

Teacher Survey 2010/2011 Comparison

Questions:	2010 % Positive Reactions	2010 % Negative Reactions	2011 % Positive Reactions	2011 % Negative Reactions
I think it is important to communicate often with parents.	91.4	0	100*	0
I communicate with parents often about their child's progress.	82.4	5.9	81.3	0*
I communicate with parents often about class activities.	82.4	5.9	87.5*	6.3
I feel that learning can be fun.	94.5	0	100*	0
I have the opportunity to develop my skills.	88.3	11.8	93.3*	0*
I love seeing the result of my work with students.	100	0	100	0
I work effectively with special education students.	100	0	86.7	0
I work effectively with limited English Speaking students.	64.7	11.8	86.7*	0*
I work effectively with an ethnically/racially diverse population of students.	82.4	0	100*	0
I work effectively with low-achieving students	94.1	0	86.7	0
I work effectively with heterogeneously grouped classes.	100	0	100	0
I feel intrinsically rewarded for doing my job.	72.2	11.1	93.3*	0*
I work with people who treat me with respect.	77.8	5.6	66.7	6.7
Morale is high on the part of teachers.	37.6	31.3	53.3*	26.7
Morale is high on the part of the students.	70.6	0	46.7	20
I feel recognized for good work.	55.6	16.7	33.3	26.7
My administrator treats me with respect.	94.4	5.6	86.6	0*
I work with people who listen if I have ideas about doing things better.	61.2	5.6	53.4	13.3
My administrator facilitates communication effectively.	66.6	27.8	73.4*	6.7*
My administrator supports me in my work with students.	77.8	11.1	86.7*	0*
My administrator supports shared decision making.	58.8	11.8	86.7*	0*

My administrator allows me to be an effective instructional leader.	88.3	5.9	100*	0*
My administrator is effective in helping us reach our vision.	76.4	5.9	93.4*	0*
I have the opportunity to think for myself; not just carry out instructions.	82.4	11.8	100*	0*
Quality work is expected of me.	100	0	100	0
Quality work is expected of all adults working at this school.	82.4	5.9	60	6.7
The vision of this school is clear.	41.2	35.3	13.4	26.7*
The vision of this school is shared.	35.3	35.3	26.7	40
We have an action plan in place which can get us to our vision.	29.4	41.2	33.4	26.7*
Morale is high on the part of administrators.	64.7	0	46.7	26.7
I am clear about what my job is at this school.	82.4	11.8	86.7	6.7*
I feel that others are clear about what my job is at this school.	58.8	23.5	73.3*	13.3*
I feel that our trainings have been effective this year.	58.9	5.9	80*	0*
I have adequate access to teacher resources such as printing, copying, laminating etc.	29.4	35.2	33.3	53.4
I believe student achievement can increase through integrating instruction across the curriculum.	94.1	0	93.4	0
The instructional program at this school is challenging.	76.4	5.9	73.3	13.3
The school provides an atmosphere where every student can succeed.	70.5	11.8	73.4	0*
I believe student achievement can increase through professional development related to our vision.	76.5	5.9	93.3*	6.7
I believe student achievement can increase through hands-on learning.	94.1	0	100*	0
I feel like I belong at the school.	72.2	0	80*	13.3
I feel like the staff cares about me.	72.2	0	80*	13.3
I feel that learning is fun at this school.	94.4	0	86.7	0
I love working at this school.	76.5	5.9	66.6	6.7
I believe every student can learn.	100	0	100	0
This school has a good public image.	58.9	5.9	60	6.7

New Questions:				
Students at this school understand the value of working hard in their classes.			40	26.7
Parents are made aware of opportunities to volunteer at school.			87.5	12.5
Behavioral expectations are clearly communicated to students and parents.			60	26.7
Students at this school receive frequent positive recognition.			46.7	20

Positive Scores	Color
85% +	Green
70-84.9%	Yellow
55-69.9%	Orange
0-54.9%	Red

Negative Scores	Color
1-6.9%	Green
6.9-12%	Yellow
12.1-18%	Orange
18.1% +	Red

*Indicates a 5% or greater improvement.

Evaluation of Teacher Survey Results

Commendations

- Teachers appear to be doing well, and improving in the area of communication with parents. They express that they recognize that this is important, and strive to keep parents informed.
- Teachers indicated that they feel competent to work well with students who receive special education services, those with limited English proficiency, ethnically and racially diverse populations, low achieving students, and heterogeneously grouped classes. This confidence bodes well for the school's ability to provide a quality education to a large spectrum of students with different needs.
- Teachers feel that they are treated with respect by the school administrator, and that he allows them to be effective instructional leaders.
- Cross curricular instruction is believed to be an effective educational strategy, and teachers also support hands-on learning.
- All teachers at this institution believe that every student has the ability to learn.

Recommendations

- Teachers perceive morale as being generally low at the school; including that of the teachers themselves, the administrators, and also the students. Morale is therefore an area that needs further investigation and attention. Low morale could be connected to the fact that the teachers feel that neither they nor the students receive positive recognition.
- It is recommended that the school continue to address the concept of mission and vision. Teachers do not feel that the school has a clear vision, and are not yet confident that the school has developed a plan to reach its vision.
- Printing, copying and laminating resources are perceived as scarce by the teachers. They have consistently expressed that the current availability of resources is inadequate. This also requires further attention.
- Teachers feel that behavioral expectations are not clearly expressed to parents and students. It would be beneficial to identify and implement ways in which this could be improved.