PUBLIC SCHOOLS of
BROOKLINE

Brookline Public Schools

School Staff
Spring 2018

Summary

Topic Description	Results
District Climate	**48%** 0 since last survey
Educating All Students	**71%** ▼ 2 since last survey
Feedback	**26%** ▼ 1 since last survey
Professional Learning	**36%** ▼ 3 since last survey
School Climate	**64%** ▼ 3 since last survey
School Leadership	**49%** ▼ 6 since last survey
Staff-Family Relationships	**69%** ▼ 3 since last survey
Staff-Leadership Relationships	**62%** ▼ 4 since last survey

Teaching Efficacy

64%

▼ **4**
since last survey

822 responses

District Climate

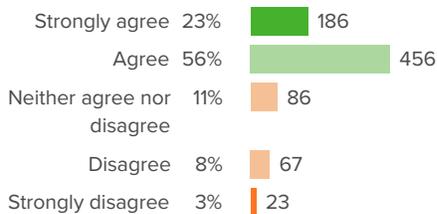| Your average	Change
48%	**0**
822 responses	since last survey

How did people respond?

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

Strongly agree	23%	186
Agree	56%	456
Neither agree nor disagree	11%	86
Disagree	8%	67
Strongly disagree	3%	23

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

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

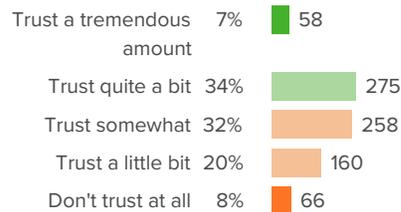|		
Extremely helpful	7%	54
Quite helpful	31%	252
Somewhat helpful	38%	308
A little bit helpful	17%	138
Not at all helpful	8%	64
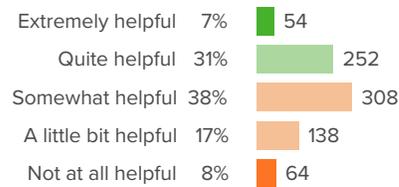
▼ 3 from last survey   Favorable: **38%**

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

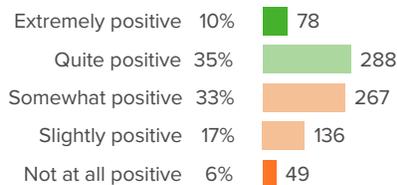|		
Highly successful	7%	61
Quite successful	32%	265
Somewhat successful	35%	287
A little bit successful	18%	149
Not at all successful	7%	57

▼ 1 from last survey   Favorable: **40%**

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

Trust a tremendous amount	7%	58
Trust quite a bit	34%	275
Trust somewhat	32%	258
Trust a little bit	20%	160
Don't trust at all	8%	66

▼ 1 from last survey   Favorable: **41%**

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

Extremely positive	10%	78
Quite positive	35%	288
Somewhat positive	33%	267
Slightly positive	17%	136
Not at all positive	6%	49

▲ 0 from last survey   Favorable: **45%**

Educating All Students
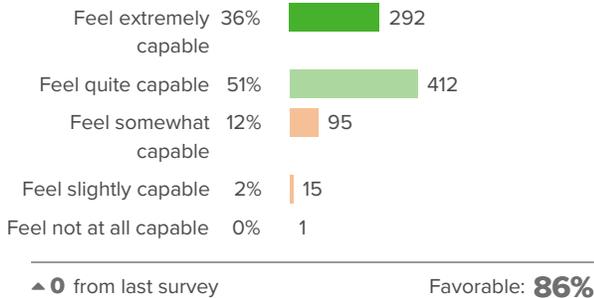
Your average

71%

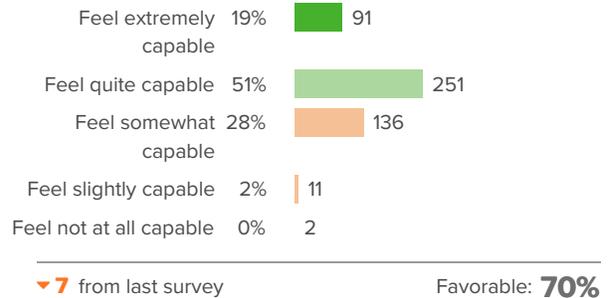822 responses

Change

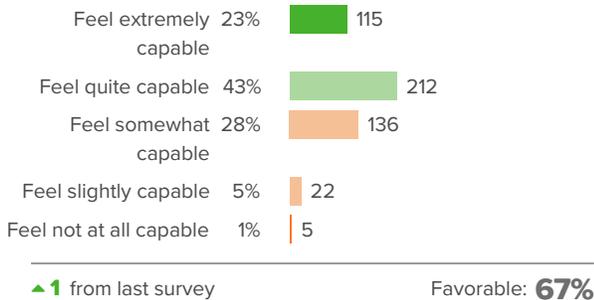▼ **2**

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?
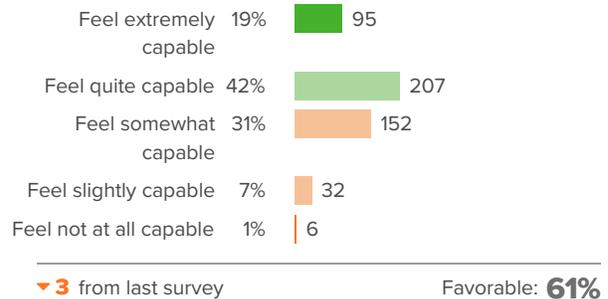
Feel extremely capable	36%	292
Feel quite capable	51%	412
Feel somewhat capable	12%	95
Feel slightly capable	2%	15
Feel not at all capable	0%	1

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

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	19%	91
Feel quite capable	51%	251
Feel somewhat capable	28%	136
Feel slightly capable	2%	11
Feel not at all capable	0%	2

▼ **7** from last survey   Favorable: **70%**

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	23%	115
Feel quite capable	43%	212
Feel somewhat capable	28%	136
Feel slightly capable	5%	22
Feel not at all capable	1%	5

▲ **1** from last survey   Favorable: **67%**

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

Feel extremely capable	19%	95
Feel quite capable	42%	207
Feel somewhat capable	31%	152
Feel slightly capable	7%	32
Feel not at all capable	1%	6

▼ **3** from last survey   Favorable: **61%**

Feedback
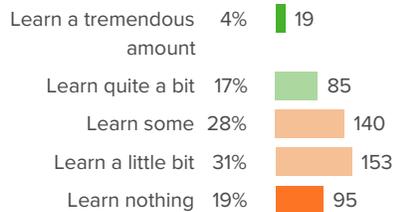
Your average

26%

822 responses

Change

▼ **1**

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	4%	19
Learn quite a bit	17%	85
Learn some	28%	140
Learn a little bit	31%	153
Learn nothing	19%	95

▲ **0** from last survey   Favorable: **21%**

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

|		
Extremely useful	9%	42
Quite useful	23%	113
Somewhat useful	32%	154
Slightly useful	25%	120
Not at all useful	12%	59
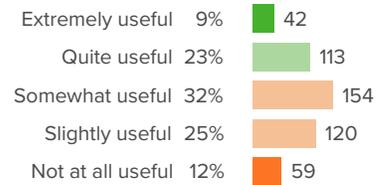
▼ **3** from last survey   Favorable: **32%**

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

Extremely thorough	7%	32
Quite thorough	23%	113
Somewhat thorough	31%	152
Slightly thorough	22%	105
Not at all thorough	17%	85
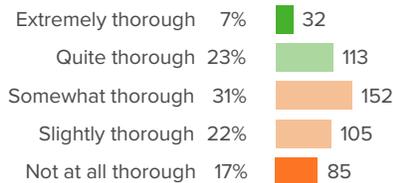
▲ **0** from last survey   Favorable: **30%**

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

Weekly	5%	23
Monthly	15%	71
Quarterly	33%	163
Almost never	41%	202
Never	6%	29
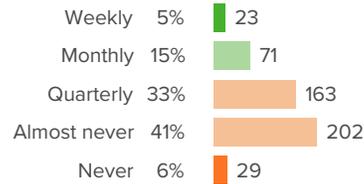
▼ **1** from last survey   Favorable: **19%**

Professional Learning
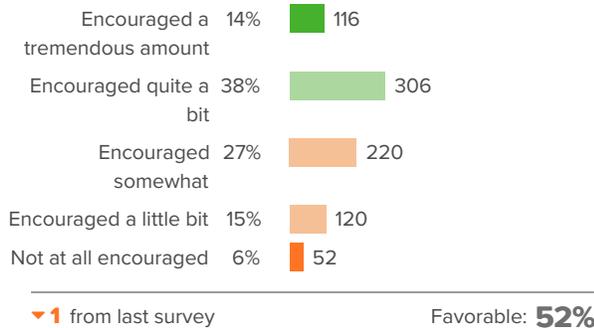
Your average

36%

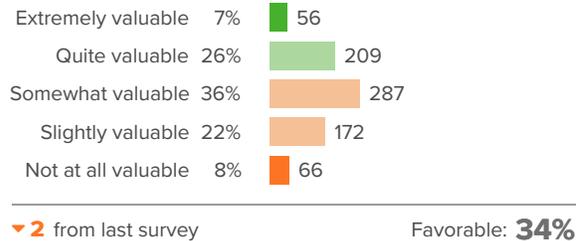822 responses

Change

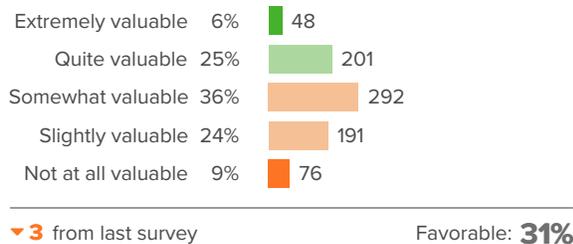▼ **3**

since last survey

How did people respond?

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

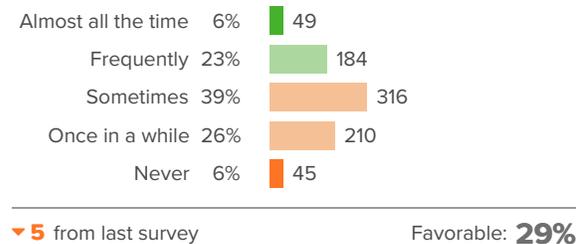|		
Encouraged a tremendous amount	14%	116
Encouraged quite a bit	38%	306
Encouraged somewhat	27%	220
Encouraged a little bit	15%	120
Not at all encouraged	6%	52

▼ **1** from last survey   Favorable: **52%**

Q.2: How valuable are the professional development opportunities that are organized by this school (or, for BHS teachers, department)?
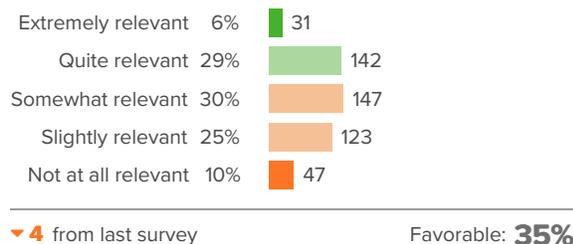
Extremely valuable	7%	56
Quite valuable	26%	209
Somewhat valuable	36%	287
Slightly valuable	22%	172
Not at all valuable	8%	66

▼ **2** from last survey   Favorable: **34%**

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

Extremely valuable	6%	48
Quite valuable	25%	201
Somewhat valuable	36%	292
Slightly valuable	24%	191
Not at all valuable	9%	76

▼ **3** from last survey   Favorable: **31%**

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

Almost all the time	6%	49
Frequently	23%	184
Sometimes	39%	316
Once in a while	26%	210
Never	6%	45

▼ **5** from last survey   Favorable: **29%**

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

Extremely relevant	6%	31
Quite relevant	29%	142
Somewhat relevant	30%	147
Slightly relevant	25%	123
Not at all relevant	10%	47

▼ **4** from last survey   Favorable: **35%**

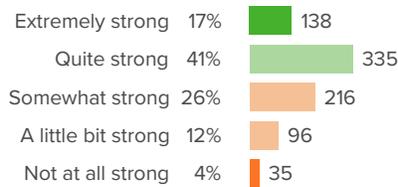# School Climate

Your average

64%

822 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	17%	138
Quite strong	41%	335
Somewhat strong	26%	216
A little bit strong	12%	96
Not at all strong	4%	35

▼ **4** from last survey   Favorable: **58%**

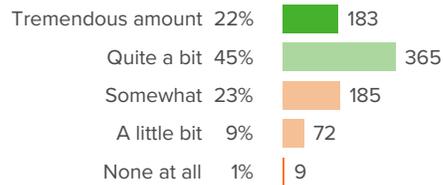### Q.2: Overall, how positive is the working environment at this school?

Extremely positive	15%	123
Quite positive	39%	323
Somewhat positive	26%	212
Slightly positive	15%	123
Not at all positive	5%	39
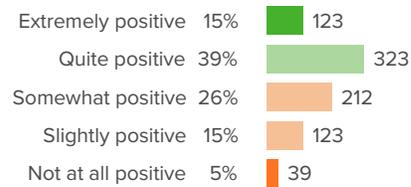
▼ **7** from last survey   Favorable: **54%**

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

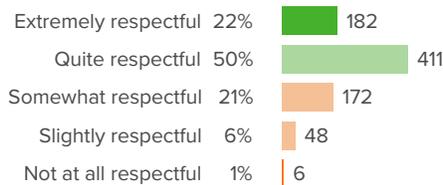|		
Extremely optimistic	18%	146
Quite optimistic	38%	314
Somewhat optimistic	22%	184
Slightly optimistic	15%	121
Not at all optimistic	7%	55
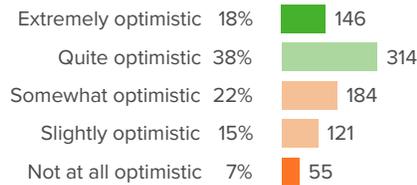
▼ **3** from last survey   Favorable: **56%**

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

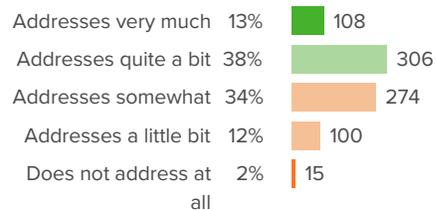|		
Tremendous amount	22%	183
Quite a bit	45%	365
Somewhat	23%	185
A little bit	9%	72
None at all	1%	9

Favorable: **67%**

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

Extremely respectful	22%	182
Quite respectful	50%	411
Somewhat respectful	21%	172
Slightly respectful	6%	48
Not at all respectful	1%	6

▼ **6** from last survey   Favorable: **72%**

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

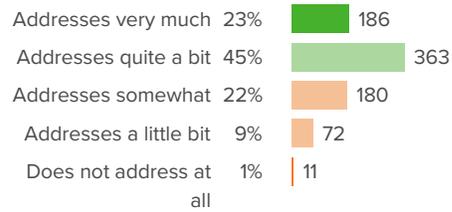|		
Addresses very much	13%	108
Addresses quite a bit	38%	306
Addresses somewhat	34%	274
Addresses a little bit	12%	100
Does not address at all	2%	15

▲ **2** from last survey   Favorable: **52%**

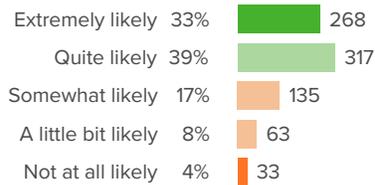**Q.7: How well does this school address matters related to students' race/ethnicity?**

Addresses very much	19%	150
Addresses quite a bit	44%	357
Addresses somewhat	26%	207
Addresses a little bit	11%	86
Does not address at all	1%	6
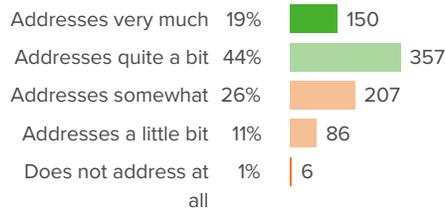
▲ **4** from last survey   Favorable: **63%**

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

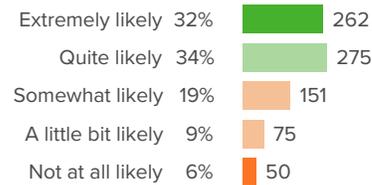|		
Addresses very much	23%	186
Addresses quite a bit	45%	363
Addresses somewhat	22%	180
Addresses a little bit	9%	72
Does not address at all	1%	11

▼ **1** from last survey   Favorable: **68%**

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?
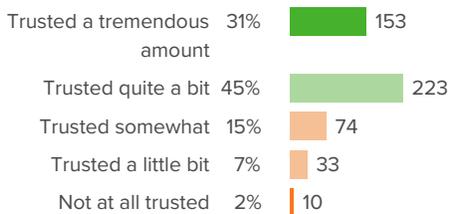
Extremely likely	33%	268
Quite likely	39%	317
Somewhat likely	17%	135
A little bit likely	8%	63
Not at all likely	4%	33

▼ **5** from last survey   Favorable: **72%**

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	32%	262
Quite likely	34%	275
Somewhat likely	19%	151
A little bit likely	9%	75
Not at all likely	6%	50

▼ **5** from last survey   Favorable: **66%**

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

Trusted a tremendous amount	31%	153
Trusted quite a bit	45%	223
Trusted somewhat	15%	74
Trusted a little bit	7%	33
Not at all trusted	2%	10

▼ **4** from last survey   Favorable: **76%**

School Leadership

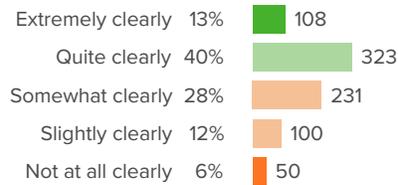**Your average**

49%

822 responses

Change

▼ **6**
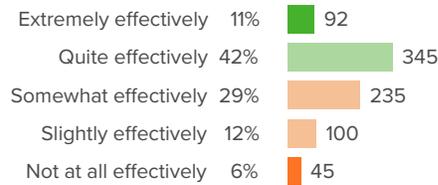
since last survey

How did people respond?

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

Extremely clearly	13%	108
Quite clearly	40%	323
Somewhat clearly	28%	231
Slightly clearly	12%	100
Not at all clearly	6%	50

▼ 5 from last survey   Favorable: **53%**

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

Extremely effectively	11%	92
Quite effectively	42%	345
Somewhat effectively	29%	235
Slightly effectively	12%	100
Not at all effectively	6%	45

▼ 2 from last survey   Favorable: **53%**

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

Extremely positive	13%	104
Quite positive	40%	326
Somewhat positive	26%	215
Slightly positive	15%	124
Not at all positive	6%	47
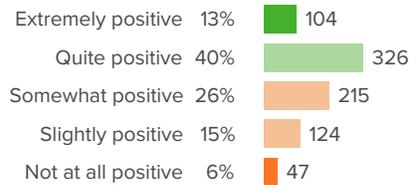
▼ 17 from last survey   Favorable: **53%**

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	6%	46
Quite a bit of input	29%	234
Some input	41%	325
A little bit of input	16%	129
No input	8%	65
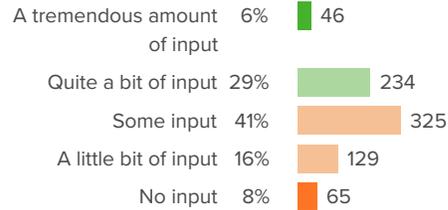
▼ 2 from last survey   Favorable: **35%**

Staff-Family Relationships
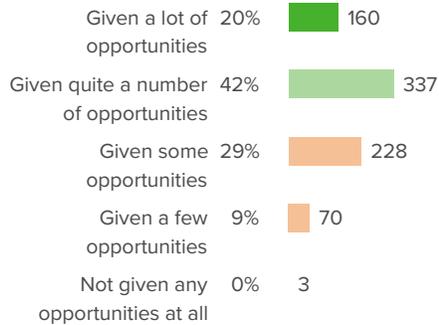
Your average

69%

822 responses

Change
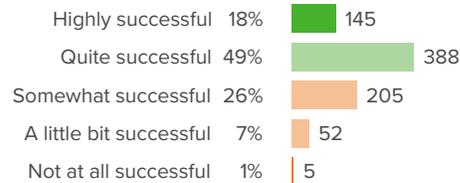
▼ **3**

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	20%	160
Given quite a number of opportunities	42%	337
Given some opportunities	29%	228
Given a few opportunities	9%	70
Not given any opportunities at all	0%	3

▼ **4** from last survey   Favorable: **62%**

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

Highly successful	18%	145
Quite successful	49%	388
Somewhat successful	26%	205
A little bit successful	7%	52
Not at all successful	1%	5

▼ **3** from last survey   Favorable: **67%**

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

Extremely respectful	20%	163
Quite respectful	57%	463
Somewhat respectful	17%	142
Slightly respectful	5%	41
Not at all respectful	1%	6
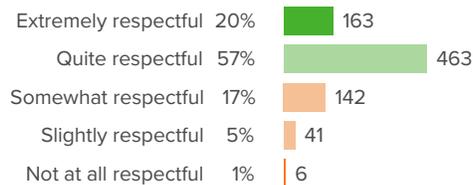
▼ **3** from last survey   Favorable: **77%**

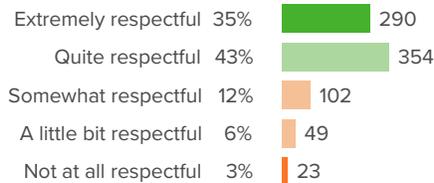# Staff-Leadership Relationships

Your average

62%

822 responses

Change
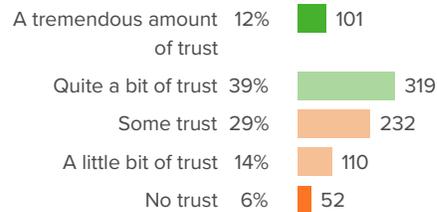
▼ **4**

since last survey

How did people respond?

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

Extremely respectful	35%	290
Quite respectful	43%	354
Somewhat respectful	12%	102
A little bit respectful	6%	49
Not at all respectful	3%	23

▼ 3 from last survey · Favorable: **79%**

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

A tremendous amount of trust	12%	101
Quite a bit of trust	39%	319
Some trust	29%	232
A little bit of trust	14%	110
No trust	6%	52

▼ 5 from last survey · Favorable: **52%**

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

Highly supported	23%	190
Quite supported	35%	289
Somewhat supported	24%	199
A little bit supported	11%	89
Not at all supported	6%	49
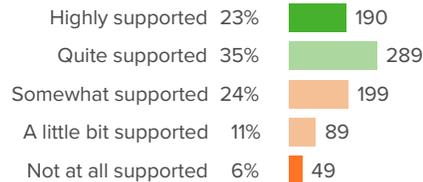
▼ 5 from last survey · Favorable: **59%**

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

Believe a tremendous amount	15%	122
Believe quite a bit	44%	356
Believe somewhat	26%	209
Believe slightly	11%	93
Don't believe at all	4%	34
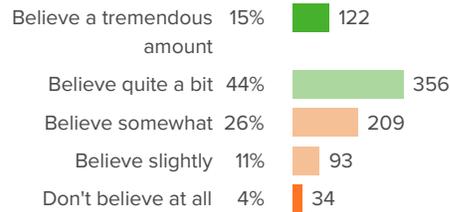
▼ 2 from last survey · Favorable: **59%**

Teaching Efficacy

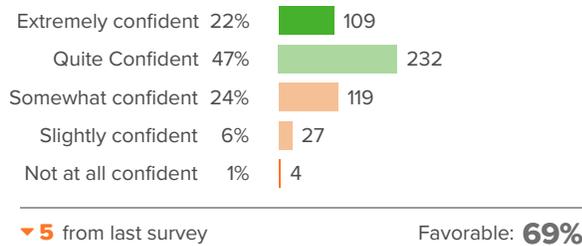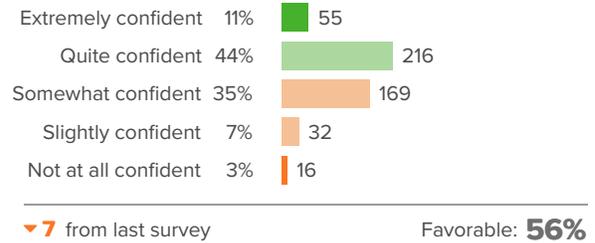**Your average**

64%

822 responses

Change

▼ **4**
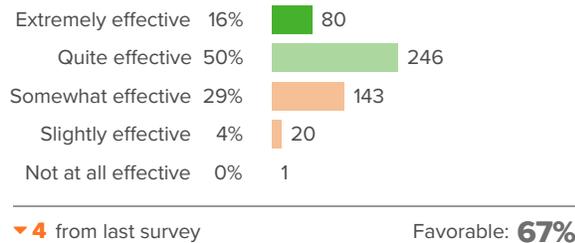
since last survey

How did people respond?

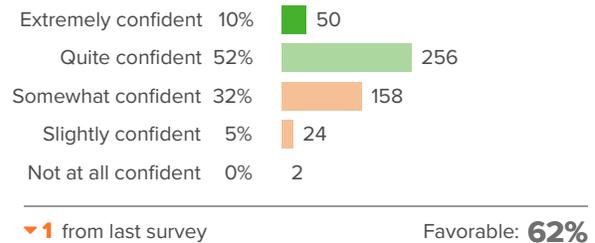### Q.1: How confident are you that you can meet the learning needs of students with disabilities?

Extremely confident	22%	109
Quite Confident	47%	232
Somewhat confident	24%	119
Slightly confident	6%	27
Not at all confident	1%	4

▼ **5** from last survey   Favorable: **69%**

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

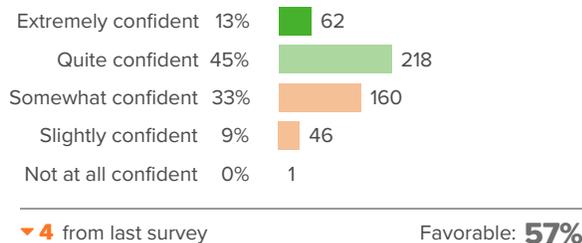|		
Extremely confident	11%	55
Quite confident	44%	216
Somewhat confident	35%	169
Slightly confident	7%	32
Not at all confident	3%	16

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

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

Extremely effective	16%	80
Quite effective	50%	246
Somewhat effective	29%	143
Slightly effective	4%	20
Not at all effective	0%	1

▼ **4** from last survey   Favorable: **67%**

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

Extremely confident	10%	50
Quite confident	52%	256
Somewhat confident	32%	158
Slightly confident	5%	24
Not at all confident	0%	2

▼ **1** from last survey   Favorable: **62%**

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

Extremely confident	13%	62
Quite confident	45%	218
Somewhat confident	33%	160
Slightly confident	9%	46
Not at all confident	0%	1

▼ **4** from last survey   Favorable: **57%**

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

Extremely confident	18%	87
Quite confident	52%	255
Somewhat confident	25%	121
Slightly confident	4%	21
Not at all confident	0%	2

▼ **4** from last survey   Favorable: **70%**
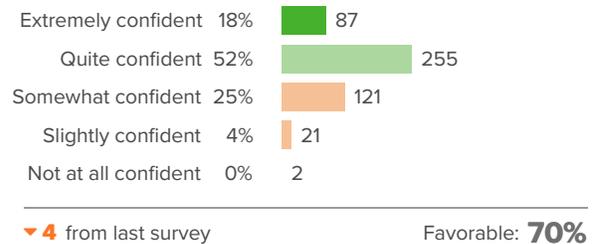
Other questions

How did people respond?