



PROJECT

MONTCLAIR PUBLIC SCHOOLS

DISTRICT CLIMATE SURVEY RESULTS

DATE SY 2013-2014

TEAM TALENT DEVELOPMENT OFFICE

Survey Purpose and Summary



- School Climate Surveys were developed with the input of students, families, staff, and community members to gain feedback regarding the climate of our schools.
- Survey completion rates ranged from 5% - 46% for families, 42% - 100% for students, and 25% - 92% for staff.
- Surveys showed overwhelmingly positive feedback regarding the climates in all of our schools.
 - Students: Perceptions of student safety in classrooms were higher while perceptions of the ability for students to work out conflicts in a helpful way were lower.
 - Families: Perceptions of school safety were higher while perceptions of communication regarding learning goals were lower.
 - Staff: Perceptions of high standards being set for student work in classrooms were higher while perceptions regarding the opportunity to inform agenda for meetings were lower.
- School Principals received individual school reports and have shared those reports with SATPs to inform the School Improvement Plan for the 2014-2015 school year.
- The Talent Development Office and Communications Lead will work with students, families, staff, and community members to make any needed adjustments to survey questions before the 2014-2015 survey is administered in May of 2015.

School Survey Overview

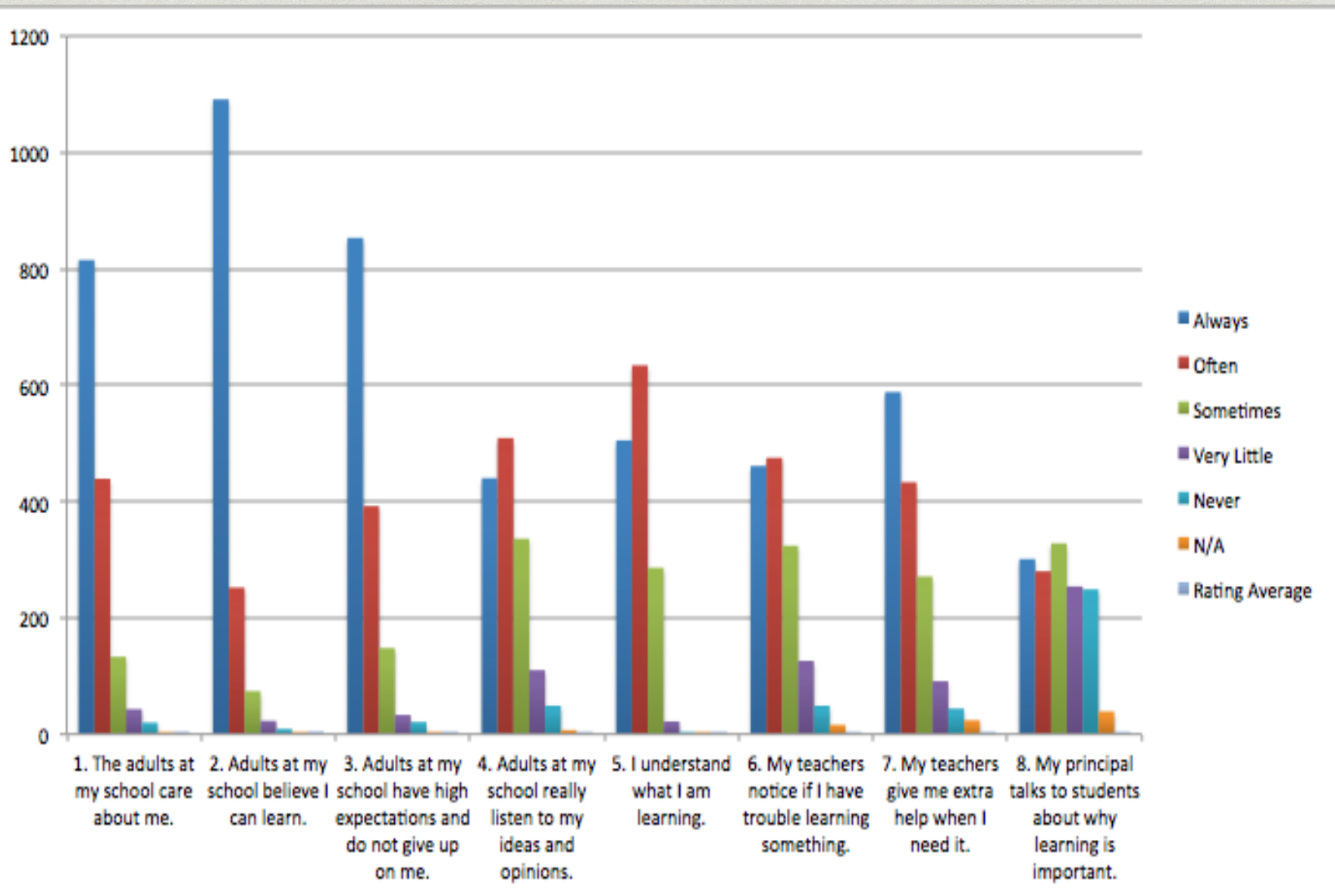
- * Schools received survey monkey links customized for their school with the option to print hard copies for students, families, and staff.
 - * Student in grades 3 and higher were offered the opportunity to take the school climate survey.
 - * All staff members were offered the opportunity to take the school climate survey.
 - * Families and students could access the survey through links sent by the school principal or on the MPS district website.
- One challenge identified by families was the ability to access various school surveys on the district website.
 - In reviewing responses, this happened only in limited circumstances and was clear in the repetition of responses.

Response Rates

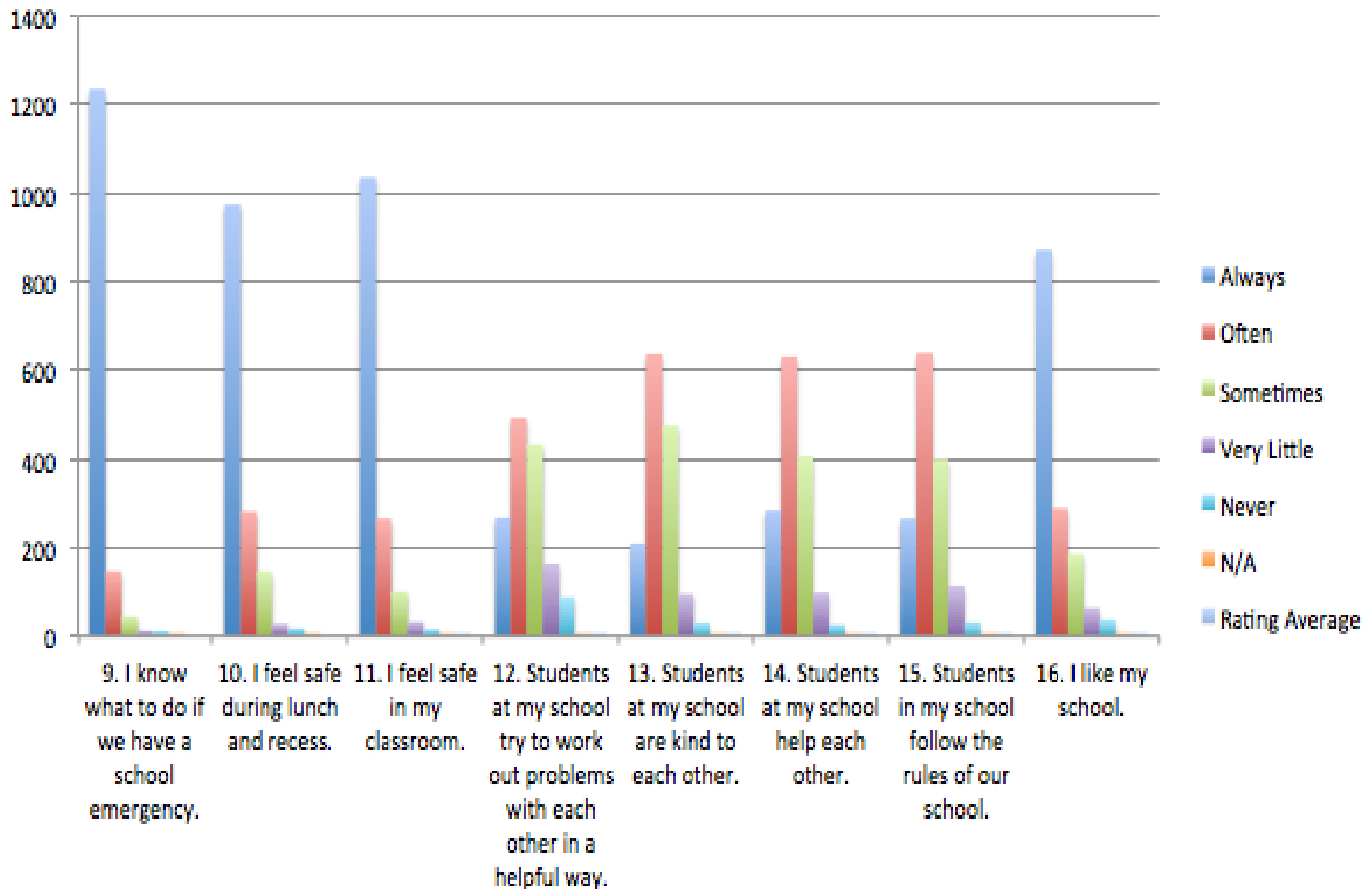
- Responses were rated on a scale of 1-5
 - 5 was the highest rating for perceptions that a given indicator was always true for the respondent
 - The highest rating received for any indicator on all surveys was a 4.65 on the student survey for the following indicator: Adults at my school believe I can learn.
 - 1 was the lowest rating for perceptions that a given indicator was never true for the respondent
 - The lowest rating received for any indicator on all surveys was a 2.57 on the student survey for the following indicator: Students at my school try to work out problems with each other in a helpful way.

SURVEY RESULTS BY GROUP

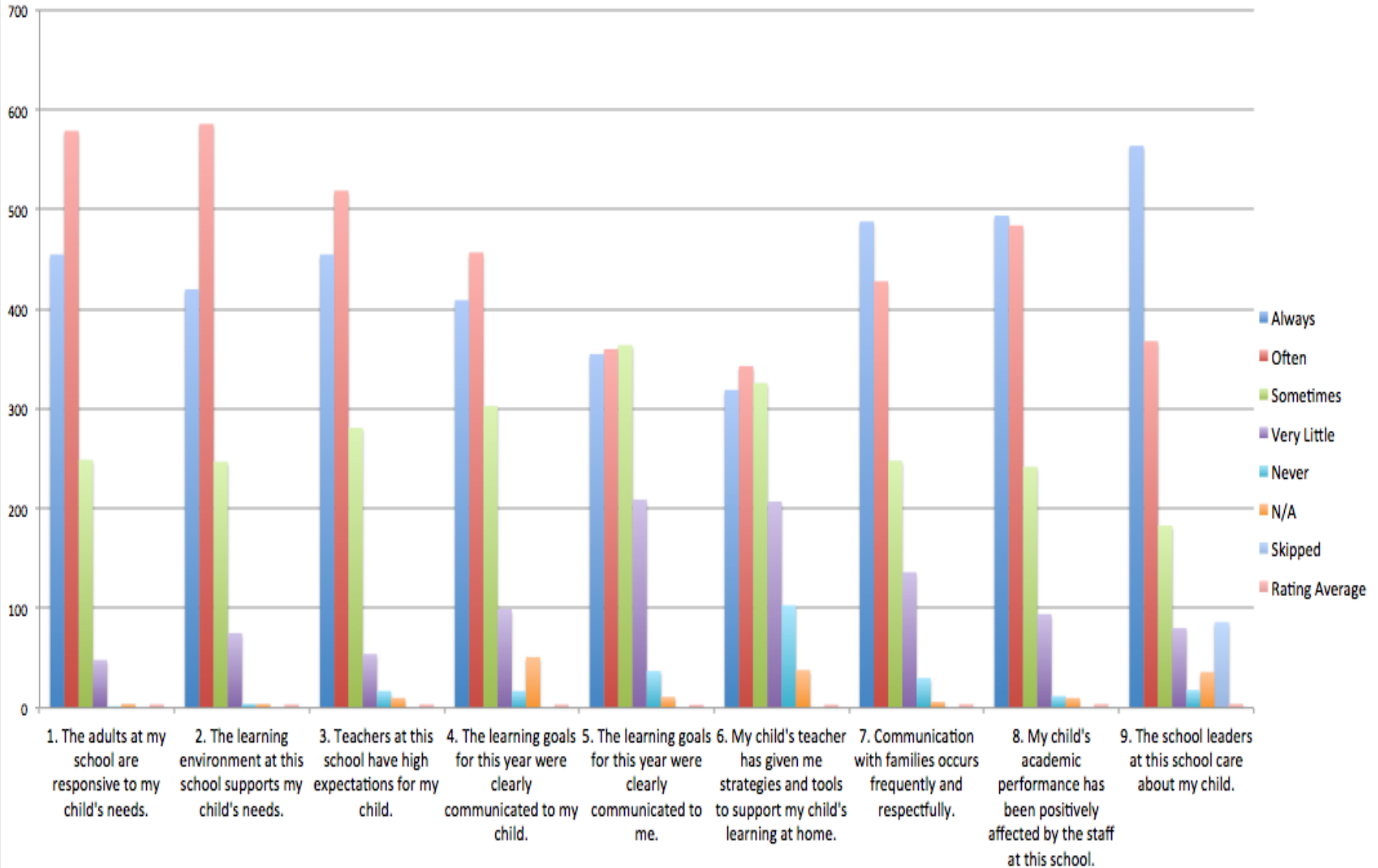
Student Results: Indicators 1-8



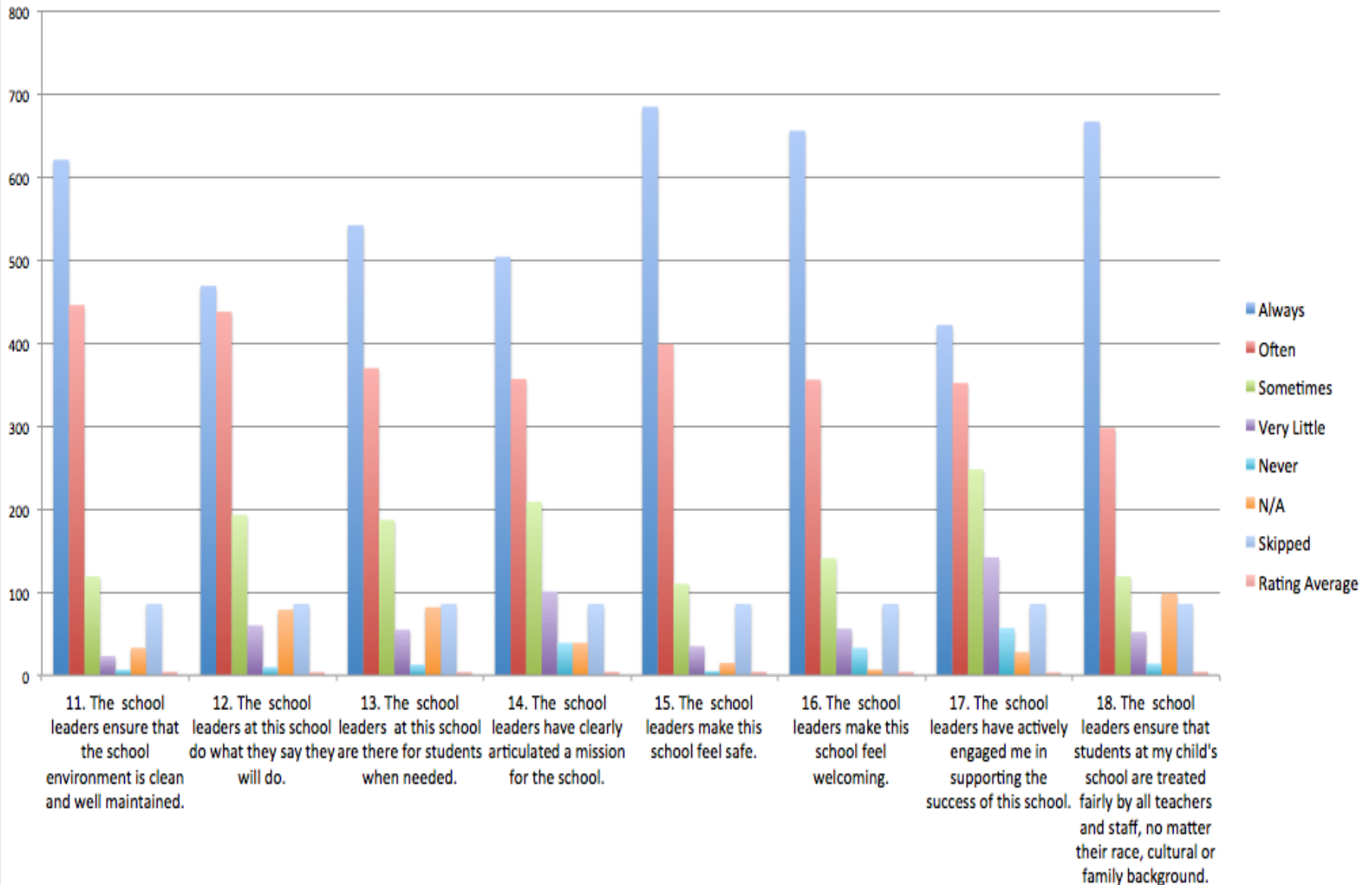
Student Results: Indicators 9-16



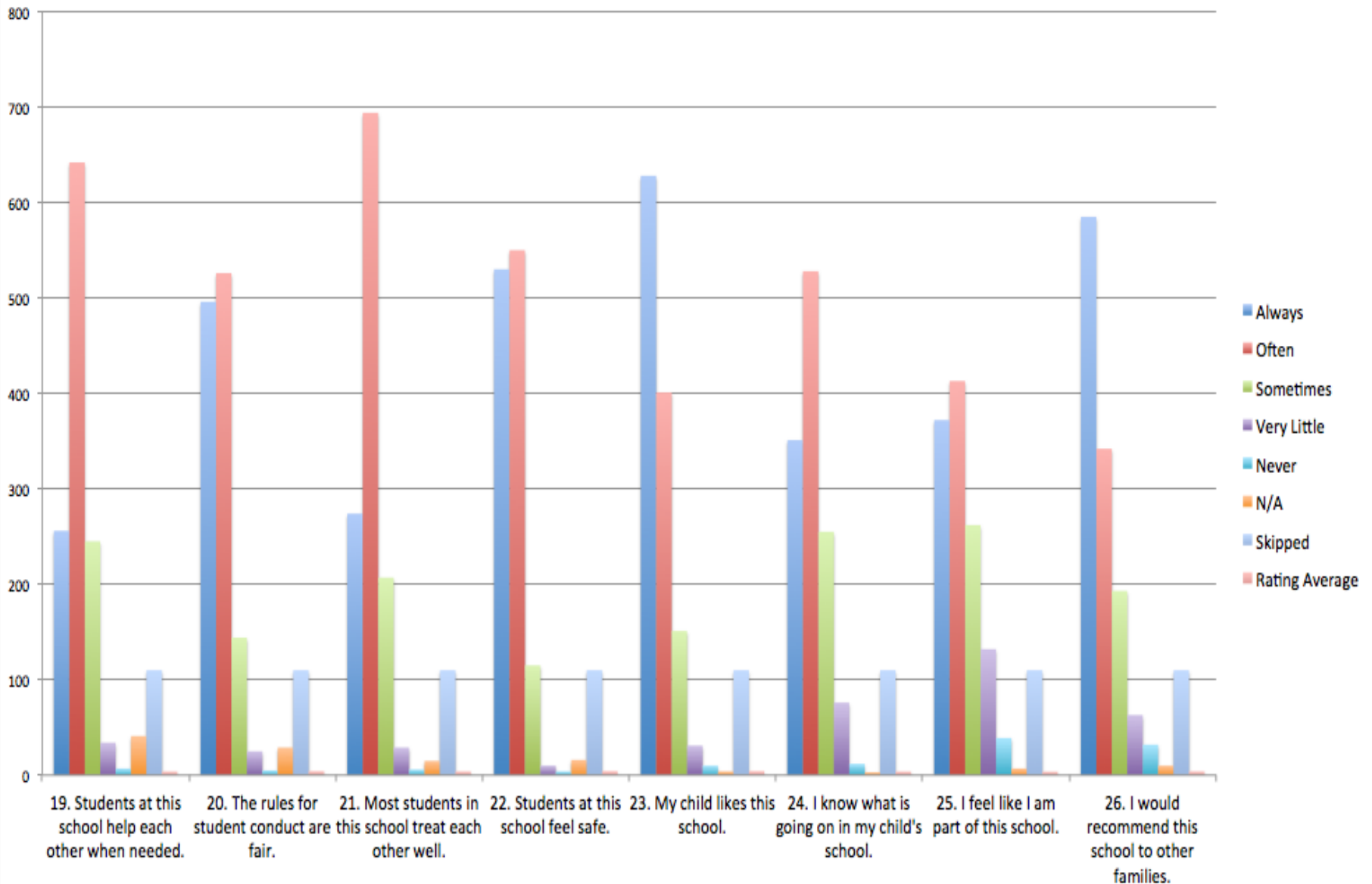
Family Results: Indicators 1 - 9



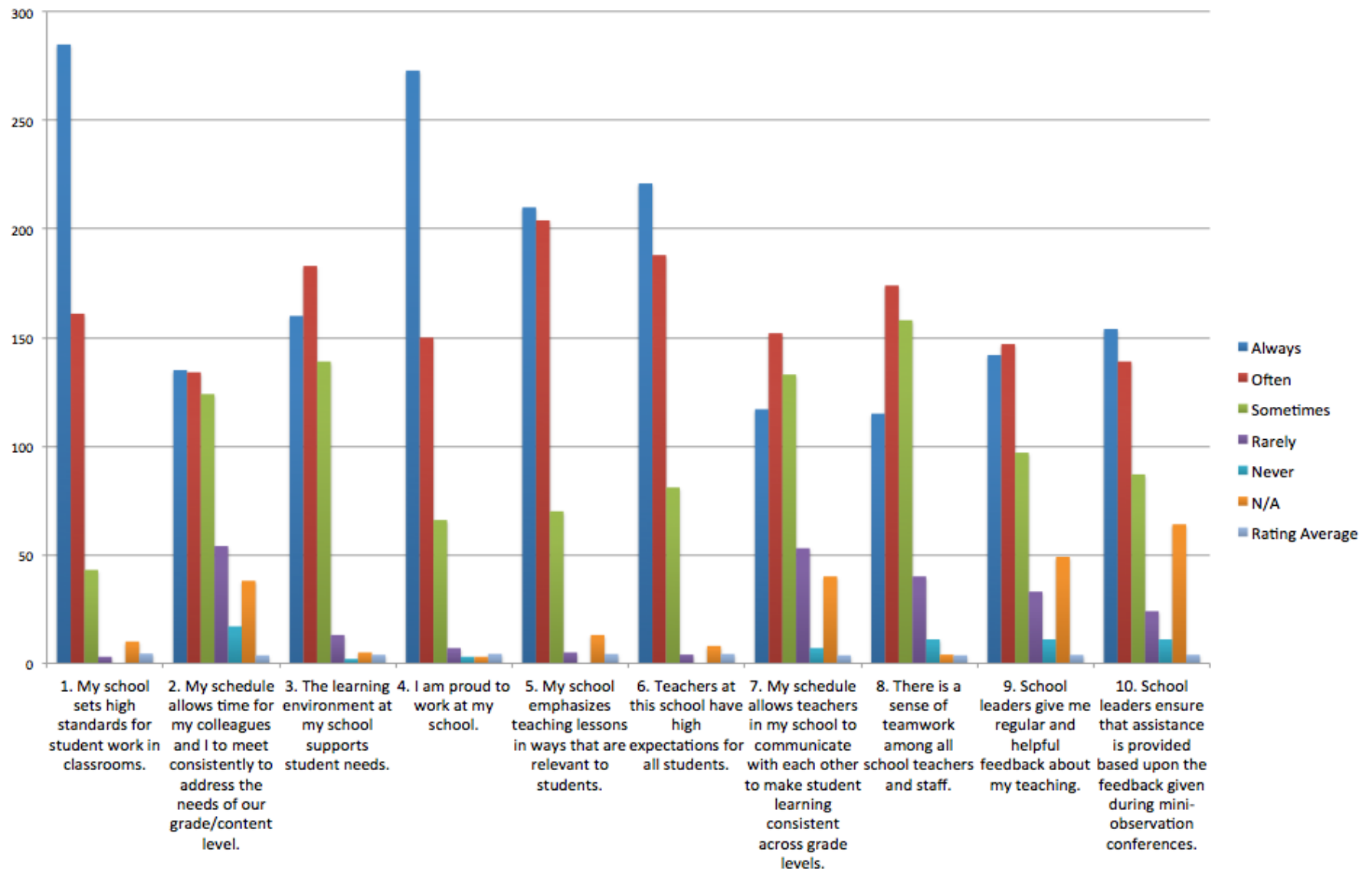
Family Results: Indicators 10 - 18



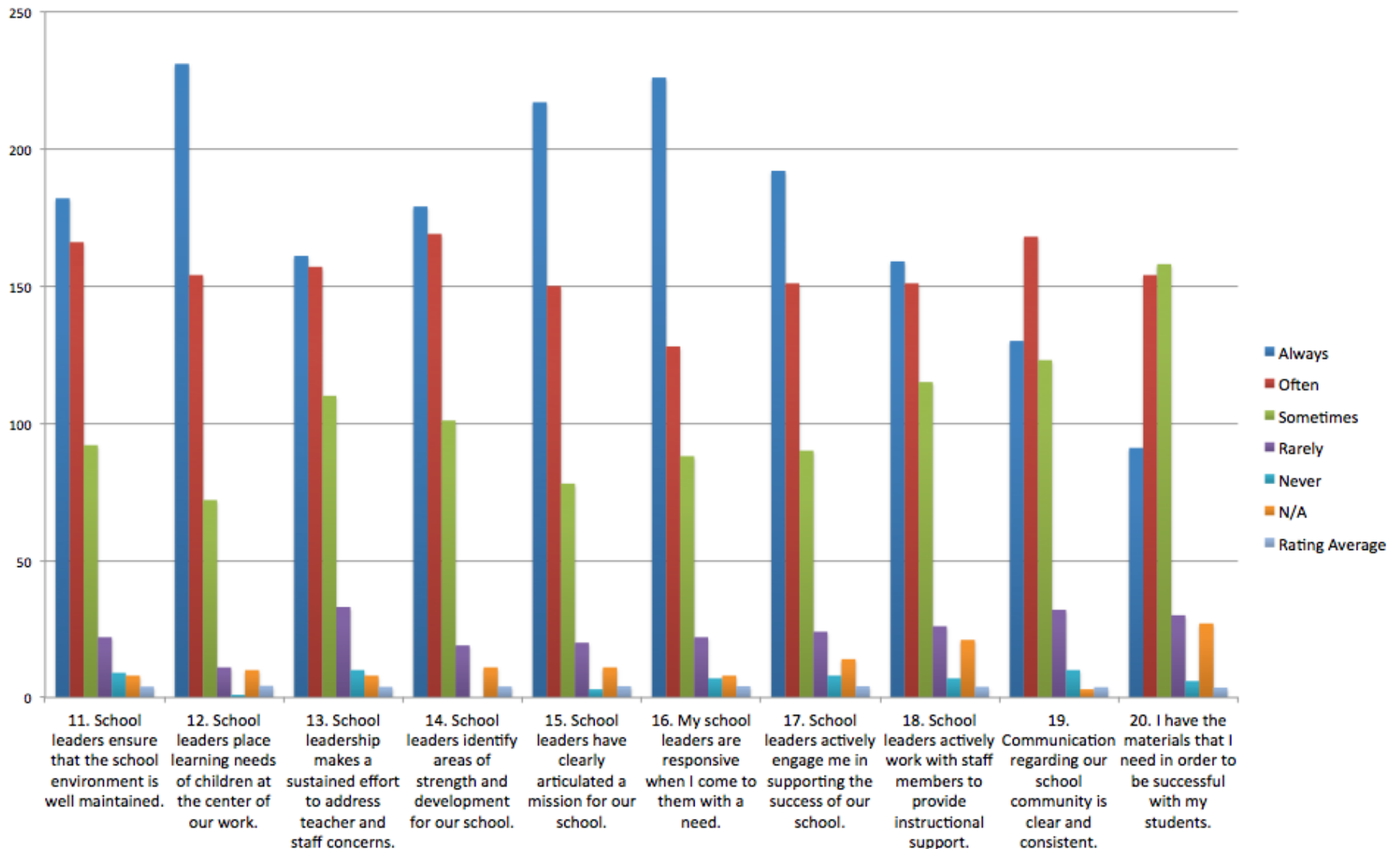
Family Results: Indicators 19 - 26



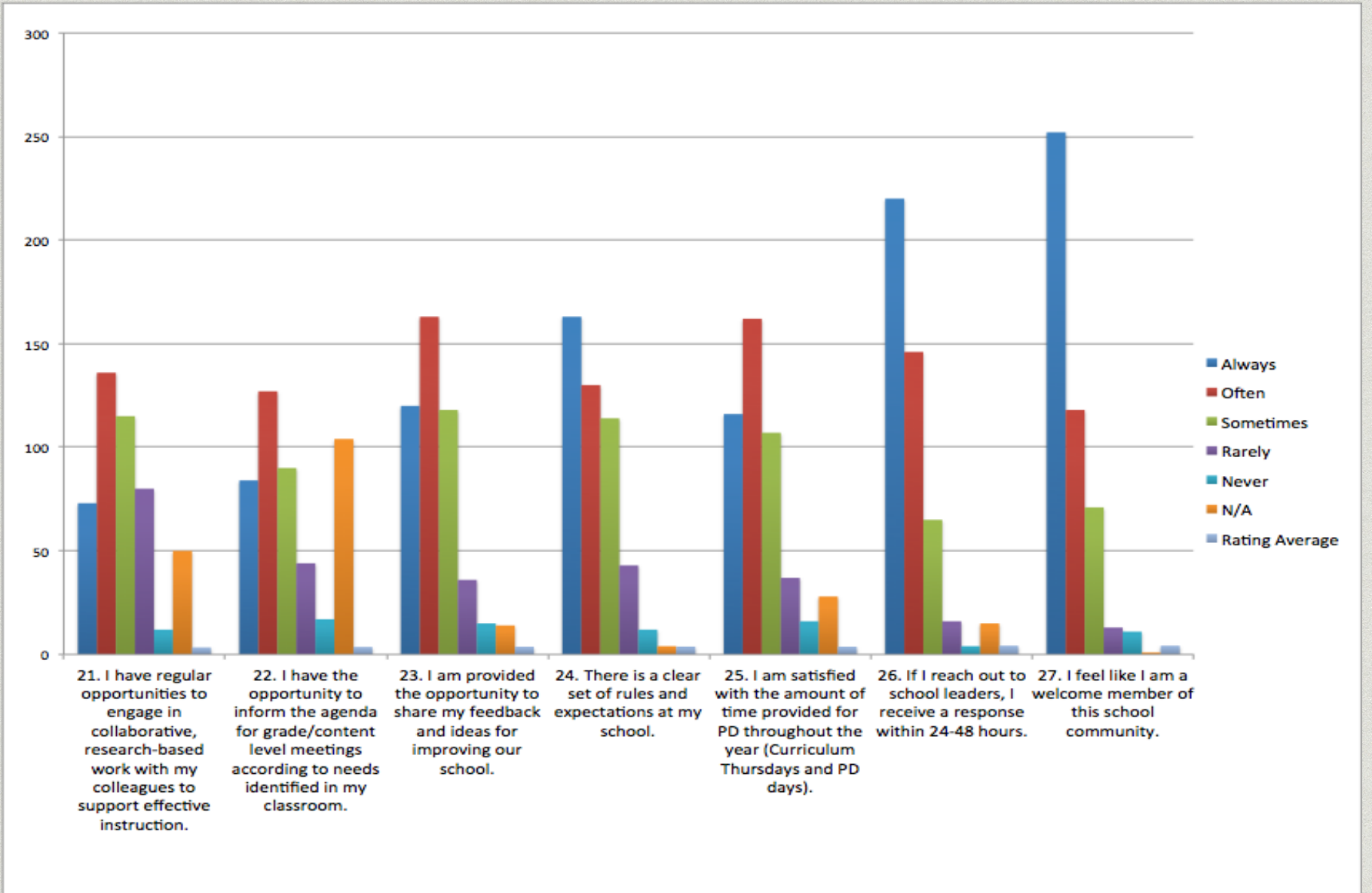
Staff Results: Indicators 1 - 10



Staff Results: Indicators 11 - 20



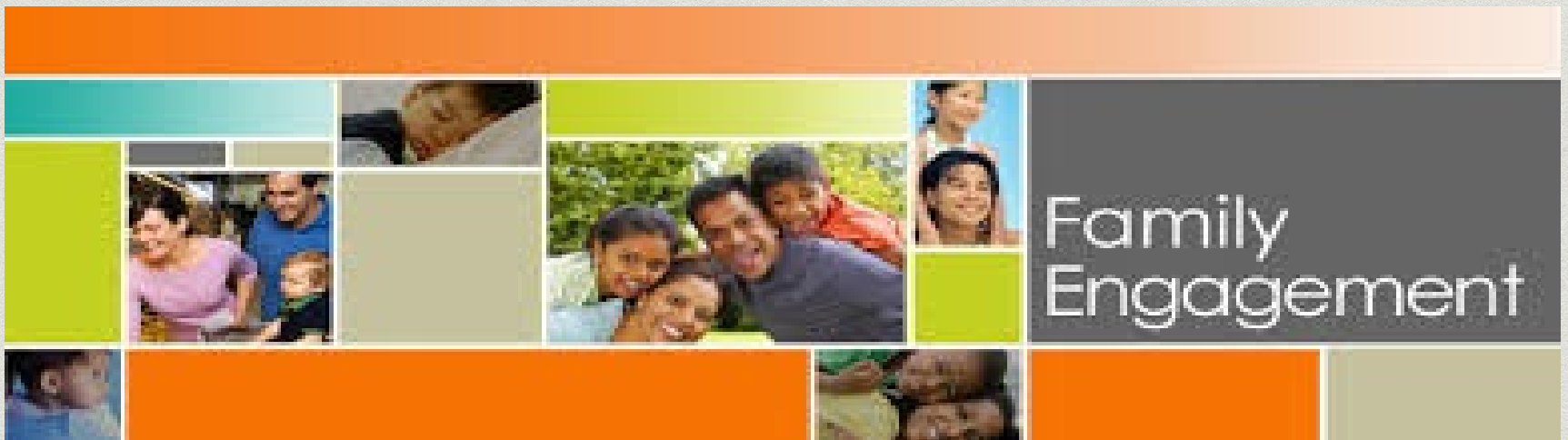
Staff Results: Indicators 21 - 28



NEXT STEPS

School Improvement Plans

- * School survey data shared with Principals
- * Principals, staff and SATp identify need areas
- * 2-3 Strategies included in School Improvement Plans to address identified need areas



District-Wide Next Steps

- Analysis of survey comments indicates that the survey did not fully cover all areas of interest to students, families, and staff.
- The Talent Development Office will work with students, families, staff, and community members to adjust the survey to include additional areas of interest and concern.
- In April/May 2015, the 2014-2015 School Climate Survey will be administered.



APPENDIX

RAW DATA



Elementary Student Results

District Student Survey Responses 2014-2015	Always	Often	Sometimes	Very Little	Never	N/A	Rating Average
1. The adults at my school care about me.	815	439	133	43	20	1	4.34
2. Adults at my school believe I can learn.	1091	252	74	23	9	2	4.65
3. Adults at my school have high expectations and do not give up on me.	853	392	148	33	21	4	4.38
4. Adults at my school really listen to my ideas and opinions.	440	509	336	110	49	7	3.79
5. I understand what I am learning.	505	634	286	22	3	1	4.08
6. My teachers notice if I have trouble learning something.	461	475	324	126	49	16	3.82
7. My teachers give me extra help when I need it.	588	433	271	91	44	24	4.01
8. My principal talks to students about why learning is important.	301	280	328	254	249	39	3.06
9. I know what to do if we have a school emergency.	1235	146	44	12	11	3	4.82
10. I feel safe during lunch and recess.	974	282	146	28	18	3	N/A
11. I feel safe in my classroom.	1036	265	101	32	16	1	4.56
12. Students at my school try to work out problems with each other in a helpful way.	267	493	433	164	89	5	2.57
13. Students at my school are kind to each other.	209	637	475	96	30	4	3.60
14. Students at my school help each other.	284	631	406	99	26	5	3.71
15. Students in my school follow the rules of our school.	265	640	399	113	31	3	3.65
16. I like my school.	871	289	185	64	37	5	4.28

* District-Wide Average Response Count for Elementary Students – 1451

Middle School Student Results

District Student Survey Responses 2014-2015	Always	Often	Sometimes	Very Little	Never	N/A	Rating Average
1. The adults at my school care about me.	420	387	126	18	7	7	4.25
2. The adults in this school respect me and my peers.	305	397	208	41	8	6	3.98
3. Adults at my school believe I can learn.	663	224	60	11	2	5	4.59
4. Adults at my school have high expectations and do not give up on me.	480	329	123	19	8	6	4.30
5. Adults at my school really listen to my ideas and opinions.	178	378	290	85	28	6	3.61
6. I understand what I am learning.	222	540	172	23	4	4	4.01
7. My teachers notice if I have trouble learning something.	223	371	264	85	22		3.73
8. My teachers give me extra help when I need it.	367	336	193	42	14	13	4.04
9. My teachers provide me with lots of chances to be part of class discussions or activities.	399	348	167	39	5	7	4.14
10. My teachers encourage me to share my ideas about things we are studying in class.	294	367	216	61	21	6	3.88
11. Adults in this school apply the same rules to all students equally.	293	302	201	91	70	8	3.70
12. My school leaders care about me.	414	304	138	35	10	17	4.20
13. My school leaders are helpful.	329	332	179	50	13	15	N/A
14. My school leaders visit my classroom to see what I am learning.	184	280	286	132	30	6	3.44
15. My school leaders treat all students with respect.	469	274	125	32	10	8	4.26
16. My school leaders make our school feel safe.	430	271	144	38	25	10	N/A
17. My school leaders make sure all students know what to do if we have a school emergency.	637	188	58	14	11	10	4.54
18. My school leaders offer opportunities for students to share their ideas.	234	325	212	102	33	12	3.85
19. My school leaders offer students lots of chances to help decide things, like activities and rules.	148	258	250	168	81	13	3.28
20. I feel safe in my school.	377	342	127	31	19	7	4.16
21. I feel safe during lunch and recess (Middle School Question)	473	281	92	26	18	5	4.31
22. Students at my school try to work out problems with each other in a respectful way.	74	226	351	171	69	12	2.92
23. Students at my school help each other when needed.	106	329	336	93	32	7	3.44
24. Students in my school follow the rules and expectations of our school.	68	315	374	109	33	4	3.33
25. Students have lots of chances in my school to get involved in clubs and other school activities outside of class.	261	314	189	102	21	16	3.77
26. Students have lots of chances in my school to get involved in sports. (High School Question)	170	146	105	39	16	330	3.83
27. Students at my school participate in student led organizations (like student council or student government).	256	276	228	84	29	30	3.75
28. I feel like I belong at this school.	411	274	143	39	25	11	4.11
29. I like my school.	367	305	150	41	26	14	4.04
30. Do you have any other comments, questions, or concerns?							

* District-Wide Average Response Count for Middle Students – 901

Family Results

District Family Survey Responses 2014-2015	Always	Often	Sometimes	Very Little	Never	N/A	Rating Average
1. The adults at my school are responsive to my child's needs.	455	579	249	48	1	4	3.64
2. The learning environment at this school supports my child's needs.	420	586	247	75	4	4	3.57
3. Teachers at this school have high expectations for my child.	455	519	281	54	17	10	3.60
4. The learning goals for this year were clearly communicated to my child.	409	457	303	99	17	51	3.45
5. The learning goals for this year were clearly communicated to me.	355	360	364	209	37	11	3.17
6. My child's teacher has given me strategies and tools to support my child's learning at home.	319	343	326	207	103	38	3.31
7. Communication with families occurs frequently and respectfully.	488	428	248	136	30	6	3.78
8. My child's academic performance has been positively affected by the staff at this school.	494	484	242	94	12	10	3.92
9. The school leaders at this school care about my child.	564	368	183	80	18	36	4.01
10. The school leaders at this school are fair.	493	437	170	47	13	89	4.07
11. The school leaders ensure that the school environment is clean and well maintained.	621	446	119	23	7	33	4.28
12. The school leaders at this school do what they say they will do.	469	438	193	60	10	79	4.00
13. The school leaders at this school are there for students when needed.	542	370	187	55	13	82	4.07
14. The school leaders have clearly articulated a mission for the school.	504	357	209	101	39	39	4.34
15. The school leaders make this school feel safe.	685	399	110	35	5	15	4.34
16. The school leaders make this school feel welcoming.	656	356	141	56	33	7	4.14
17. The school leaders have actively engaged me in supporting the success of this school.	422	352	248	142	57	28	3.62
18. The school leaders ensure that students at my child's school are treated fairly by all teachers and staff, no matter their race, cultural or family background.	667	298	119	52	14	99	4.29
19. Students at this school help each other when needed.	256	642	245	34	7	41	3.89
20. The rules for student conduct are fair.	496	526	144	25	5	29	4.18
21. Most students in this school treat each other well.	274	694	207	29	6	15	3.95
22. Students at this school feel safe.	530	550	115	10	4	16	4.27
23. My child likes this school.	628	401	151	31	10	4	4.25
24. I know what is going on in my child's school.	351	528	255	76	12	3	3.82
25. I feel like I am part of this school.	372	413	262	132	39	7	3.67
26. I would recommend this school to other families.	585	342	193	63	32	10	4.01

* District-Wide Average Response Count Families – 1335

Staff Results

District-Wide Staff Climate Survey	Always	Often	Sometimes	Rarely	Never	N/A	Rating Average
1. My school sets high standards for student work in classrooms.	285	161	43	3	0	10	4.48
2. My schedule allows time for my colleagues and I to meet consistently to address the needs of our grade/content level.	135	134	124	54	17	38	3.64
3. The learning environment at my school supports student needs.	160	183	139	13	2	5	3.91
4. I am proud to work at my school.	273	150	66	7	3	3	4.32
5. My school emphasizes teaching lessons in ways that are relevant to students.	210	204	70	5	0	13	4.27
6. Teachers at this school have high expectations for all students.	221	188	81	4	0	8	4.28
7. My schedule allows teachers in my school to communicate with each other to make student learning consistent across grade levels.	117	152	133	53	7	40	3.66
8. There is a sense of teamwork among all school teachers and staff.	115	174	158	40	11	4	3.66
9. School leaders give me regular and helpful feedback about my teaching.	142	147	97	33	11	49	3.86
10. School leaders ensure that assistance is provided based upon the feedback given during mini-observation conferences.	154	139	87	24	11	64	3.92
11. School leaders ensure that the school environment is well maintained.	182	166	92	22	9	8	3.98
12. School leaders place learning needs of children at the center of our work.	231	154	72	11	1	10	4.26
13. School leadership makes a sustained effort to address teacher and staff concerns.	161	157	110	33	10	8	3.87
14. School leaders identify areas of strength and development for our school.	179	169	101	19	0	11	4.03
15. School leaders have clearly articulated a mission for our school.	217	150	78	20	3	11	4.13
16. My school leaders are responsive when I come to them with a need.	226	128	88	22	7	8	4.11
17. School leaders actively engage me in supporting the success of our school.	192	151	90	24	8	14	4.11
18. School leaders actively work with staff members to provide instructional support.	159	151	115	26	7	21	3.91
19. Communication regarding our school community is clear and consistent.	130	168	123	32	10	3	3.76
20. I have the materials that I need in order to be successful with my students.	91	154	158	30	6	27	3.62
21. I have regular opportunities to engage in collaborative, research-based work with my colleagues to support effective instruction.	73	136	115	80	12	50	3.39
22. I have the opportunity to inform the agenda for grade/content level meetings according to needs identified in my classroom.	84	127	90	44	17	104	3.61
23. I am provided the opportunity to share my feedback and ideas for improving our school.	120	163	118	36	15	14	3.69
24. There is a clear set of rules and expectations at my school.	163	130	114	43	12	4	3.79
25. I am satisfied with the amount of time provided for PD throughout the year (Curriculum Thursdays and PD days).	116	162	107	37	16	28	3.71
26. If I reach out to school leaders, I receive a response within 24-48 hours.	220	146	65	16	4	15	4.22
27. I feel like I am a welcome member of this school community.	252	118	71	13	11	1	4.23
28. Do you have any other comments, questions, or concerns?	-	-	-	-	-	-	-

* District-Wide Average Response Count of Staff – 482