



# Hinsdale Township High School District 86 (IL)







Staff Survey  
Fall 2021



Report created by  
Panorama Education



## Summary

| Topic Description                                                                                                                                                                     | Results    | Benchmark                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Feedback and Coaching</b></p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>                                                               | <b>35%</b> |  <p>20th - 39th percentile compared to others nationally</p>   |
| <p><b>Professional Learning</b></p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>                    | <b>43%</b> |  <p>20th - 39th percentile compared to others nationally</p>   |
| <p><b>Professional Learning About Equity</b></p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p> | <b>46%</b> |  <p>40th - 59th percentile compared to others nationally</p>   |
| <p><b>School Leadership</b></p> <p>Perceptions of the school leadership's effectiveness.</p>                                                                                          | <b>55%</b> |  <p>40th - 59th percentile compared to others nationally</p>   |
| <p><b>Staff-Leadership Relationships</b></p> <p>Perceptions of faculty and staff relationships with school leaders.</p>                                                               | <b>62%</b> |  <p>20th - 39th percentile compared to others nationally</p> |
| <p><b>Well-being</b></p> <p>Faculty and staff perceptions of their own professional well-being.</p>                                                                                   | <b>66%</b> |  <p>40th - 59th percentile compared to others nationally</p> |

173 responses



# Feedback and Coaching

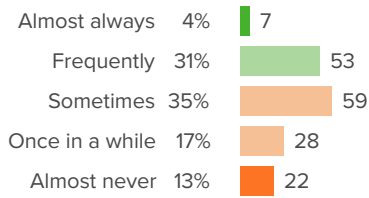
Your average

# 35%

173 responses

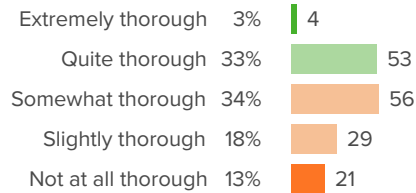
## How did people respond?

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



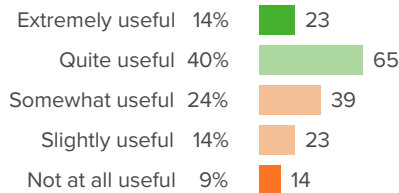
Favorable: **36%**

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



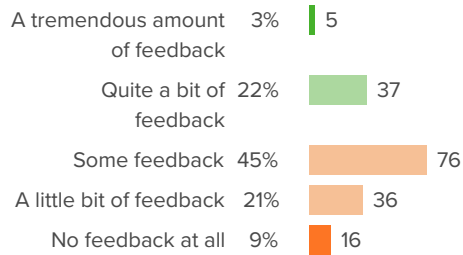
Favorable: **35%**

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



Favorable: **54%**

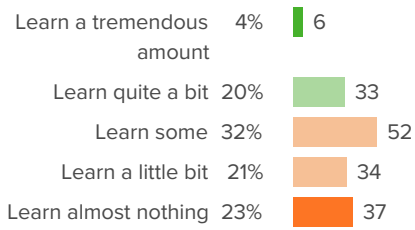
### Q.4: How much feedback do you receive on your work?



Favorable: **25%**



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



Favorable: **24%**



# Professional Learning

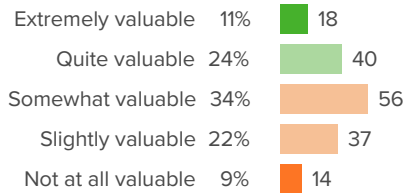
Your average

# 43%

173 responses

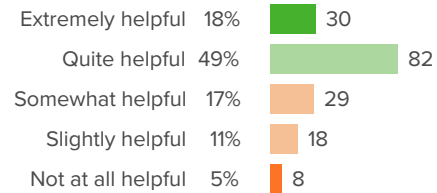
## How did people respond?

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



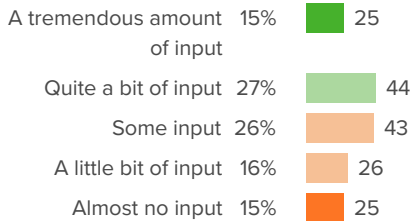
Favorable: **35%**

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



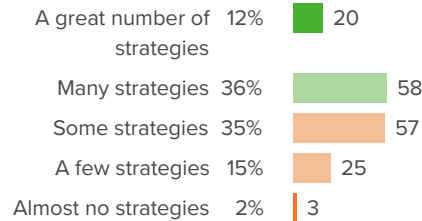
Favorable: **67%**

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



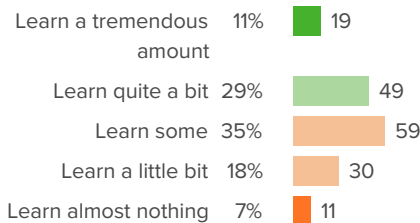
Favorable: **42%**

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



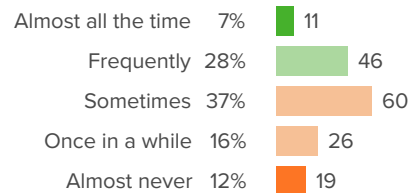
Favorable: **48%**

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



Favorable: **40%**

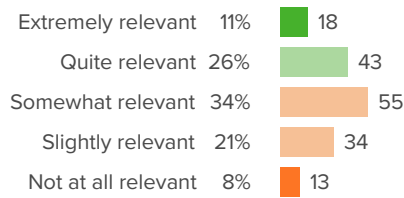
### Q.6: How often do your professional development opportunities help you explore new ideas?



Favorable: **35%**

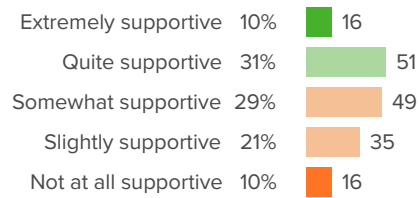


**Q.7: How relevant have your professional development opportunities been to your work?**



Favorable: **37%**

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



Favorable: **40%**



# Professional Learning About Equity

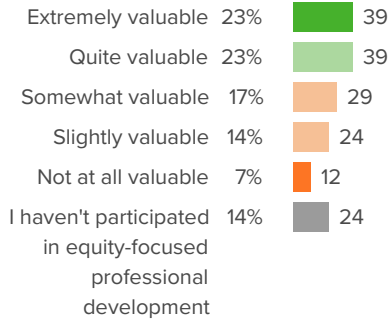
Your average

# 46%

173 responses

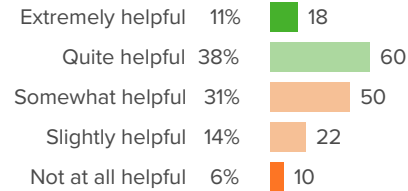
## How did people respond?

### Q.1: At your school, how valuable are the equity-focused professional development opportunities?



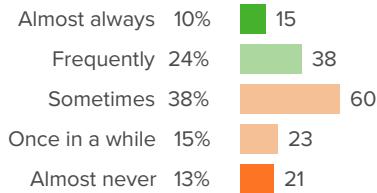
Favorable: **55%**

### Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



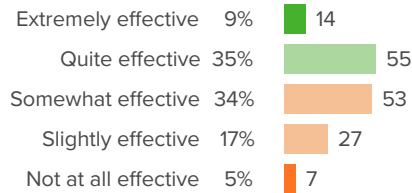
Favorable: **49%**

### Q.3: How often do professional development opportunities help you explore new ways to promote equity in your practice?



Favorable: **34%**

### Q.4: Overall, how effective has your school administration been in helping you advance student equity?



Favorable: **44%**



# School Leadership

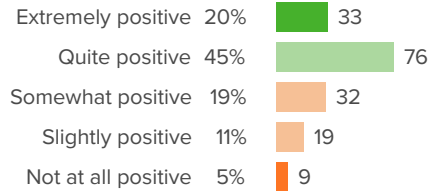
Your average

# 55%

173 responses

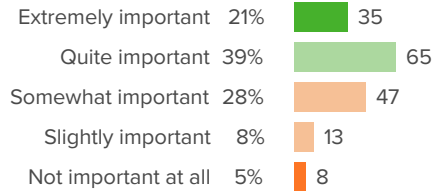
## How did people respond?

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



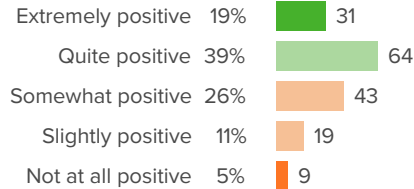
Favorable: **64%**

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



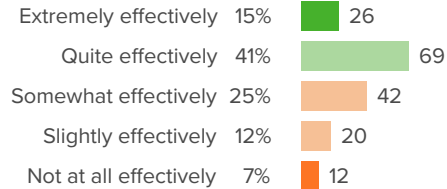
Favorable: **60%**

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



Favorable: **57%**

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

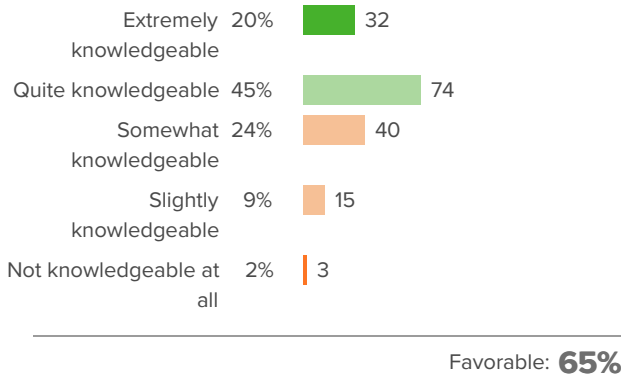


Favorable: **56%**

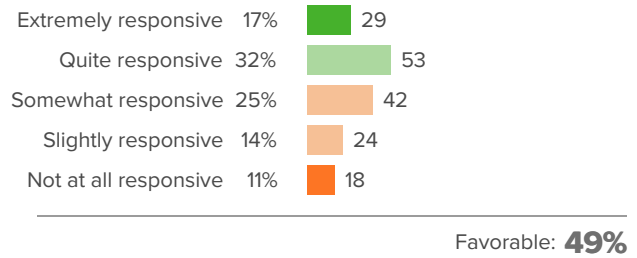




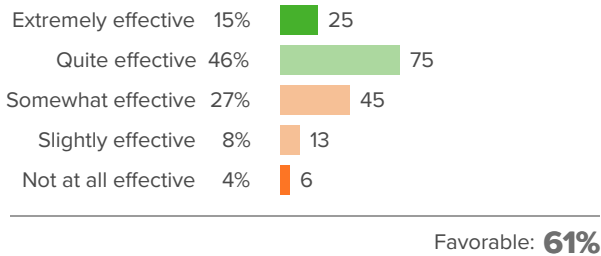
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



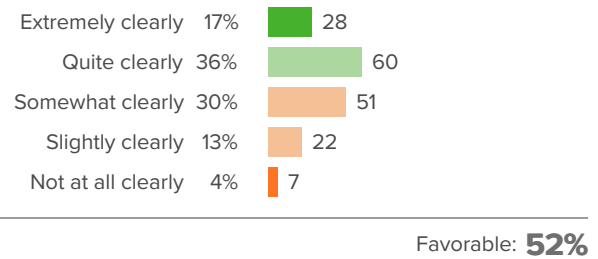
**Q.6: How responsive are school leaders to your feedback?**



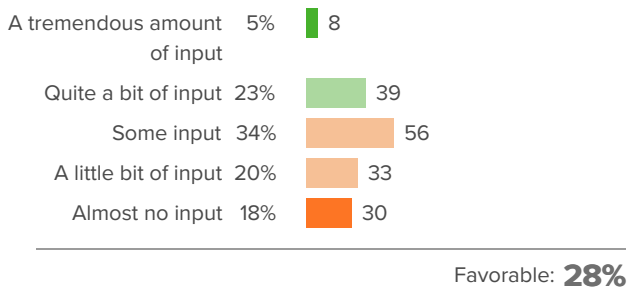
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



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



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





# Staff-Leadership Relationships

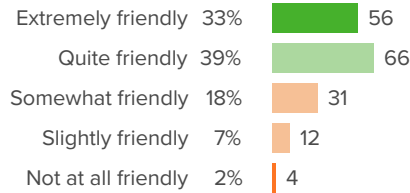
Your average

# 62%

173 responses

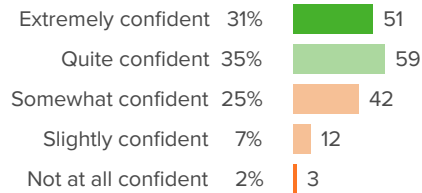
## How did people respond?

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



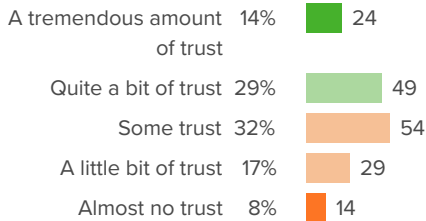
Favorable: **72%**

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



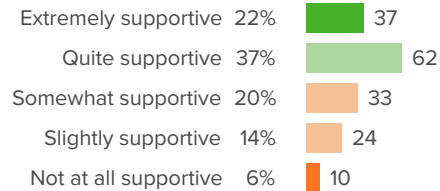
Favorable: **66%**

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



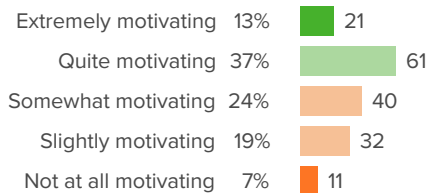
Favorable: **43%**

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



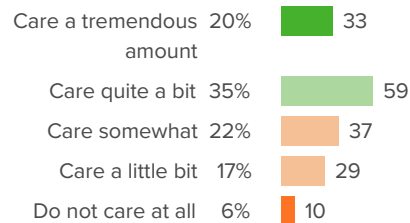
Favorable: **60%**

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



Favorable: **50%**

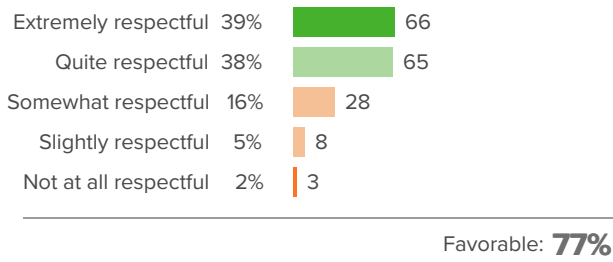
### Q.6: How much do your school leaders care about you as an individual?



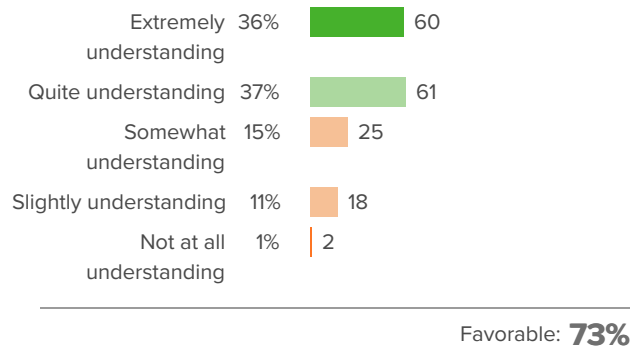
Favorable: **55%**



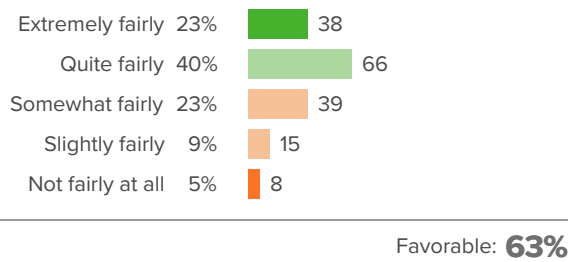
**Q.7: How respectful are your school leaders towards you?**



**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?**





# Well-being

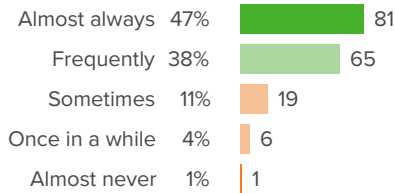
Your average

# 66%

173 responses

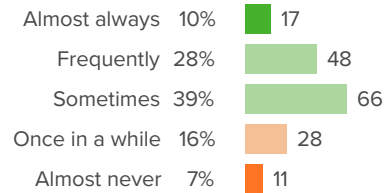
## How did people respond?

**Q.1: During the past week, how often did you feel engaged at work?**



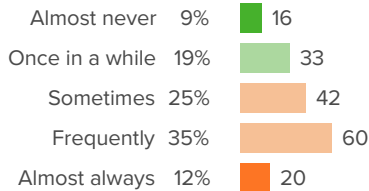
Favorable: **85%**

**Q.2: During the past week, how often did you feel excited at work?**



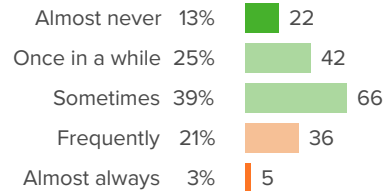
Favorable: **77%**

**Q.3: During the past week, how often did you feel exhausted at work?**



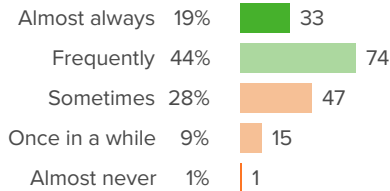
Favorable: **29%**

**Q.4: During the past week, how often did you feel frustrated at work?**



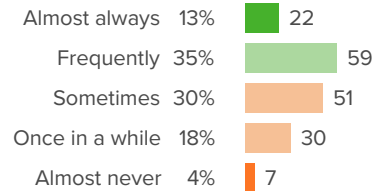
Favorable: **76%**

**Q.5: During the past week, how often did you feel happy at work?**



Favorable: **63%**

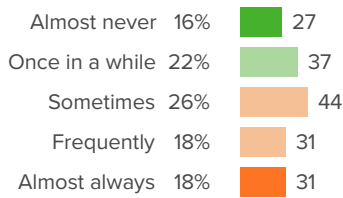
**Q.6: During the past week, how often did you feel hopeful at work?**



Favorable: **48%**

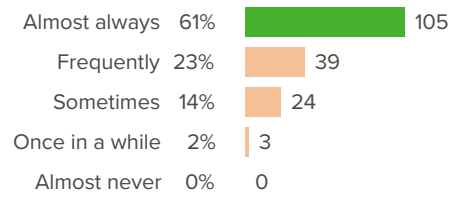


**Q.7: During the past week, how often did you feel overwhelmed at work?**



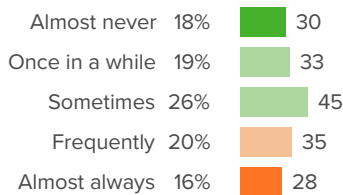
Favorable: **38%**

**Q.8: During the past week, how often did you feel safe at work?**



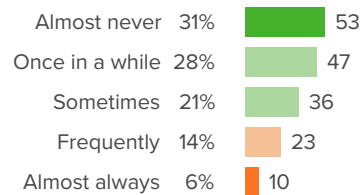
Favorable: **61%**

**Q.9: During the past week, how often did you feel stressed out at work?**



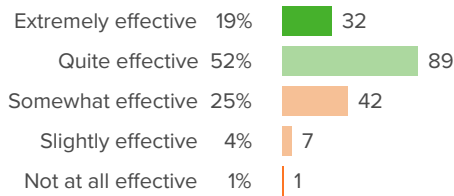
Favorable: **63%**

**Q.10: During the past week, how often did you feel worried at work?**



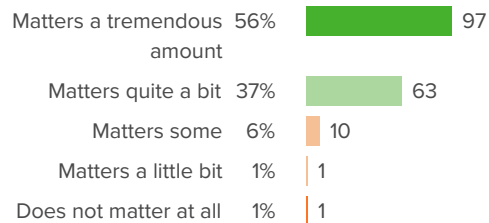
Favorable: **80%**

**Q.11: How effective do you feel at your job right now?**



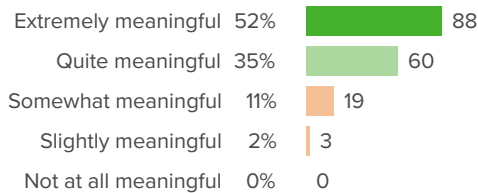
Favorable: **71%**

**Q.12: How much does your work matter to you?**



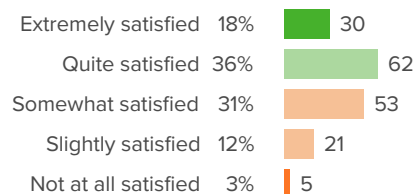
Favorable: **93%**

**Q.13: How meaningful for you is the work that you do?**



Favorable: **87%**

**Q.14: Overall, how satisfied are you with your job right now?**



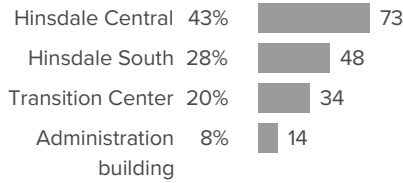
Favorable: **54%**



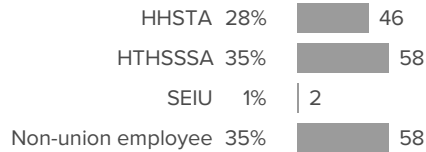
# Background Questions

## How did people respond?

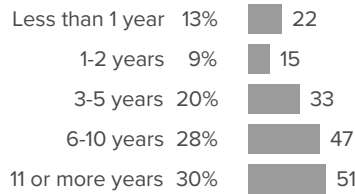
### Q.1: What building are you assigned to?



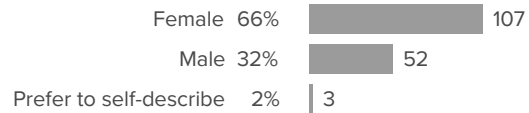
### Q.2: Which employee group do you belong to?



### Q.3: How many years have you worked in District 86?



### Q.4: What is your gender?



### Q.5: What is your race or ethnicity?

