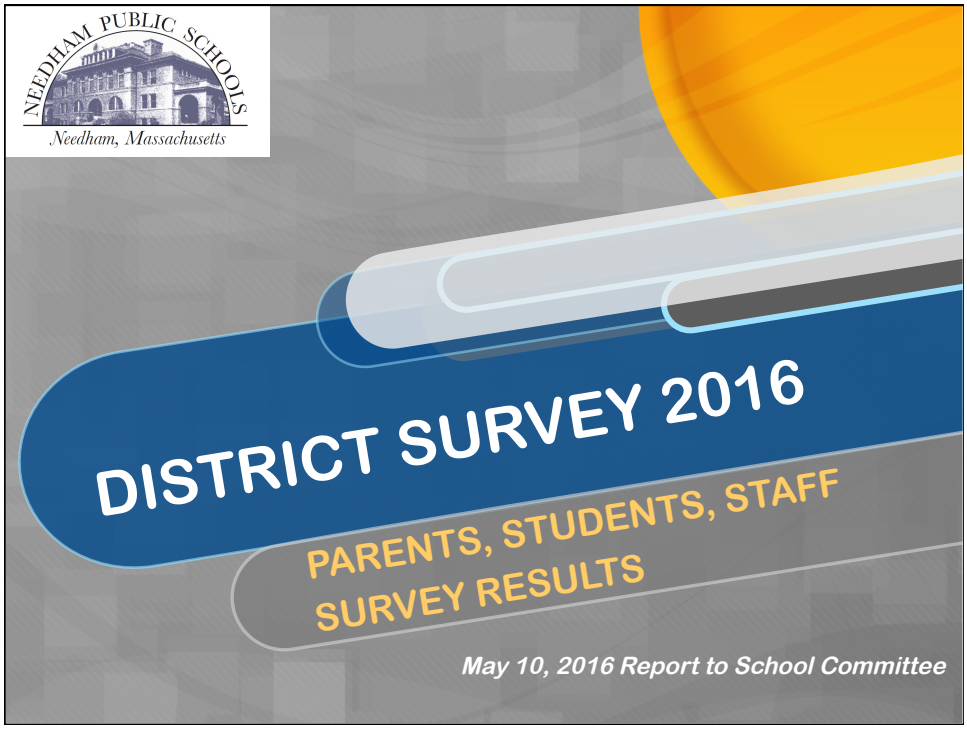
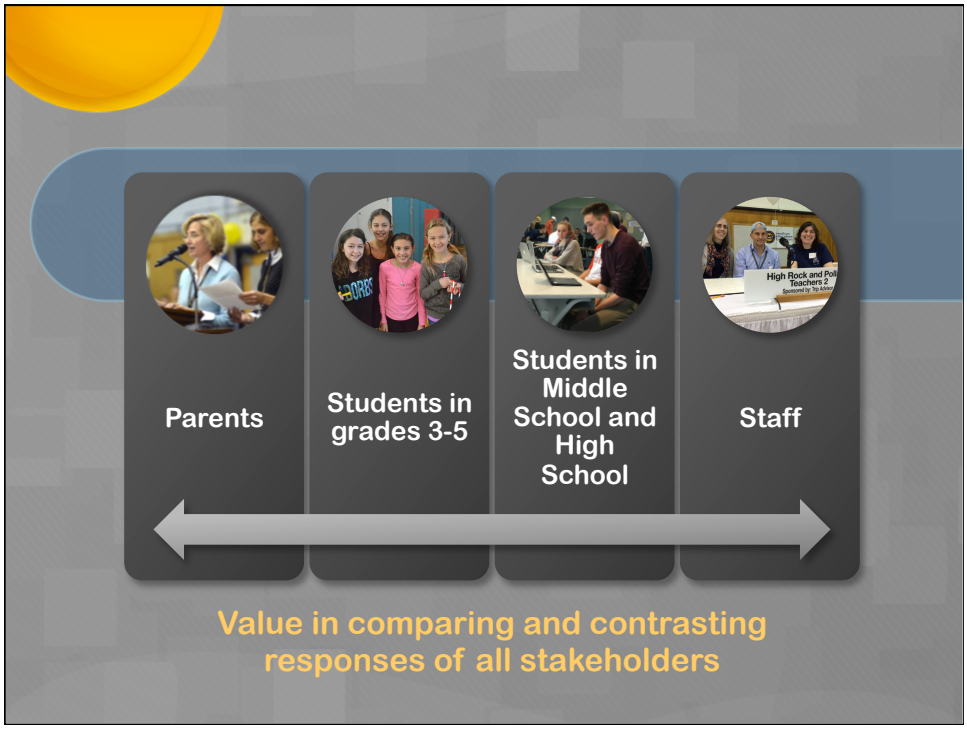


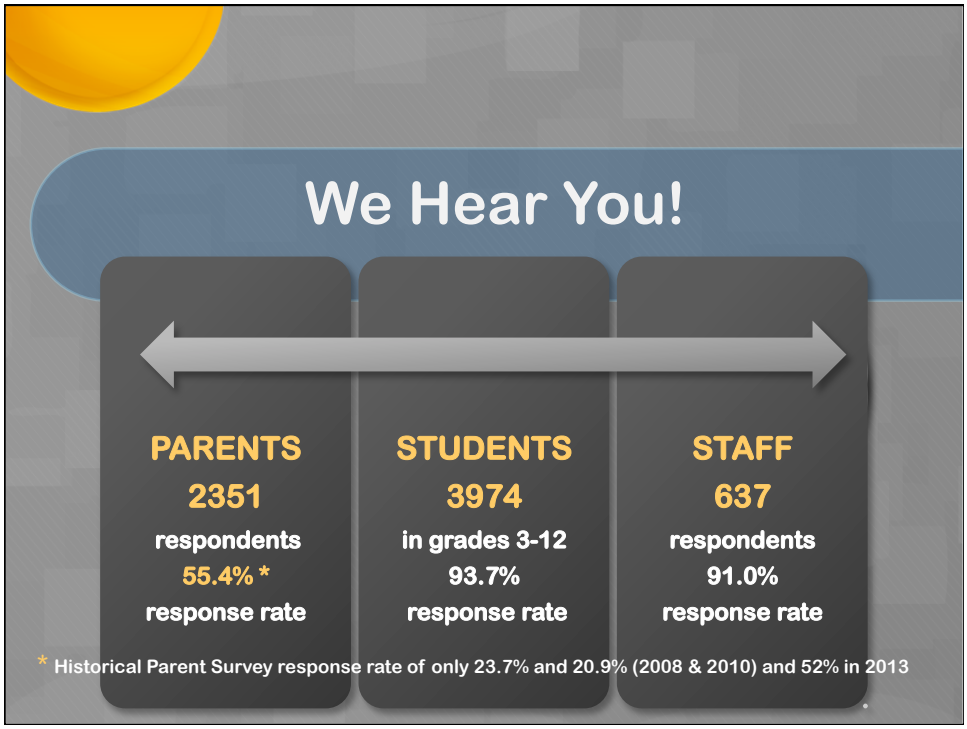
Purpose of District Survey

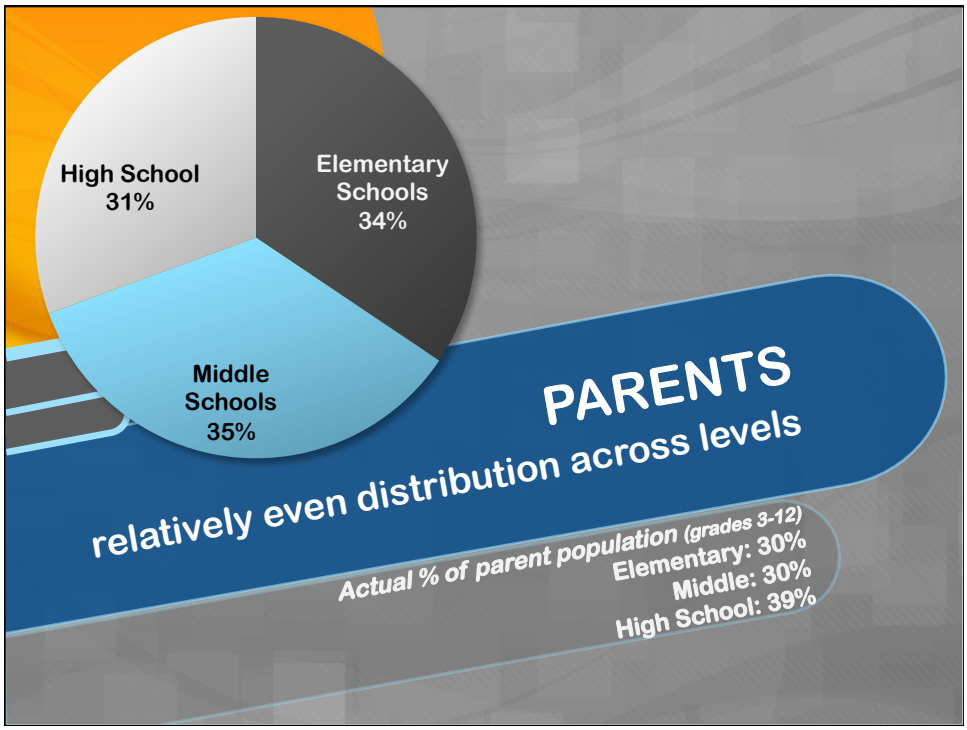
- Monitor progress toward district goals
- Aggregate the data from parents, students and staff, compare and contrast responses, look at historical trends
- Consider evidence of progress and goal areas needing attention
- Celebrate strengths!
- Determine what we can do to improve
- Share and discuss results of findings with staff, parents and community members



"Sometimes we think we know, we hope we know, or we only know for our own experience. We don't know the realities that others experience."

- open-ended comment from 2016 Staff Survey


We Hear You!
PARENTS
2351
respondents
55.4% *
response rate
STUDENTS
3974
in grades 3-12
93.7%
response rate
STAFF
637
respondents
91.0%
response rate
* Historical Parent Survey response rate of only 23.7% and 20.9% (2008 & 2010) and 52% in 2013


High School
31%
Elementary
Schools
34%
Middle
Schools
35%
PARENTS
relatively even distribution across levels
Actual % of parent population (grades 3-12)
Elementary: 30%
Middle: 30%
High School: 39%

890 online (38%) and 1459 paper (62%)

District Report represents PARENTS from all schools

SCHOOL	# Parent Respondents	RESPONSE RATES
Broadmeadow	205	71.7%
Eliot	104	52.0%
Hillside	161	68.2%
Mitchell	163	64.4%
Newman	176	56.8%
High Rock	296	65.6%
Pollard	527	62.7%
High School	719	43.2%
TOTAL #	2,351	55.4%

KEY FINDINGS *Parent Survey*

Survey items with HIGHEST RATINGS

- Child **taught to take responsibility** for actions (98.0%)
- **Staff** seem to **work well together** (96.8%)
- Child **not fearful** of other students (96.4%)
- Amount of school **nursing** is adequate (96.1%)
- Child understands use of **online responsibly** (95.4%)
- **Rules** at child's school are **clear** (95.4%)
- Positive experience w/ **transition** to new grade (94.3%)
- Staff **foster** appreciation of student **diversity** (94.3%)
- Satisfied with **district administration** services (94.3%)
- Child feels **safe** in school (94.0%)

% of Parents "agreeing" or "strongly agreeing" - shown in parentheses

KEY FINDINGS
Parent Survey

Survey items with LOWEST RATINGS

- **Transportation** meeting child's needs (77.5%)
- Amount of **Phys Ed**/Athletics adequate (77.3%)
- Enough **info to support transition** into new grade (76.7%)
- Child's **class size** is appropriate (75.3%)
- **Involved in decision-making** about education (75.0%)
- School **lunch** program meeting child's needs (73.1%)
- Help me **understand** child's **strengths/needs** (71.3%)
- Satisfied with receipt of **info on child's progress** (70.7%)
- Students **not stressed**/overwhelmed by school (67.3%)
- Adequate **space** to meet instructional needs (67.0%)

% of Parents "agreeing" or "strongly agreeing" - shown in parentheses

PARENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 1	PARENT SURVEY 2013	PARENT SURVEY 2016	2016 Better or Worse than 2013
High Academic Standards	89.6%	91.9%	+ 2.3
Involved in Decision Making	76.3%	75.0%	- 1.3
Homework Amount	81.6%	82.7%	+ 1.1
Homework Further Learning	85.8%	86.5%	+ 0.7
Curriculum Meets Needs	86.1%	87.8%	+ 1.7
Extra Help Available	89.8%	93.2%	+ 3.4
Input from Parents	85.2%	88.4%	+ 3.2
Understand Strength/Needs	68.5%	71.3%	+ 2.8
Staff Care	89.9%	91.1%	+ 1.2
Info on Progress	72.0%	70.7%	- 1.3
PowerSchool	90.7%	89.1%	- 1.6

PARENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 2	PARENT SURVEY 2013	PARENT SURVEY 2016	2016 Better or Worse than 2013
Welcome	90.2%	92.0%	+ 1.8
Volunteer Opportunity	83.3%	81.6%	- 1.7
Community	93.1%	93.4%	+ 0.3
Safe	92.1%	94.0%	+ 1.9
Not Fearful of Others	93.8%	96.4%	+ 2.6
Discipline Handled Fairly	82.7%	84.2%	+ 1.5
Input from Students	87.4%	91.5%	+ 4.1
Community Service	88.1%	86.7%	- 1.4
Afterschool Needs	79.0%	79.7%	+ 0.7

PARENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 2	PARENT SURVEY 2013	PARENT SURVEY 2016	2016 Better or Worse than 2013
Staff Work Well Together	95.3%	96.8%	+ 1.5
Clear Rules	94.8%	95.4%	+ 0.6
Responsibility for Actions	97.5%	98.0%	+ 0.5
Not Stressed	69.9%	67.3%	- 2.6
Good Person	94.2%	92.5%	- 1.7
Care About Each Other	91.3%	90.8%	- 0.5
Respect Student Diversity	91.5%	88.7%	- 2.8
Foster Diversity	95.5%	94.3%	- 1.2
Treat Fairly	92.0%	93.4%	+ 1.4
Diverse Curriculum Resources	94.7%	90.5%	- 4.2

PARENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 3	PARENT SURVEY 2013	PARENT SURVEY 2016	2016 Better or Worse than 2013
Class Size	75.3%	75.3%	+ 0.0
Space	78.7%	67.0%	- 11.7
Classroom Materials	91.9%	89.7%	- 2.2
Guidance	77.7%	80.6%	+ 2.9
Transportation	81.5%	77.5%	- 4.0
Lunch	71.8%	73.1%	+ 1.3
Nursing	96.3%	96.1%	- 0.2
Phys Ed	73.2%	77.3%	+ 4.1
Special Education	84.6%	83.1%	- 1.5

PARENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 3	PARENT SURVEY 2013	PARENT SURVEY 2016	2016 Better or Worse than 2013
Afterschool Opportunities	75.6%	79.1%	+ 3.5
Maintenance	91.4%	92.0%	+ 0.6
District Communication	76.9%	84.2%	+ 7.3
School Communication	86.5%	89.5%	+ 3.0
School Website	93.1%	89.9%	- 3.2
District Website	92.6%	90.9%	- 1.7
Technology	87.4%	87.7%	+ 0.3
Media Center	91.1%	93.0%	+ 1.9
School Administration	89.8%	92.4%	+ 2.6
District Administration	92.8%	94.3%	+ 1.5

New Items
Parent Survey 2016

- **Digital Citizenship:** Students understand how to use online tools responsibly (95.4%)
- **Technology Supports Learning:** Students use technology in ways that support their learning (93.2%)
- **Info on Transition:** I am provided enough information so that I can support my child during his/her transition into a new grade (76.7%)
- **Transition:** My child has a positive experience during his/her transition to a new grade (94.3%)
- **District Goals:** District sets appropriate goals and objectives (93.3%)

% of Parents "agreeing" or "strongly agreeing" - shown in parentheses

PARENT OPEN-ENDED COMMENTS

Summary of
1,381
Open-Ended Comments
generated by 899 Parents - 38% of respondents
close to evenly divided among Elementary(294), Middle School (313), High School (292) parents

NOTE: Research shows that inclination to comment is highest for the most and least satisfied respondents. Comments sometimes flag immediate needs and can help us formulate hypotheses to direct further research and decisions on next steps.

PARENT SURVEY
KEY THEMES
and # of Iterations

POSITIVE FEEDBACK	244	PHYSICAL EDUCATION	44
INFO ON STUDENT PROGRESS	97	AFTER SCHOOL	40
SPACE / BUILDING MAINTENANCE	77	SURVEY	33
CURRICULUM	76	CLASS SIZE	32
HOMEWORK	76	DIVERSITY	31
TECHNOLOGY	75	SCHOOL ADMINISTRATION	30
MORE CHALLENGE	67	GUIDANCE	24
TEACHER/STAFF CONCERN	55	TRANSPORTATION	22
COMMUNICATION	54	RECESS	21
LUNCH	54	STRESS	21
STUDENT SUPPORT/ SPECIAL EDUCATION	50	OTHER – 158 comments of between 1 to 20 iterations (on 32 different themes)	

REPRESENTATIVE COMMENTS
Parent Survey

POSITIVE

244 iterations

18% of comments

10% of parent respondents

- "This is an **amazing school** and community."
- "The **teachers are outstanding** both individually and as a team. They are knowledgeable, purposeful, good-humored, kind, and caring."
- *"I am immensely **grateful** for the fantastic education that my daughter is/has received by the Needham School system from kindergarten through senior year now. It is a stellar school system which provides comprehensive learning so that she is **well prepared for college and life in general**."*

REPRESENTATIVE COMMENTS *Parent Survey*

INFO ON STUDENT PROGRESS

97 iterations

7% of comments

4% of parent respondents

- "Report cards aren't helpful; no **real information**." "With no **narrative** about your child, it gives a parent no sense of **how their child is doing**. The checklists are insulting to parents."
- "It would be helpful to get updates regarding student progress **more often** – especially if there are difficulties or issues that need to be addressed."
- "I wish there was **more interaction with teachers**."
- "**PowerSchool** is not **updated** enough for parents to monitor progress." "Despite PowerSchool, I would like **face to face conversation**."

REPRESENTATIVE COMMENTS *Parent Survey*

SPACE/ BUILDING MAINTENANCE

77 iterations

6% of comments

3% of parent respondents

- *"**Space** issues are a HUGE problem at school."*
- "The building is in **poor condition**. Even though a new school will be built, the building still needs **maintenance**."
- *"Our school is grossly **overcrowded** and not well maintained by the town. It's disappointing how little attention is being given to the building…"*
- "School infrastructure is completely inadequate to meet students' needs…**additional space or alternative solutions** (such as use of nearby facilities for certain activities) must be identified."

REPRESENTATIVE COMMENTS
Parent Survey

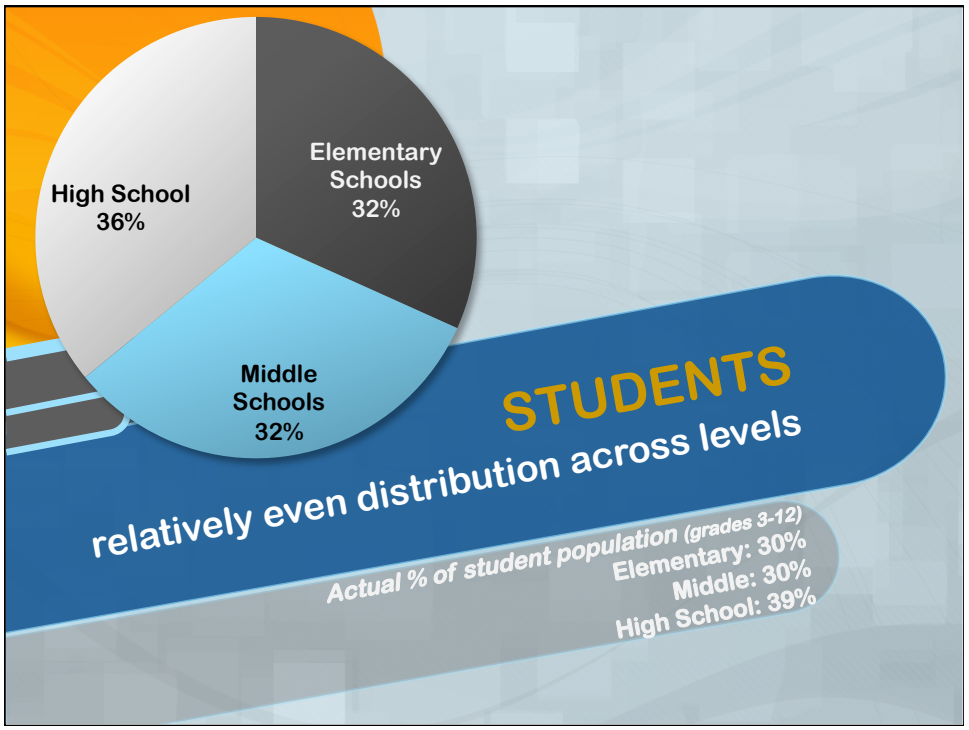
CURRICULUM
(76 iterations)

HOMEWORK
(76 iterations)

TECHNOLGY
(75 iterations)

each about 5% of comments and 3% of parent respondents

- *"**Curriculum not meeting needs** of our child's learning." "I would love to have **a language immersion** program." "Need more **computer science** and **STEM** programs." "The lack of information on the **math** curriculum is really troubling."*
- "**Too much homework**. Too stressful." "I feel that my child can **benefit from more** homework." "Too much **meaningless** homework." "**Teachers need to coordinate** large assignments."
- *"Seems like school is **lacking in using technology**." "**Too much technology** based learning." "**Less online** educational materials, more textbook."*



District Report represents STUDENTS from all schools

SCHOOL	# STUDENT Respondents	RESPONSE RATES
Broadmeadow	264	92.3%
Eliot	184	92.0%
Hillside	207	87.7%
Mitchell	245	96.8%
Newman	283	91.3%
High Rock	444	98.4%
Pollard	797	94.9%
High School	1427	85.7%
TOTAL #	**3,974***	**93.7%**

* Includes undesignated students (78 in elementary school and 45 in middle school)

KEY FINDINGS *STUDENT Survey*

Survey items with HIGHEST RATINGS

- I understand how to use online tools responsibly / **digital citizenship** (97.4%)
- Teachers have **high expectations** of me / want me to do well in school (96.3%)
- **Adults** in my school **work well together** (95.5%)
- I feel **welcome** at my school (94.0%)
- **Media Center** has the books & materials I need (91.8%)
- **PowerSchool** helps me to be better informed about my academic progress (90.7%)
- **Not fearful** of other students (90.4%)
- **Teachers care** about how much I learn (89.5%)
- **Technology supports my learning** / helping me(89.2%)
- I have a positive experience when I **transition**/move to a new grade (89.1%)

% of Students "agreeing" or "strongly agreeing" - shown in parentheses

KEY FINDINGS
STUDENT Survey

Survey items with LOWEST RATINGS

- **School materials and textbooks** show people from **diverse cultures** / pictures of people from different cultures (76.4%)
- Satisfied with how I receive **info about my progress** / teachers tell me how I'm doing (75.7%)
- **Bus** service is meeting my needs (74.4%)
- **Teachers help students** learn to **get along** with **people different from them** (73.0%)
- **Enough space** for students' needs (72.1%)
- **Discipline** issues are **handled fairly**/ when students break the rules, there are consequences (71.7%)
- **Amount of homework** is reasonable/ right amount (66.5%)
- **Homework furthers my learning** / helps me learn (62.2%)
- Satisfied with school **lunch** program / lunches I like (57.1%)
- Do **NOT** feel **stressed**/overwhelmed/worried by school (46.8%)

% of Students "agreeing" or "strongly agreeing" - shown in parentheses

STUDENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 1	STUDENT SURVEY 2013	STUDENT SURVEY 2016	2016 Better or Worse than 2013
High Academic Standards	95.3%	96.3%	+ 1.0
Involved in Decision Making	63.8%	79.1%	+ 15.3
Homework Amount	63.7%	66.5%	+ 2.8
Homework Further Learning	55.6%	62.2%	+ 6.6
Curriculum Meets Needs (NHS only)	79.4%	78.9%	- 0.5
Extra Help Available	80.3%	87.9%	+ 7.6
Understand Strength/Needs	75.7%	80.1%	+ 4.4
Staff Care	87.5%	89.5%	+ 2.0
Info on Progress	78.7%	75.7%	- 3.0
PowerSchool	87.8%	90.7%	+ 2.9

STUDENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 2	STUDENT SURVEY 2013	STUDENT SURVEY 2016	2016 Better or Worse than 2013
Welcome	91.3%	94.0%	+ 2.7
Community	82.0%	88.0%	+ 6.0
Safe	83.8%	84.9%	+ 1.1
Not Fearful of Others	85.2%	90.4%	+ 5.2
Discipline Handled Fairly	66.2%	71.7%	+ 5.5
Input from Students	73.3%	77.8%	+ 4.5
Community Service	68.6%	77.0%	+ 8.3
Afterschool Needs	70.8%	82.1%	+ 11.3
Staff Work Well Together	92.1%	95.5%	+ 3.4

STUDENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 2	STUDENT SURVEY 2013	STUDENT SURVEY 2016	2016 Better or Worse than 2013
Clear Rules	86.4%	87.2%	+ 0.8
Responsibility for Actions	81.5%	85.4%	+ 3.9
Not Stressed	47.7%	46.8%	- 0.9
Good Person	75.7%	76.7%	+ 1.0
Care About Each Other	84.8%	87.8%	+ 3.0
Respect Student Diversity	84.8%	86.4%	+ 1.6
Foster Diversity	62.4%	73.0%	+ 10.6
Treat Fairly	75.1%	81.5%	+ 6.4
Diverse Curriculum Resources	71.6%	76.4%	+ 4.8

STUDENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 3	STUDENT SURVEY 2013	STUDENT SURVEY 2016	2016 Better or Worse than 2013
Class Size	75.7%	84.6%	+ 8.9
Space	79.8%	72.1%	- 7.7
Guidance	79.9%	84.4%	+ 4.5
Transportation (MS & NHS)	74.8%	74.4%	- 0.4
Lunch	44.0%	57.1%	+ 13.1
Nursing	81.9%	87.0%	+ 5.1
Phys Ed	76.3%	81.0%	+ 4.7

STUDENT SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 3	STUDENT SURVEY 2013	STUDENT SURVEY 2016	2016 Better or Worse than 2013
Afterschool Opportunities	70.8%	87.6%	+ 16.8
Maintenance	72.0%	82.7%	+ 10.7
School Communication	63.5%	77.5%	+ 14.0
School Website	77.1%	83.4%	+ 6.3
Technology	87.0%	88.7%	+ 1.7
Media Center	85.0%	91.8%	+ 6.8

New Items
Student Survey 2016

- **Digital Citizenship:** I understand how to use online tools responsibly (97.4%)
- **Technology Supports Learning:** Technology I use in school supports my learning (89.2%)
- **Info on Transition:** I am provided enough information to help me with transition into a new grade (85.1%)
- **Transition:** I have a positive experience when I transition to a new grade (89.1%)

% of Students "agreeing" or "strongly agreeing" - shown in parentheses

STUDENT OPEN-ENDED COMMENTS

Summary of
1494
Open-Ended Comments
generated by 1286 Students - 32% of respondents

Elementary (574), Middle School (358), High School (354) students

NOTE: Research shows that inclination to comment is highest for the most and least satisfied respondents. Comments sometimes flag immediate needs and can help us formulate hypotheses to direct further research and decisions on next steps.

STUDENT SURVEY
KEY THEMES
and # of Iterations

POSITIVE FEEDBACK	343	PHYS ED	37
LUNCH	159	CULTURAL PROFICIENCY	32
SEL ISSUES	111	SURVEY	32
TEACHER/STAFF CONCERN	88	STRESS	30
BUILDING MAINTENANCE	86	RECESS	29
CLASS/CURRICULUM	80	SCHEDULE	23
HOMEWORK	78	DISCIPLINE	22
TECHNOLOGY	47	BULLYING	18
SPACE	42	OTHER – 121 comments of 2 to 13 iterations (on 18 different themes)	

116 emojis / insignificant responses

REPRESENTATIVE COMMENTS
Student Survey

POSITIVE

343 iterations

23% of comments

27% of student respondents

- "One of the **best schools** I have ever been to. The students are friendly, the lunches are yummy and the teachers are very nice to me and to all."
- "Needham schools **help me learn** and don't hold me back from any potential I may have."
- "My **teacher** is very good at keeping us on track and he has been **extremely helpful** and followed up with all my needs! Favorite teacher ever!"
- "I like that every grown up in school lets me share my ideas and makes me **feel safe**."

REPRESENTATIVE COMMENTS
Student Survey

LUNCH
(159 iterations)

SEL ISSUES
(111 iterations)

TEACHER/ STAFF CONCERN
(88 iterations)

each less than 11% of comments and 4% of student respondents

- *"I get the **same size portion** as a kindergartner and I do go home a little hungry." "Lunches should be **gluten free**." "…Lunches can be quite **pricey** at times (up to $7 for a meal)."*
- "Sometimes people are **rude to me** and others." "Sometimes homework **overwhelms** me." "The **social aspect is tough**."
- *"I am concerned about **if my teacher is correcting my work right**." "I think some teachers **only tend to call on certain students**." "Teachers need to be **available more**. "Teachers **should coordinate test dates**."*

REPRESENTATIVE COMMENTS
Student Survey

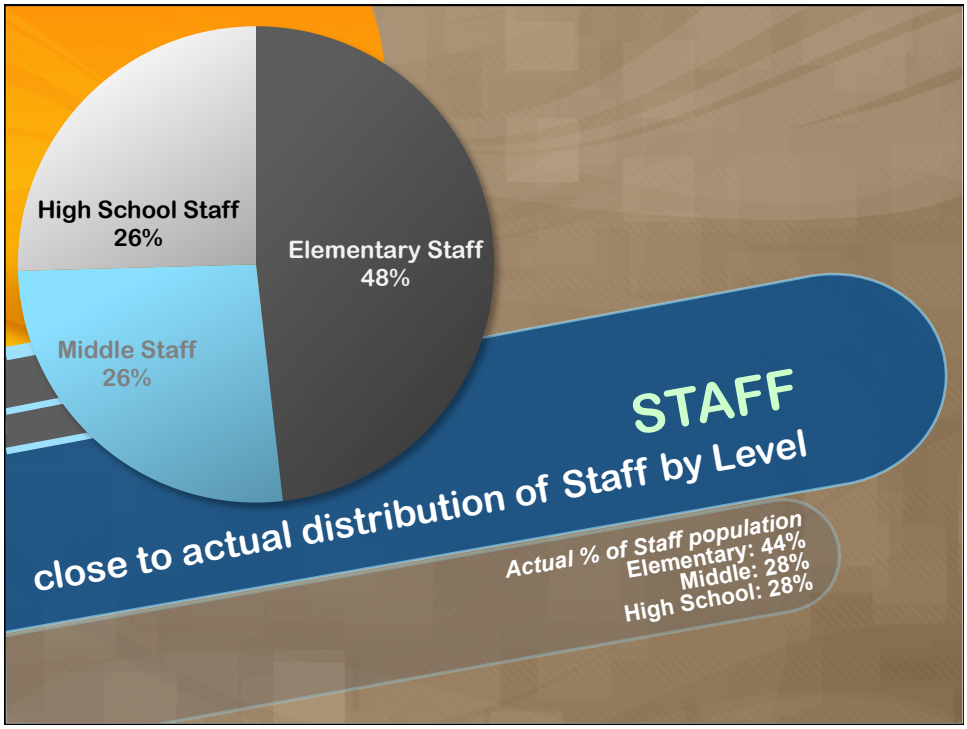
BUILDING MAINTENANCE
(86 iterations)

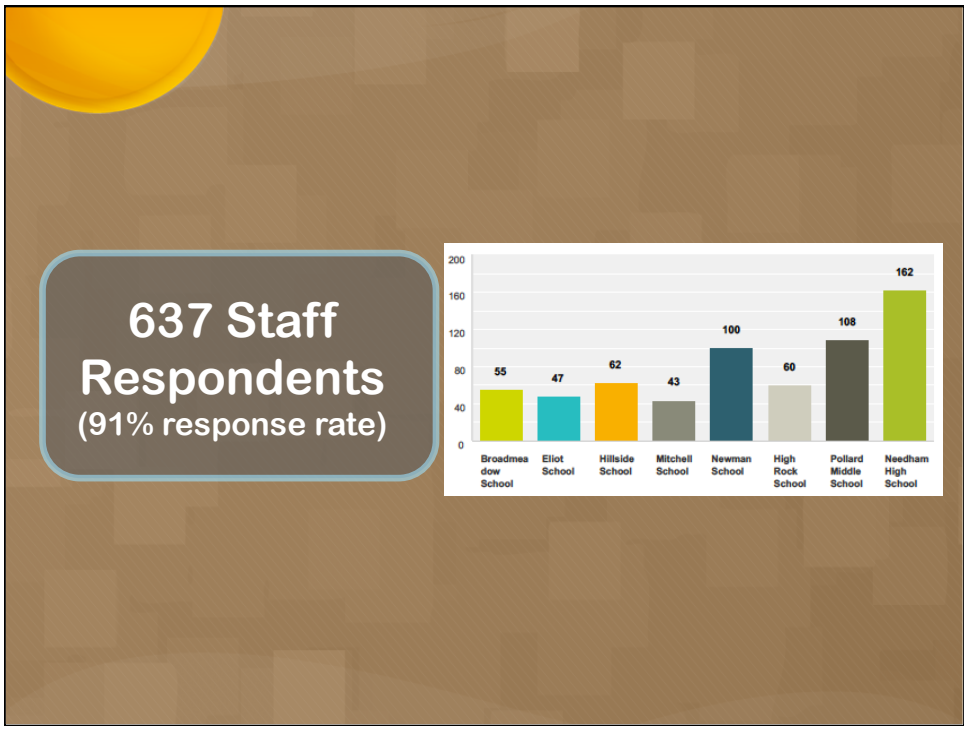
CLASS/ CURRICULUM
(80 iterations)

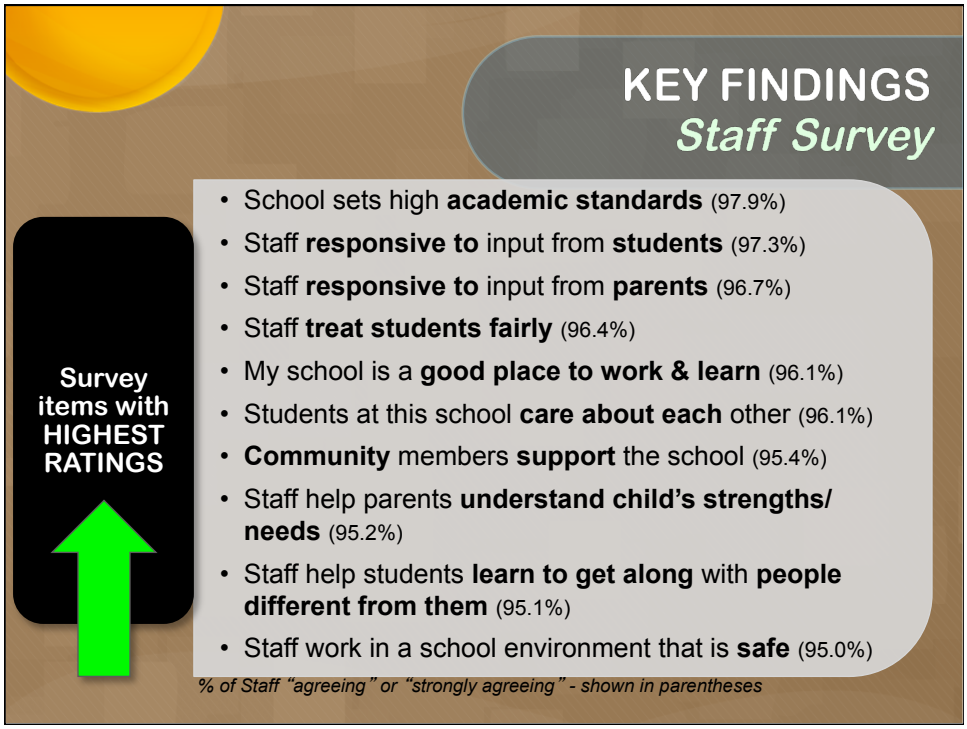
HOMEWORK
(78 iterations)

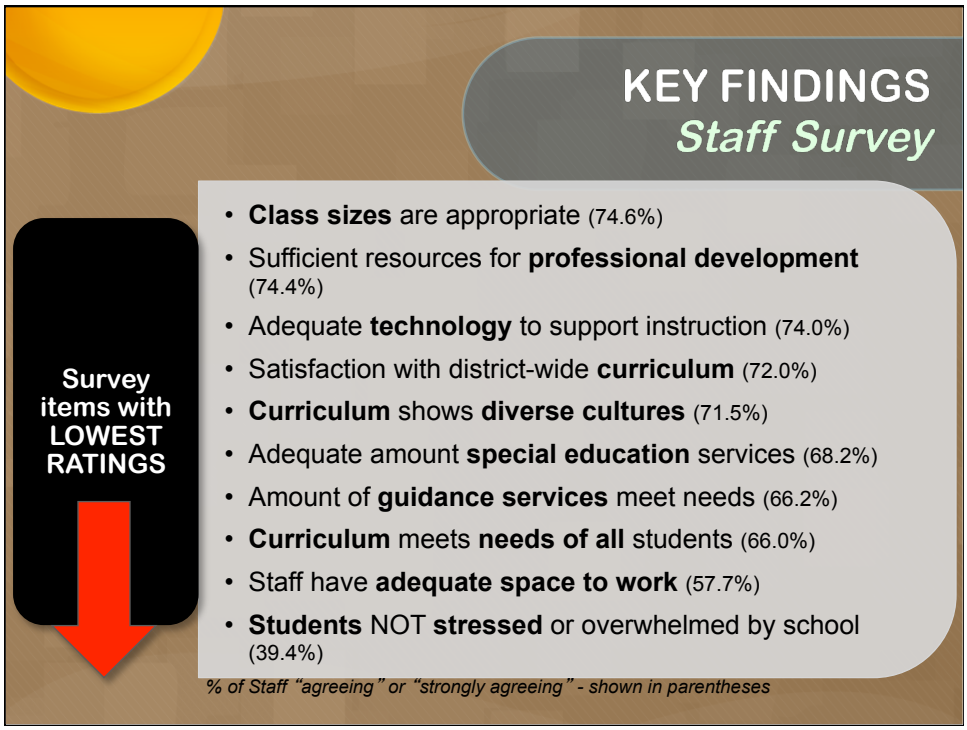
each about 5% of comments and 2% of student respondents

- *"Although my school is very **old and rundown**, the janitors do pretty well to keep it clean." "**Lockers** are too small and smell bad." "**Bathrooms** are in need of renovation."*
- "I would like **more units** about the Revolutionary War." "I feel that a class such as **economics** should be added." "Requiring **8 credits of art** is a bad idea." "Try to add more useful knowledge into the **mandatory curriculum**; school does not teach need-to-know **life skills** & that's terrifying."
- *"I think there should be **more homework** because we only get 1 page a day. "There should be **less homework.**" "Homework **stresses me** out."*


High School Staff
26%
Elementary Staff
48%
Middle Staff
26%
STAFF
close to actual distribution of Staff by Level
Actual % of Staff population
Elementary: 44%
Middle: 28%
High School: 28%


637 Staff Respondents
(91% response rate)
200
160
120
80
40
0
55
47
62
43
100
60
108
162
Broadmeadow School
Eliot School
Hillside School
Mitchell School
Newman School
High Rock School
Pollard Middle School
Needham High School


KEY FINDINGS
Staff Survey
Survey items with HIGHEST RATINGS
• School sets high **academic standards** (97.9%)
• Staff **responsive to** input from **students** (97.3%)
• Staff **responsive to** input from **parents** (96.7%)
• Staff **treat students fairly** (96.4%)
• My school is a **good place to work & learn** (96.1%)
• Students at this school **care about each** other (96.1%)
• **Community** members **support** the school (95.4%)
• Staff help parents **understand child's strengths/ needs** (95.2%)
• Staff help students **learn to get along** with **people different from them** (95.1%)
• Staff work in a school environment that is **safe** (95.0%)
% of Staff "agreeing" or "strongly agreeing" - shown in parentheses


KEY FINDINGS
Staff Survey
Survey items with LOWEST RATINGS
• **Class sizes** are appropriate (74.6%)
• Sufficient resources for **professional development** (74.4%)
• Adequate **technology** to support instruction (74.0%)
• Satisfaction with district-wide **curriculum** (72.0%)
• **Curriculum** shows **diverse cultures** (71.5%)
• Adequate amount **special education** services (68.2%)
• Amount of **guidance services** meet needs (66.2%)
• **Curriculum** meets **needs of all** students (66.0%)
• Staff have **adequate space to work** (57.7%)
• **Students** NOT **stressed** or overwhelmed by school (39.4%)
% of Staff "agreeing" or "strongly agreeing" - shown in parentheses

STAFF SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 1	STAFF SURVEY 2013	STAFF SURVEY 2016	2016 Better or Worse than 2013
High Academic Standards	99.2%	97.9%	- 1.3
Involved in Decision Making	94.7%	91.9%	- 2.8
Curriculum Meets Needs	73.1%	66.0%	- 7.1
District Curriculum	80.9%	72.0%	- 8.9
Common Assessments	86.7%	88.4%	+ 1.7
Input from Parents	98.1%	96.7%	- 1.4
Understand Strength/Needs	94.6%	95.2%	+ 0.6
Staff Care	95.0%	94.4%	- 0.6

STAFF SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 2	STAFF SURVEY 2013	STAFF SURVEY 2016	2016 Better or Worse than 2013
Welcome	95.4%	96.1%	+ 0.7
Volunteer Opportunity	92.8%	95.4%	+ 2.6
Community	94.0%	94.2%	+ 0.2
Safe	94.8%	95.0%	+ 0.2
Not Fearful of Others	92.5%	92.3%	- 0.2
Discipline Handled Fairly	75.1%	82.3%	+ 7.2
Input from Students	97.3%	97.3%	+ 0.0
CSL	84.9%	88.0%	+ 3.1
Staff Work Together Well	83.2%	85.1%	+ 1.9

STAFF SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 2	STAFF SURVEY 2013	STAFF SURVEY 2016	2016 Better or Worse than 2013
Clear Rules	80.3%	78.6%	- 1.7
Responsibility for Actions	85.9%	81.8%	- 4.1
Not Stressed	53.7%	39.4%	- 14.3
Good Person	94.5%	91.4%	- 3.1
Respect Student Diversity	88.3%	86.2%	- 2.1
Foster Diversity	96.3%	95.1%	- 1.2
Treat Fairly	96.7%	96.4%	- 0.3
Diverse Curriculum Resources	76.7%	71.5%	- 5.2

STAFF SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 3	STAFF SURVEY 2013	STAFF SURVEY 2016	2016 Better or Worse than 2013
Class Size	74.2%	74.6%	+ 0.4
Space	69.7%	57.7%	- 12.0
Classroom Materials	84.8%	81.3%	- 3.5
Guidance	73.9%	66.2%	- 7.7
Transportation	89.0%	77.9%	- 11.1
Lunch	93.8%	93.6%	- 0.2
Nursing	92.0%	86.5%	- 5.5
Phys Ed	70.1%	83.6%	+ 13.5

STAFF SURVEY
HISTORICAL PERSPECTIVE

Questions related to GOAL 3	STAFF SURVEY 2013	STAFF SURVEY 2016	2016 Better or Worse than 2013
Special Education	71.0%	68.2%	- 2.8
Maintenance	81.9%	80.5%	- 1.4
District Communication	77.8%	85.3%	+ 7.5
School Communication	79.6%	88.5%	+ 8.9
Technology	75.4%	74.0%	- 1.4
Media Center	93.2%	94.0%	+ 0.8
School Administration	86.5%	90.1%	+ 3.6
District Administration	85.8%	92.0%	+ 6.2

New Items
Staff Survey 2016

- **Digital Citizenship:** Students understand how to use online tools responsibly (82.4%)
- **Technology Supports Learning:** Students use technology in ways that support their learning (89.9%)
- **Collaboration:** Staff work together to decide supports for students who are not making effective progress (90.8%)
- **Transition:** Staff & school administrators collaborate to ease student transition into new grade/program (91.9%)
- **District Goals:** District sets appropriate goals and objectives (88.9%)

% of Staff "agreeing" or "strongly agreeing" - shown in parentheses

STAFF OPEN-ENDED COMMENTS

Summary of
259
Open-Ended Comments

generated by 135 Staff - 21% of respondents

NOTE: Research shows that inclination to comment is highest for the most and least satisfied respondents. Comments sometimes flag immediate needs and can help us formulate hypotheses to direct further research and decisions on next steps.

STAFF SURVEY KEY THEMES

and # of Iterations

POSITIVE FEEDBACK	41	SCHOOL CLIMATE	8
STUDENT SUPPORT SERVICES	36	DISTRICT CURRICULUM	8
TECHNOLOGY	20	WORKLOAD	8
SURVEY DESIGN/PROCESS	16	COLLABORATION TIME	6
LEADERSHIP	13	DISTRICT ADMINISTRATION	6
MAINTENANCE	13	SPACE	6
CURRICULUM MEETING NEEDS	11	STAFF ISSUES WITH WORKING TOGETHER	6
PROFESSIONAL DEV	9	TRANSPORTATION	6
STRESS	9	DISTRICT GOALS – TOO MANY INITIATIVES	5

OTHER – 32 comments of < 4 iterations

REPRESENTATIVE COMMENTS *Staff Survey*

POSITIVE

41 iterations

16% of comments

6% of staff respondents

- "Overall, I'm ***happy*** and love working in Needham."
- "I've *just started working* in Needham and the environment is ***awesome***."
- "I have worked in the Needham Public Schools for *more than a decade* and ***have really loved this job***."
- "Despite many challenges, *admin are quite* ***wonderful***."

REPRESENTATIVE COMMENTS *Staff Survey*

STUDENT SUPPORT SERVICES

36 iterations

14% of comments

6% of staff respondents

- *"Special Ed staff seem very stretched, adding more and more students to their* ***caseload****."*
- "There is a **lack of** T**eaching Assistant** resources."
- *"****Asking teachers to do the extra work*** *needed to support areas of high need and special services is* ***not appropriate****."*
- "I would like to see **strong and systematic RTI** services implemented with the hope of cutting down on students who need special education services."

REPRESENTATIVE COMMENTS *Staff Survey*

TECH-NOLOGY

30 iterations

11.6% of comments

5% of staff respondents

- "We need more **updated technology** in classrooms."
- *"Technology available to students and staff is **so limited** that the expectation to incorporate it into curriculum is **unrealistic** and frustrating."*
- "I am concerned about the school having **adequate resources as we move toward a 1 to 1** technology initiative."
- *"The **changes** in technology have been overwhelming and I am a tech savvy person."*

REPRESENTATIVE COMMENTS *Staff Survey*

SURVEY DESIGN OR PROCESS

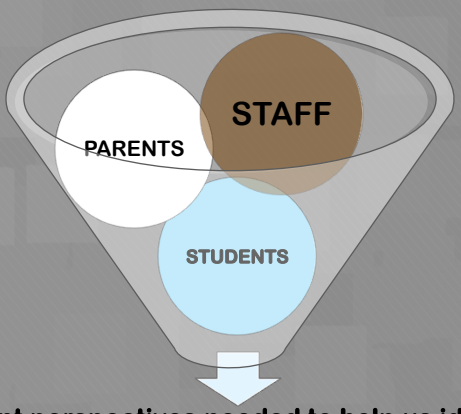
16 iterations

6% of comments

2.5% of staff respondents

- *"I wish there was an option between agree and disagree – there are some areas where I felt something neutral was the best answer but was **forced to choose**."*
- "I have **taken dozens of surveys just like this one**, at the building, district, and state levels. Unfortunately the **pattern I have experienced** is that those collating the data will see what they want to see and will use the results to support those programs that the administration has already endorsed."

Progress toward DISTRICT GOALS



Different perspectives needed to help us identify strengths and district-wide areas needing attention

Similar Views

=	PARENTS	STUDENTS	STAFF
➢ High Academic Standards	= School sets high academic standards: **92%**	= Teachers have high expectations of me: **96%**	= Schools sets high academic standards: **98%**
➢ Staff Care	= Staff care about how much my child learn: **91%**	= Teachers care about how much I learn: **90%**	= Staff committed to help every student: **94%**
➢ Technology Supports Learning	= My child uses technology that supports learning: **93%**	= Technology I use in school helps me learn: **89%**	= Students use technology that supports their learning: **90%**
➢ Welcome	= I feel welcome at my child's school: **92%**	= I feel welcome at my school: **94%**	= My school is a good place to work, learn: **96%**
➢ Transition	= My child has a positive experience during transition to new grade: **94%**	= I have a positive experience when I move from one grade to the next: **89%**	= Staff collaborate to ease students' transitions into new grade/program: **92%**

Similar Views

=	PARENTS	STUDENTS	STAFF
➢Respect Student Diversity	= Students from diverse backgrounds/cultures respect each other: **89%**	= Students show respect for people with different cultures: **86%**	= Students from diverse backgrounds and cultures respect each other: **86%**
➢After School Needs	= After school programs meet the needs of my child: **80%**	= After school programs meet my needs: **82%**	= After school programs meet students' needs: **83%**
➢Media Center	= School Library/Media Center is meeting my child's needs: **93%**	= Media Center has the books and materials I need for school: **92%**	= Media Center at my school meets students' needs: **94%**
➢Transportation	= Transportation service is meeting my child's needs: **78%**	= Bus service is meeting my needs: **74%**	= Transportation service meets students' needs: **78%**

Dissonance

≠	PARENTS	STUDENTS	STAFF
➢Involved in Decision Making	≈ I am involved in decisions about education of child: **75%**	≈ I work with my teachers to decide what helps me learn: **79%**	≠ Good job of encouraging parent involvement: **92%**
➢Homework	≠ My child receives appropriate **amount:** **82%** My child's homework **furthers learning:** **86%**	≠ The **amount** of homework is reasonable: **64%** Homework **furthers learning:** **56%**	(not included in Staff Survey)
➢Understand strengths & needs	≈ Staff help me understand strengths and learning needs of my child: **71%**	≈Teachers help me understand what I' m good at & how I can improve: **80%**	≠ Staff help parents understand the strengths/ learning needs of their child: **95%**
➢Input from Students	≈ Staff are respectful and receptive to input from students **92%**	≠ Teachers are respectful and open to students' suggestions: **78%**	≈ Staff are respectful and receptive to input from students **97%**

Dissonance

≠	PARENTS	STUDENTS	STAFF
➢Stressed	≠ My child feels stressed or overwhelmed by school: **33%**	≈ I feel stressed or overwhelmed by school: **53%**	≈ Students feel stressed or overwhelmed by school: **61%**
➢Foster Diversity	= School staff foster an appreciation of student diversity: **94%**	≠Teachers help students learn to get along with people different from them: **73%**	= Staff help students learn to get along with people different from them: **95%**
➢Diverse Curriculum Resources	≠ My child's curriculum resources show diverse cultures: **91%**	= My school materials and textbooks show people from diverse cultures: **76%**	= Our curriculum resources show people from diverse cultures: **72%**
➢Lunch	≠ School lunch meeting child's need: **73%**	≠ I am satisfied with the school lunch program: **57%**	≠ School lunch meeting student needs: **94%**
➢Technology	= District provides adequate technology to meet students' needs: **88%**	= School provides me with the technology I need for classes: **89%**	**≠ School provides adequate technology to support instruction: 74%**

Goal 1: Advance Learning for All Students

Evidence of Progress

School Sets High Academic Standards
Staff Responsive to Input from Parents
Students Understand How to Use Online Tools Responsibly (Digital Citizenship)
Staff Care about How Much Students Learn

Areas Needing Attention

Curriculum Meets Needs of All Students
Homework Amount is Reasonable
Homework Furthers Learning
Info on Student Progress

Based on average of all stakeholders; highest and lowest percentages of agree/strongly agree

Goal 2: Develop Social, Emotional, Wellness and Citizenship Skills

Evidence of Progress

Feel Welcome at School / Good Place to Work/ Learn
Not Fearful of Being Hurt by Other Students
Staff Seem to Work Well Together

Areas Needing Attention

Curriculum Resources Showing People from Diverse Cultures
Discipline Issues Handled Fairly
Students Not Stressed or Overwhelmed By School

Based on average of all stakeholders; highest and lowest percentages of agree/strongly agree

Goal 3: Ensure Infrastructure supports district values and learning goals

Evidence of Progress

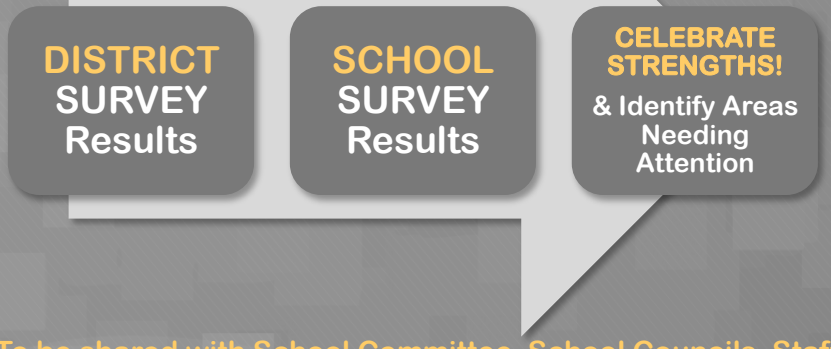
Satisfaction with District Administration Services
Media Center Meeting Student Needs
District Website Provides Useful Info
Satisfaction with the Administration at My School

Areas Needing Attention

Transportation Meeting Students' Needs
Amount of Special Education
Lunch Program Meeting Students' Needs
Adequate Space to Meet Instructional Needs

Based on average of all stakeholders; highest and lowest percentages of agree/strongly agree

Next Steps



* To be shared with School Committee, School Councils, Staff

"I understand that of the thousands of surveys you will be getting, mine is just one persons. However, consider these issues to be problems for many students, and I hope they will be addressed and fixed."

- Comment from Survey of NHS Student, Class of 2017

NEXT STEPS:
District-wide areas needing attention and…

WHAT WE WILL DO TO IMPROVE

NEEDHAM PUBLIC SCHOOLS
Needham, Massachusetts