



Hinsdale Township High School District 86 (IL)

Staff Survey
Spring 2025



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
Cell phone impact	18%	
Cell phone policy impact	32%	
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	38% ▲ 3 since last survey	 20th - 39th percentile compared to others nationally
Professional Learning Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.	47% ▲ 2 since last survey	 20th - 39th percentile compared to others nationally
Professional Learning About Equity Perceptions of the quantity and quality of equity-focused professional learning opportunities available to faculty and staff.	44% ▲ 2 since last survey	 40th - 59th percentile compared to others nationally
School Leadership Perceptions of the school leadership's effectiveness.	61% ▲ 8 since last survey	 40th - 59th percentile compared to others nationally
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	73% ▲ 9 since last survey	
Well-being Faculty and staff perceptions of their own professional well-being.	74% ▲ 3 since last survey	 60th - 79th percentile compared to others nationally

159 responses



Cell phone impact

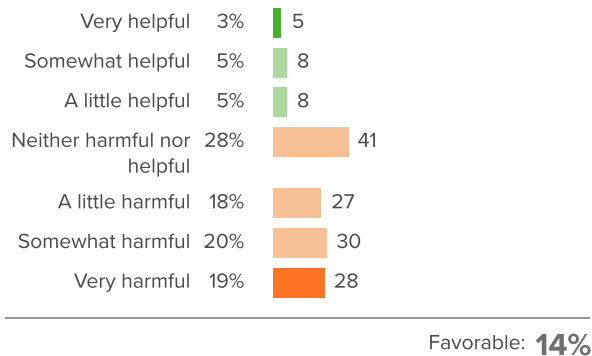
Your average

18%

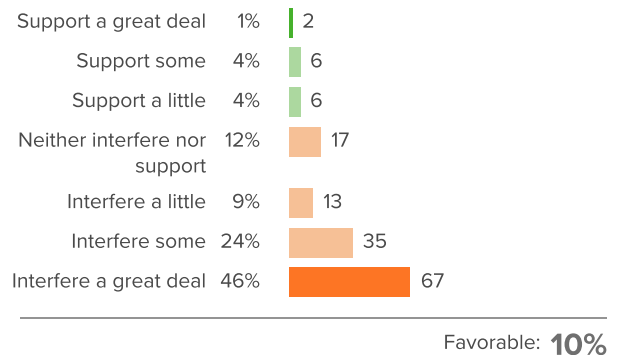
159 responses

How did people respond?

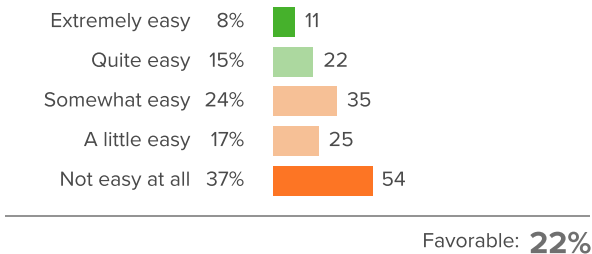
Q.1: Overall, how harmful or helpful are students' cell phones to creating a safe school environment?



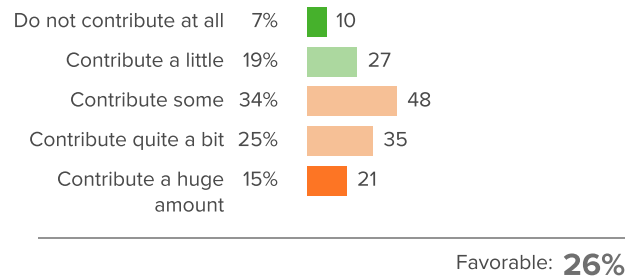
Q.2: Overall, how much do students' cell phones interfere with or support students positively engaging with one another in school?



Q.3: How easy is it for you to manage students' use of cell phones in school?



Q.4: How much do students' cell phones contribute to bullying in school?





Cell phone policy impact

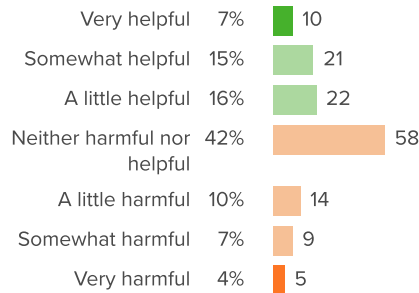
Your average

32%

159 responses

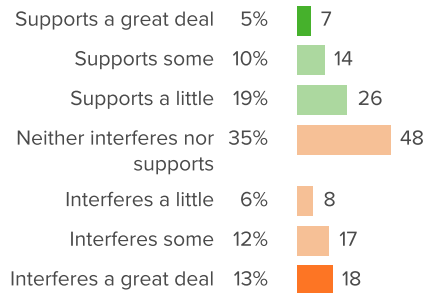
How did people respond?

Q.1: Overall, how harmful or helpful is your school's cell phone policy to creating a safe school environment?



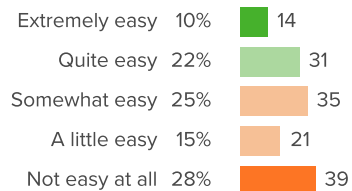
Favorable: **38%**

Q.2: Overall, how much does your school's cell phone policy interfere with or support students positively engaging with one another in school?



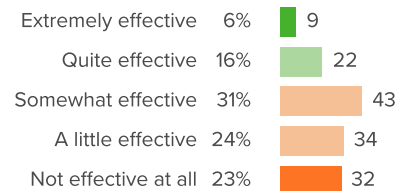
Favorable: **34%**

Q.3: How easy is it for you to implement your school's cell phone policy?



Favorable: **32%**

Q.4: Overall, how effective is your school's cell phone policy?



Favorable: **22%**



Feedback and Coaching

Your average

38%

159 responses

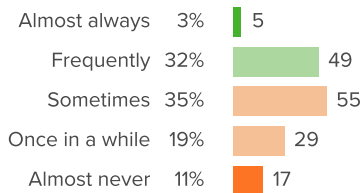
Change

▲ 3

since last survey

How did people respond?

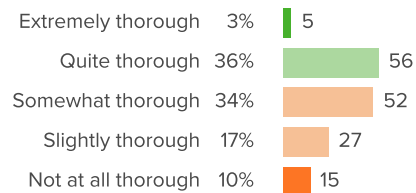
Q.1: How often do you receive feedback on your work?



▼ 1 from last survey

Favorable: **35%**

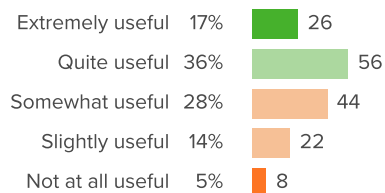
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 3 from last survey

Favorable: **39%**

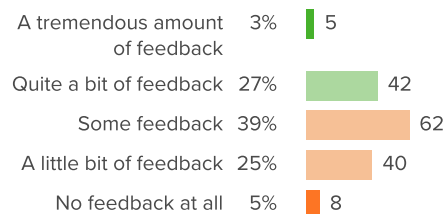
Q.3: How useful do you find the feedback you receive on your work?



▲ 6 from last survey

Favorable: **53%**

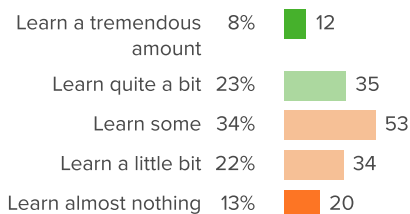
Q.4: How much feedback do you receive on your work?



▲ 2 from last survey

Favorable: **30%**

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



▲ 4 from last survey

Favorable: **31%**



Professional Learning

Your average

47%

159 responses

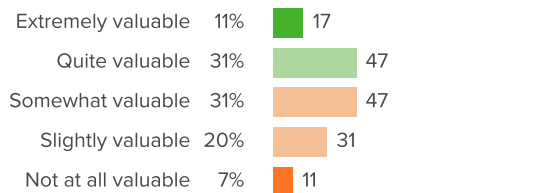
Change

▲ 2

since last survey

How did people respond?

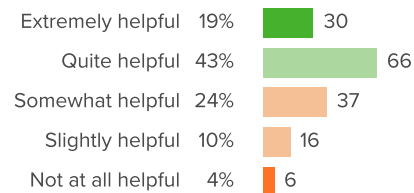
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 8 from last survey

Favorable: 42%

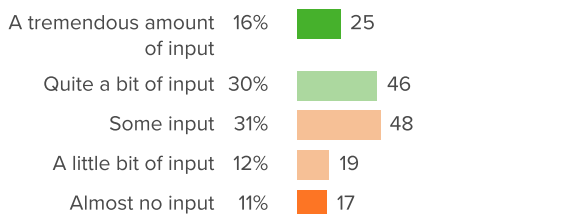
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 1 from last survey

Favorable: 62%

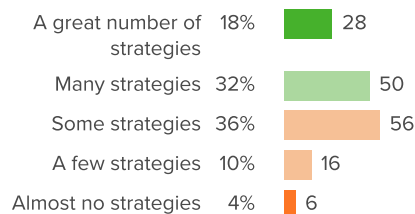
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 5 from last survey

Favorable: 46%

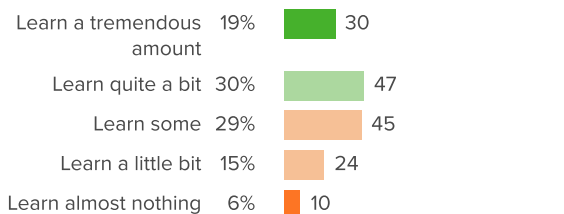
Q.4: Through working at your school, how many new strategies for your job have you learned?



▼ 8 from last survey

Favorable: 50%

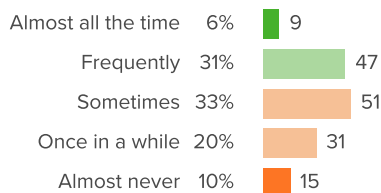
Q.5: Overall, how much do you learn from the leaders at your school?



▲ 6 from last survey

Favorable: 49%

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

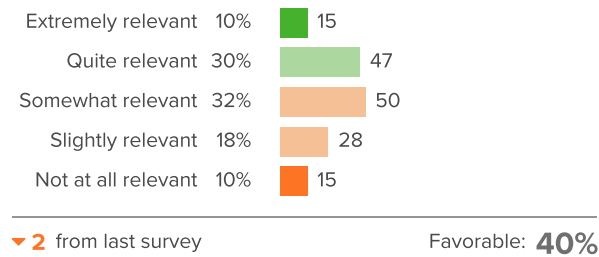


▲ 4 from last survey

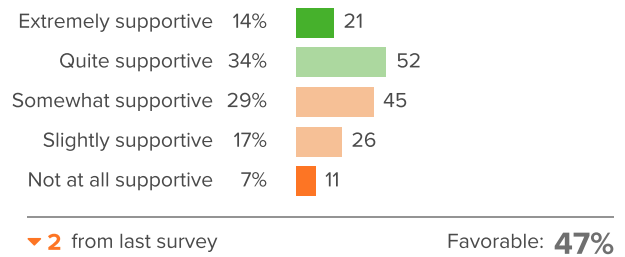
Favorable: 37%



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



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





Professional Learning About Equity

Your average

44%

159 responses

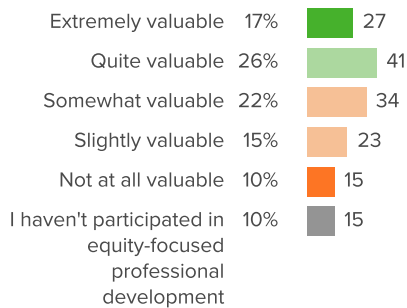
Change

▲ 2

since last survey

How did people respond?

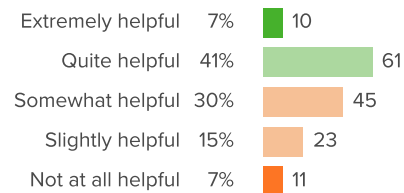
Q.1: At your school, how valuable are the equity-focused professional development opportunities?



▲ 7 from last survey

Favorable: **49%**

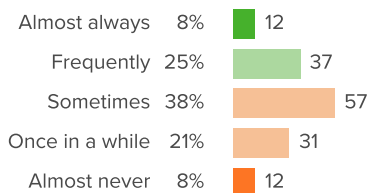
Q.2: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?



▲ 1 from last survey

Favorable: **47%**

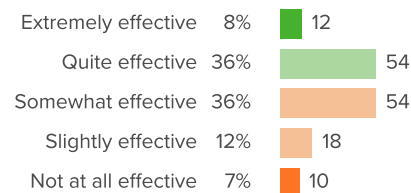
Q.3: How often do professional development opportunities help you explore new ways to promote equity in your practice?



▼ 1 from last survey

Favorable: **33%**

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



▼ 2 from last survey

Favorable: **45%**



School Leadership

Your average

61%

159 responses

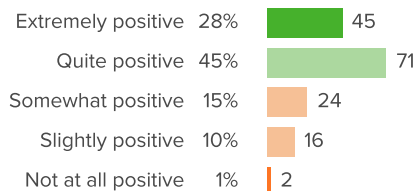
Change

▲ 8

since last survey

How did people respond?

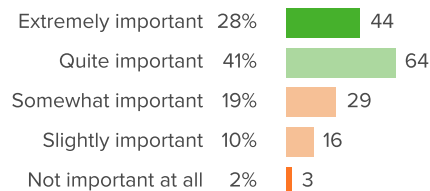
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 20 from last survey

Favorable: **73%**

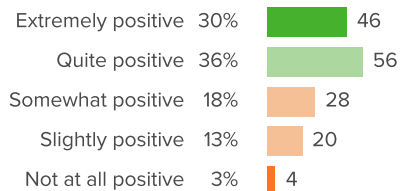
Q.2: For your school leaders, how important is staff satisfaction?



▲ 13 from last survey

Favorable: **69%**

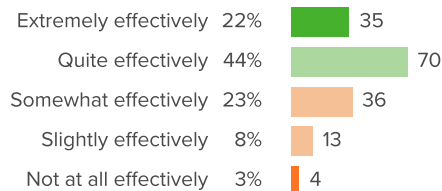
Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?



▲ 6 from last survey

Favorable: **66%**

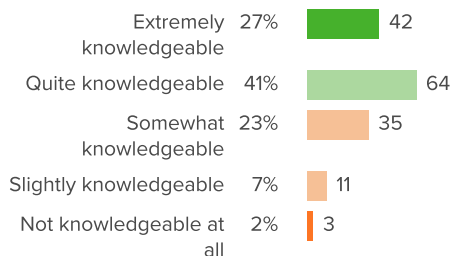
Q.4: How effectively do school leaders communicate important information to staff?



▲ 7 from last survey

Favorable: **66%**

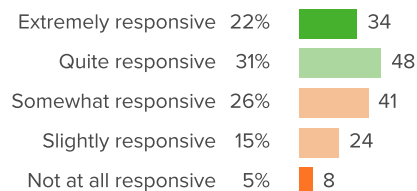
Q.5: How knowledgeable are your school leaders about what is going on in the school?



▲ 5 from last survey

Favorable: **68%**

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

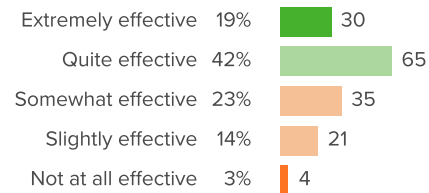


▲ 9 from last survey

Favorable: **53%**



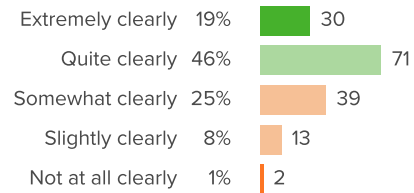
Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 7 from last survey

Favorable: **61%**

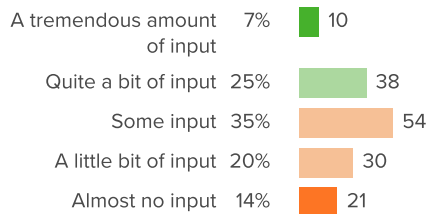
Q.8: How clearly do your school leaders identify their goals for the staff?



▲ 3 from last survey

Favorable: **65%**

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



▲ 4 from last survey

Favorable: **31%**



Staff-Leadership Relationships

Your average

73%

159 responses

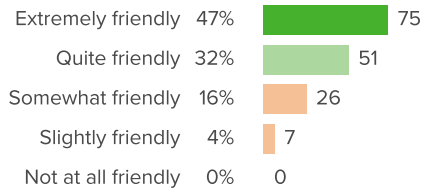
Change

▲ 9

since last survey

How did people respond?

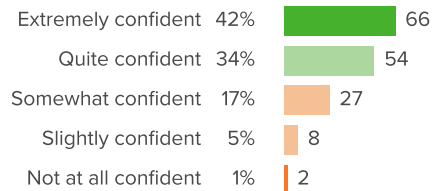
Q.1: How friendly are your school leaders toward you?



▲ 8 from last survey

Favorable: **79%**

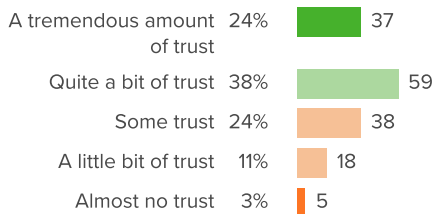
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▲ 11 from last survey

Favorable: **76%**

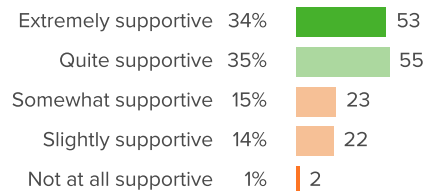
Q.3: How much trust exists between school leaders and staff?



▲ 12 from last survey

Favorable: **61%**

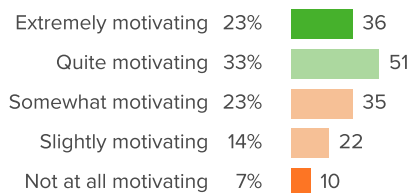
Q.4: When you face challenges at work, how supportive are your school leaders?



▲ 7 from last survey

Favorable: **70%**

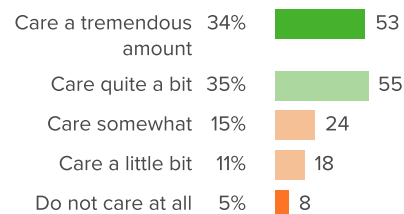
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 6 from last survey

Favorable: **56%**

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

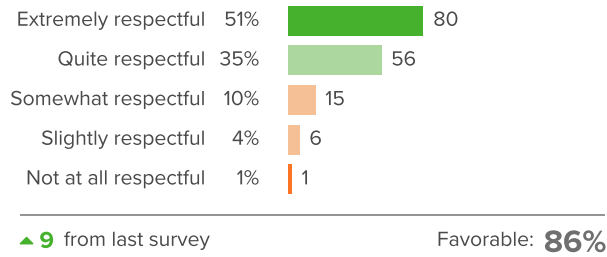


▲ 9 from last survey

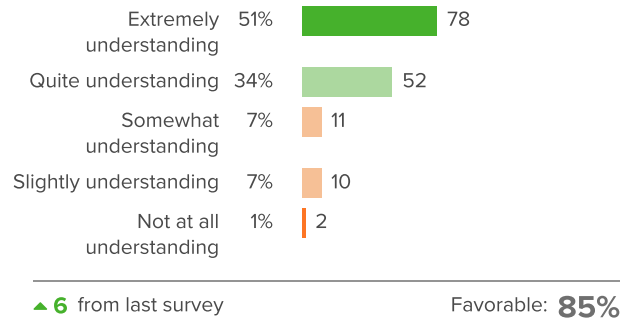
Favorable: **68%**



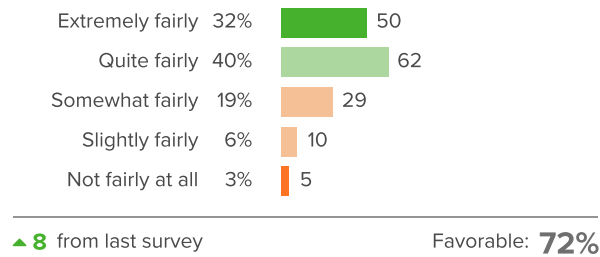
Q.7: How respectful are your school leaders toward you?



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

74%

159 responses

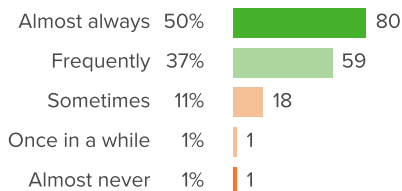
Change

▲ 3

since last survey

How did people respond?

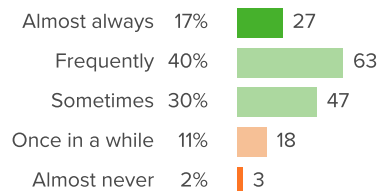
Q.1: During the past week, how often did you feel engaged at work?



▲ 1 from last survey

Favorable: **87%**

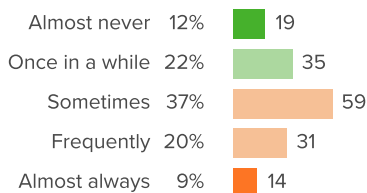
Q.2: During the past week, how often did you feel excited at work?



▲ 9 from last survey

Favorable: **87%**

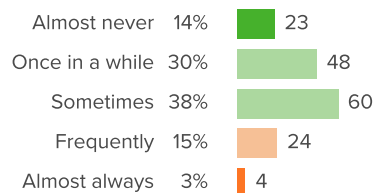
Q.3: During the past week, how often did you feel exhausted at work?



▲ 1 from last survey

Favorable: **34%**

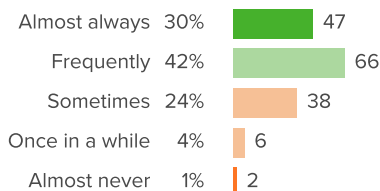
Q.4: During the past week, how often did you feel frustrated at work?



▲ 6 from last survey

Favorable: **82%**

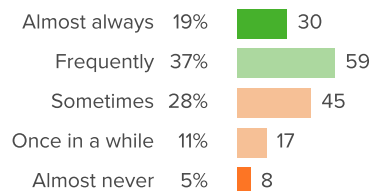
Q.5: During the past week, how often did you feel happy at work?



▲ 6 from last survey

Favorable: **71%**

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

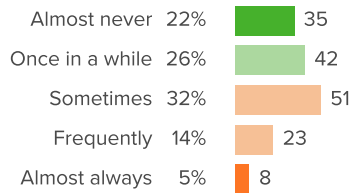


▲ 3 from last survey

Favorable: **56%**



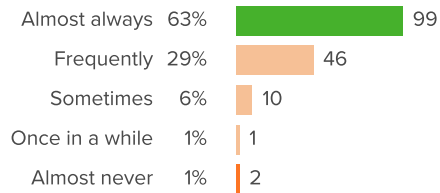
Q.7: During the past week, how often did you feel overwhelmed at work?



▲ 1 from last survey

Favorable: **48%**

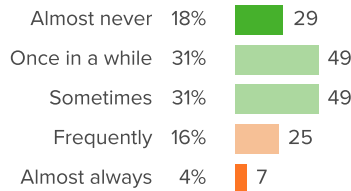
Q.8: During the past week, how often did you feel safe at work?



▼ 6 from last survey

Favorable: **63%**

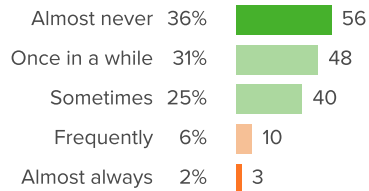
Q.9: During the past week, how often did you feel stressed out at work?



▲ 6 from last survey

Favorable: **80%**

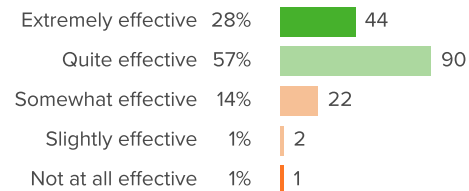
Q.10: During the past week, how often did you feel worried at work?



▲ 6 from last survey

Favorable: **92%**

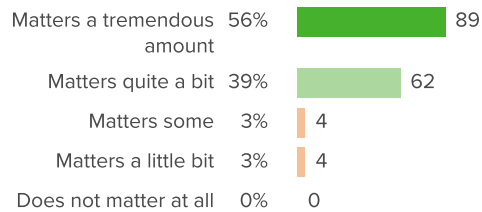
Q.11: How effective do you feel at your job right now?



▲ 2 from last survey

Favorable: **84%**

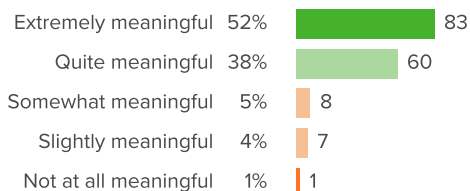
Q.12: How much does your work matter to you?



▲ 4 from last survey

Favorable: **95%**

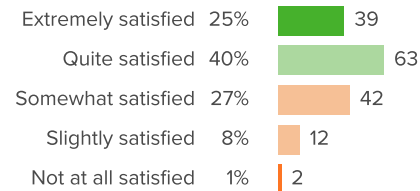
Q.13: How meaningful for you is the work that you do?



▲ 4 from last survey

Favorable: **90%**

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



▲ 3 from last survey

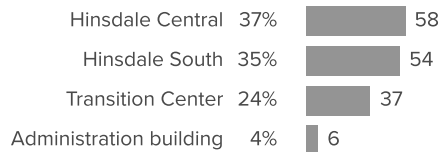
Favorable: **65%**



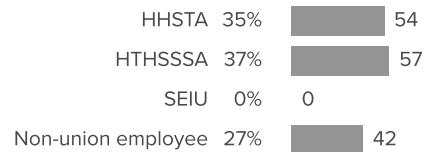
Background Questions

How did people respond? _____

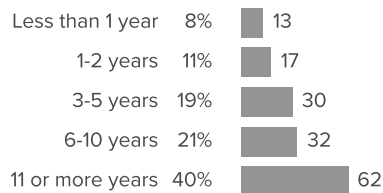
Q.1: What building are you assigned to?



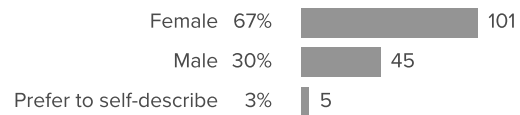
Q.2: Which employee group do you belong to?



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?

