



# District 86 Stakeholder Feedback Surveys

## Results and Next Steps

Feb. 24, 2022



# Background

- Administration explored options for collecting stakeholder feedback to advance the work of the strategic plan, most notably Goals 2 (Learning Environment), 3 (Work Environment) and 4 (Family and Community Connections).
- Board approved a one-year contract with Panorama Education, Inc. on May 13, 2021, to help the district administer feedback/satisfaction surveys to students, teachers, staff and parents/guardians.



# Survey Administration

Below are the surveys that were administered during the fall of 2021, as well as the response rates for each one.

- School-Level Student Survey - 93.4%
- Social-Emotional Learning: Student Competency & Well-Being Measures Survey (freshmen only) - 88.4%
- Social-Emotional Learning: Adult Measures Survey for Teachers and Staff - 66.3% (74.3% for teachers and 57.66% for staff)
- Back-to-School Survey for Families - 28.2%



# Understanding the Results

- Panorama produced a report for each survey that included:
  - The list of topics that were covered.
  - Percentage of people who responded favorably to the questions.
  - National benchmarks where available.
- Percent favorable included people who selected the top two answers for questions that featured five choices or top three answers for questions that featured seven choices; middle choice (e.g., answer three in a list of five) was considered neutral and not incorporated into the favorability calculation.
- Established a baseline of 60% favorable across all surveys that we are featuring on our scorecard (<http://scorecard.cecweb.org/hinsdale86>); will continue to assess and adjust this percentage/metric as needed going forward.

# Goal 2: Learning Environment and Student Well-Being



- Goal 2 team created action plans for this year during spring of 2021
- Panorama surveys administered in September
  - Student survey given to all grades
  - Social-Emotional Learning: Student Competency & Well-Being given to freshmen
- Teams met to review and analyze data
- Answered more questions through focus groups
- Regular revision of action steps



# Student Survey Categories

- Readiness for Learning - Back to school
- School Climate - Learning climate
- School Mindset - Potential to change factors central to performance in school
- School Teacher - Student Relationships - Social connection between teachers and students
- School Belonging - Students feeling they are valued members of the school community
- School Engagement - How invested and attentive students are in school



# School-Level Student Survey

Below are the main topics covered in the School-Level Student Survey and the percentage of students who responded favorably to them.

- Readiness for Learning - 62%
- School Climate - 62%
- School Mindset - 56%
- School Teacher-Student Relationships - 53%
- School Belonging - 43%
- School Engagement - 29%



# Student Competency & Well-Being Measures Survey (Freshmen)

Below are the main topics covered in the Student Competency & Well-Being Measures Survey and the percentage of freshmen who responded favorably to them.

- Supportive Relationships (includes family, friends and adults at school) - 84%
- Self-Management (how well students manage emotions, thoughts and behaviors) - 79%
- Social Awareness (how well students consider the perspectives of others and empathize with them) - 56%
- Positive Feelings (frequency of positive emotions) - 63%



# Student Competency & Well-Being Measures Survey (Freshmen) - Continued



- Growth Mindset (potential to change factors central to performance in school) - 59%
- Self Efficacy (belief by students that they can succeed in achieving academic outcomes) - 56%
- Challenging Feelings (frequency that students feel challenging emotions; higher scores indicate less frequent challenging emotions) - 55%
- Emotion Regulation (ability for students to regulate their emotions) - 54%



# Student Survey - Dashboard

- Five questions were asked that reflect perceptions of the overall social and learning climate of the school.
  - Positive/negative energy, physical environment, rules fair/unfair, student behavior, and teacher excitement.
- 62% of students responded favorably
- Goal is 60% favorability



## Goal 2 - Actions

- The student voice team continues to collect focus group data (e.g., homework, worries, etc.)
- Continue integration of SEL competencies through academic departments
- Administer SEL Competencies and Well-Being survey to all students in spring
- Repeat surveys and data review process next year



## Goal 2 - Actions

Continue to address student well-being

- Intensive examples - Individual counseling, Student Success Center, and Pandemic Support Teams
- Targeted examples - Excel, support groups, peer mediation, restorative circles and Student Ambassadors
- Universal examples - RULER approach, mental health class presentations and assemblies, and peer mentors



## Goal 3 - Work Environment and Well-being

- Teachers and staff surveyed in September, 2021
- High level results reviewed with stakeholder groups - November/December
- Action steps - district- and building-level actions are ongoing
- Re-survey in April 2022



# Teacher and Staff Survey Categories

- Professional Learning (amount and quality of learning opportunities available)
- Professional Learning About Equity (amount and quality of equity focused PD)
- Feedback and Coaching (amount and quality of feedback received)
- School Leadership (perceptions of school leadership effectiveness)
- Staff-Leadership Relationships (perceptions of relationships with school leaders)
- Well-being (self perceptions of own professional well-being)

## **Teacher survey included the following additional topic:**

- Teaching Efficacy (self perceptions of professional strengths and areas of growth)



# Teacher and Staff Survey Results

## Percent favorable: Teacher/Staff

- **Professional Learning:** 54%/43%
- **Professional Learning About Equity:** 51%/46%
- **Feedback and Coaching:** 39%/35%
- **School Leadership:** 39%/55%
- **Staff-Leadership Relationships:** 55%/62%
- **Well-being:** 58%/66%

## Teacher survey included the following additional topic:

- **Teaching Efficacy:** 79%



# Teacher and Staff Survey - Action Steps

**Deeper dive** with stakeholders (Superintendent's Roundtable and Building Leadership Teams) to better understand results.

**Feedback loop created** - Superintendent's Roundtable and Building Leadership Teams collect feedback from staff to bring back to next meeting for continued discussion and work.

## **Focus areas:**

- Well-being
- Relationships



# Teacher and Staff Survey - Action Steps for Well-being



- **Additional time** (Thanksgiving break, reviewing meeting schedules, hiring more substitute teachers, extending the timeline for curriculum alignment work, adapting tenured staff evaluation cycle)
- **Physical wellness** (Flu shots, booster clinic, on-site biometric screening)
- **Emotional wellness** (Mental Health Awareness month, Employee Assistance)
- **Financial wellness** - (Facilitated employee meetings with Empower)
- **Intentional check-ins** with staff to find out how they are doing
- **Building-based events**

# Teacher and Staff Survey - Action Steps for Relationships



- **Superintendent's Roundtable** - Focus on the Work Environment (Goal 3). Open and collaborative forum for responding to staff suggestions.
- **Evaluation Plan** - Focus on professional growth rather than a rating. Opportunities for trust building through the process.
- **Labor Relations** - One-year agreement with HHSTA.
- **HR Reorganization** - Change to a customer-focused model with a single point of contact by building.
- **School-level work** - Increased focus on open lines of communication



# Teacher and Staff Survey - Dashboard

For purposes of measuring employee satisfaction, we will monitor the percent favorable on the following one question:

**Overall, how satisfied are you with your job right now?**

## **September 2021 Results:**

- Teachers = 48% favorable
- Staff = 54% favorable

Goal is at least 60% favorable



# Teacher and Staff Survey - Next Steps

## Re-survey

- Administer again in April 2022; review and assess results.

## Employee Wellness

- Implement phase 1 of a longer term Employee Wellness initiative beginning FY23.

## Relationships

- Continue and enhance feedback loops.
- Continue and enhance employee stakeholder engagement opportunities.
- Analyze exit interview data.

# Family and Community Connections Survey Topics and Results



Below are the main topics covered in the Back-to-School Survey for Families and the percentage of families who responded favorably to them.

- Student Needs (e.g., academic growth, social-emotional well-being, physical health, mental health, etc.) - 69%
- School Public Health Measures (e.g., level of COVID-related measures and protocols in child's school and ability for child to follow them) - 68%
- Family-School Communication (e.g., how helpful communication has been, clarity of communication about COVID-related measures and protocols, comfort communicating with school, how much school values opinions, etc.) - 64%

# Family and Community Connections Data Review and Outreach



Below are the activities that were completed when the Back-to-School Survey for Families closed on Sept. 24.

- Communications department reviewed and analyzed the district-level results.
- Principals met with school-level parent/guardian groups to gather additional context.

# Family and Community Connections Survey Themes



Below are the main themes that were identified following the review and discussion of the data from the Back-to-School Survey for Families.

- Need to upgrade/improve the district's family of websites.
- Need for improved communication.
- Be better about valuing the opinions of community members.
- Concerns regarding the academic growth and well-being of children.

# Family and Community Connections

## Next Steps



Below are next steps we plan to take based on the results of the Back-to-School Survey for Families.

- Work with Finalsite to redesign the district's family of websites. Project is scheduled to be completed this summer.
- Increased focus on clear and timely communication.
- Continue with school-wide implementation of transformative social and emotional learning strategies (e.g., SouthPride Lessons/Red Devil Reflections, RULER lessons, etc.)
- Already added a social worker and student interventionist at both buildings (ESSR-funded).



# Family and Community Connections District Dashboard



The main indicator from the Back-to-School Survey for Families that we will use going forward to monitor/measure our growth in relation to Goal 4 of the strategic plan is the percentage of families who respond favorably to the topic Family-School Communications.

- Goal - 60% of families responding favorably
- Results from fall 2021 - 64% of families responded favorably



# Next Steps

- Share this presentation via Board Briefs; post the survey results included in BoardDocs on the website.
- Administer the Student Competency & Well-Being Measures Survey to all students in the spring and fall.
- Administer the Social-Emotional Learning: Adult Measures Survey for Teachers and Staff to all employees in the spring and fall.
- Administer the School-Level Student Survey and Back-to-School Survey for Families in the fall. Based on feedback we received, this will occur later in the school year (likely mid-to-late October).



Questions?