



# Hinsdale Township High School District 86 (IL)

Staff Survey  
Spring Surveys - 2022



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>	<p><b>34%</b></p> <p>▼1 since last survey</p>	<p>0th - 19th 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>	<p><b>43%</b></p> <p>0 since last survey</p>	<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>	<p><b>44%</b></p> <p>▼2 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p><b>School Leadership</b></p> <p>Perceptions of the school leadership's effectiveness.</p>	<p><b>53%</b></p> <p>▼2 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p><b>Staff-Leadership Relationships</b></p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p><b>61%</b></p> <p>▼1 since last survey</p>	<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>	<p><b>66%</b></p> <p>0 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>

157 responses



# Feedback and Coaching

Your average

**34%**

157 responses

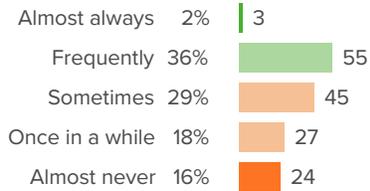
Change

▼ **1**

since last survey

## How did people respond?

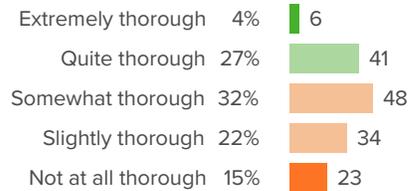
### Q.1: How often do you receive feedback on your work?



▲ **3** from last survey

Favorable: **38%**

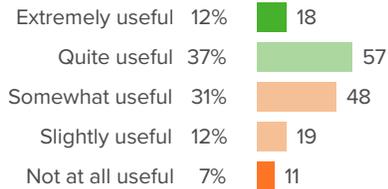
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▼ **4** from last survey

Favorable: **31%**

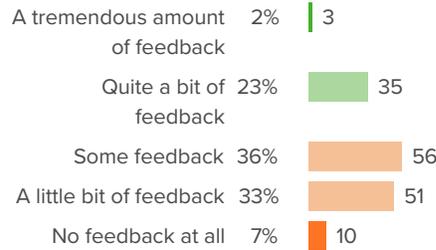
### Q.3: How useful do you find the feedback you receive on your work?



▼ **5** from last survey

Favorable: **49%**

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

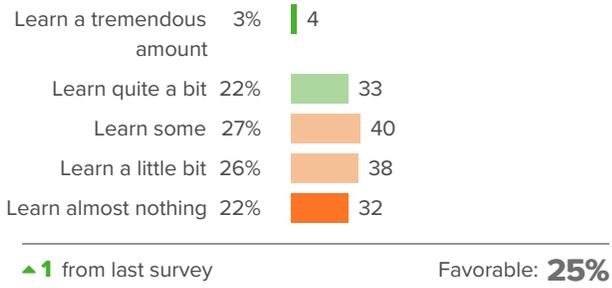


▲ **0** from last survey

Favorable: **25%**



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





# Professional Learning

Your average

**43%**

157 responses

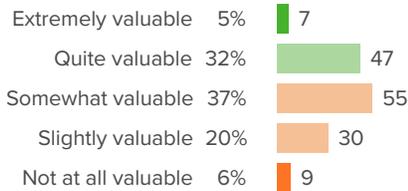
Change

**0**

since last survey

## How did people respond?

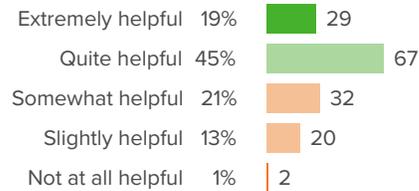
### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 1 from last survey

Favorable: **36%**

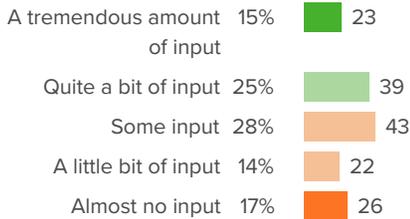
### Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 3 from last survey

Favorable: **64%**

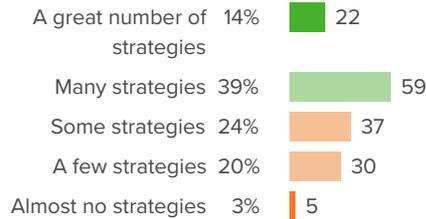
### Q.3: How much input do you have into individualizing your own professional development opportunities?



▼ 2 from last survey

Favorable: **41%**

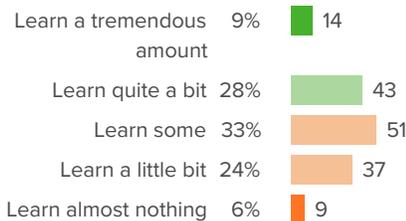
### Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 5 from last survey

Favorable: **53%**

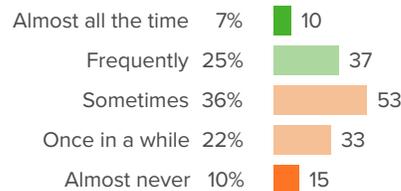
### Q.5: Overall, how much do you learn from the leaders at your school?



▼ 3 from last survey

Favorable: **37%**

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

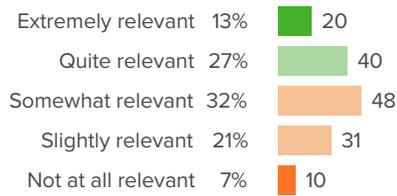


▼ 3 from last survey

Favorable: **32%**



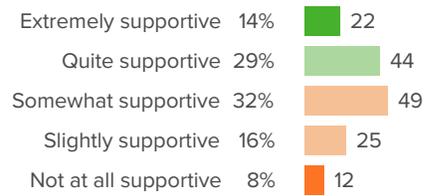
**Q.7: How relevant have your professional development opportunities been to your work?**



▲ 3 from last survey

Favorable: **40%**

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



▲ 3 from last survey

Favorable: **43%**



# Professional Learning About Equity

Your average

**44%**

157 responses

Change

**▼ 2**

since last survey

## How did people respond?

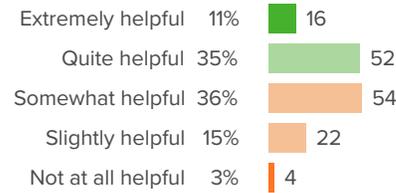
### Q.1: At your school, how valuable are the equity-focused professional development opportunities?



▼ 2 from last survey

Favorable: **53%**

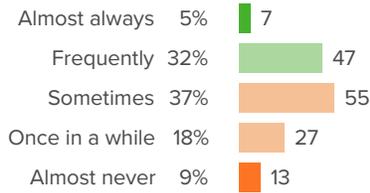
### Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



▼ 3 from last survey

Favorable: **46%**

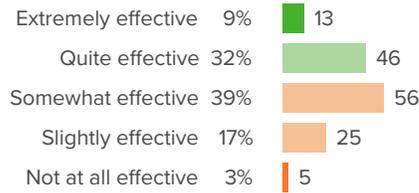
### Q.3: How often do professional development opportunities help you explore new ways to promote equity in your practice?



▲ 2 from last survey

Favorable: **36%**

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



▼ 4 from last survey

Favorable: **41%**



# School Leadership

Your average

**53%**

157 responses

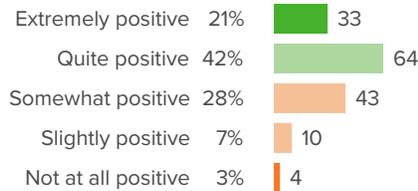
Change

**▼ 2**

since last survey

## How did people respond?

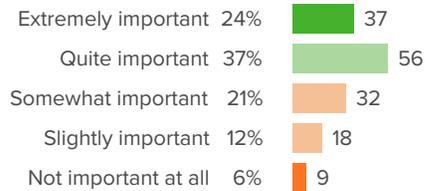
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 1 from last survey

Favorable: **63%**

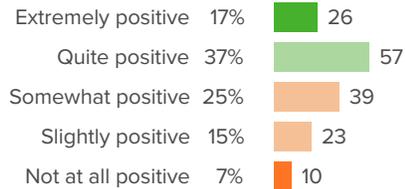
### Q.2: For your school leaders, how important is staff satisfaction?



▲ 2 from last survey

Favorable: **61%**

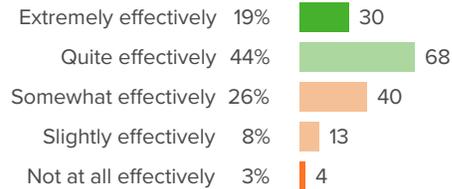
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ 3 from last survey

Favorable: **54%**

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

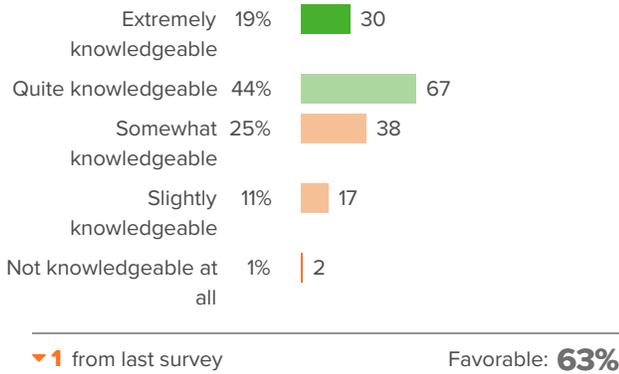


▲ 7 from last survey

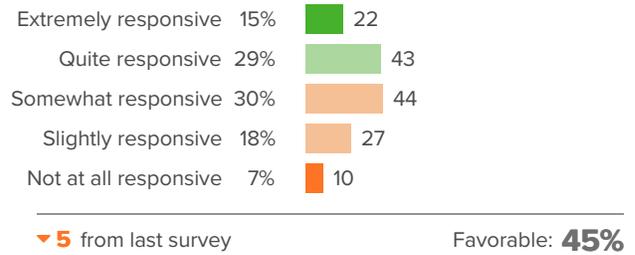
Favorable: **63%**



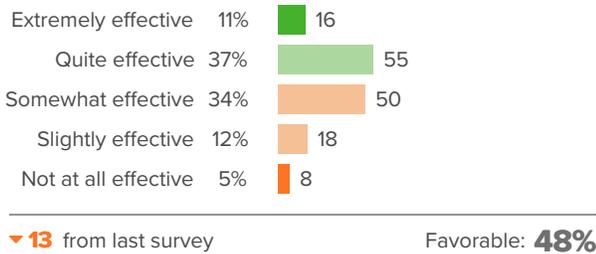
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



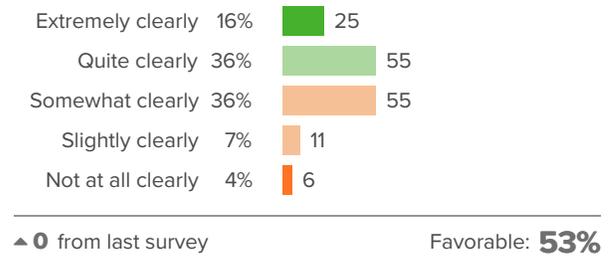
**Q.6: How responsive are school leaders to your feedback?**



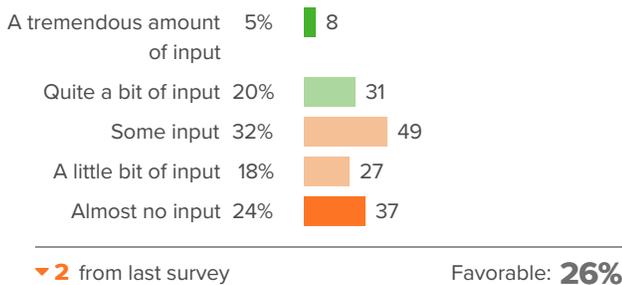
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



**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

**61%**

157 responses

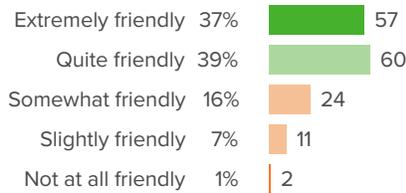
Change

▼ **1**

since last survey

## How did people respond?

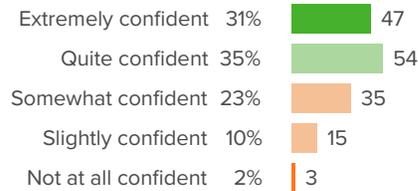
### Q.1: How friendly are your school leaders toward you?



▲ **4** from last survey

Favorable: **76%**

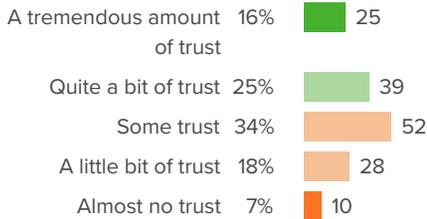
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ **0** from last survey

Favorable: **66%**

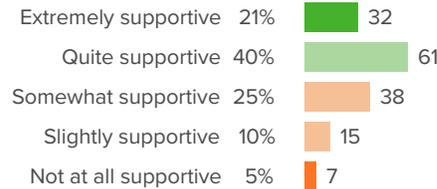
### Q.3: How much trust exists between school leaders and staff?



▼ **1** from last survey

Favorable: **42%**

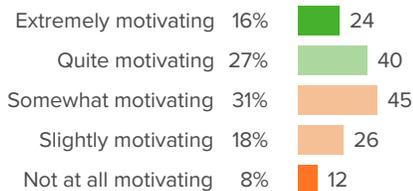
### Q.4: When you face challenges at work, how supportive are your school leaders?



▲ **1** from last survey

Favorable: **61%**

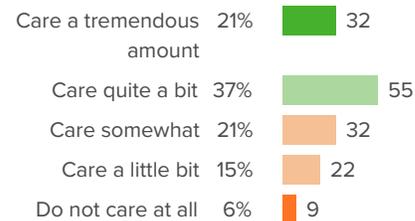
### Q.5: At your school, how motivating do you find working with the leadership team?



▼ **6** from last survey

Favorable: **44%**

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

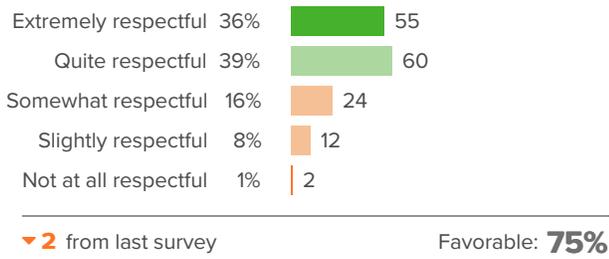


▲ **4** from last survey

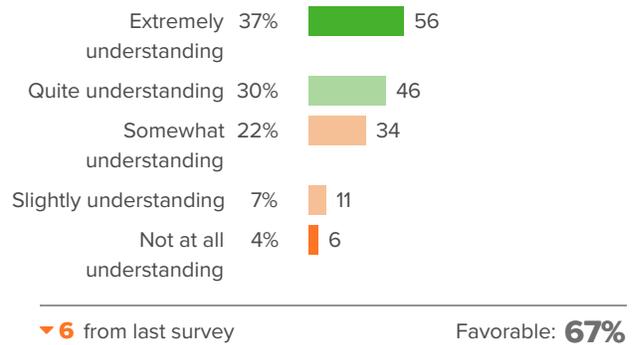
Favorable: **58%**



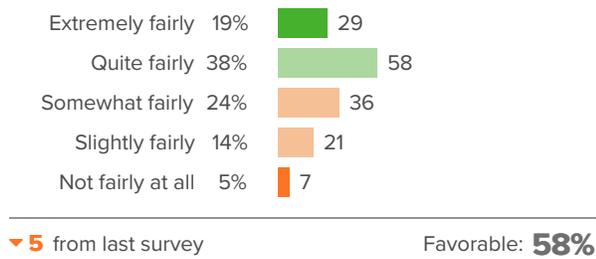
**Q.7: How respectful are your school leaders towards you?**



**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%**

157 responses

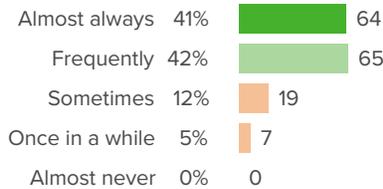
Change

**0**

since last survey

## How did people respond?

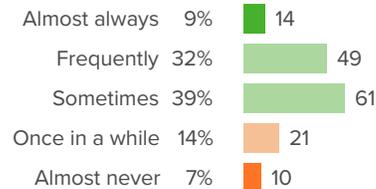
**Q.1: During the past week, how often did you feel engaged at work?**



▼ 2 from last survey

Favorable: **83%**

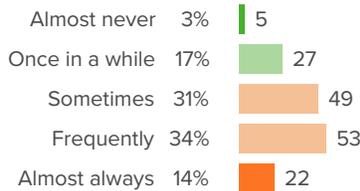
**Q.2: During the past week, how often did you feel excited at work?**



▲ 3 from last survey

Favorable: **80%**

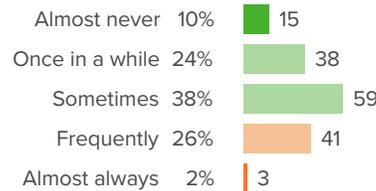
**Q.3: During the past week, how often did you feel exhausted at work?**



▼ 7 from last survey

Favorable: **21%**

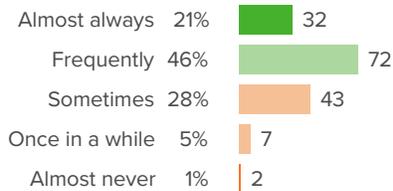
**Q.4: During the past week, how often did you feel frustrated at work?**



▼ 4 from last survey

Favorable: **72%**

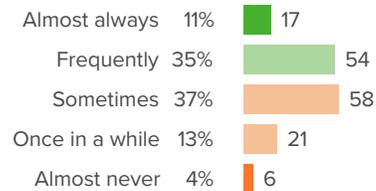
**Q.5: During the past week, how often did you feel happy at work?**



▲ 4 from last survey

Favorable: **67%**

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

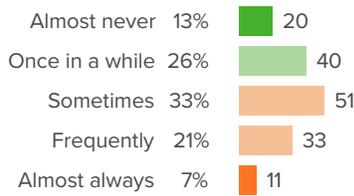


▼ 2 from last survey

Favorable: **46%**

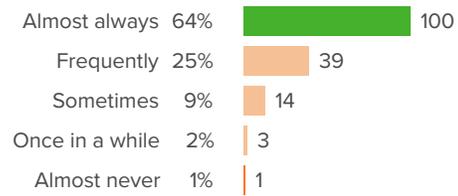


**Q.7: During the past week, how often did you feel overwhelmed at work?**



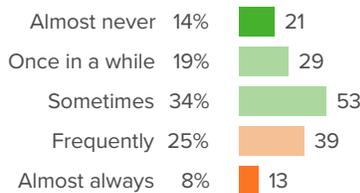
▲ 2 from last survey Favorable: 39%

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



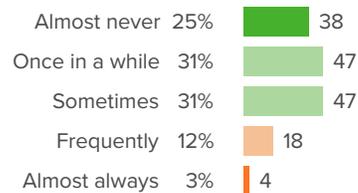
▲ 2 from last survey Favorable: 64%

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



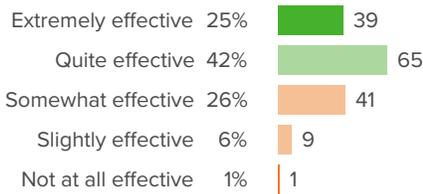
▲ 3 from last survey Favorable: 66%

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



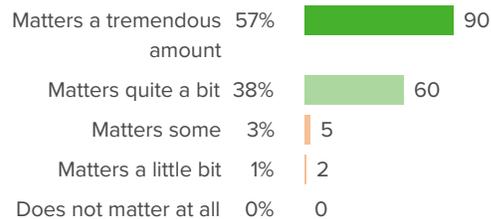
▲ 5 from last survey Favorable: 86%

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



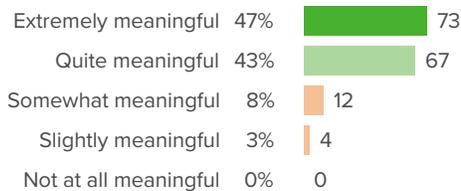
▼ 4 from last survey Favorable: 67%

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



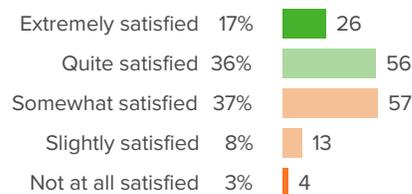
▲ 3 from last survey Favorable: 96%

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



▲ 3 from last survey Favorable: 90%

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



▼ 1 from last survey Favorable: 53%

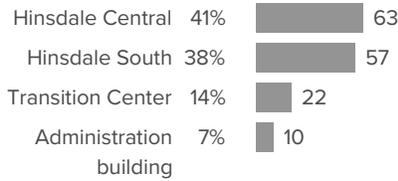


# Background Questions

## How did people respond?

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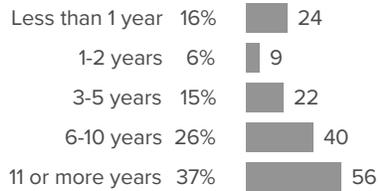
### Q.1: What building are you assigned to?



### 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?

