**Stakeholders’ Perspective**

(2012-2013 climate survey results)

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| --- | --- | --- | --- |
| x | Volusia County Surveys |  | Other |

Climate Survey Used:

**Parent climate Survey Results** 2012-2013

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| --- | --- | --- |
|  Number of Parents | Number of Surveys Completed | Percent of Satisfied Parents |
| 2733 | **215** | **86% (Question 34)** |
| **Summary Of Positive Trends Noted By Our Parents In The Comments:** * The wide variety of quality programs (both academic and extracurricular) and activities available for students.
* The fact that the school constantly strives to get even better.
* The solid education that all students receive.
* The truly caring teachers, counselors and administrators who are truly vested in the students.
* The school culture and pride.
* The drop off/pick up areas are well organized and run much more smoothly.
* The opportunities for community and parent involvement.
* The positive leadership of the administration- they are involved and supportive of all aspects of our school.

**Summary Of Recommendations Noted By Our Parents In The Comments:** * While most parents say that most of their student’s teachers are excellent, when their student is in a lower quality teacher’s class they are very frustrated that nothing can be done.
* Too many portables and some facilities upgrades are desperately needed. Bathrooms are a mess.
* Fewer changes in a year. The district overloaded the school with changes this year.
* Some teachers need to be timelier in their inputting of grades into pinnacle.
* Parents express concern about widespread cheating, especially in pre-IB and IB.
* There is a divide between IB and non-IB students and parents.
* Several parents expressed concerns about some of our coaches.
* While most parents think that administrators listen to them, they would like to see more action.
* Better training and monitoring of substitutes so that it is not a wasted day.
* The grading system needs to be clear and uniform, but they disagree about what that means.
* The dress code needs to be enforced.
* There is some concern that minorities are not equally represented in all areas of campus life.

**Comparison to Last Year’s Results:*** We had fewer parents complete the survey than we did last year.
* There were increases in the percentage of parents who feel that parents and community members are involved in school decision making through the SAC and that SAC is open to input from stakeholders.
* Most parents agreed that the school is generally kept clean, their students feel safe, the administration has set a strong academic focus, students are expected to learn what they need to know to succeed and they can contact their student’s teachers about progress.
* The biggest areas of concern were that 31% of parents feel their child’s personal belongings are not safe at school and over 20% feel that teachers need to communicate more quickly when students are having problems and provide the help students need.
* 86% of parents are pleased with the education their child is getting at SCHS.
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**Teacher climate Survey Results 2012-2013**

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| --- | --- | --- |
| Number of Teachers | Number of Surveys Completed | Percent of Satisfied Teachers |
| 161 | **135 (84%)** | **87% (Question 33)** |
| **Summary Of Positive Trends Noted By Our Teachers In The Comments:** * The positive, friendly and professional atmosphere. There is a lot of support and camaraderie.
* The amazing programs, activities and classes offered.
* The fact that it is cool at SCHS for students to be smart- we have great students and a great reputation.
* The supportive administration and family feel of the faculty.
* How visible administration is in the hallways- and always smiling. Positive communication.
* “I love this school, I love the kids I teach, and I feel like I am doing exactly what I should be with my life. I have a ton of work and a ton of preps, but the learning gains and positive things I see my students accomplish are the biggest rewards. It IS a great day to be a Hawk!”

**Summary Of Recommendations Noted By Our Teachers In The Comments:** * There was a lot of frustration with too many district changes all at once. From grading to VSET to Common Core, it was too much too quickly with ineffective staff development.
* The online evaluation documentation system is complicated to use and stressful. It is frustrating to be told not to expect to be distinguished.
* On the flip side, some teachers were equally frustrated with some of their peers. They feel that more teachers need to take ownership of their profession and stop fighting attempts to improve.
* Teachers want clearer policies about technology. Some teachers do not like the move toward BYOT and feel there should be stricter cell phone policies instead. Some teachers feel we don’t have enough technology access and we need more. The cell phone policy needs to be clearer and enforced.
* Teachers would like more communication from guidance when something is going on with a student.
* The large number of preps some have makes for less planning time per prep and a lesser quality teacher.
* Teachers are concerned about the fate of our custodians- they are a part of our family. They are also concerned about the fate of our facilities when their jobs are outsourced. Everyone is stretched too thin.
* Some are concerned about our elective choices- there are not enough vocational options for our students.
* We focus a lot of time and energy on the top and the bottom students. What about the average student?
* Teachers would like to see more consistency in discipline and more supervision by the portables.
* Some would like more time to work with PLC’s.
* Teachers feel that, as a faculty, we have little time to interact.

**Comparison to Last Year’s Results:*** The number of teachers completing the survey was comparable to last year with many of the survey answers not showing significant changes.
* The area that showed up as the biggest concern in the questions was about discipline. While 64% are pleased with discipline at SCHS, almost 24% of teachers felt discipline was not handled in a timely and appropriate manner. This result is consistent with last year’s feedback.
* The areas with the highest levels of satisfaction for teachers included questions about the administration setting a strong academic focus at school (94% agree), teachers expecting students to do their best (91%), teachers using a variety of evaluation methods (94%), school safety (92%), and the effectiveness of the media center atmosphere (95%) and media center resources (92%). The positive data about the media center increased from last year.
* Positive trends in the survey also include an increase in the number of teachers who feel that teachers and community members are involved in SAC (84% and 82%).
* Overall, the percentages of teachers who agreed with positive statements about our school were very high- mostly above 80%.
 |

no

**Student Climate Survey Result 2012-2013**

|  |  |  |
| --- | --- | --- |
| Number of Students | Number of Surveys Completed | Percent of Satisfied Students |
| 2701 | **617 (22.8%)** | **84% (Question 27)** |
| **Summary Of Positive Trends Noted By Our Students In Comments:** * Students appreciate the different programs, sports, classes and activities offered at SCHS.
* There were lots of specific mentions for programs like band, JROTC and various sports.
* They love SCHS’s positive reputation and high level of school spirit.
* The most frequent positive responses referred to the overall high quality of our dedicated teachers.
* Quite a few students mentioned the administration as being one of the best things about our school.
* Several students mentioned the fact that our students are open to diverse views and people.
* Quite a few students valued the increased access to technology and resources.
* Several students simply said that they liked “everything” or that there was “too much to name!”

**Summary Of Recommendations Noted By Our Students In Comments:*** The dress code is not fully and equally enforced.
* Several students commented that their concerns about various matters were not taken seriously enough.
* The bathrooms are messy and could use improvements. Many of the stall doors are broken. They are often lacking soap. Many students acknowledge that it is their peers making the bathrooms messy.
* The overall lack of cleanliness of parts of our campus, especially outside. Sometimes trash cans are full.
* The school food could have better, healthier options (also, students do not like the new breadsticks).
* Students are concerned about theft and talk of drug use among students.
* There is a perception that IB students are able to get away with things other students can’t.
* The hallways are too crowded.
* Juniors should be able to leave for lunch to make lunch less crowded.
* Everything is expensive and students often do not know where to go to get help paying for things.
* Many are frustrated that some teachers choose not to follow the same rules as students.
* While the high quality teachers were mentioned as one of SCHS’s greatest strengths, some students were quick to say that not all teachers are of high quality.
* Cheating and academic dishonesty is a major concern for some, especially in IB.
* While there were many positive comments about how open-minded and welcoming our students are, there were also several comments about how bullying, especially of LGBT students, is still an issue that needs to be taken seriously and that teachers and administrators need to be more sensitive.
* There are still some concerns with grading. Students want it to be a fair and equitable grading system for all, but changing the percentage won’t automatically make it fair.

**Comparison to Last Year’s Results:*** The number of students completing the survey decreased, but was still a strong sample size. Results for most questions were comparable to last year. Most of the question responses were similar to last year, but there was a significant increase in the number of students agreeing that the administration is supportive of students (up from 66% to 74%) and helps make this school a good learning place for students (up from 55% to 63%).
* The biggest concerns raised by students were that 48% do not think their belongings are safe at school and 56% think cheating is a problem on our campus. While the majority seem to be pleased with the education they are receiving (only 16% are not pleased), only 39% responded that they enjoy school (28% had no opinion and 33% do not enjoy school). There was a significant decrease in the number of students who feel the grading and evaluation of work is fair (down from 59% to 49%), which is most likely due to the changes in the grading policy.
* The biggest success according to the student responses is that the media center has the resources to meet their needs with 78% agreeing and only 7% disagreeing. 75% of students agree that technology is available and often incorporated into their classes, that teachers are willing to help students outside of class, and that we have good school spirit. 74% believe they are given challenging work at school.
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**School Staff Climate Survey Results**

|  |  |  |
| --- | --- | --- |
| Number of School Staff | Number of Surveys Completed | Percent of Satisfied School Staff |
| 51 | **25****49%** | **92%****(Question 9)** |
| **Summary Of Positive Trends Noted By Our School Staff In Comments:** * Teamwork- everyone pulls together to help each other
* The people (both adults and students)
* Wonderful administration

**Summary Of Recommendations Noted By Our School Staff In Comments:*** Apply school rules and dress code equally to all
* More equal distribution of work- especially among clerks
* Facility needs cosmetic improvements

**Comparison to Last Year’s Results:*** The number of school staff members completing the survey was comparable to last year.
* We did not have anyone on the custodial team complete the survey. It is worth noting that this survey was being conducted right after the announcement of outsourcing of custodial jobs was announced.
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**PARENT SURVEY SUMMARY RESULTS – 2012/2013**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SURVEY QUESTION** | **Agree** | **Disagree** | **Doesn’t Apply** | **Do Not Know** |
| 1. Administrators are open to input from parents.
 | 66.5 | 17.3 | 2.5 | 13.7 |
| 1. Parents are involved in school decision-making through the School Advisory Council (SAC).
 | 64.5 | 8.1 | 2.0 | 25.4 |
| 1. Community members are involved in school decision-making through the SAC.
 | 52.8 | 6.1 | 1.5 | 39.6 |
| 1. The SAC is open to input from stakeholders.
 | 50.3 | 5.1 | 2.5 | 42.1 |
| 1. There is strong parent participation in the school’s programs
 | 65.0 | 17.3 | 0.0 | 17.8 |
| 1. The administration creates an atmosphere that encourages parent participation in school activities.
 | 78.1 | 14.1 | 0.5 | 7.3 |
| 1. The school building is generally clean.
 | 84.9 | 12.0 | 0.0 | 3.1 |
| 1. The school building is generally kept in good repair.
 | 77.6 | 12.5 | 1.6 | 8.3 |
| 1. My child feels safe at school.
 | 85.9 | 11.5 | 0.0 | 2.6 |
| 1. My child likes being at school.
 | 83.9 | 14.6 | 0.5 | 1.0 |
| 1. The school atmosphere is conducive to learning.
 | 81.8 | 13.0 | 0.0 | 5.2 |
| 1. Discipline is handled in a timely and appropriate manner.
 | 49.5 | 14.1 | 8.9 | 27.6 |
| 1. My child’s personal belongings are safe at school.
 | 54.7 | 30.7 | 1.6 | 13.0 |
| 1. My child has access to and enjoys going to the media center.
 | 74.0 | 8.3 | 3.6 | 14.1 |
| 1. The administration has set a strong academic focus at this school.
 | 87.4 | 5.8 | 0.5 | 6.3 |
| 1. The administration is active in obtaining the resources necessary for instructional improvement.
 | 56.3 | 9.5 | 0.5 | 33.7 |
| 1. Teachers in this school are quick to see when students are having problems in academic areas.
 | 53.2 | 29.5 | 1.1 | 16.3 |
| 1. My child receives the help he/she needs to succeed.
 | 71.1 | 24.2 | 2.1 | 2.6 |
| 1. Teachers expect all students to try their best.
 | 83.7 | 7.4 | 0.0 | 8.9 |
| 1. This school staff believes all children can learn.
 | 72.1 | 10.0 | 0.0 | 17.9 |
| 1. At this school, the main focus is helping students achieve success.
 | 75.3 | 17.4 | 0.0 | 7.4 |
| 1. The faculty is committed to helping all students master the Sunshine State Standards.
 | 66.3 | 8.4 | 1.1 | 24.2 |
| 1. Students are expected to learn what is needed to succeed at the next level of schooling.
 | 87.9 | 7.9 | 0.0 | 4.2 |
| 1. Teachers use a variety of methods to evaluate student progress and performance.
 | 65.8 | 22.6 | 0.5 | 11.1 |
| 1. The needs of English for Speakers of Other Languages (ESOL) students are met at this school.
 | 10.5 | 1.6 | 16.8 | 71.1 |
| 1. The needs of Exceptional Student Education (ESE) students are met at this school.
 | 28.9 | 5.3 | 10.0 | 55.8 |
| 1. Students at this school are successful at learning basic skills.
 | 75.3 | 7.9 | 0.5 | 16.3 |
| 1. The media specialist is actively involved in helping students achieve success.
 | 42.1 | 5.3 | 2.1 | 50.5 |
| 1. The administration listens to parents’ concerns.
 | 69.3 | 12.2 | 1.6 | 16.9 |
| 1. I feel comfortable discussing my child’s learning needs with the principal.
 | 59.8 | 12.7 | 10.6 | 16.9 |
| 1. I can contact the teacher(s) about my child’s progress.
 | 90.5 | 8.5 | 0.0 | 1.1 |
| 1. Teachers communicate my child’s academic progress.
 | 75.1 | 23.8 | 0.5 | 0.5 |
| 1. I am pleased with the leadership of this school.
 | 79.6 | 14.0 | 1.1 | 5.4 |
| 1. Overall, I am pleased with the education my child is getting at this school.
 | 85.5 | 10.2 | 0.5 | 3.8 |

**TEACHER SURVEY SUMMARY RESULTS 2012/2013**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SURVEY QUESTION** | **Agree** | **Disagree** | **Doesn’t Apply** | **Do Not Know** |
| 1. Administrators are open to input from teachers.
 | 88.5 | 9.9 | 0.8 | 0.8 |
| 1. Teachers are involved in school decision-making through the School Advisory Council (SAC).
 | 84.0 | 6.9 | 0.0 | 9.2 |
| 1. Community members are involved in school decision-making through the SAC.
 | 81.7 | 1.5 | 1.5 | 15.3 |
| 1. The SAC is open to input from stakeholders.
 | 76.3 | 1.5 | 0.0 | 22.1 |
| 1. There is strong teacher participation in the school’s programs
 | 87.0 | 6.9 | 0.0 | 6.1 |
| 1. The administration creates an atmosphere that encourages teacher participation in school activities.
 | 89.2 | 7.7 | 0.8 | 2.3 |
| 1. The school building is generally clean.
 | 86.2 | 13.8 | 0.0 | 0.0 |
| 1. The school building is generally kept in good repair.
 | 83.8 | 14.6 | 0.0 | 1.5 |
| 1. I feel safe at school.
 | 91.5 | 6.9 | 0.0 | 1.5 |
| 1. I like being at school.
 | 83.8 | 12.3 | 1.5 | 2.3 |
| 1. The school atmosphere is conducive to learning.
 | 88.5 | 10.0 | 0.0 | 1.5 |
| 1. Discipline is handled in a timely and appropriate manner.
 | 63.8 | 23.8 | 0.0 | 12.3 |
| 1. My personal belongings are safe at school.
 | 85.4 | 10.0 | 0.8 | 3.8 |
| 1. The media center creates an atmosphere that is exciting, active, and conducive to study & research.
 | 95.4 | 0.8 | 0.0 | 3.8 |
| 1. The administration has set a strong academic focus at this school.
 | 93.8 | 2.3 | 0.0 | 3.9 |
| 1. The administration is active in obtaining the resources necessary for instructional improvement.
 | 79.7 | 4.7 | 0.0 | 15.6 |
| 1. Teachers in this school are quick to see when students are having problems in academic areas.
 | 85.9 | 7.0 | 0.0 | 7.0 |
| 1. I receive the help I need to succeed.
 | 75.8 | 14.8 | 2.3 | 7.0 |
| 1. Teachers expect all students to try their best.
 | 90.6 | 5.5 | 0.0 | 3.9 |
| 1. This school staff believes all children can learn.
 | 84.4 | 5.5 | 0.0 | 10.2 |
| 1. At this school, the main focus is helping students achieve success.
 | 90.6 | 7.0 | 0.0 | 2.3 |
| 1. The faculty is committed to helping all students master the Sunshine State Standards.
 | 80.5 | 4.7 | 2.3 | 12.5 |
| 1. Students are expected to learn what is needed to succeed at the next level of schooling.
 | 91.4 | 4.7 | 0.0 | 3.9 |
| 1. Teachers use a variety of methods to evaluate student progress and performance.
 | 93.8 | 3.1 | 0.0 | 3.1 |
| 1. The needs of English for Speakers of Other Languages (ESOL) students are met at this school.
 | 73.4 | 3.9 | 2.3 | 20.3 |
| 1. The needs of Exceptional Student Education (ESE) students are met at this school.
 | 75.8 | 3.1 | 1.6 | 19.5 |
| 1. The media center had adequate resources to support/enhance instruction
 | 92.2 | 1.6 | 0.0 | 6.3 |
| 1. Students at this school are successful at learning basic skills.
 | 80.5 | 10.2 | 0.0 | 9.4 |
| 1. The administration listens to teachers’ concerns.
 | 89.1 | 9.4 | 0.0 | 1.6 |
| 1. I feel comfortable discussing my career goals with the principal.
 | 75.0 | 15.6 | 7.0 | 2.3 |
| 1. I can talk with the administration about classroom challenges.
 | 81.3 | 14.1 | 1.6 | 3.1 |
| 1. I am pleased with the leadership of this school.
 | 85.7 | 11.1 | 0.0 | 3.2 |
| 1. Overall, I am pleased with the working environment at this school.
 | 86.5 | 11.1 | 0.8 | 1.6 |

**STUDENT (9TH-12TH) SURVEY SUMMARY RESULTS – 2012/2013**

|  |  |  |  |
| --- | --- | --- | --- |
| **SURVEY QUESTION** | **Agree** | **No Opinion** | **Disagree** |
| 1. Students are encouraged to share with teachers and staff their ideas for making things better at the school.
 | 55.5 | 20.1 | 24.4 |
| 1. There is good school spirit at our school.
 | 74.8 | 12.3 | 12.9 |
| 1. The adults and students at our school demonstrate sensitivity to racial and ethnic issues.
 | 49.1 | 32.2 | 18.7 |
| 1. The administration in this school is supportive of students.
 | 74.3 | 16.1 | 9.6 |
| 1. Technology is available and often incorporated into my classes.
 | 75.0 | 12.4 | 12.6 |
| 1. I feel safe when at this school.
 | 66.0 | 18.1 | 15.9 |
| 1. Teachers expect all students in the school to try their best.
 | 70.4 | 14.9 | 14.7 |
| 1. Discipline policies are fair and enforced at this school.
 | 41.1 | 27.7 | 31.3 |
| 1. School rules are enforced fairly at this school.
 | 46.8 | 20.9 | 32.3 |
| 1. Teachers and administrators at this school work well together.
 | 57.3 | 26.6 | 16.2 |
| 1. The school recognizes all types of outstanding achievement demonstrated by students.
 | 54.3 | 22.5 | 23.3 |
| 1. The school helps students learn cooperation, social skills, and good citizenship.
 | 54.0 | 23.2 | 22.8 |
| 1. Teachers are willing to give students extra help, outside of class.
 | 74.7 | 11.7 | 13.6 |
| 1. The school building is generally bright, clean, and kept in good repair.
 | 59.0 | 15.5 | 25.5 |
| 1. I enjoy school.
 | 39.1 | 28.1 | 32.8 |
| 1. Teachers at this school expect all students to be successful.
 | 64.0 | 18.9 | 17.2 |
| 1. The grading and evaluation of my schoolwork is fair.
 | 49.2 | 18.5 | 32.3 |
| 1. My things are safe at this school.
 | 32.6 | 19.9 | 47.6 |
| 1. At this school, the main focus is on helping students learn.
 | 63.8 | 19.8 | 16.4 |
| 1. Students treat each other and their teachers with respect.
 | 26.1 | 27.6 | 46.2 |
| 1. Teachers use a variety of teaching and learning activities to help students learn.
 | 67.5 | 16.4 | 16.1 |
| 1. I am given challenging work at school.
 | 74.3 | 14.6 | 11.1 |
| 1. I am in the student activities that I wish to be in.
 | 62.8 | 18.8 | 18.4 |
| 1. Students are encouraged by teachers to do their personal best.
 | 72.7 | 15.7 | 11.6 |
| 1. The administration helps make this school a good learning place for students.
 | 63.1 | 23.6 | 13.2 |
| 1. The teachers and administrators make my parents feel welcome when they visit the school.
 | 53.6 | 30.6 | 15.8 |
| 1. Overall, I am pleased with the education I am getting at this school.
 | 66.3 | 17.9 | 15.8 |
| 1. A counselor is available to help with personal problems.
 | 67.2 | 17.4 | 15.3 |
| 1. I see a relationship between what I am studying and my future.
 | 41.9 | 24.3 | 33.8 |
| 1. My guidance counselor provides the help I need in course selection and career planning.
 | 60.8 | 22.3 | 16.9 |
| 1. The media center has adequate resources to meet my needs.
 | 77.9 | 15.1 | 7.0 |
| 1. Cheating rarely occurs at our school.
 | 16.0 | 27.5 | 56.4 |
| 1. There is not a significant problem with substance abuse among the students at our school.
 | 27.1 | 35.4 | 37.5 |

**SUPPORT STAFF SURVEY SUMMARY RESULTS 2012/2013**

**Each subgroup within the support staff category was given 20 questions that were the same and some that were specifically geared toward their job roles.**

**Keep the following numbers in mind when analyzing results for support staff:**

* **Cafeteria: 1/8 completed the survey (12.5%)**
* **Campus Advisors: 3/4 completed the survey (75.0%)**
* **Clerical: 14/17 completed the survey (82.4%)**
* **Custodial: 0/16 completed the survey (0%)**
* **Paraprofessionals: 6/6 completed the survey (100%)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Survey Question** | **Strongly Agree** | **Agree** | **Disagree** | **Strongly Disagree** | **No Opinion** |
| 1. My job responsibilities have been clearly explained to me.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 46.2% | 46.2% | 7.7% |  |  |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 50.0% | 50.0% |  |  |  |
| 1. I have received adequate training for my job.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 38.5% | 38.5% | 15.4% | 7.7% |  |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 83.3% |  |  |  |
| 1. Our facility is well maintained.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 23.1% | 69.2% | 7.7% |  |  |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 100% |  |  |  |
| 1. My work area is safe and secure.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 46.2% | 46.2% |  |  | 7.7% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 66.7% | 16.7% |  |  |
| **Survey Question** | **Strongly Agree** | **Agree** | **Disagree** | **Strongly Disagree** | **No Opinion** |
| 1. I have the opportunity for advancement.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 33.3% |  |  | 66.7% |
| Clerical Staff | 23.1% | 53.8% | 7.7% |  | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 50.0% | 16.7% |  | 33.3% |
| 1. I am rarely asked to perform duties outside my job role.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 66.7% | 33.3% |  |  |
| Clerical Staff | 7.7% | 46.2% | 30.8% |  | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 66.7% |  | 16.7% |  |
| 1. Administrators listen to my concerns.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 7.7% | 69.2% | 7.7% |  | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 66.7% |  |  | 16.7% |
| 1. I feel my work is appreciated.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 23.1% | 46.2% | 15.4% |  | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 83.3% |  |  |  |
| 1. I am pleased with the working environment at this school.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 7.7% | 61.5% | 7.7% | 7.7% | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 83.3% |  |  |  |
| 1. I have adequate time to perform my duties.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 7.7% | 46.2% | 23.1% | 7.7% | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 100% |  |  |  |
|  |  |  |  |  |  |
| **Survey Question** | **Strongly Agree** | **Agree** | **Disagree** | **Strongly Disagree** | **No Opinion** |
| 1. Adequate resources/equipment that are necessary to do my job are provided.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 30.8% | 53.8% |  | 7.7% | 7.7% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 16.7% | 83.3% |  |  |  |
| 1. I am encouraged to access staff development opportunities.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 33.3% |  |  | 66.7% |
| Clerical Staff |  | 53.8% | 23.1% |  | 23.1% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 83.3% | 16.7% |  |  |
| 1. I am aware of how my job performance will be evaluated.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 53.8% | 46.2% |  |  |  |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 33.3% | 66.7% |  |  |  |
| 1. I feel that all school personnel are treated equally.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 15.4% | 38.5% | 15.4% | 15.4% | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 83.3% |  |  | 16.7% |
| 1. I feel that the students respect me.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 38.5% | 53.8% |  |  | 7.7% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 50.0% | 50.0% |  |  |  |
| 1. I am given the opportunity to participate in school committees.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 23.1% | 61.5% | 7.7% |  | 7.7% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 83.3% |  |  | 16.7% |
|  |  |  |  |  |  |
| **Survey Question** | **Strongly Agree** | **Agree** | **Disagree** | **Strongly Disagree** | **No Opinion** |
| 1. I have the opportunity to participate in decision-making at the school.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 66.7% |  |  | 33.3% |
| Clerical Staff | 7.7% | 46.2% | 7.7% | 7.7% | 30.8% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 66.7% |  |  | 33.3% |
| 1. My supervisor offers time flexibility as needed.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 38.5% | 46.2% |  |  | 15.4% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 83.3% |  |  | 16.7% |
| 1. Morale at my school is high.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 7.7% | 30.8% | 30.8% | 7.7% | 23.1% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals |  | 66.7% |  |  | 33.3% |
| 1. I am given the opportunity to give input on decisions that directly affect how I do my job.
 |  |  |  |  |  |
| Cafeteria Staff |  |  |  |  |  |
| Campus Advisors |  | 100% |  |  |  |
| Clerical Staff | 15.4% | 61.5% | 15.4% |  | 7.7% |
| Custodial Staff |  |  |  |  |  |
| Paraprofessionals | 33.3% | 50% |  |  | 16.7% |
| **Cafeteria Staff Only** |
| 1. Students listen and follow directions.
 |  |  |  |  |  |
| 1. There is adequate administrative supervision in the cafeteria.
 |  |  |  |  |  |
| 1. The equipment is updated regularly.
 |  |  |  |  |  |
| 1. Repairs are done promptly.
 |  |  |  |  |  |
| 1. There is adequate time to prepare the food.
 |  |  |  |  |  |
| 1. There is adequate time to serve the students.
 |  |  |  |  |  |
| 1. The classes arrive at their time slots.
 |  |  |  |  |  |
| **Campus Advisors Only** |
| 1. I have the support of the administration to enforce the discipline rules of the school.
 |  | 100% |  |  |  |
| 1. I have had adequate training in safety and security.
 |  | 100% |  |  |  |
| 1. I am aware of my role as part of the security team at the school.
 | 33.3% | 66.7% |  |  |  |
| 1. The school staff respects the limitations of my job description.
 |  | 66.7% | 33.3% |  |  |
| **Survey Question** | **Strongly Agree** | **Agree** | **Disagree** | **Strongly Disagree** | **No Opinion** |
| **Clerical Staff Only** |
| 1. Job duties are equitably distributed among the entire clerical staff.
 |  | 23.1% | 46.2% | 23.1% | 7.7% |
| 1. My equipment is updated in line with my job description.
 | 15.4% | 61.5% | 15.4% |  | 7.7% |
| 1. I am rarely left alone with students.
 | 23.1% | 23.1% | 46.2% | 7.7% |  |
| 1. I am aware of my role as part of the security team at the school.
 | 15.4% | 53.8% |  |  | 30.8% |
| 1. I am aware of the protocols dealing with confidentiality issues in my job role.
 | 69.2% | 23.1% |  |  | 7.7% |
| 1. The opportunity for cross-training is available.
 | 7.7% | 69.2% | 7.7% |  | 15.4% |
| **Custodial Staff Only** |
| 1. There is a reserve fund available to cover shortages.
 |  |  |  |  |  |
| 1. Instructional staff helps to maintain cleanliness in the classrooms.
 |  |  |  |  |  |
| 1. The school staff respects the limitations of my job description.
 |  |  |  |  |  |
| 1. The school community helps maintain an attractive school campus.
 |  |  |  |  |  |
| **Paraprofessionals Only** |
| 1. I am comfortable being in charge of the class when the teacher leaves the room.
 | 33.3% | 66.7% |  |  |  |
| 1. I am satisfied with the impact that I have on student achievement.
 |  | 100.0% |  |  |  |
| 1. I am comfortable declining assignments outside my job description.
 |  | 66.7% |  |  | 33.3% |
| 1. I am not expected to handle discipline.
 |  | 33.3% | 50% |  | 16.7% |
| 1. I am rarely left alone with the students.
 | 16.7% | 66.7% | 16.7% |  |  |