



PUBLIC SCHOOLS OF BROOKLINE

PSB Staff and Family Feedback Survey Results
School Year 2016-17
June 15, 2017

Overview

Survey Types

- School staff: teachers and school based employees
- District staff: Principals, Vice Principals, and district staff (including curriculum coordinators, department staff, and Senior Leadership)
- Families

Purpose and Use

- To gather feedback from our most important stakeholder groups.
- Reflection (at the school and system level) on areas of strength and areas for improvement.
- Schools will use results when developing their School Improvement Plans for upcoming year.

Administration Details

- Contracted with Panorama Education
- Online survey
- Responses are anonymous
- Translations available for families who request them
- Available during a three week window in the Spring 2017*

*The family survey was underway when contract negotiations were settled. The staff survey began after agreement and before ratification of the negotiated contracts

How Survey Responses are Scored

Survey Categories

- Each survey item is linked to a topic area.
 - School staff survey: 9
 - District staff: 1
 - Families: 5-7
- Results are shared by topic area (summary) and by item (individual questions)

Percent Favorable (%)

- Summary and individual item results are reported as % favorable.
- Indicates that percentage of respondents who answered positively to a question (a 4 or 5 on a five-point scale)
- Example: “How strong is this school’s sense of community?”
 - Extremely strong
 - Quite strong
 - Somewhat strong
 - A little bit strong
 - Not strong at all

*Blue text indicates answer choices that are considered favorable



Overview of Results - Family and Staff

Response Rates

	Invited to Participate (#)	Responded (#)	Response Rate (%)	Change from 2016 (%)
Staff	1,379 school-based 98 central administration	804	58% School based range: 49%-75%	-7%
Family	11,969 individuals ~5,099 households	3,097	26% School based range: 20%-32%	-3%

- Response rates for the 2017 staff and family survey are high enough to deem results valid
- Rates decreased compared to the 2016 administration.
- We believe our outreach to families during the survey window was robust, but our assessment is that we did not do as well a job as we did in 2016 informing parents in advance of the survey administration.



Staff Survey Results

School Staff: Overall Results by Topic

Results are ordered alphabetically by topic.

	% Favorable (4 or 5 on five-point scale)	Change from 2016 (% points)
District Climate	48%	+16%
Educating all Students	73%	0%
Feedback	27%	-4%
Professional Learning	39%	+3%
School Climate	67%	+1%
School Leadership	55%	+2%
Staff/Family Relationships	72%	0%
Staff/Leadership Relationships	66%	+2%
Teacher Efficacy	68%	-1%

District Staff: Overall Results by Topic

We distinguish those employees who work at multiple school/sites and those who work primarily in the district office.

Results are ordered by percent favorable.

	% Favorable (4 or 5 on five-point scale)	Change from 2016 (% points)
District Climate (District Office employees only)	59%	+8%
District Climate (All district level employees)	47%	+14%



Family Survey Results

Family: Overall Results by Topic

Results are ordered alphabetically by topic.

	% Favorable (4 or 5 on five-point scale)			Change from 2016 (% points)		
	BEEP	K-8	BHS	BEEP	K-8	BHS
Communications	--	44%	61%	--	+3%	+6%
District Climate	69%	56%	57%	+34%	+19%	+21%
Family Engagement	77%	41%	28%	+3%	-2%	+1%
School Climate	88%	72%	69%	+3%	0%	+5%
School Fit	94%	68%	64%	+3%	-1%	+2%
School Leadership	95%	69%	70%	+7%	-2%	+13%
School Safety	--	61%	54%	--	--	--



Family Survey Results: BEEP

BEEP Family Survey- Overall Results by Topic

District Climate

69%

▲34

since last survey

Family
Engagement

77%

▲3

since last survey

School Climate

88%

▲3

since last survey

School Fit

94%

▲3

since last survey

School
Leadership

95%

▲7

since last survey

AREA OF STRENGTH: School Leadership

BEEP Family Responses:

School Leadership

Based on **172** family member responses



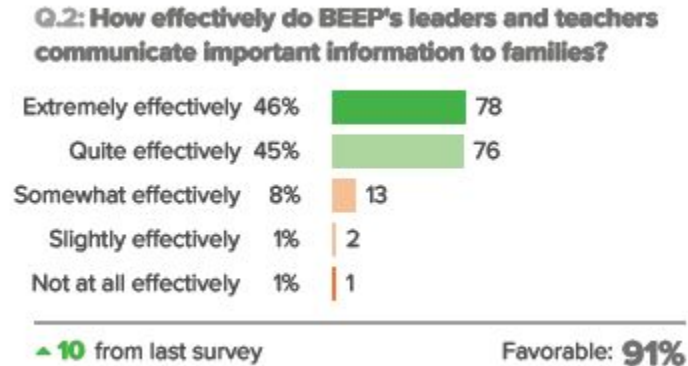
Sample of questions:

- How positive is the tone that program leaders set for the culture of BEEP?
- How effectively do BEEP's leaders and teachers communicate important information to families?

AREA OF STRENGTH: School Leadership

QUESTION: How effectively do BEEP's leaders and teachers communicate important information to families?

**BEEP
Families:**



91% of BEEP families report BEEP leaders and teachers communicate important information effectively to families.

AREA FOR IMPROVEMENT: Family Engagement

BEEP Family Responses:

Family Engagement

Based on **172** family member responses

77 %
responded favorably

▲ **3**
from
Spring 2016

Sample of questions:

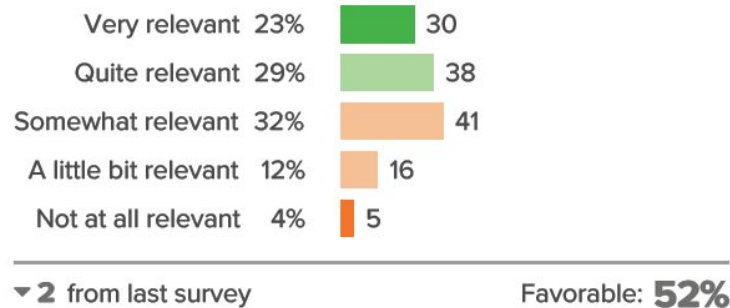
- In the past year, how often have you visited your child's school?
- How easy is it for you to talk to or meet with your child's teachers at BEEP?
- How accessible is BEEP's administrative team?
- To what extent are parents/guardians given opportunities to be meaningfully involved at BEEP?
- How relevant have the topics of BEEP's parent support groups, workshops, and information sessions been to your needs and/or interests?

AREA FOR IMPROVEMENT: Family Engagement

QUESTION: How relevant have the topics of BEEP's parent support groups, workshops, and information sessions been to your needs and/or interests?

BEEP Families:

Q.4: How relevant have the topics of BEEP's parent support groups, workshops, and information sessions been to your needs and/or interests?



52% of BEEP families report that topics discussed at support groups, workshops, or information sessions are relevant to them.



Family Survey Results: K-8

K-8 Family Survey- Overall Results by Topic

Communications

44%

▲ 3
since last survey

District Climate

56%

▲ 19
since last survey

Family
Engagement

41%

▼ 2
since last survey

School Climate

72%

▲ 0
since last survey

School Fit

68%

▼ 1
since last survey

School
Leadership

69%

▼ 2
since last survey

School Safety

61%

AREA OF STRENGTH: School Climate

K-8 Family Responses:

School Climate

Based on **2,211** family member responses

72 %
responded favorably

▲ **0**
from
Spring 2016

Sample of questions:

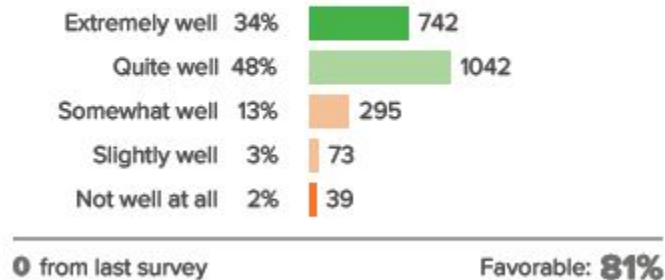
- How strong is this school's sense of community?
- To what extent is your child engaged in appropriately challenging levels of academics at this school?
- How much does this school value the diversity of students' backgrounds?
- To what extent do you think that students enjoy going to this school?
- If a friend is looking to for a school to send their children to, how likely would you be to recommend this school to them?

AREA OF STRENGTH: School Climate

QUESTION: How well do administrators and teachers at this school create a school environment that helps students learn?

K-8 Families:

Q.9: How well do administrators and teachers at this school create a school environment that helps students learn?



81% of K-8 families indicate administrators and teachers do quite to extremely well at creating school environments that help students learn.

AREA FOR IMPROVEMENT: Communications

K-8 Family Responses:

Communications

Based on **2,211** family member responses

44 %
responded favorably

▲ **3**
from
Spring 2016

Sample of questions:

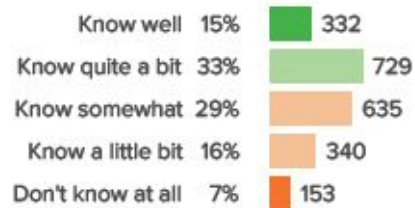
- What would be the best way for the school/district to stay in communication with you?
- How timely is the feedback that teachers at this school provide to students about their learning?
- To what extent do you use the Parent Portal to access information about your child's academic progress?
- To what extent do you know how your child is doing in school before you receive his or her report card or progress report?

AREA FOR IMPROVEMENT: Communications

QUESTION: To what extent do you know how your child is doing in school before you receive his or her report card or progress report?

K-8 Families:

Q.5: To what extent do you know how your child is doing in school before you receive his or her report card or progress report?



▲ 2 from last survey

Favorable: **48%**

Only 48% of K-8 families report knowing well and quite a bit how their child is doing in school prior to progress reports or report card distribution.



Family Survey Results: High School

BHS Family Survey- Overall Results by Topic

Communications

61%

▲6

since last survey

District Climate

57%

▲21

since last survey

Family
Engagement

28%

▲1

since last survey

School Climate

69%

▲5

since last survey

School Fit

64%

▲2

since last survey

School
Leadership

70%

▲13

since last survey

School Safety

54%

AREA OF STRENGTH: School Leadership

BHS Family Responses:

School Leadership

Based on **714** family member responses

70 %
responded favorably

▲ 13
from
Spring 2016

Sample of questions:

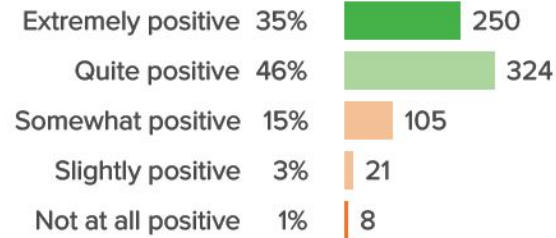
- How clearly do BHS' leaders identify their goals for the school?
- How positive is the tone that the school leaders set for the culture of BHS?
- How effective is BHS's leadership in promoting the learning and growth of all students?
- How effectively do BHS school leaders communicate important information to parents/guardians?

AREA OF STRENGTH: School Leadership

QUESTION: How positive is the tone that the school leaders set for the culture of BHS?

**BHS
Families:**

Q.2: How positive is the tone that school leaders set for the culture of BHS?



▲ from last survey
17

Favorable: **81%**

81% of BHS families report the tone leaders set for the culture of BHS is quite to extremely positive. This is a 17% increase from the 2016 survey administration.

AREA FOR IMPROVEMENT: School Safety

BHS Family Responses:

School Safety

Based on **714** family member responses

54 %

responded favorably

Sample of questions:

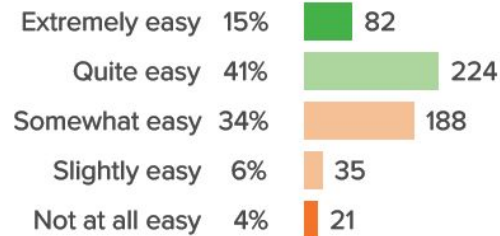
- If a student is bullied at BHS, how easy is it for him/her to get help from an adult?
- How likely is it that someone from BHS will bully your child online?

AREA FOR IMPROVEMENT: School Safety

QUESTION: If a student is bullied at BHS, how easy is it for him/her to get help from an adult?

**BHS
Families:**

Q.1: If a student is bullied at BHS, how easy is it for him/her to get help from an adult?



Favorable: **56%**

Only 56% of BHS families indicate it is quite to extremely easy for students being bullied to get help from an adult.



Family Survey Results: District Climate

District Climate - SIGNIFICANT POSITIVE GROWTH

BEEP:



K-8:



BHS:



Sample of questions:

- How well do district leaders communicate important information to parents/guardians?
- How familiar are you with the Public Schools of Brookline's four district-wide goals?
- How consistently are you able to get information about district events or news when you need it?
- How successful are district leaders in supporting schools to provide high quality education to students?

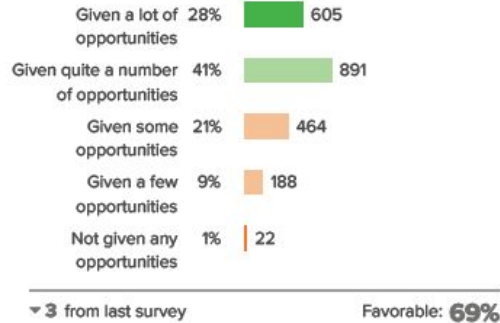


Family Survey: Additional Areas of Interest

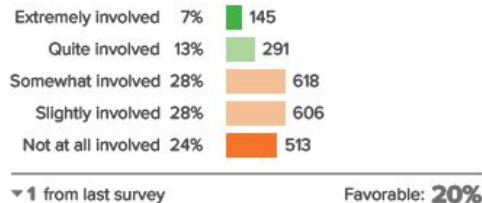
Family Engagement: K-8

- Should responses (especially questions 2 and 3) be perceived as low?
- What is the appropriate scale or expectation?

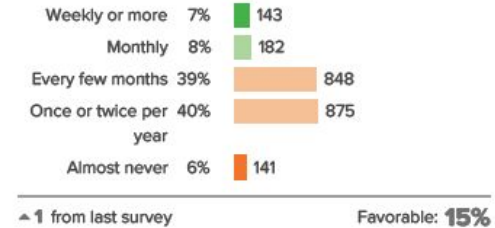
Q.1: To what extent are parents/guardians given opportunities to be meaningfully involved at this school?



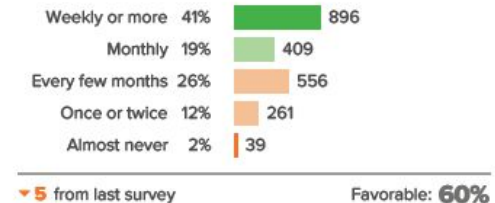
Q.3: How involved have you been with parent groups at this school?



Q.2: How often do you meet in person with teachers at your child's school?



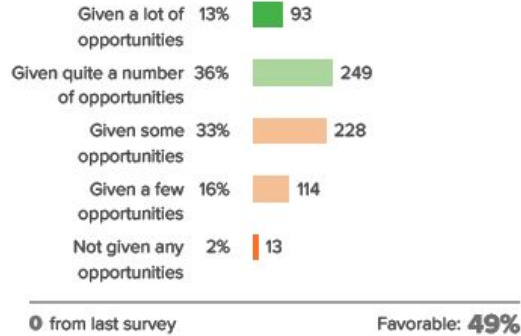
Q.4: In the past year, how often have you visited your child's school?



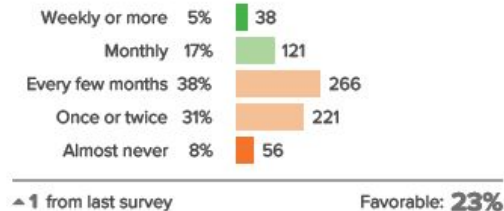
Family Engagement: BHS

- Are we asking our questions in the right way? For example:
 - What keeps you from being involved?
 - Are you involved as much as you want/can be?

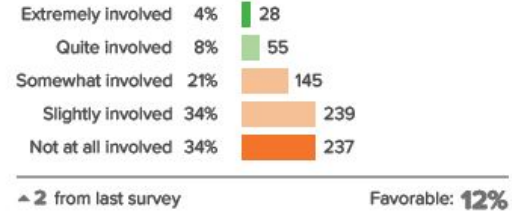
Q.1: To what extent are parents/guardians given opportunities to be meaningfully involved at BHS?



Q.3: In the past year, how often have you attended performances, events, and/or activities at BHS?



Q.2: How involved have you been with parent groups at BHS?



Next Steps with Survey Data

- Individual school reports with staff and family survey results were shared with Principals on April 21st.
- Principals are expected to share the results with their School Councils this spring as they begin developing their new School Improvement Plans.
- Principals will either share the results with their staff before the end of this school year **or** prior to the beginning of next school depending on their schedule of staff meetings.
- After staff get a chance to review the survey data, then it will be shared with the broader school community.