District Annual Instructional Staff Report

2021 Annual INSTRUCTIONAL STAFF Survey

How much do you agree or disagree with the following statements about your school/work location?

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable to my assigned duties/role OR I choose not to respond	Total
I am comfortable with my level of decision-making at my school/department	34.40%	46.70%	11.74%	5.60%	1.56%	1090
I am comfortable discussing concerns with my supervisor	45.05%	36.42%	10.73%	6.88%	0.92%	1090
My administrator(s)/supervisor(s) foster a culture of support at my school/department	42.31%	37.64%	12.45%	6.50%	1.10%	1092
My administrator(s)/supervisor(s) foster a culture of collaboration	40.29%	41.58%	10.99%	5.86%	1.28%	1092
Collaboration among staff members is an expectation at my school/department	39.34%	46.60%	9.28%	3.68%	1.10%	1088
The staff work together to ensure an orderly environment at my school/department	33.18%	48.90%	12.50%	4.32%	1.10%	1088
I am clearly informed about policies and procedures at my school site/department	34.95%	43.85%	15.05%	5.32%	0.83%	1090
I have access to written school/department emergency plans that clearly describe procedures to follow	47.48%	43.90%	5.41%	1.74%	1.47%	1091
My school/department provides me with effective training in safety procedures	42.94%	46.88%	7.06%	2.11%	1.01%	1090
The Student Code of Conduct is applied equally to students	29.08%	31.10%	21.83%	14.40%	3.58%	1090
Staff recognize students for positive behavior	46.70%	47.80%	3.39%	1.19%	0.92%	1092

Do you agree or disagree with the following statements? Please select Yes or No. I have been or felt uncomfortable because of the words or actions of others about:

Question	Yes	No	Total
Race or ethnicity	11.79%	88.21%	1077
Cultural background or religion	9.10%	90.90%	1077
Physical or mental abilities	6.31%	93.69%	1078
Sexuality	6.12%	93.88%	1079

How much do you agree or disagree with the following statements?

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable to my assigned duties/role OR I choose not to respond	Total
Our school has the appropriate staffing to support students with special needs or disabilities	18.48%	32.02%	26.62%	15.46%	7.41%	1093
I know how to get information and who to ask for resources to support me when working with students with disabilities	36.96%	50.59%	7.04%	3.02%	2.38%	1093
I consistently use student data from classwork and assessments to guide my instruction	48.03%	38.86%	2.84%	0.37%	9.90%	1091
I am provided with the appropriate resources and support to use technology to help me improve the delivery of instruction or services	35.32%	44.37%	12.26%	4.03%	4.03%	1093
I am provided with the appropriate resources and support to analyze relevant data to guide my instructional practice or work	35.84%	46.75%	9.07%	2.47%	5.87%	1091
I am comfortable helping parents understand when their child needs to learn social, emotional, and/or character skills	36.21%	45.10%	9.62%	1.83%	7.24%	1091
I am comfortable helping parents support their children's learning at home	41.63%	44.28%	6.13%	1.46%	6.50%	1093

Please indicate the frequency of use for communication between parents/families and yourself.

Question	Always	Often	Sometimes	Rarely	Not Applicable	Total
Telephone calls	12.91%	29.21%	37.73%	14.01%	6.14%	1092
Text messages	9.60%	19.58%	18.93%	25.21%	26.69%	1083
Emails	34.25%	36.81%	17.77%	5.31%	5.86%	1092
Remind Application	7.55%	10.76%	7.74%	13.88%	60.06%	1059
Blackboard	21.53%	14.07%	13.79%	21.06%	29.54%	1073
Class Dojo	15.50%	5.39%	3.31%	9.92%	65.88%	1058
Teacher Newsletter	9.27%	6.81%	8.89%	12.02%	63.01%	1057
Other	13.10%	10.43%	4.28%	1.34%	70.86%	374

Identify your knowledge and understanding about: (0 being the least and 10 being the most)

Field	Mean	Count
Using the Multi-Tiered System of Support (MTSS) process	7.09	998
Adjusting my instruction based on an ESE child's IEP	8.49	1040

Strategies I use most often to close the achievement gap for all students (i.e. Black, Hispanic, ELL, SWD, High/Low Socio-Economic Status) are: Choose all that apply.

Answer	Percentage	Count
Providing small group instruction	25.51%	892
Recommending kids for Advance Work Classes/Accelerated Courses	11.07%	387
Re-grouping students based on the data	20.82%	728
Mentoring	12.18%	426
Using effective classroom management skills	30.43%	1064
Total	100%	3497

How much do you agree or disagree with the following statements?

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable to my assigned duties/role OR I choose not to respond	Total
Staff provide effective confidential support and referral services for students needing help (e.g. a student assistance program)	30.04%	53.48%	7.23%	2.47%	6.78%	1092
This school/department provides the materials, resources, and training necessary for me to support students' social or emotional needs	23.81%	50.18%	17.49%	4.85%	3.66%	1092
This school/department places a priority on helping students with their social, emotional, and behavioral problems	27.80%	47.98%	14.95%	4.77%	4.50%	1090
Mental Health Services were available to students/families I referred, when needed	25.14%	42.75%	9.08%	2.75%	20.28%	1090
The mental and physical well-being of staff is a priority	25.94%	38.04%	20.62%	12.47%	2.93%	1091

How much do you agree or disagree with the following statements about your school/work site?

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	Not applicable to my assigned duties/role OR I choose not to respond	Total
My school/work site has adequate heating, cooling, and/or lighting systems	43.64%	45.65%	7.78%	2.47%	0.46%	1093
When there is an issue/problem with facilities it is addressed in a timely manner	42.60%	44.70%	8.50%	3.20%	1.01%	1094
Adequate COVID safety precautions are taken at my school/work site	41.35%	42.36%	10.80%	4.39%	1.10%	1093
I have access to adequate personal protection equipment due to COVID	44.88%	45.89%	6.03%	2.01%	1.19%	1094

I need the state-mandated Reading Endorsement and I am actively seeking it.

I need the state-mandated Reading Endorsement and I am actively seeking it.	Percentage
Yes	22.33%
No	35.75%
Not applicable for my position	41.91%
Total	1088

The pandemic resulted in large challenges for teachers and students. Despite these difficulties, many have reported 'silver-lining' opportunities, events, and outcomes. Which of the options listed below do you consider to be positive results due to the pandemic? Select all that apply.

Answer	Percentage	Count
Using digital tools (i.e. Zoom/TEAMS)	13.97%	701
Using Zoom/TEAMS to communicate with other staff	12.89%	647
Using Zoom/TEAMS to communicate for staff meetings	15.56%	781
Using Zoom/TEAMS to communicate with students	9.60%	482
Using Zoom/TEAMS to communicate with families or parents	11.24%	564
Enhanced cleaning	12.49%	627
Improved collaboration between staff, supervisor, and/or families	5.20%	261
Newly learned and implemented interventions	4.90%	246
Using Digital Tools to improve my lesson planning and delivery of instruction	9.22%	463
Improved Collaboration with District Program Specialists/Instructional Facilitators	4.92%	247
Total	100%	5019

The next question is designed to gather information about your professional development interests. It eliminates an additional Professional Development Needs Assessment Survey. Please select all Professional Development choices that you are interested in.

Answer	Percentage	Count
High Expertise Teaching	7.04%	260
Adopted Curriculum	7.45%	275
Blackboard for Instruction	6.28%	232
Data Dashboards	3.52%	130
BEST Standards	12.10%	447
New Teacher Support (1-3 years)	1.65%	61
Writing workshop	5.47%	202
Effective Professional Learning Communities (PLC)/Collaborative Planning Teams (CPT)	4.90%	181
Visible Learning (including Learning Intentions and Success Criteria)	4.06%	150
Using data to inform instruction (including data chats, using the i-Ready Toolbox)	3.55%	131
Reading Endorsement: Competency 5	2.46%	91
Reading Endorsement: Competency 4	2.06%	76
Reading Endorsement: Competency 3	1.90%	70
Reading Endorsement: Competency 2	1.73%	64
Reading Endorsement: Competency 1	1.76%	65
Restorative Strategies	4.33%	160
Safety and Security	2.84%	105
Science workshop (including standards-based instruction)	2.52%	93
SEL (social-emotional learning) / Trauma-informed care	7.47%	276
Small group instructional strategies	8.91%	329
Social Studies workshop (including standards-based instruction, best practice for high school research, document-based questions)	1.98%	73
TEAMS	6.01%	222
Total	100%	3693