

PROJECT

## MONTCLAIR PUBLIC SCHOOLS DISTRICT CLIMATE SURVEY RESULTS

## 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.

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.

- Families and students could access the survey through links sent by the school principal or on the MPS district website.


## 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.



## Elementary Student Results

| District Student Survey Responses 2014-2015 | Always | Often | Sometimes | Very <br> Little | Never | N/A |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Rating <br> Average |  |  |  |  |  |  |
| 1. The adults at my school care about me. | 815 | 439 | 133 | 43 | 20 | 1 |
| 2. Adults at my school believe I can learn. | 1091 | 252 | 74 | 23 | 9 | 2 |
| 3. Adults at my school have high expectations and do not give <br> up on me. | 853 | 392 | 148 | 4.65 |  |  |
| 4. Adults at my school really listen to my ideas and opinions. | 440 | 509 | 336 | 110 | 49 | 7 |
| 5. I understand what I am learning. | 505 | 634 | 286 | 22 | 3 | 1 |
| 6. My teachers notice if I have trouble learning something. | 461 | 475 | 324 | 126 | 49 | 16 |
| 7. My teachers give me extra help when I need it. | 588 | 433 | 271 | 91 | 44 | 24 |
| 8. My principal talks to students about why learning is <br> important. | 301 | 280 | 328 | 254 | 249 | 39 |
| 9. I know what to do if we have a school emergency. | 1235 | 146 | 44 | 12 | 11 | 3.82 |
| 10. I feel safe during lunch and recess. | 974 | 282 | 146 | 28 | 18 | 3.01 |
| 11. I feel safe in my classroom. | 1036 | 265 | 101 | 32 | 16 | 1 |
| 12. Students at my school try to work out problems with each <br> other in a helpful way. | 267 | 493 | 433 | 164 | 89 | 4.82 |
| 13. Students at my school are kind to each other. | 209 | 637 | 475 | 96 | 30 | 4 |
| 14. Students at my school help each other. | 284 | 631 | 406 | 99 | 26 | 5 |
| 15. Students in my school follow the rules of our school. | 265 | 640 | 399 | 113 | 31 | 3 |
| 16. I like my school. | 871 | 289 | 185 | 64 | 37 | 5 |

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## Middle School Student Results

| District Student Survey Responses 2014-2015 | Always | Often | Sometimes | Very Little | Never | $\begin{gathered} \mathrm{N} / \\ \mathrm{A} \end{gathered}$ | 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 <br> Little | Never | N/A | Rating <br> 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


[^0]:    * District-Wide Average Response Count for Elementary Students - 1451

