

Longwood Central School District

Staff Survey Results

Spring 2017



SCHOOL PERCEPTIONS

Our mission is to help educational leaders gather, organize and use data to make strategic decisions.

- Founded in 2002 to provide independent and unbiased research
- Conducted over 10,000 surveys for school improvement
- Helped more than 400 districts navigate the strategic planning and referendum planning process



What We Know:

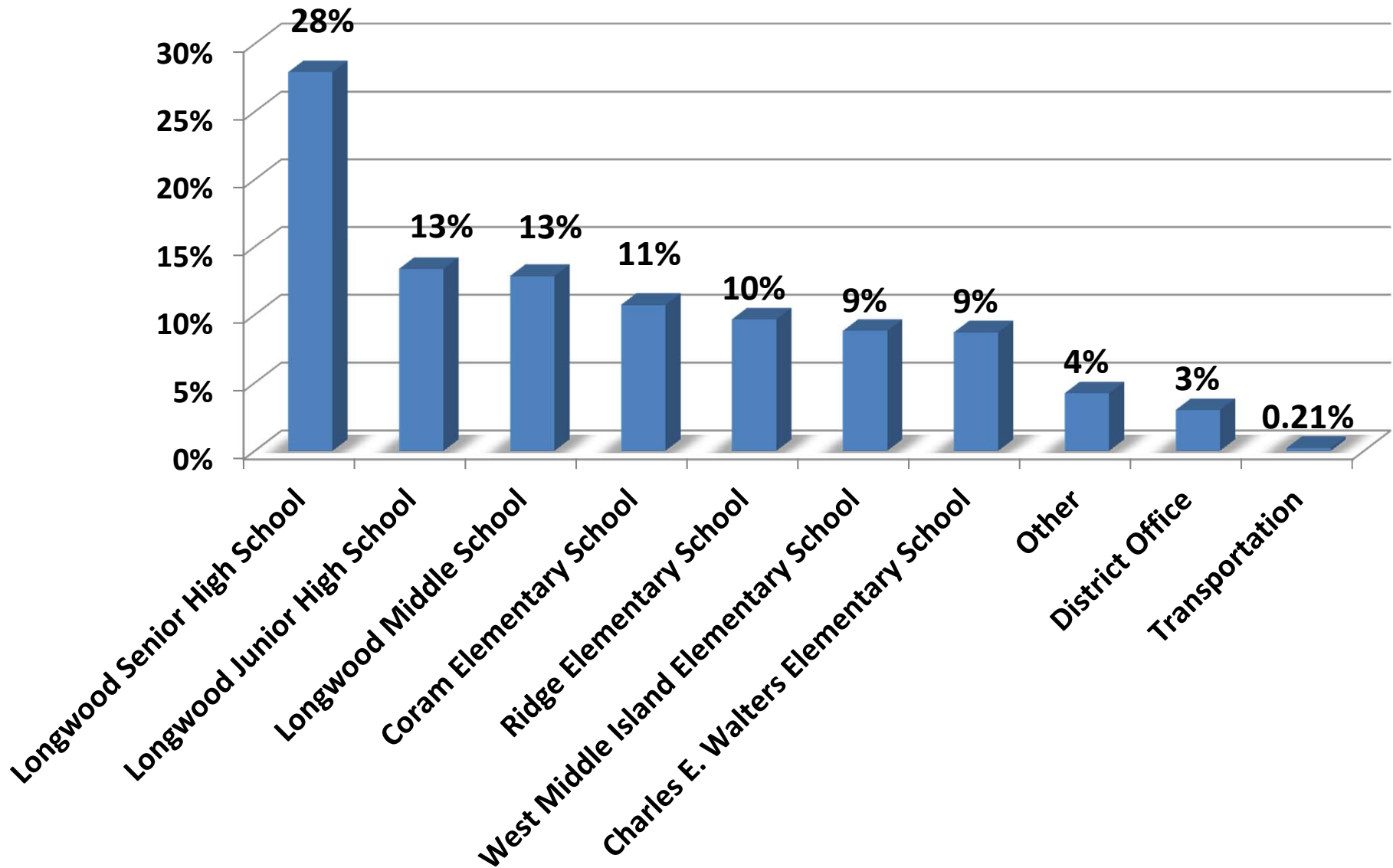


Survey Summary

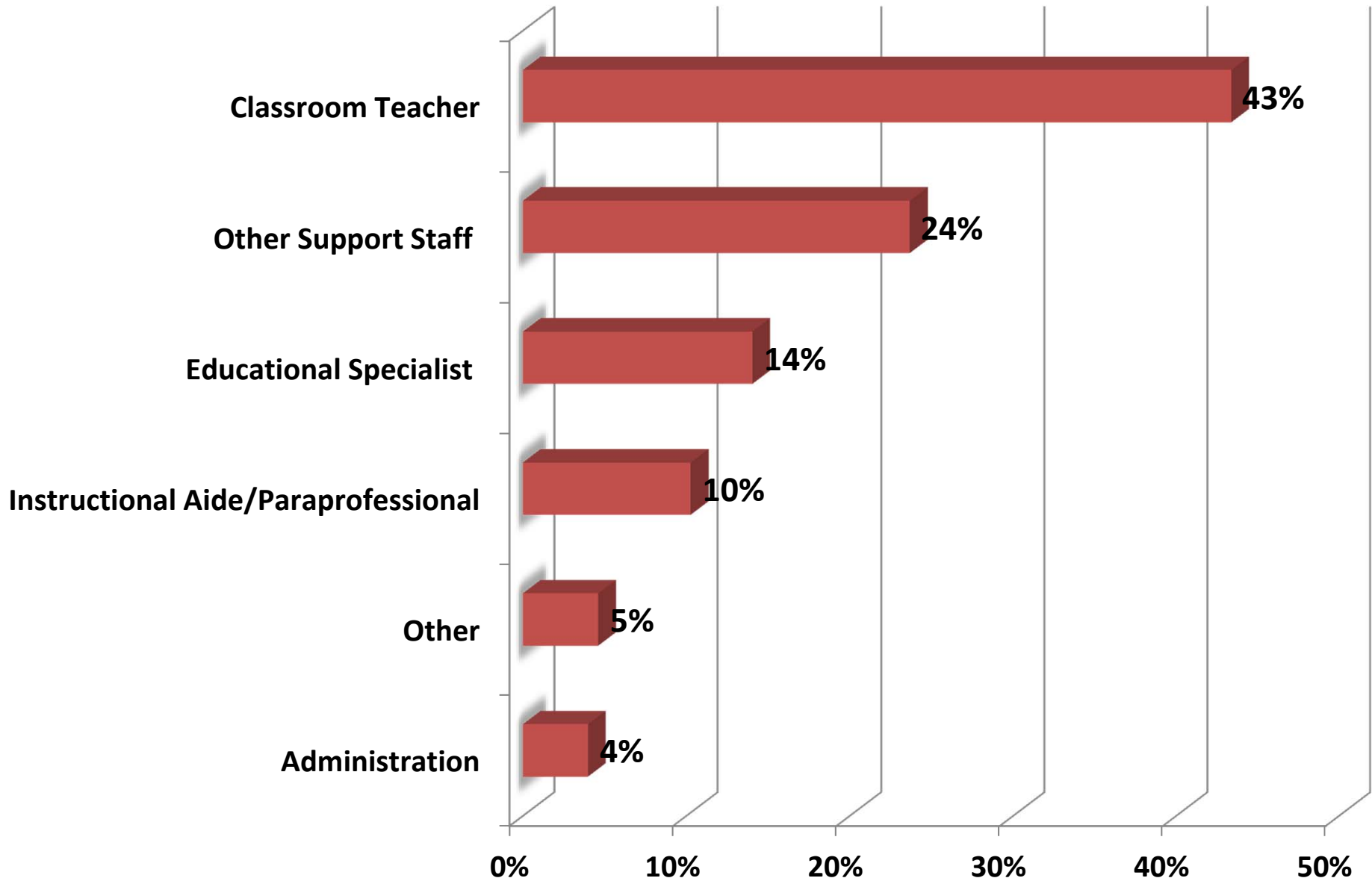
- The Staff Survey was conducted in late March/early April of 2017.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 957 (55% participation)

Respondent Information

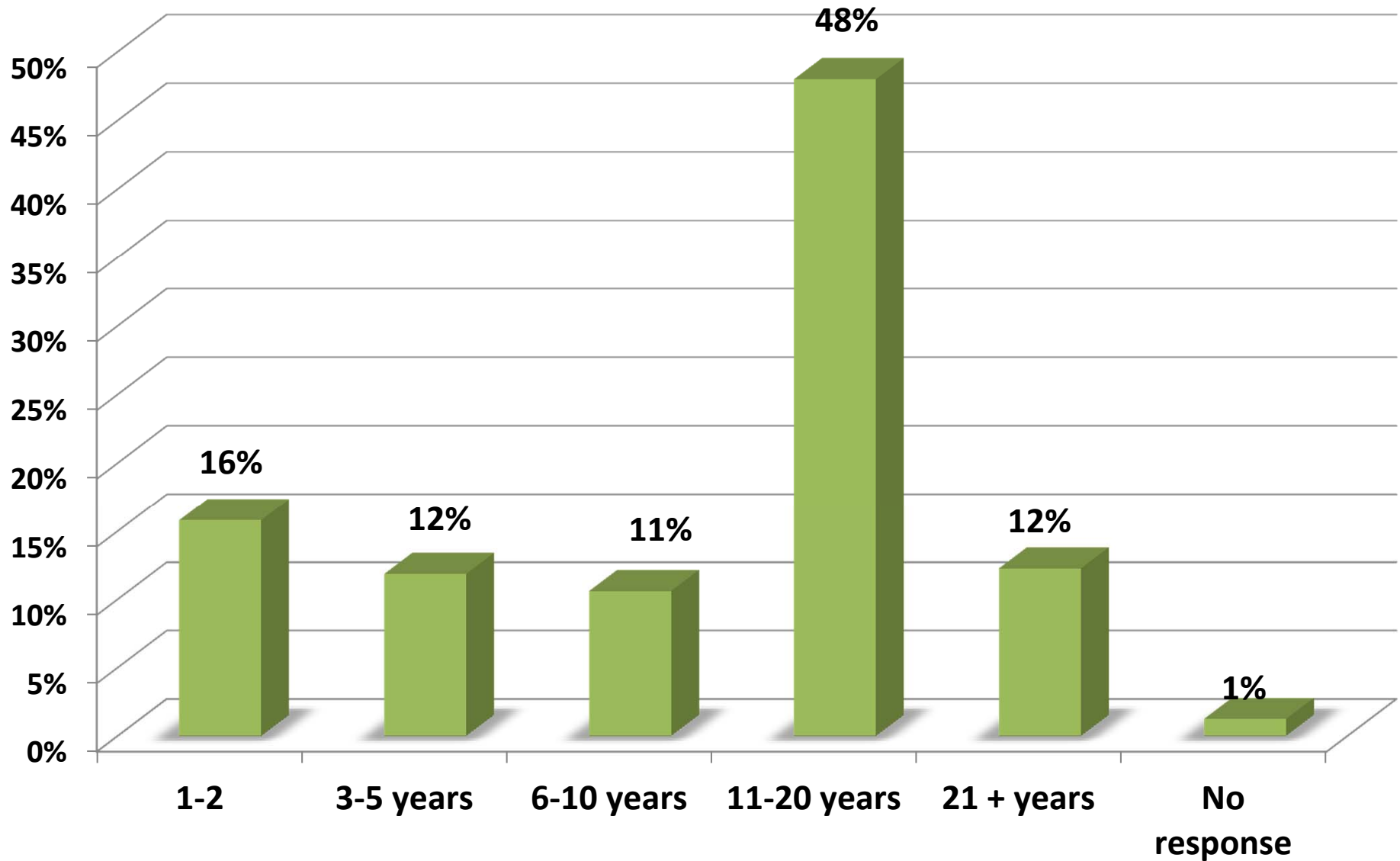
At which location do you spend the most time?



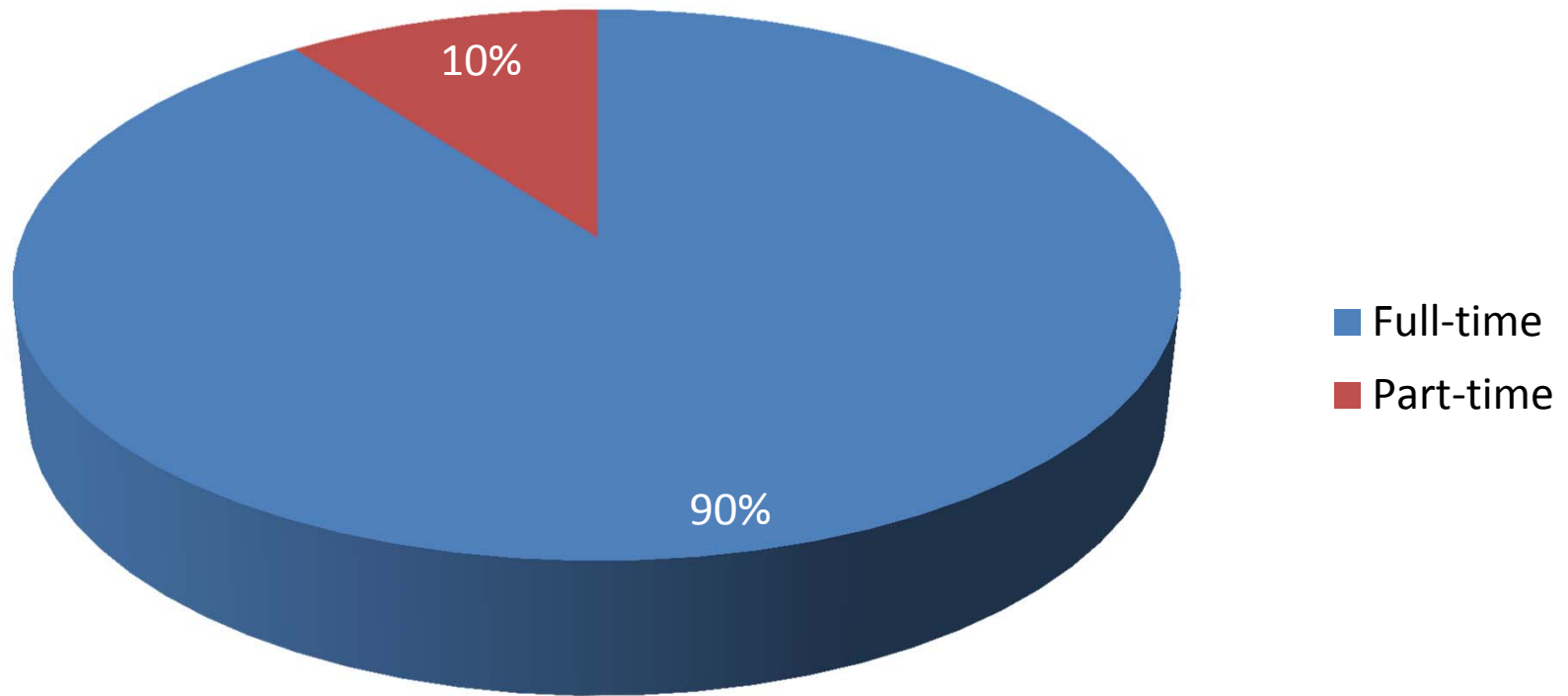
What best describes your position?



Including the current year, how many years have you worked for this District?



What best describes your position?



Change Readiness

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
Our District is committed to making needed improvements as they are identified.	69%	3.41
Our District has a culture of open dialogue.	64%	3.29
Our District strives to achieve consensus on areas that need improvement.	61%	3.19
There is a process for evaluating the effectiveness of new initiatives.	55%	3.04

Student Achievement

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
Learning targets and curriculum objectives for my job assignment are clear.	84%	3.90
Overall, the school offers a high quality academic program.	86%	3.90
I have been provided the resources to achieve District learning targets and curriculum objectives.	78%	3.67
The academic needs of students are being met.	79%	3.67
Students have access to additional support when needed.	75%	3.64
The social and emotional needs of students are being met.	71%	3.45
Student discipline is handled in a consistent manner by all staff.	40%	2.67

Engagement

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
My work contributes to the success of our District	98%	4.49
My job is personally satisfying.	94%	4.40
It would take a lot to get me to leave this District.	90%	4.27
I am proud of our District.	93%	4.24
I would recommend this District to others seeking employment.	90%	4.17
I enjoy being involved in District affiliated activities outside of the normal school day.	91%	4.17
The amount of work I am asked to do is reasonable.	72%	3.61

Communication

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
I have a good understanding of the goals of the District.	81%	3.74
School/department information is communicated effectively to me.	78%	3.70
I am kept informed about matters important to my work.	77%	3.66
I feel comfortable sharing my ideas and opinions.	74%	3.60
School board policies and procedures affecting me are available and clearly communicated.	75%	3.59
The District clearly communicates with me about important issues.	71%	3.53

How would you rate the communication from:

Great (4), Good (3), Fair (2), Poor (1)

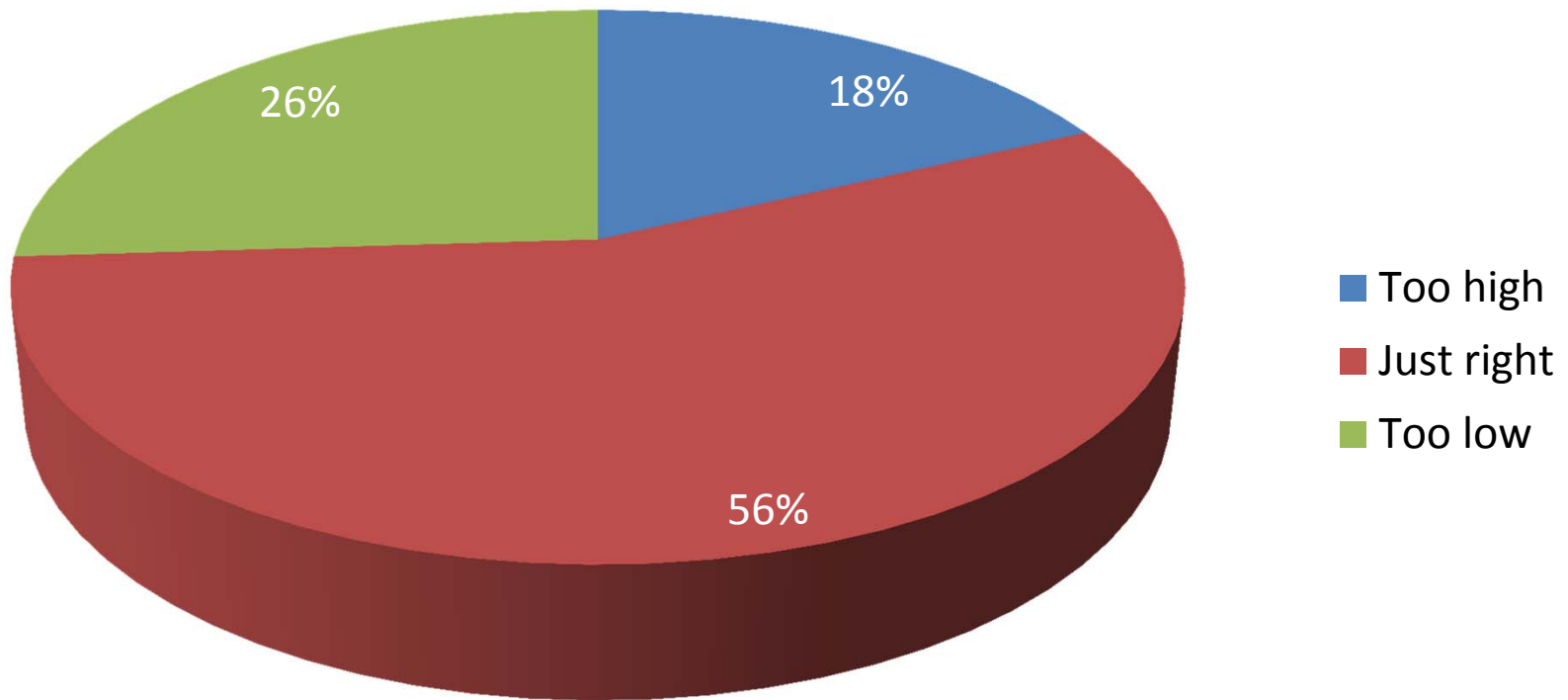
Item	% Great/ Good	Average
Principal/Building Administration	75%	3.02
Operations and Maintenance	69%	2.81
Technology Services	67%	2.76
Food Service	61%	2.67
School Board	62%	2.66
Transportation	61%	2.66
District Administration	58%	2.61

Culture

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
My co-workers are willing to help me when I have a heavy workload.	90%	4.18
Our school/department works hard to find ways to improve.	88%	4.01
Our school/department is effective at assimilating new employees.	83%	3.84
Our school/department operates as a team.	80%	3.81
I can bring about change in my school/department.	79%	3.78
I have adequate opportunities to participate in decisions that affect me.	68%	3.47

The academic expectations for our students are:



Work Environment (Slide 1/2)

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
Based on my interactions with other adults, I feel safe at work.	94%	4.35
Based on my interactions with students, I feel safe at work.	88%	4.13
I am satisfied with our work day start and end times.	87%	4.03
Our classrooms, building and grounds are well maintained.	84%	3.91
I feel supported by leadership when I make a decision.	82%	3.85
I have the materials and supplies I need to do my job effectively.	80%	3.80

Work Environment (Slide 2/2)

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
I have the flexibility to do my job the way that I think is most effective.	79%	3.78
I feel valued by our community.	80%	3.75
I receive the training I need to do my job effectively.	79%	3.74
I am satisfied with the technology support available to me.	77%	3.67
I have enough time to do my job effectively.	63%	3.31
I am satisfied with the technology available to me.	63%	3.31

Health and Wellness

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

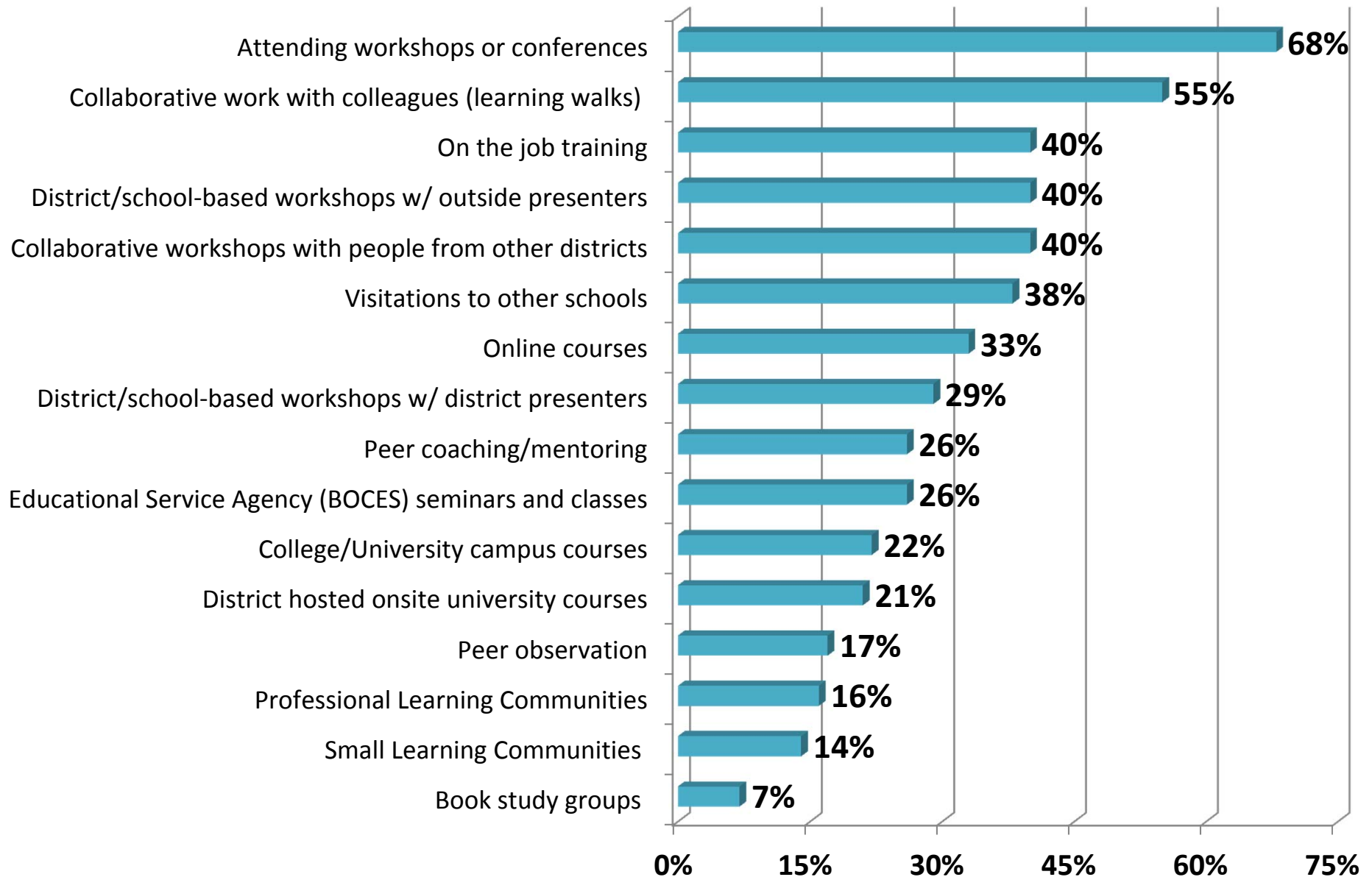
Item	% Strongly agree/Agree	Average
An Employee Assistance Program (EAP) would be beneficial for District employees.	96%	4.27
I engage in healthy nutritional practices.	90%	4.06
I manage my stress well.	86%	3.90
I am able to sustain a healthy work-life balance.	80%	3.73
I engage in 30 or more minutes of physical activity 3 or more times per week.	74%	3.73
I get enough sleep.	68%	3.46
Our District's wellness committee is effective.	62%	3.23
The pace of implementing new initiatives is appropriate.	56%	3.11

Development and Recognition

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
I receive meaningful and timely feedback that helps me improve my performance.	73%	3.53
I receive credit and recognition when I do a good job.	69%	3.41
I have adequate opportunities for training/professional development.	59%	3.17
The District's in-service days are organized and well-planned.	49%	2.91

Which of the following professional development activities do you prefer?



Compensation and Benefits

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
I am satisfied with my benefits.	90%	4.04
My benefits are competitive with similar jobs I might find elsewhere.	87%	3.98
I am satisfied with my pay.	77%	3.67
My pay is fair in relation to my job responsibilities.	72%	3.54

Collaboration (Slide 1/2)

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
The staff informally share ideas and suggestions for improving student learning.	92%	4.07
Respectful relationships exist among staff that reflect commitment to school improvement efforts.	85%	3.85
The staff plan and work together to search for solutions to create an optimal learning environment.	85%	3.81
School staff work together and apply new knowledge to solve problems.	84%	3.80
My yearly evaluation/observation process provides me with valuable feedback.	79%	3.67
The proximity of grade level and department personnel allows for ease in collaborating with colleagues.	79%	3.65
Individuals and teams have the opportunity to apply learning and share the results of their practices.	78%	3.64
A collaborative process exists for developing shared goals among staff.	76%	3.60
Opportunities exist for coaching and mentoring.	75%	3.58

Collaboration (Slide 2/2)

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

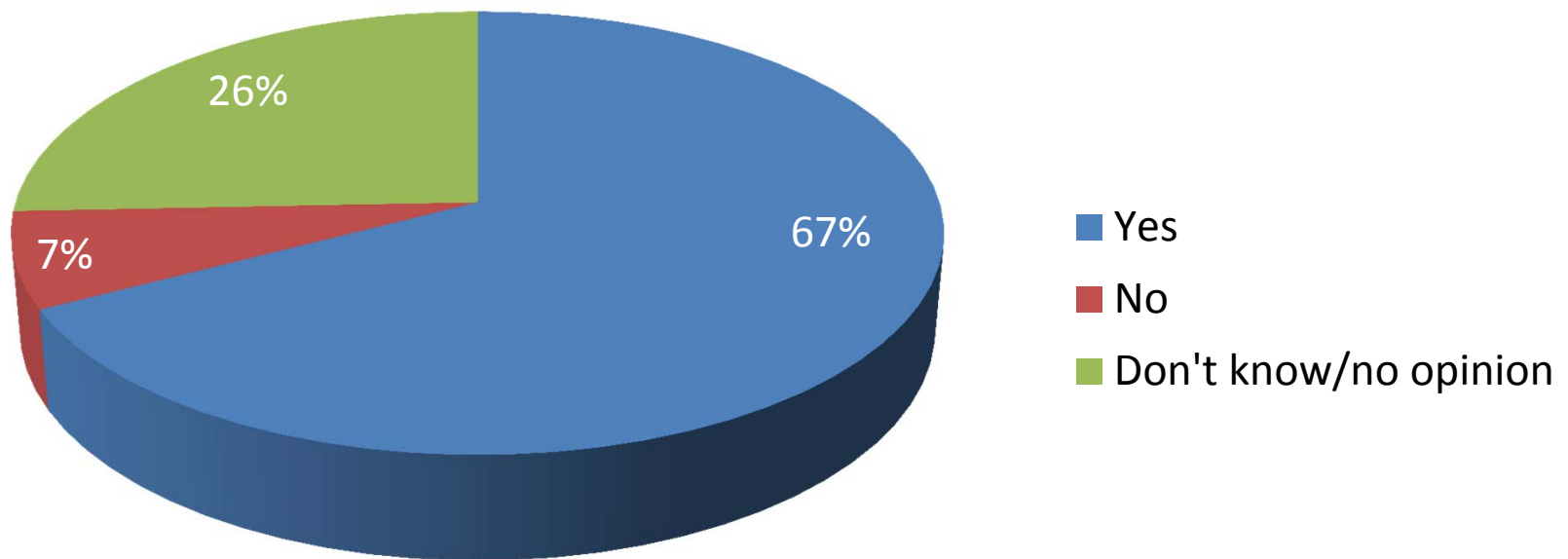
Item	% Strongly agree/Agree	Average
Decision-making takes place through committees and communication across grade and subject areas.	74%	3.56
Communication systems promote a flow of information among staff.	74%	3.52
A variety of opportunities and structures exist for collaboration and open dialogue.	71%	3.50
The school schedule promotes collective learning and shared practice.	69%	3.45
Time is provided to facilitate collaborative work.	68%	3.43
Opportunities are provided for staff to initiate change.	64%	3.33
Opportunities exist for staff to observe peers and offer encouragement.	60%	3.26
Opportunities exist for common planning between buildings.	43%	2.78

Planning

To provide a quality education for all students, please check a maximum of five of your highest priorities:

Item	% Yes
Better prepare students for life after high school—whether this be college or career	60%
Provide additional intervention/support services for struggling students	48%
Develop innovative programs to improve student learning	41%
Expand students and staff technology access	33%
Receive training/development opportunities to enhance skills	31%
Increase the number of hands-on/project-based learning opportunities	31%
Expand services to students with special needs	30%
Improve school safety and security	29%
Provide additional counseling, psychologist and social work services	27%
Increase STEAM (Science, Technology, Engineering, Arts and Math) opportunities	25%
Increase communication between parents and community	23%
Increase co-curricular and extra-curricular programs (e.g. music, arts, dance, athletics, robotics etc.)	22%
Increase parents and community communications	17%
Expand performing arts	10%
Develop additional community/business partnerships	9%
Increase the number of AP/honors courses	6%

Should the District explore establishing a dedicated facility to enhance STEAM (Science, Technology, Engineering, Arts and Math) programming to increase student participation and build 21st Century skills for college and career readiness?



School Safety

How knowledgeable are you in the following areas related to school safety?

Very knowledgeable (10), Somewhat knowledgeable (1)

Item	Average
Fire evacuation procedures	8.21
Lock-down/Lock-out procedures	6.63
Student supervision strategies	6.44
Severe weather procedures	5.69
Bomb threat procedures	4.73
Responding to an intruder	4.45
CPR, AED and CPI training	4.00
De-escalation techniques for situations involving irate people	3.79
Recognizing drugs and drug paraphernalia	3.19
Narcan administration	3.04
Recognizing suicidal behaviors/indicators	3.03
Social media threats	2.75
School violence threats	2.56
Recognizing gang identifiers and activity	2.23
Recognizing behaviors that can indicate that a person is carrying a concealed weapon	2.21

Would you like additional training in this area?

Yes (10), No (1)

Item	Average
Recognizing behaviors that can indicate that a person is carrying a concealed weapon	8.15
Recognizing suicidal behaviors/indicators	7.69
De-escalation techniques for situations involving irate people	7.32
Recognizing gang identifiers and activity	7.26
School violence threats	7.26
Social media threats	7.11
CPR, AED and CPI training	6.96
Responding to an intruder	6.81
Recognizing drugs and drug paraphernalia	6.42
Narcan administration	6.42
Bomb threat procedures	5.92
Lock-down/Lock-out procedures	4.80
Student supervision strategies	4.55
Severe weather procedures	4.39
Fire evacuation procedures	3.06

Technology

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
I keep up-to-date with emerging technologies and how they can be used for teaching and learning.	76%	3.68
Technical support is available to me in a timely manner to troubleshoot hardware and software problems.	79%	3.67
I have received adequate professional development to integrate the necessary technology into my teaching practices.	62%	3.26
The technology provided to my students meets their learning needs.	57%	3.12
I have had adequate time to integrate the necessary technology into my teaching practices.	56%	3.11
The technology in my classroom meets my teaching needs.	55%	3.08
I was able to provide input regarding the instructional technology purchased for my classroom.	38%	2.65
I was able to provide input regarding the technology purchased for student use.	34%	2.52

Technology

Frequently (3), Occasionally (2), Never (1)

Item	Average
I use technology to differentiate instruction.	2.26
I utilize technology-based learning activities.	2.25
I utilize lessons that require students to access online resources.	2.07
I work with fellow teachers in my school to create, modify and improve my practices for using technology as a learning tool.	1.98

PBIS

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
I have the training needed to effectively implement PBIS programming in my classroom/area of work.	81%	3.79
Our school provides adequate time to teaching students behavior expectations throughout the year.	69%	3.50
Staff use a common language to teach and redirect student behavior.	68%	3.46
Expectations of student behavior are consistent throughout the school.	59%	3.24
The implementation of PBIS programming has improved student behaviors in my classroom.	58%	3.22
The implementation of PBIS programming has improved student behaviors in the school.	57%	3.16
Consequences for inappropriate student behavior are handled consistently among staff.	39%	2.68

Problems

Never (1), One or More Times This Year (2), One or More Times Per Month (3), One or More Times Per Week (4), Daily (5)

Item	Average
Physical violence on school grounds	1.93
Stealing on school grounds	1.68
Violence in the community around the school	1.62
Students with drugs on school grounds	1.28
Students with alcohol on school grounds	1.24
Students with weapons on school grounds	1.21
Students smoking on school grounds	1.21
Gang activity on school grounds	1.19

Building Leadership

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
My principal is an effective leader.	90%	4.23
I trust the leadership in my building.	86%	4.10
Building leadership is consistent when administering policies concerning employees.	79%	3.84

District Administration

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
The Superintendent/District Administrator presents a positive image to our community.	83%	3.84
District administration is doing what it takes to make our District successful.	77%	3.68
I trust the District's leadership.	74%	3.59
District administration is consistent when administering policies concerning employees.	71%	3.52
District administration is responsive to major concerns of employees.	66%	3.38

School Board

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

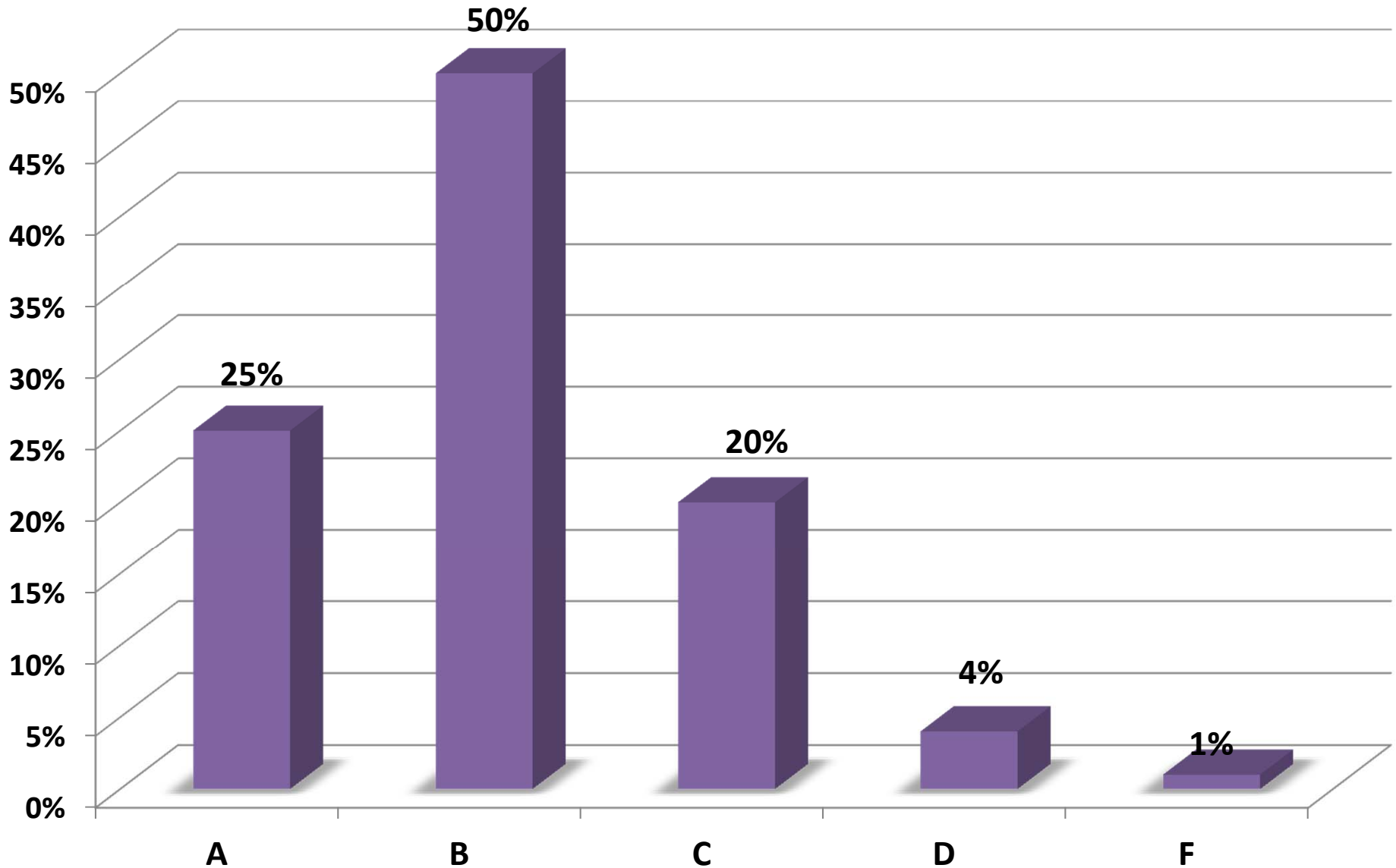
Item	% Strongly agree/Agree	Average
The School Board presents a positive image to our community.	94%	4.19
The School Board appropriately balances the mission of the District with fiscal responsibility.	94%	4.15
The School Board is doing what it takes to make our District successful.	91%	4.08
The School Board is transparent in their decision-making process.	78%	3.72
I am comfortable approaching the School Board if I have a question or concern.	75%	3.68

Overall Satisfaction

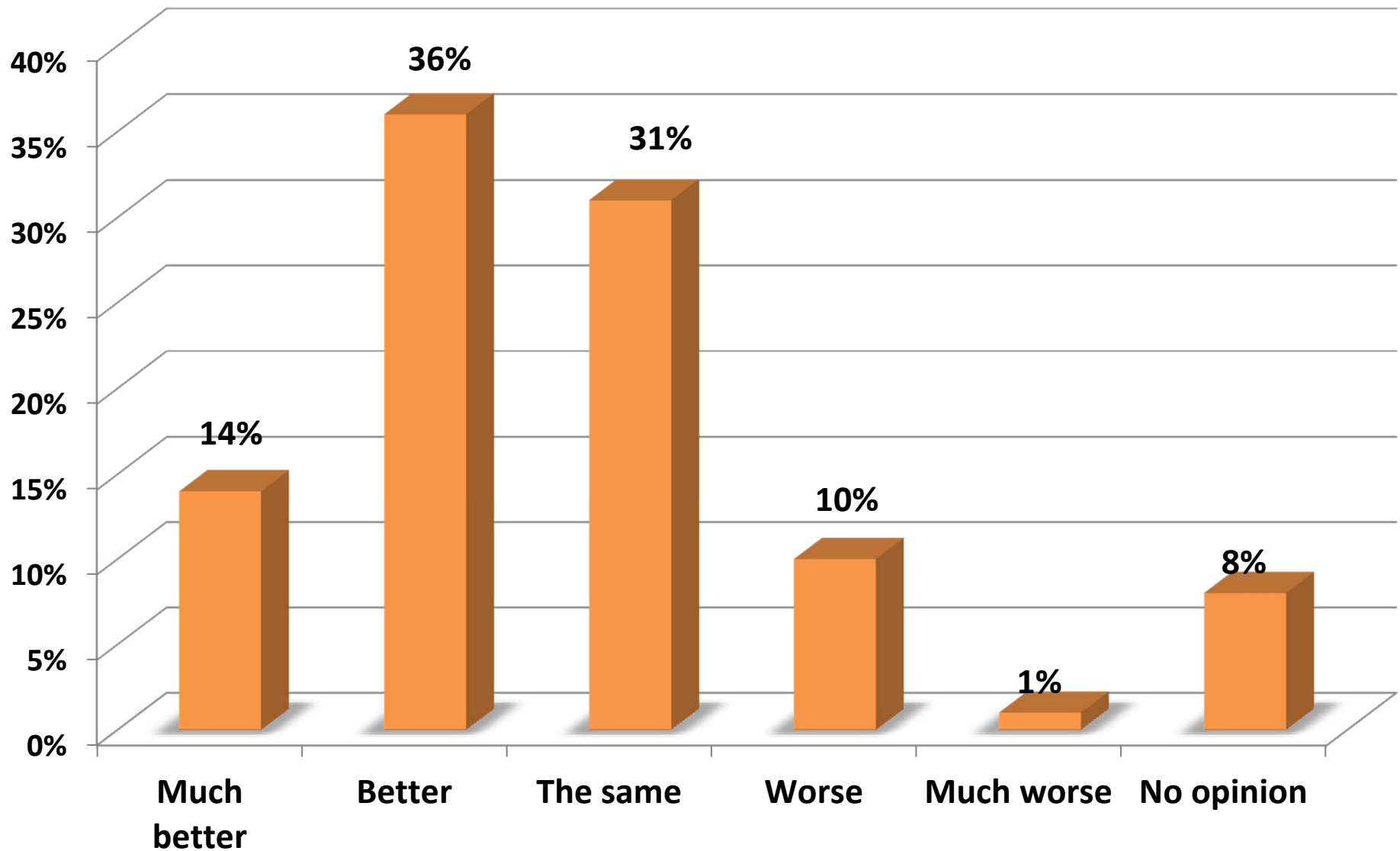
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average
All things considered, this District is a good place to work.	96%	4.27
Our community supports education.	90%	4.02
I am satisfied with the financial management of the District.	85%	3.88
The District has improved in the past year.	71%	3.52

What grade would you give us?



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



Thank you!

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PERCEPTIONS