

The Winnetka Public Schools 2015 **2016** Staff Survey

Introduction

Thank you for participating in The Winnetka Public Schools District 36 survey. This annual survey is being conducted for the fourth time. Your responses will be used to help the District assess progress toward the Strategic Planning Goals that were approved by the School Board in December 2012.

All responses will remain anonymous and individual comments will not be reported publicly. The demographic information will be used to group responses.

Please answer the multiple-choice questions based on your overall experience with the District and utilize the open-ended questions to provide any additional details. Please do not name individuals in your responses.

The survey will take between 10 and 15 minutes to complete. Only one response per computer will be accepted. If you have questions or experience any technical difficulties please contact board@winnetka36.org.

The above copy needs to be updated for 2016 to reflect the 2015-2020 Strategic Plan and Shared Vision:

Thank you for participating in The Winnetka Public Schools District 36 survey. District 36 serves students in Kindergarten through eighth grade. This annual survey is being conducted for the fifth time. Your responses will be used to help the District assess progress toward the revised 2015-2020 Strategic Plan and Shared Vision, presented to the School Board at its January 26, 2016, meeting.

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Please answer the multiple-choice questions based on your overall experience with the District and utilize the open-ended questions to provide any additional details. Please do not name individuals in your responses.

The survey will take between 10 and 15 minutes to complete. Only one response per computer will be accepted. If you have questions, or experience any technical difficulties, please email board@winnetka36.org.

Demographics

1. Which of the following best describes your job?

- ☐ ~~Certified~~ teacher **Change to Licensed
Teacher**
- ☐ Classified staff
- ☐ Administrator
- ☐ District Office Staff
- ☐ Other

2. At which site do you primarily work?

- ☐ Crow Island School
- ☐ Greeley School
- ☐ Hubbard Woods School
- ☐ The Skokie School
- ☐ Carleton Washburne School
- ☐ District Office (includes Buildings and Grounds, Curriculum, Technology)

3. How many years have you worked for The Winnetka Public Schools?

- ☐ This is my first year
- ☐ 1-3
- ☐ 4-5
- ☐ 6-10
- ☐ 11-15
- ☐ 15+

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Operations

4. Operations include facilities, finances, and human resources. Practicing good stewardship of tax dollars means that The Winnetka Public Schools must provide the best possible education for the children of Winnetka while remaining fiscally responsible. In 2013, the School Board abated \$2 million back to taxpayers. In 2014, the School Board approved a \$3 million reduction to the levy and in 2015, the Board lowered the levy request from 5.95% to 1.87%. **This information will be further updated after the March Board Meeting.* (The levy is an annual request to Cook County for the property tax revenue a school district needs to operate during the subsequent fiscal year). The School Board and District administrators are charged with managing spending priorities that include attracting and retaining excellent teachers and staff, caring for aging facilities, and providing high-quality curricula and instruction.

How satisfied are you with the following operational aspects of the District?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	N/A
Financial Management of the District	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information the District communicates about its budget and fiscal policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintenance of the District's buildings and grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring, retention, development, and evaluation of teaching staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information you receive from, and the interactions you have with, the Business Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information you receive from, and the interactions you have with, the Human Resources Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

Remove comment box since there is an opportunity to comment at the end of the survey.

The Winnetka Public Schools 2015 **2016** Staff Survey

The School Board

5. The School Board is responsible for developing District policies and long range plans; approving the budget; and hiring and evaluating the Superintendent.

How satisfied are you with the following?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	N/A
The overall performance of the current School Board?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board's fiscal management?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board's response to staff feedback?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

~~Comments~~

Remove comment box since there is an opportunity to comment at the end of the survey.

The Winnetka Public Schools 2015 **2016** Staff Survey

Communication

6. How satisfied are you with the communication you receive from The Winnetka Public Schools?

☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Very Dissatisfied

7. In the past six months have you read the following District communications?

	Yes	No	N/A
Website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learners (print newsletter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Winnetka Wire (electronic newsletter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board Highlights (electronic newsletter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic Planning materials (print and electronic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connect 36 (staff email and blog)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

~~8. Is there anything else about communication you would like us to know?~~

Advise removing N/A column-it seems unnecessary.

Omit comment box above as there is an area to comment at the end and this is redundant.
To sense how familiar the Shared Vision is becoming, add:
I am familiar with the Shared Vision due to communication from the District.

☐ Yes ☐ No ☐ Unsure

Add the following new question for consistency with the community/parent survey.

In the past 3-6 months, have you visited or followed the District's social media platforms?

Facebook	Yes	No
Twitter	Yes	No
Instagram	Yes	No
Youtube	Yes	No

The Winnetka Public Schools 2015 **2016** Staff Survey

Differentiation Communication

9. How well do you feel parents currently understand differentiation in District 36?

Very Well	Well	Average	Not Very Well	Poorly	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Break #10 into four questions to align with Parent and Community Satisfaction survey questions. See page 8 for questions.

~~10. How often do you communicate about differentiation to your students' parents?~~

At least once per week	At least once per month	At least once every few months per	At least once year	Never	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

~~11. In what ways do you communicate with parents about differentiation?~~

- ☐ ~~Class Newsletter~~
- ☐ ~~Classroom Website~~
- ☐ ~~Conferences~~
- ☐ ~~Email~~
- ☐ ~~In person~~

~~Other (please specify)~~

~~12. Please provide examples of ways in which you have communicated with parents about differentiation, if applicable.~~

Recommending deletion as we are suggesting the removal of the above questions on differentiation.

~~13. How can the District help you to better inform parents about differentiation?~~

Replace "differentiation" with "growth and achievement."

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Satisfaction

~~14. Are you satisfied with the consistency among classrooms within each grade? (For example, all third-grade classes at your school.)~~

Tweak this question to align with community survey: "Are you satisfied with the consistency among classrooms within each grade at your school?"

- ☐ Yes
- ☐ No
- ☐ Unsure

15. Do you believe The Winnetka Public Schools does a good job preparing its students to move on to the next grade?

- ☐ Yes
- ☐ No
- ☐ Unsure

16. How satisfied are you with the quality of parent-teacher conferences?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	N/A
Grades K-4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grades 5-6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grades 7-8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

~~17. Is there anything else about consistency, transitions, or conferencing you would like us to know?~~

Eliminate this box because allow respondents to share all comments at the end of the survey.

18. Do you agree or disagree that the District does a good job preparing students for success in high school?

- ☐ Agree
- ☐ Disagree
- ☐ Unsure

19. Which of the following statements best describes your ~~overall satisfaction or dissatisfaction~~ experience with The Winnetka Public Schools District 36?

☐ ~~I am~~ very satisfied ☐ ~~I am~~ satisfied ☐ Neutral ☐ ~~I am~~ dissatisfied ☐ ~~I am~~ very dissatisfied

Add "current experience" and delete "I am" so the verbiage aligns with the community survey.

20. Is there anything else about The Winnetka Public Schools District 36 you would like us to know?

QUESTION #10 revisions, continued:

Growth: (compared to self) A positive change in a learner's maturity and competence (social, emotional, and academic) based on personalized goals.

Achievement: (compared to others/benchmark) A learner's accomplishment in reaching an individual's goal (social, emotional, or academic) based on a developmental, curricular, and/or personal expectation.

-How frequently do you communicate with your students' parents regarding their academic growth?

☐ At least once per week ☐ At least once per month ☐ At least once every few months ☐ At least once per year ☐ Never ☐ N/A

- How frequently do you communicate with students' parents regarding their academic achievement?

☐ At least once per week ☐ At least once per month ☐ At least once every few months ☐ At least once per year ☐ Never ☐ N/A

- How frequently do you communicate with your students' parents regarding their social and emotional growth?

☐ At least once per week ☐ At least once per month ☐ At least once every few months ☐ At least once per year ☐ Never ☐ N/A

- How frequently do you communicate with your students' parents regarding their social and emotional achievement?

☐ At least once per week ☐ At least once per month ☐ At least once every few months ☐ At least once per year ☐ Never ☐ N/A

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Residency

* 1. In which elementary school area do you reside? If you are not sure, please contact the District Office at 847-446-9400.

- ☐ Crow Island School
- ☐ Greeley School
- ☐ Hubbard Woods School
- ☐ I do not live in District 36

Demographics

2. Which best describes your age?

- ☐ 18-24
- ☐ 25-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60-69
- ☐ 70 or greater

* 3. Do you currently have children enrolled in The Winnetka Public Schools?

- ☐ Yes
- ☐ No

Demographics

4. Which of the following best describes your household? (CHECK ALL THAT APPLY)

- ☐ There are no children in my household
- ☐ My children are in preschool
- ☐ My children attend private or parochial school
- ☐ My children graduated from The Winnetka Public Schools

Other (please specify)

~~5. If you would like to receive District 36 newsletters and updates, please provide your email below:~~

To further clarify question #5, since it only goes to those who do not have students in the District schools, we recommend asking the following:

Please indicate if you would like to receive the District's monthly communications.

- ☐ *Board Highlights* (a recap sent within 72 hours of each School Board meeting)
- ☐ *The Winnetka Wire* (a monthly e-newsletter with a message from the Superintendent and District news)
- ☐ If you indicated that you are interested in subscribing to one or both of the e-newsletters above, please provide your email address_____

Current Parents

6. In what grades are your children currently enrolled? (CHECK ALL THAT APPLY)

☐ Below K age

☐ K

☐ 1

☐ 2

☐ 3

☐ 4

☐ 5

☐ 6

☐ 7

☐ 8

☐ High School

☐ College

☐ Other

Recommend eliminating "other" as it is vague and does not give us specific, relevant information. Also, remove preschool and use "Below Kindergarten age"

7. Are you satisfied with the consistency among classrooms within each grade at your child's school?

~~(For example, all third-grade classes at your child's school.)~~

☐ Yes

☐ No

☐ Unsure

8. Do you believe The Winnetka Public Schools does a good job preparing its students to move on to the next grade?

☐ Yes

☐ No

☐ Unsure

9. How satisfied are you with the information you receive on your children's progress?

Recommended change: break this question down further for more precise data:

Growth: (compared to self) A positive change in a learner's maturity and competence (social, emotional, and academic) based on personalized goals.

Achievement: (compared to others/benchmark) A learner's accomplishment in reaching an individual's goal (social, emotional, or academic) based on a developmental, curricular, and/or personal expectation.

-I am satisfied with the communication from my child's school regarding his or her academic growth

☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Very Dissatisfied

-I am satisfied with the communication from my child's school regarding his or her academic achievement

☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Very Dissatisfied

-I am satisfied with the communication from my child's school regarding his or her social and emotional growth

☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Very Dissatisfied

-I am satisfied with the communication from my child's school regarding his or her social and emotional achievement

☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Very Dissatisfied

10. How satisfied are you with the quality of parent-teacher conferences?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	N/A
Grades K-4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grades 5-6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grades 7-8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

~~11. Is there anything else about consistency, transitions, or conferencing you would like us to know?~~

Recommended change: remove the above comment box in order to collect all comments at the very end of the survey in the "Is there anything else you would like us to know?" open-ended question. The comment boxes throughout are redundant.

Add Winnetka Parent Institute question:

As the District expands its Parent Education program, which topics would be of interest for you to learn more about during the 2016-2017 school year?

- ☐ Math
- ☐ Reading
- ☐ Mobile Learning Initiative
- ☐ STEAM
- ☐ Progressive Education
- ☐ Social and Emotional wellness
- ☐ Digital Literacy & Social Media
- ☐ The New Trier High School experience
- ☐ Other _____

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Operations

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How satisfied are you with the following operational aspects of the District?

	<input type="radio"/> Very Satisfied	<input type="radio"/> Satisfied	<input type="radio"/> Neutral	<input type="radio"/> Dissatisfied	<input type="radio"/> Very Dissatisfied	<input type="radio"/> N/A
Financial management of the District	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information the District communicates about its budget and fiscal policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintenance of the District's buildings and grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring, retention, development, and evaluation of teaching staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments						

Remove this comment box as there is an opportunity for comments at the end of the survey.

The School Board

13. The School Board is responsible for developing District policies and long range plans; approving the budget; and hiring and evaluating the Superintendent.

How satisfied are you with the following?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	N/A
The overall performance of the current School Board?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board's fiscal management?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board's response to community feedback?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

~~Comments~~

Remove this comment box as there is an opportunity for comments at the end of the survey.

The Winnetka Public Schools 2015 ~~2016~~ Survey

Communication

14. How satisfied are you with the communication you receive from The Winnetka Public Schools?

☐ Very Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Very Dissatisfied

15. In the past six months have you read the following District communications?

	Yes	No	N/A
Website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learners (print newsletter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Winnetka Wire (electronic newsletter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board Highlights (electronic newsletter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic Planning materials (print and electronic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. What is your most preferred method of communication from District 36?

- ☐ Printed and mailed to my home
- ☐ Electronic newsletters
- ☐ ~~Website or social media items~~

~~16. Is there anything else about communication you would like us to know?~~

On this page, it is suggested to remove N/A since it is vague, deleting "Strategic Planning" since that refers to the previous plan, adding on option regarding the website and social media under preferred method of communication, removing the comments box as respondents can comment at the end, and adding the following new question:

In the past 3-6 months, have you visited or followed the District's social media platforms?

Facebook	Yes	No
Twitter	Yes	No
Instagram	Yes	No
Youtube	Yes	No

Satisfaction

18. Do you agree or disagree that the District does a good job preparing students for success in high school?

- ☐ Agree
☐ Disagree
☐ Unsure

~~19. Do you agree or disagree with the following statement?~~

~~The Winnetka Public Schools District 36 is a good financial value.~~

- ~~☐ Agree
☐ Disagree
☐ Unsure~~

In order to keep the survey as concise as possible, these are less helpful in terms of Strategic Planning than the new questions we have added.

~~20. Do you agree or disagree with the following statement?~~

~~I believe that good schools maintain home values in our community.~~

- ~~☐ Agree
☐ Disagree
☐ Unsure~~

Use the word "experience" below as it is more neutral.

21. Which of the following statements best describes your current ~~overall satisfaction or dissatisfaction~~ **experience** with The Winnetka Public Schools District 36?

- ☐ ~~I am~~ very satisfied ☐ ~~I am~~ satisfied ☐ Neutral ☐ ~~I am~~ dissatisfied ☐ ~~I am~~ very dissatisfied

Delete "I am" because it is inconsistent with the rest of the survey

22. Is there anything else about The Winnetka Public Schools District 36 you would like us to know?