

PUBLIC SCHOOLS of  
**BROOKLINE**

# The Lynch Center

School Staff  
Spring 2018



Report created by  
Panorama Education

## Summary

Topic Description	Results	Comparison
<b>District Climate</b>	<b>51%</b> ▼ 11 since last survey	<b>65%</b> BEEP <b>48%</b> Brookline Public Schools
<b>Educating All Students</b>	<b>70%</b> ▲ 10 since last survey	<b>82%</b> BEEP <b>71%</b> Brookline Public Schools
<b>Feedback</b>	<b>64%</b> ▲ 39 since last survey	<b>71%</b> BEEP <b>26%</b> Brookline Public Schools
<b>Professional Learning</b>	<b>44%</b> ▼ 4 since last survey	<b>57%</b> BEEP <b>36%</b> Brookline Public Schools
<b>School Climate</b>	<b>74%</b> ▼ 7 since last survey	<b>84%</b> BEEP <b>64%</b> Brookline Public Schools
<b>School Leadership</b>	<b>46%</b> ▼ 11 since last survey	<b>67%</b> BEEP <b>49%</b> Brookline Public Schools
<b>Staff-Family Relationships</b>	<b>94%</b> ▲ 8 since last survey	<b>94%</b> BEEP <b>69%</b> Brookline Public Schools
<b>Staff-Leadership Relationships</b>	<b>58%</b> ▼ 9 since last survey	<b>77%</b> BEEP <b>62%</b> Brookline Public Schools



## Teaching Efficacy

**100%**

**▲ 5**

since last survey

**93%** BEEP

**64%** Brookline Public Schools

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25 responses

# District Climate

Your average

**51%**

25 responses

Change

**▼ 11**

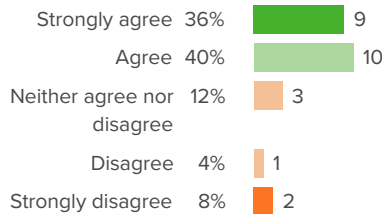
since last survey

BEEP average: **65%** BEEP

District average: **48%** Brookline Public Schools

## How did people respond?

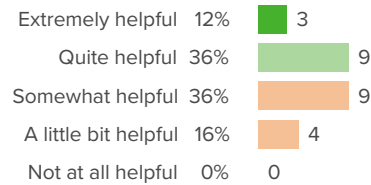
**Q.1: At work I have the opportunity to do what I do best every day.**



▼ 15 from last survey

Favorable: **76%**

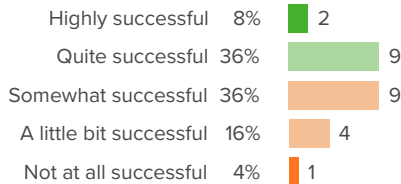
**Q.2: How helpful are district leaders in providing the support you need to do your job well?**



▼ 9 from last survey

Favorable: **48%**

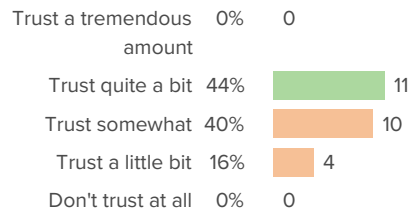
**Q.3: How successful are district leaders in communicating important information to staff?**



▲ 1 from last survey

Favorable: **44%**

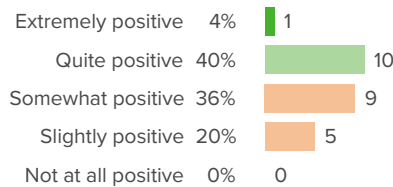
**Q.4: To what extent do you trust the district leaders to do what they say they will do?**



▼ 15 from last survey

Favorable: **44%**

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



▼ 15 from last survey

Favorable: **44%**

# Educating All Students

Your average

**70%**

25 responses

Change

**▲ 10**

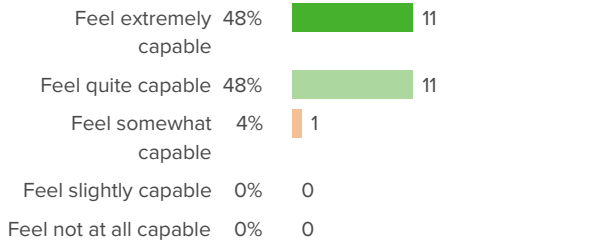
since last survey

BEEP average: **82%** BEEP

District average: **71%** Brookline Public Schools

## How did people respond?

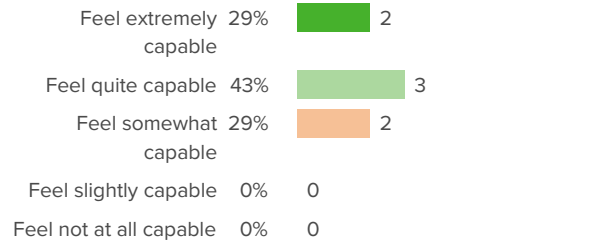
**Q.1: To what extent do you feel capable of interacting with students at this school who are from a different racial and/or cultural background from your own?**



▲ 1 from last survey

Favorable: **96%**

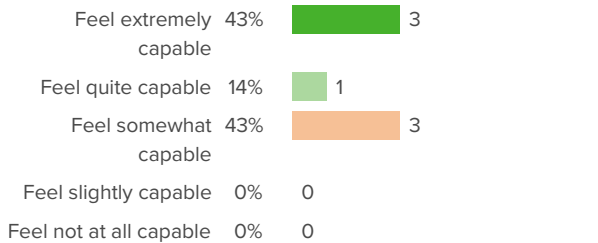
**Q.2: When an issue of diversity arises in your class, to what extent do you feel capable of addressing the situation?**



▲ 14 from last survey

Favorable: **71%**

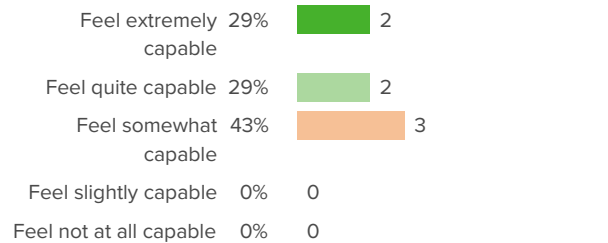
**Q.3: To what extent do you feel capable of incorporating material about people from different racial or cultural backgrounds into your curriculum?**



▲ 14 from last survey

Favorable: **57%**

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



▲ 14 from last survey

Favorable: **57%**

# Feedback

Your average

**64%**

25 responses

Change

**▲ 39**

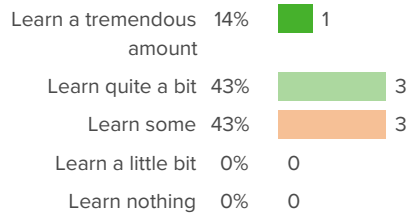
since last survey

BEEP average: **71%** BEEP

District average: **26%** Brookline Public Schools

## How did people respond?

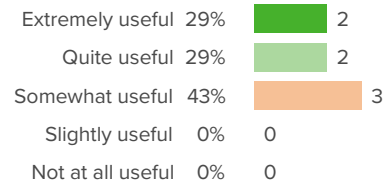
### Q.1: How much do you learn from the teacher evaluation processes at your school?



▲ **43** from last survey

Favorable: **57%**

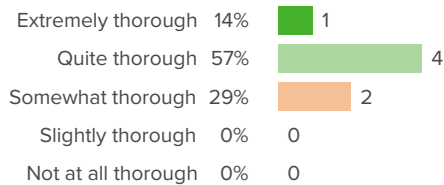
### Q.2: How useful do you find the feedback you receive on your teaching?



▲ **0** from last survey

Favorable: **57%**

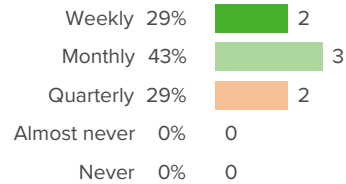
### Q.3: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ **42** from last survey

Favorable: **71%**

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



▲ **71** from last survey

Favorable: **71%**

# Professional Learning

Your average

**44%**

25 responses

Change

▼ **4**

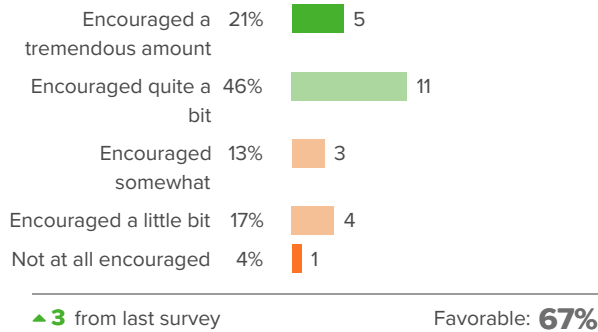
since last survey

BEEP average: **57%** BEEP

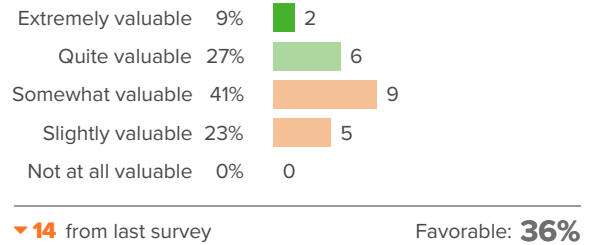
District average: **36%** Brookline Public Schools

## How did people respond?

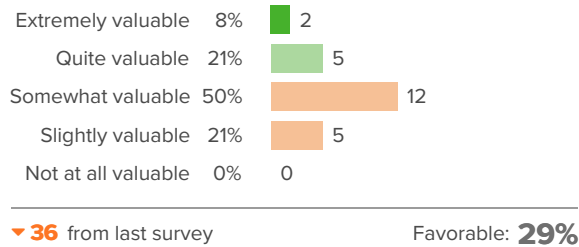
### Q.1: At this school, to what extent are your ideas and suggestions for improvement encouraged?



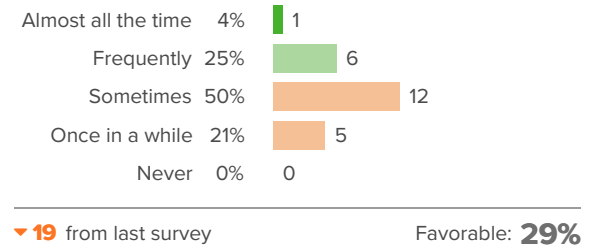
### Q.2: How valuable are the professional development opportunities that are organized by this school (or, for BHS teachers, department)?



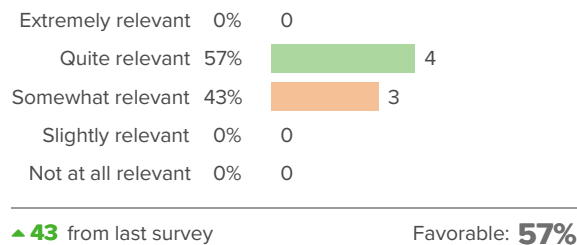
### Q.3: How valuable are the professional development opportunities that are organized by district staff?



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



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



# School Climate

Your average

**74%**

25 responses

Change

**▼ 7**

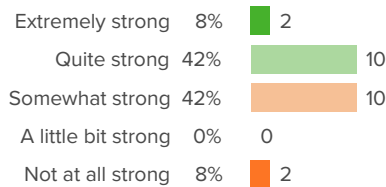
since last survey

BEEP average: **84%** BEEP

District average: **64%** Brookline Public Schools

## How did people respond?

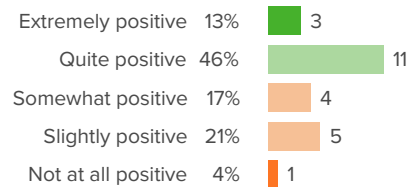
### Q.1: To what extent does this school have a strong sense of community?



▼ 27 from last survey

Favorable: **50%**

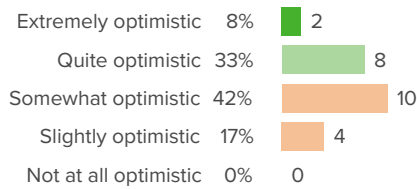
### Q.2: Overall, how positive is the working environment at this school?



▲ 1 from last survey

Favorable: **58%**

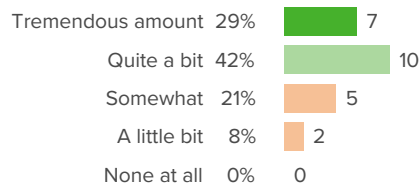
### Q.3: How optimistic are you that this school will continue to improve?



▼ 22 from last survey

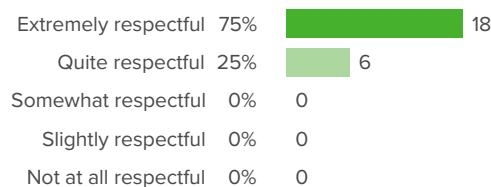
Favorable: **42%**

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



Favorable: **71%**

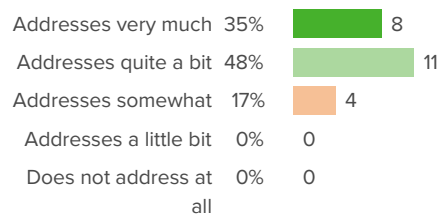
### Q.5: How respectful are the relationships between staff and students at this school?



▲ 0 from last survey

Favorable: **100%**

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

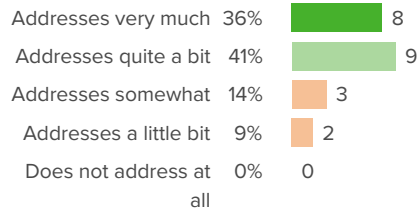


▲ 1 from last survey

Favorable: **83%**

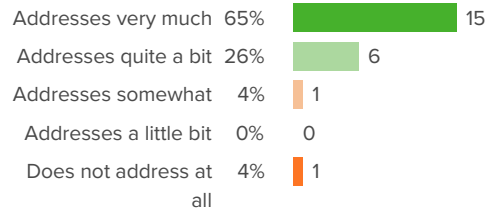


**Q.7: How well does this school address matters related to students' race/ethnicity?**



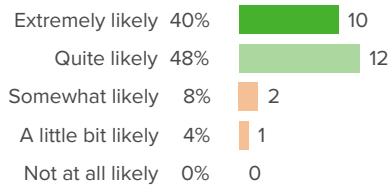
▼ **9** from last survey      Favorable: **77%**

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



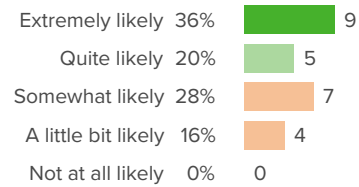
▲ **5** from last survey      Favorable: **91%**

**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?**



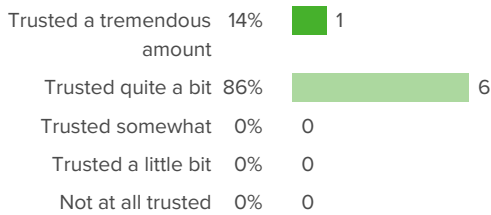
▲ **2** from last survey      Favorable: **88%**

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



▼ **26** from last survey      Favorable: **56%**

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



▲ **14** from last survey      Favorable: **100%**

# School Leadership

Your average

**46%**

25 responses

Change

▼ **11**

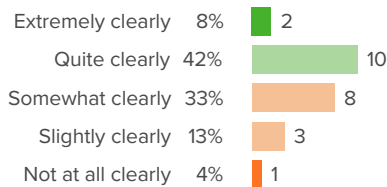
since last survey

BEEP average: **67%** BEEP

District average: **49%** Brookline Public Schools

## How did people respond?

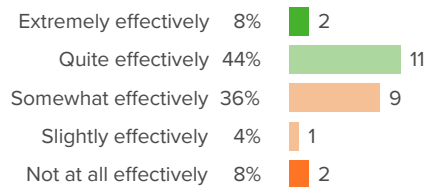
### Q.1: How clearly do school leaders communicate and reinforce their goals for this school?



▼ **9** from last survey

Favorable: **50%**

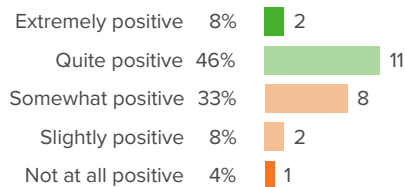
### Q.2: How effectively do school leaders communicate important information to staff?



▼ **3** from last survey

Favorable: **52%**

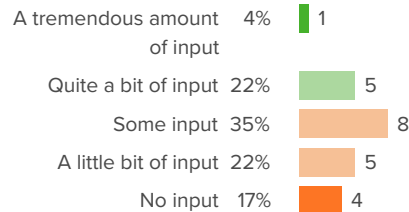
### Q.3: How positive is the culture of this school?



▼ **23** from last survey

Favorable: **54%**

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



▼ **12** from last survey

Favorable: **26%**

# Staff-Family Relationships

Your average

**94%**

25 responses

Change

**▲ 8**

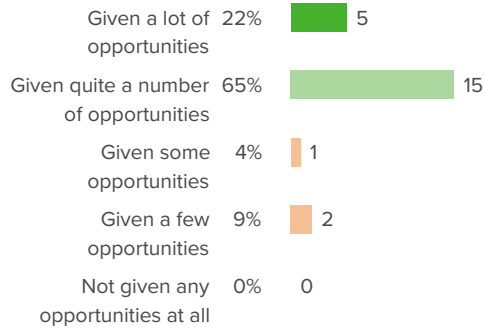
since last survey

BEEP average: **94%** BEEP

District average: **69%** Brookline Public Schools

## How did people respond?

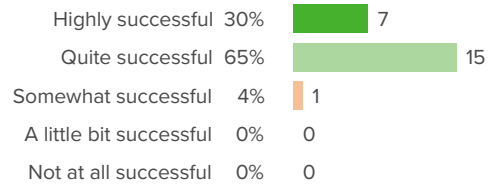
**Q.1: To what extent are parents/guardians given opportunities to be meaningfully involved at this school?**



▲ 10 from last survey

Favorable: **87%**

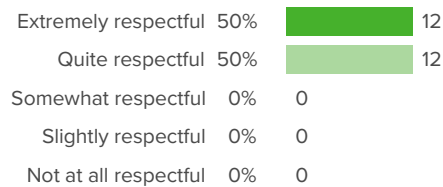
**Q.2: How successful is this school in communicating with students' families?**



▲ 1 from last survey

Favorable: **96%**

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



▲ 14 from last survey

Favorable: **100%**

# Staff-Leadership Relationships

Your average

**58%**

25 responses

Change

▼ **9**

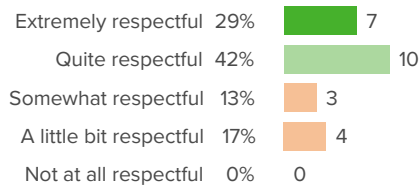
since last survey

BEEP average: **77%** BEEP

District average: **62%** Brookline Public Schools

## How did people respond?

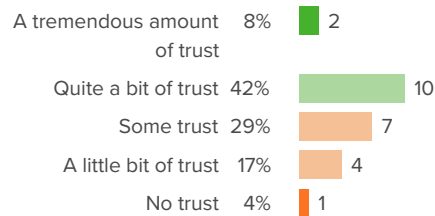
### Q.1: How respectful are this school's leaders towards you?



▼ **24** from last survey

Favorable: **71%**

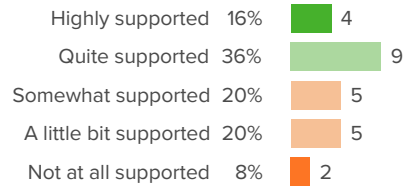
### Q.2: How much trust exists between school leaders and staff?



▼ **2** from last survey

Favorable: **50%**

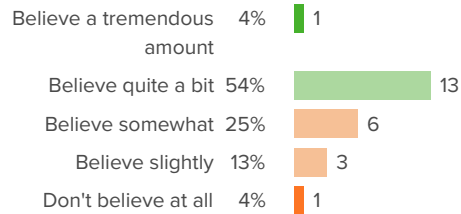
### Q.3: To what extent do you feel supported by this school's leaders?



▼ **10** from last survey

Favorable: **52%**

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



▼ **1** from last survey

Favorable: **58%**

# Teaching Efficacy

Your average

**100%**

25 responses

Change

**▲ 5**

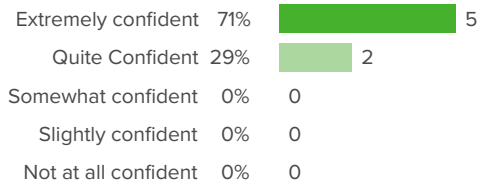
since last survey

BEEP average: **93%** BEEP

District average: **64%** Brookline Public Schools

## How did people respond?

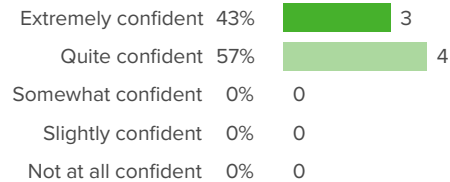
### Q.1: How confident are you that you can meet the learning needs of students with disabilities?



▲ 0 from last survey

Favorable: **100%**

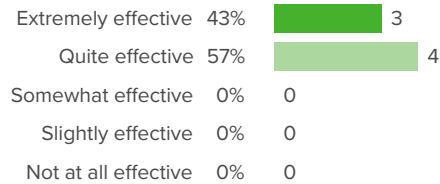
### Q.2: How confident are you that you can move through material at a pace that works well for each of your students?



▲ 0 from last survey

Favorable: **100%**

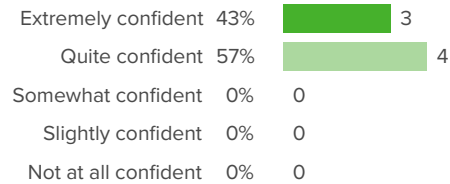
### Q.3: How effective do you think you are at managing particularly disruptive classes?



▲ 0 from last survey

Favorable: **100%**

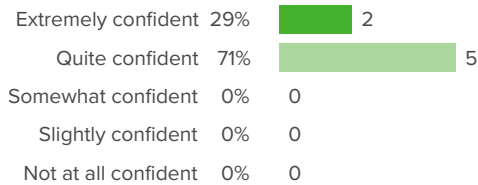
### Q.4: How confident are you that you can engage students who typically are not motivated?



▲ 14 from last survey

Favorable: **100%**

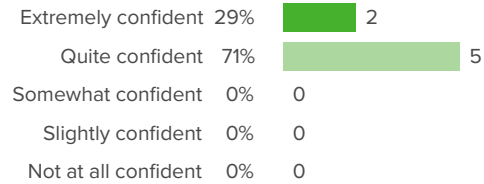
### Q.5: How confident are you that you can meet the learning needs of students whose first language is not English?



▲ 0 from last survey

Favorable: **100%**

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



▲ 14 from last survey

Favorable: **100%**



## Other questions

**How did people respond?** \_\_\_\_\_

