

2016 District Climate Survey for Staff

Results and Analysis

Iowa City Community School District
May 3–27, 2016



Project Overview

Everyone in the Iowa City Community School District (ICCSA) has a voice in the ongoing pursuit of educational excellence. The district asked staff members for feedback about district climate and culture, diversity, school operations, and accessibility of district and school leaders. To increase content validity, District Climate Survey questions were developed in collaboration with district leadership. This was the third consecutive year the survey was administered.

K12 *Insight* designed an infographic to help promote the survey. Email invitations with unique links were sent to staff members received email. Reminders were sent May 9, 12, 17, 19, and 24.

Most questions were voluntary. However, staff members were required to identify their primary work location, which was necessary for data analysis.

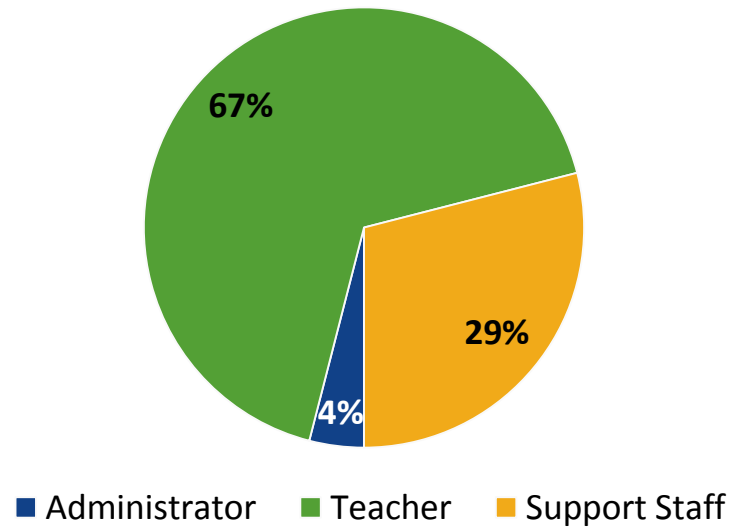
Results do not reflect random sampling; therefore, they should not be generalized to all ICCSD staff. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer. Data labels of less than 5 percent are not shown. Percentages may not equal 100 due to rounding.

Participation

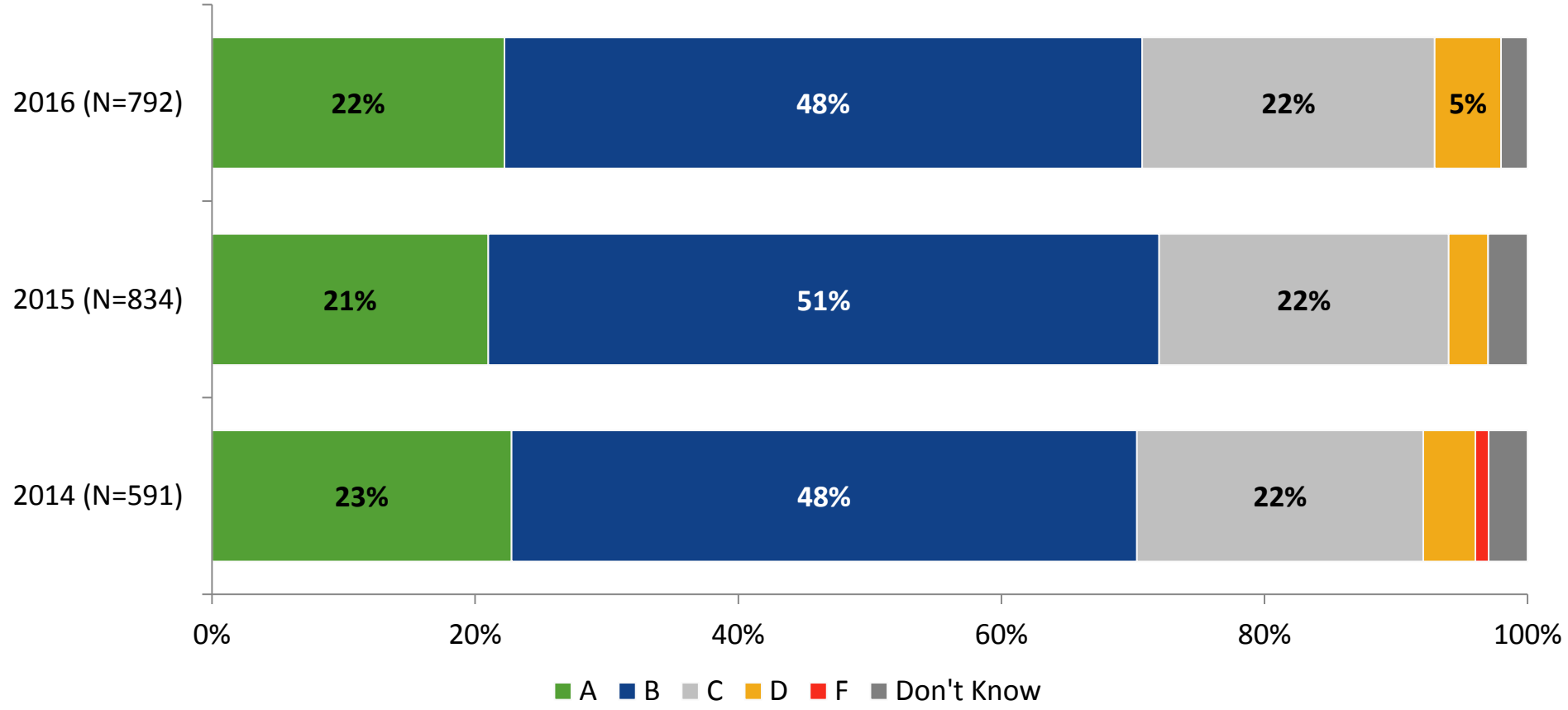
School Year	Number of Invitations	Number of Responses	Response Rate
2013-2014	1,949	594	30%
2014-2015	1,855	838	45%
2015-2016	1,963	798	41%

I am a(n) . . . (N=773)



Overall District Quality

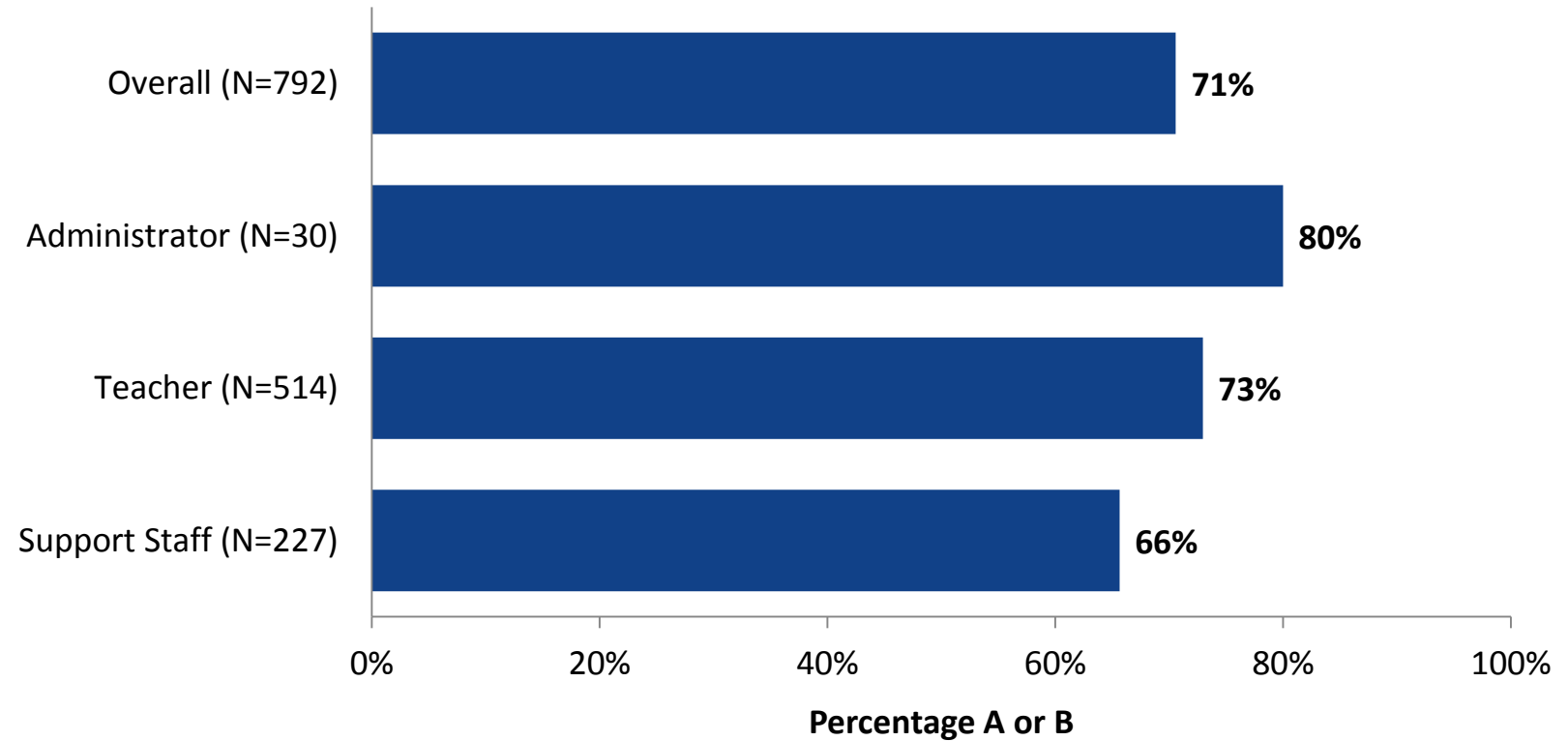
What grade would you give the school district as a whole for how well we are educating our students? On this scale, A represents outstanding, C is average, and F is failing.



Overall District Quality — By Job Type

What grade would you give the school district as a whole for how well we are educating our students? On this scale, A represents outstanding, C is average, and F is failing.

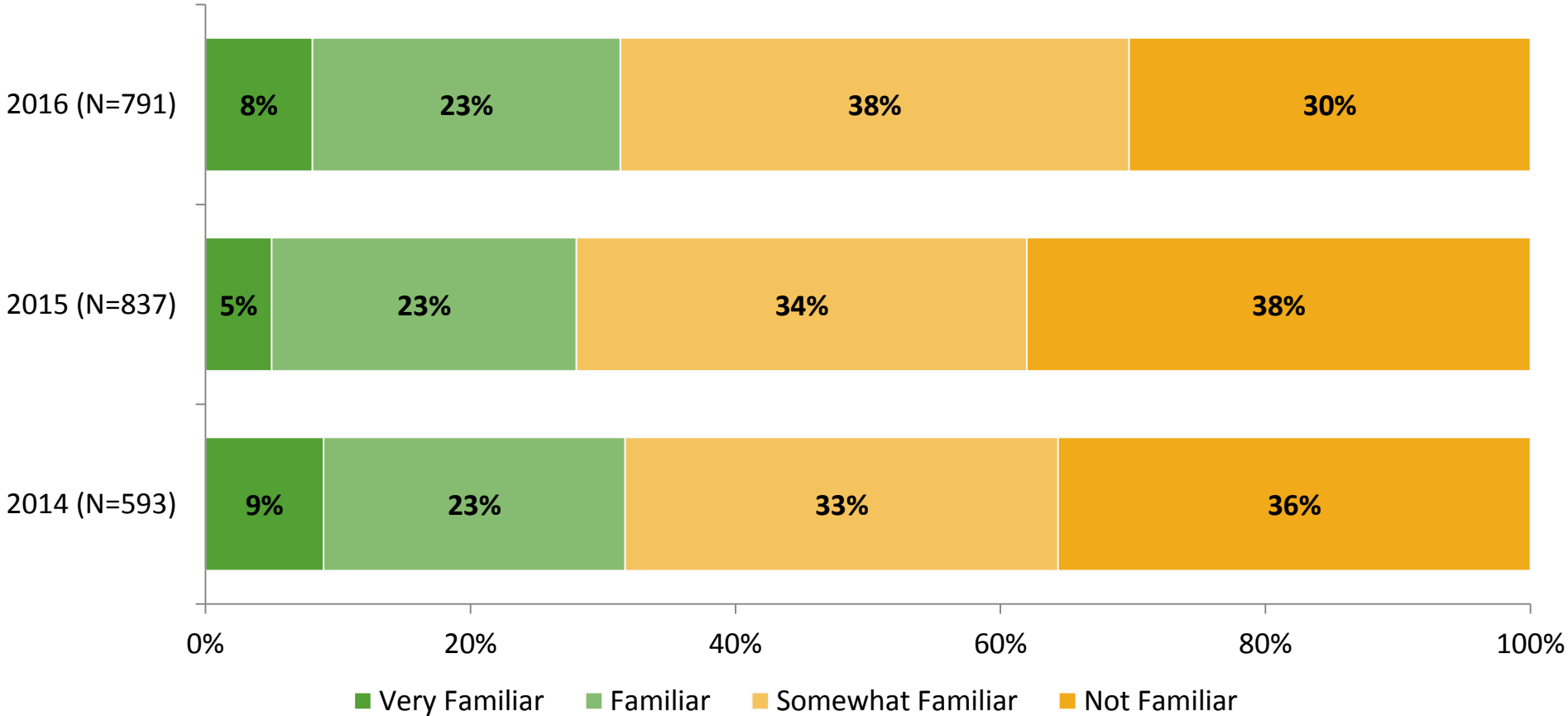
Answer Options: A, B, C, D, F, Don't Know



District Leadership

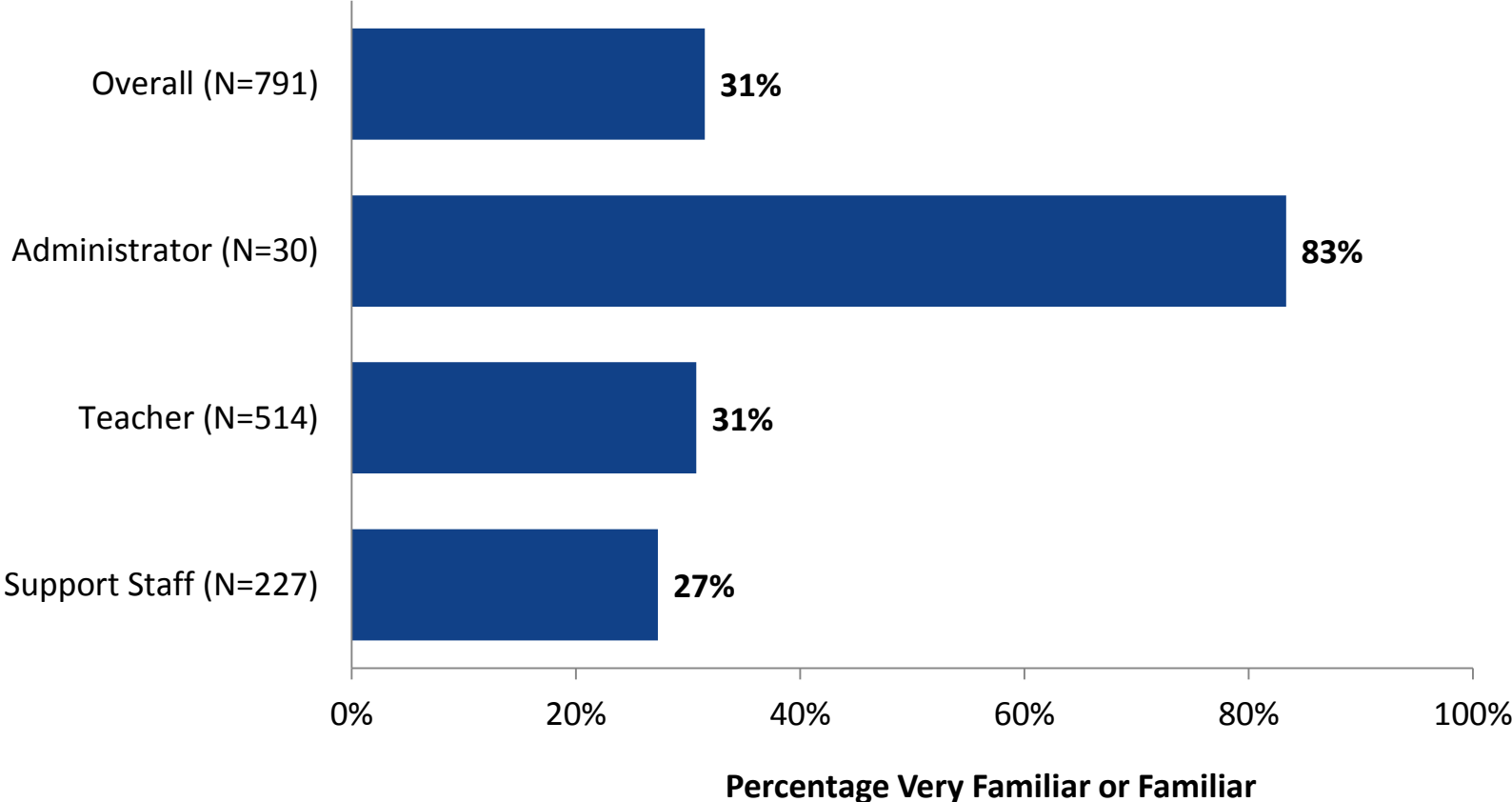
Superintendent's Leadership Team

How familiar are you with the roles and responsibilities of the superintendent's leadership team?



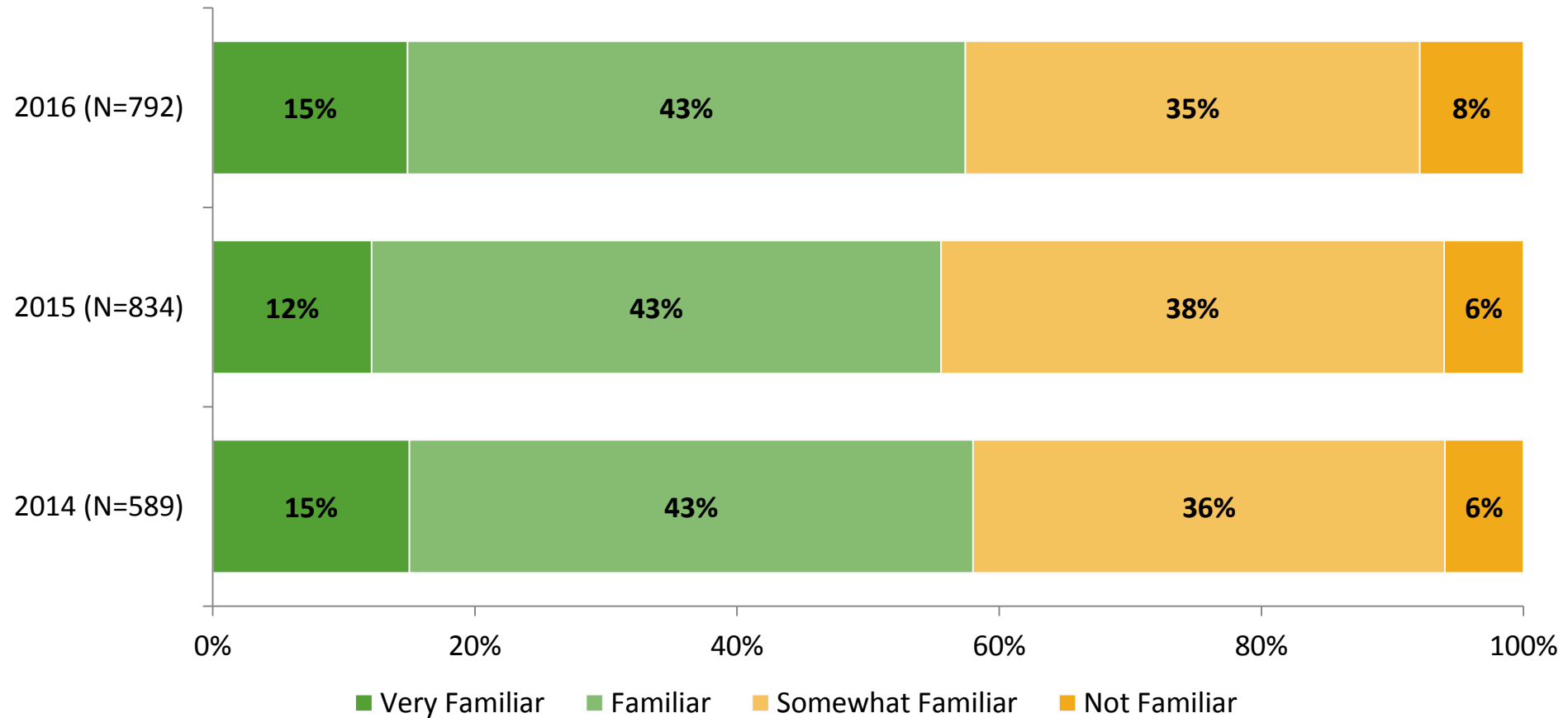
Superintendent's Leadership Team — By Job Type

How familiar are you with the roles and responsibilities of the superintendent's leadership team?



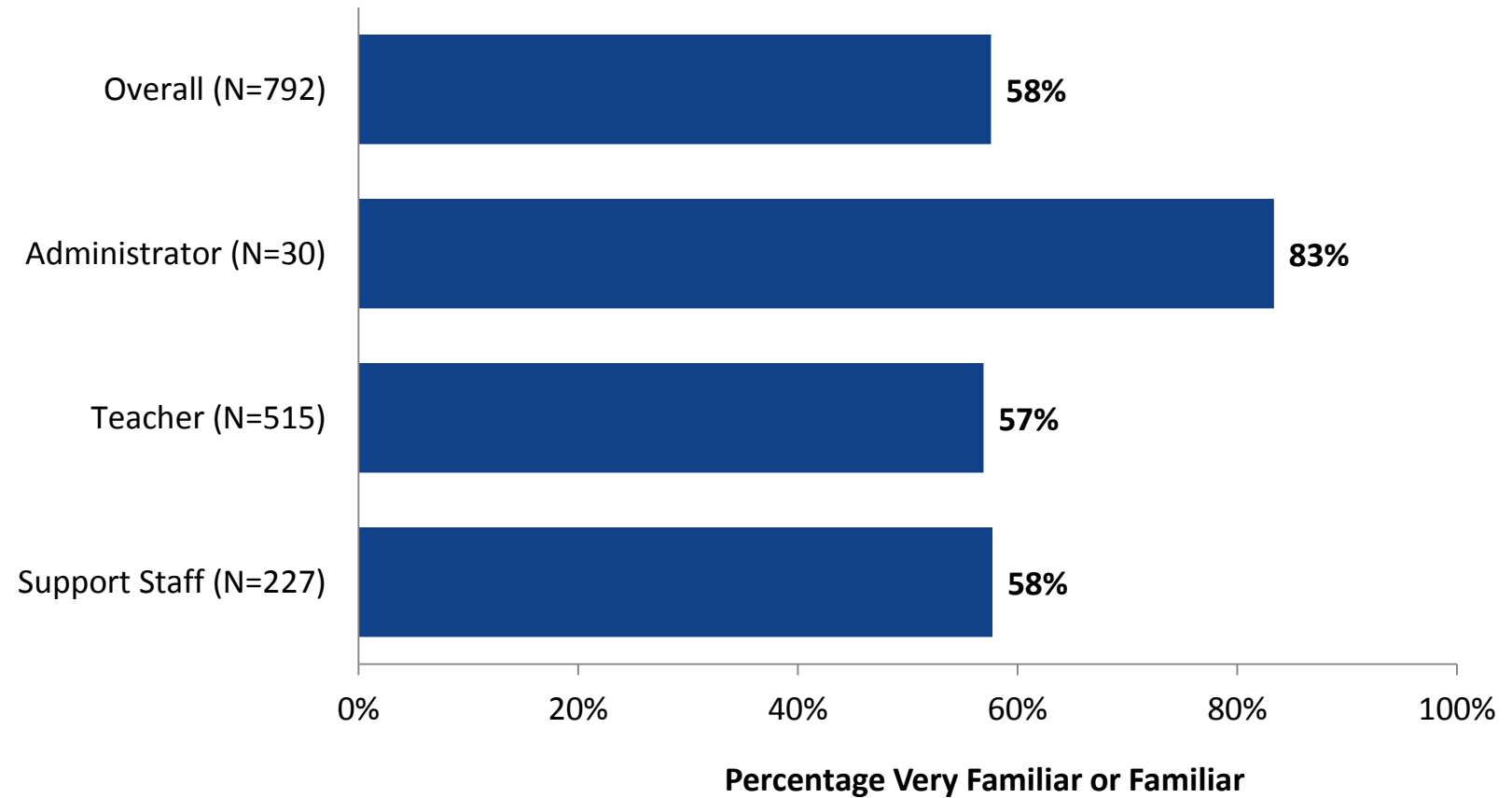
Educational Services Center (ESC)

How familiar are you with the ways the ESC supports all schools in our district?



Educational Services Center (ESC) – By Job Type

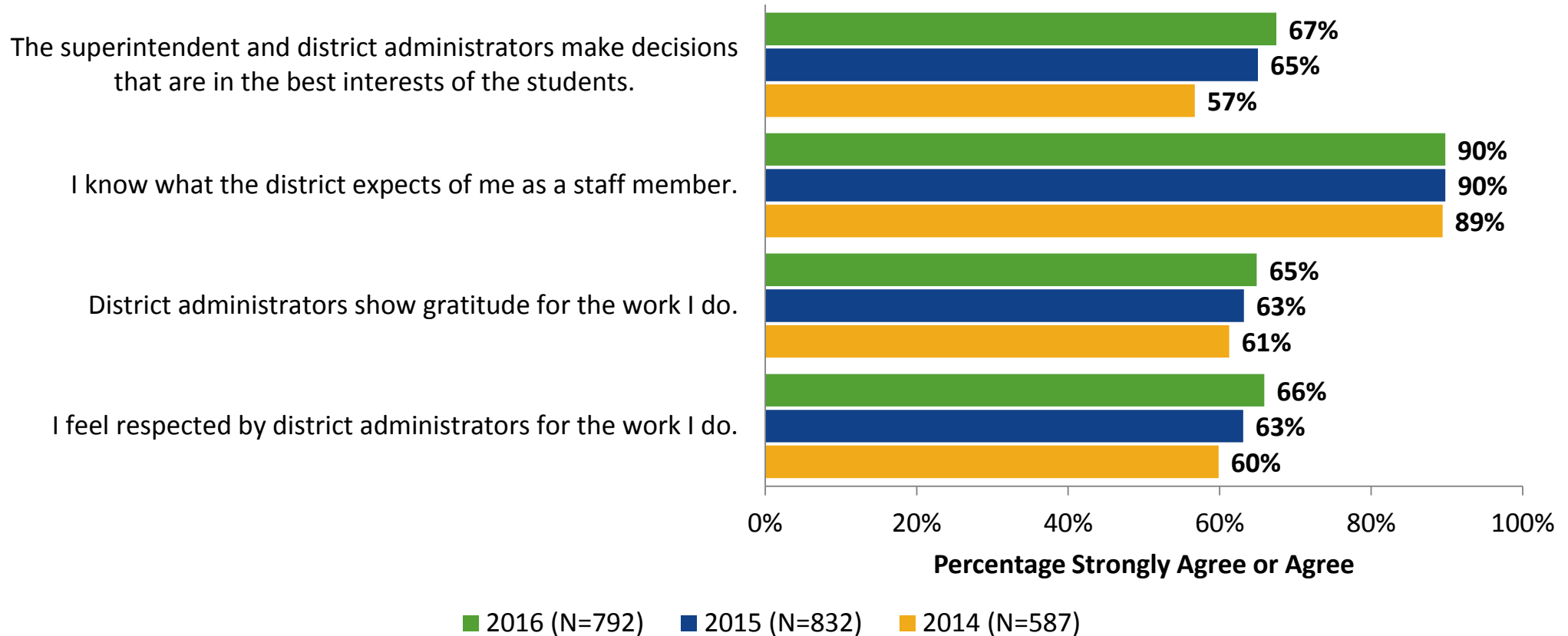
How familiar are you with the ways the ESC supports all schools in our district?



District Leadership

Please indicate how strongly you agree or disagree with each of the following statements.

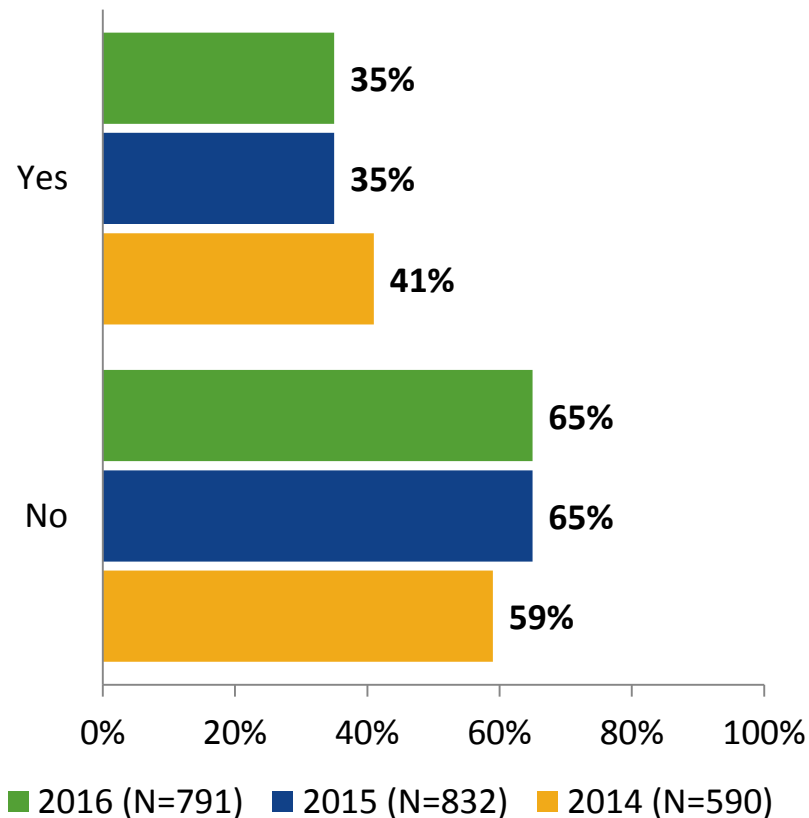
Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*



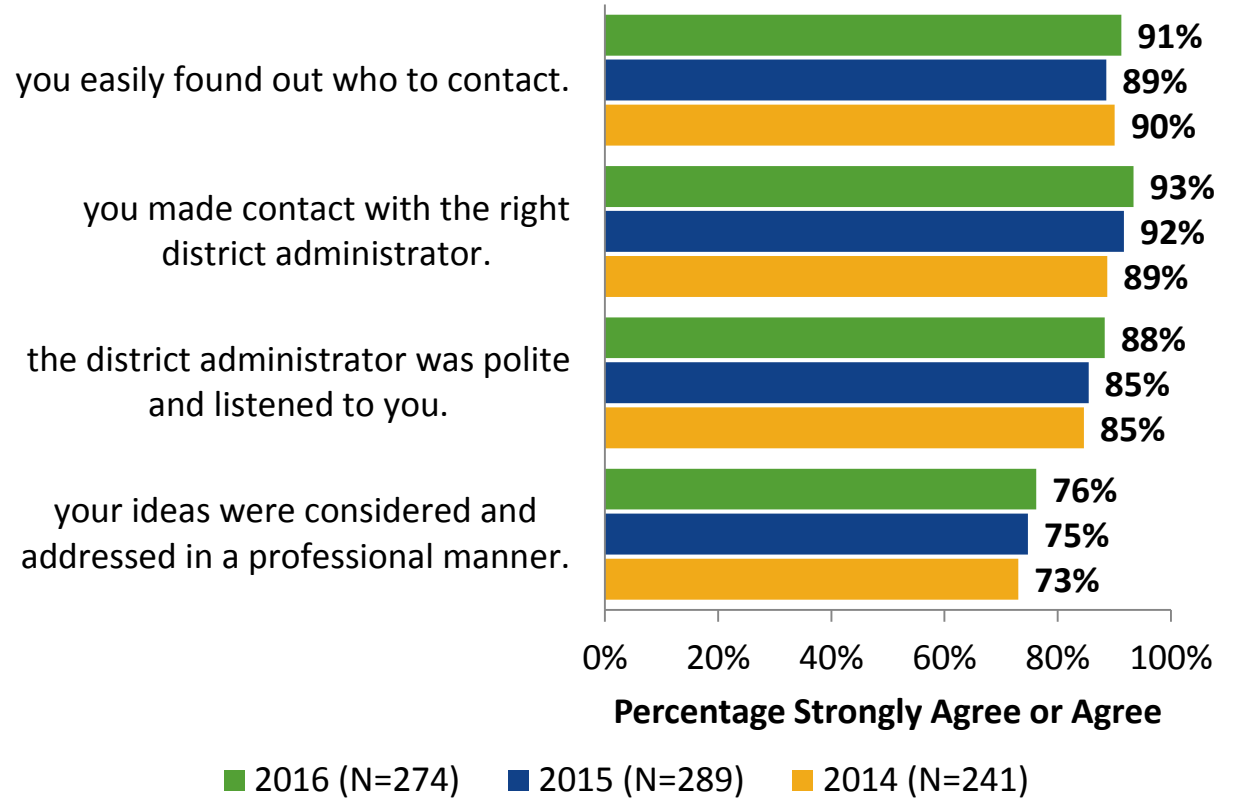
Note: The N counts reflect the average number of responses to all items within the dimension.

District Leadership (Continued)

Within the past year, have you needed to speak with the Superintendent or a district administrator?



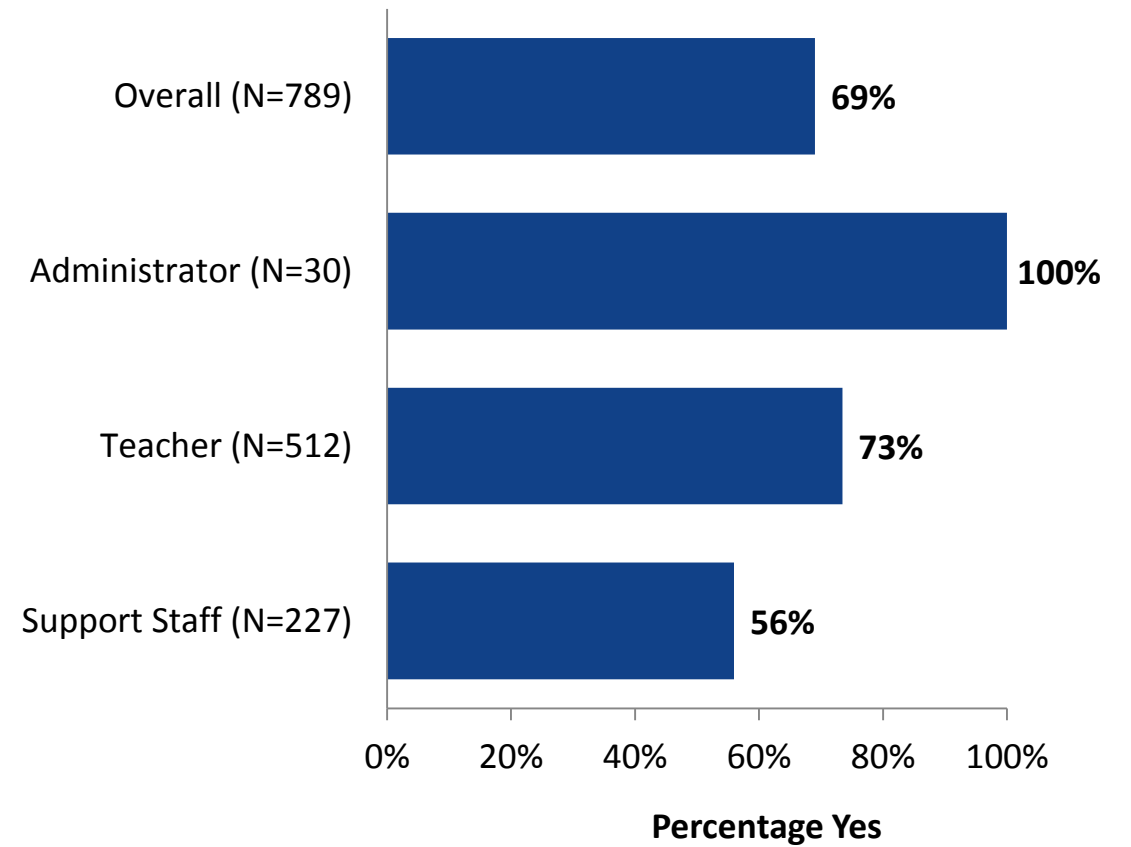
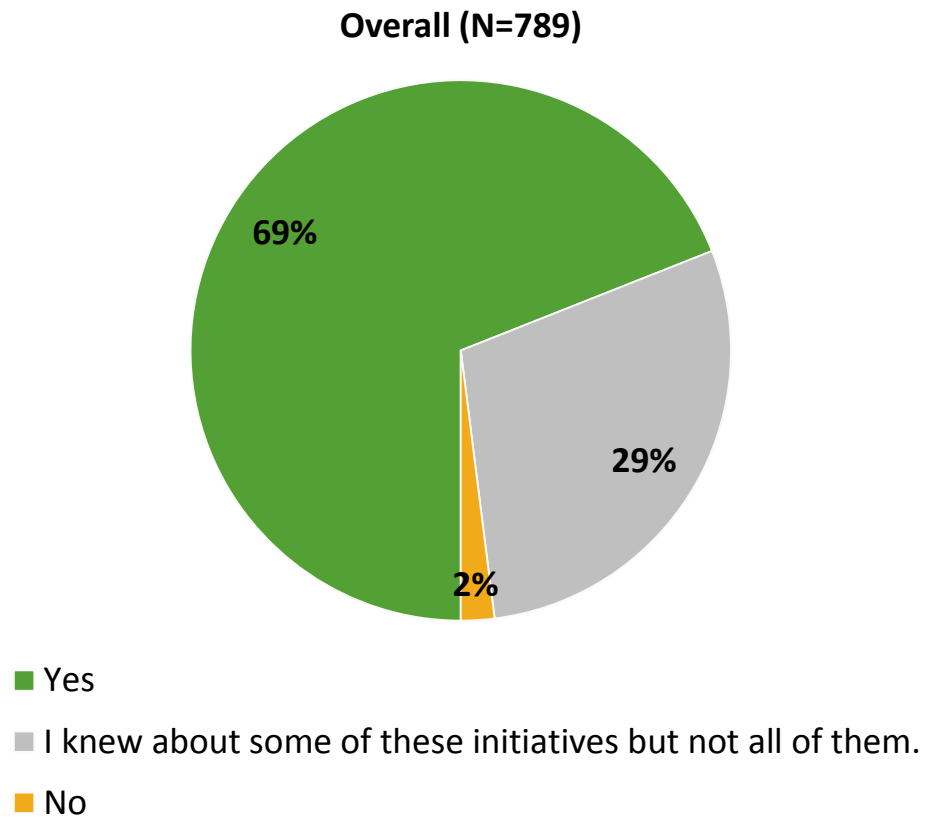
When you have had an issue to discuss or an idea to share with the Superintendent or district administrator . . .



Note: Only participants who needed to speak with the Superintendent or a district administrator in the past year answered this question.

District Initiatives

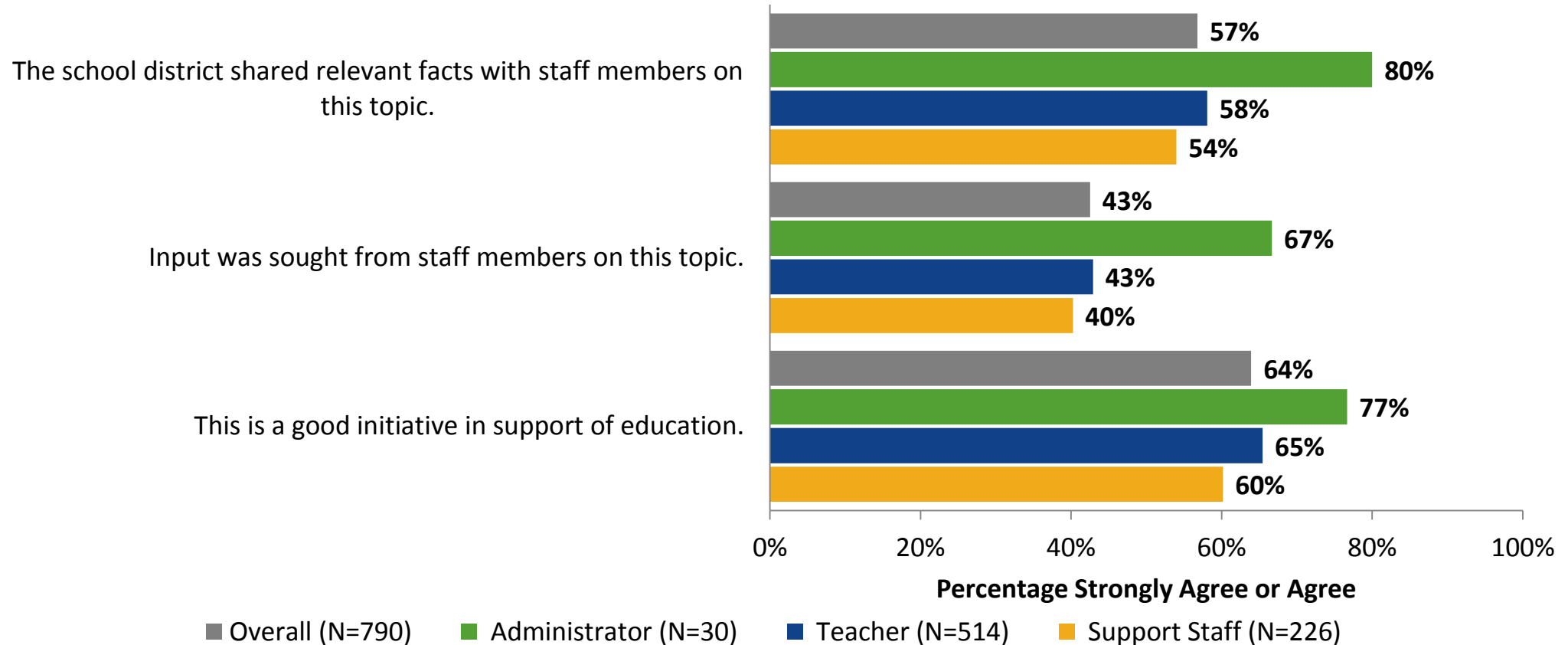
Were you aware that these initiatives were being addressed?



Attendance Area Development

Please indicate how strongly you agree or disagree with each of the following statements.

Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*

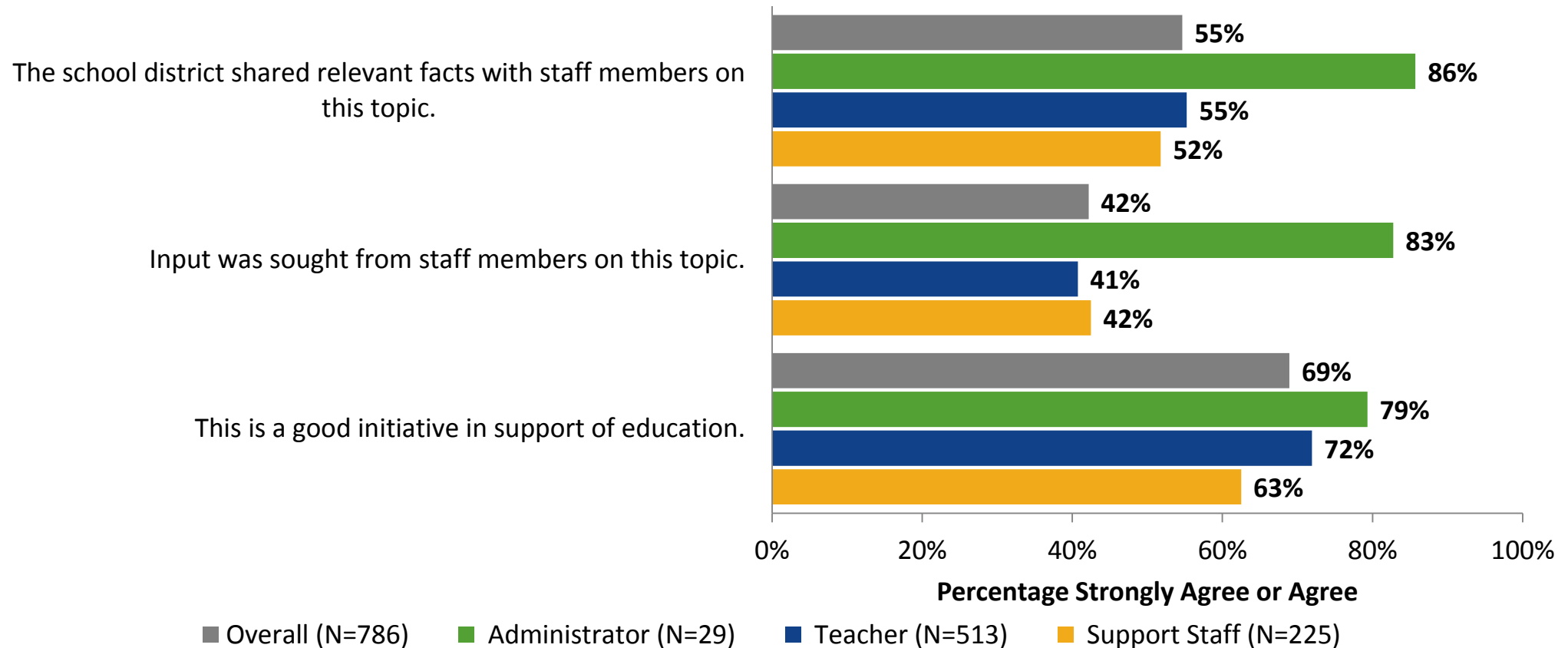


Note: The N counts reflect the average number of responses to all items within the dimension.

Facilities Master Plan

Please indicate how strongly you agree or disagree with each of the following statements.

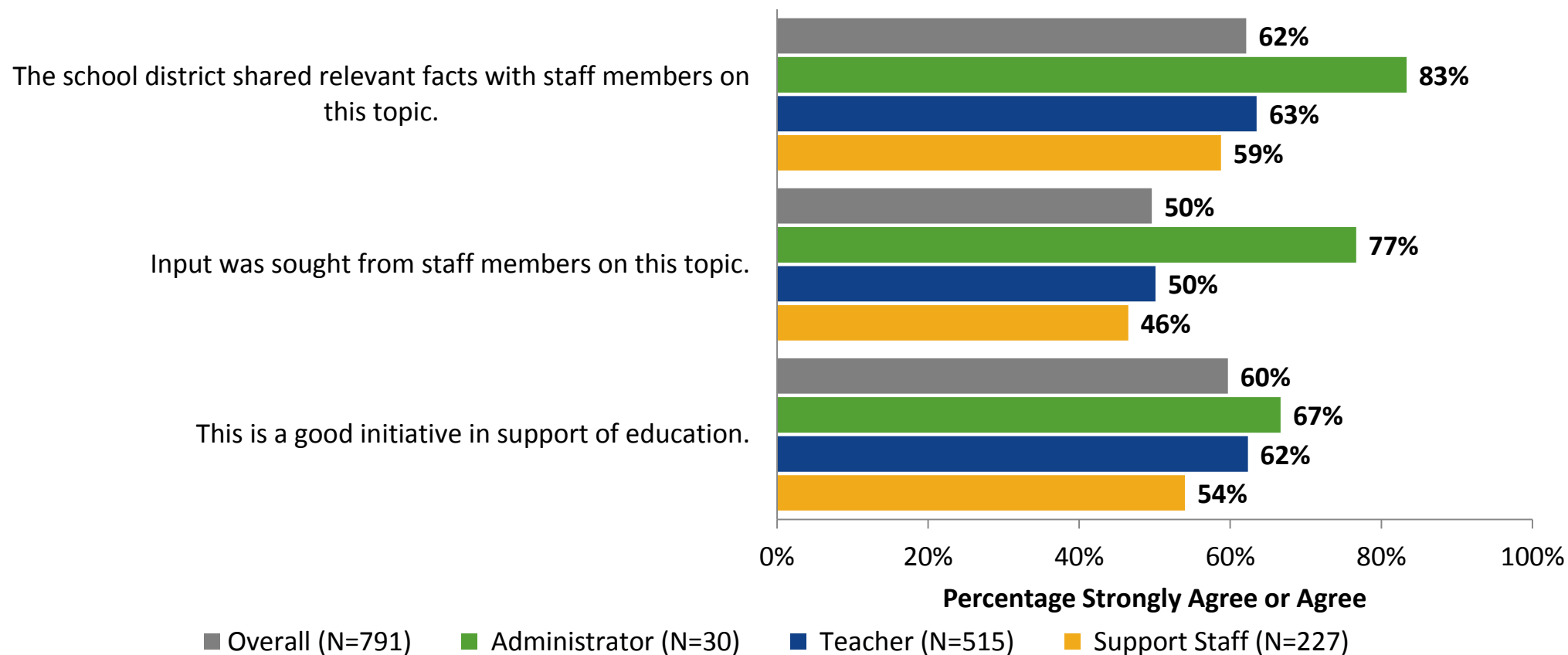
Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*



Elementary and Secondary Bell Schedules

Please indicate how strongly you agree or disagree with each of the following statements.

Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*

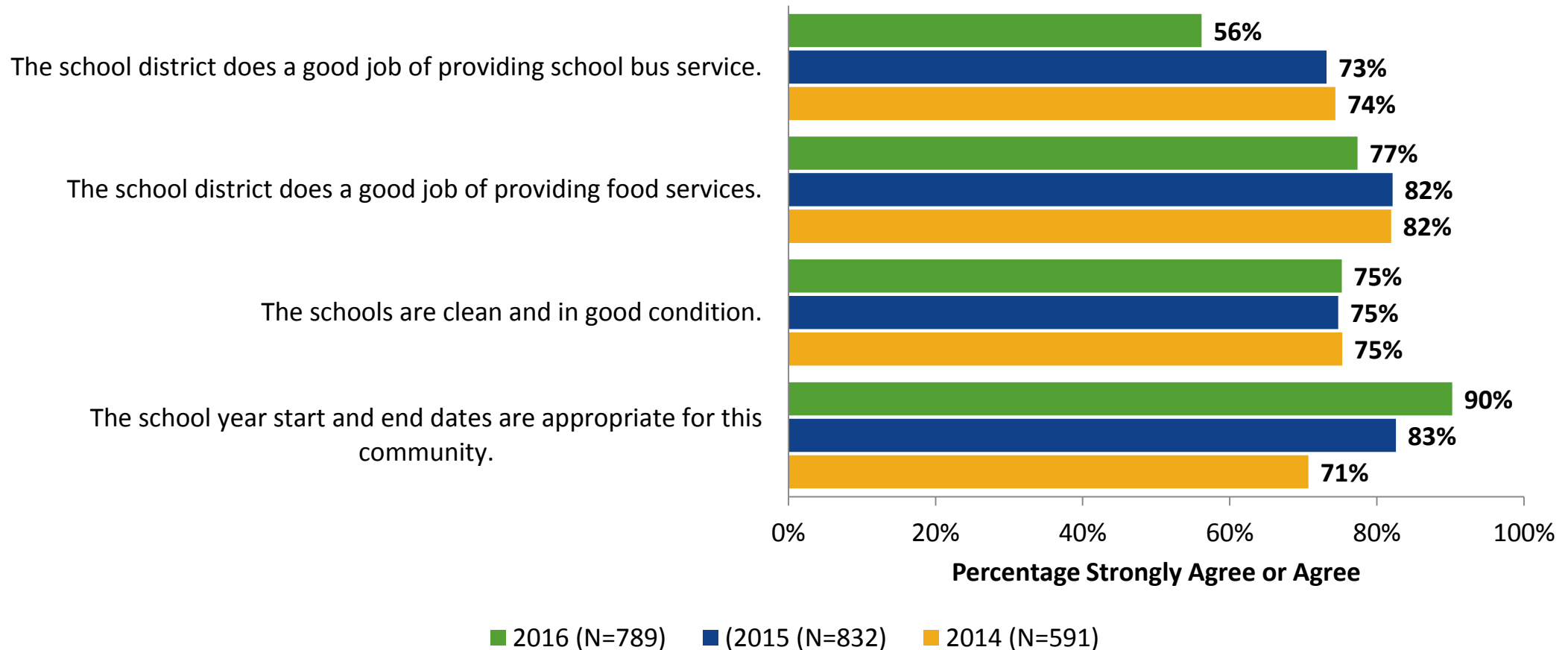


Note: The N counts reflect the average number of responses to all items within the dimension.

School District Operations

Please indicate how strongly you agree or disagree with each of the following statements.

Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*

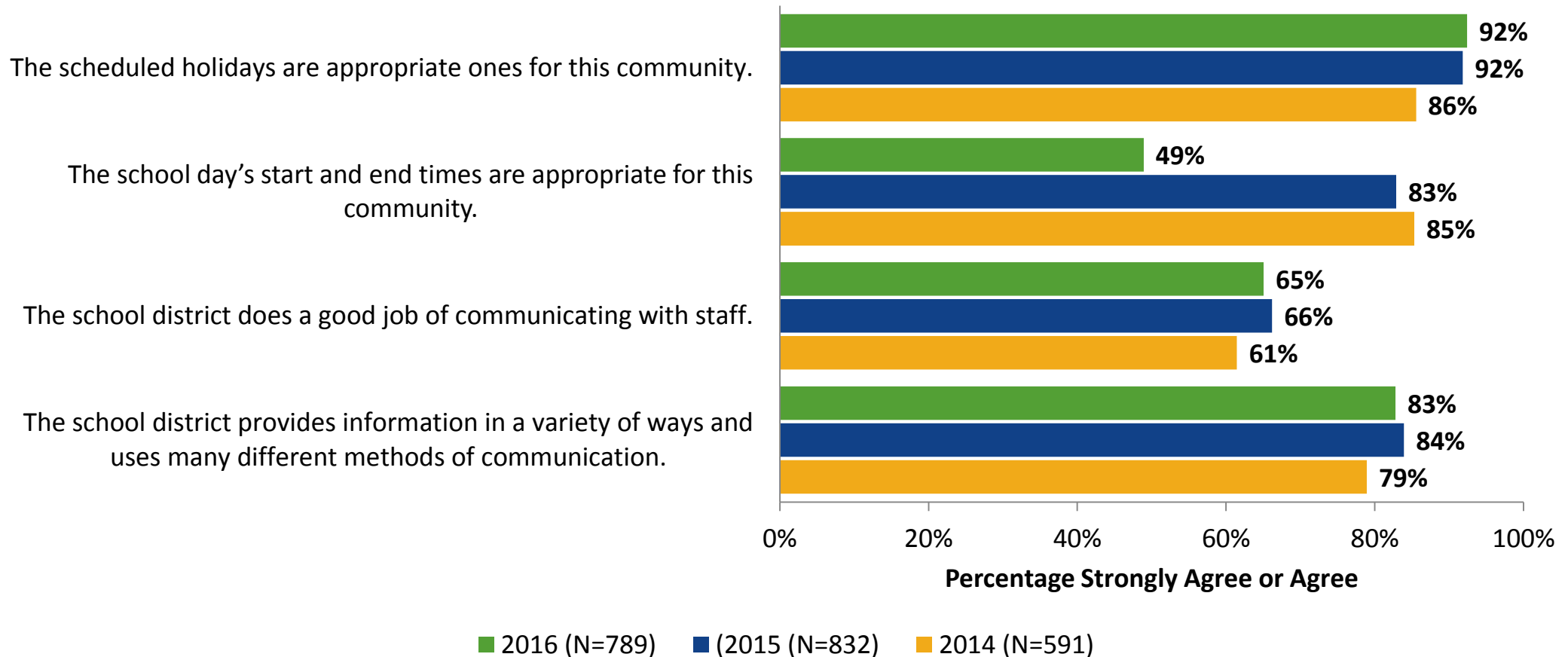


Note: The N counts reflect the average number of responses to all items within the dimension.

School District Operations (Continued)

Please indicate how strongly you agree or disagree with each of the following statements.

Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*

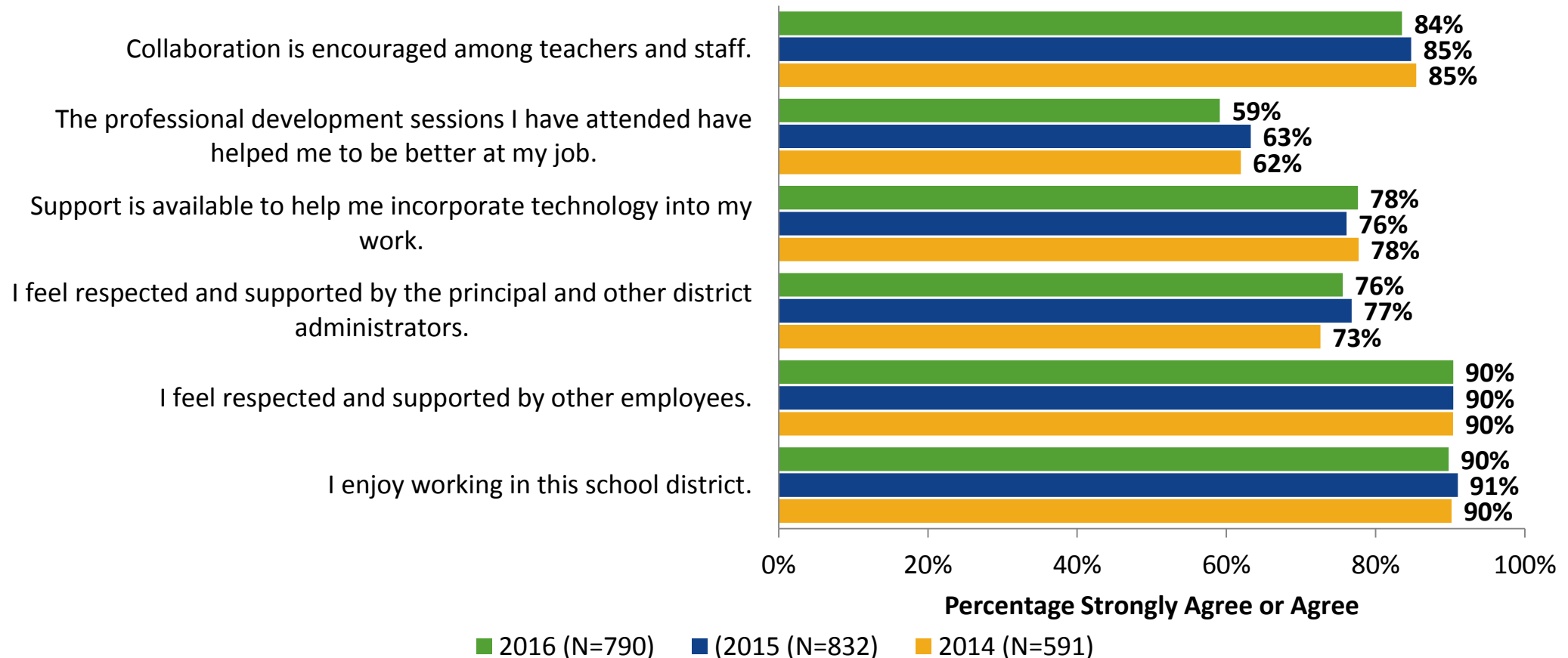


Note: The N counts reflect the average number of responses to all items within the dimension.

Faculty Relations and Support

Please indicate how strongly you agree or disagree with each of the following statements.

Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*

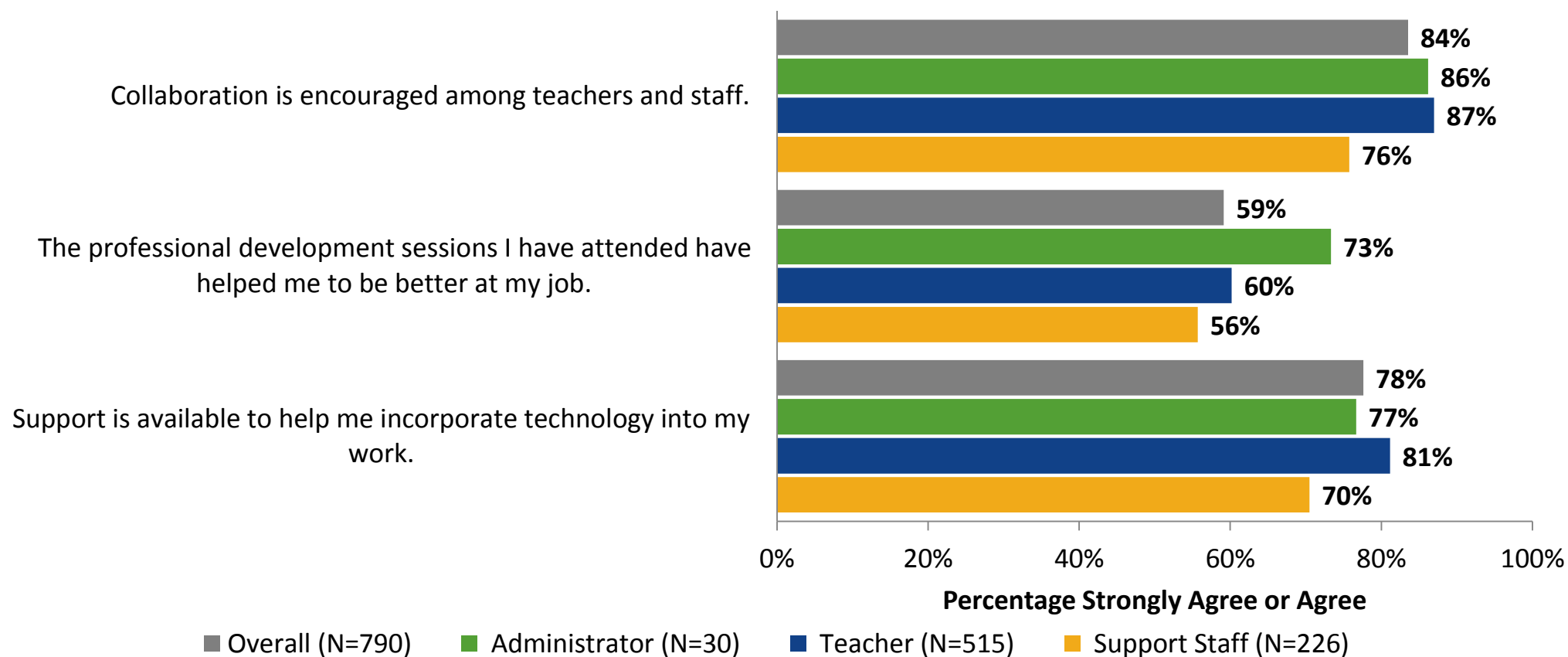


Note: The N counts reflect the average number of responses to all items within the dimension.

Faculty Relations and Support — By Job Type

Please indicate how strongly you agree or disagree with each of the following statements.

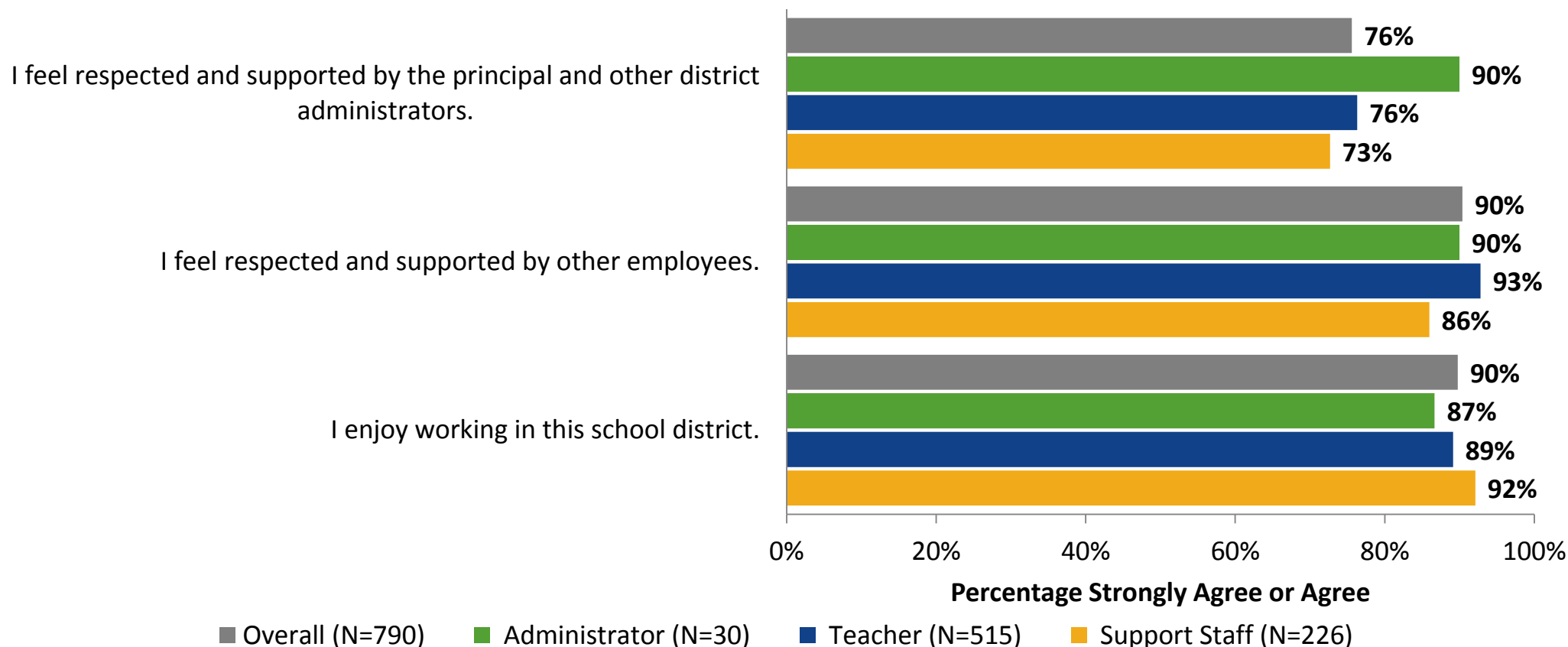
Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*



Faculty Relations and Support — By Job Type (Continued)

Please indicate how strongly you agree or disagree with each of the following statements.

Answer Options: *Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know*

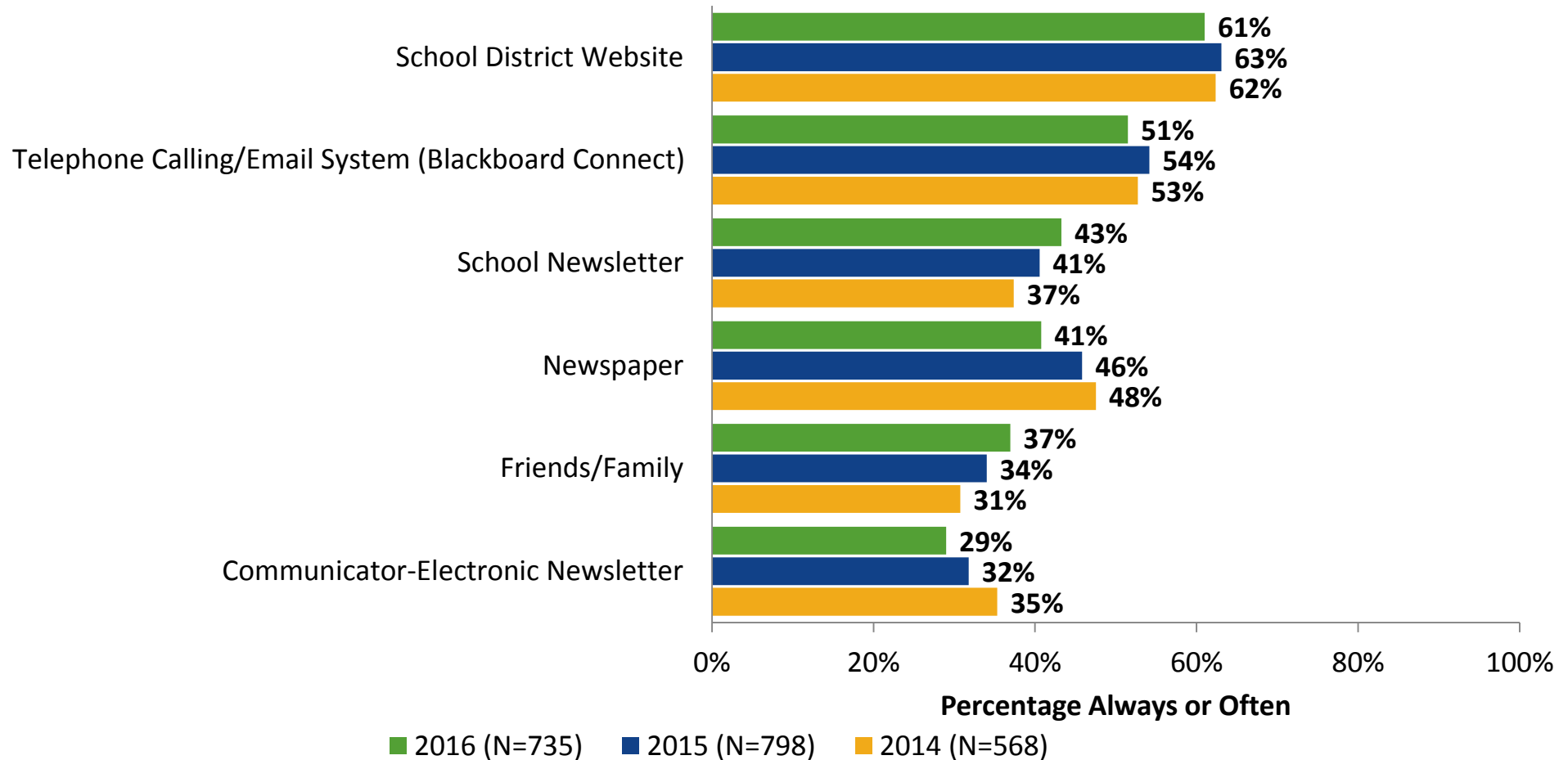


Note: The N counts reflect the average number of responses to all items within the dimension.

District Communication

How often do you receive information about the district from each of the following sources?

Answer Options: *Always, Often, Sometimes, Never*

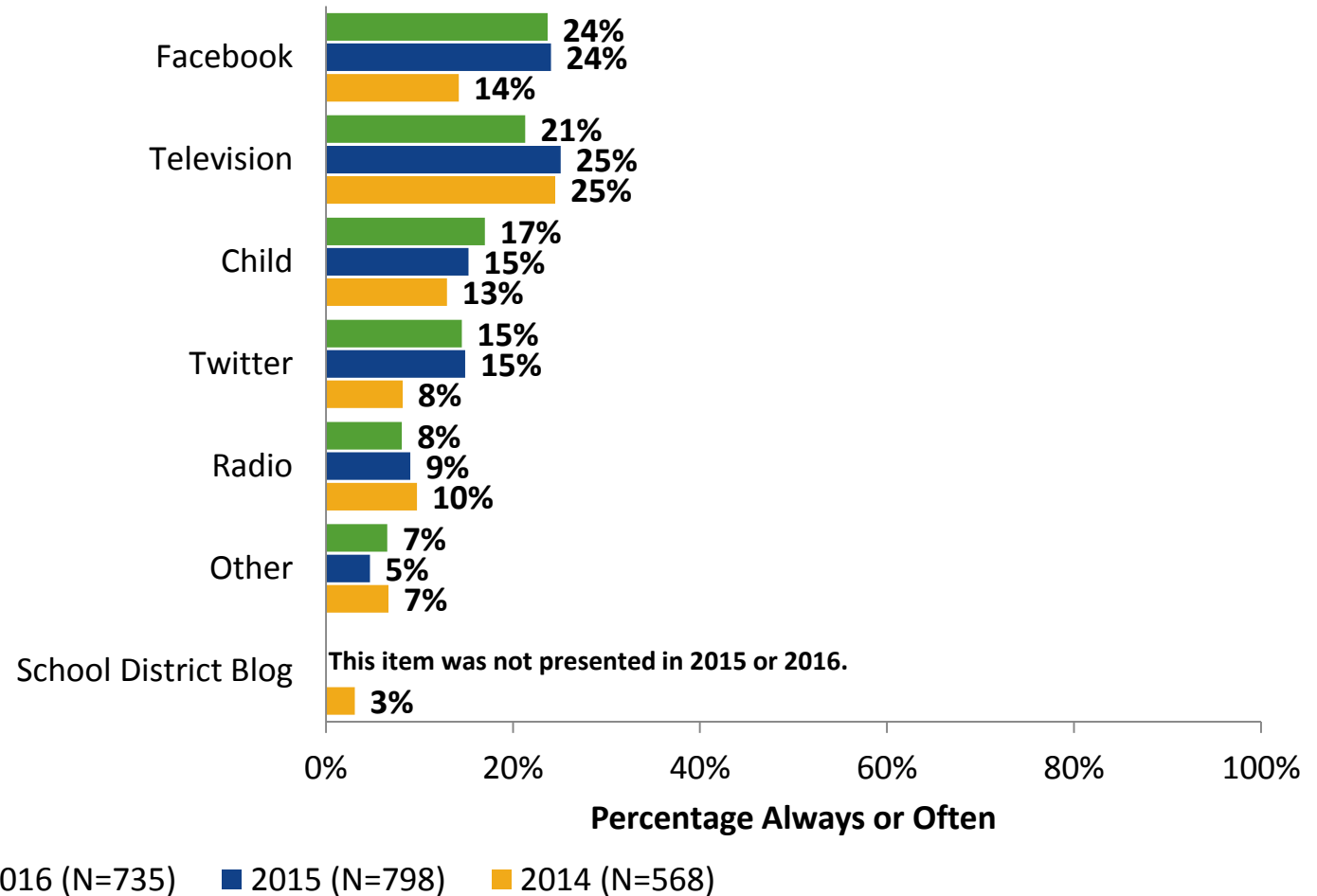


Note: The N counts reflect the average number of responses to all items within the dimension.

District Communication (Continued)

How often do you receive information about the district from each of the following sources?

Answer Options: *Always, Often, Sometimes, Never*

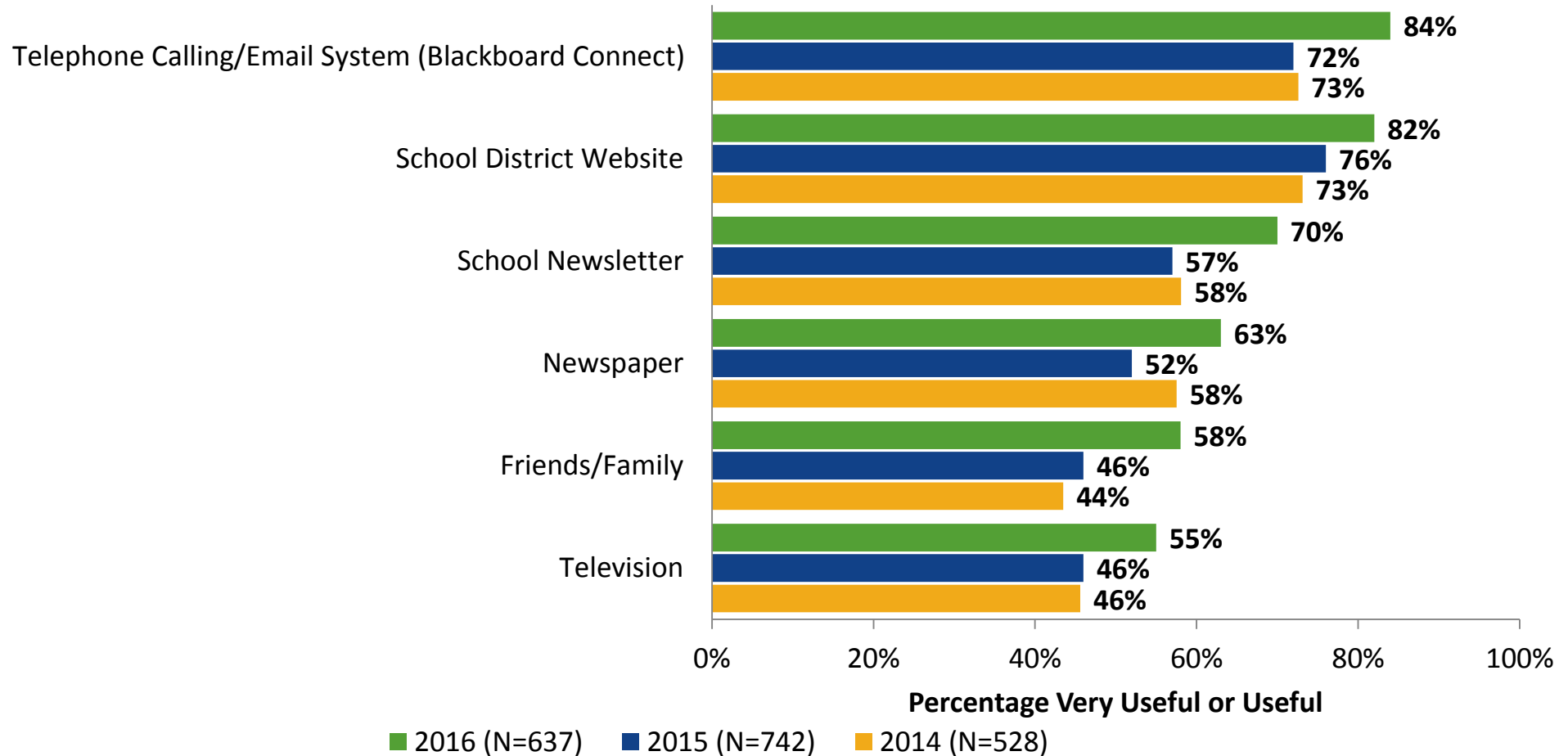


Note: The N counts reflect the average number of responses to all items within the dimension.

District Communication (Continued)

How useful do you find the information from each of the following sources?

Answer Options: *Very Useful, Useful, Somewhat Useful, Not Useful*

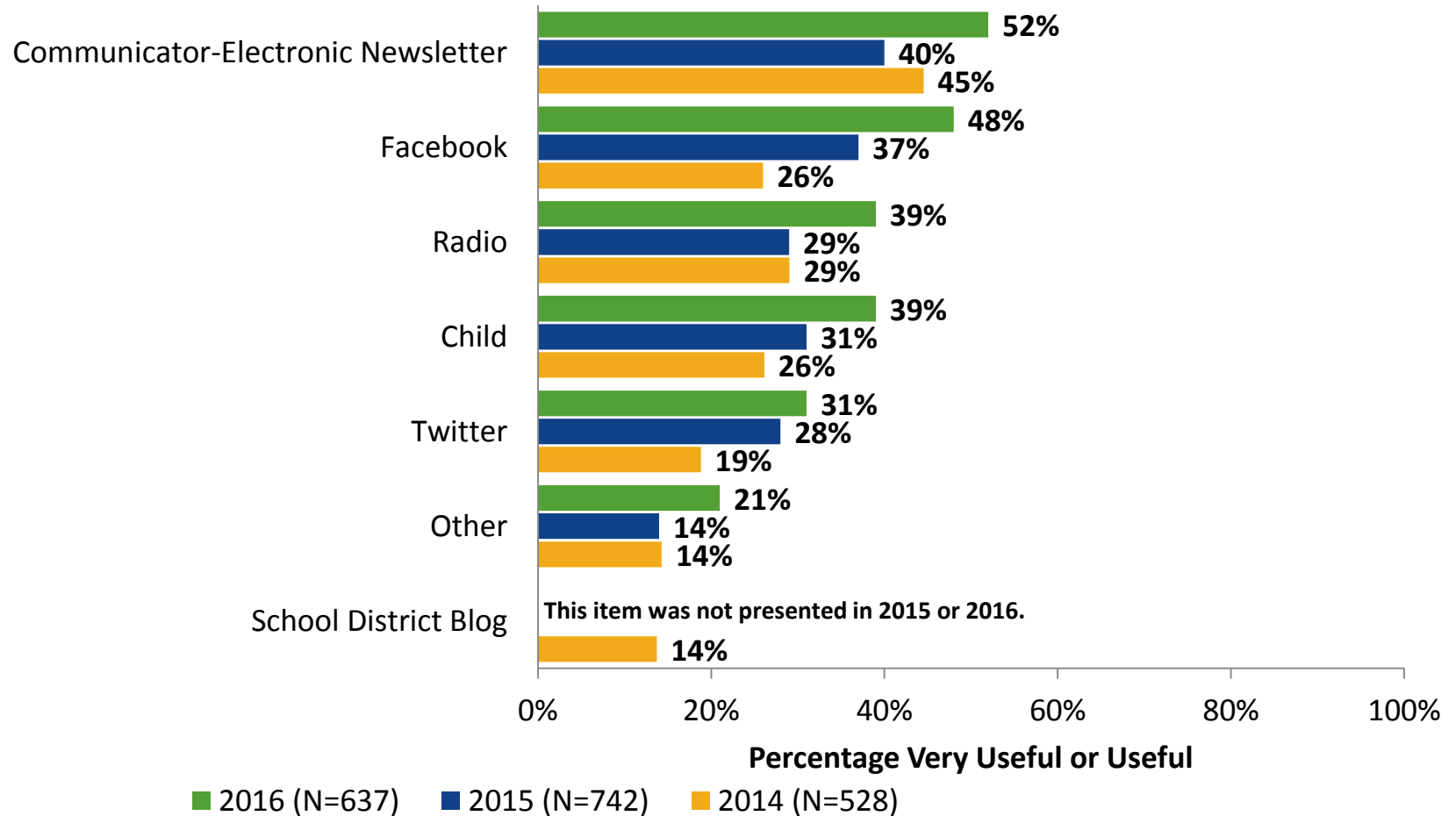


Note: The N counts reflect the average number of responses to all items within the dimension.

District Communication (Continued)

How useful do you find the information from each of the following sources?

Answer Options: *Very Useful, Useful, Somewhat Useful, Not Useful*



Note: The N counts reflect the average number of responses to all items within the dimension.

2016 District Climate Survey Takeaways:

- Over the past three years 70% of respondents have consistently rated the District as an A or B regarding how well we are educating our students.
- Over the past three years, 90% of respondents indicate that they enjoy working in the District and 90% of respondents indicate that they feel respected and supported by other employees.
- Over the past three years there has been a 10% increase in the number of respondents who indicate that the superintendent and district administrators make decisions that are in the best interest of students.
- Over the past three year 30% of respondents have indicated that they are familiar with the roles and responsibilities of the District leadership team indicating a need to provide more clarification to staff.
- Over the past three year 55% of respondents have indicated that they are familiar with the ways the Educational Services Center supports schools indicating a need to provide more clarification to staff.
- Over the past three year 76% of respondents have indicated that they feel respected by District administrators and that District administrators show gratitude for the work they do.

2016 District Climate Survey Takeaways (con't):

- Over the past three years 90% of all respondents indicate that they know what the District expects of them as a staff member.
- 59% of respondents indicate that professional development has helped them do their jobs better indicated a need to improve opportunities for staff.
- 70% of respondents indicate that they were familiar with the major issues facing the District (attendance area development, facilities master plan, elementary and secondary bell schedules).
- The change in the bell schedule for 2015-16 showed a decrease of 36% in affirmative response that the school day's start and end times are appropriate for the community and a decrease of 18% in affirmative response that the District does a good job of providing bus service.
- The change in the school calendar has seen an increase of 19% in affirmative response that the school year start and end dates are appropriate for the community.
- 65% of respondents indicate that the District does a good job communicating with staff and 83% of respondents indicate that the District uses many different methods of communication.



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