



Hinsdale Township High School District 86 (IL)

Staff Survey
Spring 2024



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Feedback and Coaching</p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p>35%</p> <p>▲ 3 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>45%</p> <p>▲ 2 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Professional Learning About Equity</p> <p>Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.</p>	<p>42%</p> <p>0 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>School Leadership</p> <p>Perceptions of the school leadership's effectiveness.</p>	<p>53%</p> <p>▼ 4 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>64%</p> <p>▼ 4 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Well-being</p> <p>Faculty and staff perceptions of their own professional well-being.</p>	<p>71%</p> <p>▲ 1 since last survey</p>	<p>60th - 79th percentile compared to others nationally</p>

141 responses



Feedback and Coaching

Your average

35%

141 responses

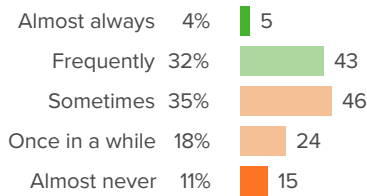
Change

▲ 3

since last survey

How did people respond?

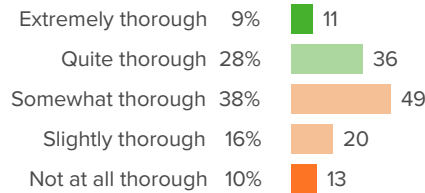
Q.1: How often do you receive feedback on your work?



▲ 6 from last survey

Favorable: **36%**

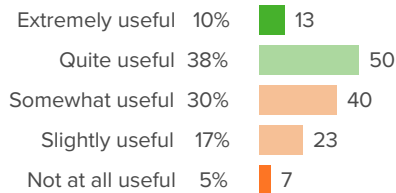
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 1 from last survey

Favorable: **36%**

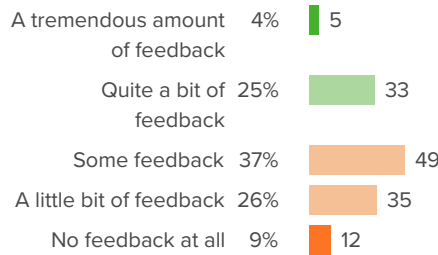
Q.3: How useful do you find the feedback you receive on your work?



▲ 0 from last survey

Favorable: **47%**

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



▲ 4 from last survey

Favorable: **28%**

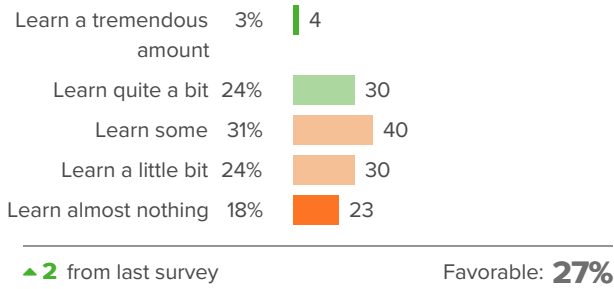


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Q.5: How much do you learn from the evaluation processes at your school?





Professional Learning

Your average

45%

141 responses

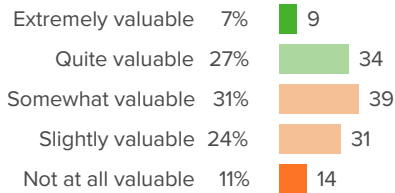
Change

▲ 2

since last survey

How did people respond?

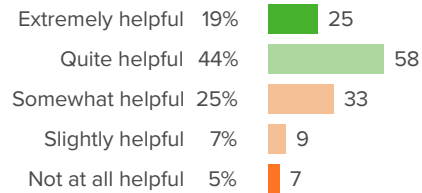
Q.1: At your school, how valuable are the available professional development opportunities?



▼ 1 from last survey

Favorable: **34%**

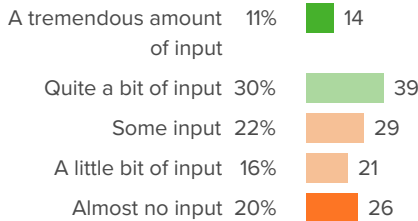
Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 1 from last survey

Favorable: **63%**

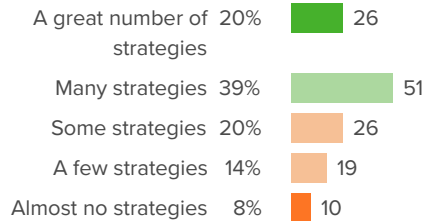
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 0 from last survey

Favorable: **41%**

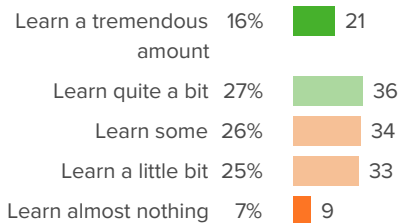
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 11 from last survey

Favorable: **58%**

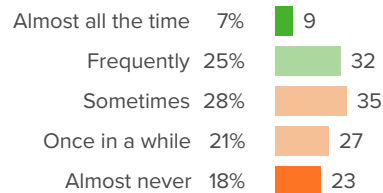
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 3 from last survey

Favorable: **43%**

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



▼ 1 from last survey

Favorable: **33%**

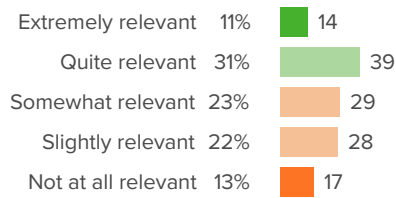


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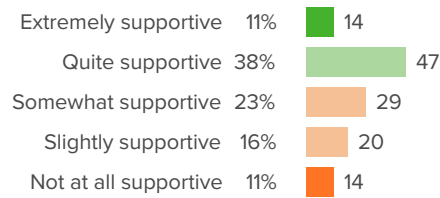
Q.7: How relevant have your professional development opportunities been to your work?



▲ 2 from last survey

Favorable: **42%**

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



▲ 5 from last survey

Favorable: **49%**



Professional Learning About Equity

Your average

42%

141 responses

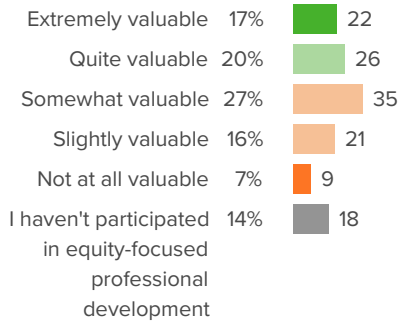
Change

0

since last survey

How did people respond?

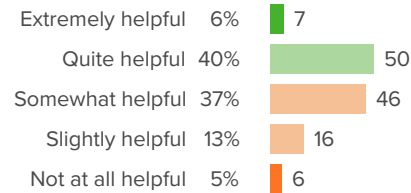
Q.1: At your school, how valuable are the equity-focused professional development opportunities?



▼ 2 from last survey

Favorable: 42%

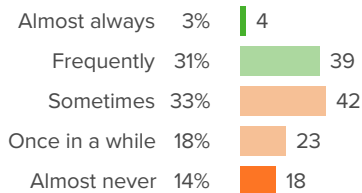
Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



▲ 1 from last survey

Favorable: 46%

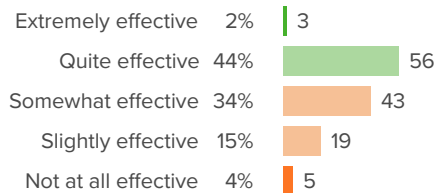
Q.3: How often do professional development opportunities help you explore new ways to promote equity in your practice?



▼ 2 from last survey

Favorable: 34%

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



▲ 6 from last survey

Favorable: 47%



School Leadership

Your average

53%

141 responses

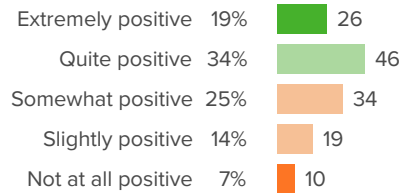
Change

▼ **4**

since last survey

How did people respond?

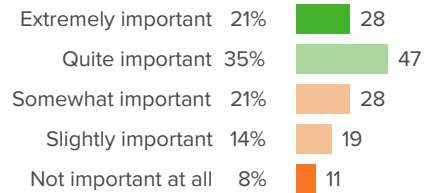
Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ **14** from last survey

Favorable: **53%**

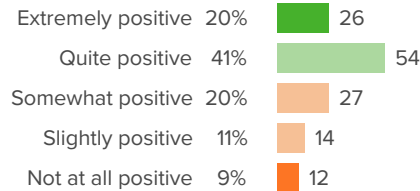
Q.2: For your school leaders, how important is staff satisfaction?



▼ **8** from last survey

Favorable: **56%**

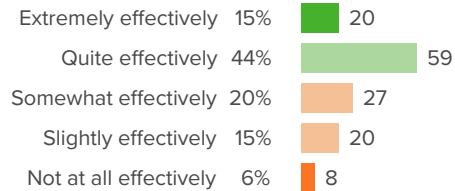
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▼ **3** from last survey

Favorable: **60%**

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

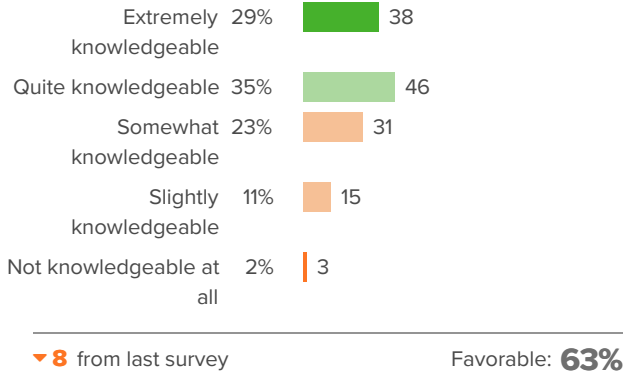


▲ **4** from last survey

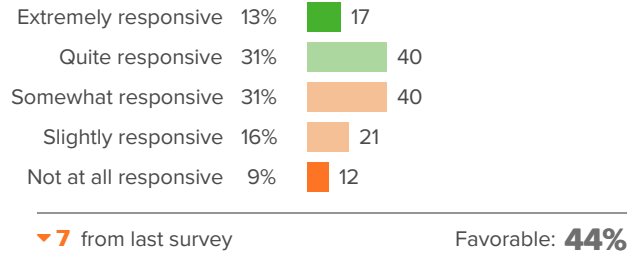
Favorable: **59%**



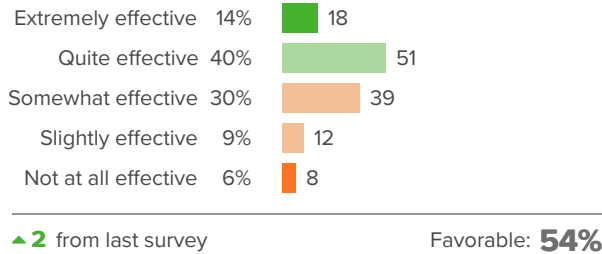
Q.5: How knowledgeable are your school leaders about what is going on in the school?



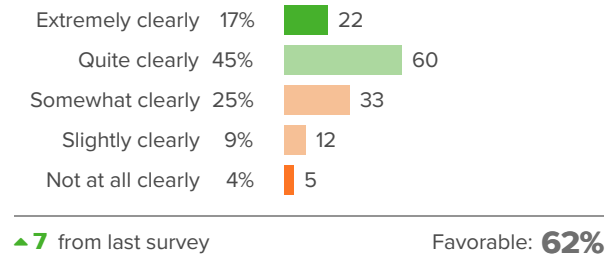
Q.6: How responsive are school leaders to your feedback?



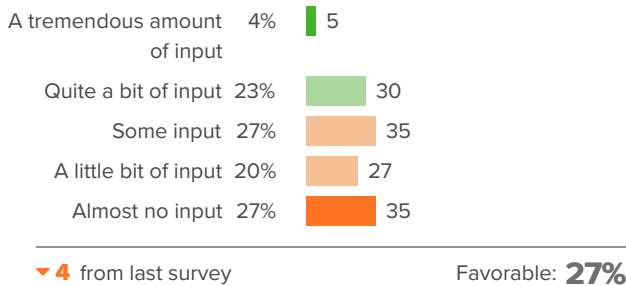
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



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

64%

141 responses

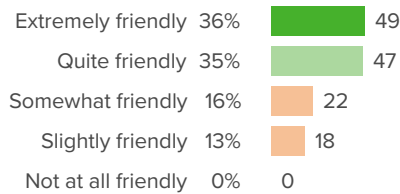
Change

▼ 4

since last survey

How did people respond?

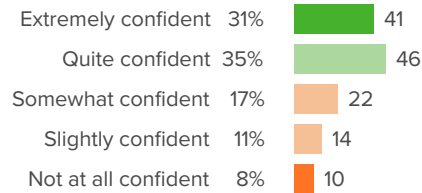
Q.1: How friendly are your school leaders toward you?



▼ 11 from last survey

Favorable: **71%**

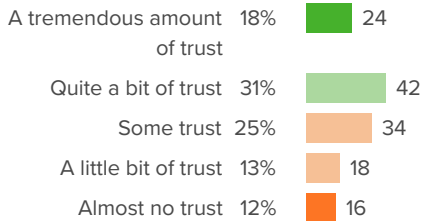
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 12 from last survey

Favorable: **65%**

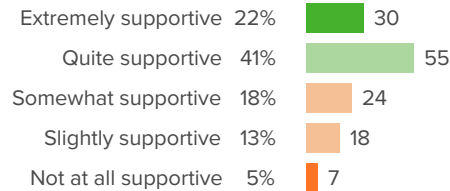
Q.3: How much trust exists between school leaders and staff?



▼ 1 from last survey

Favorable: **49%**

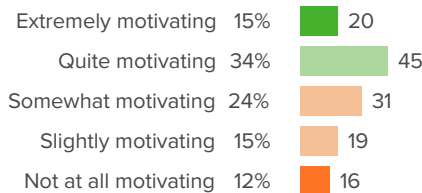
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 0 from last survey

Favorable: **63%**

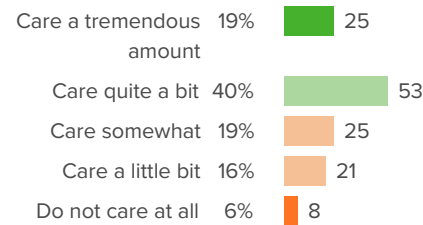
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 0 from last survey

Favorable: **50%**

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



▼ 1 from last survey

Favorable: **59%**

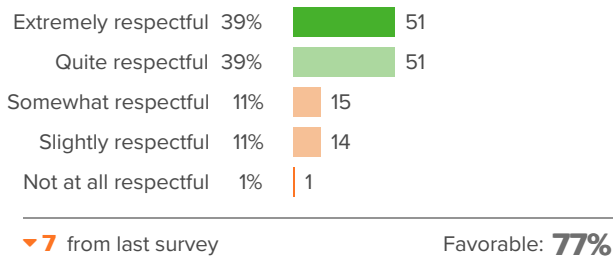


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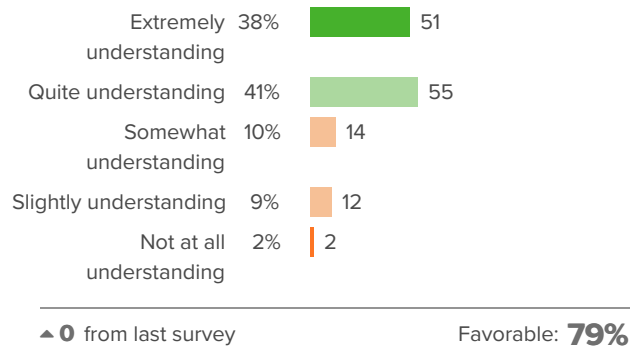
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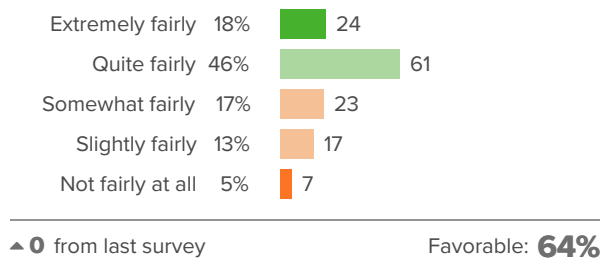
Q.7: How respectful are your school leaders toward you?



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

71%

141 responses

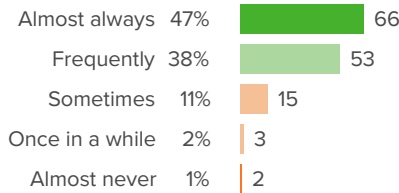
Change

▲ 1

since last survey

How did people respond?

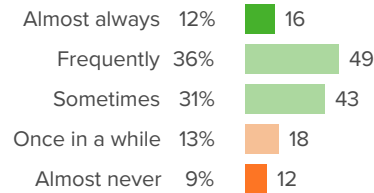
Q.1: During the past week, how often did you feel engaged at work?



▼ 1 from last survey

Favorable: **86%**

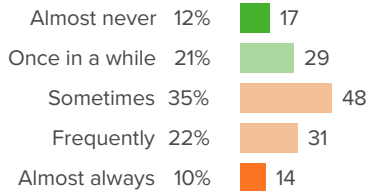
Q.2: During the past week, how often did you feel excited at work?



▼ 3 from last survey

Favorable: **78%**

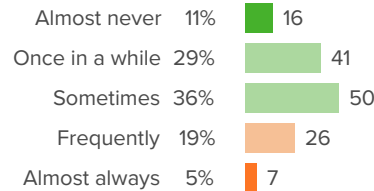
Q.3: During the past week, how often did you feel exhausted at work?



▲ 5 from last survey

Favorable: **33%**

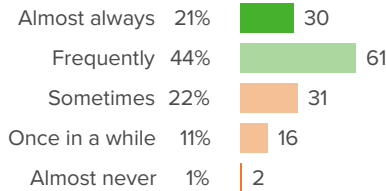
Q.4: During the past week, how often did you feel frustrated at work?



▼ 6 from last survey

Favorable: **76%**

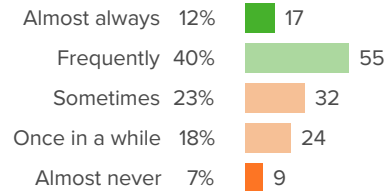
Q.5: During the past week, how often did you feel happy at work?



▼ 7 from last survey

Favorable: **65%**

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

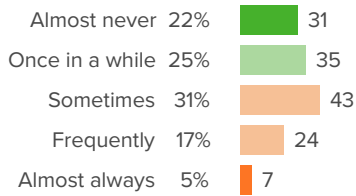


▼ 1 from last survey

Favorable: **53%**

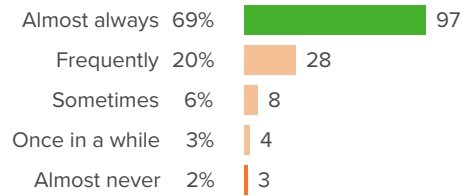


Q.7: During the past week, how often did you feel overwhelmed at work?



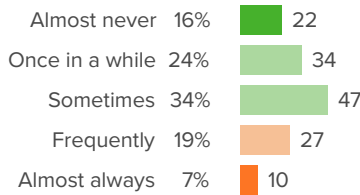
▲ 3 from last survey Favorable: **47%**

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



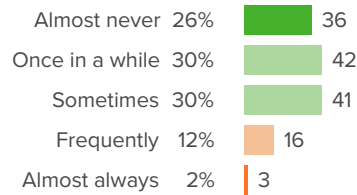
▲ 9 from last survey Favorable: **69%**

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



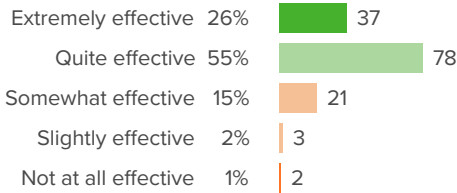
▼ 2 from last survey Favorable: **74%**

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



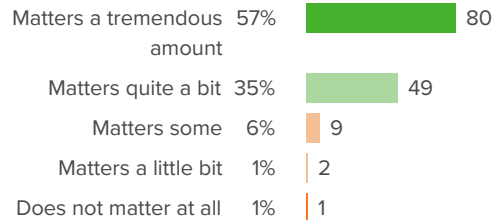
▲ 0 from last survey Favorable: **86%**

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



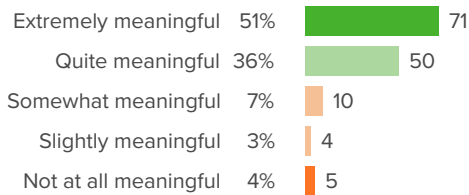
▲ 6 from last survey Favorable: **82%**

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



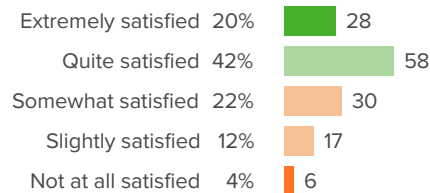
▼ 2 from last survey Favorable: **91%**

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



▼ 1 from last survey Favorable: **86%**

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



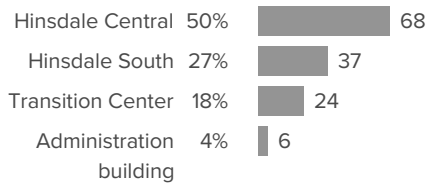
▲ 5 from last survey Favorable: **62%**



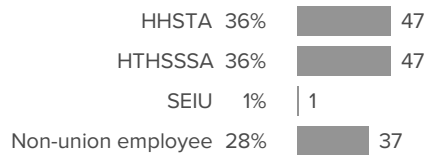
Background Questions

How did people respond?

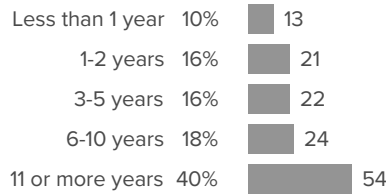
Q.1: What building are you assigned to?



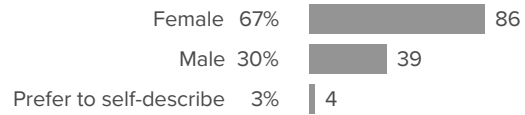
Q.2: Which employee group do you belong to?



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?

