

Lackland ISD Shares Survey Results

Staff Speak

Thank you for taking advantage of the opportunity to share your voice as members of the Lackland ISD learning organization by participating in the Fall 2020 survey. Due to the pandemic we modified the survey questions from the original to obtain feedback on Cultural Awareness and Action, Staff Professional Needs, Staff relationships, Staff-School Communication, and Student Needs. Based on the responses from 23 of our staff below is the feedback we received:

Note: The number below each statement represents the # of people who selected that statement.

Cultural Awareness and Action: **Average Response 39% favorable.**

Q1: How often are students given the opportunities to learn about people from different races, ethnicities, or cultures?

| Almost Always | Frequently | Sometimes | Once in a While | Almost never |
|---------------|------------|-----------|-----------------|--------------|
| 3 | 6 | 7 | 4 | 25 |

Q2: How often do you think about the students of different races, ethnicities, or cultures experiences?

| Almost Always | Frequently | Sometimes | Once in a While | Almost never |
|---------------|------------|-----------|-----------------|--------------|
| 6 | 9 | 3 | 4 | 1 |

Q3: How confident are you that adults at your child's school can have honest conversations with students about race?

| Extremely Confident | Quite Confident | Somewhat Confident | Slightly Confident | Not at all Confident |
|---------------------|-----------------|--------------------|--------------------|----------------------|
| 1 | 6 | 9 | 5 | 1 |

Q4: At your school, how often are students encouraged to think more deeply about race-related topics?

| Almost Always | Frequently | Sometimes | Once in a While | Almost never |
|---------------|------------|-----------|-----------------|--------------|
| 0 | 6 | 4 | 9 | 3 |

Q5: How comfortable are you discussing race-related topics with students?

| Extremely Comfortable | Quite Comfortable | Somewhat Comfortable | Slightly Comfortable | Not at all Comfortable |
|-----------------------|-------------------|----------------------|----------------------|------------------------|
| 0 | 13 | 8 | 1 | 1 |

Q6: When there are major news events related to race, how often do adults at your school talk about them with students?

| Almost Always | Frequently | Sometimes | Once in a While | Almost never |
|---------------|------------|-----------|-----------------|--------------|
| 0 | 2 | 6 | 5 | 9 |

Q7: How well does your school help students speak out against racism?

| Extremely Well | Quite Well | Somewhat Well | Slightly Well | Not at all Well |
|----------------|------------|---------------|---------------|-----------------|
| 0 | 8 | 5 | 5 | 2 |

Q8: How well does your school help staff speak out against racism?

| Extremely Well | Quite Well | Somewhat Well | Slightly Well | Not at all Well |
|----------------|------------|---------------|---------------|-----------------|
| 0 | 9 | 6 | 5 | 1 |

Staff professional Needs: **Average Response 58% favorable.**

Q1: How valuable has the professional development been so far this year?

| Extremely Valuable | Quite Valuable | Somewhat Valuable | Slightly Valuable | Not at all Valuable | I have not had PD so far this year |
|--------------------|----------------|-------------------|-------------------|---------------------|------------------------------------|
| 4 | 5 | 7 | 4 | 2 | 0 |

Q2: So far this year, do you need additional support in any of the following areas? Select all that apply.

| Supporting Students w/ IEPs | Supporting English Language Learners | Supporting Academically Advance Students | Supporting Student's SEL needs | Using Technology | Family Engagement | I do not need support in any of these |
|-----------------------------|--------------------------------------|--|--------------------------------|------------------|-------------------|---------------------------------------|
| 5 | 2 | 1 | 12 | 10 | 7 | 5 |

Q3: Which area do you need the most support in right now?

| Supporting Students w/ IEPs | Supporting English Language Learners | Supporting Academically Advance Students | Supporting Student's SEL needs | Using Technology | Family Engagement | I do not need support in any of these |
|-----------------------------|--------------------------------------|--|--------------------------------|------------------|-------------------|---------------------------------------|
| 2 | 0 | 0 | 8 | 7 | 1 | 5 |

Q4: How helpful has leadership at your school been in resolving challenges so far this year?

| Extremely Helpful | Quite Helpful | Somewhat helpful | Slightly helpful | Not at all helpful |
|-------------------|---------------|------------------|------------------|--------------------|
| 6 | 11 | 5 | 1 | 0 |

Staff Relationships: **Average Response 52% Favorable**

Q1: Compared to past years, how much harder or easier is it to form relationships with your students right now?

| Much easier | Somewhat Easier | Slightly Easier | About the Same | Slightly harder | Somewhat harder | Much Harder | N/A |
|-------------|-----------------|-----------------|----------------|-----------------|-----------------|-------------|-----|
| 1 | 0 | 1 | 10 | 3 | 6 | 2 | 0 |

Q2: Compared to past years, how much harder or easier is it to connect with your families right now?

| Much easier | Somewhat Easier | Slightly Easier | About the Same | Slightly harder | Somewhat harder | Much Harder | N/A |
|-------------|-----------------|-----------------|----------------|-----------------|-----------------|-------------|-----|
| 0 | 3 | 0 | 4 | 6 | 6 | 1 | 3 |

Q3: Compared to past years, how much harder or easier is it to form relationships with your colleagues right now?

| Much easier | Somewhat Easier | Slightly Easier | About the Same | Slightly harder | Somewhat harder | Much Harder |
|-------------|-----------------|-----------------|----------------|-----------------|-----------------|-------------|
| 0 | 0 | 0 | 16 | 2 | 2 | 3 |

Staff-School Communication: **Average Response 54% favorable.**

Q1: How satisfied are you with the frequency of communication from school leadership?

| I am happy with the frequency of communication from school leadership | I wish they communicated less frequently | I wish they communicated more frequently |
|---|--|--|
| 13 | 1 | 9 |

Q2: How satisfied are you with the frequency of communication from district leadership?

| I am happy with the frequency of communication from school leadership | I wish they communicated less frequently | I wish they communicated more frequently |
|---|--|--|
| 13 | 1 | 9 |

Q3: How clear has communication from school leadership been on COVID-related safety measures and protocols?

| Extremely Clear | Quite Clear | Somewhat Clear | Slightly Clear | Not at all Clear |
|-----------------|-------------|----------------|----------------|------------------|
| 6 | 6 | 8 | 3 | 0 |

Q4: How clear has communication from school leadership been about the school's learning model?

| Extremely Clear | Quite Clear | Somewhat Clear | Slightly Clear | Not at all Clear |
|-----------------|-------------|----------------|----------------|------------------|
| 4 | 6 | 9 | 3 | 1 |

Q5: How clear is the process for requesting medical leave time from work?

| Extremely Clear | Quite Clear | Somewhat Clear | Slightly Clear | Not at all Clear |
|-----------------|-------------|----------------|----------------|------------------|
| 5 | 7 | 6 | 5 | 0 |

Q6: How clear is the process for notifying the school about concerns with a student's health or well-being?

| Extremely Clear | Quite Clear | Somewhat Clear | Slightly Clear | Not at all Clear |
|-----------------|-------------|----------------|----------------|------------------|
| 6 | 9 | 5 | 2 | 1 |

Student Needs: **Average Response 35% favorable.**

Q1: How concerned are you about students' academic growth right now?

| Extremely Concerned | Quite Concerned | Somewhat Concerned | Slightly Concerned | Not at all Concerned |
|---------------------|-----------------|--------------------|--------------------|----------------------|
| 6 | 8 | 5 | 4 | 0 |

Q2: How concerned are you about students' social-emotional well-being right now?

| Extremely Concerned | Quite Concerned | Somewhat Concerned | Slightly Concerned | Not at all Concerned |
|---------------------|-----------------|--------------------|--------------------|----------------------|
| 4 | 11 | 4 | 4 | 0 |

Q3: How concerned are you about students' behavior right now?

| Extremely Concerned | Quite Concerned | Somewhat Concerned | Slightly Concerned | Not at all Concerned |
|---------------------|-----------------|--------------------|--------------------|----------------------|
| 2 | 8 | 6 | 4 | 3 |

Q4: How concerned are you about students' peer relationships right now?

| Extremely Concerned | Quite Concerned | Somewhat Concerned | Slightly Concerned | Not at all Concerned |
|---------------------|-----------------|--------------------|--------------------|----------------------|
| 1 | 3 | 9 | 6 | 4 |

Q5: How concerned are you about students' relationships with adults at school right now?

| Extremely Concerned | Quite Concerned | Somewhat Concerned | Slightly Concerned | Not at all Concerned |
|---------------------|-----------------|--------------------|--------------------|----------------------|
| 3 | 1 | 3 | 10 | 6 |

Again, we'd like to thank you for sharing your thoughts and written opinions with us. Please know that we use this information to inform our actions moving forward. If you have additional questions regarding the survey please email Guyton.d@lacklandisd.net.