

2010 Staff Climate Survey Executive summary

The 2010 climate survey was sent to school based staff and the nonschool-based instructional staff supporting the schools. The survey was completed by 4,854 staff members who also provided 2,686 comments.

A team of six staff members from the Research and Accountability Department and a staff member from another department conducted a qualitative analysis of the survey results. The staff members spent over two hundred hours **reading the comments and reviewing the ratings** while using qualitative research methodology to find trends within each school.

The outcome of this analysis was an assigned single summary rating to the climate of each school.

All the following results are based on school-aggregated data.

The readers found that:

- 85% of the school leaders received satisfactory reviews by their staff
- 14% of the school leaders received unsatisfactory reviews by their staff
- 1% of school leaders received mixed or unclear reviews

The schools were categorized for their overall climate as follows:

- 50% of the schools have a positive climate
- 19% of the schools have an average climate
- 13% of the schools have an unsatisfactory climate
- 18% of the schools have a poor climate

To assign the above ratings, the following factors were considered.

- Internal school's communication problems
- A lack of trust and respect
- Student discipline problems at the school

District issues:

- 34% of schools had notable disapproval of the district staff and leaders
- 29% of schools had notable disapproval of the School Board

Other district topics mentioned as concerns were:

RtI; Budget; Technology; Risk Management; Professional Development