



**WINTER 2019-2020  
STAFF SURVEY RESULTS**

**Carnegie  
Group: (N = 43)**

<b>HIGH EXPECTATIONS/CARING RELATIONSHIPS</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	43	4.7% (2)	53.5% (23)	32.6% (14)	9.3% (4)	( )	58.1%	3.5
The school has a climate that is positive, nurturing and caring.	43	4.7% (2)	53.5% (23)	20.9% (9)	18.6% (8)	2.3% (1)	58.1%	3.4
Our school promotes academic success for all students.	43	4.7% (2)	51.2% (22)	16.3% (7)	23.3% (10)	4.7% (2)	55.8%	3.3
Our school provides enough resources to help each student do his/her best.	43	7.0% (3)	34.9% (15)	30.2% (13)	23.3% (10)	4.7% (2)	41.9%	3.2
I challenge students to continue learning even when it is difficult.	43	58.1% (25)	39.5% (17)	2.3% (1)	( )	( )	97.7%	4.6
Our school sets high standards for academic performance for all students.	43	9.3% (4)	44.2% (19)	20.9% (9)	20.9% (9)	4.7% (2)	53.5%	3.3
<b>MEANINGFUL PARTICIPATION</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	43	14.0% (6)	58.1% (25)	27.9% (12)	( )	( )	72.1%	3.9
I encourage my students to be motivated and engaged in what they are learning.	43	51.2% (22)	41.9% (18)	7.0% (3)	( )	( )	93.0%	4.4
Our students are prepared for the next step of their educational experience.	43	4.7% (2)	44.2% (19)	32.6% (14)	14.0% (6)	4.7% (2)	48.8%	3.3
Our school provides quality classes/activities that address most students' interests and talents.	43	14.0% (6)	58.1% (25)	9.3% (4)	18.6% (8)	( )	72.1%	3.7
<b>SCHOOL CULTURE</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	41	4.9% (2)	56.1% (23)	24.4% (10)	14.6% (6)	( )	61.0%	3.5
Our students at this school feel like they are part of the school community.	43	7.0% (3)	62.8% (27)	16.3% (7)	14.0% (6)	( )	69.8%	3.6
Our school fosters an appreciation of student diversity and respect for each other.	43	9.3% (4)	58.1% (25)	14.0% (6)	16.3% (7)	2.3% (1)	67.4%	3.6
People are respectful to others at our school.	41	9.8% (4)	41.5% (17)	29.3% (12)	14.6% (6)	4.9% (2)	51.2%	3.4

Average Rating for All Questions: Distribution of respondent's combined rating for all questions by section.  
Individual Questions: Distribution of ratings for each question.

Survey was conducted in January 2020.  
\* Indicates question was only asked of Middle and High School Staff  
\*\*Question is not included in the Average Rating for the section.



**WINTER 2019-2020  
STAFF SURVEY RESULTS**

**Carnegie  
Group: (N = 43)**

<b>SAFETY</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	42	2.4% (1)	73.8% (31)	16.7% (7)	7.1% (3)	()	76.2%	3.7
Concerns about student safety are addressed in an appropriate and timely manner.	43	27.9% (12)	48.8% (21)	14.0% (6)	4.7% (2)	4.7% (2)	76.7%	3.9
Concerns about staff safety are addressed in an appropriate and timely manner.	43	9.3% (4)	55.8% (24)	9.3% (4)	20.9% (9)	4.7% (2)	65.1%	3.4
Bullying is an issue on our campus. **	43	2.3% (1)	23.3% (10)	53.5% (23)	18.6% (8)	2.3% (1)	25.6%	3.0
Our school is prepared for a critical incident (earthquake, fire, intruder, etc.) on campus.	43	16.3% (7)	53.5% (23)	25.6% (11)	4.7% (2)	()	69.8%	3.8
Our school is a safe place for all students.	42	26.2% (11)	50.0% (21)	16.7% (7)	7.1% (3)	()	76.2%	4.0
Our school is a safe place for all staff.	42	23.8% (10)	50.0% (21)	14.3% (6)	9.5% (4)	2.4% (1)	73.8%	3.8
<b>PARENT INVOLVEMENT</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	42	7.1% (3)	73.8% (31)	19.0% (8)	()	()	81.0%	3.9
I promptly contact parents when I am concerned about their child's progress.	43	32.6% (14)	44.2% (19)	18.6% (8)	2.3% (1)	2.3% (1)	76.7%	4.0
Our school clearly outlines the parent, student and school responsibilities in educating my child.	43	14.0% (6)	41.9% (18)	32.6% (14)	7.0% (3)	4.7% (2)	55.8%	3.5
Our school offers parents opportunities to be involved in school and classroom activities.	43	7.0% (3)	44.2% (19)	30.2% (13)	16.3% (7)	2.3% (1)	51.2%	3.4
I send work or ideas that help parents support their students at home.	43	16.3% (7)	44.2% (19)	30.2% (13)	9.3% (4)	()	60.5%	3.7
I am helpful to parents when they come to school, email or call.	43	55.8% (24)	39.5% (17)	4.7% (2)	()	()	95.3%	4.5
The staff at our school listens to parent concerns about issues.	42	35.7% (15)	31.0% (13)	31.0% (13)	2.4% (1)	()	66.7%	4.0

Average Rating for All Questions: Distribution of respondent's combined rating for all questions by section.  
Individual Questions: Distribution of ratings for each question.

Survey was conducted in January 2020.  
\* Indicates question was only asked of Middle and High School Staff  
\*\*Question is not included in the Average Rating for the section.



**WINTER 2019-2020  
STAFF SURVEY RESULTS**

**Carnegie  
Group: (N = 43)**

<b>SCHOOL DECISION MAKING</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	42	11.9% (5)	47.6% (20)	31.0% (13)	9.5% (4)	()	59.5%	3.6
The principal and staff listen to concerns of other staff members about issues.	43	16.3% (7)	44.2% (19)	16.3% (7)	23.3% (10)	()	60.5%	3.5
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	43	23.3% (10)	65.1% (28)	4.7% (2)	7.0% (3)	()	88.4%	4.0
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	43	18.6% (8)	46.5% (20)	27.9% (12)	7.0% (3)	()	65.1%	3.8
This school actively seeks the input of staff before making important decisions.	42	23.8% (10)	38.1% (16)	21.4% (9)	14.3% (6)	2.4% (1)	61.9%	3.7
Our school uses data from this survey to inform site decision making.	43	4.7% (2)	34.9% (15)	39.5% (17)	16.3% (7)	4.7% (2)	39.5%	3.2
<b>Other</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
I receive information about upcoming events and important information about the school.	43	23.3% (10)	62.8% (27)	9.3% (4)	4.7% (2)	()	86.0%	4.0
I receive information about upcoming events and important information about the school district.	43	20.9% (9)	58.1% (25)	16.3% (7)	4.7% (2)	()	79.1%	4.0
I am able to provide information about a child's performance to parents who speak a language other than English.	43	18.6% (8)	51.2% (22)	25.6% (11)	4.7% (2)	()	69.8%	3.8
<b>College and Career</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
I keep parents well-informed about their student's progress.	41	29.3% (12)	51.2% (21)	19.5% (8)	()	()	80.5%	4.1
I post grades online in a regular and timely manner.*	39	51.3% (20)	33.3% (13)	12.8% (5)	2.6% (1)	()	84.6%	4.3
I provide a written syllabus/course outline to all students that includes how grades are calculated.*	39	56.4% (22)	33.3% (13)	7.7% (3)	2.6% (1)	()	89.7%	4.4
I ask students to provide feedback on how they think I could improve my class in the future.*	39	10.3% (4)	48.7% (19)	28.2% (11)	12.8% (5)	()	59.0%	3.6
I help make students feel that their schoolwork is important.	42	64.3% (27)	33.3% (14)	2.4% (1)	()	()	97.6%	4.6

Average Rating for All Questions: Distribution of respondent's combined rating for all questions by section.  
Individual Questions: Distribution of ratings for each question.

Survey was conducted in January 2020.

\* Indicates question was only asked of Middle and High School Staff

\*\*Question is not included in the Average Rating for the section.