Staff Survey Results

June 22, 2022

Background:
Staff Surveys are usually given to staff annually. One survey is sent to certificated employees and a different one is sent to classified staff. A regular survey was not conducted for the 2019-20 year (we were not in school) or for the 2020-21 year (COVID craziness).

Information:
Fifteen (15) certificated staff members replied to the survey while only four (4) classified staff responded. Graphs are included as well as comments from the open ended, short answer questions.

Agenda:
This item is on the discussion action agenda as an informational item.

If you have any questions, please call or email me.

Kathy
There is a clear academic vision for the school.

15 responses

- Strongly agree: 73.3%
- Agree: 26.7%

The Administration gives adequate attention to my professional growth.

15 responses

- Strongly agree: 33.3%
- Agree: 26.7%
- Disagree: 40%
The expectations for student achievement are reasonable at this school.
15 responses

- Strongly agree: 53.3%
- Agree: 33.3%
- Disagree: 13.3%

The current PE teachers bring a high level of sportsmanship and respect to our PE program.
15 responses

- Strongly agree: 33.3%
- Agree: 46.7%
- Disagree: 20%
- Strongly disagree: 0%
- Unsure: 0%

The school environment is clean and in good condition.
15 responses

- Strongly agree: 52.3%
- Agree: 46.7%
- Disagree: 0%
- Strongly disagree: 0%
Teachers are treated with respect as educational professionals.
15 responses

The School Board supports the teaching staff.
15 responses

The Administrators are able to prioritize their efforts to meet the most important needs of NCS.
15 responses
School decisions are made in a collaborative way.
15 responses

I feel that my wages keep up with inflation.
15 responses

I feel supported in the implementation of LGL
15 responses
I feel my EL students are supported.
15 responses
- Strongly agree: 40%
- Agree: 40%
- Neutral: 13.3%
- Disagree: 13.3%
- Strongly disagree: 0%
- N/A: 0%

I understand the LCAP process and my role in it.
15 responses
- Strongly agree: 73.3%
- Agree: 13.3%
- Disagree: 13.3%
- Strongly disagree: 0%

I feel connected to the Nord Country School staff.
14 responses
- Strongly agree: 50%
- Agree: 42.9%
- Disagree: 7.1%
- Strongly disagree: 0%
Certificated Staff - Short answer questions

1. What would you want the schools mission or vision to include?
   
   Many felt both were good as is. Some suggestions were:
   
   - “Community of excellence”
   - Add accountability and effort
   - Strive to encourage students to achieve their personal best
   - Help our student to be global citizens (this language was actually in the previous mission)
   - How important the community feel is and that it is our strength

2. What might the School do to make a positive impact on student success?

   Some ideas included:
   
   - More teacher collaboration
   - Unified vision towards a common goal
   - Enhance the middle school sports program
   - Distribute aides based on classroom needs
   - Adopt new math curriculum
   - More middle school elective options
   - Continued PB on best practices in reading instruction & how to support special education students in the classroom both academically and emotionally
   - Focusing on character
   - Continuing SEL programs
   - Provide specialty learning opportunities for advanced students that the classroom teacher doesn’t have to plan
   - Build strong positive relationships
   - Look at adopting new math and science curriculum K—5

3. What could Administration do to better support you?

   Most comments were favorable stating they feel supported. Some additional ideas included:
   
   - Ensure SPED support for teachers
   - Timely communication and follow through
   - Let us know aspects of our teaching that could be improved
   - Timely communication and follow through
   - We need to start off the year on the same page in regards to academic expectations.
   - Positive feedback on what is going well
   - Additional intervention staff
4. Is there anything else you would like the Administration or the Board to know?

Very favorable feelings for the staff and the school as a whole. A few remarks are below:

- I love working at Nord Country School. I am very proud to be a part of a school and staff that care so much
- Frustrations this year which have left several of us with a general feeling of discontent and being undervalued. There are a few staff members that seem to be able to inform decisions, while others are not being heard
- You are all doing a great job. It has been two years of doing the best we can with what we have. Thank you for supporting our staff and doing your best to keep us safe through this time and for upholding safety mandates even against parental pressure to do so otherwise
- This has been a really hard year to be a teacher, and probably the hardest year in my career. Nonetheless, I still love being a teacher, and am passionate about my work as an educator. I feel positive that 2022-2023 will be a better year, and I look forward to teaching for years to come
- The teachers and staff here are like no other. They go way above and beyond and are such hard workers. Please don’t take that for granted. Trust me, it isn’t like this anywhere else

5. Do you have any other comments or concerns?

Just a few comments listed below:

- I’m so grateful that Amber and Allison have joined our staff
- Looking at how to incorporate more intrinsic rewards
- HR responsibilities and support need to be improved
- I appreciate the trust from administration to do what’s best for students. Most days that is teaching to standards and goals, but some days it is supporting social emotional health and building connections with conversations and games. Thank you for that freedom and confidence in us as educators.
- I think our wages are low for incoming teachers with experience and for new teachers in today’s economy. In addition, an experienced teacher has to give up 50% of their years in service to join our faculty. I’m not sure our current salary policies are going to attract long term experienced teachers and staff who will meet the level of expectations our school has for them.
- Grateful for my job!
4 responses

There is a clear academic vision for the school.
4 responses

- 75% Strongly agree
- 25% Agree

The expectations for student achievement are reasonable at this school.
4 responses

- 75% Strongly agree
- 25% Agree
The school environment is clean and in good condition.
4 responses

- Strongly agree: 50%
- Agree: 25%
- Disagree: 25%
- Strongly disagree: 0%

Staff members are treated with respect as professionals.
4 responses

- Strongly agree: 100%

The school has adequate equipment for students at recess.
4 responses

- Strongly agree: 75%
- Agree: 25%
- Disagree: 0%
- Strongly disagree: 0%
The Administrators are able to prioritize their efforts to meet the most important needs of the school

4 responses

I feel supported in the implementation of LGL

4 responses

I feel that my wages keep up with inflation.

4 responses
Staffing is adequate for recess and lunch yard duty.
4 responses

I understand the LCAP process and my role in it.
4 responses

I feel connected to the Nord Country School Staff.
4 responses
1. What could Administration do to better support you?

   Most comments were favorable stating they feel supported. Some additional ideas included:
   - Communicating with staff in regards to students and issues with them and things that are happening at the school
   - More training to better support students at recess when conflicts arise.
   - More mental check ins
   - Offer more competitive wages and benefits to classified staff

2. What might the School do to make a positive impact on student success?

   Some ideas included:
   - A quarterly fun day that the students get if they have no referrals/detention
   - Create different clubs

3. Is there anything else you would like the Administration or the Board to know?

   The only response was from someone who stated they would be willing to take on more roles or creative tasks. I would love to find out who made that comment!

4. Do you have any other comments or concerns?

   The only comment centered on yard supervision. A suggestion was made to create a lead yard supervisor position who would have the authority to ask yard duties to space out during recess without it being awkward.