



Board Agenda Item #	IV – A – Discussion Items
Date:	March 19, 2019
To:	Magnolia Board of Directors – Stakeholders Committee
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	David Yilmaz, Chief Accountability Officer
RE:	2018-19 MPS Stakeholder Survey Results & Reflections and Public Feedback to Inform LCAP

Proposed Board Recommendation

Information/Discussion Item

Background

Annual Stakeholder Surveys

MPS annually conducts student, parent, and staff surveys to improve our stakeholders’ school experience. Conducting such stakeholder surveys is an essential part of MPS’ LCAP development process. State priority 6 under LCFF asks the schools to set annual measurable outcomes about school climate:

School climate: pupil suspension rates, pupil expulsion rates, other local measures including surveys of pupils, parents and teachers on the sense of safety and school connectedness. (Priority 6)

MPS uses the *Panorama Education* online platform to conduct stakeholder surveys and analyze results. Our students and staff complete the survey online while parents have access to both online and paper surveys, in English and Spanish.

The survey questions were developed by WestEd for the California Department of Education and are used by the CORE Districts. The CORE Districts are situated in Fresno, Garden Grove, Long Beach, Los Angeles, Oakland, Sacramento, San Francisco and Santa Ana. Using the same survey enables MPS to compare its results with the average results of the CORE Districts.

Our typical timeline for stakeholder survey implementation is January through mid-February, with the intent to receive results by the end of February so that we can analyze the results in March to inform our LCAP and

budget development. The survey questions use Likert-type scale to measure school experience in eight topics for students (Topics 1-8) and four topics for parents and staff (Topics 1-4). Each topic has multiple questions that allow us to further analyze why a certain topic is rated relatively high or low. Following are the topics:

Topic 1:	Climate of Support for Academic Learning
Topic 2:	Knowledge and Fairness of Discipline, Rules and Norms
Topic 3:	Safety
Topic 4:	Sense of Belonging (School Connectedness)

In addition to the CORE Districts survey questions, MPS also asks our stakeholders an overall school experience question to measure stakeholders’ overall satisfaction with the school.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other students.**
- **Overall, I am satisfied and would recommend this school to other parents.**
- **Overall, I am satisfied and would recommend this school to other educators.**

To further engage our stakeholders in the evaluation of their experience MPS also asks three open-ended free-response questions:

- 1) WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL?
- 2) WHAT DO YOU LIKE LEAST ABOUT YOUR SCHOOL?
- 3) WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL?

Why Are Stakeholder Surveys Important?

Student, Parent, and Staff Voices

Research into school effectiveness indicates that student, parent, and staff voices play a powerful role in helping schools and districts learn how to improve stakeholders’ school experience. Surveys have been the primary means of collecting student, parent, and staff voices about our stakeholders’ school experience. MPS uses an online platform to provide students, parents, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and students’ own strengths and weaknesses. MPS believes that students, parents, and staff have an essential role to play in informing school climate and effectiveness: this feedback instrument provides our employees with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Following are sample survey questions that MPS uses to hear student, parent, and staff voices.

Student Survey Sample Questions:

Besides many other aspects of their experience with the school, students are also asked their opinions about the support they get from the adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Following are sample questions MPS asks students about the support they get.

How strongly do you agree or disagree with the following items?

- Adults at this school encourage me to work hard so I can be successful in college or at the job I choose.
- This school promotes academic success for all students.
- This school is a supportive and inviting place for students to learn.
- I feel close to people at this school.
- I am happy to be at this school.
- I feel like I am part of this school.
- I feel safe in my school.
- Adults at this school treat all students with respect.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other students.**

Parent Survey Sample Questions:

Besides many other aspects of their experience with the school, parents are also asked their opinions about the support they get from the adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Following are sample questions MPS asks parents about their experience.

How strongly do you agree or disagree with the following statements about your experience with this school this year?

- This school provides high quality instruction to my child.
- This school has high expectations for all students.
- I feel welcome to participate at this school.
- School staff treats me with respect.
- School staff takes my concerns seriously.
- School staff welcomes my suggestions.
- School staff responds to my needs in a timely manner.
- School staff is helpful.
- My child's background (race, ethnicity, religion, economic status) is valued at this school.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other parents.**

Staff Survey Sample Questions:

Besides many other aspects of their experience with the school, staff are also asked their opinions about the support they get from other adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Following are sample questions MPS asks staff about their experience.

Please rate how strongly you agree or disagree with following statements about this school.

- This school is a supportive and inviting place for students to learn.
- This school promotes academic success for all students.
- This school emphasizes helping students academically when they need it.
- ...

Please respond to the following questions about the adults in this school.

- How many adults at this school have close professional relationships with one another?
- How many adults at this school support and treat each other with respect?
- How many adults at this school feel a responsibility to improve this school?

For the following questions, please indicate how much you agree or disagree with following statements about this school.

- This school is a supportive and inviting place for staff to work.
- This school promotes trust and collegiality among staff.
- This school promotes personnel participation in decision-making that affects school practices and policies.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other educators.**

Using Student, Parent, and Staff Voices as a Measure of Employee Evaluation

Student, parent, and staff surveys provide valuable feedback to the employee about stakeholders' perceptions on employees' effectiveness. MPS makes every effort to reach out to our students, parents, and staff to ensure a high response rate on the surveys. MPS has designed its surveys so that they provide individualized feedback about a variety of topics, as well as stakeholders' overall school satisfaction. MPS will use both individualized and general feedback to provide constructive critical feedback to the employees. Employees can use this feedback to improve their effectiveness.

As Core Value Area 9 states, the employee “works positively as part of the organization, follows lines of communication, and understands contribution to total effort; exercises flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal” and “maintains positive relationships and works collaboratively with colleagues, teachers, students, families, and community resources to support the success of the organization.” Collaboration linked to shared goals focused on student achievement lead to higher levels of adult commitment and greater gains in student achievement. MPS values collective commitment and collaboration for shared goals; therefore, MPS will use the average approval rates on the student, parent, and staff surveys as a metric in employee evaluation.

MPS will use the survey average approval rates as a metric that represents stakeholder voices. MPS will base 15 percent of employee's end-of-year overall evaluation on student, parent, and staff surveys. Student, parent, and staff voices will share equal weights of 5 percent. The following table shows how average approval rates will be converted to points on the end-of-year overall evaluation. MPS will use both status (percent for current year) and change (percent change from prior year) in determining the final points for student, parent, and staff voices.

AVERAGE APPROVAL RATE		CHANGE (FROM PRIOR YEAR)				
		Declined Significantly by 10% or more	Declined by 5% to less than 10%	Maintained Declined or improved by less than 5%	Increased by 5% to less than 10%	Increased Significantly by 10% or more
STATUS (CURRENT YEAR)	Very High 85% or greater	4	4	5	5	5
	High 70% to less than 85%	3	4	4	4	5
	Medium 60% to less than 70%	2	3	3	4	4
	Low 50% to less than 60%	2	2	2	3	3
	Very Low Less than 50%	1	1	1	2	3

Example: A school with parent average approval rate of 75% in the current year and 63% in the prior year would earn its employees 5 points for parent voice on the end-of-year overall employee evaluation. Similarly, the same school with

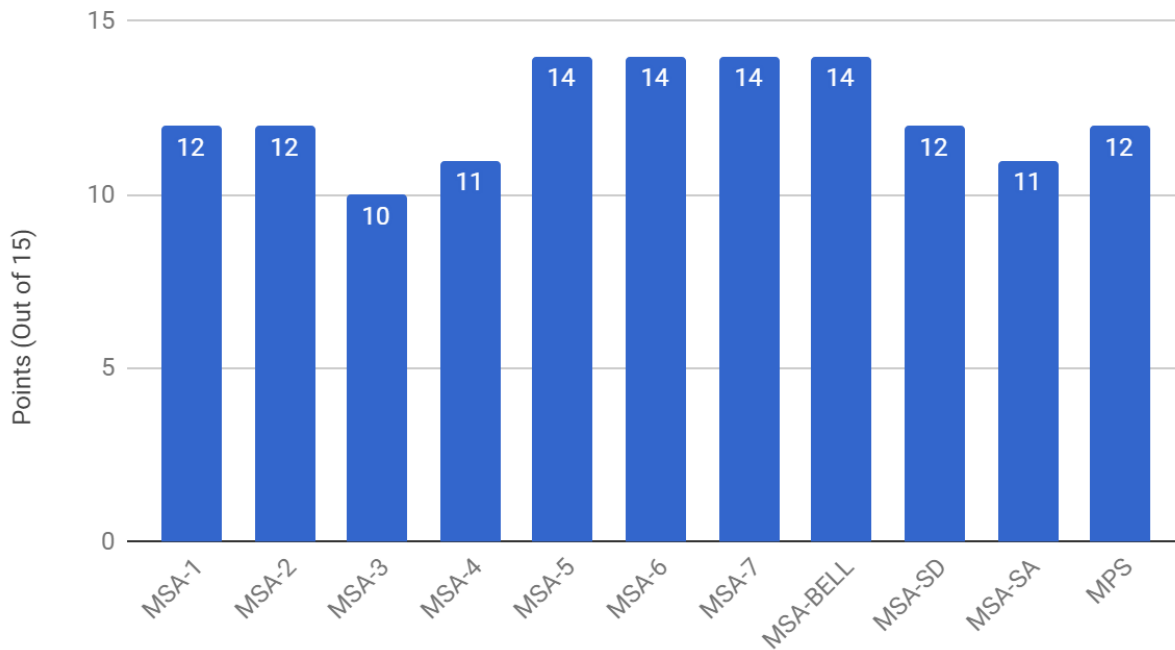
student average approval rates of 68% in the current year and 60% in the prior year would earn its employees 4 points for student voice. If staff average approval rate increased from 80% to 83% from the prior year, it would correspond to 4 points for staff voice. A total of 13 points (out of 15) would be used as the overall score for Student, Parent, and Staff Voices. *(For Home Office employees, overall MPS average approval rates will be used.)*

Employees are expected to check their school’s targets for student, parent, and staff average approval rates in their Local Control and Accountability Plans (LCAP).

Using the table and the method described above, the following are the evaluation scores received by each MPS in 2018-19. **(Total points are out of 15.)**

AVERAGE APPROVAL Rates: 2018-19 vs. 2017-18														
	Student				Family				Staff				TOTAL	
	2017-18	2018-19	Change	Points	2017-18	2018-19	Change	Points	2017-18	2018-19	Change	Points		
MSA-1	62%	66%	4%	3	91%	95%	4%	5	86%	81%	-5%	4	12	
MSA-2	60%	63%	3%	3	91%	94%	3%	5	73%	73%	0%	4	12	
MSA-3	59%	56%	-3%	2	91%	91%	0%	5	72%	69%	-3%	3	10	
MSA-4	65%	58%	-7%	2	98%	94%	-4%	5	80%	71%	-9%	4	11	
MSA-5	64%	72%	8%	4	97%	96%	-1%	5	93%	93%	0%	5	14	
MSA-6	62%	70%	8%	4	97%	96%	-1%	5	95%	94%	-1%	5	14	
MSA-7	69%	75%	6%	4	98%	98%	0%	5	92%	95%	3%	5	14	
MSA-BELL	68%	71%	3%	4	96%	94%	-2%	5	78%	86%	8%	5	14	
MSA-SD	66%	53%	-13%	2	92%	95%	3%	5	84%	85%	1%	5	12	
MSA-SA	61%	59%	-2%	2	88%	89%	1%	5	64%	72%	8%	4	11	
MPS	64%	63%	-1%	3	93%	94%	1%	5	79%	80%	1%	4	12	

2018-19 Evaluation Points Based on the Stakeholder Survey Results



Student SEL Surveys:

Separate than the annual stakeholder experience survey, our “students” also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual stakeholder experience survey results. Schools write their reflections on the student SEL surveys in a separate document.

Participation Rates:

In 2018-19, MPS had an average stakeholder participation rate of **96.1%** for students, **80.3%** for families, and **98.1%** for staff. (Last year the participations rates were 92.4%, 85.5%, and 95.5% respectively.)

2018-19 Survey Participation Rates									
	Students			Families			Staff		
MSA-1	100.0%	590	590	72.3%	331	458	100.0%	50	50
MSA-2	97.0%	417	430	103.4%	390	377	100.0%	40	40
MSA-3	96.8%	487	503	100.0%	425	425	100.0%	35	35
MSA-4	80.7%	142	176	18.1%	27	149	100.0%	15	15
MSA-5	99.6%	239	240	102.3%	219	214	100.0%	20	20
MSA-6	100.0%	160	160	86.8%	125	144	100.0%	14	14
MSA-7	99.1%	113	114	83.3%	199	239	100.0%	19	19
MSA-BELL	100.0%	463	463	95.4%	413	433	100.0%	38	38
MSA-SD	89.2%	356	399	55.4%	205	370	88.2%	30	34
MSA-SA	93.6%	469	501	62.1%	272	438	96.3%	52	54
AVERAGE	96.1%	3,436	3,576	80.3%	2,606	3,247	98.1%	313	319

As can be seen below, the majority of our schools met their LCAP survey participation rates:

Survey Participation Rates: 2018-19 vs. 2017-18															
	Students					Families					Staff				
	2017-18	2018-19	Change	2018-19 LCAP Target	Met?	2017-18	2018-19	Change	2018-19 LCAP Target	Met?	2017-18	2018-19	Change	2018-19 LCAP Target	Met?
MSA-1	93.2%	100.0%	6.8%	90.0%	Yes	94.8%	72.3%	-22.5%	95.0%	No	97.6%	100.0%	2.4%	85.0%	Yes
MSA-2	88.9%	97.0%	8.1%	85.0%	Yes	109.1%	103.4%	-5.7%	85.0%	Yes	94.7%	100.0%	5.3%	85.0%	Yes
MSA-3	86.3%	96.8%	10.5%	85.0%	Yes	90.7%	100.0%	9.3%	85.0%	Yes	100.0%	100.0%	0.0%	85.0%	Yes
MSA-4	97.8%	80.7%	-17.1%	90.0%	No	28.4%	18.1%	-10.3%	40.0%	No	100.0%	100.0%	0.0%	100.0%	Yes
MSA-5	96.7%	99.6%	2.9%	97.0%	Yes	96.2%	102.3%	6.1%	96.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MSA-6	99.4%	100.0%	0.6%	98.0%	Yes	84.2%	86.8%	2.6%	70.0%	Yes	100.0%	100.0%	0.0%	95.0%	Yes
MSA-7	98.7%	99.1%	0.4%	98.0%	Yes	98.3%	83.3%	-15.1%	98.0%	No	90.0%	100.0%	10.0%	90.0%	Yes
MSA-BELL	100.0%	100.0%	0.0%	90.0%	Yes	105.1%	95.4%	-9.7%	90.0%	Yes	100.0%	100.0%	0.0%	90.0%	Yes
MSA-SD	88.7%	89.2%	0.5%	85.0%	Yes	51.9%	55.4%	3.5%	55.0%	Yes	86.7%	88.2%	1.6%	85.0%	Yes
MSA-SA	88.5%	93.6%	5.1%	90.0%	Yes	70.7%	62.1%	-8.6%	80.0%	No	91.4%	96.3%	4.9%	90.0%	Yes
AVERAGE	92.4%	96.1%	3.7%			85.5%	80.3%	-5.2%			95.5%	98.1%	2.6%		

Average Approval Rates

The following tables show the **AVERAGE APPROVAL** rates based on our stakeholders' responses to **all questions**: **63%** for students; **94%** for parents; **80%** for staff. (Last year the average approval rates were 64%, 93%, and 79% respectively.)

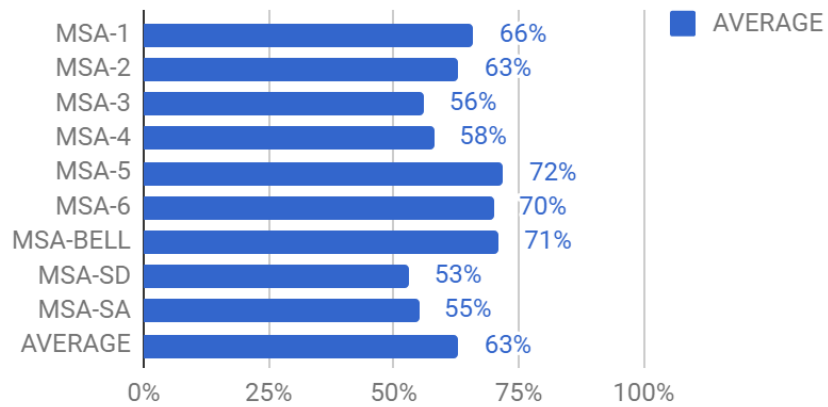
STUDENTS: **Average Approval Rate of 63%** compared to 64% last year

2018-19 Secondary Student Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL
MSA-1	66%	75%	62%	66%	56%	75%
MSA-2	63%	70%	58%	66%	56%	75%
MSA-3	56%	63%	53%	58%	47%	65%
MSA-4	58%	69%	51%	63%	51%	64%
MSA-5	72%	81%	74%	65%	66%	87%
MSA-6	70%	78%	66%	71%	63%	78%
MSA-BELL	71%	79%	69%	70%	67%	85%
MSA-SD	53%	60%	51%	54%	47%	64%
MSA-SA	55%	62%	49%	61%	45%	58%
AVERAGE	63%	70%	59%	64%	55%	73%

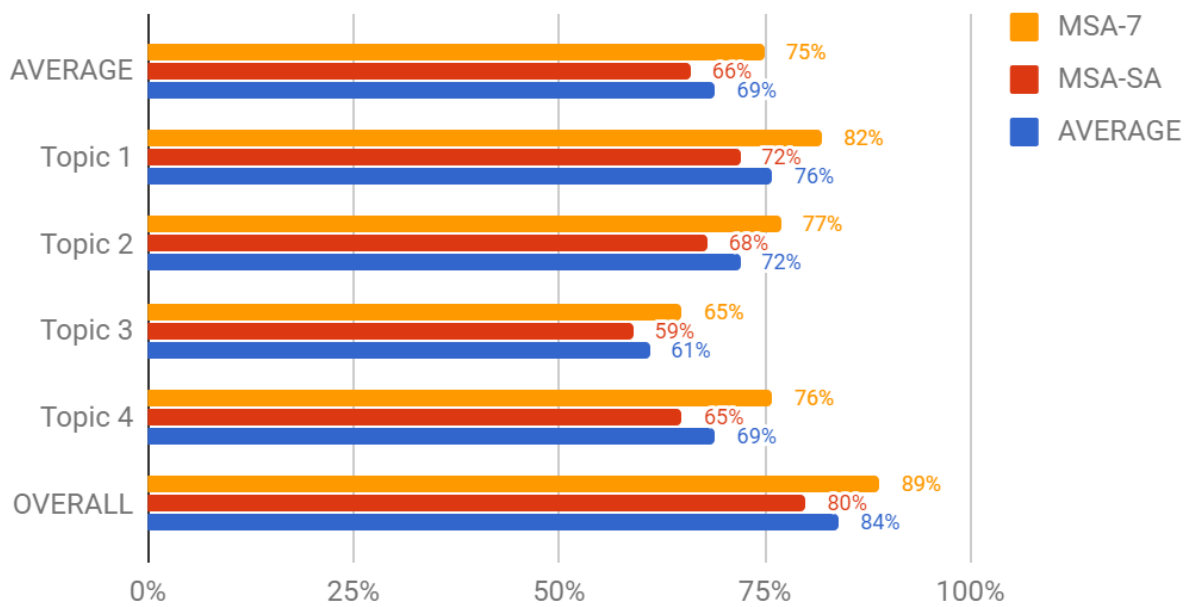
2018-19 Elementary Student Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL
MSA-7	75%	82%	77%	65%	76%	89%
MSA-SA	66%	72%	68%	59%	65%	80%
AVERAGE	69%	76%	72%	61%	69%	84%

2018-19 Combined Student Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL
MSA-SA	59%	66%	56%	60%	52%	66%
MPS	63%	70%	60%	64%	56%	74%

2018-19 SECONDARY STUDENT SURVEY - AVERAGE APPROVAL

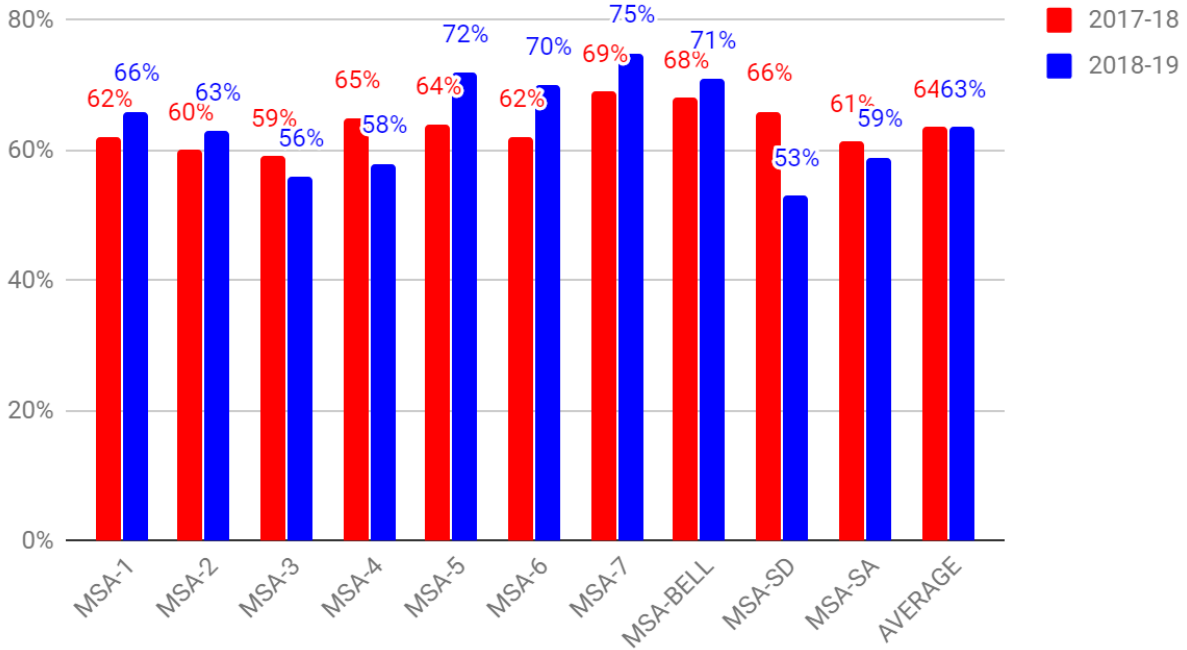


2018-19 ELEMENTARY STUDENT SURVEY - MSA-7, MSA-SA and MPS AVERAGE

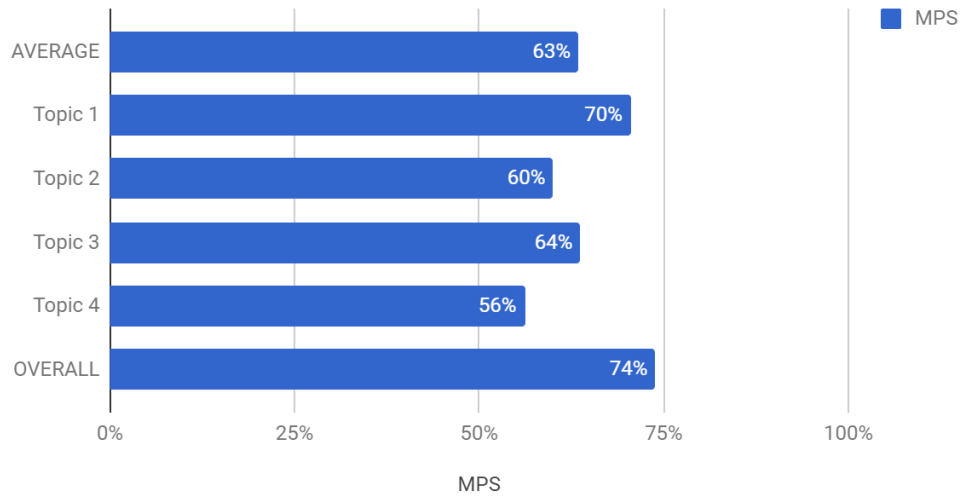


AVERAGE APPROVAL Rates: 2018-19 vs. 2017-18					
	Students				
	2017-18	2018-19	Change	2018-19 LCAP Target	Met?
MSA-1	62%	66%	4%	66%	Yes
MSA-2	60%	63%	3%	85%	No
MSA-3	59%	56%	-3%	69%	No
MSA-4	65%	58%	-7%	79%	No
MSA-5	64%	72%	8%	65%	Yes
MSA-6	62%	70%	8%	65%	Yes
MSA-7	69%	75%	6%	71%	Yes
MSA-BELL	68%	71%	3%	80%	No
MSA-SD	66%	53%	-13%	70%	No
MSA-SA	61%	59%	-2%	70%	No
AVERAGE	64%	63%	0%		

2018-19 vs. 2017-18 AVERAGE APPROVAL RATES - STUDENTS



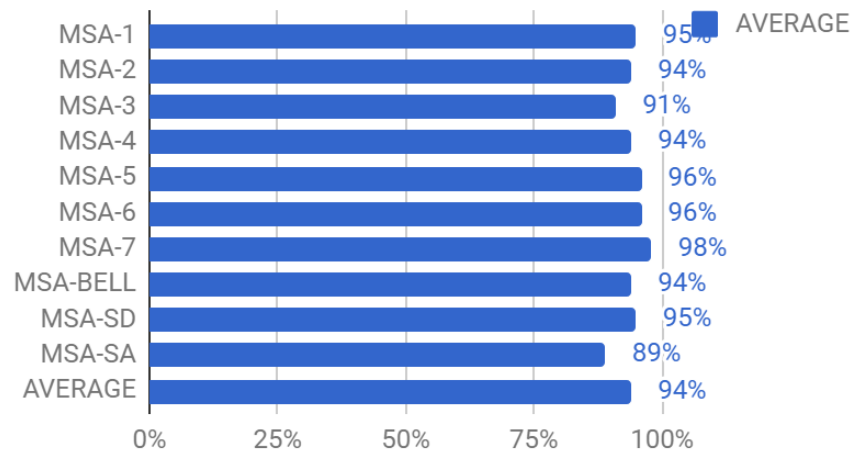
**2018-19 ELEMENTARY & SECONDARY COMBINED STUDENT SURVEY
SUMMARY BY TOPIC**



FAMILIES: **Average Approval Rate of 94%** compared to 93% last year

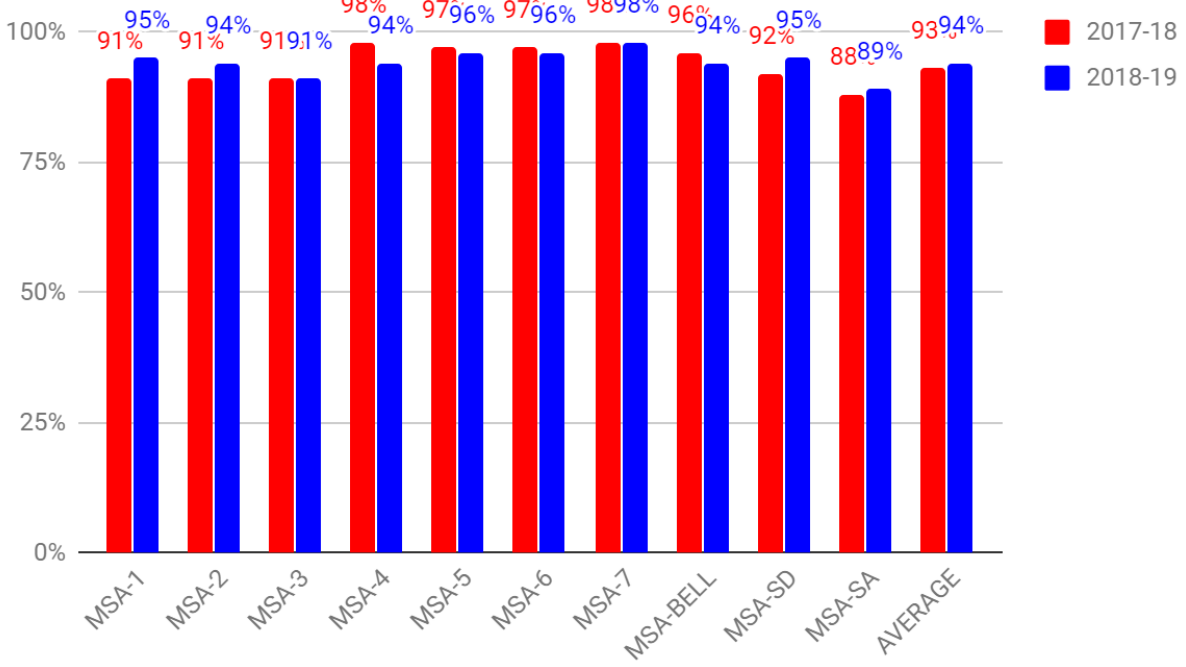
2018-19 Family Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL
MSA-1	95%	97%	93%	87%	97%	95%
MSA-2	94%	95%	93%	96%	94%	93%
MSA-3	91%	93%	88%	92%	92%	90%
MSA-4	94%	95%	96%	91%	94%	93%
MSA-5	96%	97%	94%	96%	96%	97%
MSA-6	96%	97%	94%	96%	96%	97%
MSA-7	98%	98%	98%	98%	98%	98%
MSA-BELL	94%	96%	94%	95%	94%	94%
MSA-SD	95%	96%	94%	97%	94%	92%
MSA-SA	89%	91%	87%	85%	91%	90%
AVERAGE	94%	95%	93%	93%	95%	94%

2018-19 FAMILY SURVEY - AVERAGE APPROVAL

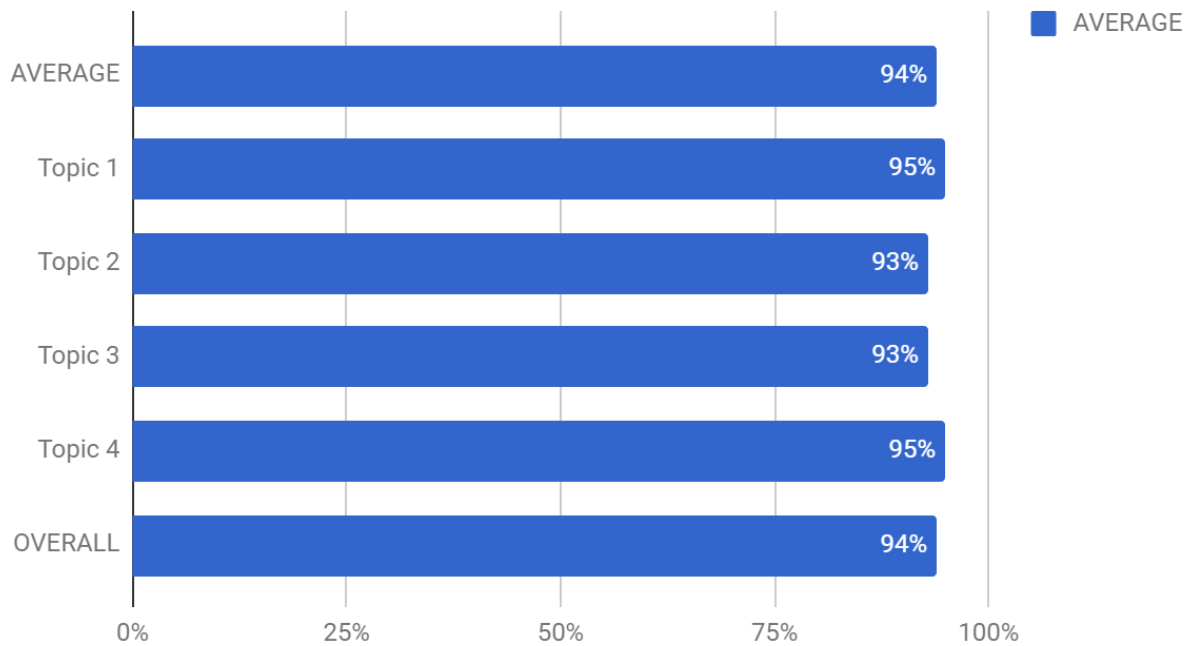


AVERAGE APPROVAL Rates: 2018-19 vs. 2017-18					
	Family				
	2017-18	2018-19	Change	2018-19 LCAP Target	Met?
MSA-1	91%	95%	4%	91%	Yes
MSA-2	91%	94%	3%	85%	Yes
MSA-3	91%	91%	0%	90%	Yes
MSA-4	98%	94%	-4%	99%	No
MSA-5	97%	96%	-1%	90%	Yes
MSA-6	97%	96%	-1%	95%	Yes
MSA-7	98%	98%	0%	98%	Yes
MSA-BELL	96%	94%	-2%	90%	Yes
MSA-SD	92%	95%	3%	95%	Yes
MSA-SA	88%	89%	1%	80%	Yes
AVERAGE	93%	94%	1%		

2018-19 vs. 2017-18 AVERAGE APPROVAL RATES - FAMILY



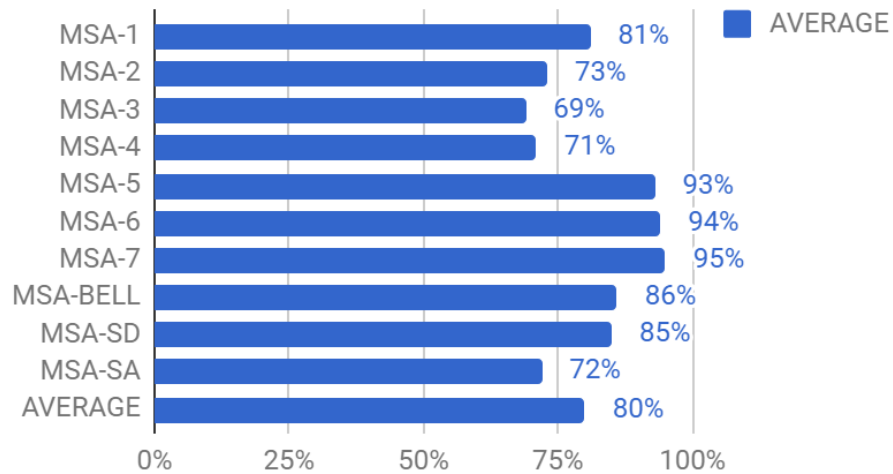
2018-19 Family Survey Summary - MPS Averages by Topic



STAFF: Average Approval Rate of **80%** compared to 79% last year

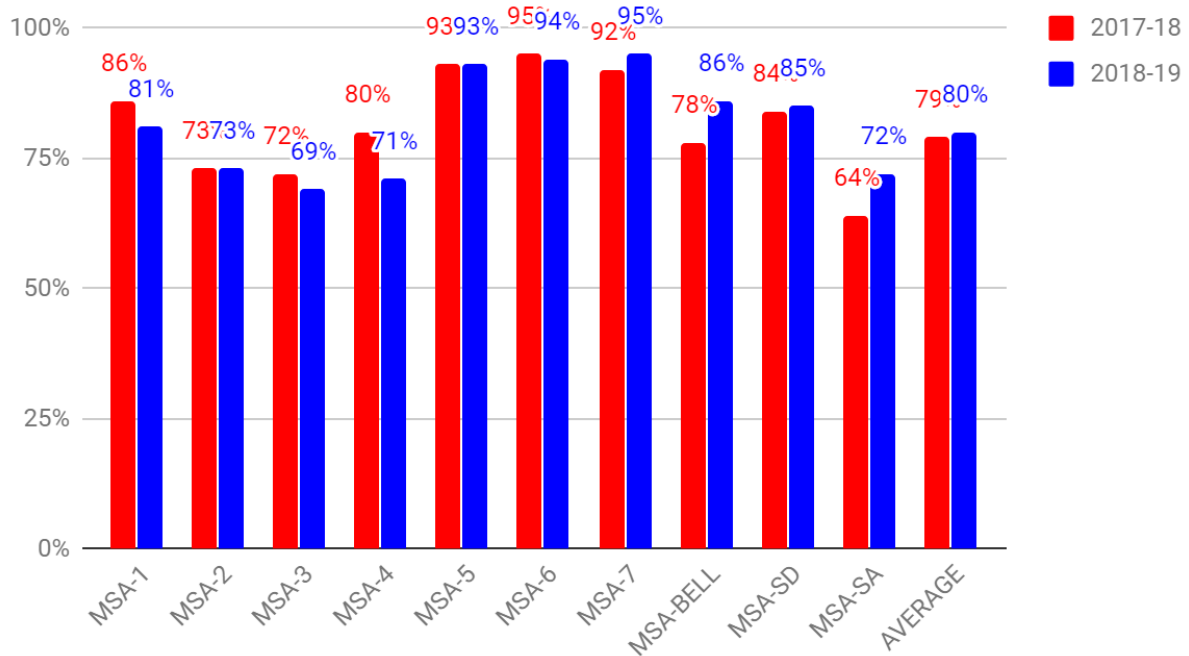
2018-19 Staff Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL
MSA-1	81%	92%	80%	80%	71%	84%
MSA-2	73%	85%	69%	62%	74%	77%
MSA-3	69%	90%	65%	50%	70%	83%
MSA-4	71%	89%	66%	57%	69%	87%
MSA-5	93%	98%	98%	83%	89%	100%
MSA-6	94%	100%	100%	79%	90%	93%
MSA-7	95%	100%	96%	94%	89%	95%
MSA-BELL	86%	98%	86%	71%	85%	95%
MSA-SD	85%	95%	81%	78%	87%	83%
MSA-SA	72%	86%	69%	57%	75%	75%
AVERAGE	80%	92%	78%	69%	78%	85%

2018-19 STAFF SURVEY - AVERAGE APPROVAL

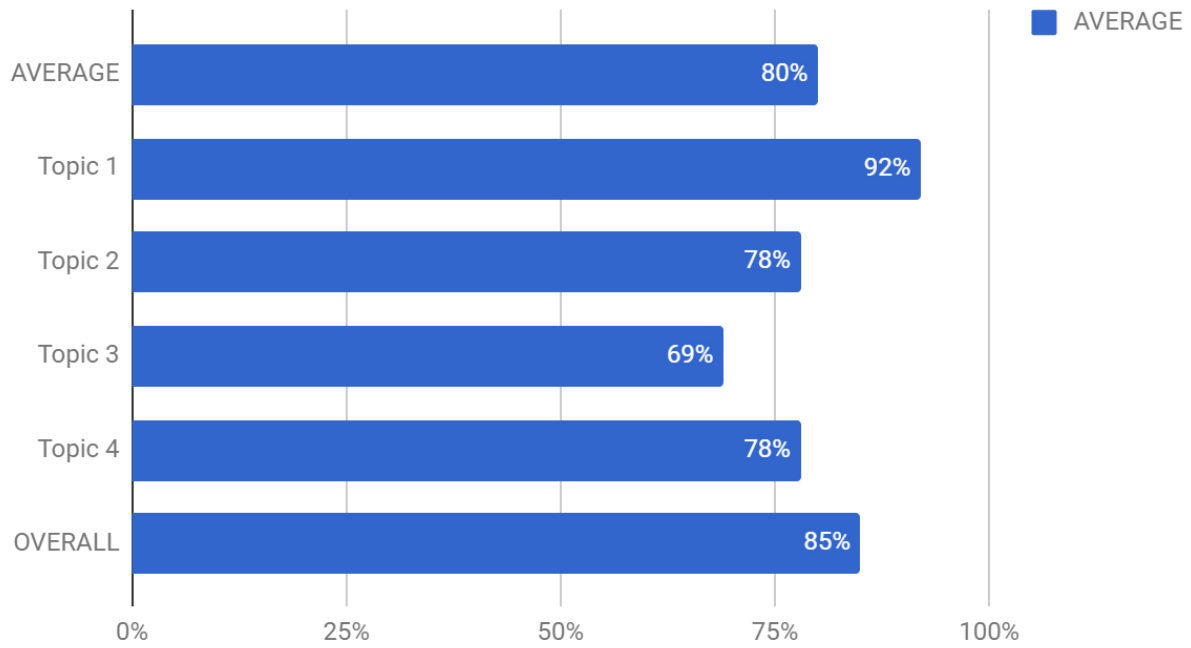


AVERAGE APPROVAL Rates: 2018-19 vs. 2017-18					
	Staff				
	2017-18	2018-19	Change	2018-19 LCAP Target	Met?
MSA-1	86%	81%	-5%	86%	No
MSA-2	73%	73%	0%	85%	No
MSA-3	72%	69%	-3%	81%	No
MSA-4	80%	71%	-9%	90%	No
MSA-5	93%	93%	0%	90%	Yes
MSA-6	95%	94%	-1%	90%	Yes
MSA-7	92%	95%	3%	93%	Yes
MSA-BELL	78%	86%	8%	85%	Yes
MSA-SD	84%	85%	1%	85%	Yes
MSA-SA	64%	72%	8%	80%	No
AVERAGE	79%	80%	1%		

2018-19 vs. 2017-18 AVERAGE APPROVAL RATES - STAFF



2018-19 Staff Survey Summary - MPS Averages by Topic



Approval Ratings by Topic & Question

Please see the **attachments** for detailed reports on approval ratings by topic and question. For simplicity, we will include here the highest and lowest rated topics and questions.

ELEMENTARY STUDENTS:

Highest Rated Topic:



Highest Rated Questions:

QUESTION ➤ Do your teachers work hard to help you with your schoolwork when you need it?	81% responded favorably
QUESTION ➤ Does this school help all students be successful in school?	82% responded favorably
QUESTION ➤ Overall, I am satisfied and would recommend this school to other students.	84% responded favorably

Lowest Rated Topic:

Safety

61%



40th - 59th percentile compared to others in the CORE Districts dataset

Lowest Rated Questions:

QUESTION

➤ Do other kids hit or push you at school when they are not just playing around?

44%

responded favorably

QUESTION

➤ Do other kids at school spread mean rumors or lies about you?

48%

responded favorably

QUESTION

➤ Are you afraid of being beaten up at school?

53%

responded favorably

SECONDARY STUDENTS:

Highest Rated Topic:

Climate of Support for Academic Learning

70%



20th - 39th percentile compared to others in the CORE Districts dataset

Highest Rated Questions:

QUESTION

➤ This school clearly informs students what would happen if they break school rules.

75%

responded favorably

QUESTION

➤ Teachers give students a chance to take part in classroom discussions or activities.

75%

responded favorably

QUESTION

➤ Been afraid of being beaten up?

81%

responded favorably

Lowest Rated Topic:

Sense of Belonging (School Connectedness)

55%



20th - 39th percentile compared to others in the CORE Districts dataset

Lowest Rated Questions:

QUESTION

➤ Students treat teachers with respect.

32%

responded favorably

QUESTION

➤ All students are treated fairly when they break school rules.

48%

responded favorably

QUESTION

➤ The teachers at this school treat students fairly.

50%

responded favorably

FAMILIES:

Highest Rated Topic:

Sense of Belonging (School Connectedness)

95%

▲ 2

since last survey



80th - 99th percentile compared to others in the CORE Districts dataset

Highest Rated Questions:

QUESTION

➤ This school provides high quality instruction to my child.

95%

responded favorably

▼ 1

from Spring 2018

QUESTION

➤ School staff is helpful.

96%

responded favorably

▲ 1

from Spring 2018

QUESTION

➤ School staff treats me with respect.

97%

responded favorably

▲ 1

from Spring 2018

Lowest Rated Topic:

**Knowledge and Fairness of Discipline,
Rules and Norms**

93%

▲1
since last survey



40th - 59th percentile compared to
others in the CORE Districts dataset

Lowest Rated Questions:

QUESTION

➤ At this school, discipline is fair.

90%

responded
favorably

▲ 2

from Spring
2018

QUESTION

➤ My child is safe in the neighborhood around the school.

91%

responded
favorably

▲ 3

from Spring
2018

QUESTION

➤ School staff responds to my needs in a timely manner.

93%

responded
favorably

▲ 2

from Spring
2018

STAFF:

Highest Rated Topic:

Climate of Support for Academic Learning

92%



40th - 59th percentile compared to others in the CORE Districts dataset

Highest Rated Questions:

QUESTION

➤ is a supportive and inviting place for students to learn.

95%

responded favorably

QUESTION

➤ The school rules are fair.

96%

responded favorably

QUESTION

➤ emphasizes helping students academically when they need it.

96%

responded favorably

Lowest Rated Topic:

Safety

69%



20th - 39th percentile compared to others in the CORE Districts dataset

Lowest Rated Questions:

QUESTION

➤ disruptive student behavior?

38%

responded favorably

QUESTION

➤ lack of respect of staff by students?

57%

responded favorably

QUESTION

➤ This school effectively handles student discipline and behavioral problems.

59%

responded favorably

School Leaders' Reflections

School leadership teams and the Home Office read all free-responses, summarize major findings and recommendations by the stakeholders, and consider all the feedback to create action steps for school improvement. The c-team reviews the findings with each school leadership team. School leadership teams are then held accountable for sharing the survey results and findings with their stakeholders at their site (teachers, parents, etc.) and developing an action plan for improvement.

Each school leadership team will also be asked to write a reflection on the survey results and findings that identifies their greatest progress, greatest needs, and ways to improve so that we can maintain and improve educational quality of our schools on an ongoing basis. The teams are expected to complete their reflections by the end of March and present it to the stakeholders committee/board at the next meeting.

Budget Implications

N/A

How Does This Action Relate/Affect/Benefit All MSAs?

N/A

Name of Staff Originator:

David Yilmaz, Chief Accountability Officer

Exhibits (Attachments):

- Part 1 – 2018-19 MPS Detailed Survey Reports (Student, Family, Staff)
- Part 2 – 2018-19 MPS Average Approval Rates for All Questions



MPS

Secondary Student Survey
Spring 2019



Report created by
Panorama Education

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	70%	<p>20th - 39th percentile compared to others in the CORE Districts dataset</p>
Knowledge and Fairness of Discipline, Rules and Norms	59%	<p>20th - 39th percentile compared to others in the CORE Districts dataset</p>
OVERALL SCHOOL EXPERIENCE	73%	
Safety	64%	<p>20th - 39th percentile compared to others in the CORE Districts dataset</p>
Sense of Belonging (School Connectedness)	55%	<p>20th - 39th percentile compared to others in the CORE Districts dataset</p>

3,154 responses

Climate of Support for Academic Learning

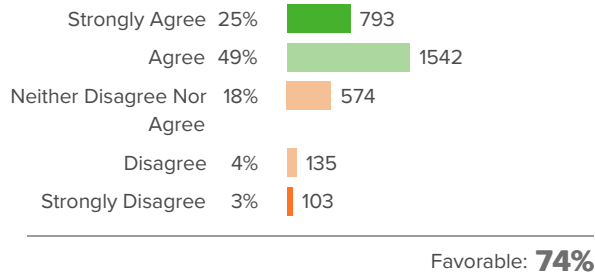
Your average

70%

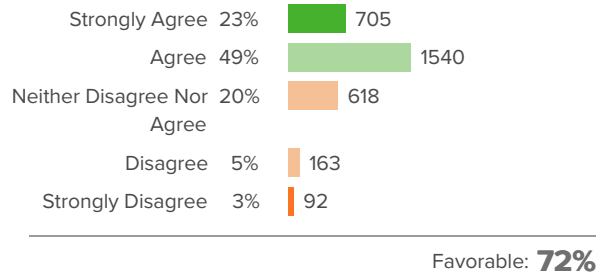
3,154 responses

How did people respond?

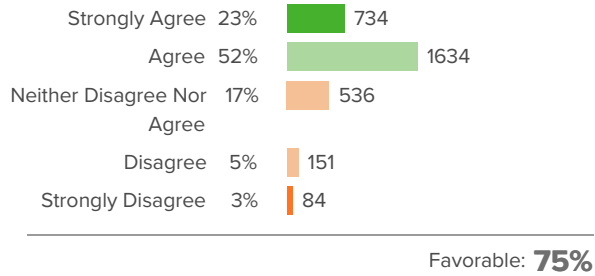
Q.1: Adults at this school encourage me to work hard so I can be successful in college or at the job I choose.



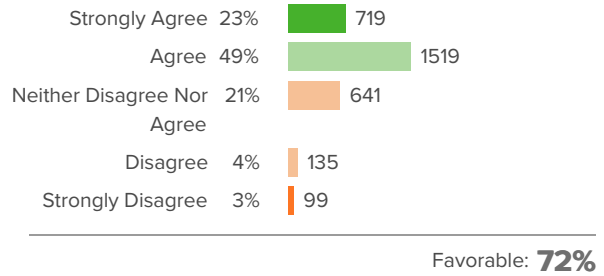
Q.2: My teachers work hard to help me with my schoolwork when I need it.



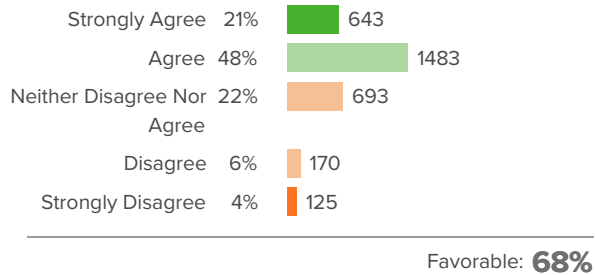
Q.3: Teachers give students a chance to take part in classroom discussions or activities.



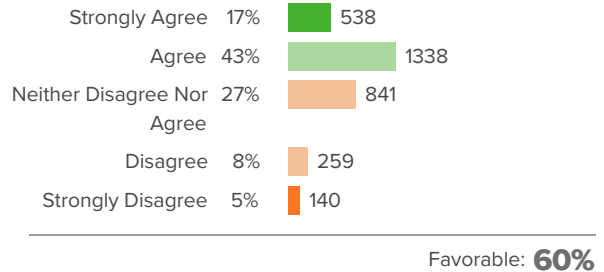
Q.4: This school promotes academic success for all students.



Q.5: This school is a supportive and inviting place for students to learn.



Q.6: Teachers go out of their way to help students.



Knowledge and Fairness of Discipline, Rules and Norms

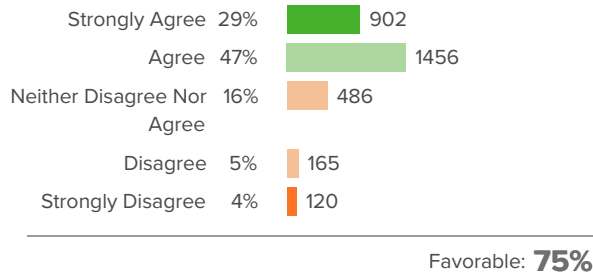
Your average

59%

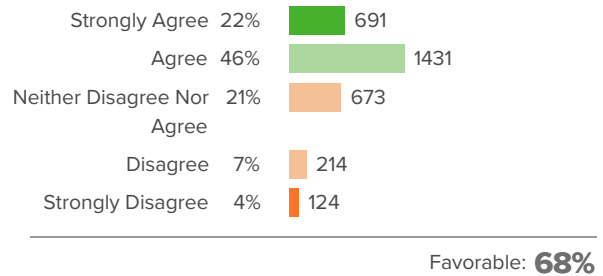
3,154 responses

How did people respond?

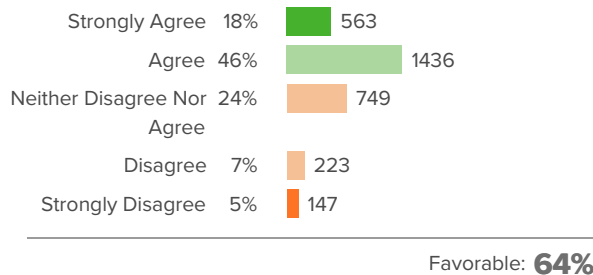
Q.1: This school clearly informs students what would happen if they break school rules.



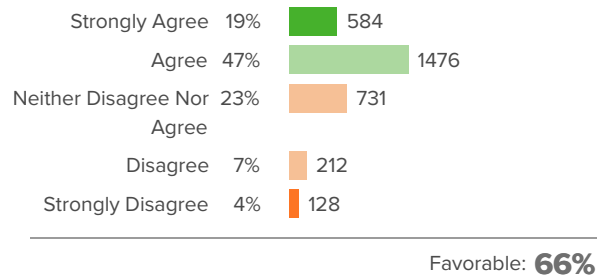
Q.2: Rules in this school are made clear to students.



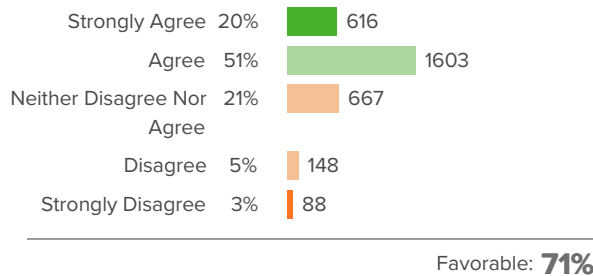
Q.3: Students know how they are expected to act.



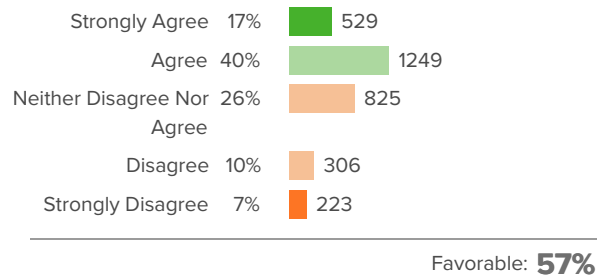
Q.4: Students know what the rules are.



Q.5: This school makes it clear how students are expected to act.

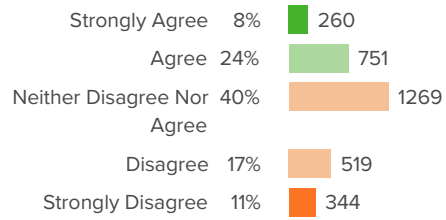


Q.6: Adults at this school treat all students with respect.



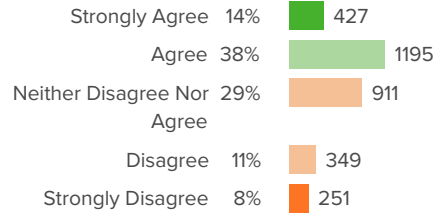


Q.7: Students treat teachers with respect.



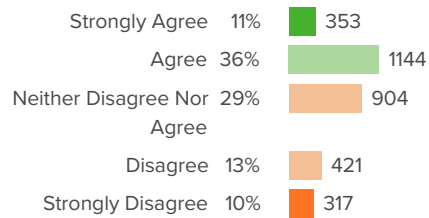
Favorable: **32%**

Q.8: The school rules are fair.



Favorable: **52%**

Q.9: All students are treated fairly when they break school rules.



Favorable: **48%**



OVERALL SCHOOL EXPERIENCE

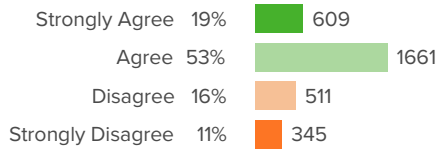
Your average

73%

3,154 responses

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other students.



Favorable: **73%**

Safety

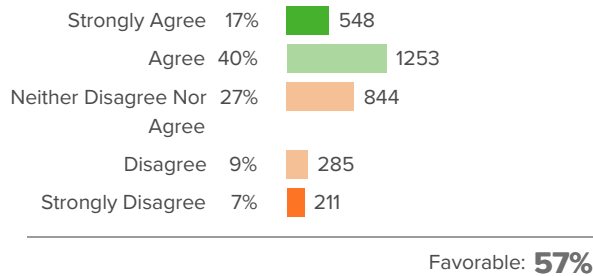
Your average

64%

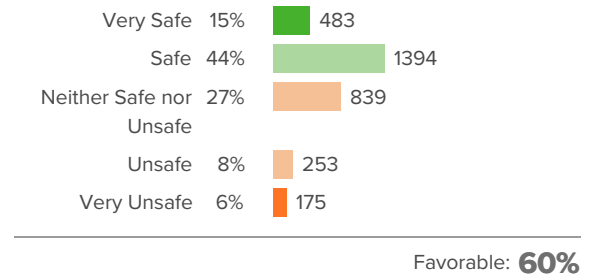
3,154 responses

How did people respond?

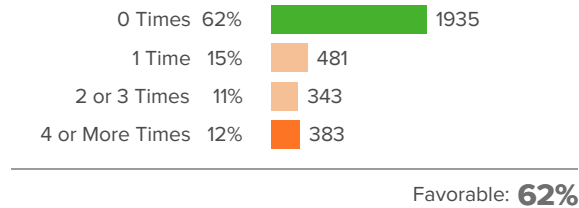
Q.1: I feel safe in my school.



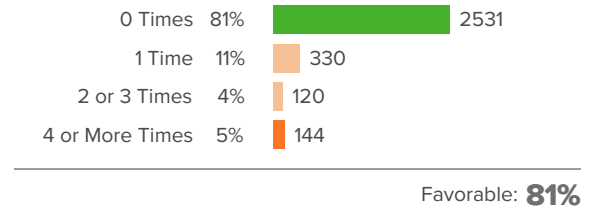
Q.2: How safe do you feel when you are at school?



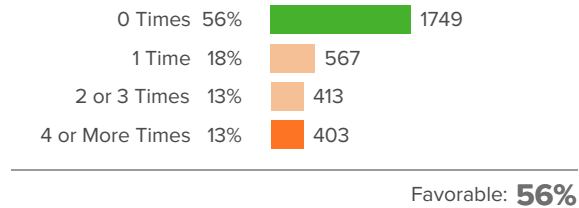
Q.3: Been pushed, shoved, slapped, hit or kicked by someone who wasn't just kidding around?



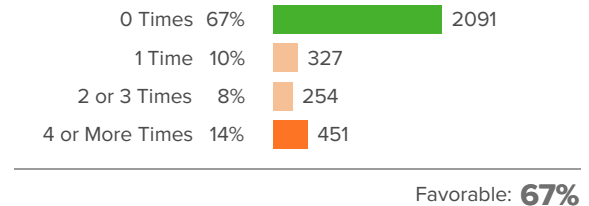
Q.4: Been afraid of being beaten up?



Q.5: Had mean rumors or lies spread about you?

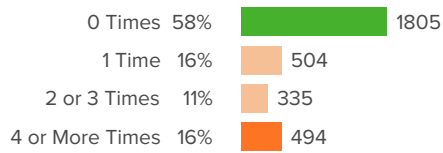


Q.6: Had sexual jokes, comments, or gestures made to you?



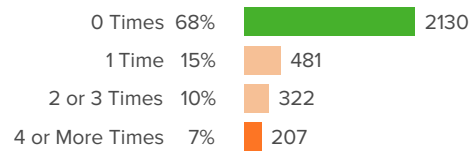


Q.7: Been made fun of because of your looks or the way you talk?



Favorable: **58%**

Q.8: Had your property stolen, or deliberately damaged, such as your car, clothing, or books?



Favorable: **68%**

Sense of Belonging (School Connectedness)

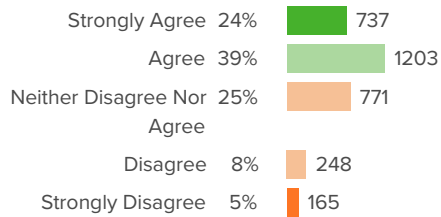
Your average

55%

3,154 responses

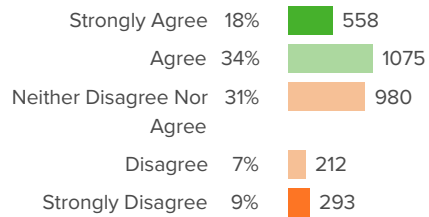
How did people respond?

Q.1: I feel close to people at this school.



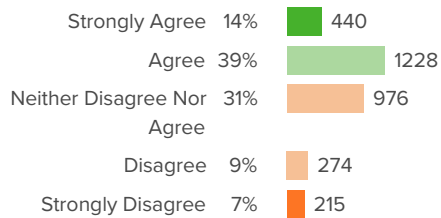
Favorable: **62%**

Q.2: I am happy to be at this school.



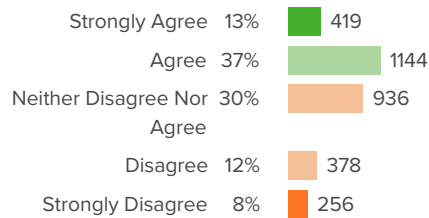
Favorable: **52%**

Q.3: I feel like I am part of this school.



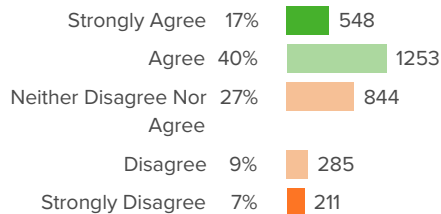
Favorable: **53%**

Q.4: The teachers at this school treat students fairly.



Favorable: **50%**

Q.5: I feel safe in my school.



Favorable: **57%**



MPS

Elementary Student Survey
Spring 2019



Report created by
Panorama Education

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	76%	<p>0th - 19th percentile compared to others in the CORE Districts dataset</p>
Knowledge and Fairness of Discipline, Rules and Norms	72%	<p>0th - 19th percentile compared to others in the CORE Districts dataset</p>
OVERALL SCHOOL EXPERIENCE	84%	
Safety	61%	<p>40th - 59th percentile compared to others in the CORE Districts dataset</p>
Sense of Belonging (School Connectedness)	69%	<p>0th - 19th percentile compared to others in the CORE Districts dataset</p>

282 responses

Climate of Support for Academic Learning

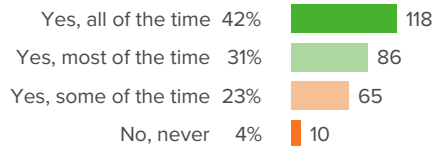
Your average

76%

282 responses

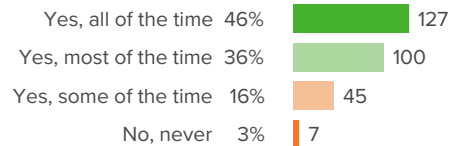
How did people respond?

Q.1: Do adults at school encourage you to work hard so you can be successful?



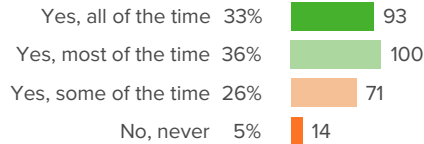
Favorable: **73%**

Q.2: Do your teachers work hard to help you with your schoolwork when you need it?



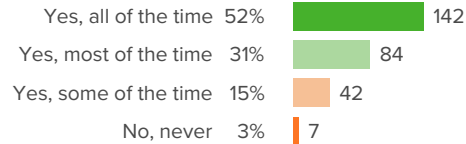
Favorable: **81%**

Q.3: Do teachers give students a chance to take part in classroom discussions or activities?



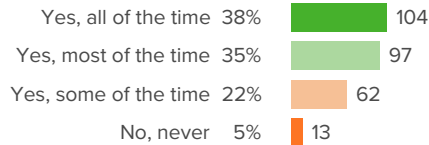
Favorable: **69%**

Q.4: Does this school help all students be successful in school?



Favorable: **82%**

Q.5: Do teachers go out of their way to help students?



Favorable: **73%**

Knowledge and Fairness of Discipline, Rules and Norms

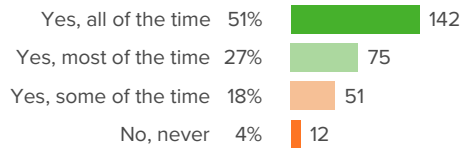
Your average

72%

282 responses

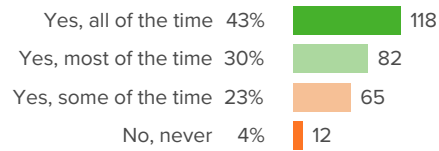
How did people respond?

Q.1: Does this school clearly tell students what would happen if they break school rules?



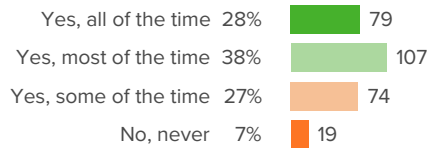
Favorable: **78%**

Q.2: Are rules in this school made clear to students?



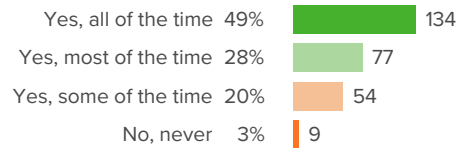
Favorable: **72%**

Q.3: Do students know how they are expected to act?



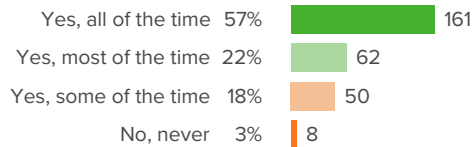
Favorable: **67%**

Q.4: Do students know what the rules are?



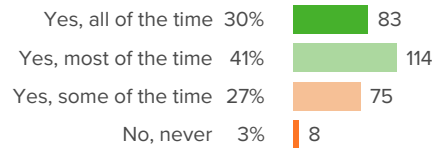
Favorable: **77%**

Q.5: Do teachers and other grown-ups at school treat students with respect?



Favorable: **79%**

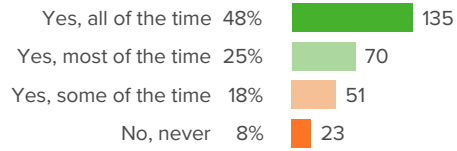
Q.6: Do students treat teachers with respect?



Favorable: **70%**

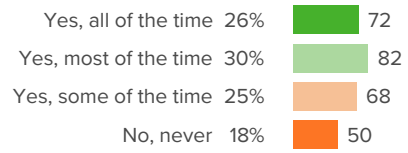


Q.7: Are the school rules fair?



Favorable: **73%**

Q.8: Are students treated fairly when they break school rules?



Favorable: **57%**



OVERALL SCHOOL EXPERIENCE

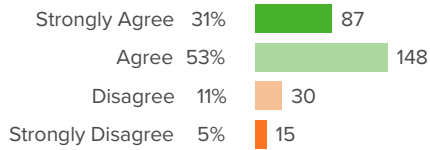
Your average

84%

282 responses

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other students.



Favorable: **84%**

Safety

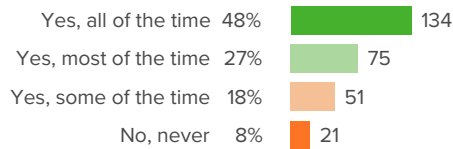
Your average

61%

282 responses

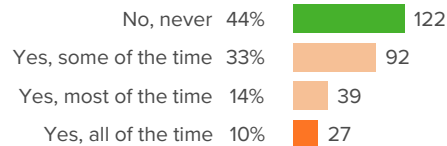
How did people respond?

Q.1: Do you feel safe at school?



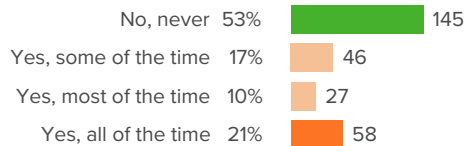
Favorable: **74%**

Q.2: Do other kids hit or push you at school when they are not just playing around?



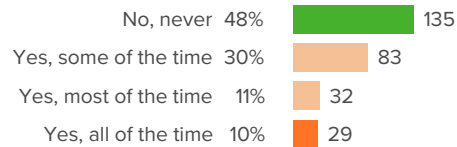
Favorable: **44%**

Q.3: Are you afraid of being beaten up at school?



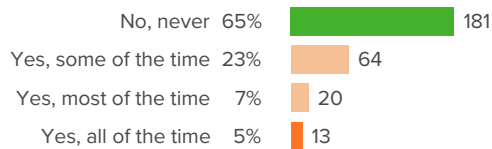
Favorable: **53%**

Q.4: Do other kids at school spread mean rumors or lies about you?



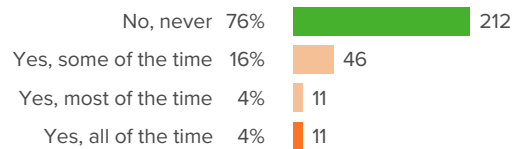
Favorable: **48%**

Q.5: Do other kids at this school ever tease you about what your body looks like?



Favorable: **65%**

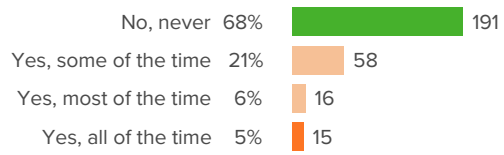
Q.6: Do other kids at this school ever tease you about the way you talk?



Favorable: **76%**



Q.7: Do other kids steal or damage your things, like your clothing or your books?



Favorable: **68%**

Sense of Belonging (School Connectedness)

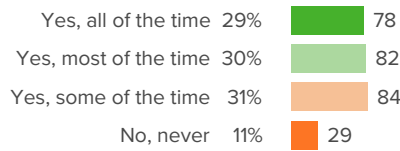
Your average

69%

282 responses

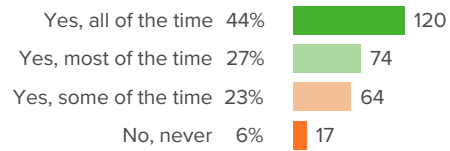
How did people respond?

Q.1: Do you feel close to people at school?



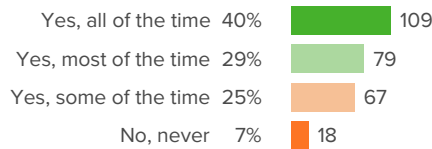
Favorable: **59%**

Q.2: Are you happy to be at this school?



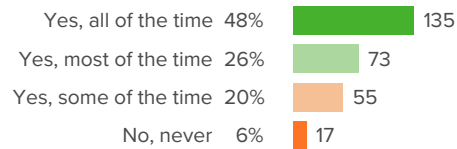
Favorable: **71%**

Q.3: Do you feel like you are part of this school?



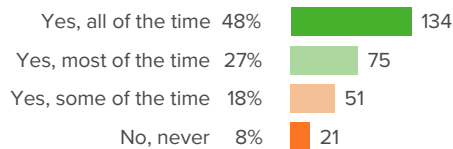
Favorable: **69%**

Q.4: Do teachers treat students fairly at school?



Favorable: **74%**

Q.5: Do you feel safe at school?



Favorable: **74%**



MPS





Family Survey
Spring 2019



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	<p>95% ▼1 since last survey</p>	 60th - 79th percentile compared to others in the CORE Districts dataset
Knowledge and Fairness of Discipline, Rules and Norms	<p>93% ▲1 since last survey</p>	 40th - 59th percentile compared to others in the CORE Districts dataset
OVERALL SCHOOL EXPERIENCE		
Safety	<p>93% ▲2 since last survey</p>	 60th - 79th percentile compared to others in the CORE Districts dataset
Sense of Belonging (School Connectedness)	<p>95% ▲2 since last survey</p>	 80th - 99th percentile compared to others in the CORE Districts dataset

2,611 responses

Climate of Support for Academic Learning

Your average

95%

2,611 responses

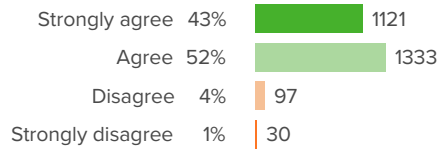
Change

▼ **1**

since last survey

How did people respond?

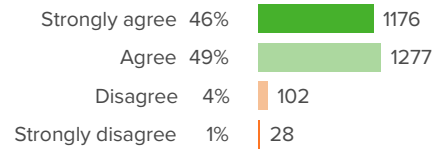
Q.1: This school provides high quality instruction to my child.



▼ **1** from last survey

Favorable: **95%**

Q.2: This school has high expectations for all students.



▲ **0** from last survey

Favorable: **95%**

Knowledge and Fairness of Discipline, Rules and Norms

Your average

93%

2,611 responses

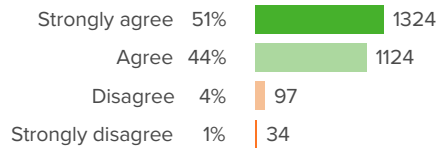
Change

▲ 1

since last survey

How did people respond?

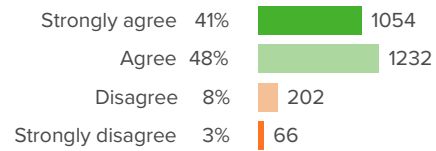
Q.1: This school clearly informs students what would happen if they break school rules.



▲ 0 from last survey

Favorable: **95%**

Q.2: At this school, discipline is fair.



▲ 2 from last survey

Favorable: **90%**

OVERALL SCHOOL EXPERIENCE

Your average

94%

2,611 responses

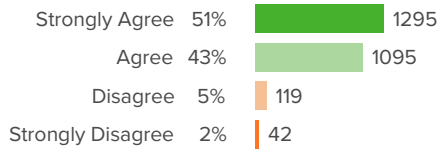
Change

▲ 1

since last survey

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other parents.



▲ 1 from last survey

Favorable: **94%**

Safety

Your average

93%

2,611 responses

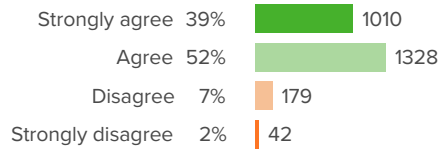
Change

▲ 2

since last survey

How did people respond?

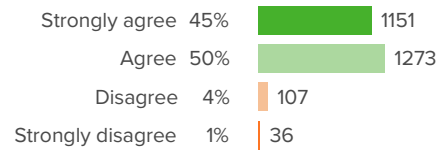
Q.1: My child is safe in the neighborhood around the school.



▲ 3 from last survey

Favorable: **91%**

Q.2: My child is safe on school grounds.



▲ 1 from last survey

Favorable: **94%**

Sense of Belonging (School Connectedness)

Your average

95%

2,611 responses

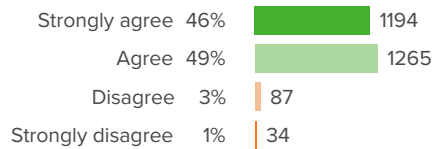
Change

▲ 2

since last survey

How did people respond?

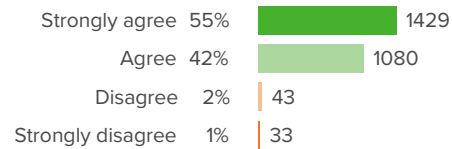
Q.1: I feel welcome to participate at this school.



▲ 1 from last survey

Favorable: **95%**

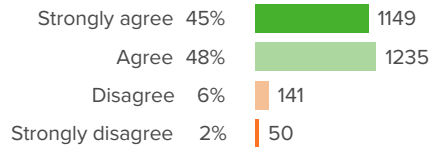
Q.2: School staff treats me with respect.



▲ 1 from last survey

Favorable: **97%**

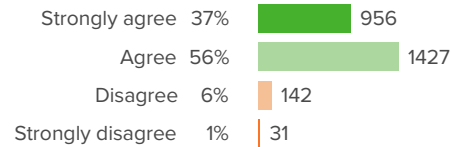
Q.3: School staff takes my concerns seriously.



▲ 2 from last survey

Favorable: **93%**

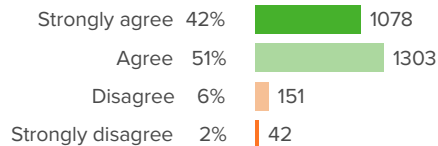
Q.4: School staff welcomes my suggestions.



▲ 2 from last survey

Favorable: **93%**

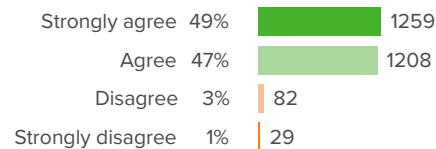
Q.5: School staff responds to my needs in a timely manner.



▲ 2 from last survey

Favorable: **93%**

Q.6: School staff is helpful.

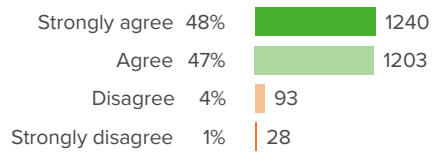


▲ 1 from last survey

Favorable: **96%**



Q.7: My child's background (race, ethnicity, religion, economic status) is valued at this school.



▲ 0 from last survey

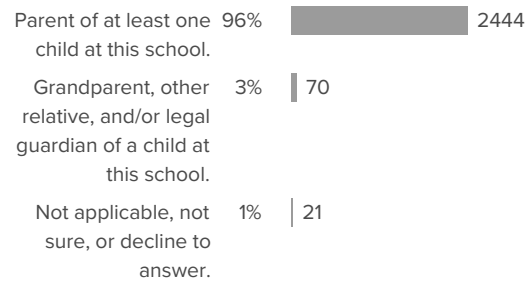
Favorable: **95%**



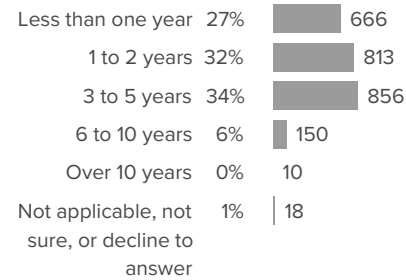
Background Questions

How did people respond?

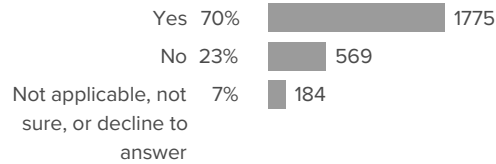
Q.1: I am a...



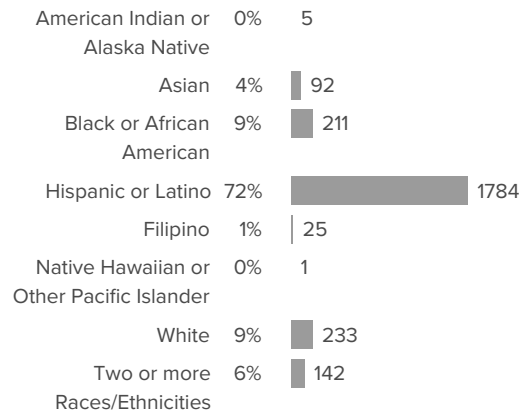
Q.2: How many years has your child been at this school?



Q.3: Does one or more of your children receive a free or reduced-price breakfast or lunch at this school?

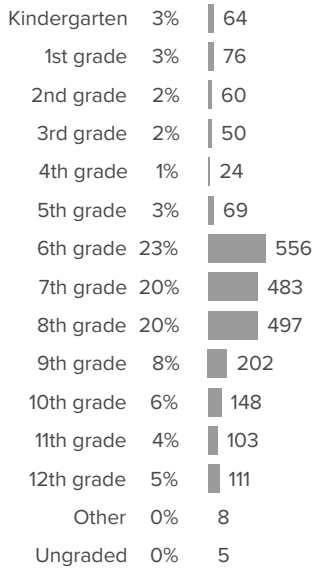


Q.4: What is your race or ethnicity?

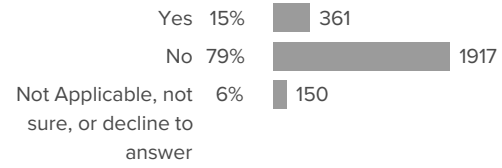




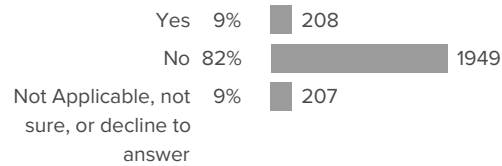
Q.5: In what grade is your child?



Q.6: Special Education Program or has an Individual Education Plan (IEP)?



Q.7: English Language Development (for children learning English)?





MPS

Staff Survey
Spring 2019



Report created by
Panorama Education

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	92%	<p>40th - 59th percentile compared to others in the CORE Districts dataset</p>
Knowledge and Fairness of Discipline, Rules and Norms	78%	<p>20th - 39th percentile compared to others in the CORE Districts dataset</p>
OVERALL SCHOOL EXPERIENCE	85%	
Safety	69%	<p>20th - 39th percentile compared to others in the CORE Districts dataset</p>
Sense of Belonging (School Connectedness)	78%	<p>40th - 59th percentile compared to others in the CORE Districts dataset</p>

313 responses

Climate of Support for Academic Learning

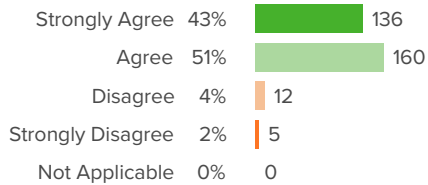
Your average

92%

313 responses

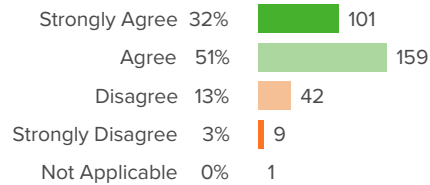
How did people respond?

Q.1: is a supportive and inviting place for students to learn.



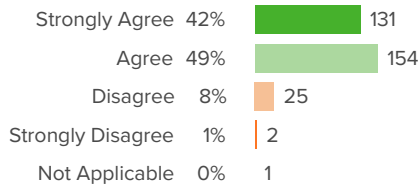
Favorable: **95%**

Q.2: sets high standards for academic performance for all students.



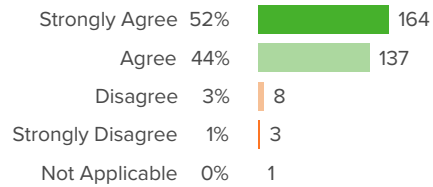
Favorable: **84%**

Q.3: promotes academic success for all students.



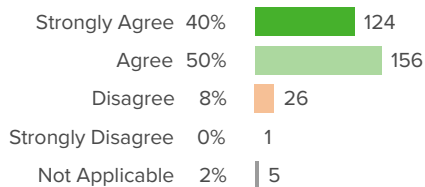
Favorable: **91%**

Q.4: emphasizes helping students academically when they need it.



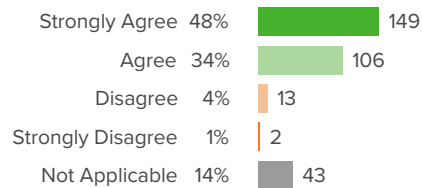
Favorable: **96%**

Q.5: emphasizes teaching lessons in ways relevant to students.



Favorable: **91%**

Q.6: encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.



Favorable: **94%**

Knowledge and Fairness of Discipline, Rules and Norms

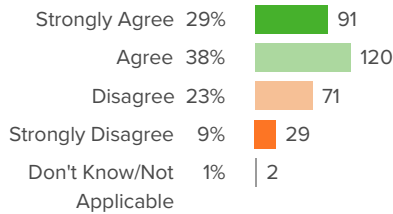
Your average

78%

313 responses

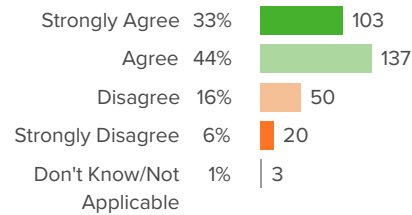
How did people respond?

Q.1: This school clearly communicates to students the consequences of breaking school rules.



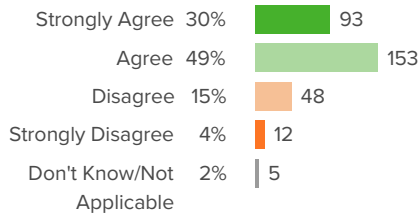
Favorable: **68%**

Q.2: Rules in this school are made clear to students.



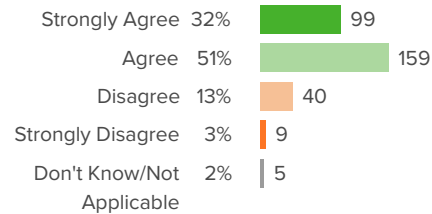
Favorable: **77%**

Q.3: Students know how they are expected to act.



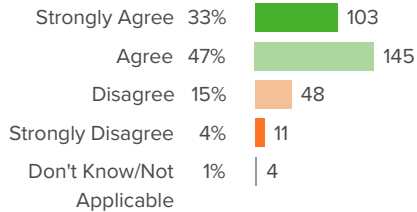
Favorable: **80%**

Q.4: Students know what the rules are.



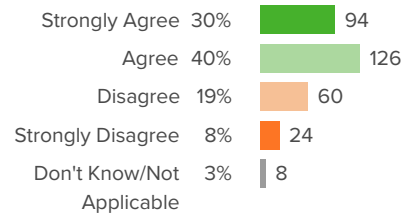
Favorable: **84%**

Q.5: This school makes it clear how students are expected to act.



Favorable: **81%**

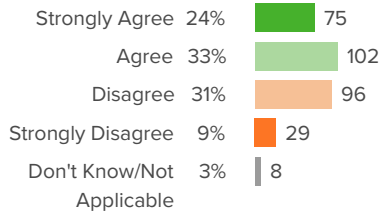
Q.6: This school handles discipline problems fairly.



Favorable: **72%**

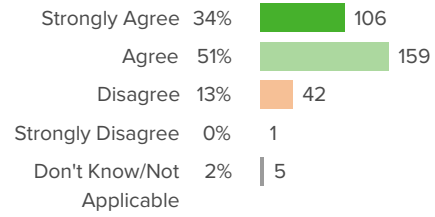


Q.7: This school effectively handles student discipline and behavioral problems.



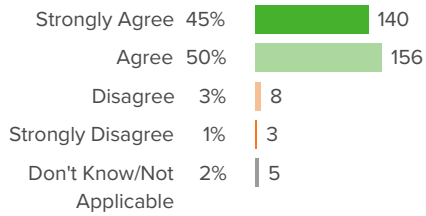
Favorable: **59%**

Q.8: Adults at this school treat all students with respect.



Favorable: **86%**

Q.9: The school rules are fair.



Favorable: **96%**

OVERALL SCHOOL EXPERIENCE

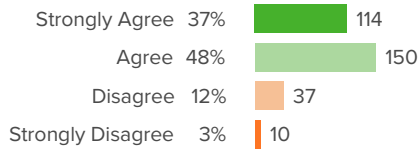
Your average

85%

313 responses

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other educators.



Favorable: **85%**

Safety

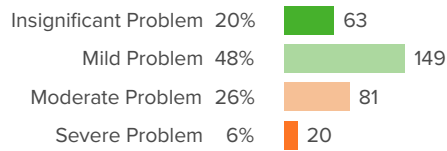
Your average

69%

313 responses

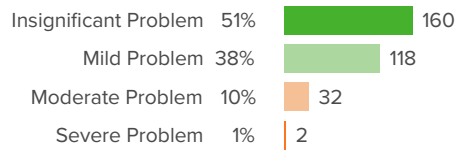
How did people respond?

Q.1: harassment or bullying among students?



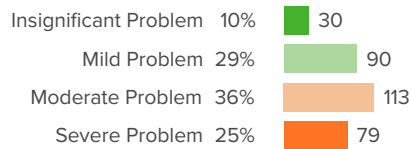
Favorable: **68%**

Q.2: physical fighting between students?



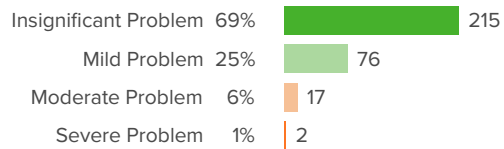
Favorable: **89%**

Q.3: disruptive student behavior?



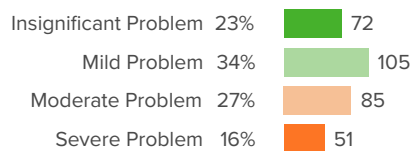
Favorable: **38%**

Q.4: racial/ethnic conflict among students?



Favorable: **94%**

Q.5: lack of respect of staff by students?



Favorable: **57%**

Sense of Belonging (School Connectedness)

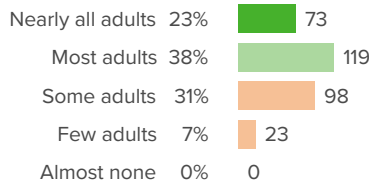
Your average

78%

313 responses

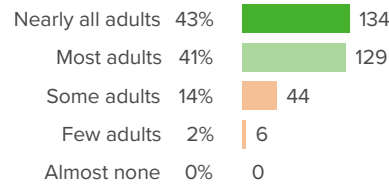
How did people respond?

Q.1: How many adults at this school have close professional relationships with one another?



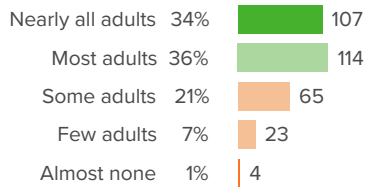
Favorable: **61%**

Q.2: How many adults at this school support and treat each other with respect?



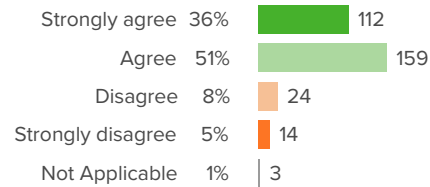
Favorable: **84%**

Q.3: How many adults at this school feel a responsibility to improve this school?



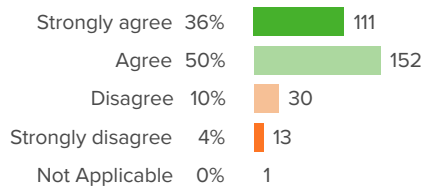
Favorable: **71%**

Q.4: This school is a supportive and inviting place for staff to work.



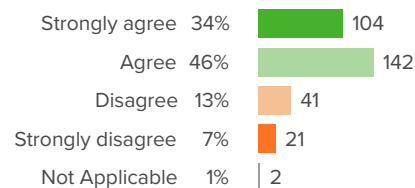
Favorable: **88%**

Q.5: This school promotes trust and collegiality among staff.



Favorable: **86%**

Q.6: This school promotes personnel participation in decision-making that affects school practices and policies.

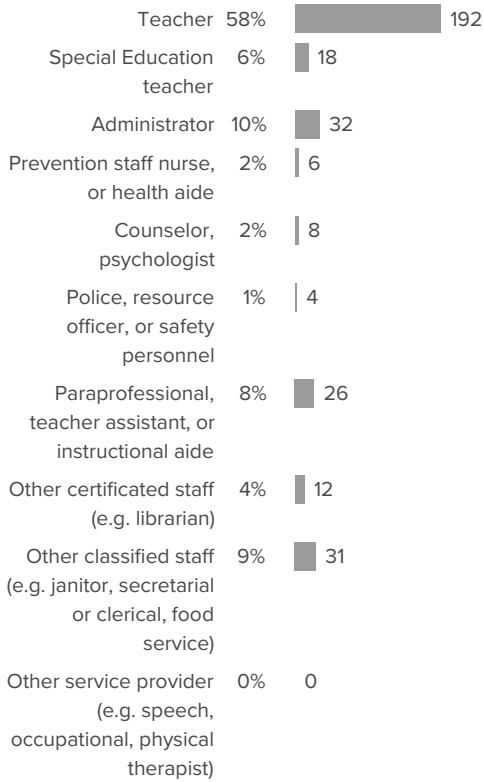


Favorable: **80%**

Background Questions

How did people respond?

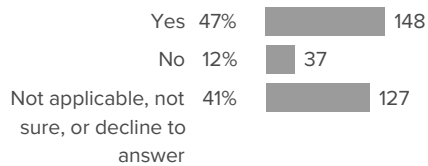
Q.1: What is your role at this school? (Mark all that apply).



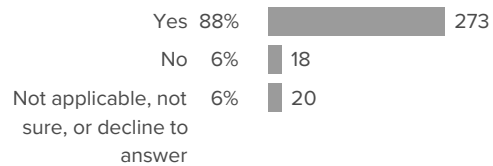
Q.2: Are you a classroom teacher?



Q.3: Migrant education students

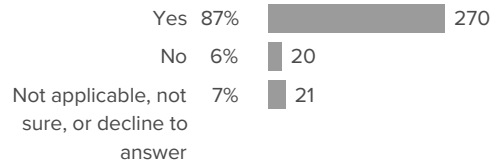


Q.4: Special education students

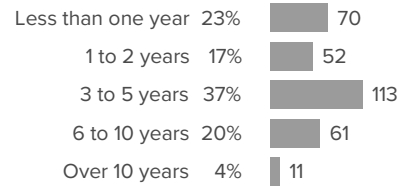




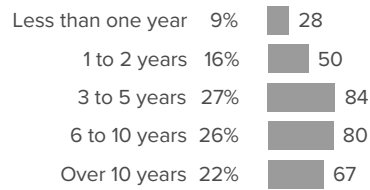
Q.5: English language learners



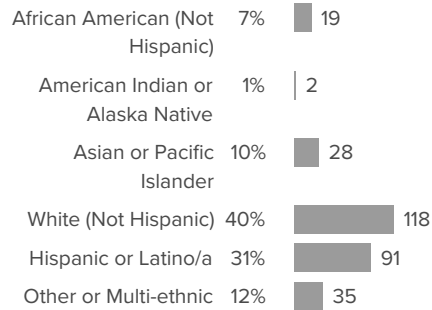
Q.6: How many years have you worked, in any position, at this school?



Q.7: How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?



Q.8: What is your race or ethnicity?



< Summary (/magnolia/understand/1290139/summary?project_id=7992#topic-scores-student)



Spring 2019
Secondary Student Survey

All questions

Based on 3,154 responses

How did students respond to each question?

Sorted by Question score ▾ () Lowest to highest ▾ ()

QUESTION

› Students treat teachers with respect.

32%
responded favorably



QUESTION

› All students are treated fairly when they break school rules.

48%
responded favorably



QUESTION

› The teachers at this school treat students fairly.

50%
responded favorably



QUESTION

› The school rules are fair.

52%
responded favorably



QUESTION

› I am happy to be at this school.

52%
responded favorably



QUESTION

› I feel like I am part of this school.

53%
responded favorably



QUESTION

› Had mean rumors or lies spread about you?

56%
responded favorably



QUESTION

› Adults at this school treat all students with respect.

57%
responded favorably



QUESTION

› I feel safe in my school.

57%
responded favorably



Need Help?

QUESTION

➤ Been made fun of because of your looks or the way you talk?

58%
responded favorably



QUESTION

➤ Teachers go out of their way to help students.

60%
responded favorably



QUESTION

➤ How safe do you feel when you are at school?

60%
responded favorably



QUESTION

➤ Been pushed, shoved, slapped, hit or kicked by someone who wasn't just kidding around?

62%
responded favorably



QUESTION

➤ I feel close to people at this school.

62%
responded favorably



QUESTION

➤ Students know how they are expected to act.

64%
responded favorably



QUESTION

➤ Students know what the rules are.

66%
responded favorably



QUESTION

➤ Had sexual jokes, comments, or gestures made to you?

67%
responded favorably



QUESTION

➤ Had your property stolen, or deliberately damaged, such as your car, clothing, or books?

68%
responded favorably



QUESTION

➤ Rules in this school are made clear to students.

68%
responded favorably



QUESTION

➤ This school is a supportive and inviting place for students to learn.

68%
responded favorably










QUESTION

➤ This school makes it clear how students are expected to act.

71%
responded favorably



QUESTION ➤ This school promotes academic success for all students.	72% responded favorably	
QUESTION ➤ My teachers work hard to help me with my schoolwork when I need it.	72% responded favorably	
QUESTION ➤ Overall, I am satisfied and would recommend this school to other students.	73% responded favorably	
QUESTION ➤ Adults at this school encourage me to work hard so I can be successful in college or at the job I choose.	74% responded favorably	
QUESTION ➤ This school clearly informs students what would happen if they break school rules.	75% responded favorably	
QUESTION ➤ Teachers give students a chance to take part in classroom discussions or activities.	75% responded favorably	
QUESTION ➤ Been afraid of being beaten up?	81% responded favorably	

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< Summary (/magnolia/understand/1290139/summary?project_id=7992#topic-scores-student)



Spring 2019
Elementary Student Survey

All questions

Based on 282 responses

How did students respond to each question?

Sorted by Question score ▾ () Lowest to highest ▾ ()

QUESTION Do other kids hit or push you at school when they are not just playing around?	44% responded favorably	
QUESTION Do other kids at school spread mean rumors or lies about you?	48% responded favorably	
QUESTION Are you afraid of being beaten up at school?	53% responded favorably	
QUESTION Are students treated fairly when they break school rules?	57% responded favorably	
QUESTION Do you feel close to people at school?	59% responded favorably	
QUESTION Do other kids at this school ever tease you about what your body looks like?	65% responded favorably	
QUESTION Do students know how they are expected to act?	67% responded favorably	
QUESTION Do other kids steal or damage your things, like your clothing or your books?	68% responded favorably	

Need Help?

QUESTION

› Do teachers give students a chance to take part in classroom discussions or activities?

69%
responded favorably



QUESTION

› Do you feel like you are part of this school?

69%
responded favorably



QUESTION

› Do students treat teachers with respect?

70%
responded favorably



QUESTION

› Are you happy to be at this school?

71%
responded favorably



QUESTION

› Are rules in this school made clear to students?

72%
responded favorably



QUESTION

› Do adults at school encourage you to work hard so you can be successful?

73%
responded favorably



QUESTION

› Do teachers go out of their way to help students?

73%
responded favorably



QUESTION

› Are the school rules fair?

73%
responded favorably



QUESTION

› Do teachers treat students fairly at school?

74%
responded favorably



QUESTION

› Do you feel safe at school?

74%
responded favorably



QUESTION

› Do other kids at this school ever tease you about the way you talk?

76%
responded favorably



QUESTION

› Do students know what the rules are?

77%
responded favorably



QUESTION

78%
responded favorably



› Does this school clearly tell students what would happen if they break school rules?

QUESTION

› Do teachers and other grown-ups at school treat students with respect?

79%
responded favorably



QUESTION

› Do your teachers work hard to help you with your schoolwork when you need it?

81%
responded favorably



QUESTION

› Does this school help all students be successful in school?

82%
responded favorably



QUESTION

› Overall, I am satisfied and would recommend this school to other students.

84%
responded favorably



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Spring 2019
Family Survey












All questions

Based on 2,611 responses

How did family members respond to each question?

Sorted by Question score ▾ () Lowest to highest ▾ ()

QUESTION ➤ At this school, discipline is fair.	90% responded favorably	▲ 2 from Spring 2018	
QUESTION ➤ My child is safe in the neighborhood around the school.	91% responded favorably	▲ 3 from Spring 2018	
QUESTION ➤ School staff responds to my needs in a timely manner.	93% responded favorably	▲ 2 from Spring 2018	
QUESTION ➤ School staff takes my concerns seriously.	93% responded favorably	▲ 2 from Spring 2018	
QUESTION ➤ School staff welcomes my suggestions.	93% responded favorably	▲ 2 from Spring 2018	
QUESTION ➤ My child is safe on school grounds.	94% responded favorably	▲ 1 from Spring 2018	
QUESTION ➤ Overall, I am satisfied and would recommend this school to other parents.	94% responded favorably	▲ 1 from Spring 2018	
QUESTION	95%	0	Need Help?

<p>➤ This school clearly informs students what would happen if they break school rules.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>	<p>95%</p>	<p>0</p>	
<p>➤ My child's background (race, ethnicity, religion, economic status) is valued at this school.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>	<p>95%</p>	<p>▲ 1</p>	
<p>➤ I feel welcome to participate at this school.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>	<p>95%</p>	<p>0</p>	
<p>➤ This school has high expectations for all students.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>	<p>95%</p>	<p>▼ 1</p>	
<p>➤ This school provides high quality instruction to my child.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>	<p>96%</p>	<p>▲ 1</p>	
<p>➤ School staff is helpful.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>	<p>97%</p>	<p>▲ 1</p>	
<p>➤ School staff treats me with respect.</p>	<p>responded favorably</p>	<p>from Spring 2018</p>	
<p>QUESTION</p>		<p>Unscored</p>	
<p>➤ I am a...</p>			
<p>QUESTION</p>		<p>Unscored</p>	
<p>➤ English Language Development (for children learning English)?</p>			
<p>QUESTION</p>		<p>Unscored</p>	
<p>➤ Special Education Program or has an Individual Education Plan (IEP)?</p>			
<p>QUESTION</p>		<p>Unscored</p>	
<p>➤ In what grade is your child?</p>			
<p>QUESTION</p>		<p>Unscored</p>	
<p>➤ What is your race or ethnicity?</p>			

QUESTION

➤ Does one or more of your children receive a free or reduced-price breakfast or lunch at this school?

Unscored



QUESTION

➤ How many years has your child been at this school?

Unscored



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Spring 2019
Staff Survey

All questions

Based on 313 responses

How did teachers & staff respond to each question?

Sorted by Question score ▾ () Lowest to highest ▾ ()

QUESTION ➤ disruptive student behavior?	38% responded favorably	
QUESTION ➤ lack of respect of staff by students?	57% responded favorably	
QUESTION ➤ This school effectively handles student discipline and behavioral problems.	59% responded favorably	
QUESTION ➤ How many adults at this school have close professional relationships with one another?	61% responded favorably	
QUESTION ➤ harassment or bullying among students?	68% responded favorably	
QUESTION ➤ This school clearly communicates to students the consequences of breaking school rules.	68% responded favorably	
QUESTION ➤ How many adults at this school feel a responsibility to improve this school?	71% responded favorably	
QUESTION ➤ This school handles discipline problems fairly.	72% responded favorab'	

Need Help?

QUESTION

› Rules in this school are made clear to students.

77%
responded favorably



QUESTION

› Students know how they are expected to act.

80%
responded favorably



QUESTION

› This school promotes personnel participation in decision-making that affects school practices and policies.

80%
responded favorably



QUESTION

› This school makes it clear how students are expected to act.

81%
responded favorably



QUESTION

› Students know what the rules are.

84%
responded favorably



QUESTION

› How many adults at this school support and treat each other with respect?

84%
responded favorably



QUESTION

› sets high standards for academic performance for all students.

84%
responded favorably



QUESTION

› Overall, I am satisfied and would recommend this school to other educators.

85%
responded favorably



QUESTION

› Adults at this school treat all students with respect.

86%
responded favorably



QUESTION

› This school promotes trust and collegiality among staff.

86%
responded favorably



QUESTION

› This school is a supportive and inviting place for staff to work.

88%
responded favorably
















QUESTION

› physical fighting between students?

89%
responded favorably



QUESTION ➤ emphasizes teaching lessons in ways relevant to students.	91% responded favorably	
QUESTION ➤ promotes academic success for all students.	91% responded favorably	
QUESTION ➤ racial/ethnic conflict among students?	94% responded favorably	
QUESTION ➤ encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.	94% responded favorably	
QUESTION ➤ is a supportive and inviting place for students to learn.	95% responded favorably	
QUESTION ➤ The school rules are fair.	96% responded favorably	
QUESTION ➤ emphasizes helping students academically when they need it.	96% responded favorably	
QUESTION ➤ Are you a classroom teacher?	Unscored	
QUESTION ➤ What is your role at this school? (Mark all that apply).	Unscored	
QUESTION ➤ Migrant education students	Unscored	
QUESTION ➤ Special education students	Unscored	
QUESTION ➤ English language learners	Unscored	
QUESTION	Unscored	

➤ How many years have you worked, in any position, at this school?

QUESTION

Unscored



➤ How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?

QUESTION

Unscored



➤ What is your race or ethnicity?

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