PUBLIC SCHOOLS of
BROOKLINE

BEEP

**School Staff
Spring 2019**

Summary

Topic Description	Results
District Climate	**73%** ▲ 8 since last survey
Educating All Students	**86%** ▲ 4 since last survey
Feedback	**83%** ▲ 12 since last survey
Professional Learning	**61%** ▲ 4 since last survey
School Climate	**87%** ▲ 3 since last survey
School Leadership	**75%** ▲ 8 since last survey
Staff-Family Relationships	**88%** ▼ 6 since last survey

Staff-Leadership Relationships

91%

▲ 14
since last survey

Teaching Efficacy

93%

0
since last survey

---

89 responses

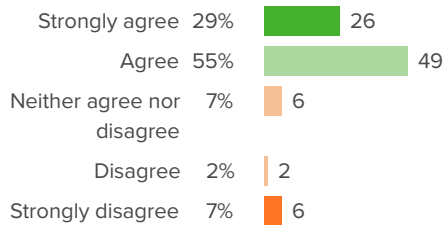# District Climate

Your average

73%

89 responses

Change

▲ 8

since last survey

How did people respond?

Q.1: At work I have the opportunity to do what I do best every day.

Strongly agree	29%	26
Agree	55%	49
Neither agree nor disagree	7%	6
Disagree	2%	2
Strongly disagree	7%	6

▼ **3** from last survey   Favorable: **84%**

Q.2: How helpful are district leaders in providing the support you need to do your job well?

Extremely helpful	17%	15
Quite helpful	53%	46
Somewhat helpful	25%	22
A little bit helpful	3%	3
Not at all helpful	1%	1
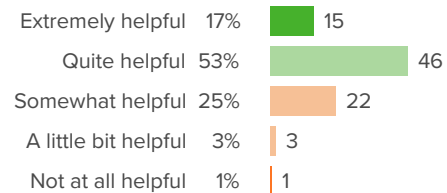
▲ **13** from last survey   Favorable: **70%**

Q.3: How successful are district leaders in communicating important information to staff?

Highly successful	11%	10
Quite successful	53%	46
Somewhat successful	24%	21
A little bit successful	11%	10
Not at all successful	0%	0
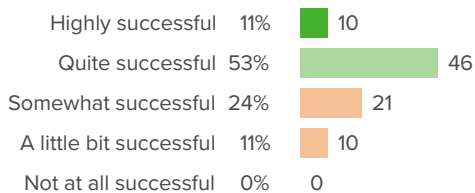
▲ **7** from last survey   Favorable: **64%**

Q.4: To what extent do you trust the district leaders to do what they say they will do?

Trust a tremendous amount	16%	14
Trust quite a bit	57%	50
Trust somewhat	21%	18
Trust a little bit	6%	5
Don't trust at all	0%	0
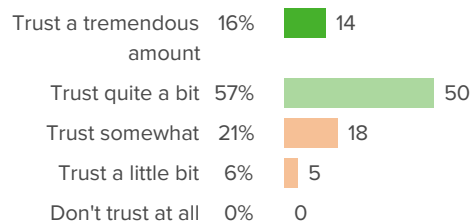
▲ **15** from last survey   Favorable: **74%**

Q.5: Overall, how positive is the working environment in the district as a whole?

Extremely positive	14%	12
Quite positive	57%	50
Somewhat positive	25%	22
Slightly positive	2%	2
Not at all positive	1%	1
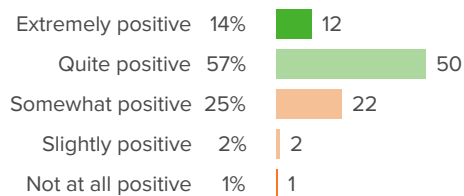
▲ **6** from last survey   Favorable: **71%**

Educating All Students

Your average

86%
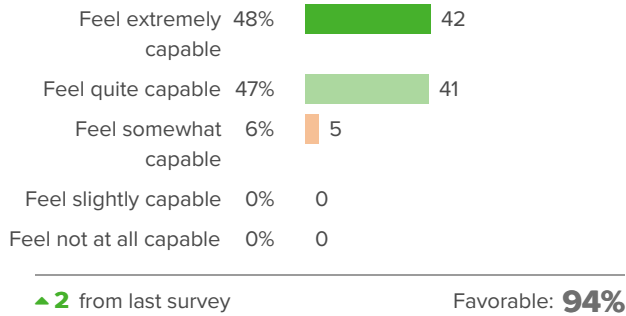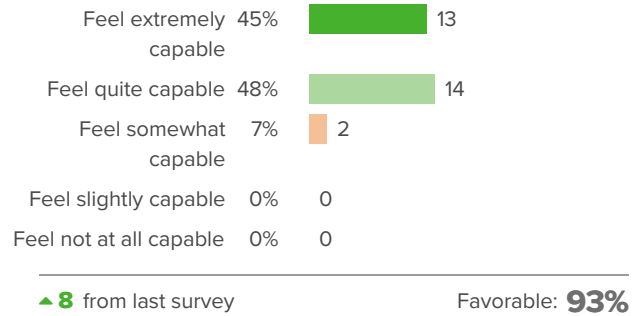
89 responses

Change

▲ **4**

since last survey

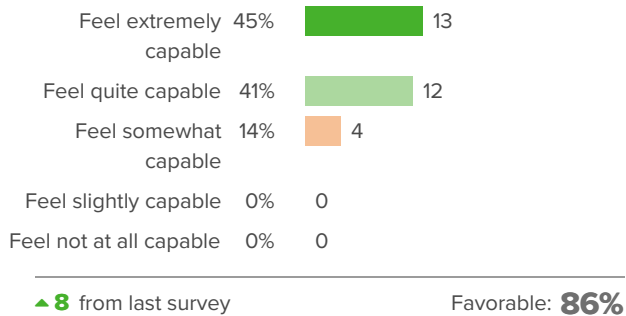**How did people respond?**

Q.1: To what extent do you feel capable of interacting with students at this school who are from a different racial and/or cultural background from your own?
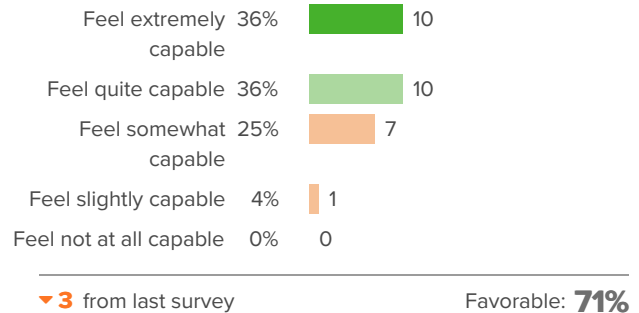
Feel extremely capable	48%	42
Feel quite capable	47%	41
Feel somewhat capable	6%	5
Feel slightly capable	0%	0
Feel not at all capable	0%	0

▲ **2** from last survey   Favorable: **94%**

Q.2: When an issue of diversity arises in your class, to what extent do you feel capable of addressing the situation?

Feel extremely capable	45%	13
Feel quite capable	48%	14
Feel somewhat capable	7%	2
Feel slightly capable	0%	0
Feel not at all capable	0%	0

▲ **8** from last survey   Favorable: **93%**

Q.3: To what extent do you feel capable of incorporating material about people from different racial or cultural backgrounds into your curriculum?

Feel extremely capable	45%	13
Feel quite capable	41%	12
Feel somewhat capable	14%	4
Feel slightly capable	0%	0
Feel not at all capable	0%	0

▲ **8** from last survey   Favorable: **86%**

Q.4: To what extent do you feel capable of having conversations about race with your students?

Feel extremely capable	36%	10
Feel quite capable	36%	10
Feel somewhat capable	25%	7
Feel slightly capable	4%	1
Feel not at all capable	0%	0

▼ **3** from last survey   Favorable: **71%**

Feedback

Your average
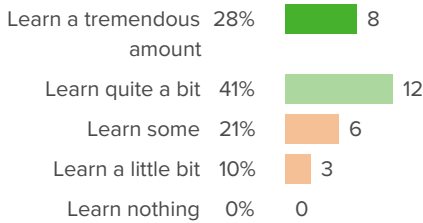
83%

89 responses

Change

▲ **12**

since last survey

How did people respond?

Q.1: How much do you learn from the teacher evaluation processes at your school?

Learn a tremendous amount	28%	8
Learn quite a bit	41%	12
Learn some	21%	6
Learn a little bit	10%	3
Learn nothing	0%	0

▲ **10** from last survey   Favorable: **69%**

Q.2: How useful do you find the feedback you receive on your teaching?

|		
Extremely useful	34%	10
Quite useful	48%	14
Somewhat useful	17%	5
Slightly useful	0%	0
Not at all useful	0%	0
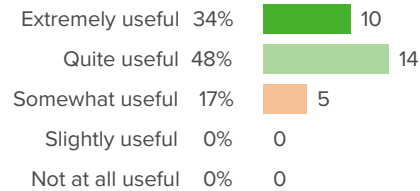
▲ **18** from last survey   Favorable: **83%**

Q.3: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?

Extremely thorough	38%	11
Quite thorough	55%	16
Somewhat thorough	3%	1
Slightly thorough	3%	1
Not at all thorough	0%	0
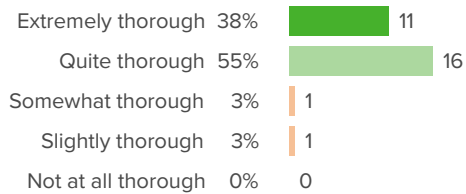
▲ **16** from last survey   Favorable: **93%**

Q.4: How often do you receive (formal or informal) feedback on your teaching?

Weekly	38%	11
Monthly	48%	14
Quarterly	7%	2
Almost never	7%	2
Never	0%	0
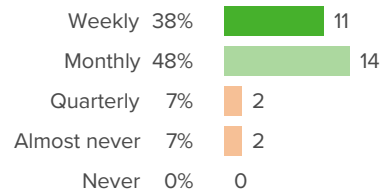
▲ **5** from last survey   Favorable: **86%**

Professional Learning

Your average

61%

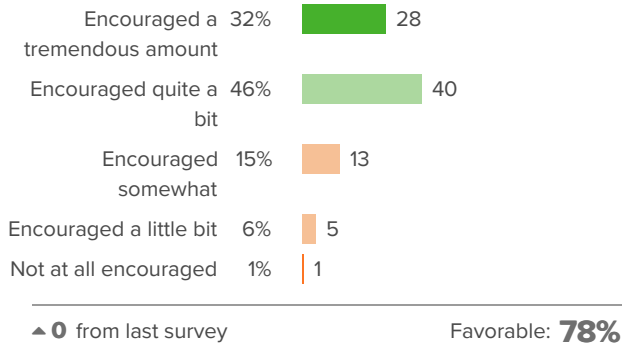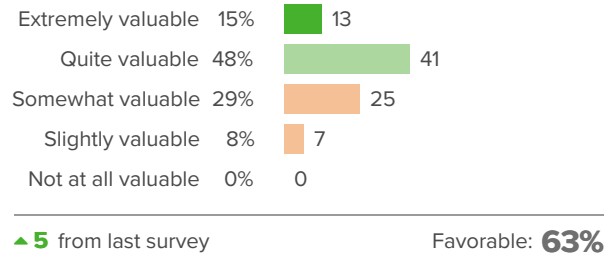89 responses

Change

▲ **4**
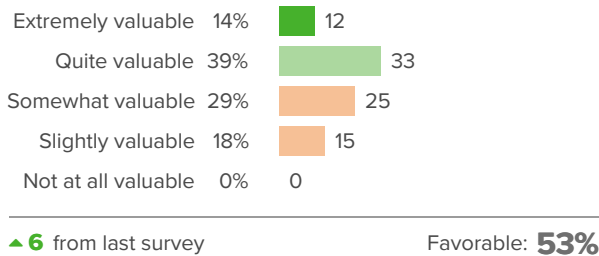
since last survey

How did people respond?

Q.1: At this school, to what extent are your ideas and suggestions for improvement encouraged?

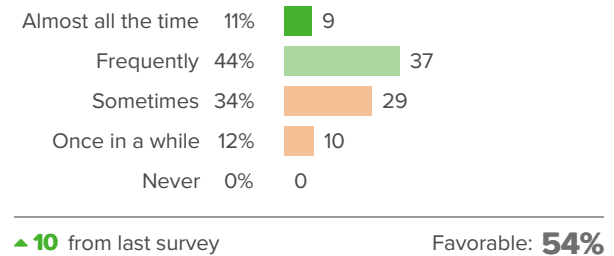|		
Encouraged a tremendous amount	32%	28
Encouraged quite a bit	46%	40
Encouraged somewhat	15%	13
Encouraged a little bit	6%	5
Not at all encouraged	1%	1

▲ 0 from last survey   Favorable: **78%**

Q.2: How valuable are the professional development opportunities that are organized by this school (or, for BHS teachers, department)?

Extremely valuable	15%	13
Quite valuable	48%	41
Somewhat valuable	29%	25
Slightly valuable	8%	7
Not at all valuable	0%	0

▲ 5 from last survey   Favorable: **63%**

Q.3: How valuable are the professional development opportunities that are organized by district staff?

Extremely valuable	14%	12
Quite valuable	39%	33
Somewhat valuable	29%	25
Slightly valuable	18%	15
Not at all valuable	0%	0

▲ 6 from last survey   Favorable: **53%**

Q.4: How often do your professional development opportunities help you explore new ideas?

Almost all the time	11%	9
Frequently	44%	37
Sometimes	34%	29
Once in a while	12%	10
Never	0%	0

▲ 10 from last survey   Favorable: **54%**

Q.5: How relevant have your professional development opportunities been to the content that you teach?

Extremely relevant	21%		6
Quite relevant	34%		10
Somewhat relevant	41%		12
Slightly relevant	3%		1
Not at all relevant	0%		0
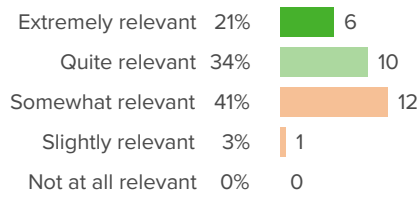
▼1 from last survey   Favorable: **55%**

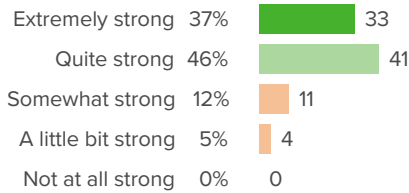# School Climate

Your average

87%

89 responses

Change

▲ **3**

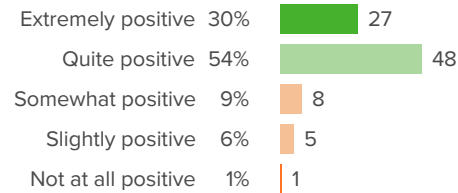since last survey

How did people respond?

Q.1: To what extent does this school have a strong sense of community?

Extremely strong	37%	33
Quite strong	46%	41
Somewhat strong	12%	11
A little bit strong	5%	4
Not at all strong	0%	0

▲ **5** from last survey — Favorable: **83%**

Q.2: Overall, how positive is the working environment at this school?

Extremely positive	30%	27
Quite positive	54%	48
Somewhat positive	9%	8
Slightly positive	6%	5
Not at all positive	1%	1

▲ **0** from last survey — Favorable: **84%**

Q.3: How optimistic are you that this school will continue to improve?

Extremely optimistic	28%	25
Quite optimistic	48%	43
Somewhat optimistic	17%	15
Slightly optimistic	6%	5
Not at all optimistic	1%	1
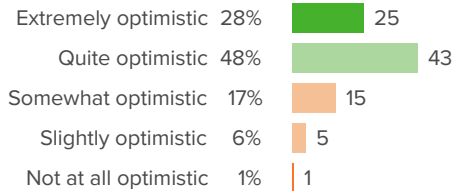
▲ **7** from last survey — Favorable: **76%**

Q.4: To what extent is there a culture of collaboration among educators in their school?

Tremendous amount	41%	36
Quite a bit	47%	41
Somewhat	10%	9
A little bit	1%	1
None at all	0%	0
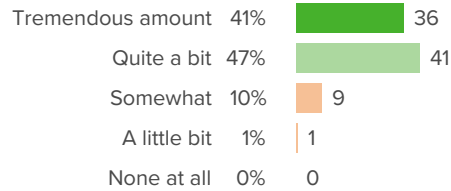
▲ **5** from last survey — Favorable: **89%**

Q.5: How respectful are the relationships between staff and students at this school?

Extremely respectful	67%	60
Quite respectful	33%	29
Somewhat respectful	0%	0
Slightly respectful	0%	0
Not at all respectful	0%	0
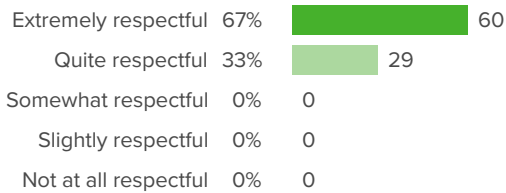
▲ **3** from last survey — Favorable: **100%**

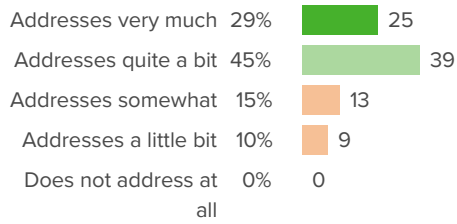### Q.6: How well does this school address matters related to students' socioeconomic status?

Addresses very much	30%	26
Addresses quite a bit	51%	44
Addresses somewhat	16%	14
Addresses a little bit	2%	2
Does not address at all	0%	0
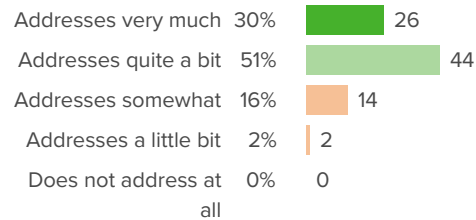
▲ **1** from last survey — Favorable: **81%**

Q.7: How well does this school address matters related to students' race/ethnicity?

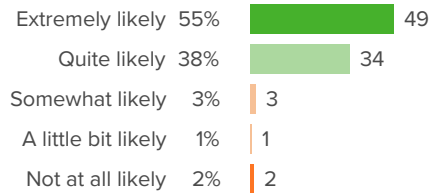|		
Addresses very much	29%	25
Addresses quite a bit	45%	39
Addresses somewhat	15%	13
Addresses a little bit	10%	9
Does not address at all	0%	0

▼ **5** from last survey   Favorable: **74%**

Q.8: How well does this school address matters related to students' disabilities?

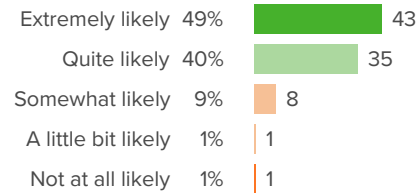|		
Addresses very much	59%	51
Addresses quite a bit	39%	34
Addresses somewhat	1%	1
Addresses a little bit	1%	1
Does not address at all	0%	0
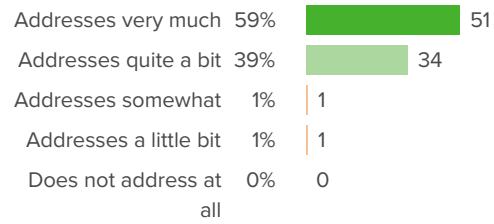
▲ **2** from last survey   Favorable: **98%**

Q.9: If a friend or colleague were looking for a school to send their children, how likely would you be to recommend this school to them?
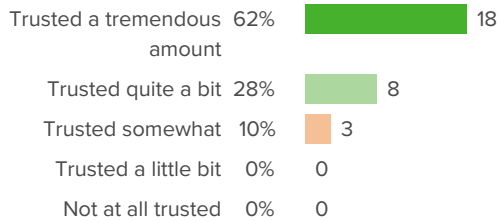
Extremely likely	55%	49
Quite likely	38%	34
Somewhat likely	3%	3
A little bit likely	1%	1
Not at all likely	2%	2

▲ **1** from last survey   Favorable: **93%**

Q.10: If a friend or colleague were looking for a teaching job, how likely would you be to recommend this school to them?

Extremely likely	49%	43
Quite likely	40%	35
Somewhat likely	9%	8
A little bit likely	1%	1
Not at all likely	1%	1

▲ **14** from last survey   Favorable: **89%**

Q.11: To what extent are teachers at this school trusted to teach in the way they think is best?

Trusted a tremendous amount	62%	18
Trusted quite a bit	28%	8
Trusted somewhat	10%	3
Trusted a little bit	0%	0
Not at all trusted	0%	0

▲ **1** from last survey   Favorable: **90%**

School Leadership

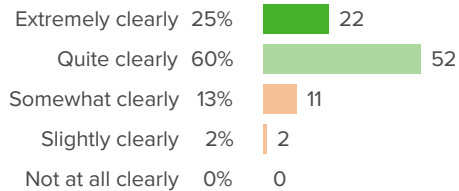**Your average**

75%

89 responses

Change

▲ **8**
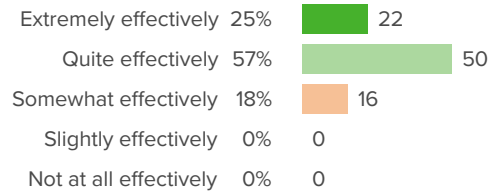
since last survey

How did people respond?

Q.1: How clearly do school leaders communicate and reinforce their goals for this school?

Extremely clearly	25%	22
Quite clearly	60%	52
Somewhat clearly	13%	11
Slightly clearly	2%	2
Not at all clearly	0%	0

▲ **8** from last survey   Favorable: **85%**

Q.2: How effectively do school leaders communicate important information to staff?

Extremely effectively	25%	22
Quite effectively	57%	50
Somewhat effectively	18%	16
Slightly effectively	0%	0
Not at all effectively	0%	0

▲ **14** from last survey   Favorable: **82%**

Q.3: How positive is the culture of this school?

Extremely positive	34%	30
Quite positive	52%	46
Somewhat positive	10%	9
Slightly positive	3%	3
Not at all positive	0%	0
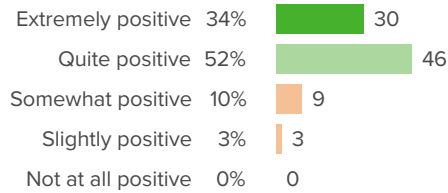
▲ **3** from last survey   Favorable: **86%**

Q.4: When the school (or, for BHS teachers, department) makes important decisions, how much input do staff members have?

A tremendous amount of input	14%	12
Quite a bit of input	33%	27
Some input	43%	36
A little bit of input	7%	6
No input	2%	2
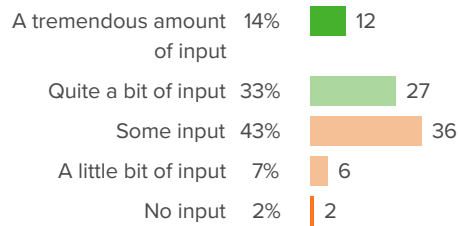
▲ **8** from last survey   Favorable: **47%**

Staff-Family Relationships

Your average

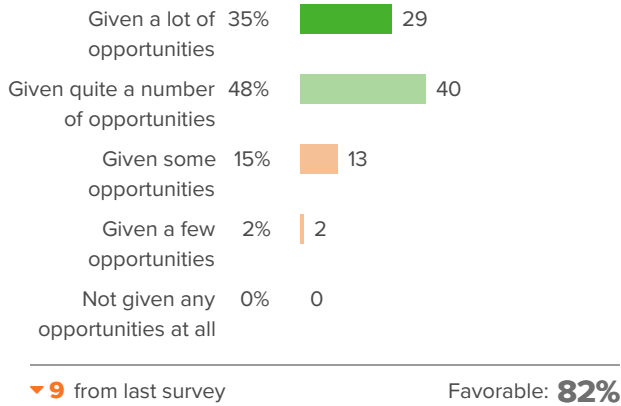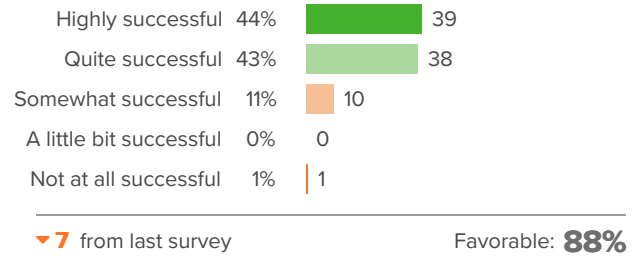**88%**
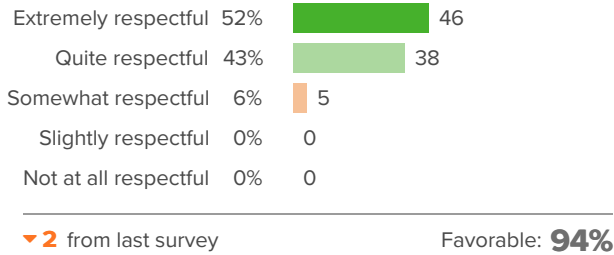
89 responses

Change

▼ **6**

since last survey

How did people respond?

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

Given a lot of opportunities	35%	29
Given quite a number of opportunities	48%	40
Given some opportunities	15%	13
Given a few opportunities	2%	2
Not given any opportunities at all	0%	0

▼ **9** from last survey   Favorable: **82%**

Q.2: How successful is this school in communicating with students' families?

Highly successful	44%	39
Quite successful	43%	38
Somewhat successful	11%	10
A little bit successful	0%	0
Not at all successful	1%	1

▼ **7** from last survey   Favorable: **88%**

Q.3: At this school, how respectful are the parents towards you?

Extremely respectful	52%	46
Quite respectful	43%	38
Somewhat respectful	6%	5
Slightly respectful	0%	0
Not at all respectful	0%	0

▼ **2** from last survey   Favorable: **94%**

Staff-Leadership Relationships

Your average	Change
91%	▲ **14**
89 responses	since last survey

How did people respond?

Q.1: How respectful are this school's leaders towards you?

Extremely respectful	50%	44
Quite respectful	48%	42
Somewhat respectful	2%	2
A little bit respectful	0%	0
Not at all respectful	0%	0
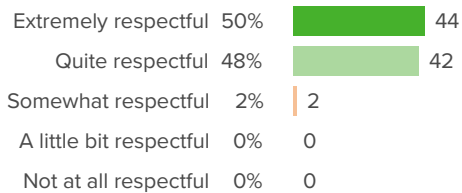
▲ **12** from last survey   Favorable: **98%**

Q.2: How much trust exists between school leaders and staff?

A tremendous amount of trust	38%	33
Quite a bit of trust	49%	43
Some trust	11%	10
A little bit of trust	2%	2
No trust	0%	0
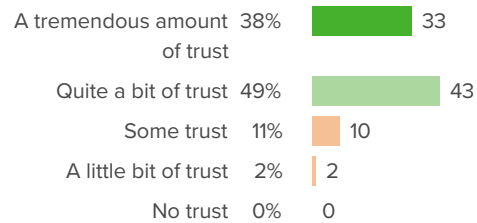
▲ **12** from last survey   Favorable: **86%**

Q.3: To what extent do you feel supported by this school's leaders?

Highly supported	40%	35
Quite supported	49%	43
Somewhat supported	10%	9
A little bit supported	1%	1
Not at all supported	0%	0
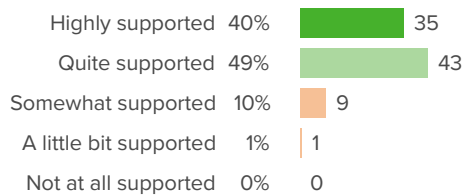
▲ **14** from last survey   Favorable: **89%**

Q.4: To what extent do you believe this school's leaders will do what they say they will do?

Believe a tremendous amount	24%	21
Believe quite a bit	65%	56
Believe somewhat	8%	7
Believe slightly	1%	1
Don't believe at all	1%	1
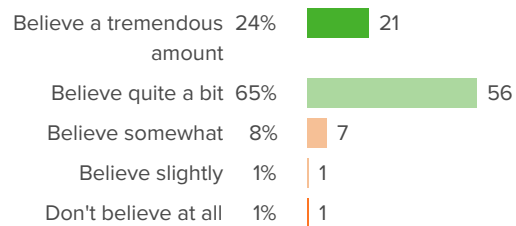
▲ **17** from last survey   Favorable: **90%**

Teaching Efficacy

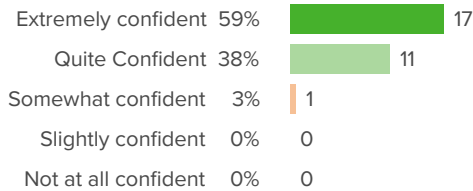| Your average	Change
93%	**0**
89 responses	since last survey

How did people respond?

Q.1: How confident are you that you can meet the learning needs of students with disabilities?

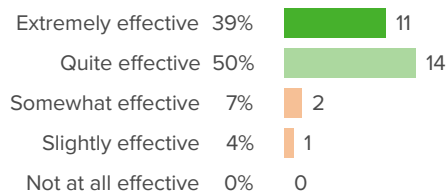|		
Extremely confident	59%	17
Quite Confident	38%	11
Somewhat confident	3%	1
Slightly confident	0%	0
Not at all confident	0%	0

▼ **3** from last survey   Favorable: **97%**

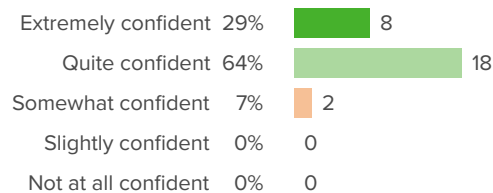**Q.2: How confident are you that you can move through material at a pace that works well for each of your students?**

Extremely confident	45%	13
Quite confident	52%	15
Somewhat confident	3%	1
Slightly confident	0%	0
Not at all confident	0%	0
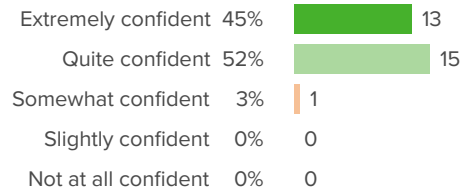
▲ **8** from last survey   Favorable: **97%**

Q.3: How effective do you think you are at managing particularly disruptive classes?

Extremely effective	39%	11
Quite effective	50%	14
Somewhat effective	7%	2
Slightly effective	4%	1
Not at all effective	0%	0

▲ **0** from last survey   Favorable: **89%**

Q.4: How confident are you that you can engage students who typically are not motivated?

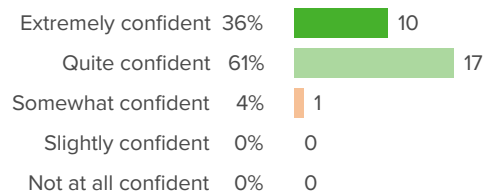|		
Extremely confident	29%	8
Quite confident	64%	18
Somewhat confident	7%	2
Slightly confident	0%	0
Not at all confident	0%	0

▲ **0** from last survey   Favorable: **93%**

Q.5: How confident are you that you can meet the learning needs of students whose first language is not English?

Extremely confident	32%	9
Quite confident	54%	15
Somewhat confident	14%	4
Slightly confident	0%	0
Not at all confident	0%	0
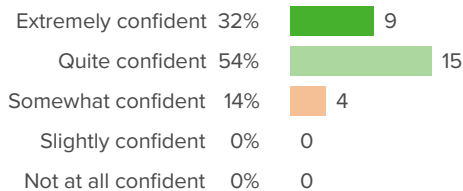
▼ **7** from last survey   Favorable: **86%**

Q.6: How confident are you that you can meet the learning needs of your most advanced students?

Extremely confident	36%	10
Quite confident	61%	17
Somewhat confident	4%	1
Slightly confident	0%	0
Not at all confident	0%	0

▲ **0** from last survey   Favorable: **96%**