

2011 WWSU Staff School Climate Questionnaire



1. I get fair recognition and appreciation for my performance from:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
School Administrators	6.7% (3)	15.6% (7)	55.6% (25)	22.2% (10)	2.93	45
Teachers in your School	6.7% (3)	17.8% (8)	71.1% (32)	4.4% (2)	2.73	45
Parents	0.0% (0)	9.5% (4)	81.0% (34)	9.5% (4)	3.00	42
Supervisory Union-Level Staff	22.5% (9)	37.5% (15)	40.0% (16)	0.0% (0)	2.18	40
School Board Members	31.0% (13)	45.2% (19)	21.4% (9)	2.4% (1)	1.95	42
answered question						45
skipped question						0

2. Most of the school's students:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Are eager to learn.	0.0% (0)	8.9% (4)	88.9% (40)	2.2% (1)	2.93	45
Have a positive attitude toward school.	2.3% (1)	13.6% (6)	81.8% (36)	2.3% (1)	2.84	44
Are willing to put effort into learning.	4.4% (2)	8.9% (4)	86.7% (39)	0.0% (0)	2.82	45
answered question						45
skipped question						0

3. The staff promotes an academic learning climate by establishing high expectations for all students.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	4.8% (2)	28.6% (12)	61.9% (26)	4.8% (2)	2.67	42
answered question						42
skipped question						3

4. Morale is high on the part of:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Teachers	18.2% (8)	36.4% (16)	45.5% (20)	0.0% (0)	2.27	44
Students	4.9% (2)	26.8% (11)	68.3% (28)	0.0% (0)	2.63	41
Support Staff	23.8% (10)	42.9% (18)	33.3% (14)	0.0% (0)	2.10	42
School Administrators	4.9% (2)	29.3% (12)	58.5% (24)	7.3% (3)	2.68	41
answered question						45
skipped question						0

5. My school is a good place to work.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	6.8% (3)	6.8% (3)	77.3% (34)	9.1% (4)	2.89	44
answered question						44
skipped question						1

6. The staff provides a high quality of education to the students of this community.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	0.0% (0)	11.1% (5)	80.0% (36)	8.9% (4)	2.98	45
answered question						45
skipped question						0

7. I get support when I need it from:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
School Administrators	11.4% (5)	4.5% (2)	70.5% (31)	13.6% (6)	2.86	44
Department Heads	6.8% (3)	18.2% (8)	61.4% (27)	13.6% (6)	2.82	44
Teachers in your School	4.4% (2)	6.7% (3)	80.0% (36)	8.9% (4)	2.93	45
Parents	0.0% (0)	10.3% (4)	84.6% (33)	5.1% (2)	2.95	39
Supervisory Union-Level Staff	13.2% (5)	28.9% (11)	57.9% (22)	0.0% (0)	2.45	38
School Board Members	32.4% (12)	35.1% (13)	32.4% (12)	0.0% (0)	2.00	37
answered question						45
skipped question						0

8. I am satisfied that the school's building is:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Well suited to students' learning needs.	4.4% (2)	46.7% (21)	42.2% (19)	6.7% (3)	2.51	45
Kept as clean as possible.	13.3% (6)	22.2% (10)	48.9% (22)	15.6% (7)	2.67	45
Repaired promptly when needed.	6.7% (3)	31.1% (14)	53.3% (24)	8.9% (4)	2.64	45
answered question						45
skipped question						0

9. My assigned duties and responsibilities are fair and reasonable.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	4.4% (2)	0.0% (0)	77.8% (35)	17.8% (8)	3.09	45
answered question						45
skipped question						0

10. School discipline is handled fairly.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	11.9% (5)	11.9% (5)	71.4% (30)	4.8% (2)	2.69	42
answered question						42
skipped question						3

11. I am satisfied with the quality of leadership provided by:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
The Superintendent of Schools	10.0% (4)	40.0% (16)	47.5% (19)	2.5% (1)	2.43	40
Other Supervisory Union Administrators	12.8% (5)	17.9% (7)	66.7% (26)	2.6% (1)	2.59	39
School Administrators	9.3% (4)	20.9% (9)	55.8% (24)	14.0% (6)	2.74	43
Teacher Leaders in the School	11.1% (5)	17.8% (8)	66.7% (30)	4.4% (2)	2.64	45
Parent Leaders in the School	9.7% (3)	12.9% (4)	74.2% (23)	3.2% (1)	2.71	31
School Board Members	28.9% (11)	39.5% (15)	31.6% (12)	0.0% (0)	2.03	38
answered question						45
skipped question						0

12. I have confidence that local efforts to improve the quality of education are heading in the right direction.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	9.3% (4)	39.5% (17)	48.8% (21)	2.3% (1)	2.44	43
answered question						43
skipped question						2

13. There is good communication:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Among teachers at the same grade level.	12.5% (5)	27.5% (11)	52.5% (21)	7.5% (3)	2.55	40
Among teachers across grade levels.	9.5% (4)	57.1% (24)	33.3% (14)	0.0% (0)	2.24	42
Between teachers and school administrators.	7.5% (3)	27.5% (11)	65.0% (26)	0.0% (0)	2.58	40
Between support staff and school administrators.	18.9% (7)	24.3% (9)	54.1% (20)	2.7% (1)	2.41	37
Between teachers and support staff.	9.8% (4)	36.6% (15)	53.7% (22)	0.0% (0)	2.44	41
Across departments or teams.	12.2% (5)	43.9% (18)	43.9% (18)	0.0% (0)	2.32	41
Between the schools in WWSU.	15.4% (6)	64.1% (25)	20.5% (8)	0.0% (0)	2.05	39
Between teachers and parents.	7.7% (3)	7.7% (3)	84.6% (33)	0.0% (0)	2.77	39
Between school staff and central office staff.	14.3% (5)	34.3% (12)	51.4% (18)	0.0% (0)	2.37	35
answered question						45
skipped question						0

14. Across the curriculum, the staff encourages students to reach high academic standards.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	0.0% (0)	20.5% (9)	72.7% (32)	6.8% (3)	2.86	44
answered question						44
skipped question						1

15. There are clearly stated school rules defining expectations for student behavior.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	11.1% (5)	13.3% (6)	68.9% (31)	6.7% (3)	2.71	45
answered question						45
skipped question						0

16. The staff gives ample information to students concerning:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
What they are expected to learn.	2.2% (1)	8.9% (4)	86.7% (39)	2.2% (1)	2.89	45
How their work will be judged.	2.2% (1)	13.3% (6)	82.2% (37)	2.2% (1)	2.84	45
How well they are progressing.	2.3% (1)	11.4% (5)	81.8% (36)	4.5% (2)	2.89	44
answered question						45
skipped question						0

17. The staff gives ample information to parents concerning:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
What their children are expected to learn.	2.4% (1)	22.0% (9)	73.2% (30)	2.4% (1)	2.76	41
How student work will be judged.	2.4% (1)	26.8% (11)	68.3% (28)	2.4% (1)	2.71	41
How their children are progressing.	4.9% (2)	22.0% (9)	65.9% (27)	7.3% (3)	2.76	41
answered question						41
skipped question						4

18. There is adequate parent involvement in the school.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	2.6% (1)	38.5% (15)	59.0% (23)	0.0% (0)	2.56	39
answered question						39
skipped question						6

19. I am satisfied with the procedures for evaluating my performance.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	9.1% (4)	25.0% (11)	63.6% (28)	2.3% (1)	2.59	44
answered question						44
skipped question						1

20. Decision making in this schools is:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Clearly interpreted and understood	19.0% (8)	47.6% (20)	31.0% (13)	2.4% (1)	2.17	42
Inclusive of the school community	20.0% (8)	27.5% (11)	45.0% (18)	7.5% (3)	2.40	40
Respectful	7.3% (3)	14.6% (6)	70.7% (29)	7.3% (3)	2.78	41
Fair	19.0% (8)	26.2% (11)	50.0% (21)	4.8% (2)	2.40	42
Pro-active, timely, and consistent	14.3% (6)	45.2% (19)	35.7% (15)	4.8% (2)	2.31	42
Informed.	16.7% (7)	26.2% (11)	52.4% (22)	4.8% (2)	2.45	42
Based on generally agreed upon principles and goals.	19.0% (8)	23.8% (10)	52.4% (22)	4.8% (2)	2.43	42
answered question						44
skipped question						1

21. There is adequate effort to involve all members of the school community (educators, parents, and non-parent community members) in discussions concerning important school goals.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	11.9% (5)	26.2% (11)	52.4% (22)	9.5% (4)	2.60	42
answered question						42
skipped question						3

22. I am satisfied with the opportunities I have to provide input in how funds are spent at my school.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	11.6% (5)	46.5% (20)	34.9% (15)	7.0% (3)	2.37	43
answered question						43
skipped question						2

23. Professional development activities in our school are developed with sufficient input from staff.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	7.3% (3)	39.0% (16)	48.8% (20)	4.9% (2)	2.51	41
answered question						41
skipped question						4

24. Curriculum plans or policies in our school are developed with sufficient input from staff.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	14.3% (6)	26.2% (11)	54.8% (23)	4.8% (2)	2.50	42
answered question						42
skipped question						3

25. Relationships in this school are built on:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Honesty	12.2% (5)	14.6% (6)	68.3% (28)	4.9% (2)	2.66	41
Trust	12.5% (5)	17.5% (7)	65.0% (26)	5.0% (2)	2.63	40
Mutual support	14.3% (6)	16.7% (7)	59.5% (25)	9.5% (4)	2.64	42
(Good/positive) Communication	12.2% (5)	31.7% (13)	53.7% (22)	2.4% (1)	2.46	41
Respect	7.7% (3)	15.4% (6)	69.2% (27)	7.7% (3)	2.77	39
Humor	7.3% (3)	7.3% (3)	80.5% (33)	4.9% (2)	2.83	41
answered question						42
skipped question						3





26. Students can and do find at least one adult in this school who they can talk with.

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
.	0.0% (0)	11.9% (5)	71.4% (30)	16.7% (7)	3.05	42
answered question						42
skipped question						3


27. Most of the school's students:

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Behave with respect toward one another.	4.8% (2)	16.7% (7)	73.8% (31)	4.8% (2)	2.79	42
Behave with respect toward teachers and other adults.	4.7% (2)	16.3% (7)	72.1% (31)	7.0% (3)	2.81	43
answered question						43
skipped question						2


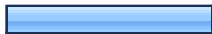

28. I am a:

		Response Percent	Response Count
Classroom Teacher		55.6%	25
Instructional Assistant/Paraeducator		17.8%	8
Certified Staff (other than classroom teacher)		17.8%	8
Other Staff		8.9%	4
answered question			45
skipped question			0

29. I work at:

		Response Percent	Response Count
Crossett Brook Middle School		0.0%	0
Fayston Elementary School		0.0%	0
Harwood Union High School		100.0%	45
Harwood Union Middle School		0.0%	0
Moretown Elementary School		0.0%	0
Thatcher Brook Primary School		0.0%	0
Waitsfield Elementary School		0.0%	0
Warren School		0.0%	0
		answered question	45
		skipped question	0

30. I have been working at this school for:

		Response Percent	Response Count
0-5 years		17.8%	8
6-10 years		17.8%	8
>10 years		64.4%	29
		answered question	45
		skipped question	0

31. If you wish, you may add comments in the box below.

	Response Count
	10
answered question	10
skipped question	35

Page 8, Q31. If you wish, you may add comments in the box below.

- | | | |
|---|---|----------------------|
| 1 | Teachers and support staff have little say in what goes on in the school. Department head votes do not necessarily reflect the overall wishes of teachers and support staff. The School Board is biased toward Math/Science courses and does not adequately support the Humanities. Assemblies constantly sabotage Block A. Students miss far too many classes. Half days are grueling marathons. You want transformation? Just let us teach a full week without interruptions! That would be a good way to transform education! | Mar 28, 2011 7:45 AM |
| 2 | I think that all the committees going on there is no communication of what each is doing. I also believe that there are factions and if you do not agree with something like the H term you are black listed and your opinion does not count. There are also only certain faculty members that receive recognition who in reality do very little work when it comes to students. I also believe that we as a school community only pay attention to only the smartest kids and don't listen to anyone "below" them. I do believe in student voice however there is a certain point when adults need to make decisions concerning curriculum. | Mar 28, 2011 7:49 AM |
| 3 | My experience may be anomalous .Being constantly on the chopping block most definately weighs heavily, in answering truthfully. | Mar 28, 2011 8:29 AM |
| 4 | There are many questions for which I cannot make a judgment. I am aware of what happens in my department to a good degree, however I cannot speak for other departments or "most students" due to my limited contact with them. I have had good, bad, and excellent interactions with specific administrators, teachers, and students, but it is difficult to answer the very broad questions presented here. I also do not feel comfortable answering survey questions with insufficient time to consider them as carefully as these issues need to be addressed. I have given up most of my planning block to this. Is there another, better way to assess school climate? In my opinion, from the questions presented here, you will likely receive a majority of very subjective responses based on individuals' personal experiences as few of us have contact with even 50% of the student body or other faculty, etc. | Mar 28, 2011 8:54 AM |
| 5 | The "systems" that were created for almost everything in this school, including decision making procedures, rarely actually work as designed, yet they are touted as the correct way to proceed. Department Head meetings is where many decisions get made, and yet the faculty is not fairly represented there, and the student body representatives can veto a plan that has little direct effect on them. Discipline is not handled in a timely or fair manner, much of the time, and teachers are never informed about the outcomes. Weekly progress reports get sent home, even though parents have access to powerschool and the students grades or homework completion almost never changes. Administrators talk disrepectfully to teachers and do not intervene when others (parents mostly) are inappropriate. The sports program that is supposed to hold students accountable for their academics is NEVER followed up on regardless of what is written on the PAR (another terrific "system" that falls flat, yet continues to be used). This was once a really lovely place to work. Now most people walk around sighing and counting the days. Huge inequities within departments about what people are required to do and even larger inequities among departments in the treatment, expectations, support and allowances the are afforded. Perhaps we should be a specialty school for the arts and sports, since that is where the focus always lands. I pity the math dept most of all as they are expected to have their students perform on the every changing standardized tests and yet math is no ones priority. We need fixing. | Mar 28, 2011 9:20 AM |

Page 8, Q31. If you wish, you may add comments in the box below.

6	I asked a handful of teachers when they felt the school board had been either positive and/or supportive and I drew a complete blank. I also fail to understand how the demonstrably non-representative nature of faculty voting procedures reflect our alleged dedication to democracy. I personally continue to sacrifice everything possible to promote the education of my students. That stated, I find it demoralizing to be repeated told I need to be transformed.	Mar 28, 2011 10:23 AM
7	We need more voice, representation and communication at all levels.	Mar 28, 2011 10:57 AM
8	Morale is aboutthe lowest I have seen in 34 years @ HU	Mar 28, 2011 11:44 AM
9	I think you should put boxes to indicate N/A or uncertain because there were times when I was not sure what other people felt in our building when the question did not really rely on me but on my perspective which I was uncertain of. That is an indicator that communication is low if we do not know what other colleagues are thinking.	Mar 28, 2011 8:08 PM
10	Duane's tenure at Harwood continues to usher in progress, transparency, and overall improvement to the school. Because of the strong top down positivism, the school has become a place where I can be proud to be an educator.	Mar 30, 2011 8:44 AM