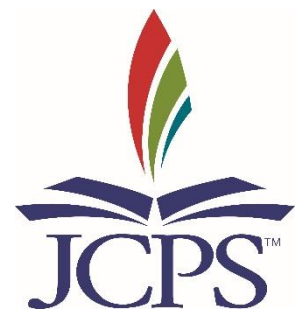# 2017-18 Mini Comprehensive School Survey staff Results:
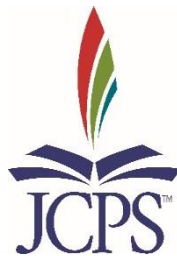## *Climate and Culture*

Jefferson County Board of Education Meeting
November 7, 2017

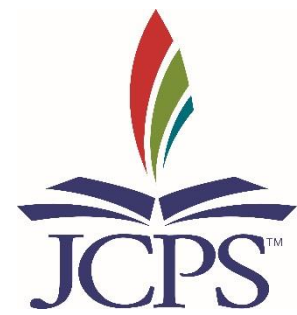# Why Measure School Climate and Culture?

A Positive School Climate/Culture is related to:

- Higher Student Engagement

- Higher Academic Achievement

- Fewer Discipline Problems

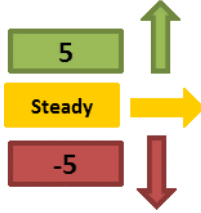- Lower Levels of Alcohol and Drug Use

- Lower Absenteeism

CSS Response Rates

# Responded	All	Certified	Classified
Spring 2017	9,559	6,248	3,311
Fall 2017	8,384	5,902	2,482

Response by Item

Item	Spring	Fall	Change
The superintendent & central office administrators provide effective leadership for schools.	50.5	88.6	38.1
JCPS manages funding in an efficient and responsible manner.	43.8	59.9	16.1
My supervisor provides effective leadership.	87.0	87.1	0.1
I would recommend JCPS as a good place to work.	82.9	87.2	4.3
I am satisfied with my department/work place.	89.0	86.2	-2.9
I would rather send my own child(ren) to JCPS than to a non-JCPS school.	61.5	64.9	3.4
I am very satisfied with JCPS.	74.5	76.3	1.8
My supervisor gives me adequate feedback on my job performance.	88.4	86.3	-2.0
I receive information regularly about district news and events.	95.0	97.2	2.2
My school provides a caring and supportive environment for students.	95.3	93.5	-1.7
I feel like I am part of the JCPS community.	85.0	85.9	1.0
Safety concerns, when reported, are handled in a timely manner.	87.5	87.3	-0.2
I feel safe and secure at my work place	90.7	90.0	-0.7

5
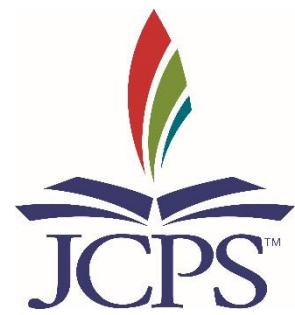Steady
-5

Responses by Role Group
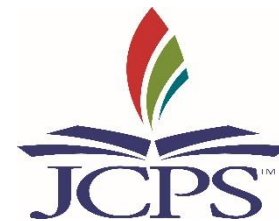
	Highest Rated In Fall 2017	Lowest Rated In Fall 2017	Most Improved From Spring	Largest Decline From Spring
All	Receive Info (97%)	Manage Funding (60%)	Sup & C.O. Leadership (+38)	Workplace Satisfaction (-3)

Same pattern among certified and classified staff

# What do JCPS employees say they need to succeed?

- Increased Coordination of District Support (21%)

- Address Staffing (16%)

- More Supplies (16%)

- Increase Support for Behavior and Mental Health Issues (15%)

- Increase Technology Support and Equipment (15%)

- Address School Climate and Culture (10%)

What do JCPS employees say they need to succeed? (Categories with at least 10%)

| Topic	Examples
Increased Coordination of District Support (21%)	• More embedded professional development • Professional Development should be designed and based on the culture and climate of the school • More collaborative planning time
Address Staffing (16%)	• We need to fix the lack of substitute teachers in JCPS. • Open teacher positions are not filled in a timely manner • New teachers need more help and training in Classroom management. • ECE Instructional Assistants are DESPERATELY understaffed.
More Supplies (16%)	• More financial resources for classroom supplies. • Text book adoptions are too far apart and delayed due to funding. • The equipment available to teachers is poor (i.e. document cameras, printers)
Increase Support for Behavior and Mental Health Issues (15%)	• There is no clear disciplinary system in place • Dealing with children who are not in control of themselves , disruptive, or have behavioral issues make it hard on other children in the classroom • Plans to handle the intensive behavioral concerns with students in our schools.
Increase Technology Support and Equipment (15%)	• The most important resource I need is access to newer pieces of technology (i.e. Chromebooks, iPads, etc.). • Technology equipment that works • The internet is inferior here in the building. It is a touch and go issue daily.
Address School Climate and Culture (10%)	• I need a principal that is visible in the building and treats everyone the same no matter what they teach. • There is an observable difference in the way certain group from our demographics are treated in regards to both students and staff. • What I need to "love my job" is a fair and supportive admin. team.
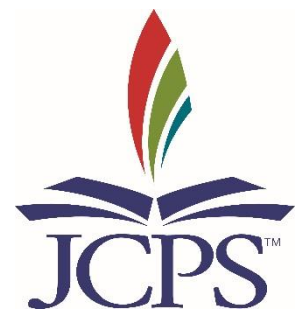
Key Take-Aways

Top three areas (90% or above agreement):
- Receiving information
- Providing caring and supportive environment for students
- Feeling safe and secure

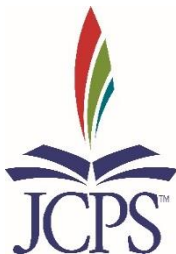Area of Improvement (Below 70% or decrease of 2%):
- Managing funding
- Sending own children to JCPS
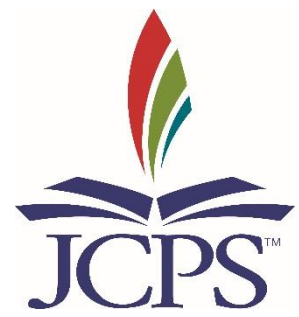- Workplace satisfaction
- Supervisor feedback
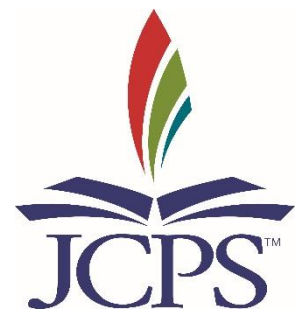
How Will We Use Data?

- Review data at the Nov 1st principal meeting to review school climate and culture data and plan for next steps

- Recognize and learn from schools with positive school climate and culture

- Disaggregate data to provide differentiated support to schools and district departments; correlate data with TELL results

- Continue to support best practices around data-informed decision making

What Do Staff Say About Climate and Culture?

Faith Stroud:

https://www.youtube.com/watch?v=7ySdV8Sixxs

Kip Hottman:

https://www.youtube.com/watch?v=X6kv2gsXNlo