



# Climate Survey Review

Winter 2018

At which location do you spend the most time?

Answer Options	Fall 2014	Response Percent 2016	Response Count 2016	Response Percent 2018	Response Count 2018
Evergreen Elementary	27%	32.1%	42	30.3%	47
Fox River Middle School	26%	22.1%	29	20.6%	32
Trailside Elementary	19%	18.3%	24	18.1%	28
Woodfield Elementary	23%	22.1%	29	23.2%	36
WSEC	4%	1.5%	2	1.9%	3
		3.8%	5		
District, Technology or Recreation Department Offices	1%			2.8%	9
		answered question	131		155
		skipped question	3		

## What best describes your current position?

Answer Options	Fall 2014	Response Percent 2016	Response Count 2016	Response Percent 2018	Response Count 2018
Teacher/Faculty	64%	65.6%	86	65.2%	101
Secretary/Aides	19%	22.1%	29	20.0%	31
Other Support Staff	7%	6.1%	8	5.2%	8
Administrators/Supervisors	5%	4.6%	6	5.2%	8
Other	5%	1.5%	2	4.5%	7
<i>answered question</i>			131		155
<i>skipped question</i>			3		

## How many years have you worked for the district?

Answer Options	Fall 2014	Response Percent 2016	Response Count 2016	Response Percent 2018	Response Count 2018
0-3	27%	27.8%	37	27.1%	42
4-10	28%	24.1%	32	27.1%	42
11-20	32%	30.8%	41	32.9%	51
21-30	11%	13.5%	18	12.3%	19
30+	2%	3.8%	5	0.6%	1
<i>answered question</i>			133		155
<i>skipped question</i>			1		

## Which of the following professional development activities do you prefer?

Answer Options	Fall 2014	Response Percent 2016	Response Count 2016	Response Percent 2018	Response Count 2018
Collaborative work with colleagues	78%	80.3%	106	74.2%	115
Attending workshops or conferences	71%	66.7%	88	67.7%	105
Visiting other schools	48%	38.6%	51	38.6%	53
On the job training	41%	33.3%	44	28.4%	44
Collaborative workshops with people from other districts	38%	28.8%	38	32.3%	50
Peer coaching/mentoring	38%	18.2%	24	16.8%	26
Professional Learning Communities	35%	31.1%	41	29.0%	45
College/University campus courses	33%	20.5%	27	13.0%	13
District/school-based workshops with presenters from outside the district	33%	35.6%	47	32.9%	51
Online courses	28%	24.2%	32	21.9%	34
District/school-based workshops with presenters from within the district	26%	22.0%	29	33.5%	52
District hosted onsite university courses	25%	20.5%	27	11.0%	17
Educational Service Agency (CESA) seminars and classes	24%	21.2%	28	21.3%	33
Small Learning Communities	23%	30.3%	40	18.1%	28
Peer observation	23%	17.4%	23	15.5%	24
Book study groups	9%	16.7%	22	14.8%	23
			answered question	132	155
			skipped question	2	

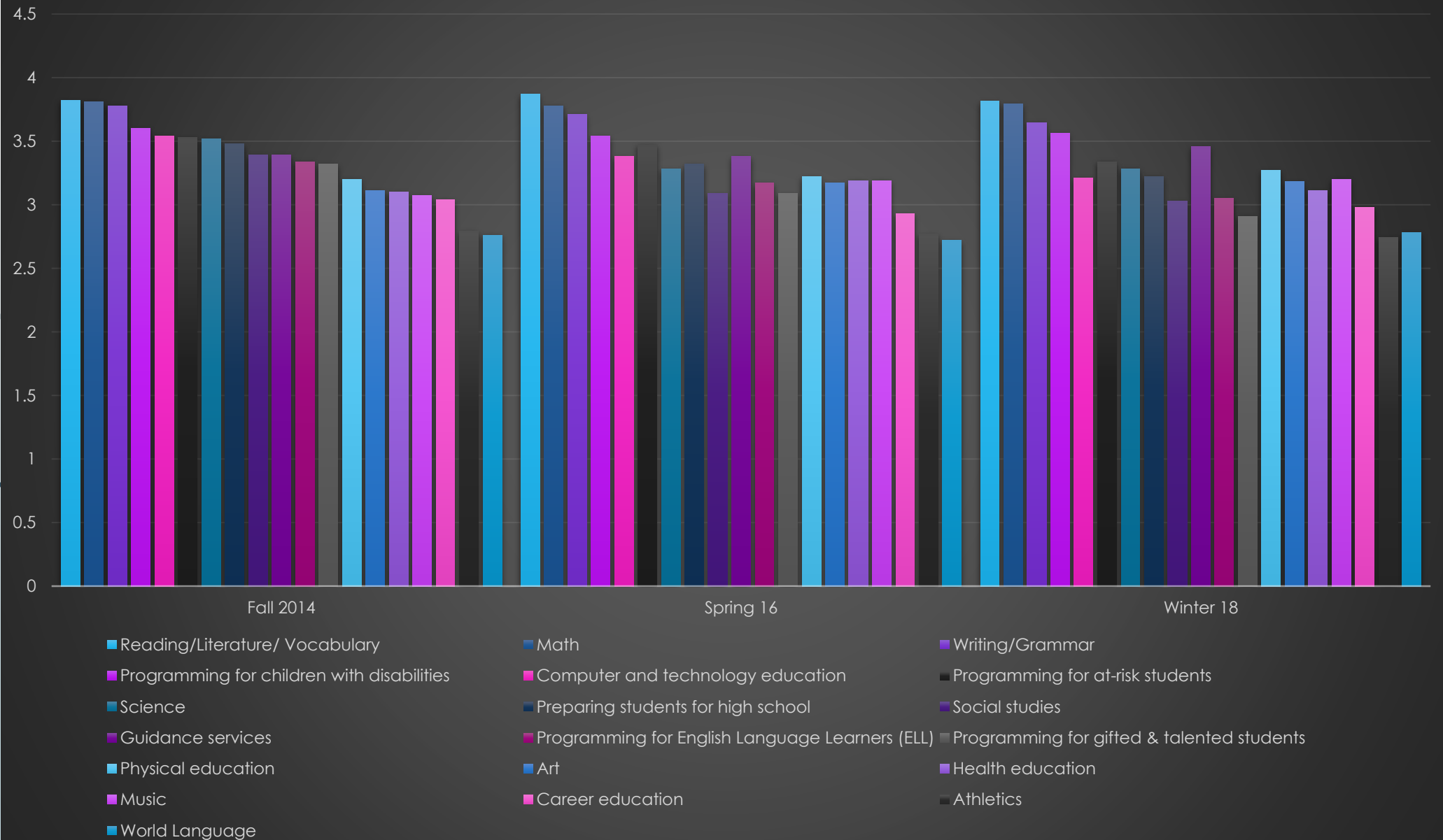
## To provide a quality education for all students, please rank your top five highest priorities?

Answer Options	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Fall 2014	Rating Ave.16	Res.# 2016	Res% 2018	Res.# 2018
Recruit and retain high quality staff	64	14	15	5	10	1	0	0	0	0	0	0	0	0	0	75%	1.95	109	80.6%	125
Increase student achievement in literacy/reading	9	24	17	12	2	1	1	0	0	0	0	0	0	0	0	72%	2.71	66	35.5%	55
Provide appropriate class sizes	18	32	19	12	5	0	0	0	0	0	0	0	1	0	0	64%	2.59	87	72.9%	113
Provide training/dev. opportunities to enhance skills of staff	6	17	15	22	16	1	0	0	0	1	0	0	0	0	0	58%	3.45	78	63.2%	98
Provide additional serv.for students w/ learning challenges	6	13	10	13	18	1	1	0	1	0	0	0	0	0	0	50%	3.59	63	34.2%	53
Close the achievement gap	5	1	7	9	10	2	2	3	0	0	0	0	0	0	0	45%	4.21	39	32.3%	50
Increase student achievement in math	3	6	7	8	8	1	3	1	2	0	0	0	0	0	0	42%	4.13	39	21.9%	34
Provide additional services to special education students	5	5	10	8	4	1	0	2	1	2	1	0	0	0	0	30%	4.08	39	20.0%	31
Expand access for students and staff	0	2	3	3	3	0	0	0	2	1	3	2	0	0	0	21%	6.58	19	11.6%	18
Prepare students for high school	3	5	3	7	5	1	0	0	0	2	1	2	1	0	1	20%	5.29	31	20.6%	32
Maintain/strengthen opportunities in the fine arts areas	3	3	7	3	9	1	1	0	0	0	2	0	2	1	0	16%	5.06	32	20.6%	32
Increase the number of co-curricular and extra-curricular programs (music, arts, athletics, etc.)	0	0	3	2	7	1	0	0	2	0	1	3	0	0	1	14%	6.90	20	14.8%	23
Increase school safety and security	3	4	1	4	6	0	0	1	0	0	0	0	4	2	0	13%	5.92	25	23.2%	36
Maintain/ improve school facilities	1	1	5	9	14	0	0	1	0	1	0	0	0	4	1	12%	5.76	37	36.8%	57
Increase the number of gifted & talented opportunities	0	0	2	7	5	0	0	0	0	1	0	1	0	1	5	6%	7.73	22	4.5%	7
answered question																		127		
skipped question																		7		

How important is this item to the success of our students?

Answer Options	Not importa nt		Somew hat Imp.		Importa nt		Very importa nt		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18			
/ Reading/Literature/ Vocabulary	0	0	0	2	18	25	116	128	3.82	3.87	3.81
Math	0	0	1	0	27	32	106	123	3.81	3.78	3.79
Writing/Grammar	0	0	2	1	34	53	97	101	3.78	3.71	3.65
Programming for children with disabilities	0	1	9	7	43	51	82	96	3.6	3.54	3.56
Computer and technology education	1	0	11	21	58	81	63	54	3.54	3.38	3.21
Programming for at-risk students	1	2	6	16	54	65	70	73	3.53	3.47	3.34
Science	1	0	12	19	68	73	51	63	3.52	3.28	3.28
Preparing students for high school	2	2	16	20	51	76	62	59	3.48	3.32	3.22
Social studies	1	1	21	30	75	89	35	36	3.39	3.09	3.03
Guidance services	1	0	11	15	58	54	63	86	3.39	3.38	3.46
Programming for English Language Learners (ELL)	2	2	19	33	65	77	45	45	3.34	3.17	3.05
Programming for gifted & talented students	1	3	24	37	69	86	38	29	3.32	3.09	2.91
Physical education	1	1	17	14	67	83	49	58	3.2	3.22	3.27
Art	0	1	20	21	71	82	43	51	3.11	3.17	3.18
Health education	0	0	21	26	66	87	46	43	3.1	3.19	3.11
Music	0	1	21	20	67	81	46	53	3.07	3.19	3.20
Career education	3	2	35	33	63	88	32	34	3.04	2.93	2.98
Athletics	7	7	38	49	66	77	21	23	2.79	2.77	2.74
World Language	8	5	41	55	64	69	20	30	2.76	2.72	2.78

## How Important is this item to the success of our Students

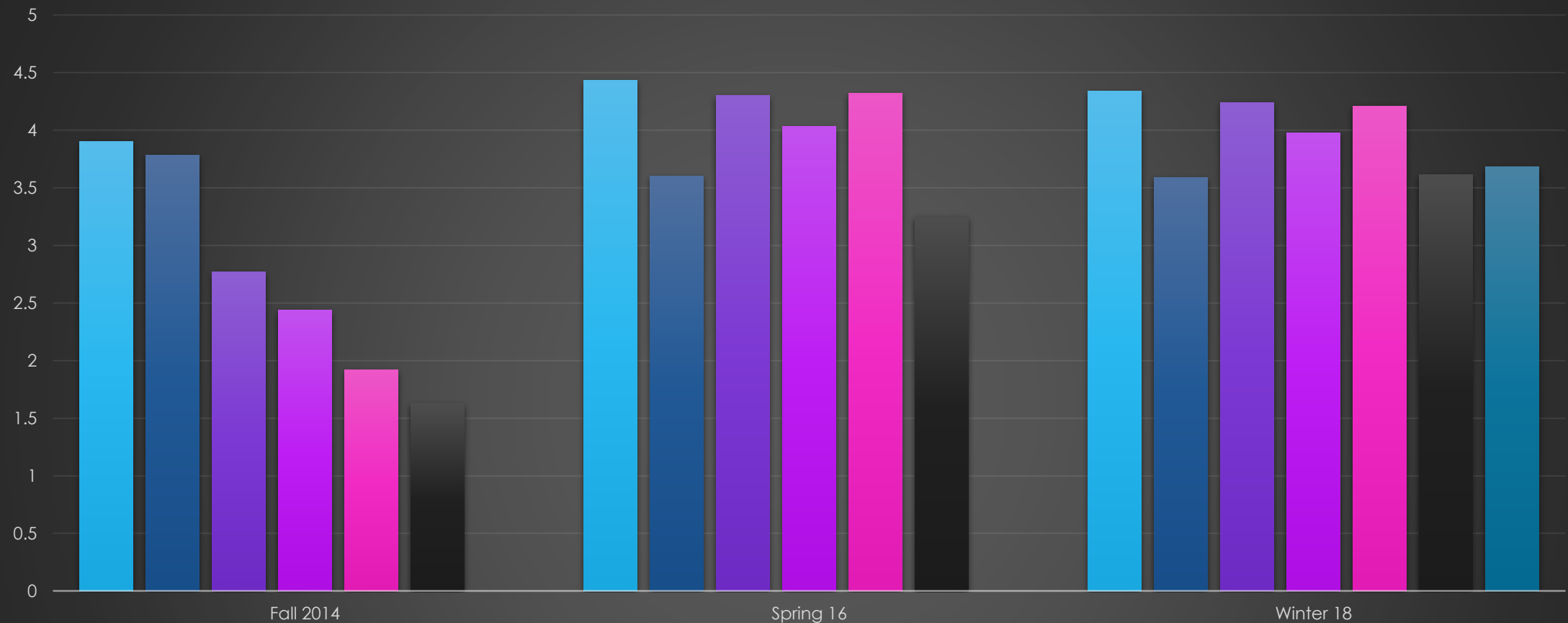




## Change Readiness

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
The Principal/building administration at our school is supportive of innovation and change.	1	5	6	3	51	73	70	73	5	3	3.9	4.43	4.34
There is a consensus on areas that need improvement in our district.	2	6	25	34	74	73	11	28	22	16	3.78	3.6	3.59
The District-level staff is supportive of innovation and change.	0	2	3	8	77	80	42	58	12	7	2.77	4.3	4.24
I have a high degree of confidence that we will be able to execute our plan.	0	1	13	20	80	82	30	40	11	13	2.44	4.03	3.98
The School Board is supportive of innovation and change.	0	2	0	6	72	75	34	45	28	29	1.92	4.32	4.21
Our District has a culture of open dialogue around difficult issues.	8	4	40	31	60	88	13	19	12	14	1.63	3.25	3.61
*There is a consensus on the areas that need improvement in our school.		4		32		70		32		18			3.68

# Change Readiness

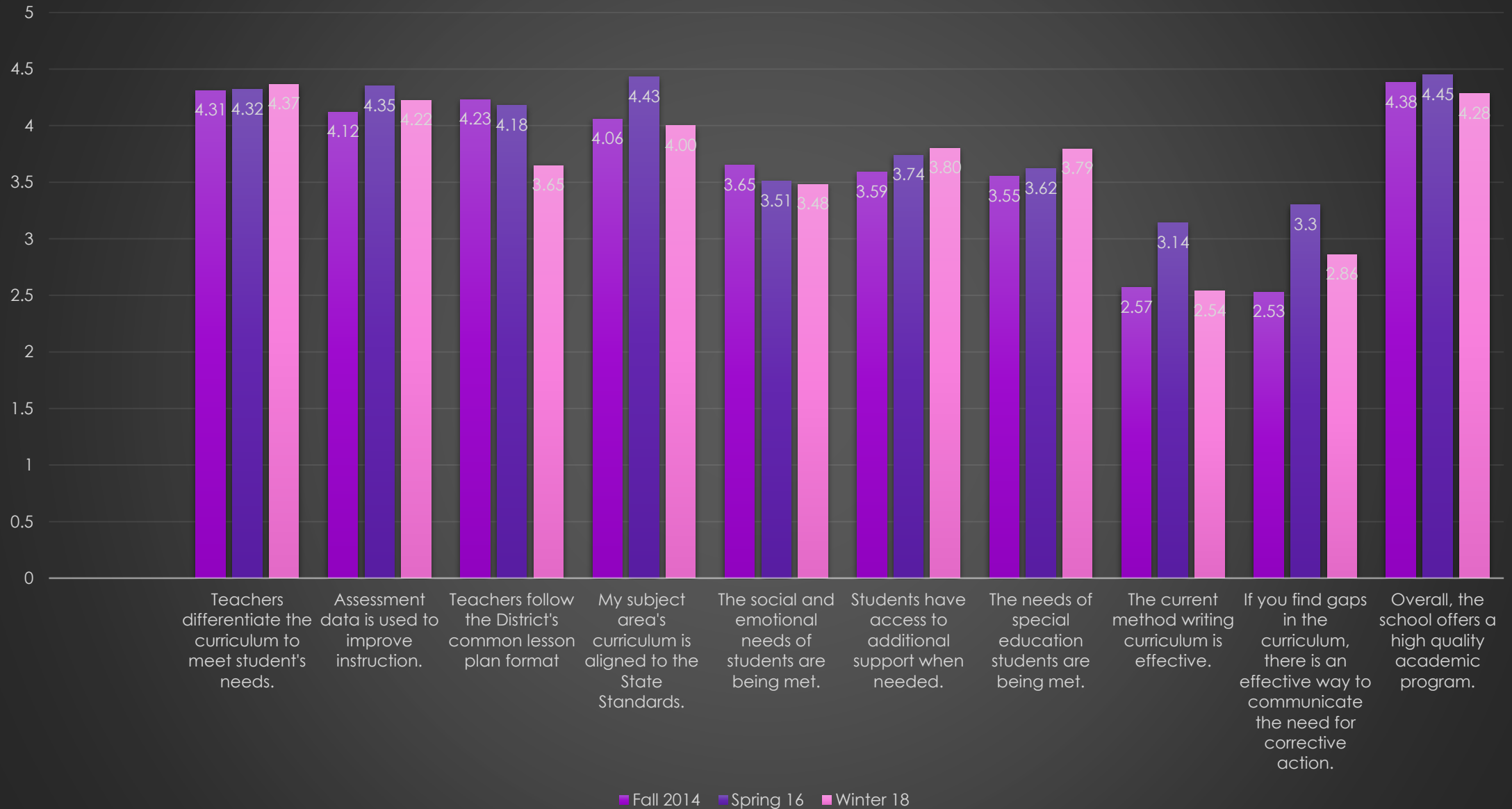


- The Principal/building administration at our school is supportive of innovation and change.
- There is a consensus on areas that need improvement in our district.
- The District-level staff is supportive of innovation and change.
- I have a high degree of confidence that we will be able to execute our plan.
- The School Board is supportive of innovation and change.
- Our District has a culture of open dialogue around difficult issues.
- \*There is a consensus on the areas that need improvement in our school.

## Student Achievement

Answer Options	Strongly disagree		Disagree		Agree		Strongly Agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
Teachers differentiate the curriculum to meet student's needs.	0	0	7	7	65	71	54	67	7	10	4.31	4.32	4.37
Assessment data is used to improve instruction.	0	1	4	8	65	83	50	51	15	12	4.12	4.35	4.22
Teachers follow the District's common lesson plan format	0	4	5	21	72	55	29	19	27	56	4.23	4.18	3.65
My subject area's curriculum is aligned to the State Standards.	1	5	3	12	46	59	53	39	30	40	4.06	4.43	4.00
The social and emotional needs of students are being met.	5	7	33	36	64	84	21	18	11	10	3.65	3.51	3.48
Students have access to additional support when needed.	2	4	28	23	68	91	29	29	6	8	3.59	3.74	3.80
The needs of special education students are being met.	4	2	28	25	64	81	23	28	15	19	3.55	3.62	3.79
The current method writing curriculum is effective.	7	27	34	44	50	38	6	4	37	42	2.57	3.14	2.54
If you find gaps in the curriculum, there is an effective way to communicate the need for corrective action.	4	16	33	44	57	50	7	5	33	40	2.53	3.3	2.86
Overall, the school offers a high quality academic program.	0	0	2	5	64	93	61	53	7	4	4.38	4.45	4.28

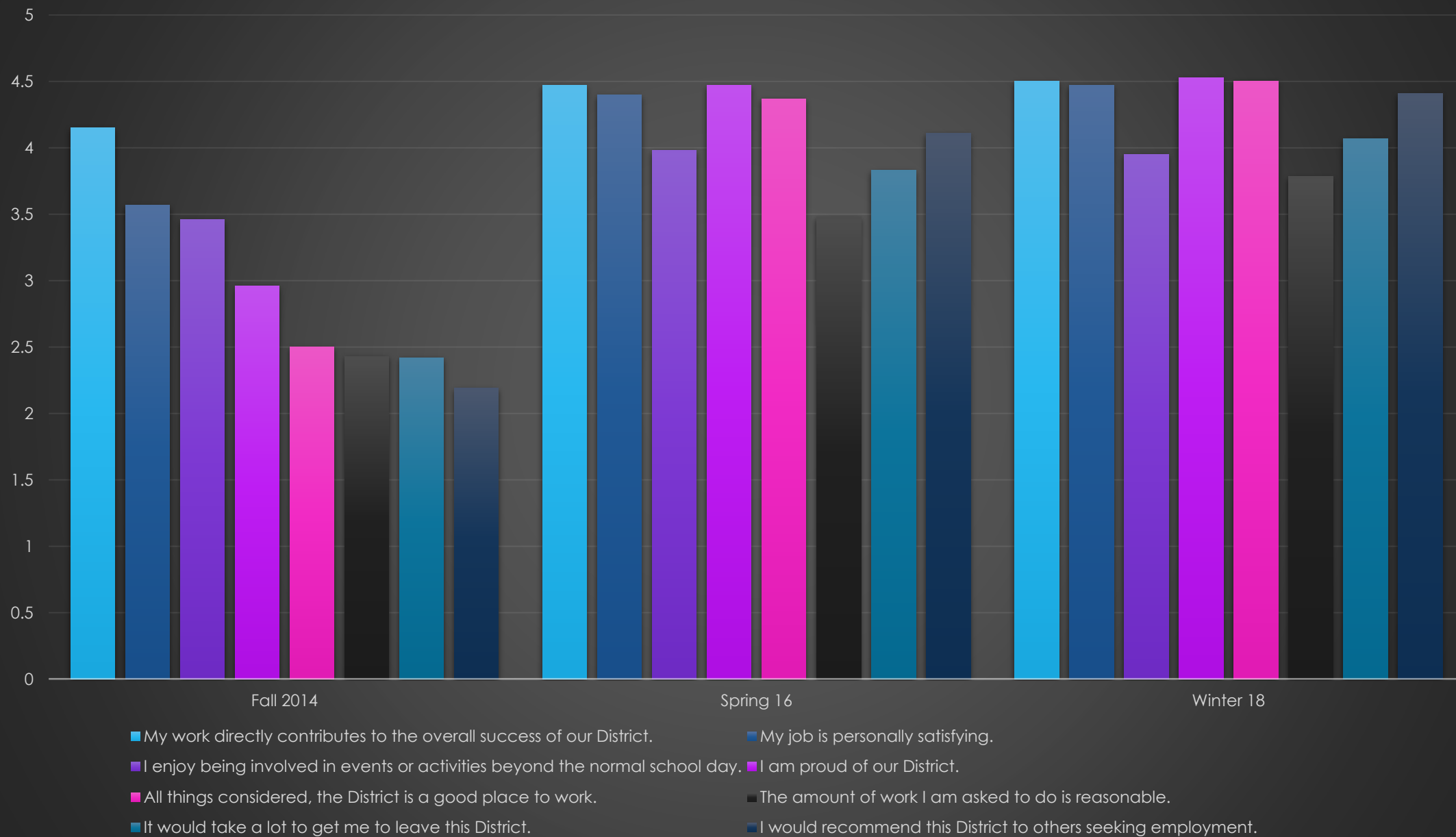
## Student Achievement



## Engagement

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
My work directly contributes to the overall success of our District.	0	0	3	2	60	70	67	80	4	3	4.15	4.47	4.50
My job is personally satisfying.	1	0	5	6	60	65	66	86	1	0	3.57	4.4	4.47
I enjoy being involved in events or activities beyond the normal school day.	3	2	16	26	69	69	38	51	7	9	3.46	3.98	3.95
I am proud of our District.	0	0	3	4	61	62	68	91	2	2	2.96	4.47	4.53
All things considered, the District is a good place to work.	1	0	3	3	69	69	58	85	2	1	2.5	4.37	4.50
The amount of work I am asked to do is reasonable.	5	6	38	29	66	76	23	43	1	2	2.43	3.48	3.79
It would take a lot to get me to leave this District.	1	3	27	22	65	59	35	63	5	8	2.42	3.83	4.07
I would recommend this District to others seeking employment.	4	0	11	3	64	79	48	67	7	7	2.19	4.11	4.41

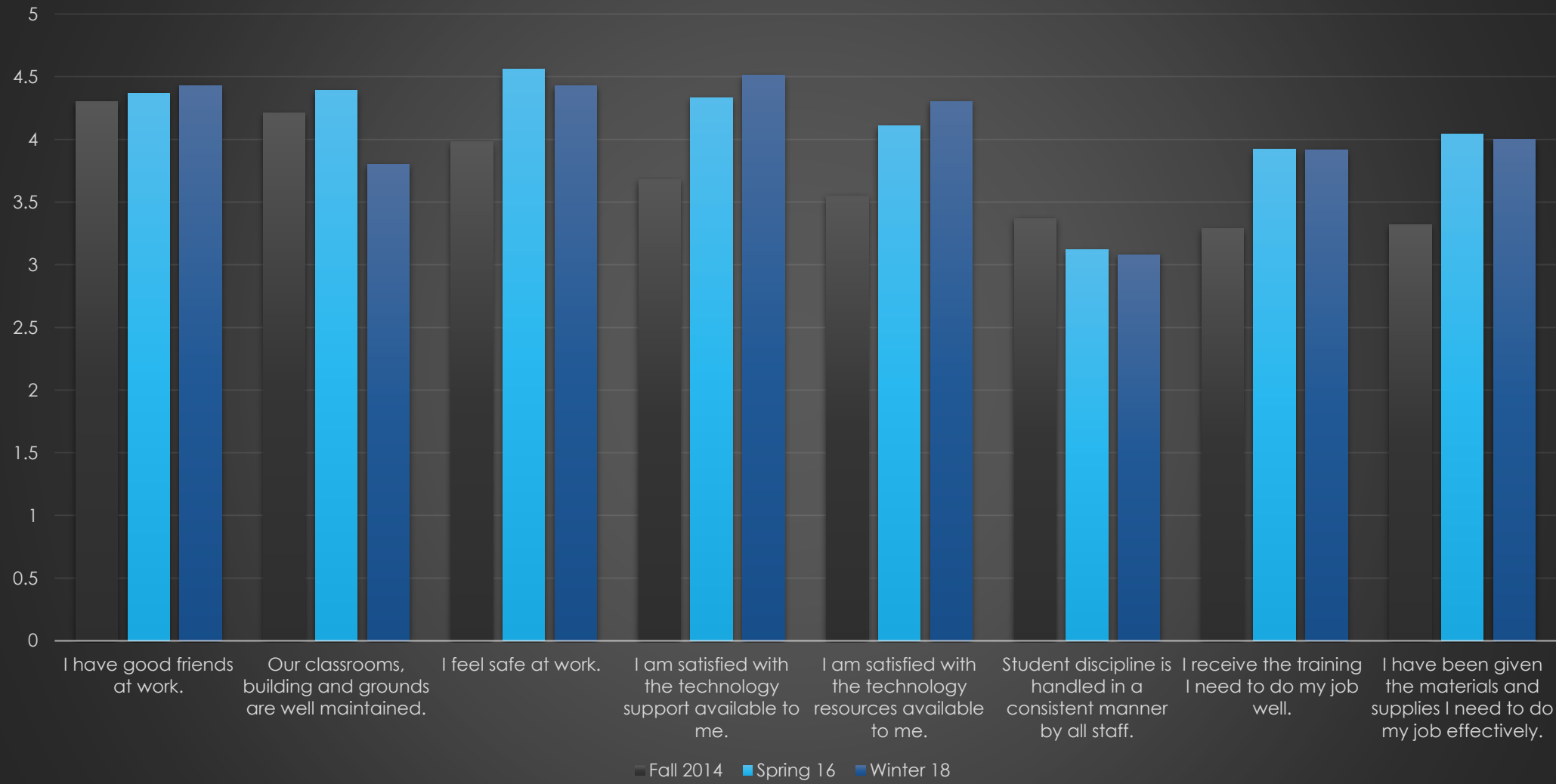
## Engagement



## Work Environment

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
I have good friends at work.	0	0	8	8	61	64	65	81	0	2	4.3	4.37	4.42
Our classrooms, building and grounds are well maintained.	0	3	5	29	67	87	62	36	0	0	4.21	4.39	3.80
I feel safe at work.	0	0	2	5	52	73	79	76	0	1	3.98	4.56	4.43
I am satisfied with the technology support available to me.	2	0	5	4	65	64	60	87	1	0	3.68	4.33	4.51
I am satisfied with the technology resources available to me.	5	0	12	13	63	69	53	73	1	0	3.55	4.11	4.30
Student discipline is handled in a consistent manner by all staff.	7	12	55	60	48	56	18	20	6	7	3.37	3.12	3.08
I receive the training I need to do my job well.	3	1	16	23	85	93	30	36	0	2	3.29	3.92	3.92
I have been given the materials and supplies I need to do my job effectively.	3	1	14	22	75	84	42	47	0	1	3.32	4.04	4.00

# Work Environment

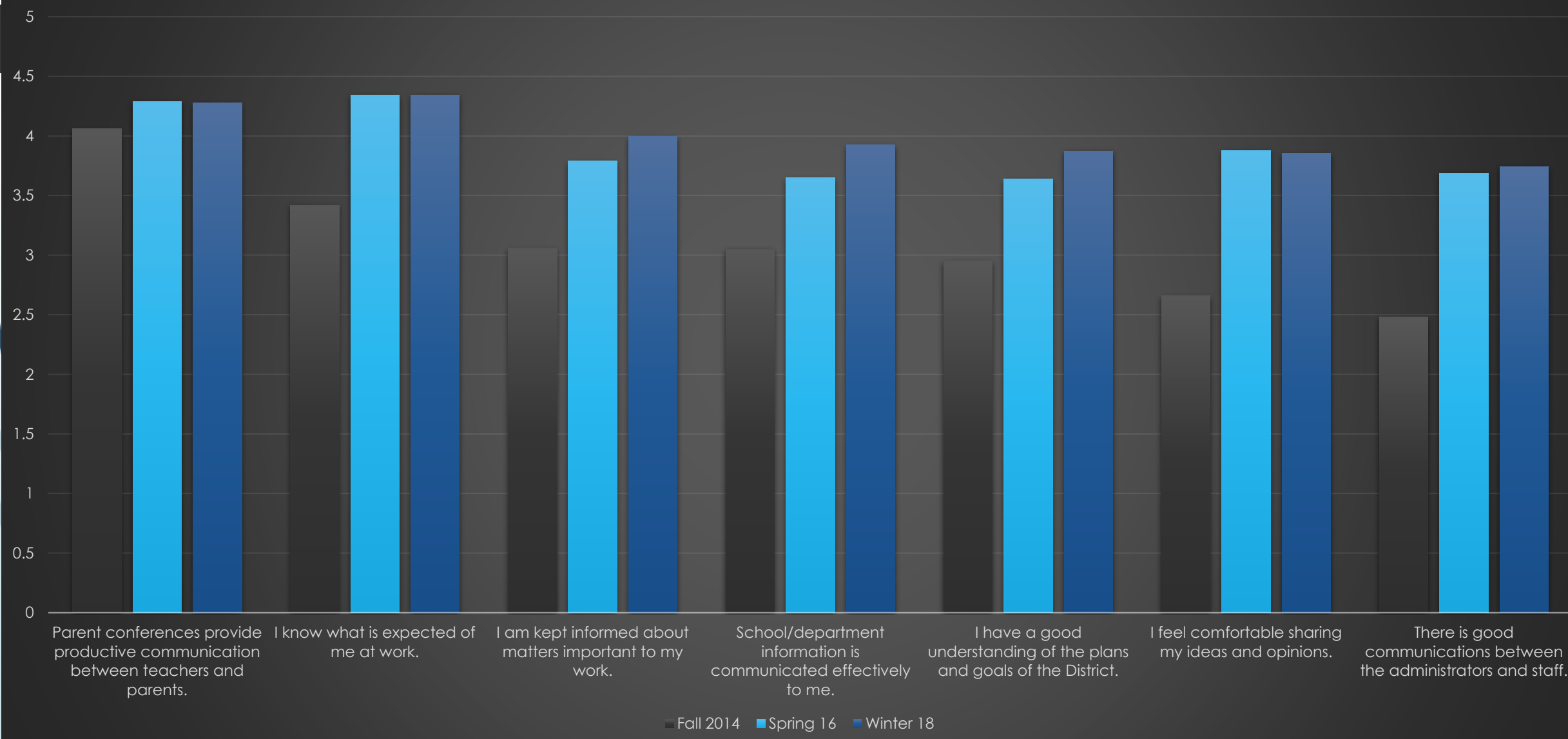




# Communication

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
Parent conferences provide productive communication between teachers and parents.	0	0	5	6	64	76	42	48	22	26	4.06	4.29	4.28
I know what is expected of me at work.	1	0	4	5	72	86	56	63	0	2	3.42	4.34	4.34
I am kept informed about matters important to my work.	3	2	27	18	65	93	36	41	0	2	3.06	3.79	3.99
School/department information is communicated effectively to me.	4	2	31	21	68	91	28	37	2	4	3.05	3.65	3.93
I have a good understanding of the plans and goals of the District.	7	0	24	26	73	90	23	33	6	6	2.95	3.64	3.87
I feel comfortable sharing my ideas and opinions.	3	3	22	23	69	94	37	33	2	3	2.66	3.88	3.86
There is good communications between the administrators and staff.	4	3	29	34	66	77	30	38	3	7	2.48	3.69	3.74

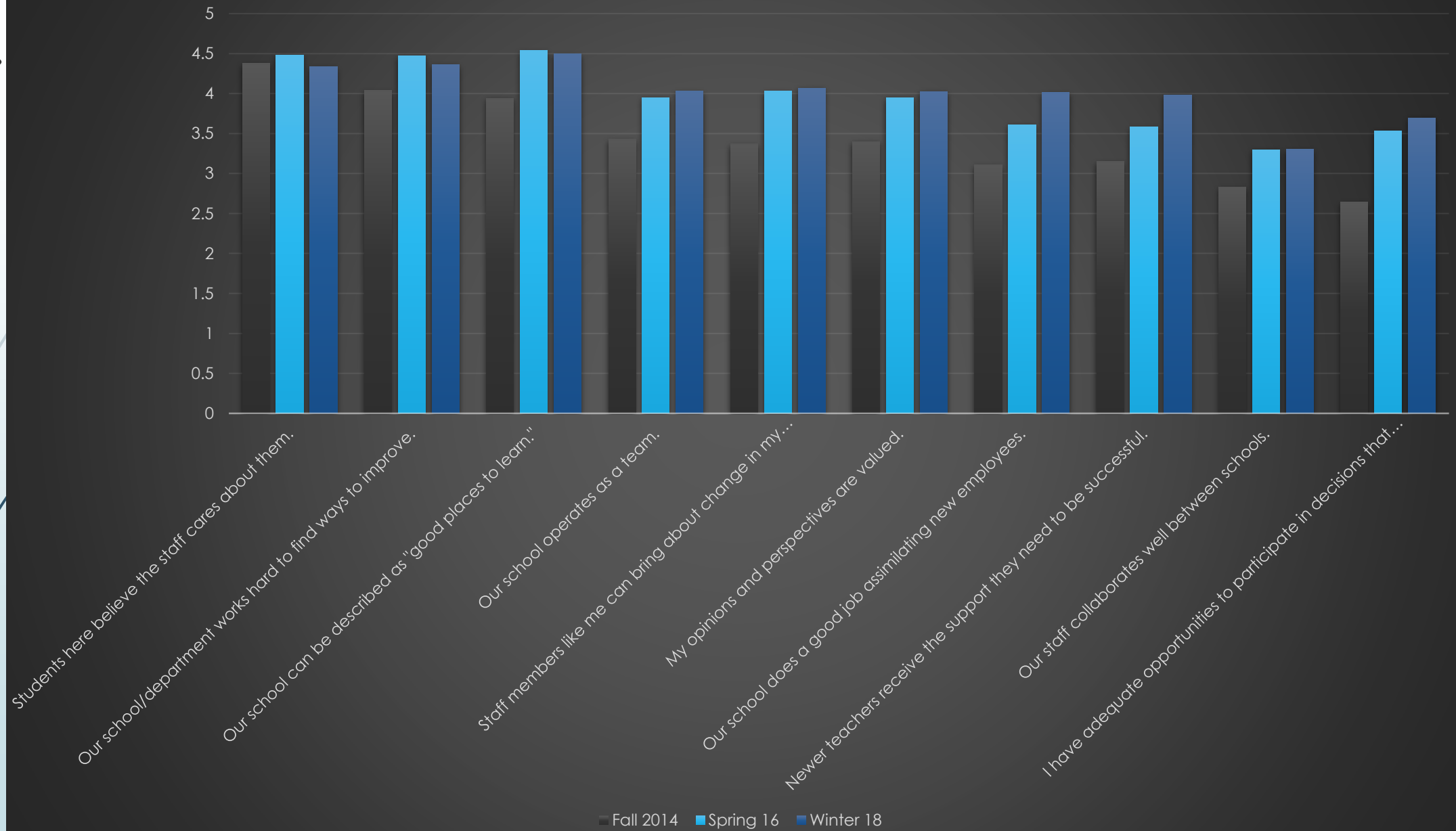
# Communication



## Culture

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
Students here believe the staff cares about them.	0	0	0	3	67	94	63	58	3	1	4.38	4.48	4.34
Our school/department works hard to find ways to improve.	0	0	3	4	61	84	67	63	2	4	4.04	4.47	4.36
Our school can be described as "good places to learn."	0	0	0	1	61	73	71	78	1	3	3.94	4.54	4.50
Our school operates as a team.	3	0	18	20	69	85	39	45	4	8	3.43	3.95	4.03
Staff members like me can bring about change in my department/school	5	0	12	16	66	87	43	42	7	11	3.37	4.03	4.07
My opinions and perspectives are valued.	4	1	18	18	68	86	41	43	2	9	3.4	3.95	4.03
Our school does a good job assimilating new employees.	8	0	21	15	75	91	18	32	11	18	3.11	3.61	4.01
Newer teachers receive the support they need to be successful.	6	0	23	13	65	82	17	24	22	36	3.15	3.58	3.98
Our staff collaborates well between schools.	5	4	38	46	56	75	13	10	20	22	2.83	3.3	3.30
I have adequate opportunities to participate in decisions that affect me.	10	3	26	28	75	97	20	20	2	9	2.64	3.53	3.70

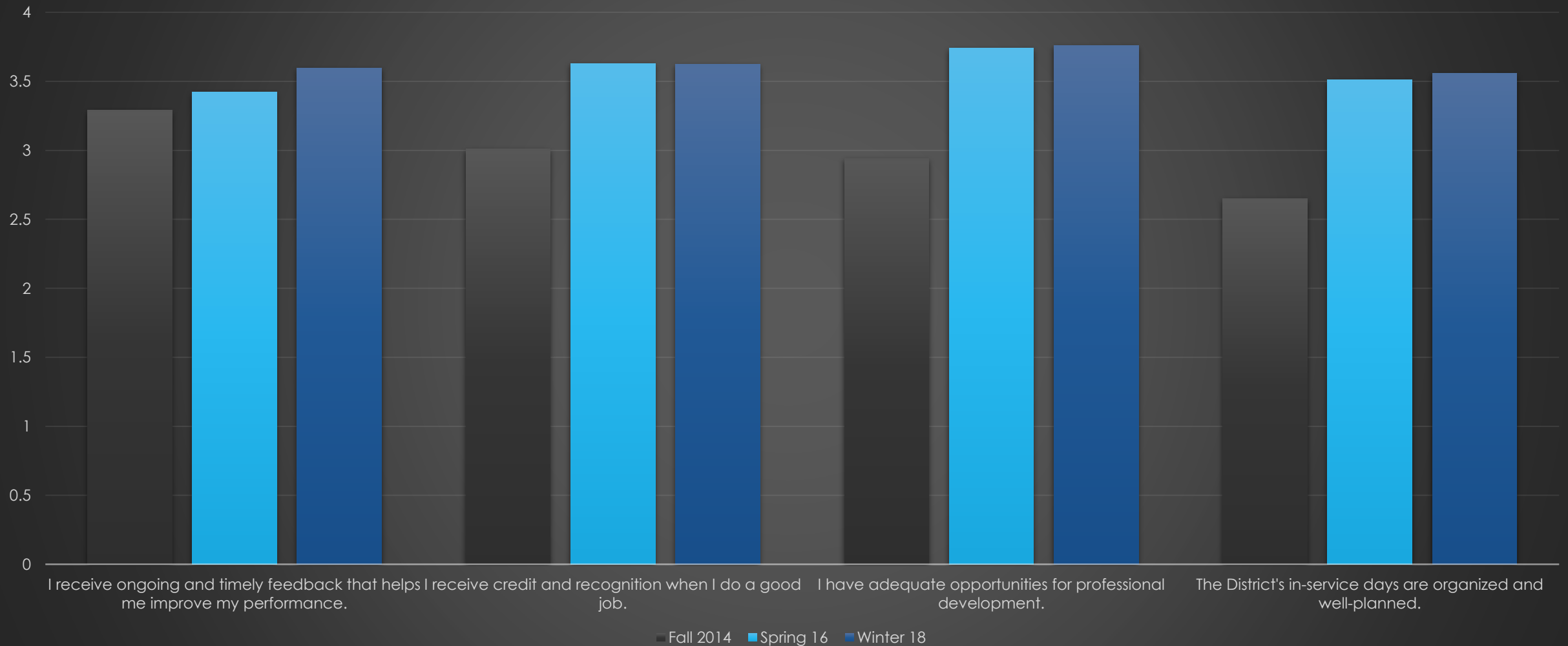
## Culture



Development and Recognition

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
I receive ongoing and timely feedback that helps me improve my performance.	11	5	32	32	67	99	21	17	2	5	3.29	3.42	3.59
I receive credit and recognition when I do a good job.	9	6	23	28	75	97	24	18	1	8	3.01	3.63	3.62
I have adequate opportunities for professional development.	4	6	23	22	76	90	25	27	5	11	2.94	3.74	3.76
The District's in-service days are organized and well-planned.	2	5	34	33	76	103	13	13	8	7	2.65	3.51	3.56

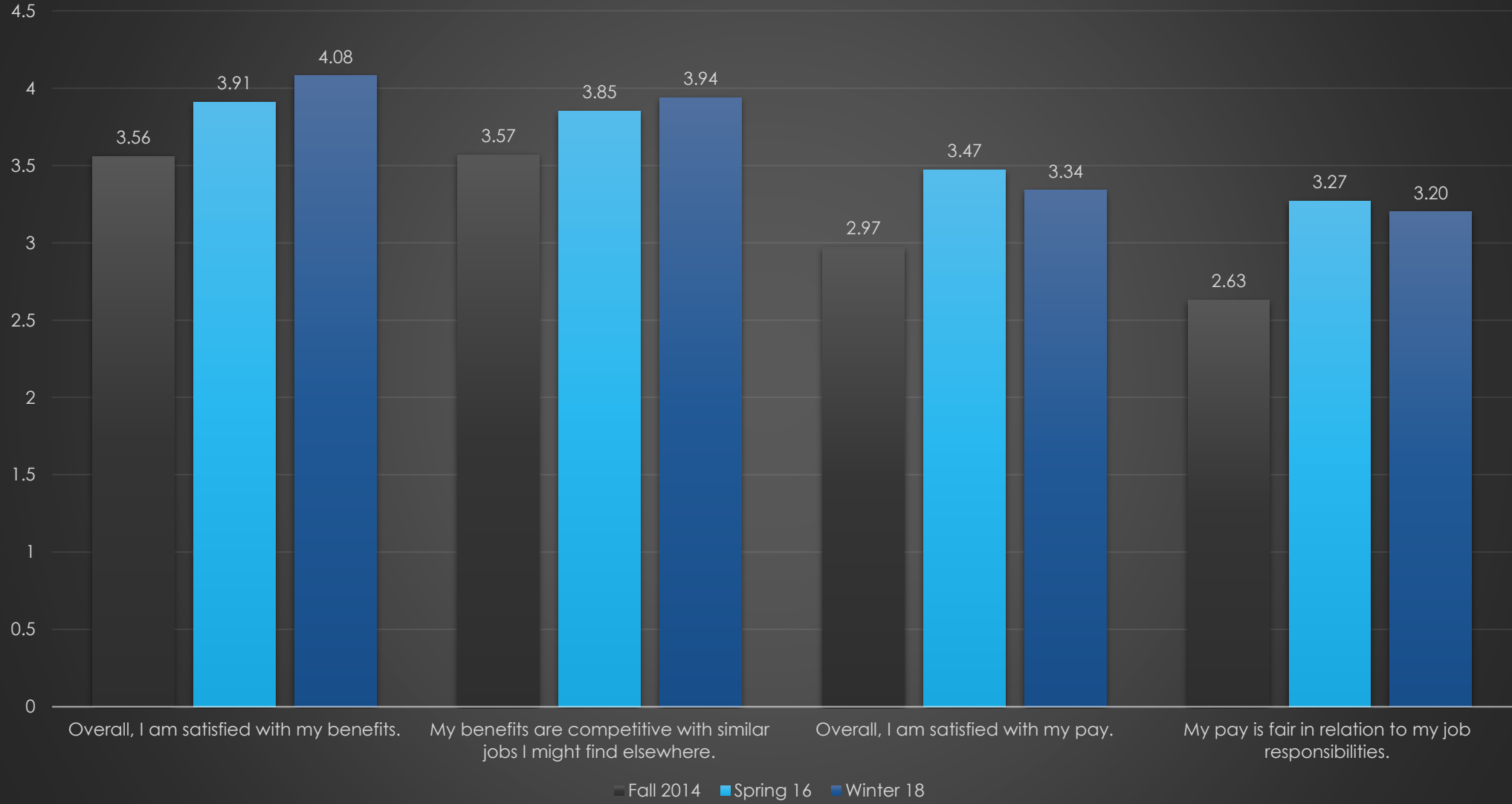
## Development and Recognition



Compensation and Benefits

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
Overall, I am satisfied with my benefits.	2	1	12	7	91	101	19	28	9	18	3.56	3.91	4.08
My benefits are competitive with similar jobs I might find elsewhere.	3	1	12	16	77	104	17	26	24	30	3.57	3.85	3.94
Overall, I am satisfied with my pay.	8	6	30	49	75	83	16	15	2	3	2.97	3.47	3.34
My pay is fair in relation to my job responsibilities.	9	9	40	55	65	69	14	17	4	8	2.63	3.27	3.20

# Compensation and Benefits

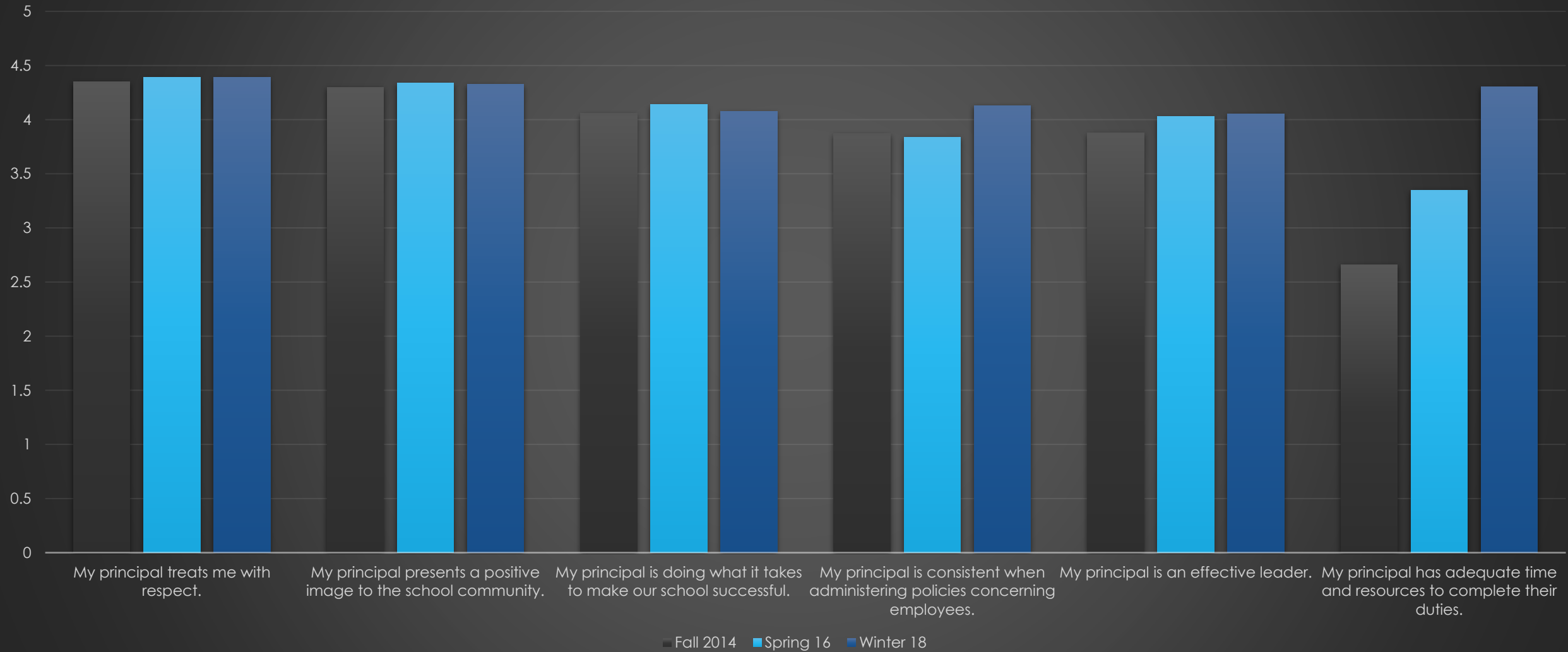




## Principal

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
My principal treats me with respect.	2	0	6	9	51	63	67	76	7	8	4.35	4.39	4.39
My principal presents a positive image to the school community.	3	1	6	11	53	62	63	73	7	9	4.3	4.34	4.33
My principal is doing what it takes to make our school successful.	3	4	14	18	53	61	54	59	8	15	4.06	4.14	4.08
My principal is consistent when administering policies concerning employees.	4	3	25	12	42	51	44	48	18	42	3.87	3.84	4.13
My principal is an effective leader.	6	2	12	21	58	67	46	56	10	12	3.88	4.03	4.05
My principal has adequate time and resources to complete their duties.	6	0	36	4	40	61	22	40	29	52	2.66	3.35	4.30

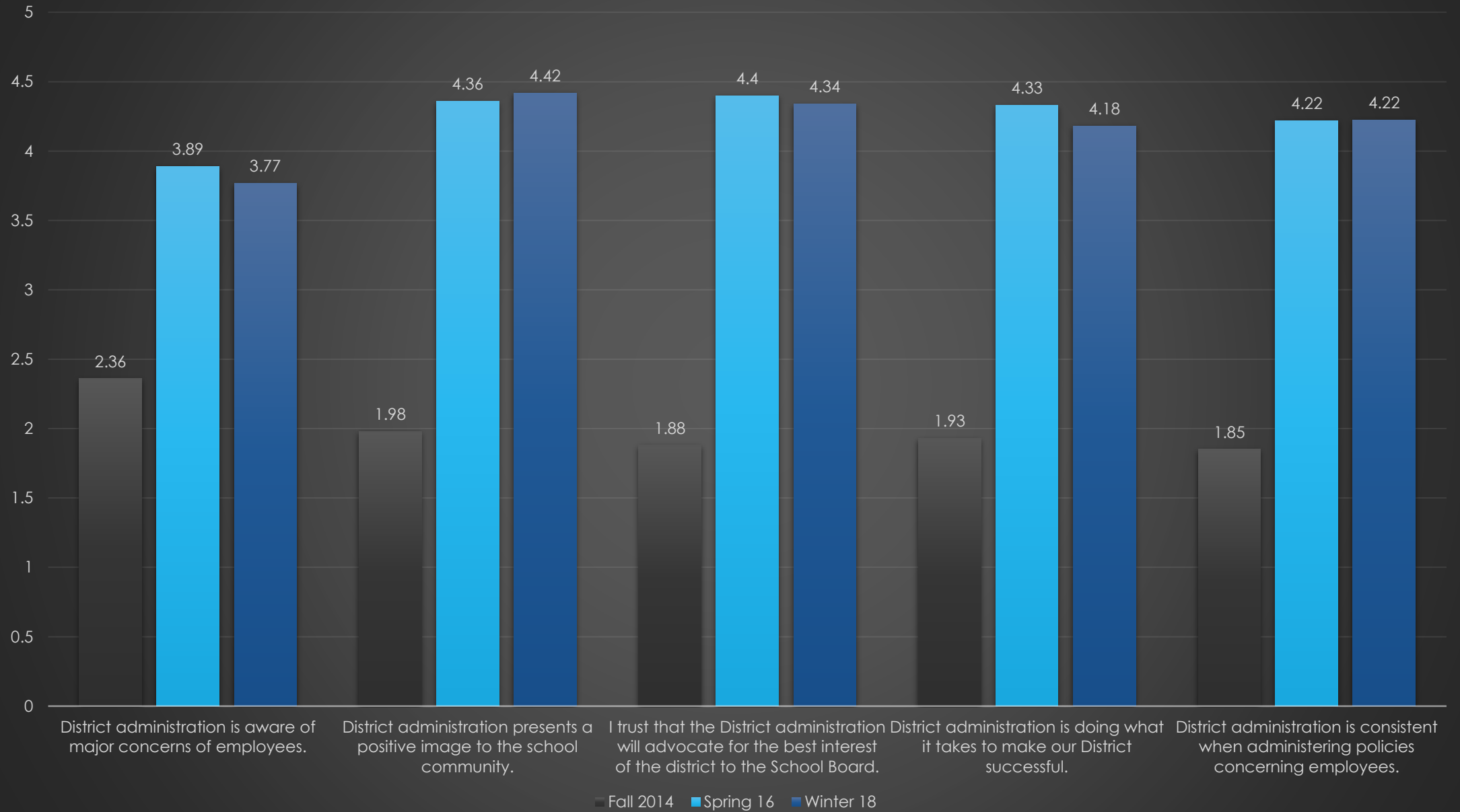
## Principal



District Administration

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
District administration is aware of major concerns of employees.	2	3	13	20	60	61	21	24	38	50	2.36	3.89	3.77
District administration presents a positive image to the school community.	2	0	1	0	71	86	55	62	5	7	1.98	4.36	4.42
I trust that the District administration will advocate for the best interest of the district to the School Board.	1	1	1	3	67	88	54	61	11	5	1.88	4.4	4.34
District administration is doing what it takes to make our District successful.	1	3	3	9	69	79	49	53	11	15	1.93	4.33	4.18
District administration is consistent when administering policies concerning employees.	2	1	4	7	54	65	35	43	39	39	1.85	4.22	4.22

## District Administration

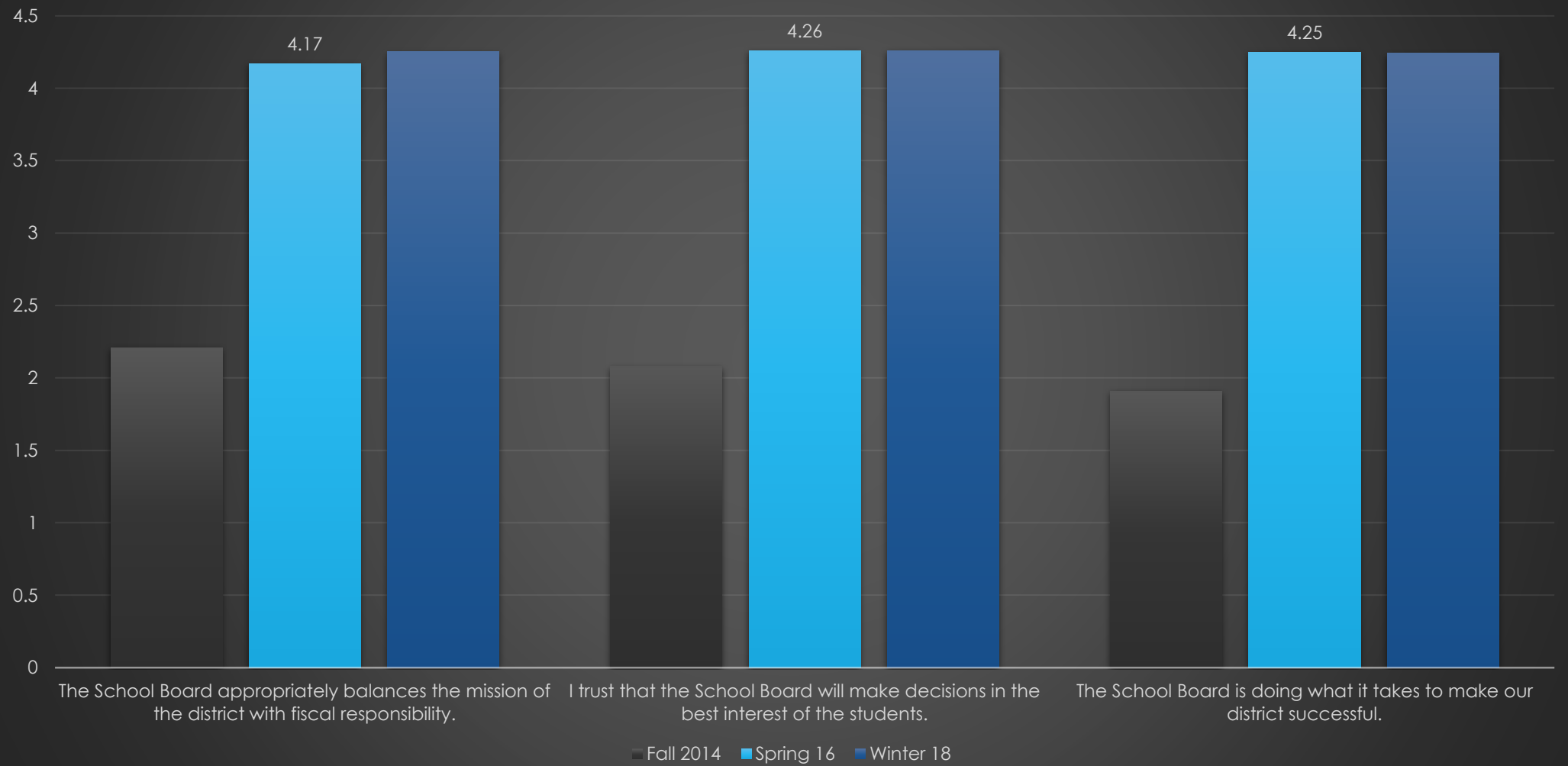




School Board

Answer Options	Strongly disagree		Disagree		Agree		Strongly agree		Don't know/doesn't apply		Fall 2014	Spring 16	Winter 18
	16	18	16	18	16	18	16	18	16	18			
The School Board appropriately balances the mission of the district with fiscal responsibility.	1	0	2	1	76	83	25	31	30	43	2.21	4.17	4.25
I trust that the School Board will make decisions in the best interest of the students.	1	0	1	3	81	91	36	41	15	21	2.08	4.26	4.26
The School Board is doing what it takes to make our district successful.	1	0	0	3	81	88	35	37	17	27	1.91	4.25	4.24

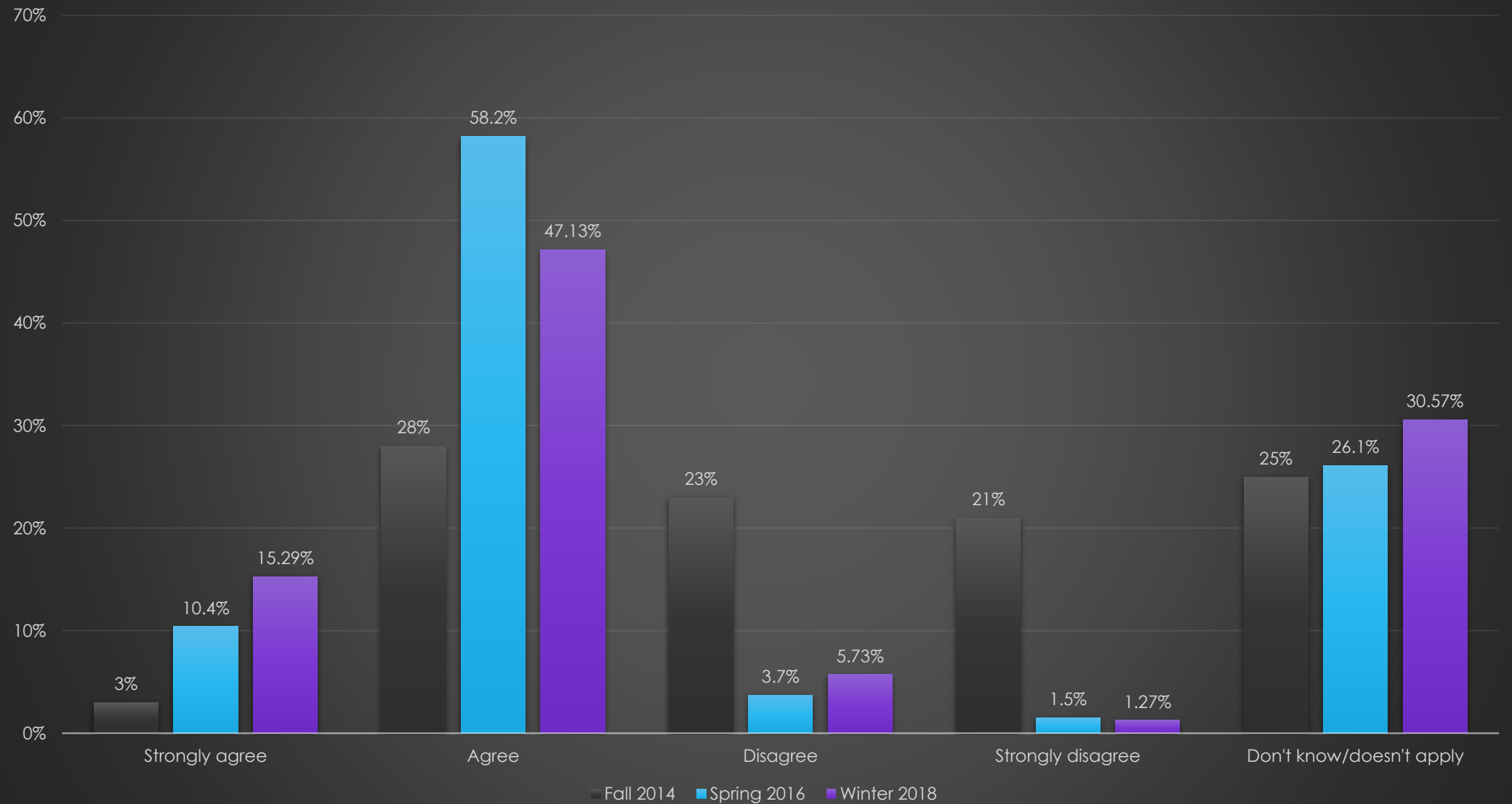
## School Board



I am satisfied with the financial management of the school.

Answer Options	Fall 2014	Spring 2016	Response Count 2016	Winter 2018	Response Count 2018
Strongly agree	3%	10.4%	14	15.29%	24
Agree	28%	58.2%	78	47.13%	74
Disagree	23%	3.7%	5	5.73%	9
Strongly disagree	21%	1.5%	2	1.27%	2
Don't know/doesn't apply	25%	26.1%	35	30.57%	48

## I am satisfied with the financial management of the school .

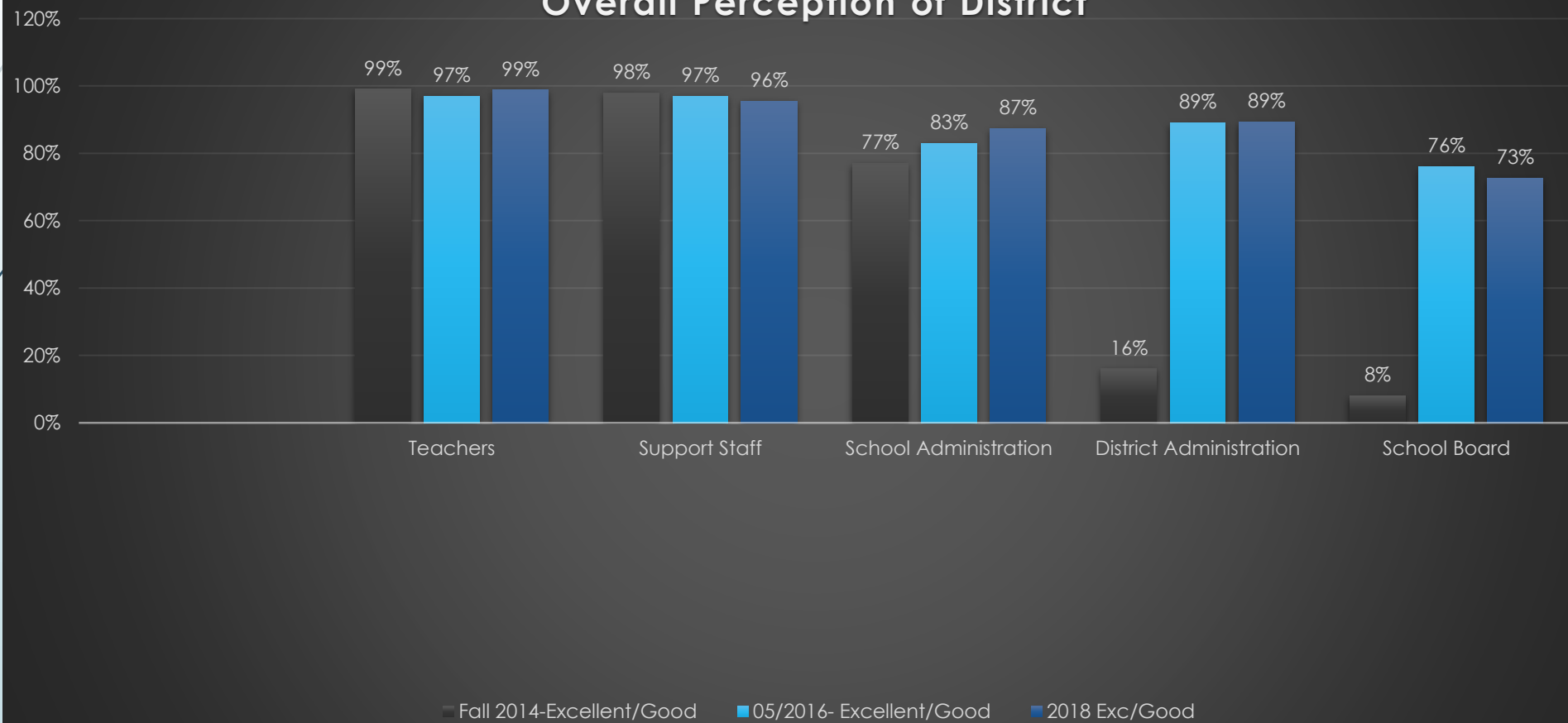




Please rate your overall perception of the District in the following areas:

Answer Options	Poor		Fair		Good		Excellent		No opinion		Fall 2014-Excellent/Good	05/2016-Excellent/Good	2018 Exc/Good
	16	18	16	18	16	18	16	18	16	18			
Teachers	0	0	2	1	21	37	108	120	2	1	99%	97%	99%
Support Staff	0	0	3	5	53	50	76	100	2	2	98%	97%	96%
School Administration	3	4	17	12	48	72	63	65	3	4	77%	83%	87%
District Administration	1	3	7	9	56	65	62	76	8	5	16%	89%	89%
School Board	0	0	5	6	54	60	47	54	27	37	8%	76%	73%

## Overall Perception of District





## How would you rate the District compared to neighboring public school districts?

Answer Options	Fall 2014 %	Spring 2016 %	Winter 2018 %	Spring 2016 #	Winter 2018 #
Much Better	4%	23.9%	27.1%	32	42
Better	22%	48.5%	41.9%	65	65
The Same	9%	14.9%	20.0%	20	31
Worse	30%	3.7%	0.6%	5	1
Much Worse	22%	0.0%	0.0%	0	0
No Opinion	13%	9.0%	10.3%	12	16

## How would you rate the District compared to neighboring public school districts?

