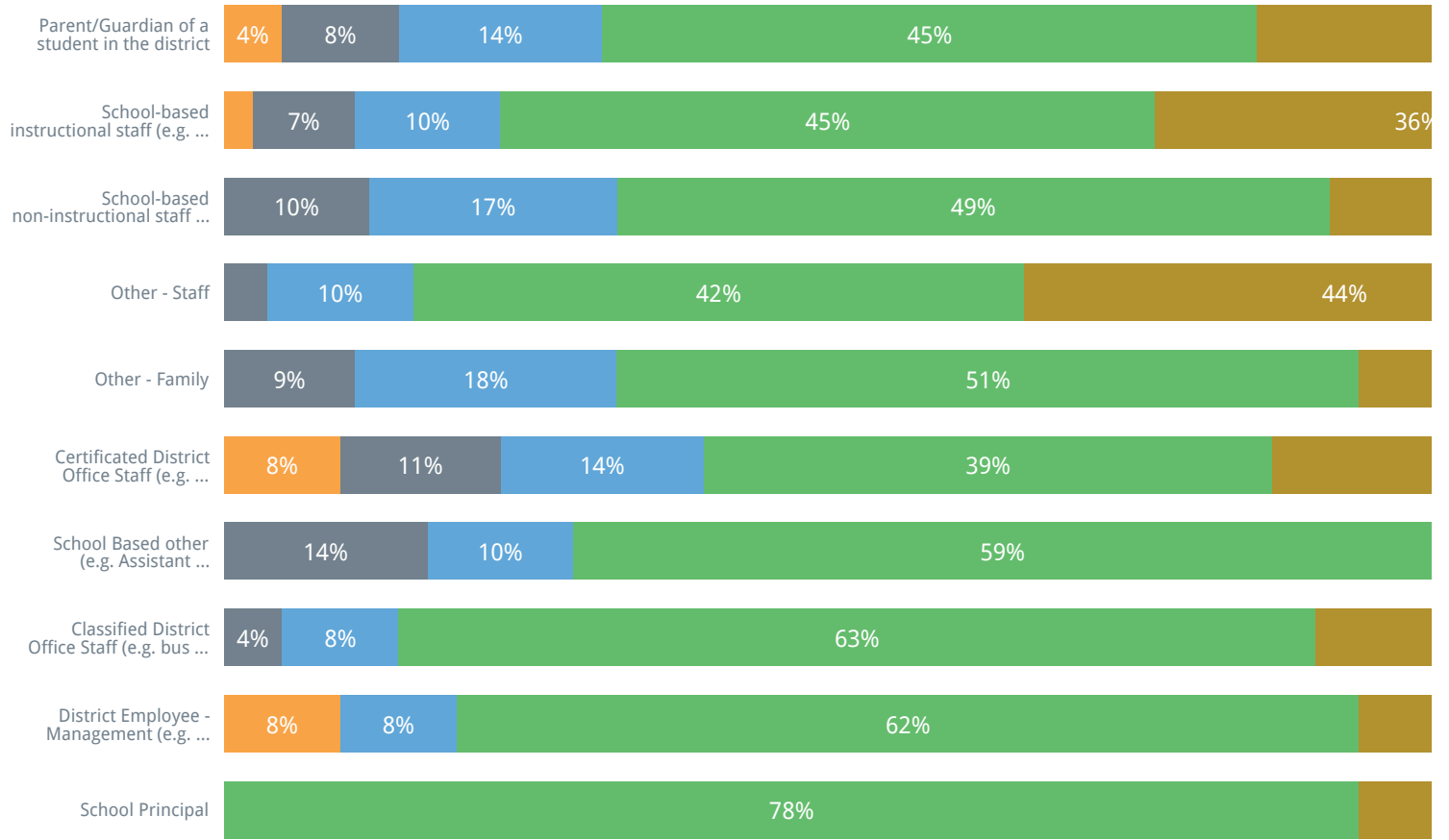
The district actively seeks parent and community involvement.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



The district communicates clearly and often.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



Culture & Communication

Proportion of Positive Ratings (4 or 5)

Question	Midlothian District Office
My district is respectful of different races, ethnicities, genders, and backgrounds.	81%
My district is managed effectively.	71%
I feel informed about important decisions regarding my district.	67%

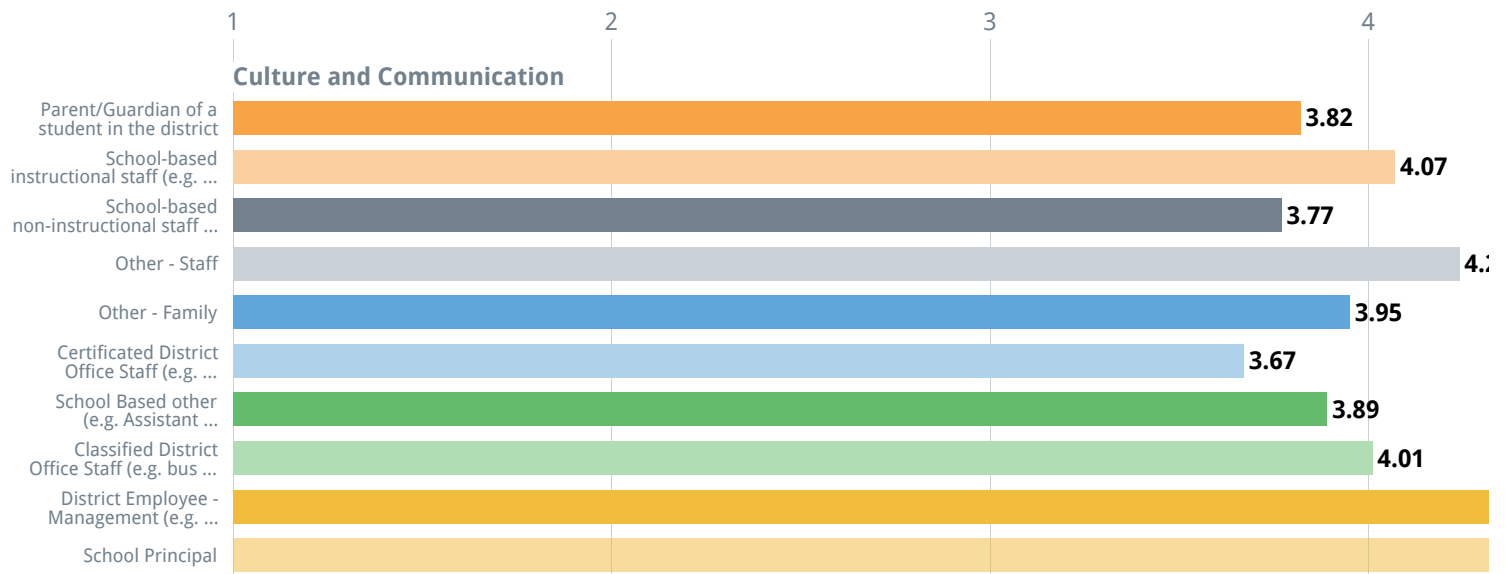
Theme Average

Midlothian School District - May 2018



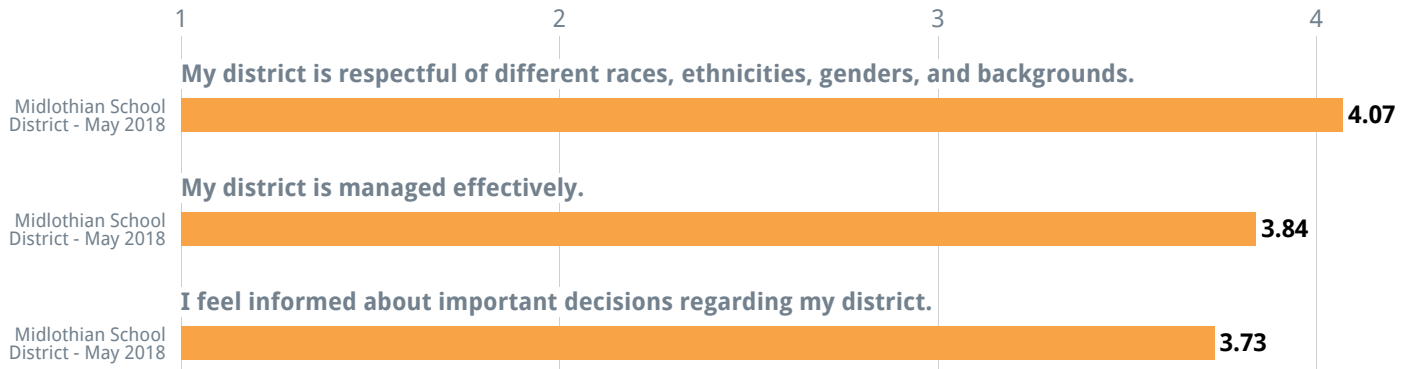
Theme Average - Subgroups

Parent/Guardian of a student in the district School-based instructional staff (e.g. teacher) School-based non-instructional staff
Other - Staff Other - Family Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple site
School Based other (e.g. Assistant Principal) Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff r
District Employee - Management (e.g. department manager) School Principal



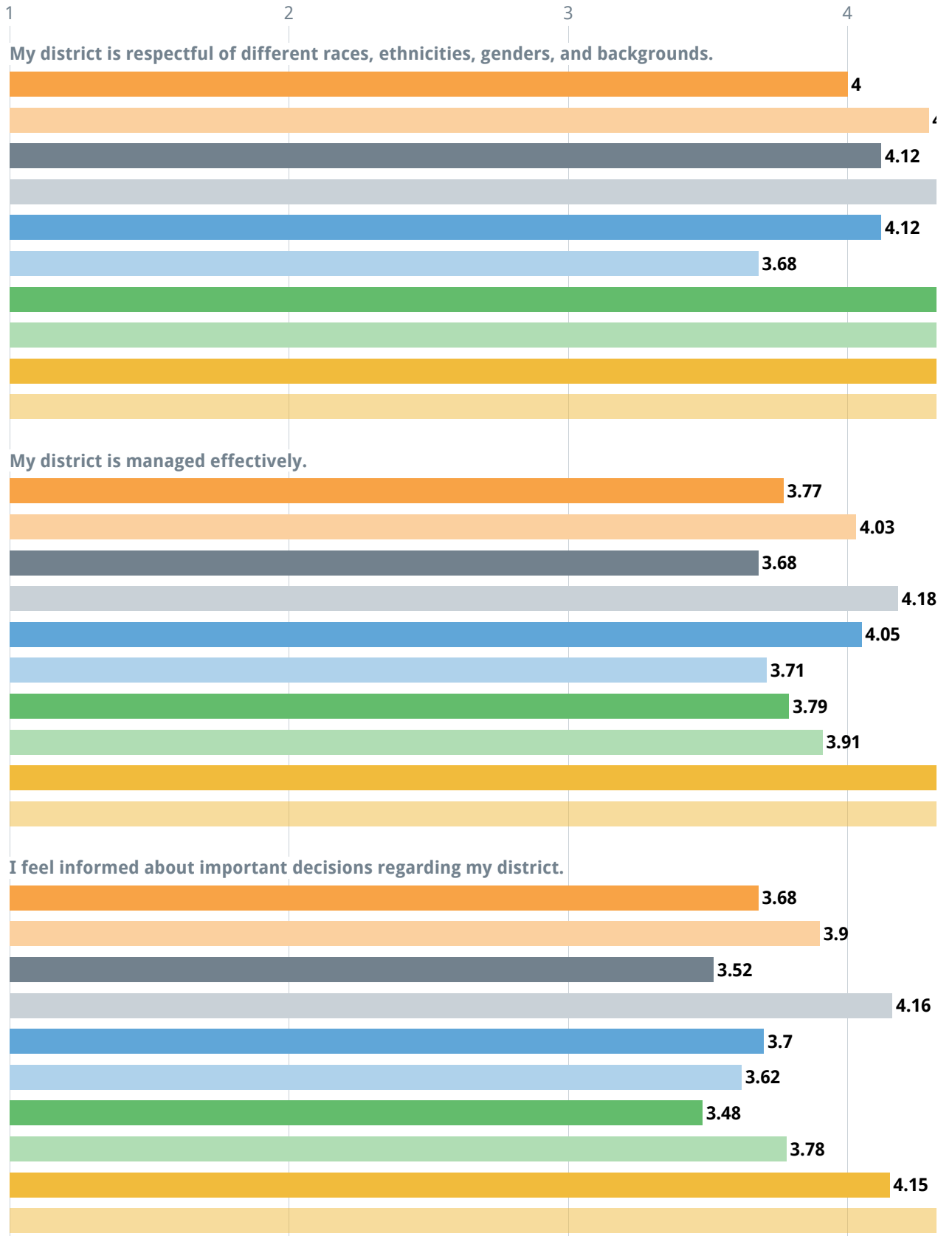
Responses Overall

Midlothian School District - May 2018



Responses by Subgroup

- Parent/Guardian of a student in the district
- School-based instructional staff (e.g. teacher)
- School-based non-instructional staff
- Other - Staff
- Other - Family
- Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple site)
- School Based other (e.g. Assistant Principal)
- Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff r
- District Employee - Management (e.g. department manager)
- School Principal

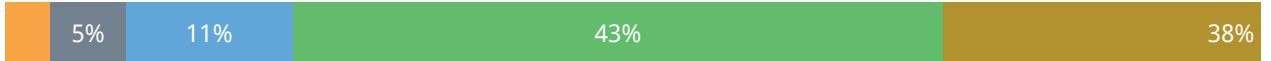


Culture & Communication Response Distribution

My district is respectful of different races, ethnicities, genders, and backgrounds.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School District - May 2018



My district is managed effectively.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School District - May 2018



I feel informed about important decisions regarding my district.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

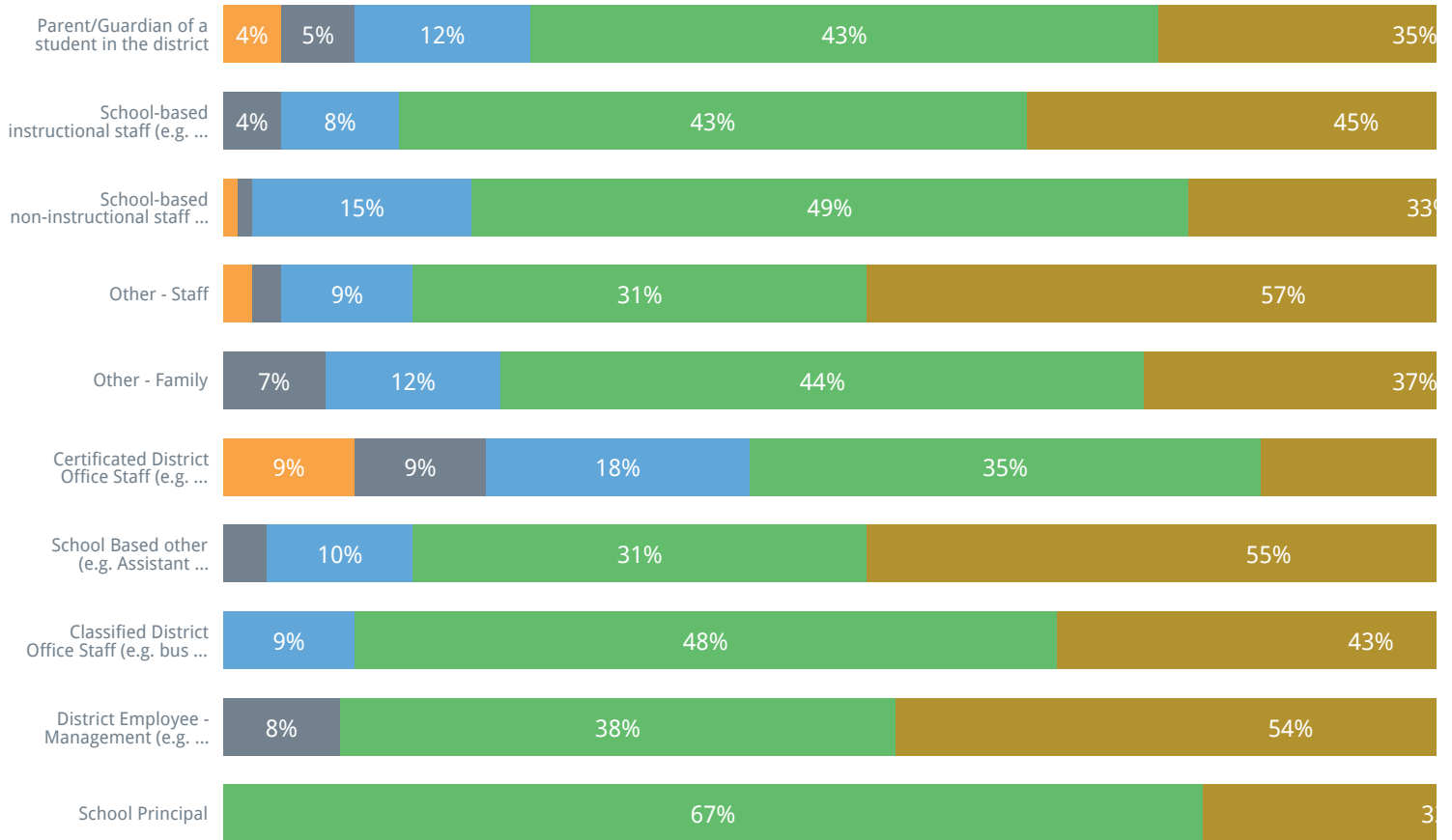
Midlothian School
District - May 2018



Response Distribution by Role

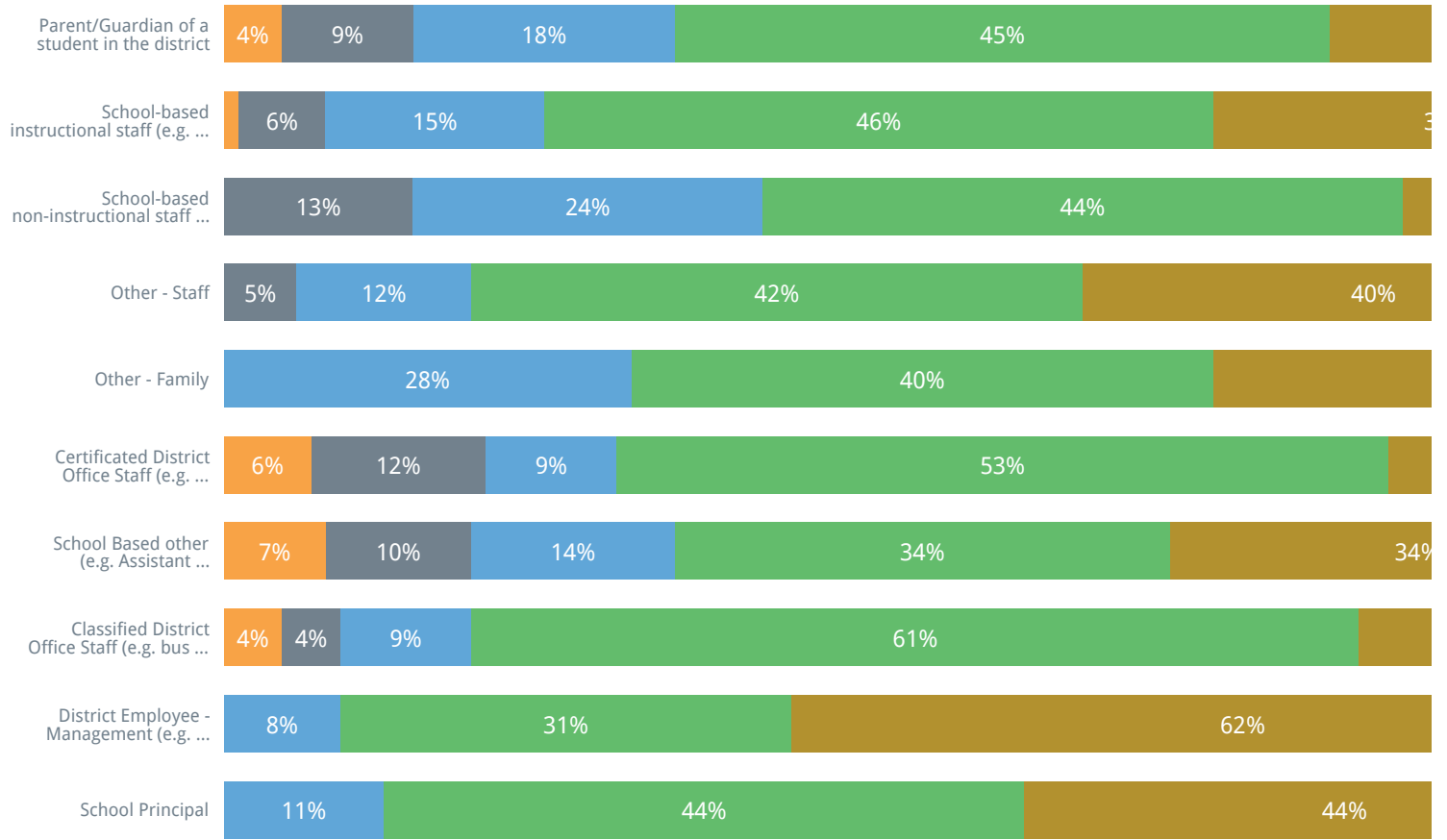
My district is respectful of different races, ethnicities, genders, and backgrounds.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



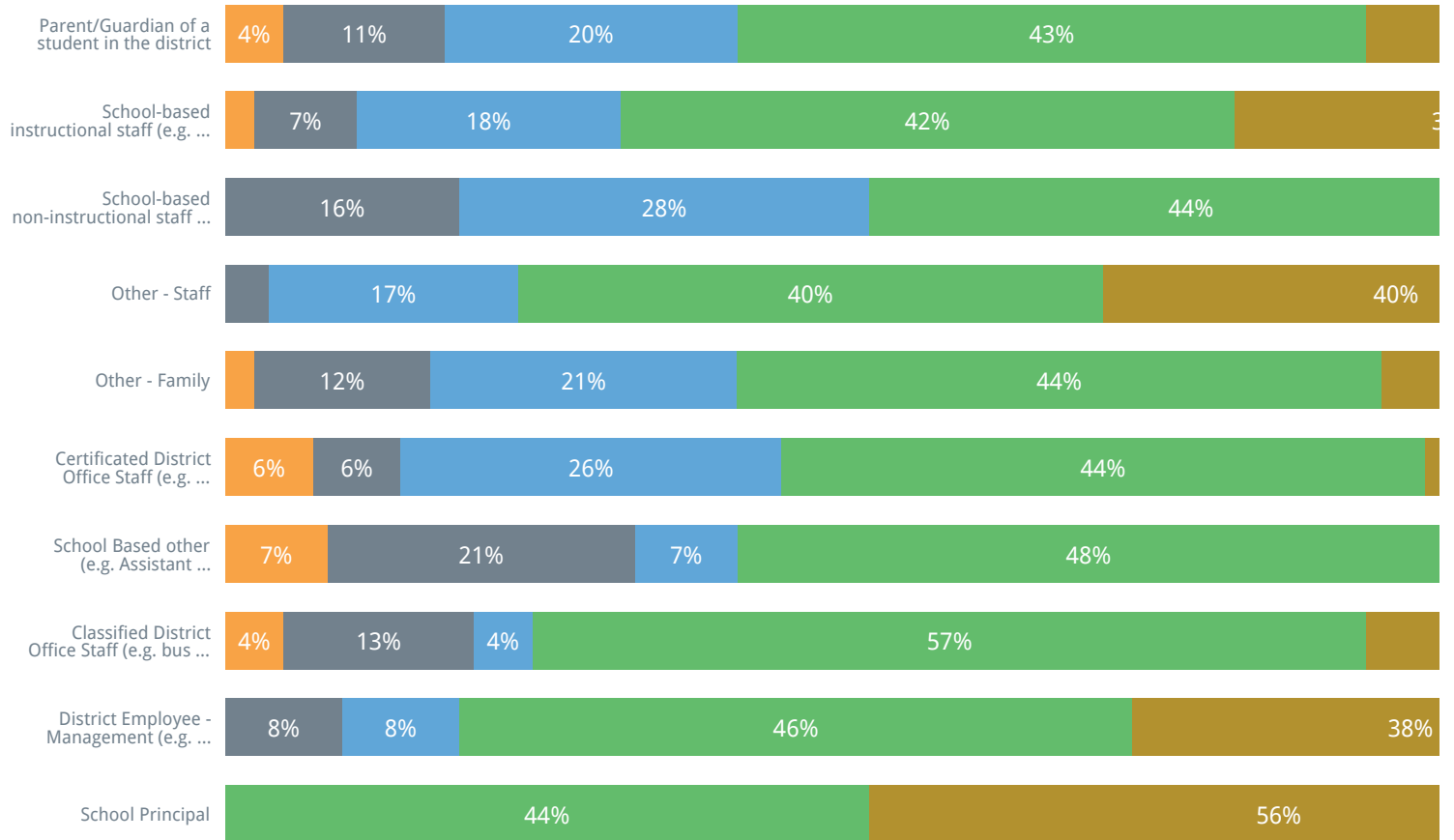
My district is managed effectively.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



I feel informed about important decisions regarding my district.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



Relationships with Staff

The questions in this section were asked to Staff of Midlothian School District only.

Proportion of Positive Ratings (4 or 5)

Question	Midlothian District Of
My district creates a positive work environment.	80
District Leadership treat staff with respect.	83
Staff treat District Leadership with respect.	90
I feel comfortable approaching district administration if I need help solving a problem.	69
Information about district policies is disseminated to staff clearly.	74

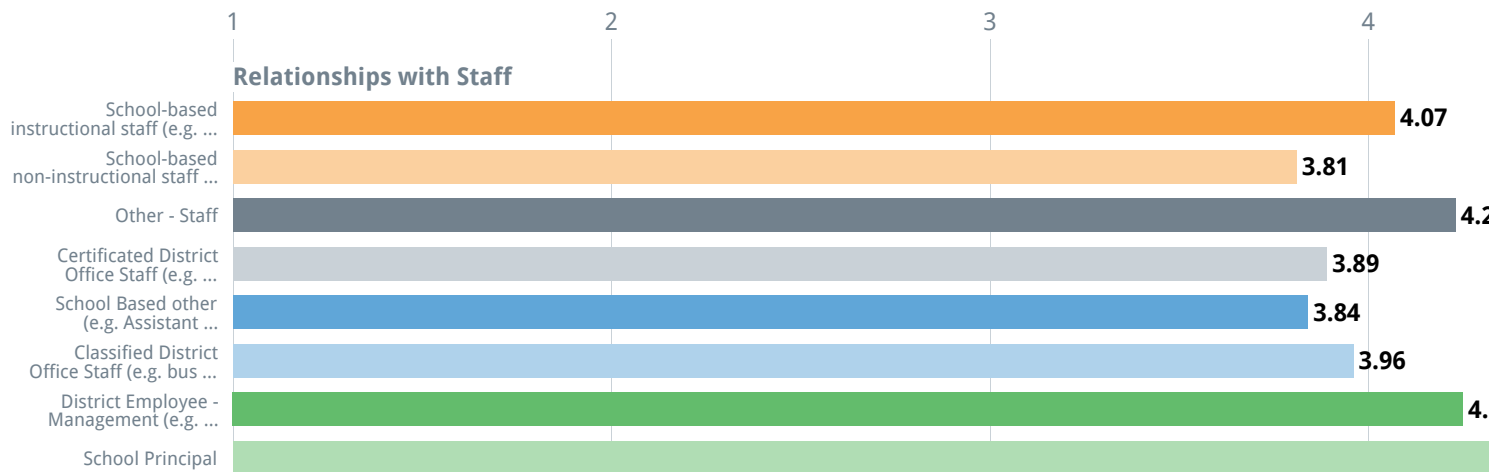
Theme Average

Midlothian School District - May 2018



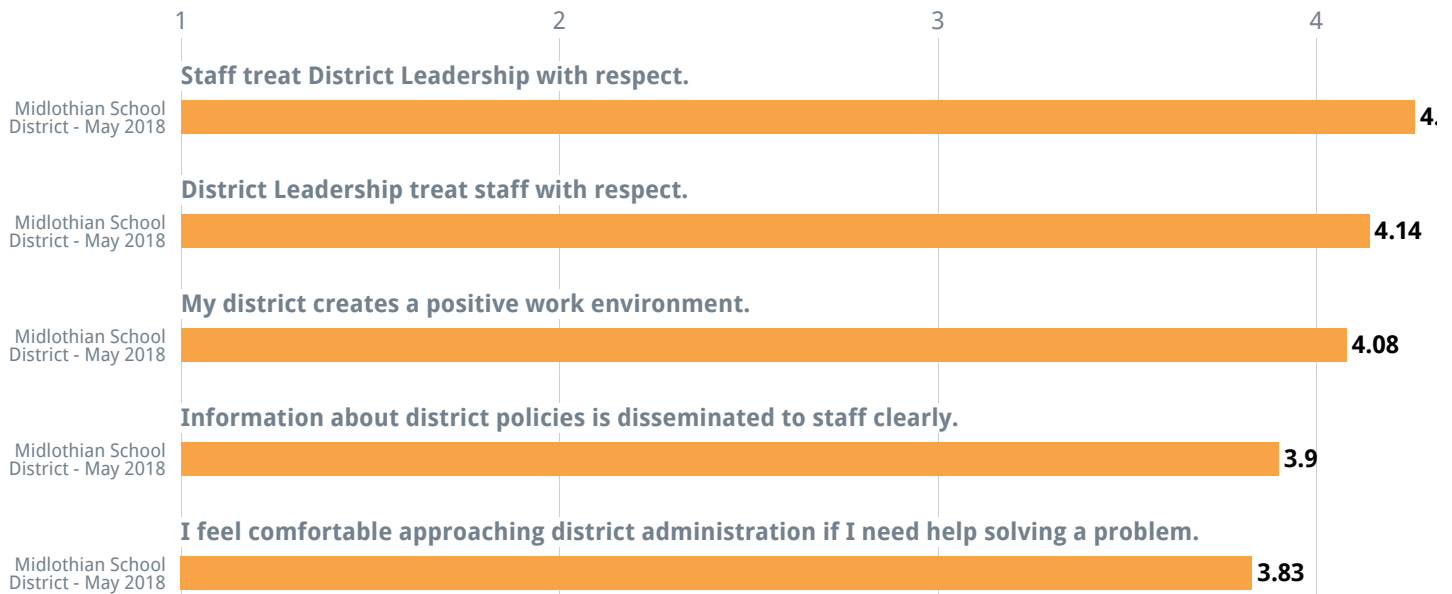
Theme Average - Subgroups

School-based instructional staff (e.g. teacher) School-based non-instructional staff (e.g. front office staff, etc.) Other - Staff
Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites) School Based other (e.g. Assis
Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
District Employee - Management (e.g. department manager) School Principal



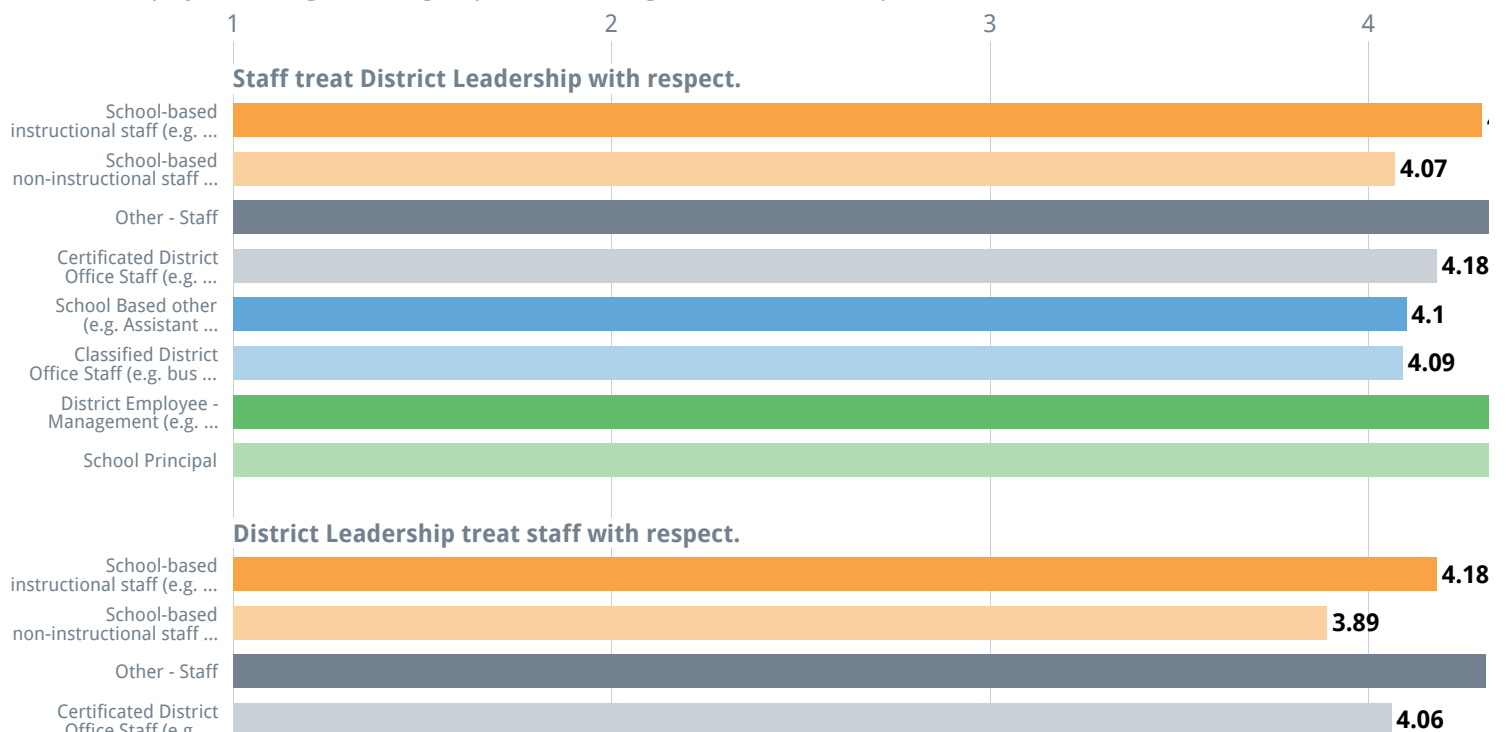
Responses Overall

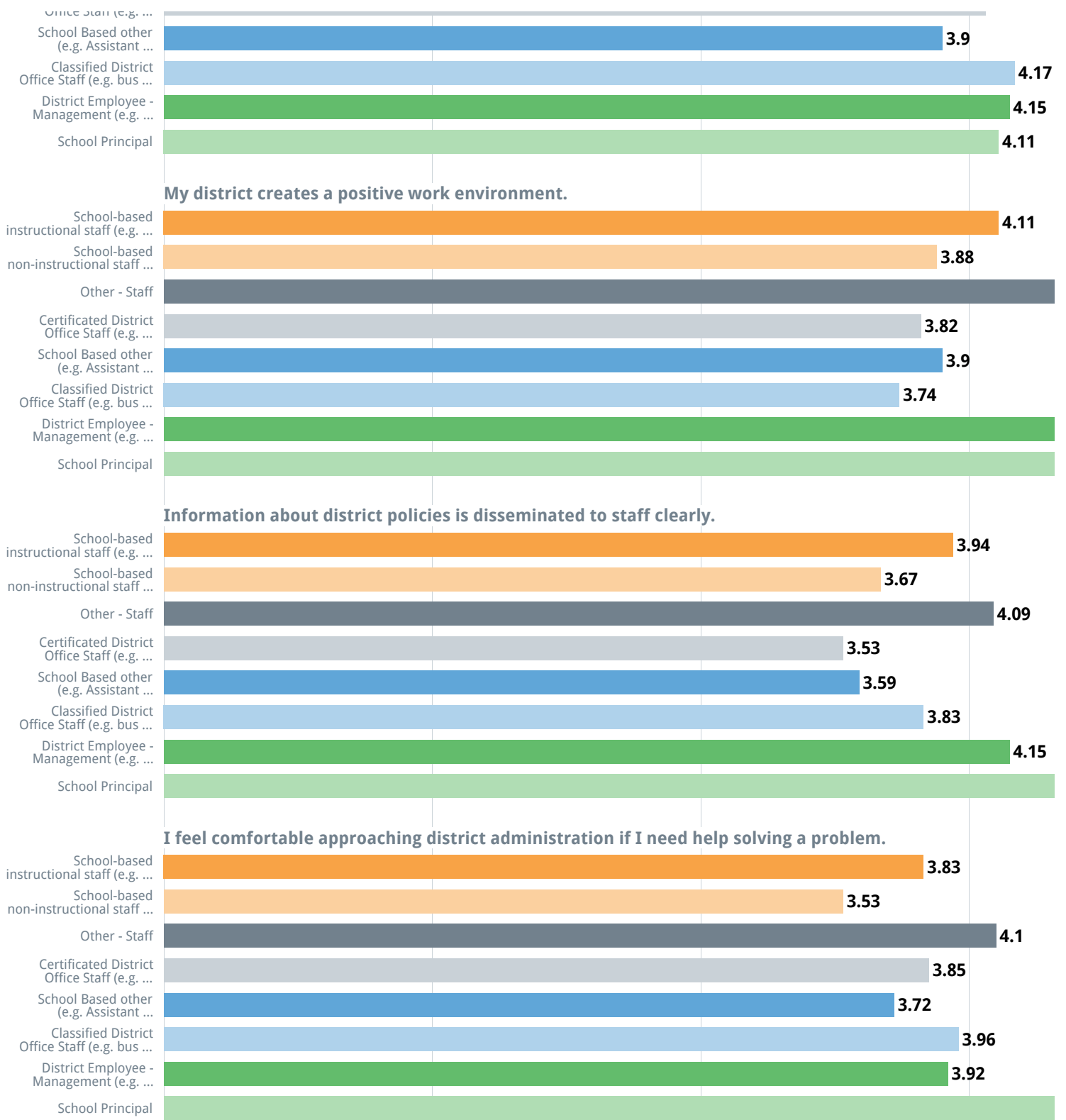
Midlothian School District - May 2018



Responses by Subgroup

■ School-based instructional staff (e.g. teacher)
 ■ School-based non-instructional staff (e.g. front office staff, etc.)
 ■ Other - Staff
 ■ Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites)
 ■ School Based other (e.g. Assis
 ■ Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
 ■ District Employee - Management (e.g. department manager)
 ■ School Principal





Relationships Response Distribution

District Leadership treat staff with respect.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School
District - May 2018



Staff treat District Leadership with respect.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School
District - May 2018



I feel comfortable approaching district administration if I need help solving a problem.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

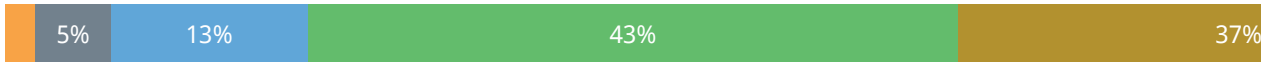
Midlothian School
District - May 2018



My district creates a positive work environment.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School
District - May 2018



Information about district policies is disseminated to staff clearly.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

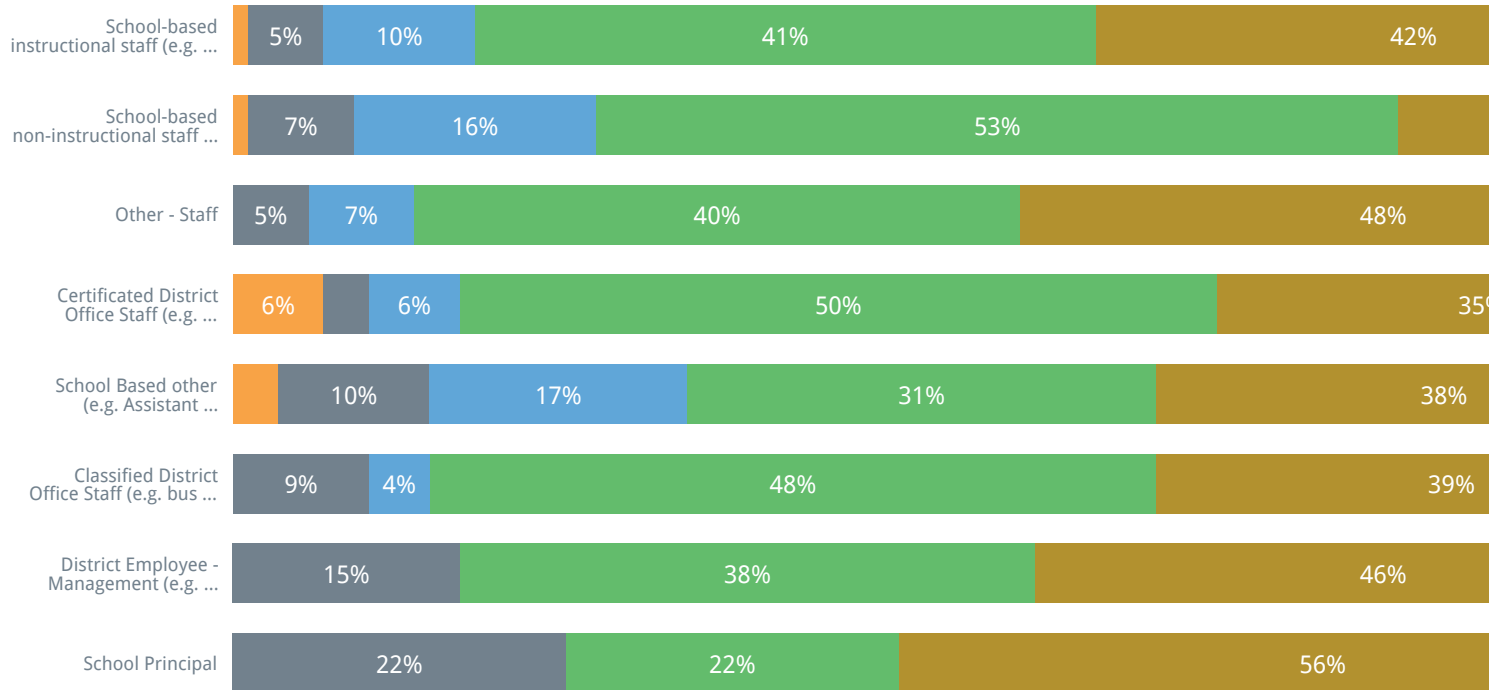
Midlothian School
District - May 2018



Response Distribution by Role

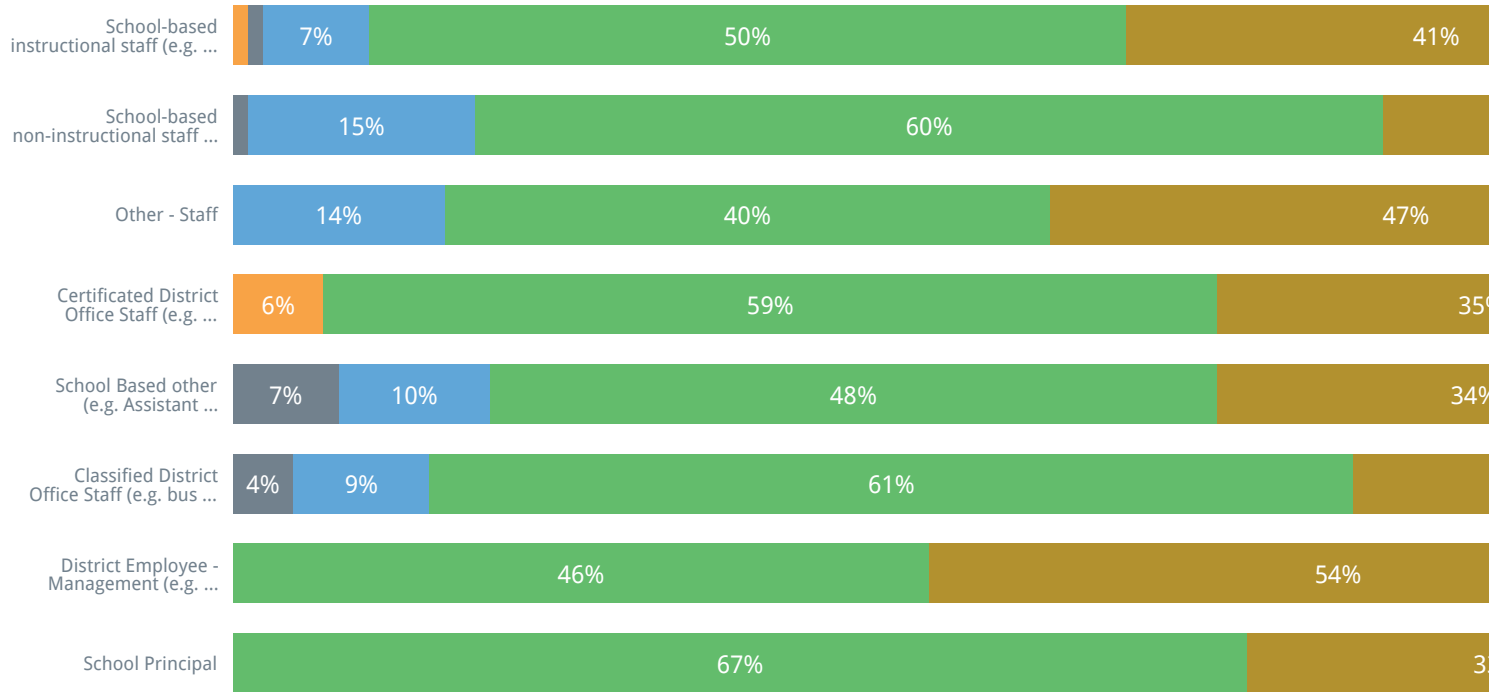
District Leadership treat staff with respect.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



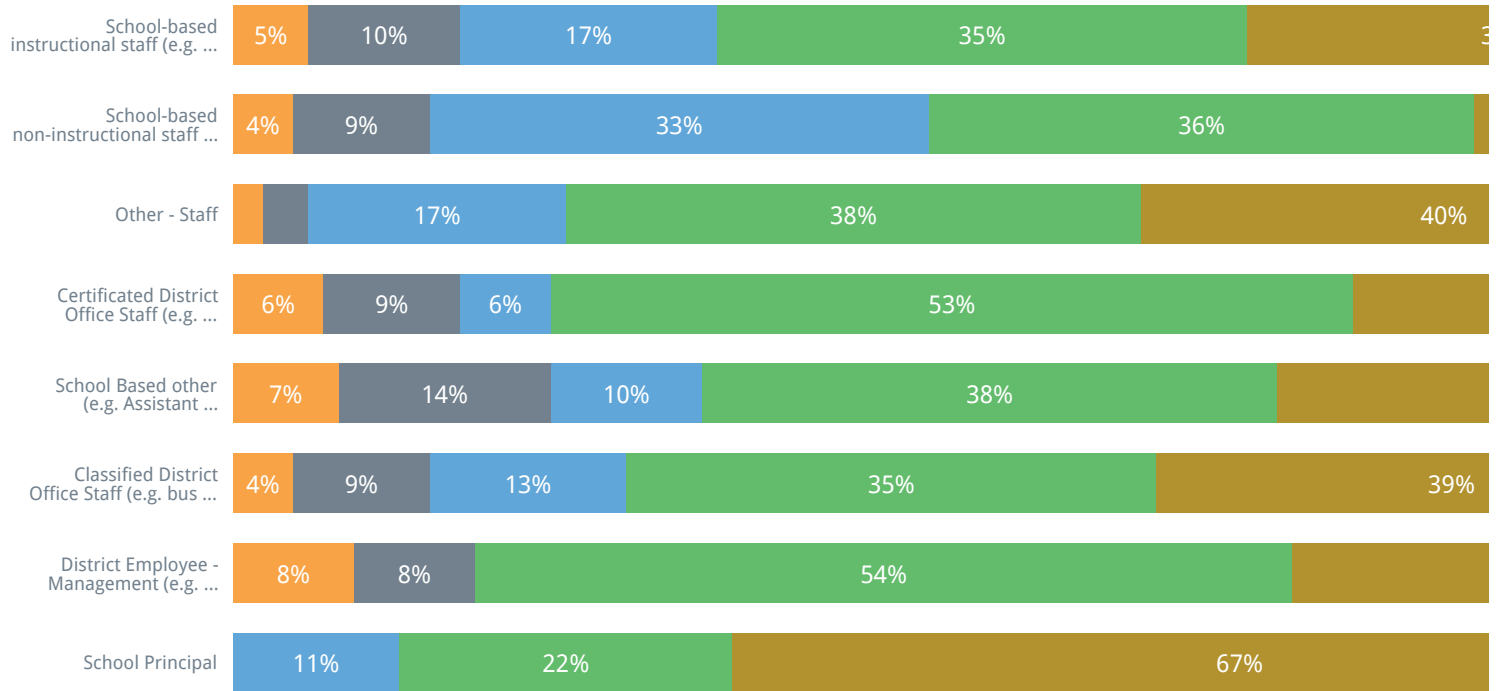
Staff treat District Leadership with respect.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



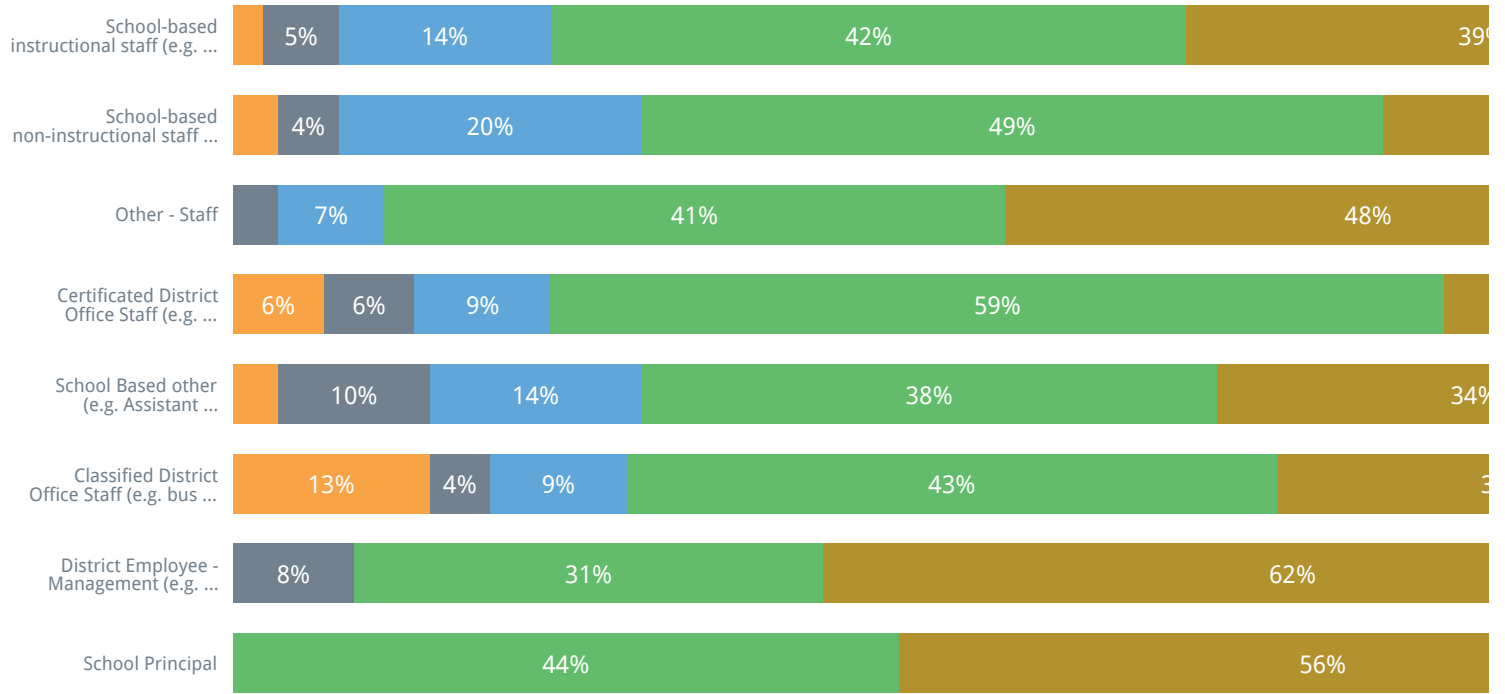
I feel comfortable approaching district administration if I need help solving a problem.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



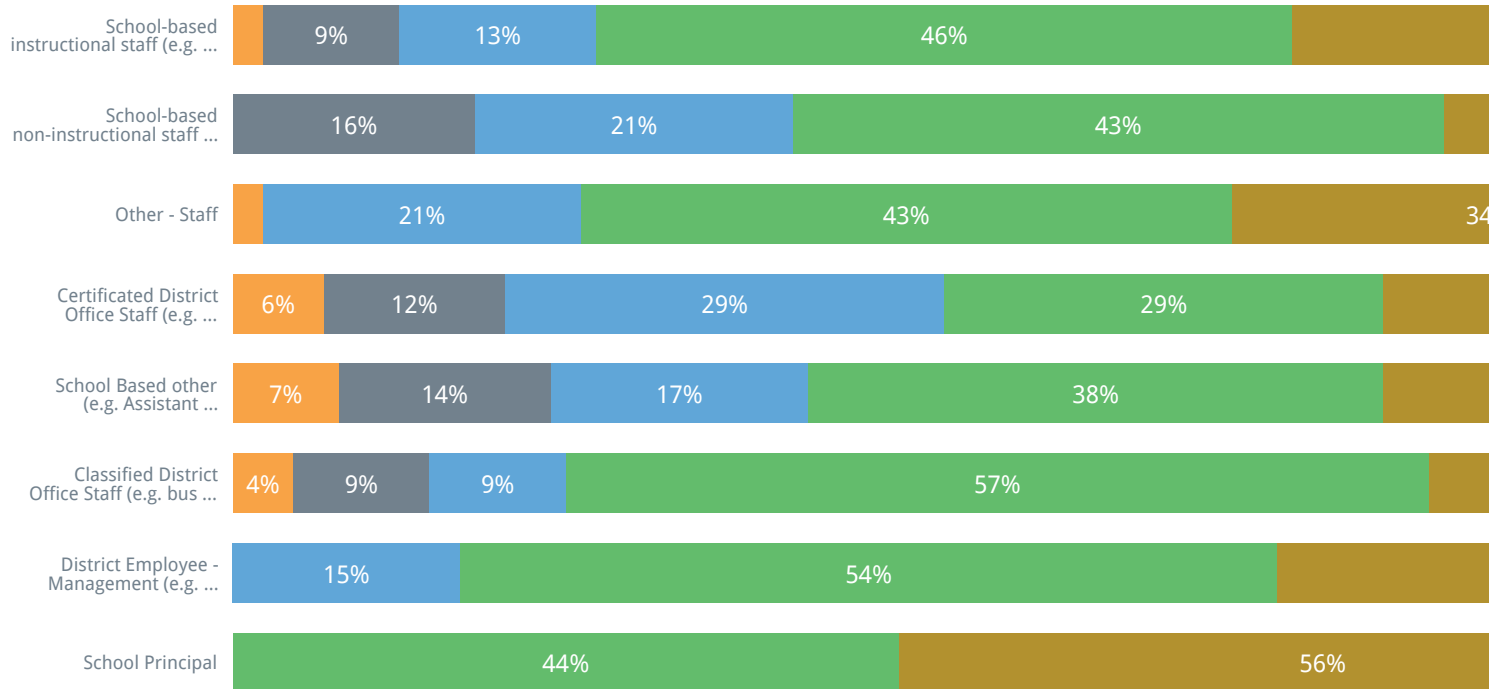
My district creates a positive work environment.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



Information about district policies is disseminated to staff clearly.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



Theme Average

Midlothian School District - May 2018



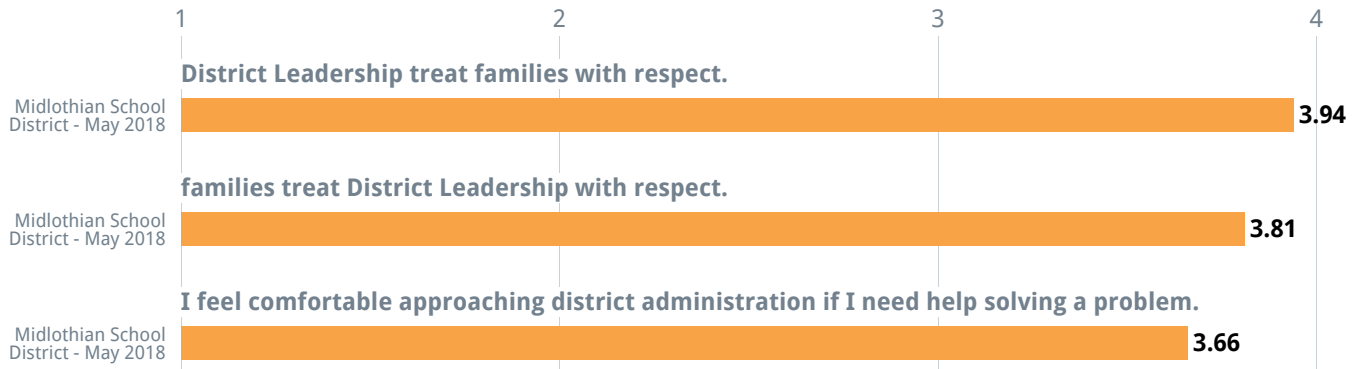
Theme Average - Subgroups

Parent/Guardian of a student in the district



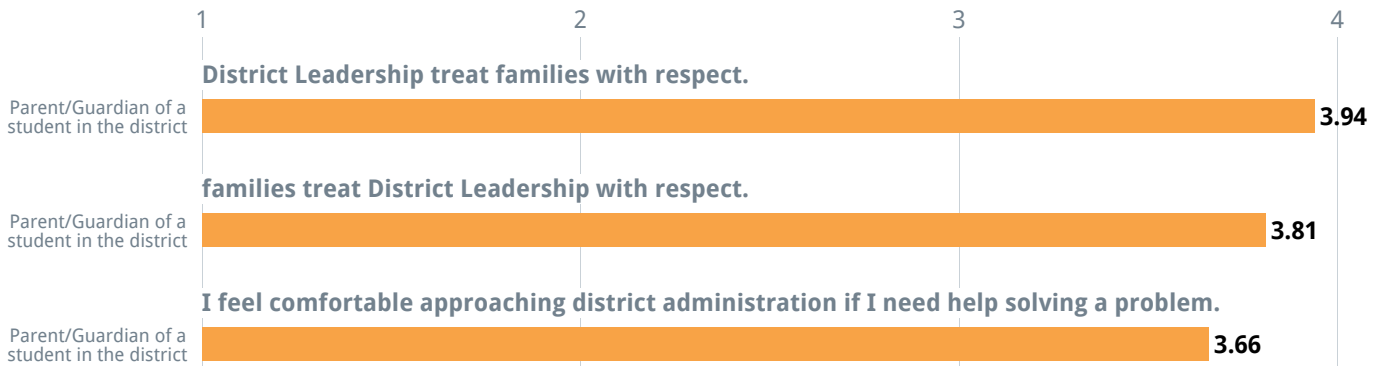
Responses Overall

Midlothian School District - May 2018



Responses by Subgroup

Parent/Guardian of a student in the district



Relationships Response Distribution

District Leadership treat families with respect.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School
District - May 2018



Families treat District Leadership with respect.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School
District - May 2018



I feel comfortable approaching district administration if I need help solving a problem.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School
District - May 2018



Response Distribution by Role

District Leadership treat family with respect.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Parent/Guardian of a student in the district



Staff treat District Leadership with respect.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Parent/Guardian of a student in the district



I feel comfortable approaching district administration if I need help solving a problem.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Parent/Guardian of a student in the district



Engagement & Empowerment

The Questions in this section were asked to Staff of Midlothian School District only.

Proportion of Positive Ratings (4 or 5)

Question	Midlothian District Office
I feel that my work contributes to the goals of my district.	94%
I feel that my work at my district is valued.	73%
My district empowers me to use creativity in how I do my work.	81%

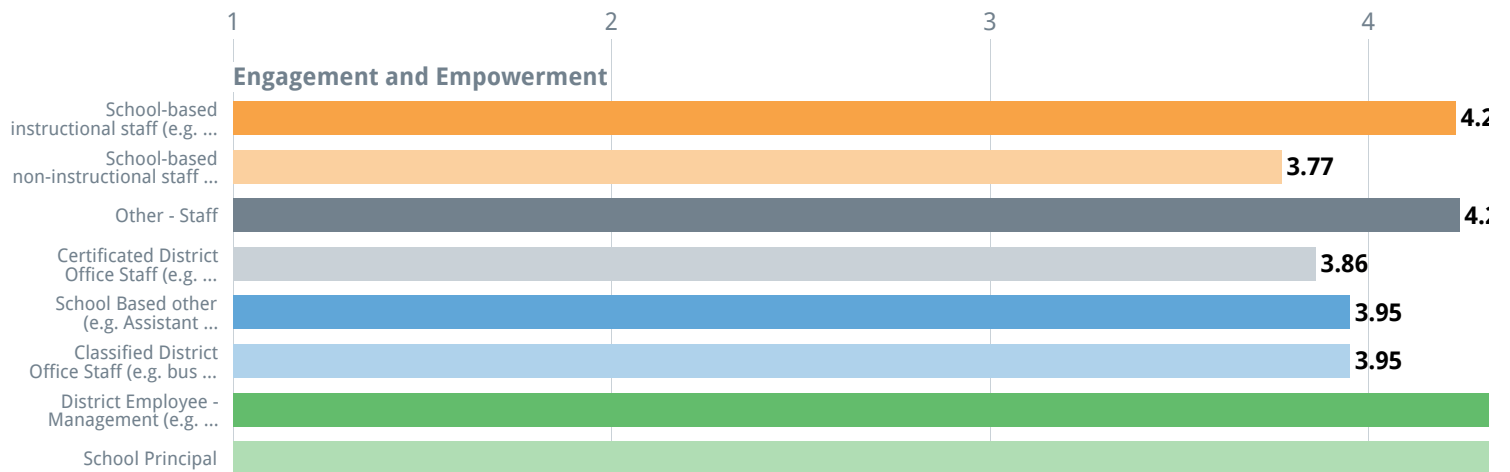
Theme Average

Midlothian School District - May 2018



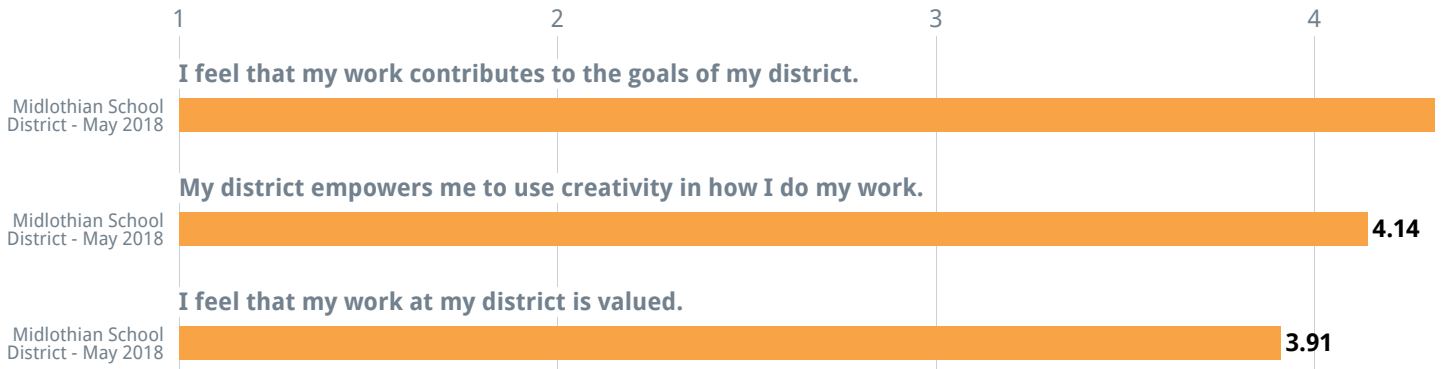
Theme Average - Subgroups

School-based instructional staff (e.g. teacher) School-based non-instructional staff (e.g. front office staff, etc.) Other - Staff
Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites) School Based other (e.g. Assis
Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
District Employee - Management (e.g. department manager) School Principal



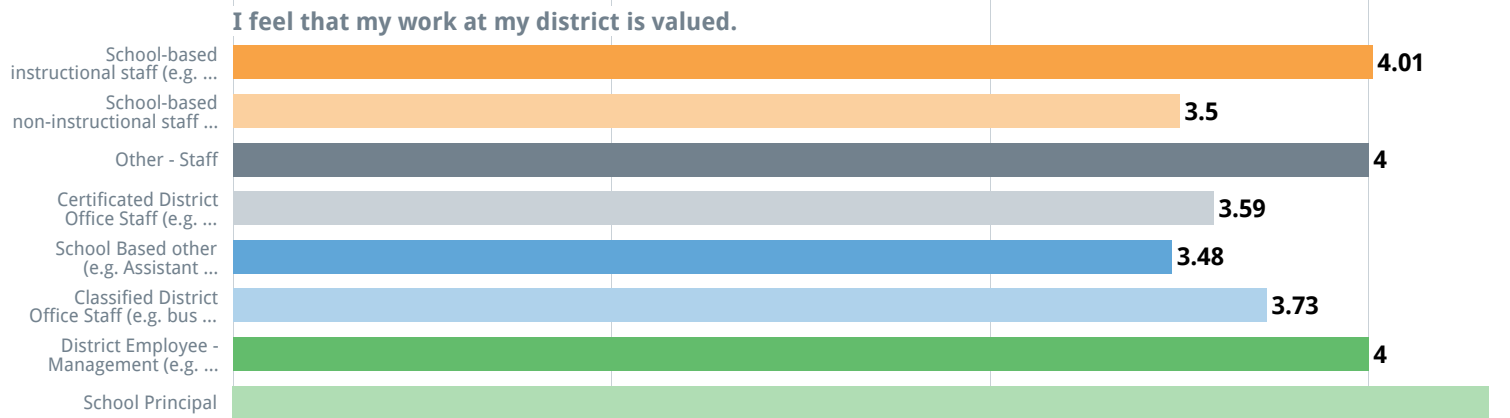
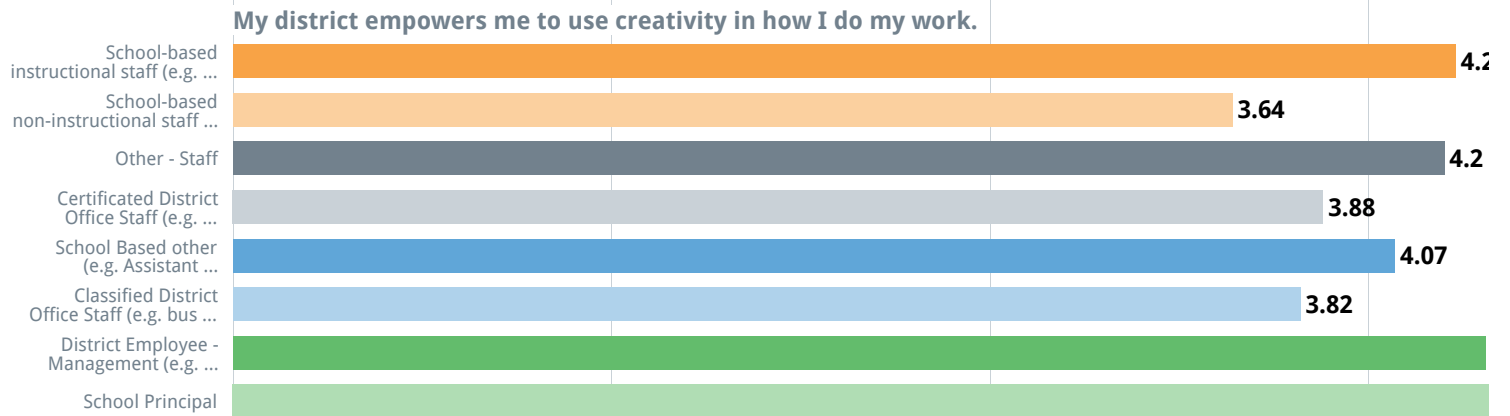
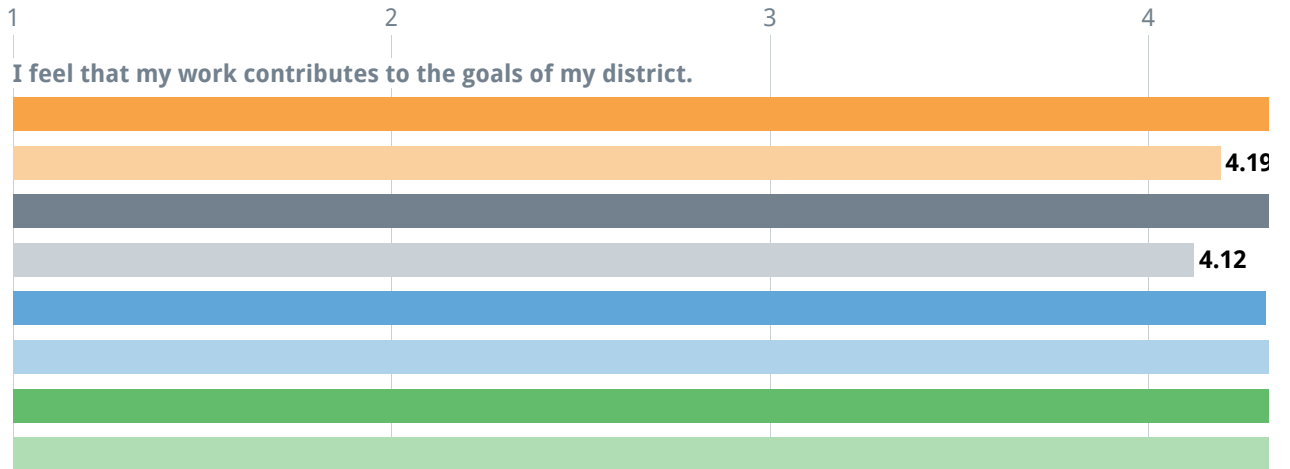
Responses Overall

Midlothian School District - May 2018



Responses by Subgroup

- School-based instructional staff (e.g. teacher)
- School-based non-instructional staff (e.g. front office staff, etc.)
- Other - Staff
- Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites)
- School Based other (e.g. Assis)
- Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
- District Employee - Management (e.g. department manager)
- School Principal



Engagement & Empowerment Response Distribution

I feel that my work contributes to the goals of my district.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School District - May 2018



I feel that my work at my district is valued.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School District - May 2018



My district empowers me to use creativity in how I do my work.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

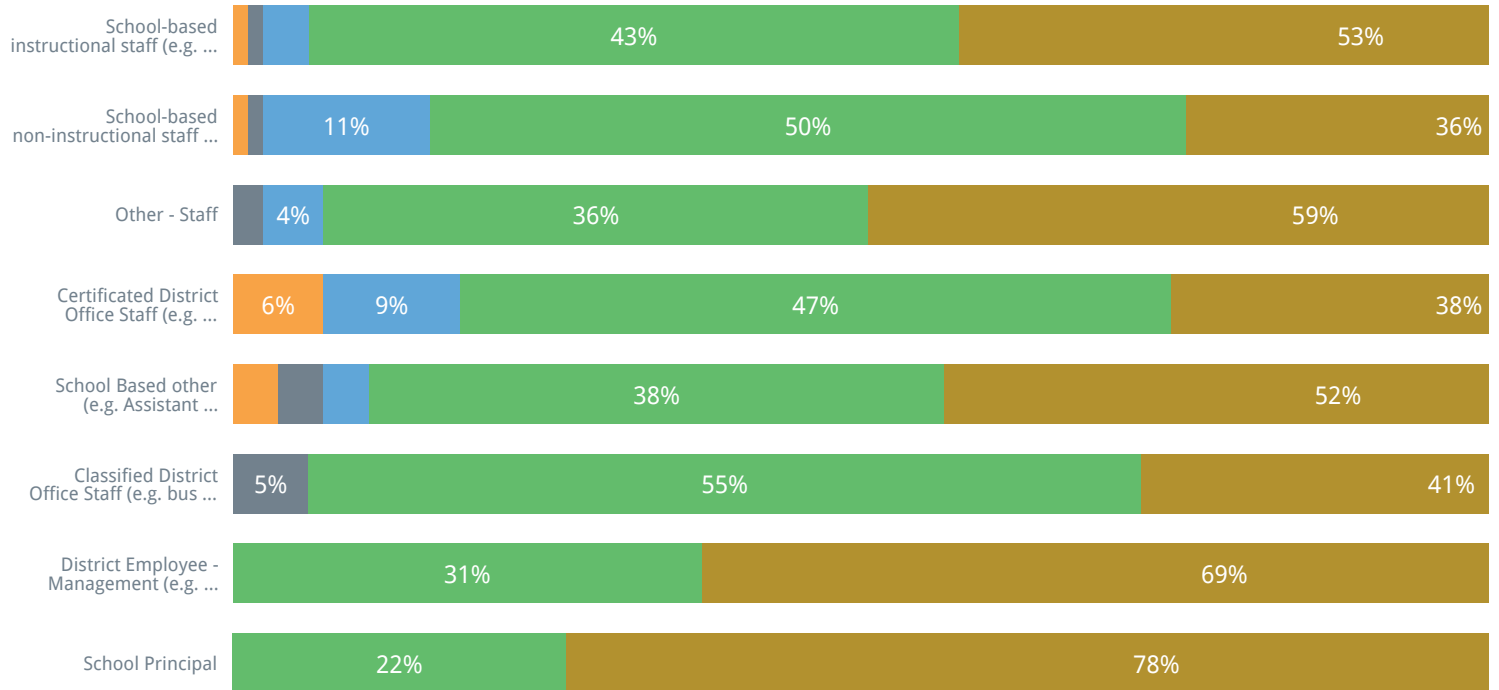
Midlothian School
District - May 2018



Response Distribution by Role

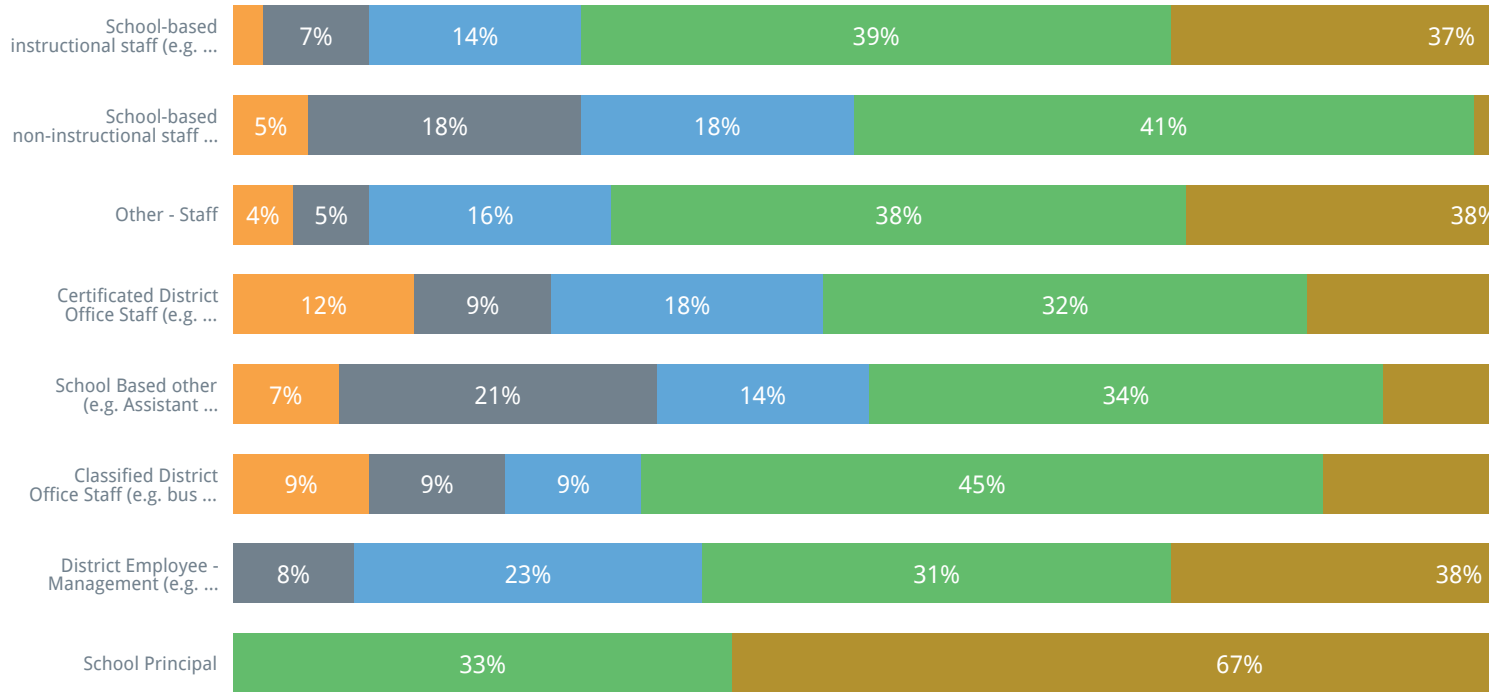
I feel that my work contributes to the goals of my district.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree



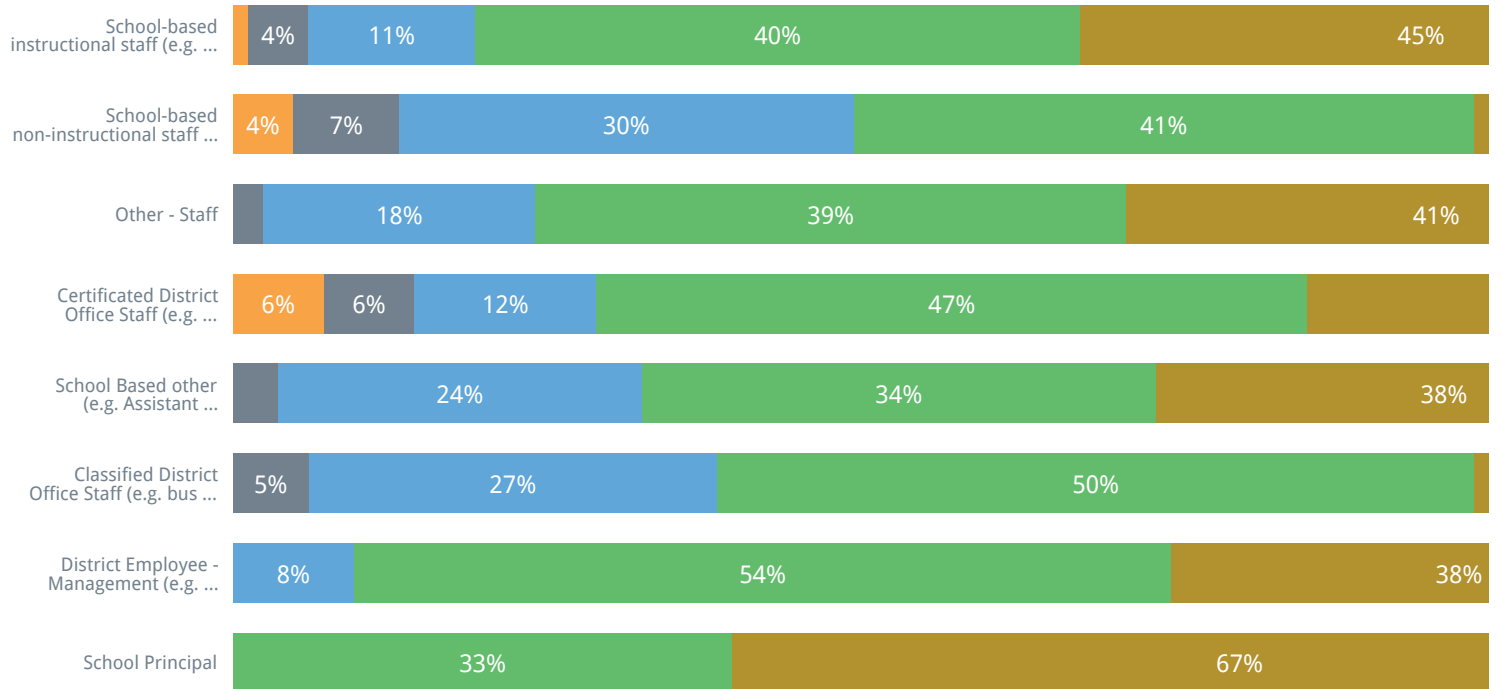
I feel that my work at my district is valued.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



My district empowers me to use creativity in how I do my work.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



Professional Development & Support

The questions in this section were asked to Staff of Midlothian School District Only.

Proportion of Positive Ratings (4 or 5)

Question	Midlothian District Office
I have the necessary resources to do my job well in this district.	76%
I receive useful feedback from district supervisors.	68%

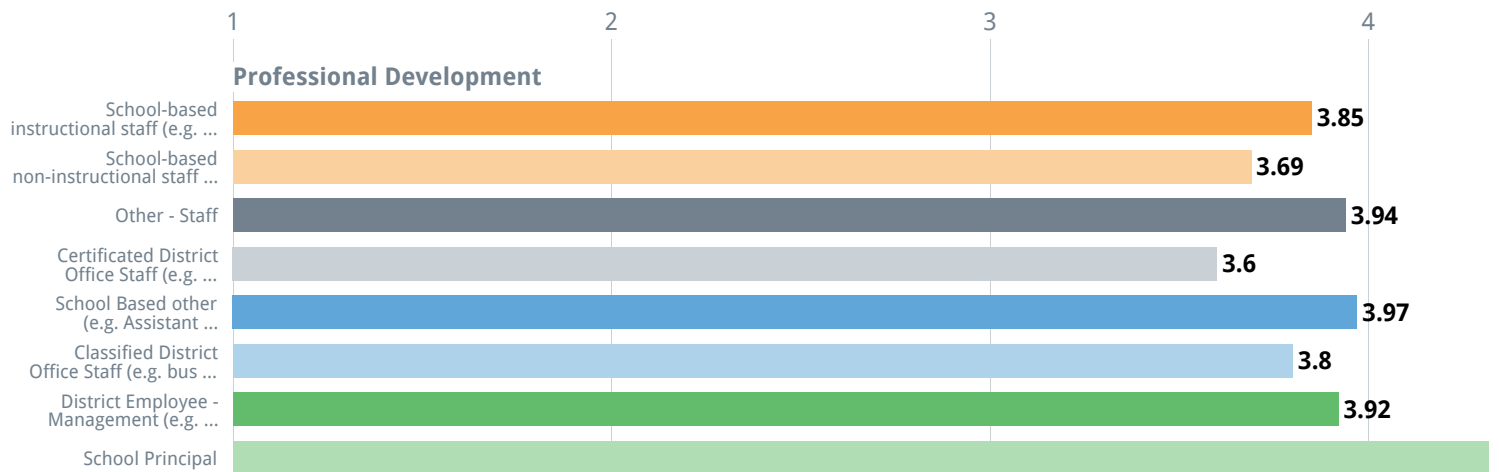
Theme Average

Midlothian School District - May 2018



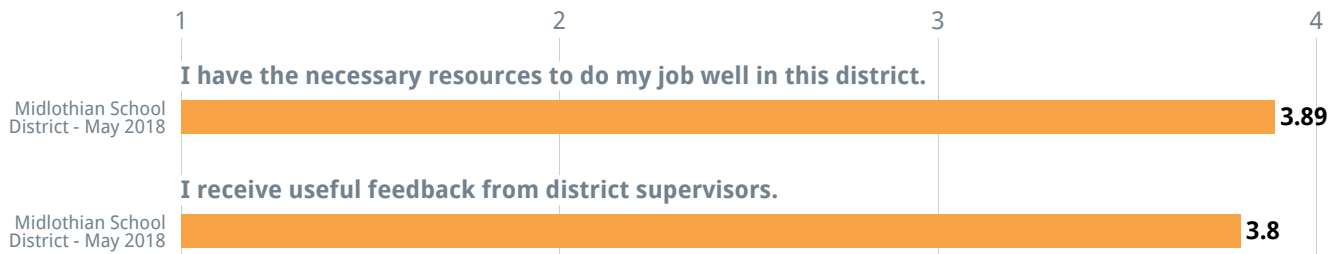
Theme Average - Subgroups

School-based instructional staff (e.g. teacher) School-based non-instructional staff (e.g. front office staff, etc.) Other - Staff
Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites) School Based other (e.g. Assis
Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
District Employee - Management (e.g. department manager) School Principal



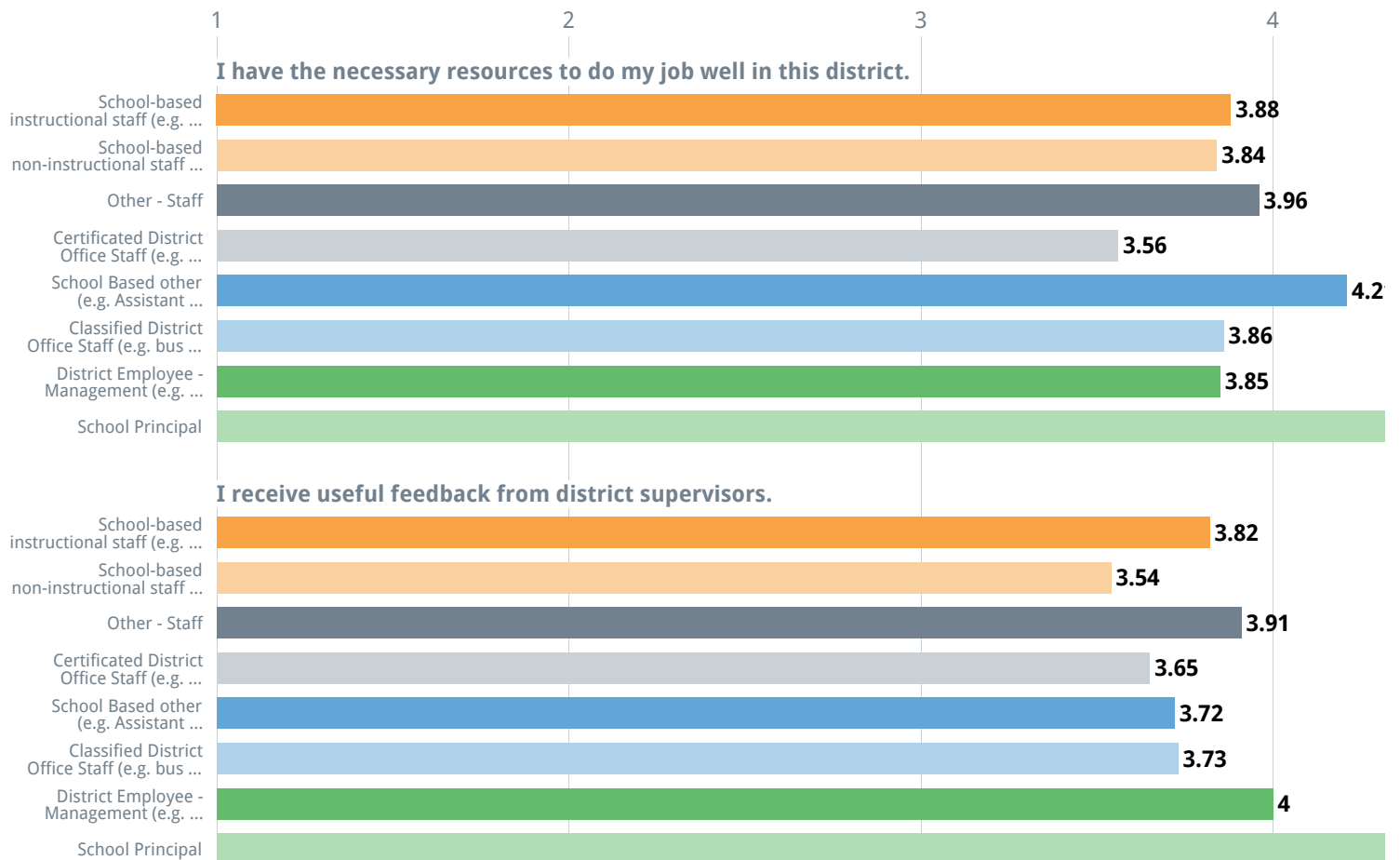
Responses Overall

Midlothian School District - May 2018



Responses by Subgroup

■ School-based instructional staff (e.g. teacher)
 ■ School-based non-instructional staff (e.g. front office staff, etc.)
 ■ Other - Staff
 ■ Certificated District Office Staff (e.g. teacher or instructional coach who works across multiple sites)
 ■ School Based other (e.g. Assis)
 ■ Classified District Office Staff (e.g. bus driver, clerical staff, technician, janitorial staff member, etc.)
 ■ District Employee - Management (e.g. department manager)
 ■ School Principal



Professional Development & Support Response Distribution

I have the necessary resources to do my job well in this district.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

Midlothian School District - May 2018



I receive useful feedback from district supervisors.

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

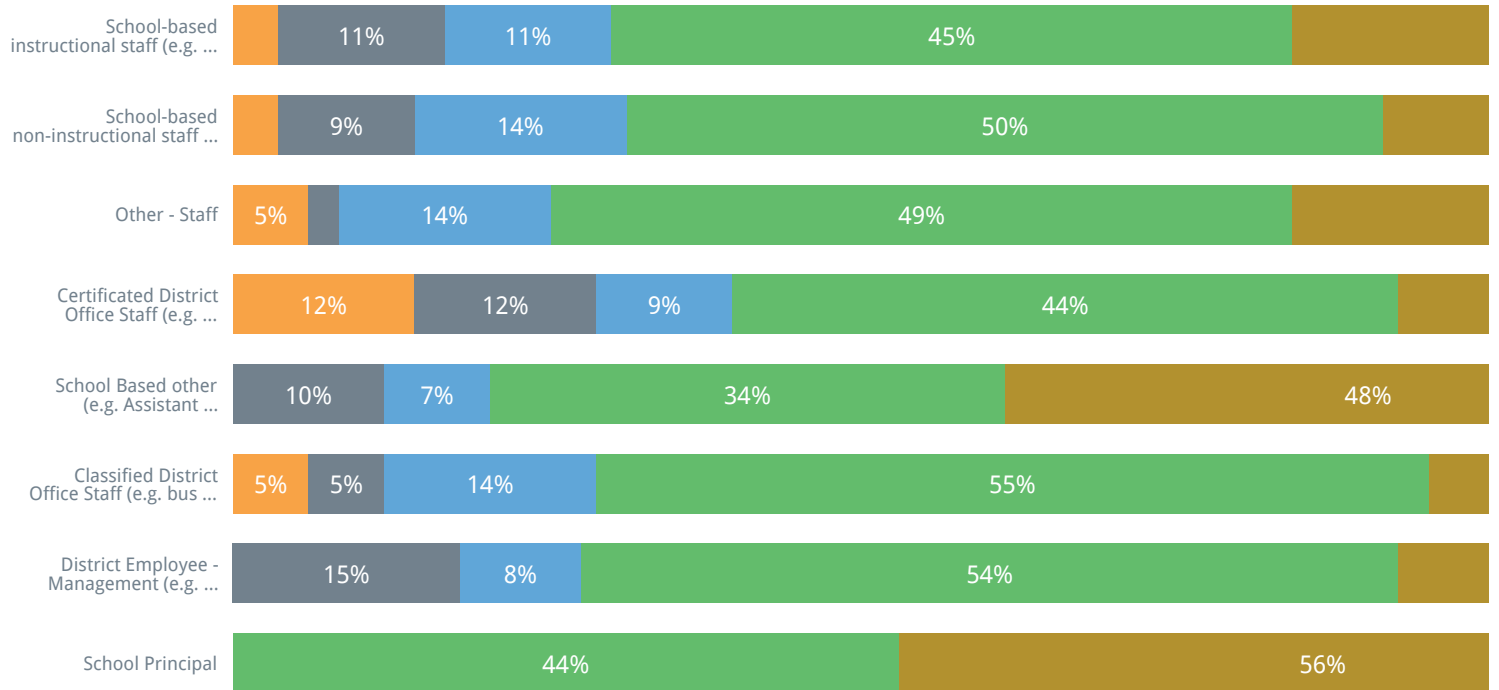
Midlothian School District - May 2018



Response Distribution by Role

I have the necessary resources to do my job well in this district.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree



I receive useful feedback from district supervisors.

■ Strongly disagree
 ■ Disagree
 ■ Neither agree nor disagree
 ■ Agree
 ■ Strongly agree

