



**WINTER 2018-19 STAFF  
SURVEY RESULTS**

**Pasteur  
Group: (N = 40)**

| <b>HIGH EXPECTATIONS/CARING RELATIONSHIPS</b>   | N         | Strongly Agree       | Agree                 | Neutral              | Disagree            | Strongly Disagree | Pct Strongly Agree/ Agree | Mean (1-5) |
|---|-----------|----------------------|-----------------------|----------------------|---------------------|-------------------|---------------------------|------------|
| <b>Overall rating for all questions in this section.</b>  | <b>37</b> | <b>16.2%<br/>(6)</b> | <b>78.4%<br/>(29)</b> | <b>5.4%<br/>(2)</b>  | <b>0%<br/>(0)</b>   | <b>0%<br/>(0)</b> | <b>94.6%</b>              | <b>4.1</b> |
| The school has a climate that is positive, nurturing and caring.                                  | 40        | 32.5%<br>(13)        | 65.0%<br>(26)         | 2.5%<br>(1)          | 0%<br>(0)           | 0%<br>(0)         | 97.5%                     | 4.3        |
| This school promotes academic success for all students.   | 40        | 27.5%<br>(11)        | 62.5%<br>(25)         | 10.0%<br>(4)         | 0%<br>(0)           | 0%<br>(0)         | 90.0%                     | 4.2        |
| Our school provides enough resources to help each student do his/her best.                        | 40        | 7.5%<br>(3)          | 42.5%<br>(17)         | 30.0%<br>(12)        | 20.0%<br>(8)        | 0%<br>(0)         | 50.0%                     | 3.4        |
| I challenge students to continue learning even when it is difficult.                              | 40        | 52.5%<br>(21)        | 45.0%<br>(18)         | 2.5%<br>(1)          | 0%<br>(0)           | 0%<br>(0)         | 97.5%                     | 4.5        |
| Our school sets high standards for academic performance for all students.                         | 37        | 18.9%<br>(7)         | 54.1%<br>(20)         | 27.0%<br>(10)        | 0%<br>(0)           | 0%<br>(0)         | 73.0%                     | 3.9        |
| <b>MEANINGFUL PARTICIPATION</b>   | N         | Strongly Agree       | Agree                 | Neutral              | Disagree            | Strongly Disagree | Pct Strongly Agree/ Agree | Mean (1-5) |
| <b>Overall rating for all questions in this section.</b>  | <b>39</b> | <b>20.5%<br/>(8)</b> | <b>61.5%<br/>(24)</b> | <b>17.9%<br/>(7)</b> | <b>0%<br/>(0)</b>   | <b>0%<br/>(0)</b> | <b>82.1%</b>              | <b>4.0</b> |
| I encourage my students to be motivated and engaged in what they are learning.                    | 40        | 57.5%<br>(23)        | 37.5%<br>(15)         | 5.0%<br>(2)          | 0%<br>(0)           | 0%<br>(0)         | 95.0%                     | 4.5        |
| Our students are prepared for the next step of their educational experience.                      | 40        | 20.0%<br>(8)         | 57.5%<br>(23)         | 20.0%<br>(8)         | 2.5%<br>(1)         | 0%<br>(0)         | 77.5%                     | 4.0        |
| Our school provides quality classes/activities that address most students' interests and talents. | 39        | 17.9%<br>(7)         | 56.4%<br>(22)         | 15.4%<br>(6)         | 10.3%<br>(4)        | 0%<br>(0)         | 74.4%                     | 3.8        |
| <b>SCHOOL CULTURE</b>   | N         | Strongly Agree       | Agree                 | Neutral              | Disagree            | Strongly Disagree | Pct Strongly Agree/ Agree | Mean (1-5) |
| <b>Overall rating for all questions in this section.</b>  | <b>37</b> | <b>18.9%<br/>(7)</b> | <b>59.5%<br/>(22)</b> | <b>18.9%<br/>(7)</b> | <b>2.7%<br/>(1)</b> | <b>0%<br/>(0)</b> | <b>78.4%</b>              | <b>3.9</b> |
| Our students at this school feel like they are part of the school community.                      | 40        | 15.0%<br>(6)         | 55.0%<br>(22)         | 25.0%<br>(10)        | 5.0%<br>(2)         | 0%<br>(0)         | 70.0%                     | 3.8        |
| Our school fosters an appreciation of student diversity and respect for each other.               | 40        | 25.0%<br>(10)        | 52.5%<br>(21)         | 17.5%<br>(7)         | 5.0%<br>(2)         | 0%<br>(0)         | 77.5%                     | 4.0        |
| People are respectful to others at our school.  | 37        | 32.4%<br>(12)        | 48.6%<br>(18)         | 18.9%<br>(7)         | 0%<br>(0)           | 0%<br>(0)         | 81.1%                     | 4.1        |

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 2019.  
\* Indicates question was only asked of Middle and High School Staff  
\*\*Question is not included in the Average Rating for the section.



# WINTER 2018-19 STAFF SURVEY RESULTS

Pasteur  
Group: (N = 40)

| SAFETY   | N         | Strongly Agree        | Agree             | Neutral          | Disagree        | Strongly Disagree        | Pct Strongly Agree/ Agree        | Mean (1-5)        |
|--|-----------|-----------------------|-------------------|------------------|-----------------|--------------------------|----------------------------------|-------------------|
| <b>Overall rating for all questions in this section.</b>   | <b>37</b> | <b>10.8% (4)</b>      | <b>64.9% (24)</b> | <b>24.3% (9)</b> | <b>(0)</b>      | <b>(0)</b>               | <b>75.7%</b>                     | <b>3.9</b>        |
| Concerns about student safety are addressed in an appropriate and timely manner.                   | 40        | 42.5% (17)            | 35.0% (14)        | 12.5% (5)        | 10.0% (4)       | (0)                      | 77.5%                            | 4.1               |
| Concerns about staff safety are addressed in an appropriate and timely manner.                     | 40        | 30.0% (12)            | 40.0% (16)        | 20.0% (8)        | 10.0% (4)       | (0)                      | 70.0%                            | 3.9               |
| Bullying is an issue on our campus. **   | 39        | 10.3% (4)             | 35.9% (14)        | 28.2% (11)       | 23.1% (9)       | 2.6% (1)                 | 46.2%                            | 3.3               |
| Our school is prepared for a critical incident (earthquake, fire, intruder, etc.) on campus.       | 39        | 10.3% (4)             | 38.5% (15)        | 30.8% (12)       | 15.4% (6)       | 5.1% (2)                 | 48.7%                            | 3.3               |
| Our school is a safe place for all students.   | 37        | 32.4% (12)            | 56.8% (21)        | 10.8% (4)        | (0)             | (0)                      | 89.2%                            | 4.2               |
| Our school is a safe place for all staff.  | 20        | 80.0% (16)            | 0.0% (0)          | 20.0% (4)        | (0)             | (0)                      | 80.0%                            | 4.3               |
| <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> |
| <b>Overall rating for all questions in this section.</b>   | <b>37</b> | <b>13.5% (5)</b>      | <b>73.0% (27)</b> | <b>13.5% (5)</b> | <b>(0)</b>      | <b>(0)</b>               | <b>86.5%</b>                     | <b>4.0</b>        |
| I promptly contact parents when I am concerned about their child's progress.                       | 39        | 23.1% (9)             | 56.4% (22)        | 20.5% (8)        | (0)             | (0)                      | 79.5%                            | 4.0               |
| Our school clearly outlines the parent, student and school responsibilities in educating my child. | 40        | 10.0% (4)             | 45.0% (18)        | 32.5% (13)       | 12.5% (5)       | (0)                      | 55.0%                            | 3.5               |
| Our school offers parents opportunities to be involved in school and classroom activities.         | 40        | 20.0% (8)             | 47.5% (19)        | 17.5% (7)        | 15.0% (6)       | (0)                      | 67.5%                            | 3.7               |
| I send work or ideas that help parents support their students at home.                             | 40        | 20.0% (8)             | 45.0% (18)        | 27.5% (11)       | 7.5% (3)        | (0)                      | 65.0%                            | 3.8               |
| I am helpful to parents when they come to school, email or call.                                   | 40        | 70.0% (28)            | 27.5% (11)        | 2.5% (1)         | (0)             | (0)                      | 97.5%                            | 4.7               |
| The staff at our school listen to parent concerns about issues.                                    | 37        | 45.9% (17)            | 43.2% (16)        | 10.8% (4)        | (0)             | (0)                      | 89.2%                            | 4.4               |

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**WINTER 2018-19 STAFF  
SURVEY RESULTS**

**Pasteur  
Group: (N = 40)**

| <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> |
|--|-----------|-----------------------|-------------------|------------------|-----------------|--------------------------|----------------------------------|-------------------|
| <b>Overall rating for all questions in this section.</b>   | <b>37</b> | <b>21.6% (8)</b>      | <b>62.2% (23)</b> | <b>16.2% (6)</b> | <b>(0)</b>      | <b>(0)</b>               | <b>83.8%</b>                     | <b>4.1</b>        |
| The principal and staff listen to concerns of other staff members about issues.                                  | 40        | 32.5% (13)            | 52.5% (21)        | 12.5% (5)        | 2.5% (1)        | (0)                      | 85.0%                            | 4.2               |
| Our school offers me opportunities to have a role in leadership, committees, SSC, etc.                           | 39        | 41.0% (16)            | 48.7% (19)        | 10.3% (4)        | (0)             | (0)                      | 89.7%                            | 4.3               |
| I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.       | 40        | 55.0% (22)            | 35.0% (14)        | 10.0% (4)        | (0)             | (0)                      | 90.0%                            | 4.5               |
| This school actively seeks the input of staff before making important decisions.                                 | 37        | 27.0% (10)            | 43.2% (16)        | 29.7% (11)       | (0)             | (0)                      | 70.3%                            | 4.0               |
| Our school uses data from this survey to inform site decision making.  | 39        | 17.9% (7)             | 33.3% (13)        | 43.6% (17)       | 2.6% (1)        | 2.6% (1)                 | 51.3%                            | 3.6               |
| <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.                          | 40        | 55.0% (22)            | 40.0% (16)        | 5.0% (2)         | (0)             | (0)                      | 95.0%                            | 4.5               |
| I receive information about upcoming events and important information about the school district.                 | 40        | 42.5% (17)            | 45.0% (18)        | 10.0% (4)        | 2.5% (1)        | (0)                      | 87.5%                            | 4.3               |
| I am able to provide information about a child's performance to parents who speak a language other than English. | 40        | 17.5% (7)             | 45.0% (18)        | 22.5% (9)        | 15.0% (6)       | (0)                      | 62.5%                            | 3.7               |
| <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.   | 39        | 30.8% (12)            | 53.8% (21)        | 12.8% (5)        | 2.6% (1)        | (0)                      | 84.6%                            | 4.1               |
| I post grades online in a regular and timely manner.*  | 32        | 50.0% (16)            | 34.4% (11)        | 15.6% (5)        | (0)             | (0)                      | 84.4%                            | 4.3               |
| I provide a written syllabus/course outline to all students that includes how grades are calculated.*            | 32        | 56.3% (18)            | 21.9% (7)         | 21.9% (7)        | (0)             | (0)                      | 78.1%                            | 4.3               |
| I ask students to provide feedback on how they think I could improve my class in the future.*                    | 32        | 18.8% (6)             | 37.5% (12)        | 40.6% (13)       | 3.1% (1)        | (0)                      | 56.3%                            | 3.7               |
| I help make students feel that their schoolwork is important.  | 37        | 54.1% (20)            | 37.8% (14)        | 8.1% (3)         | (0)             | (0)                      | 91.9%                            | 4.5               |

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