

Climate Survey Analysis Tips

The purpose of seeking feedback from teaching staff at your school is to give you a read on the climate of the school and to provide teachers a way of providing feedback based on their perception of your leadership performance. It is not always easy to accept opinions from anonymous sources, but it is an important opportunity. It is a weathervane.

Ultimately, this is a chance for you to reflect, appraise your strengths and areas for improvement, and make both timely adjustments to your work and longer term goals for the future.

Instead of focusing in on particular comments or scores, identify trends in your data, and ask yourself the following three general questions:

1. Where do I see positive trends or strengths?
2. Where do I see negative trends or areas for improvement?
3. What surprises me about the results from this survey?

Next, think about what can be done in the short term to address areas for improvement. It is highly recommended that you pull in a focus group of key staff with whom you can share your observations from the survey and get their feedback on these interpretations. You may gain immediate strategies, and you will certainly increase your credibility with staff, as long as you present yourself as open to ideas and positive.

When analyzing your climate survey, please consider the following notions.

- Compile all of the data. This could include but is not limited to the survey questions, survey answers and profiles of the general individuals being surveyed.
- Check to see that there was a complete understanding of the questions. This can be done by looking to see if there were inconsistent answers by the survey participants, comments regarding questions about the survey or many questions left blank.
- Look to see what the survey indicates are the areas that need improvement. Is there a question where the majority of participants rated it as "low" or "unsatisfactory"?
- Look to see what areas are doing well. This will be indicated by consistently high marks by survey takers. Take note. Tactics used in these areas that are doing well may be used to improve low-scoring areas later.
- Look to see what areas are breaking down. If half or the majority of participants have given a mid-level scores to a particular area, that may be because the area is in need of improvement.