

# Iowa City District Climate Survey for Staff

## Results and Analysis

Iowa City Community School District

June 5 - 16, 2014



**IOWA CITY**  
**COMMUNITY**  
**SCHOOL DISTRICT**  
*Child-Centered : Future-Focused*

# Overview

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Everyone in Iowa City Community Schools has a voice in the ongoing pursuit of educational excellence. This survey asked for candid feedback from staff members about the district as a whole, as well as about the individual school where they work. Survey questions focused on district climate and culture, diversity, school operations, and accessibility of district and school leaders.

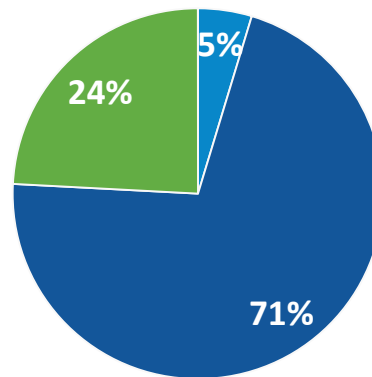
Pre-survey communications were handled internally by the district. Staff members were sent individual email invitations with unique links in order to participate, and those who had not yet responded were sent reminders on June 12 and 16, 2014.

This report describes district-level analysis of survey findings.

# Participation

Responding Group	Maximum Possible Responses (Nmax)	Total Number of Responses (N)	Participation Rate (%)
Staff	1,949	594	31%

I am a(n) . . . (N=575)



■ Administrator   ■ Teacher   ■ Other

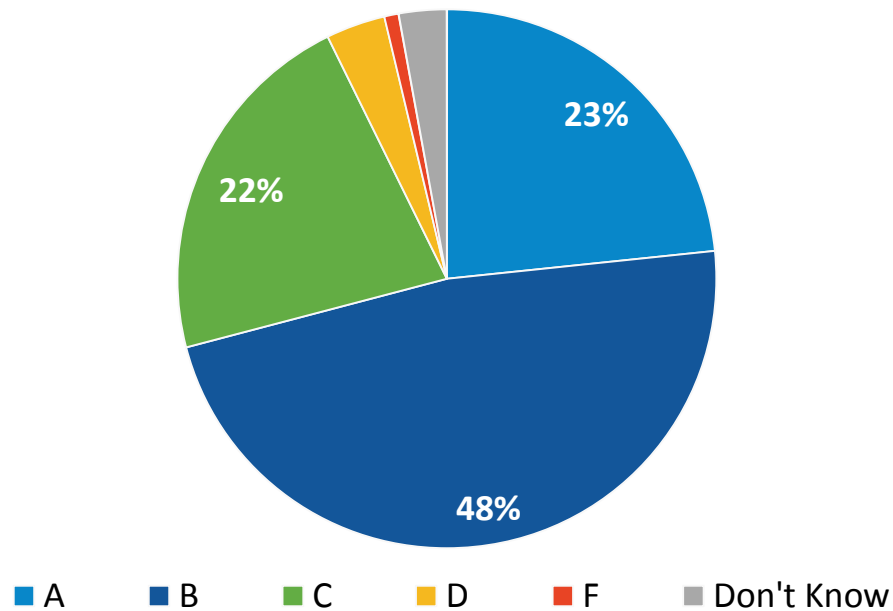
\*"Other" includes Paraeducators (N=48) and Classified Staff (N=91)

# Overall District Quality of Educating Students

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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. (N=591)

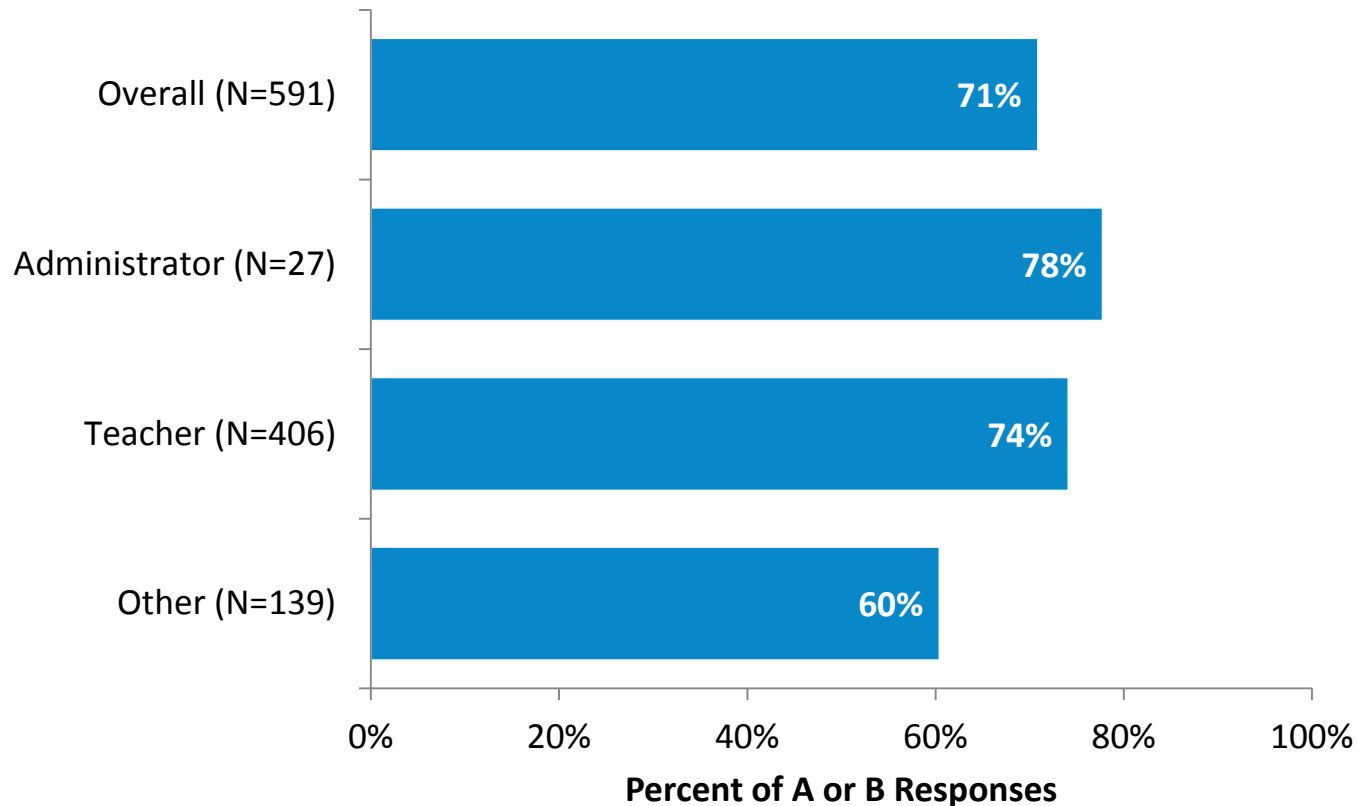


# Overall District Quality of Educating Students by Job Type

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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.

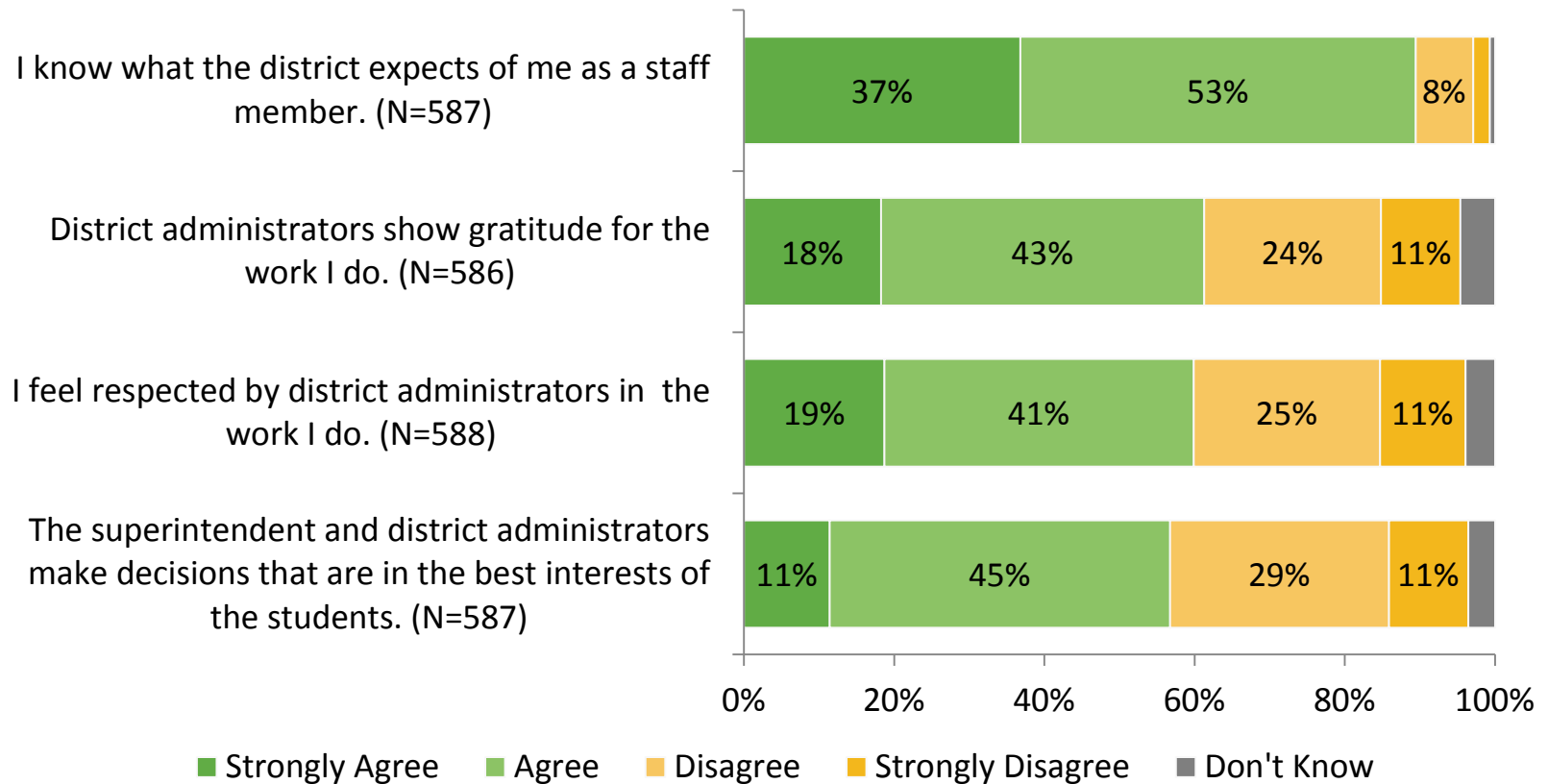


# District Leadership

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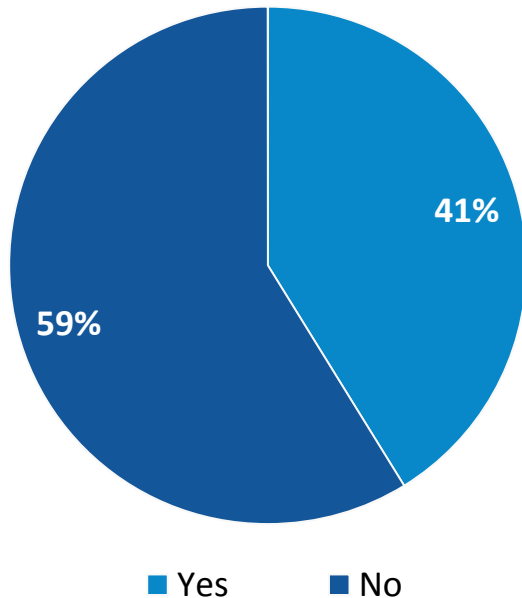
# District Leadership

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

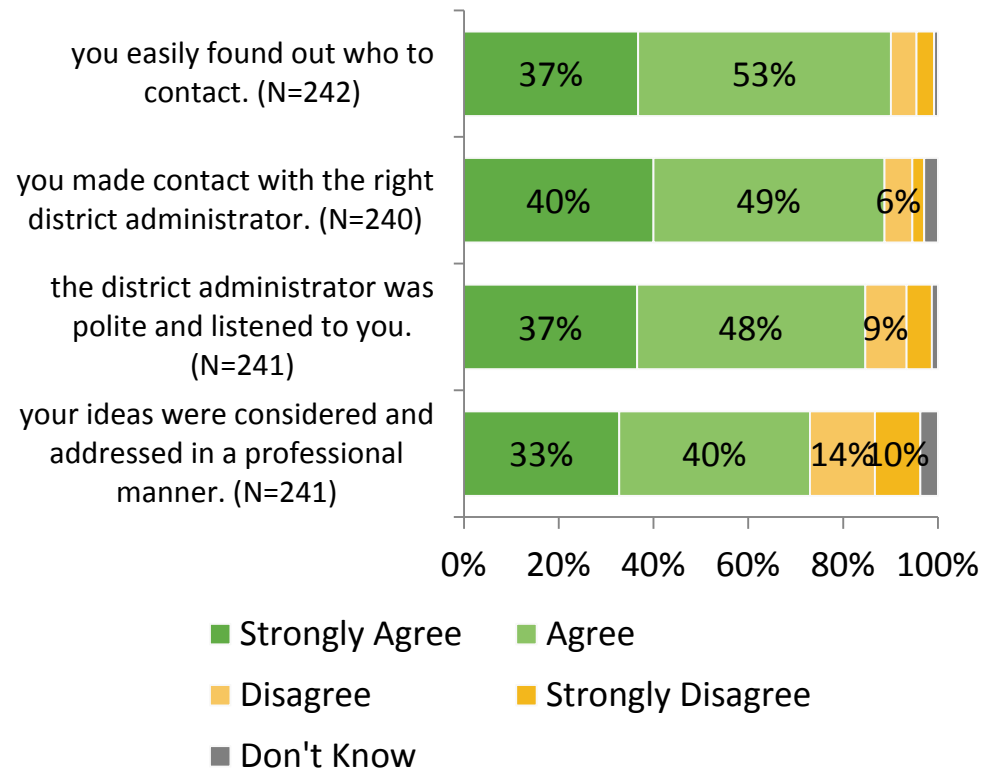


# Contact with District Leadership

Within the past year, have you needed to speak with the Superintendent or a district administrator?  
(N=590)



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 were given the opportunity to answer this question.

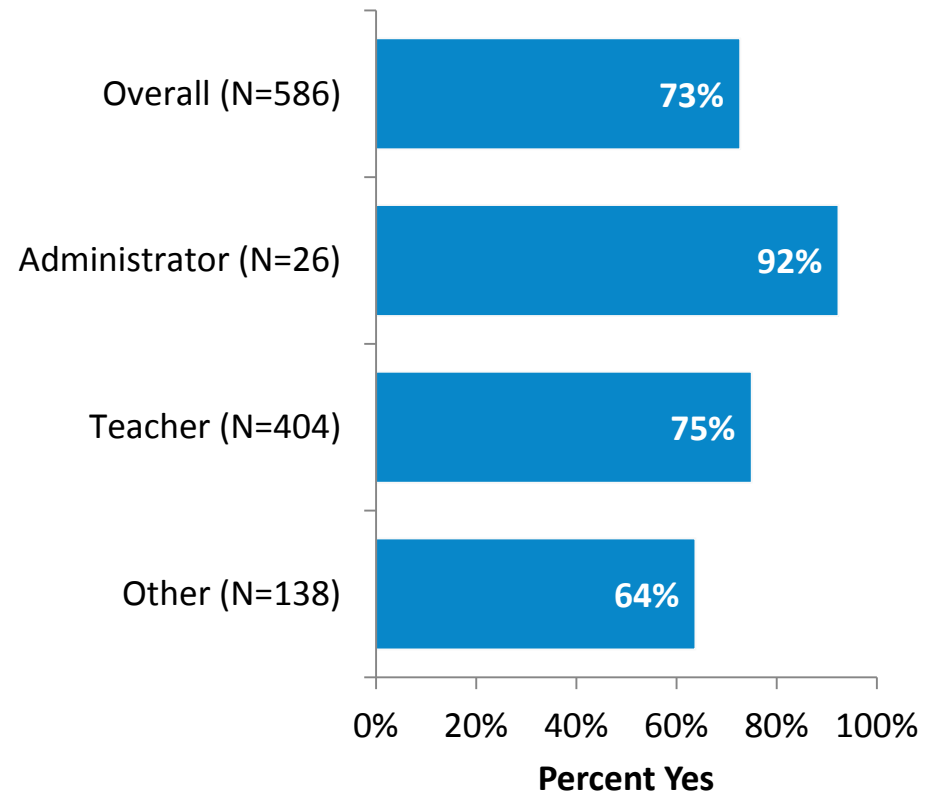
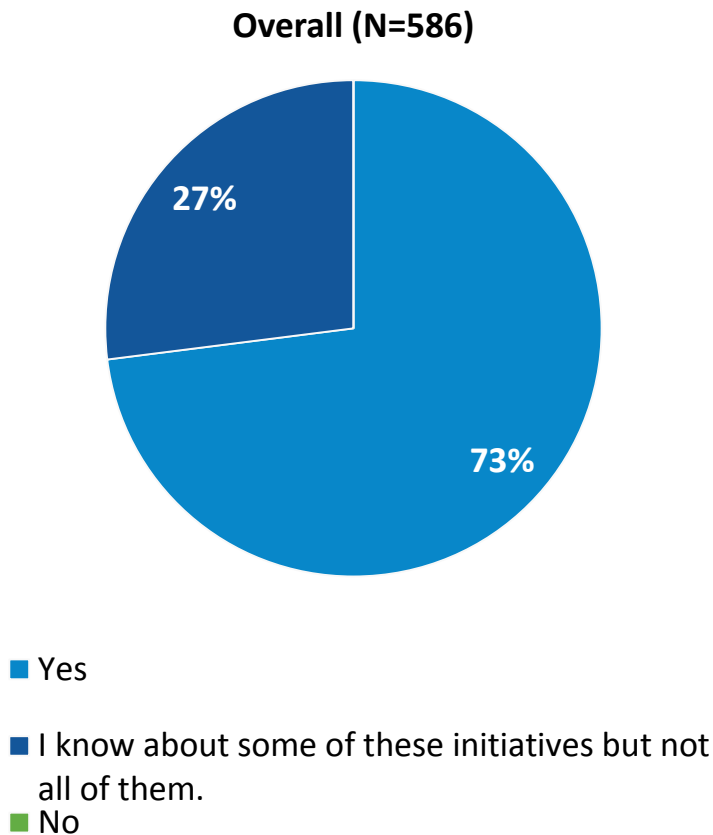


# District Initiatives

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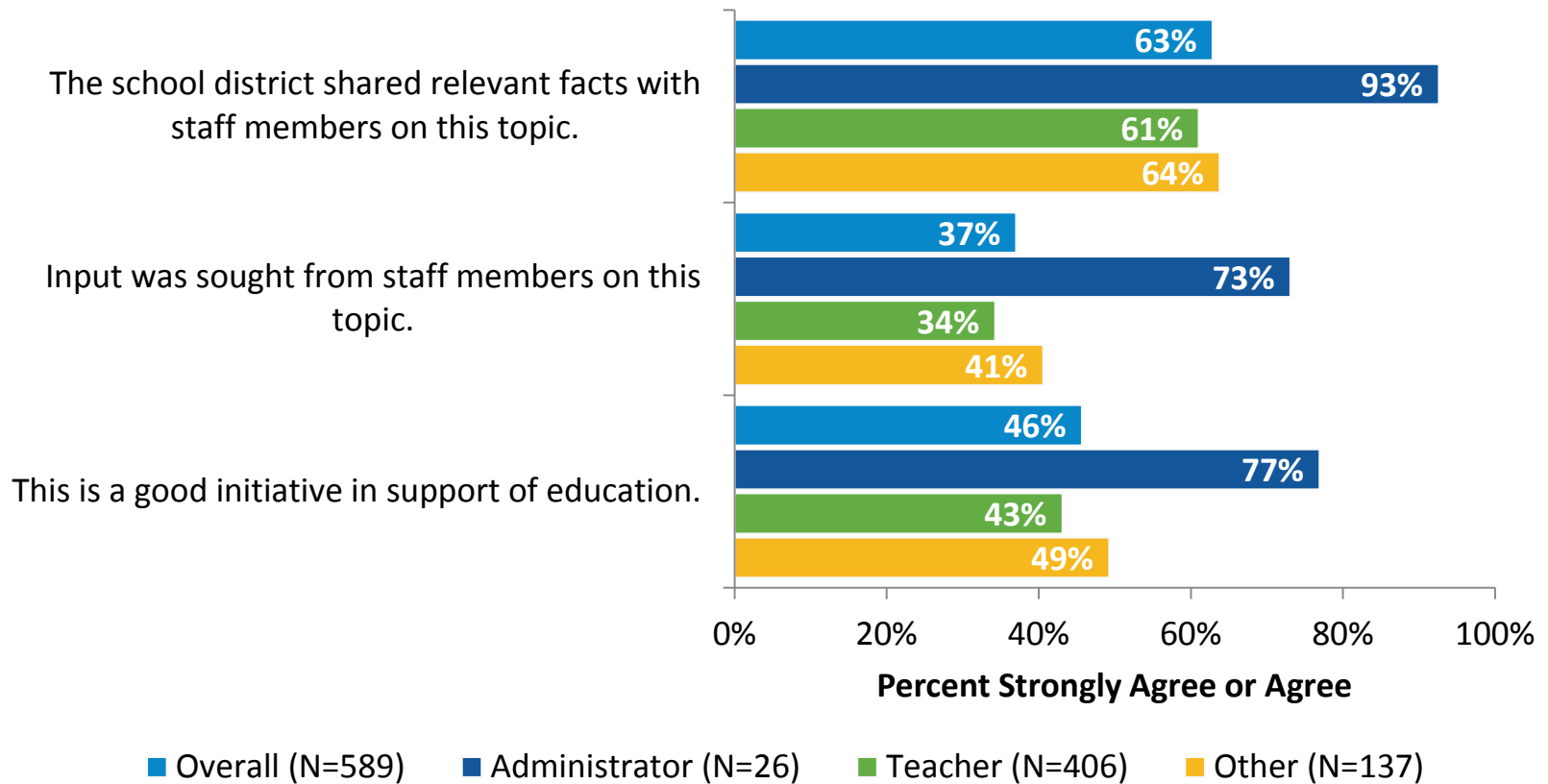
# District Initiatives

Were you aware that four initiatives (District Budget, Facilities Master Planning, Attendance Area Development and Aspirational Class Size Goals) were being addressed this year?



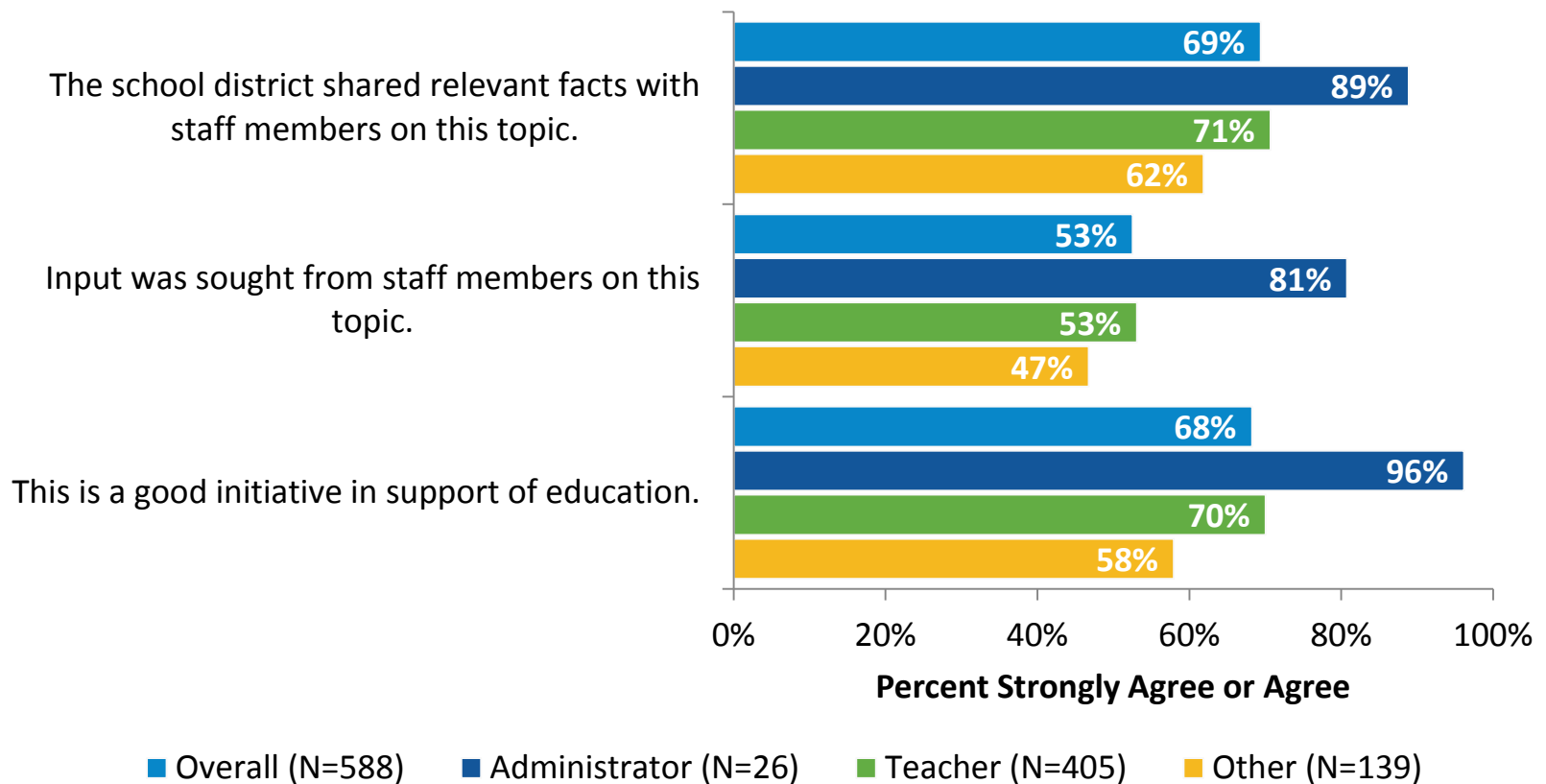
# District Budget

With regard to the district budget . . .



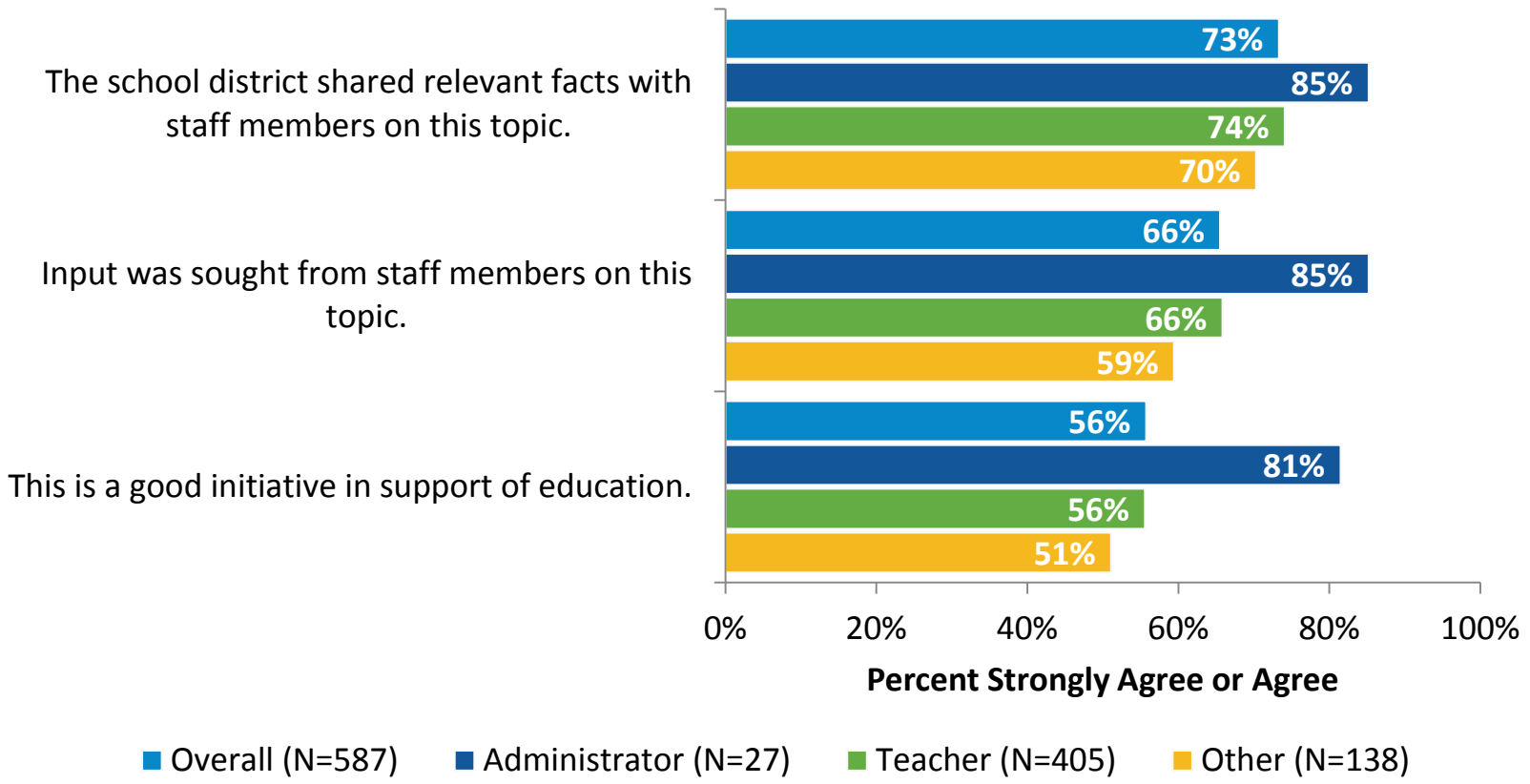
# Facilities Master Planning

With regard to the Facilities Master Planning . . .



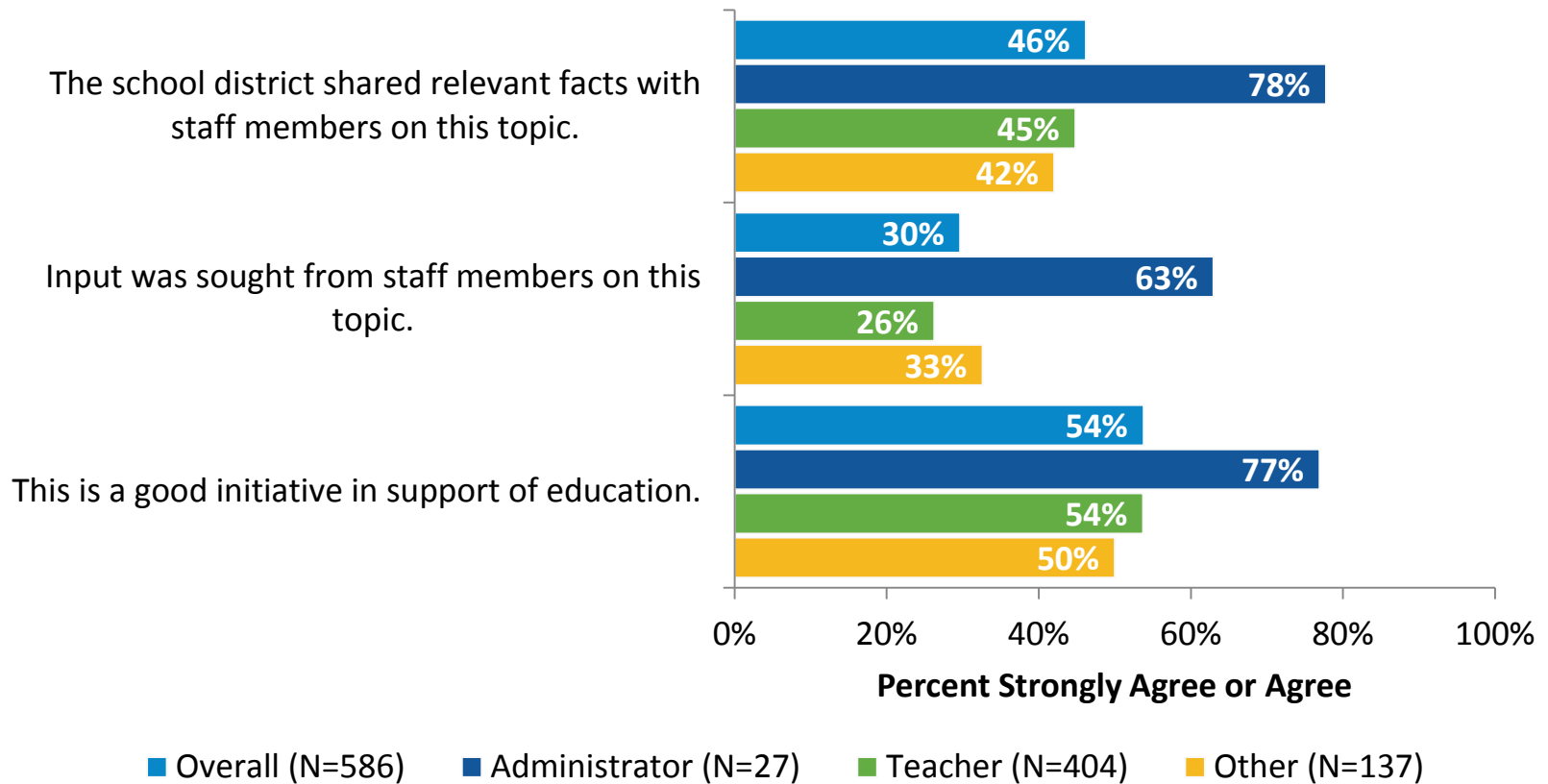
# Attendance Area

With regard to Attendance Area Development . . .



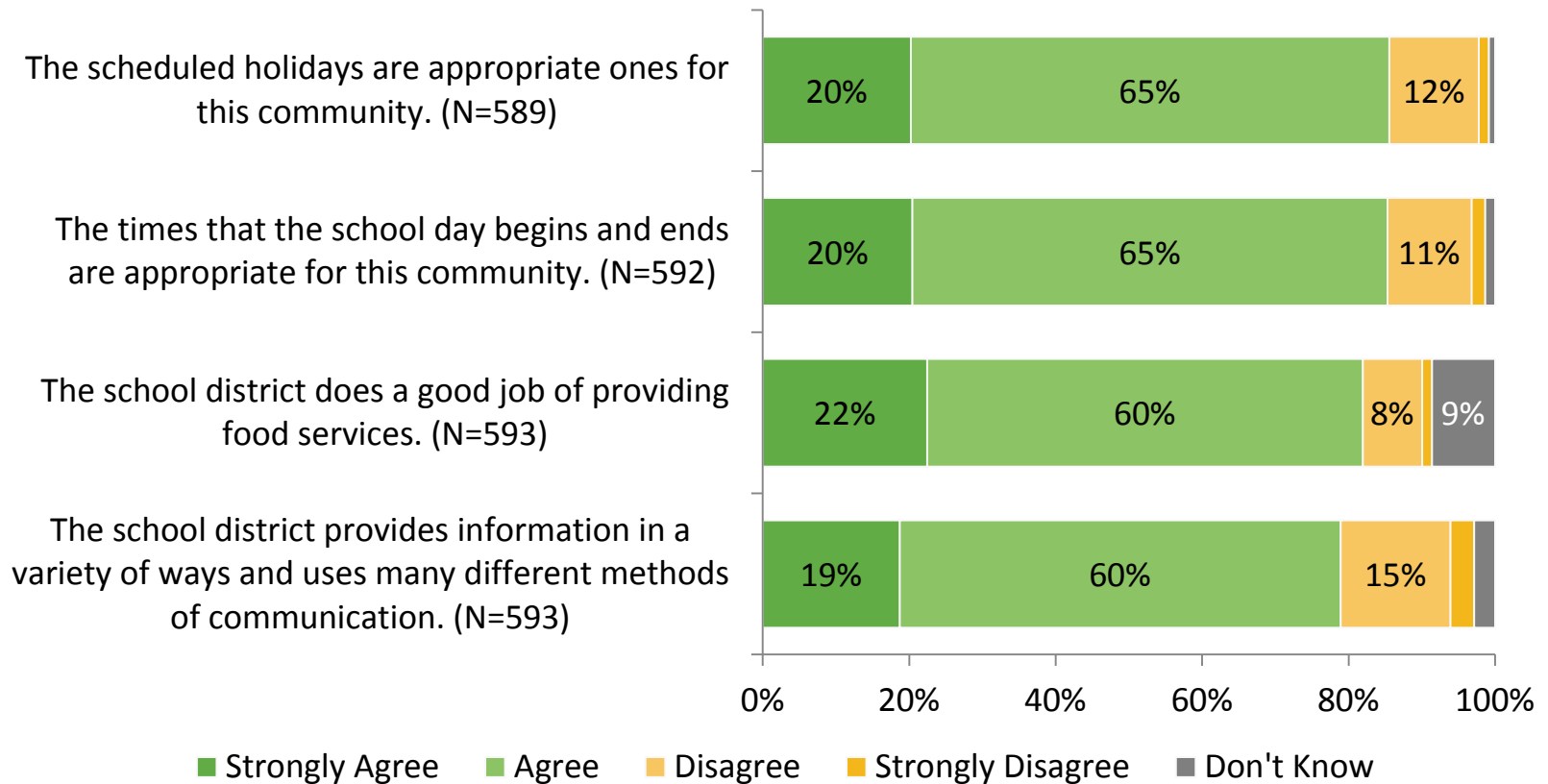
# Aspirational Class Size Goals

With regard to aspirational class size goals. . .



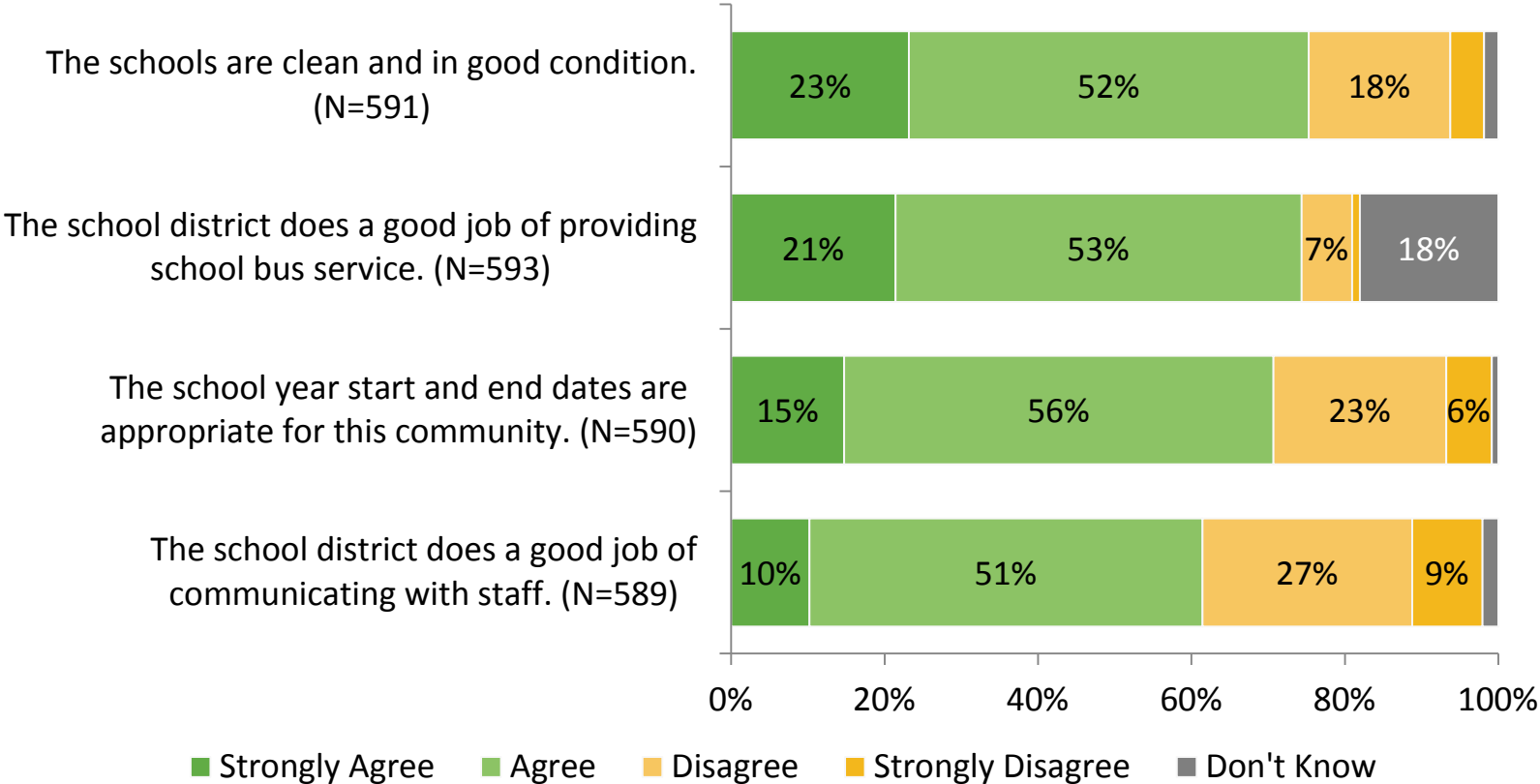
# School District Operations

Below are statements about school district operations. As you respond to each, please think about your experiences this school year.



# School District Operations (Continued)

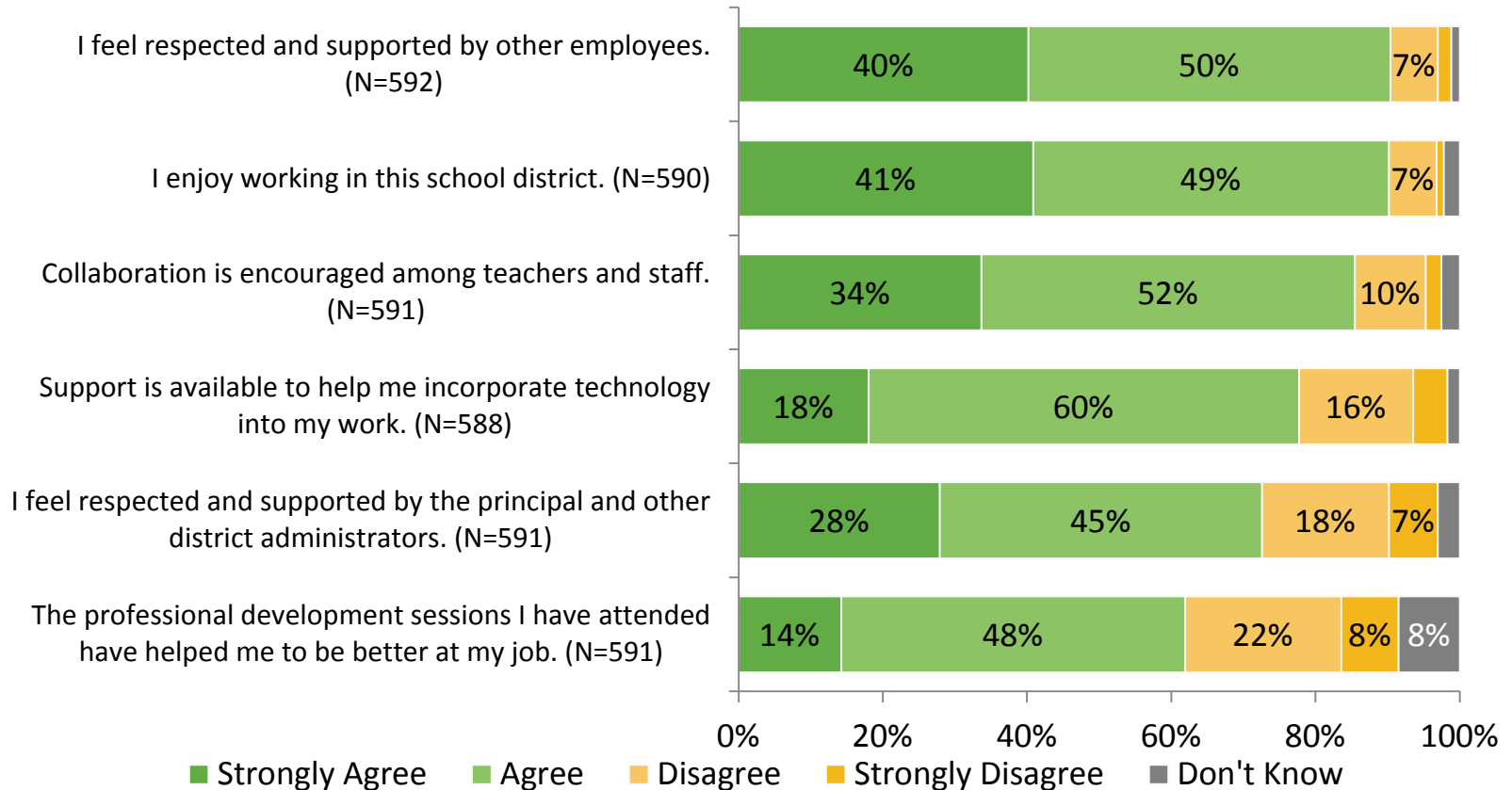
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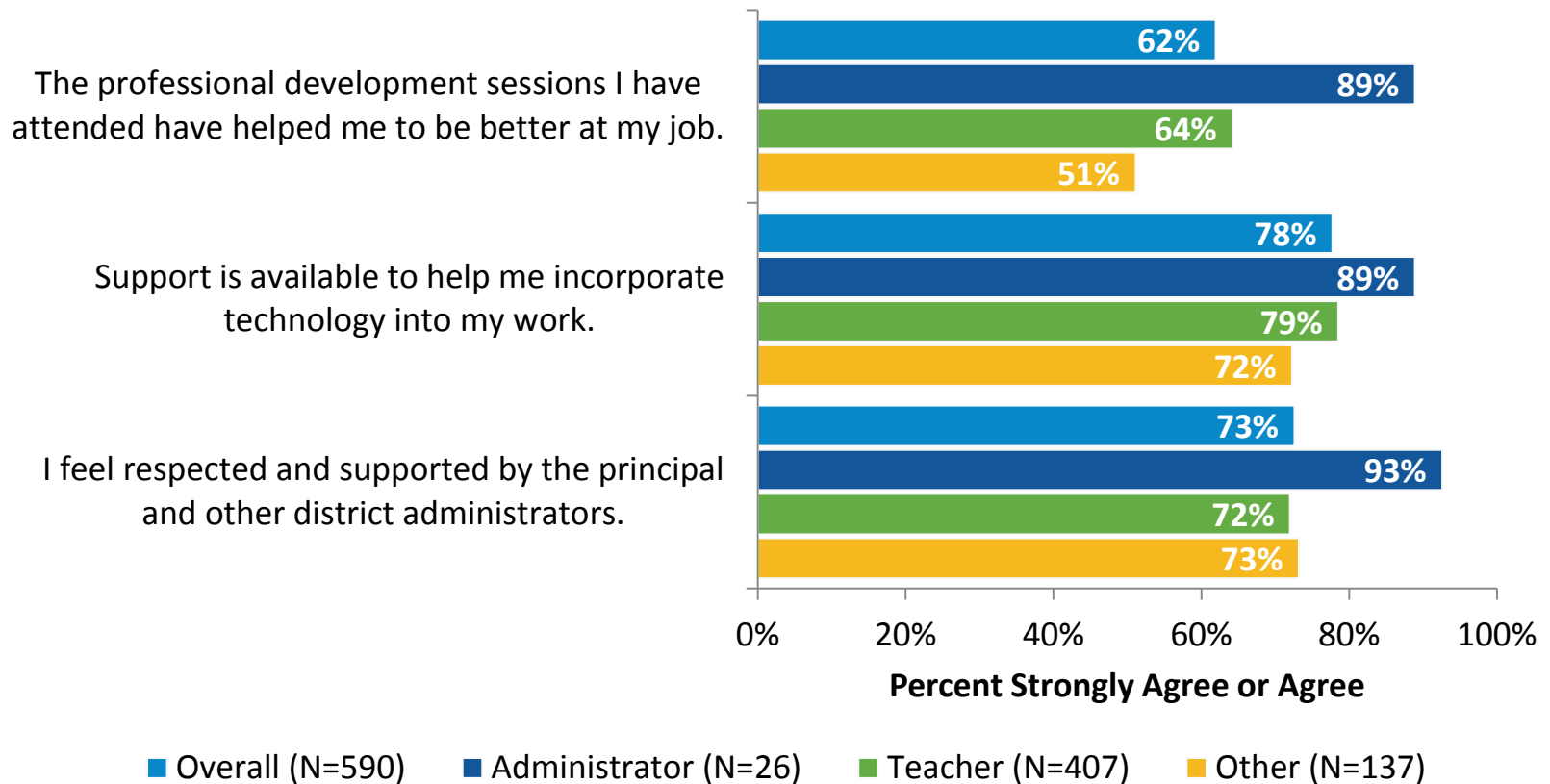


# Faculty Relations and Support

Below are statements related to faculty relations and support. As you respond, please think about your experiences this school year.

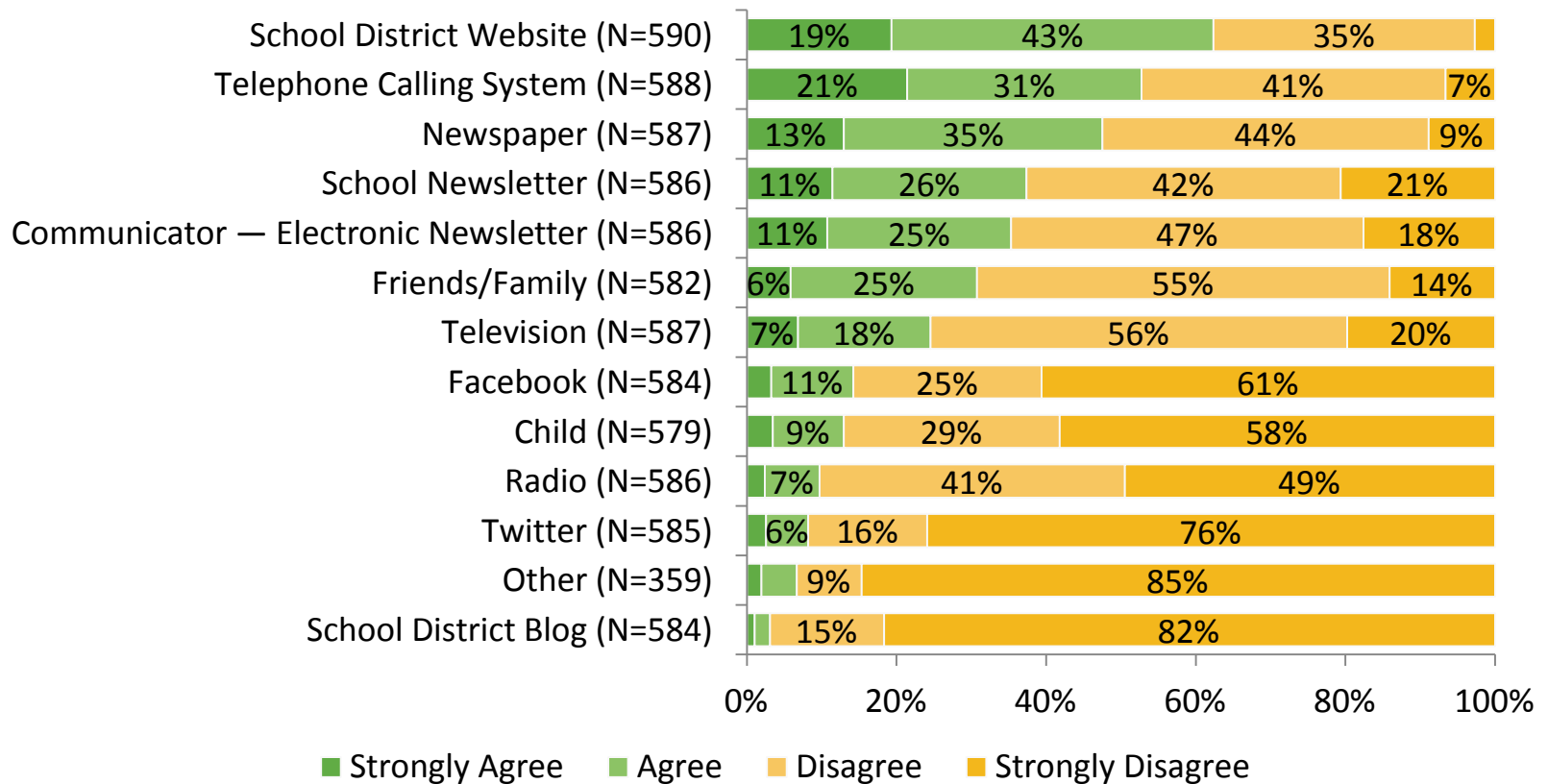


# Faculty Relations and Support by Job Type



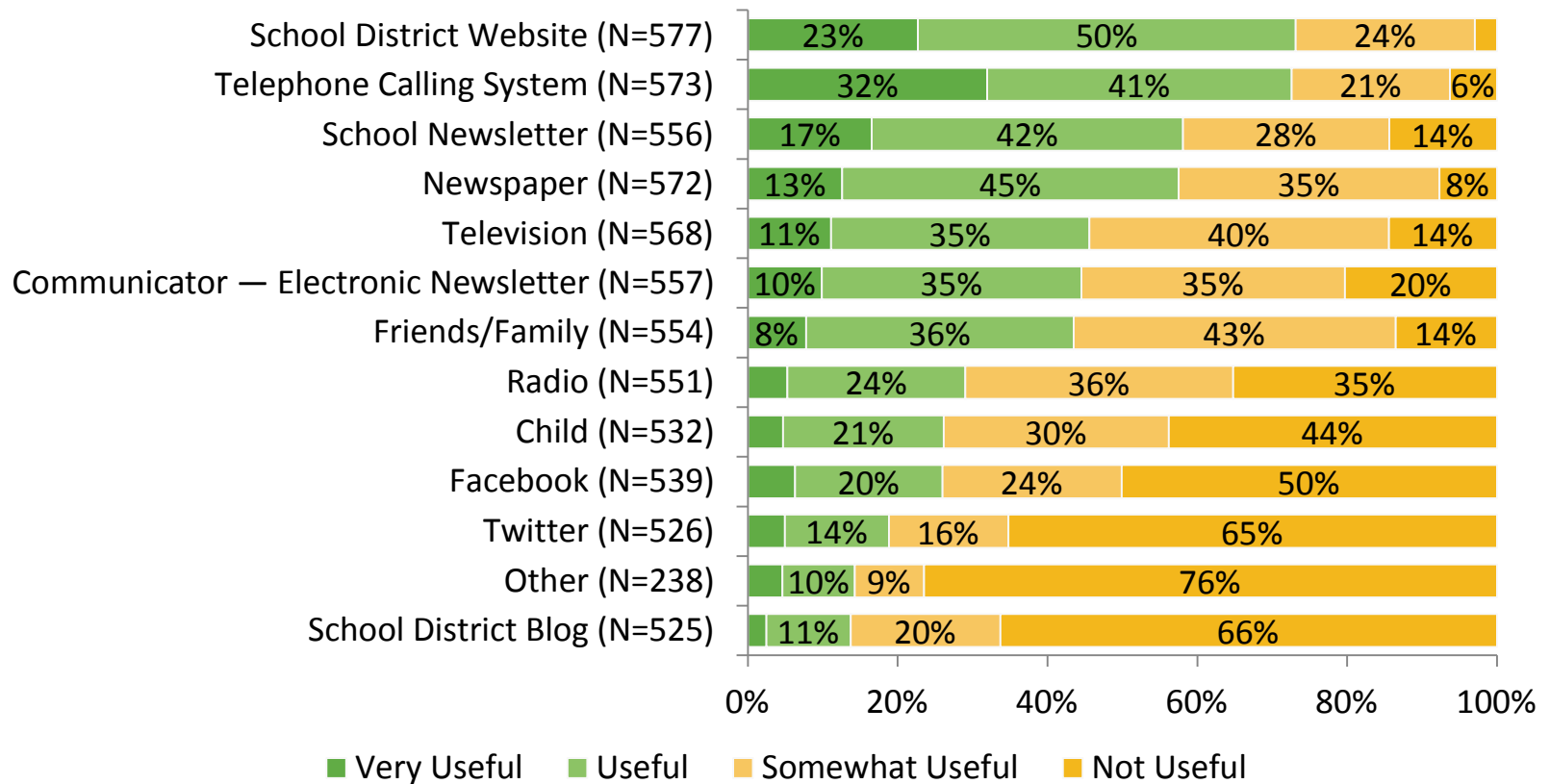
# District Communication

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



# District Communication (Continued)

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



# School-Level Questions

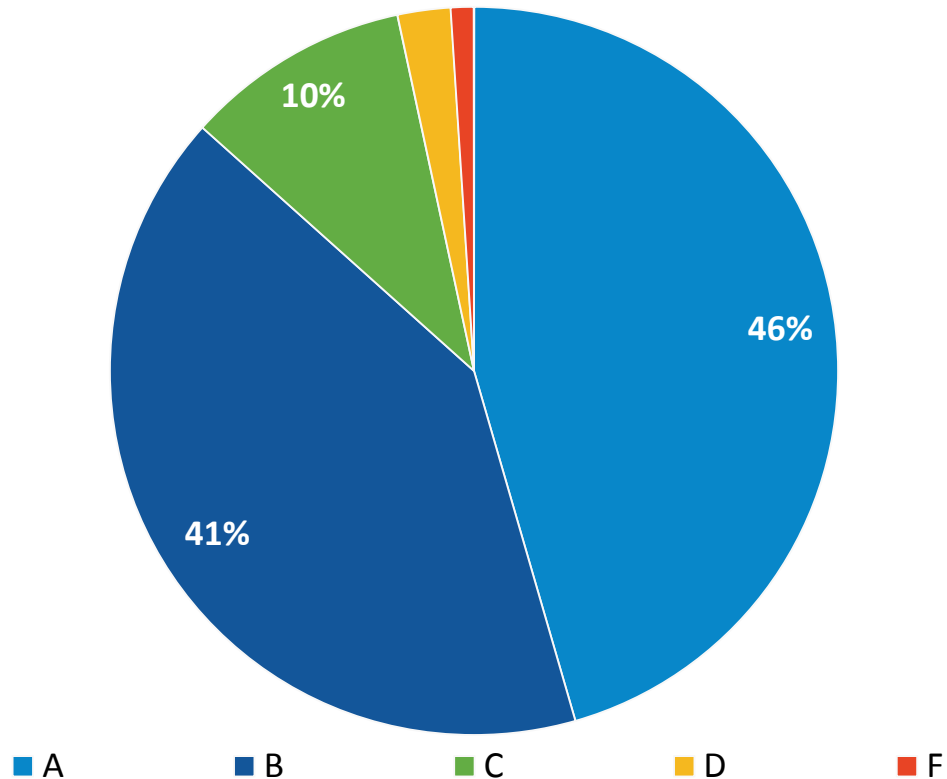
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# Overall School Quality

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What grade would you give the overall quality of this school/location?

On this scale, A represents outstanding, C is average and F is failing. (N=591)

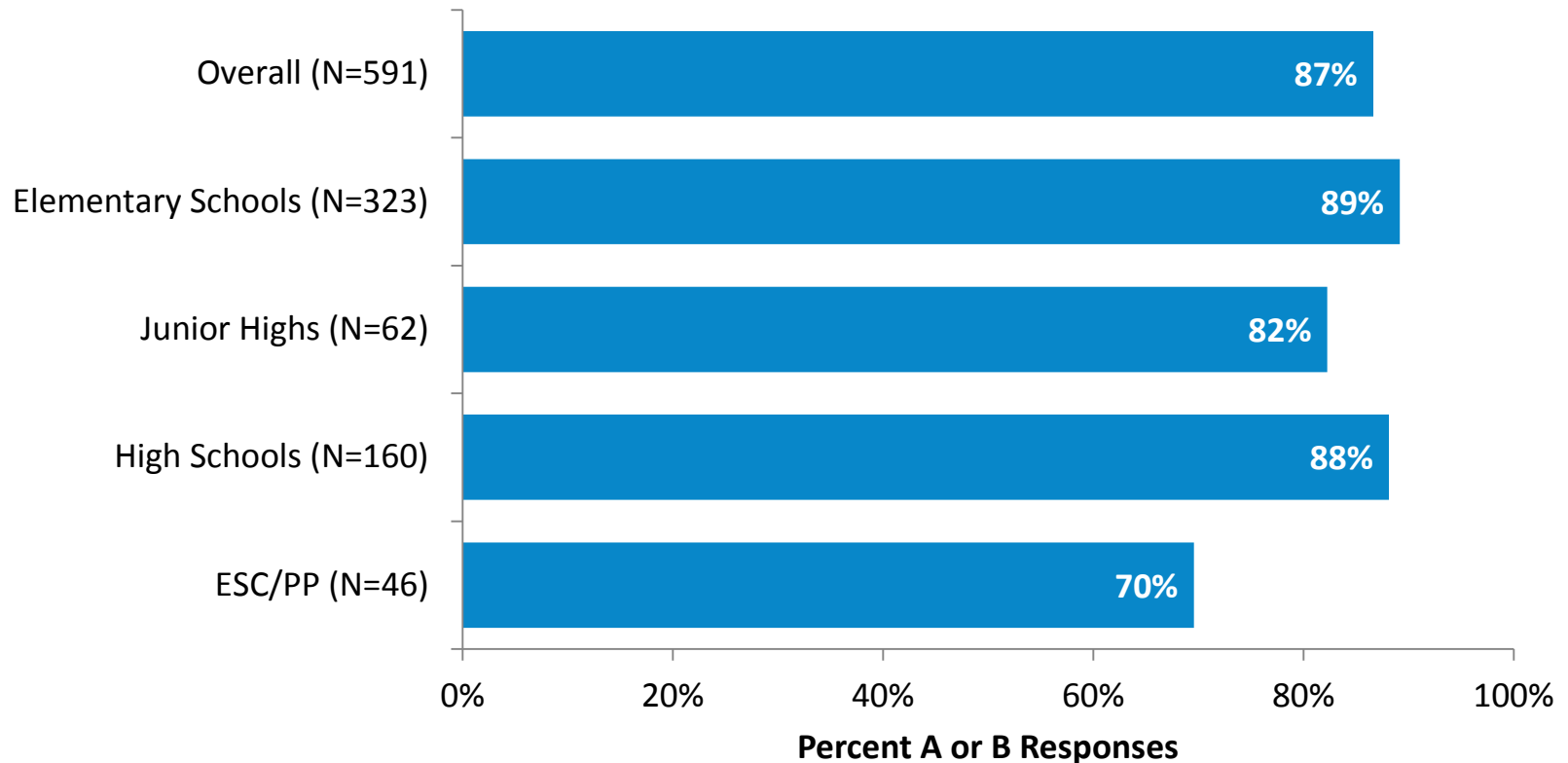


# Overall School Quality by School Level

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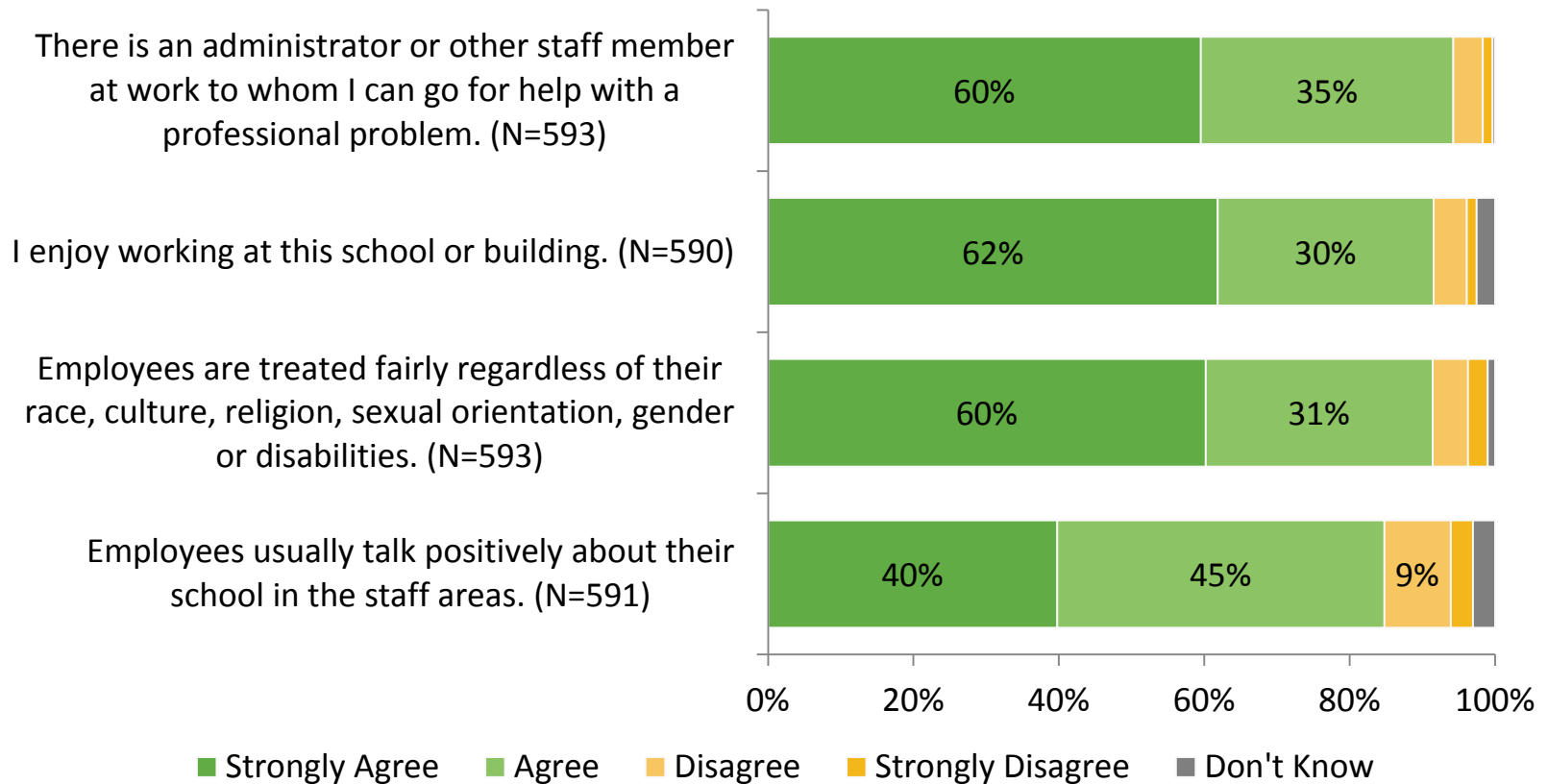
What grade would you give the overall quality of this school/location?

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# Employee Support

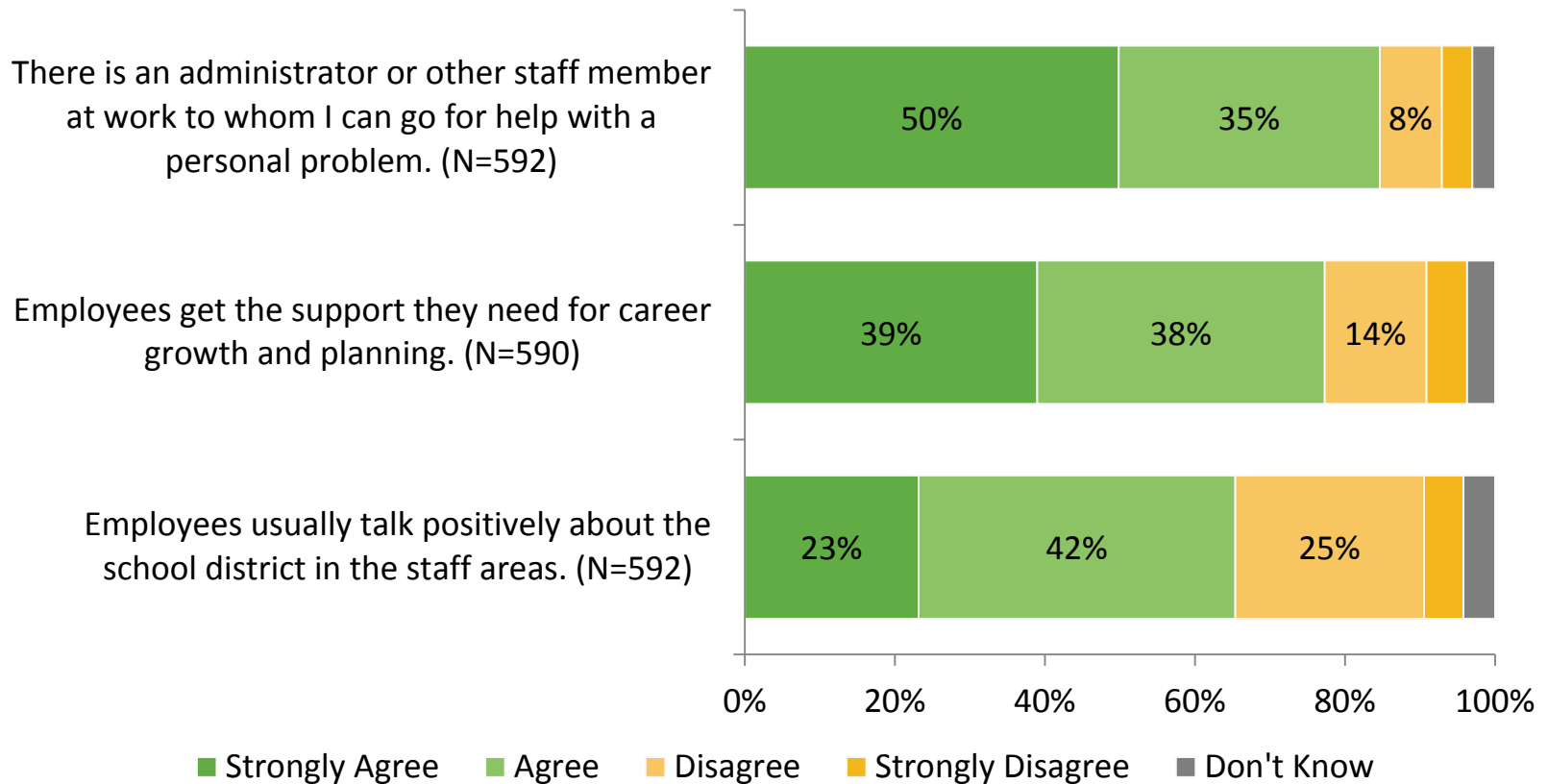
Please indicate how strongly you disagree or agree with each of the following statements.





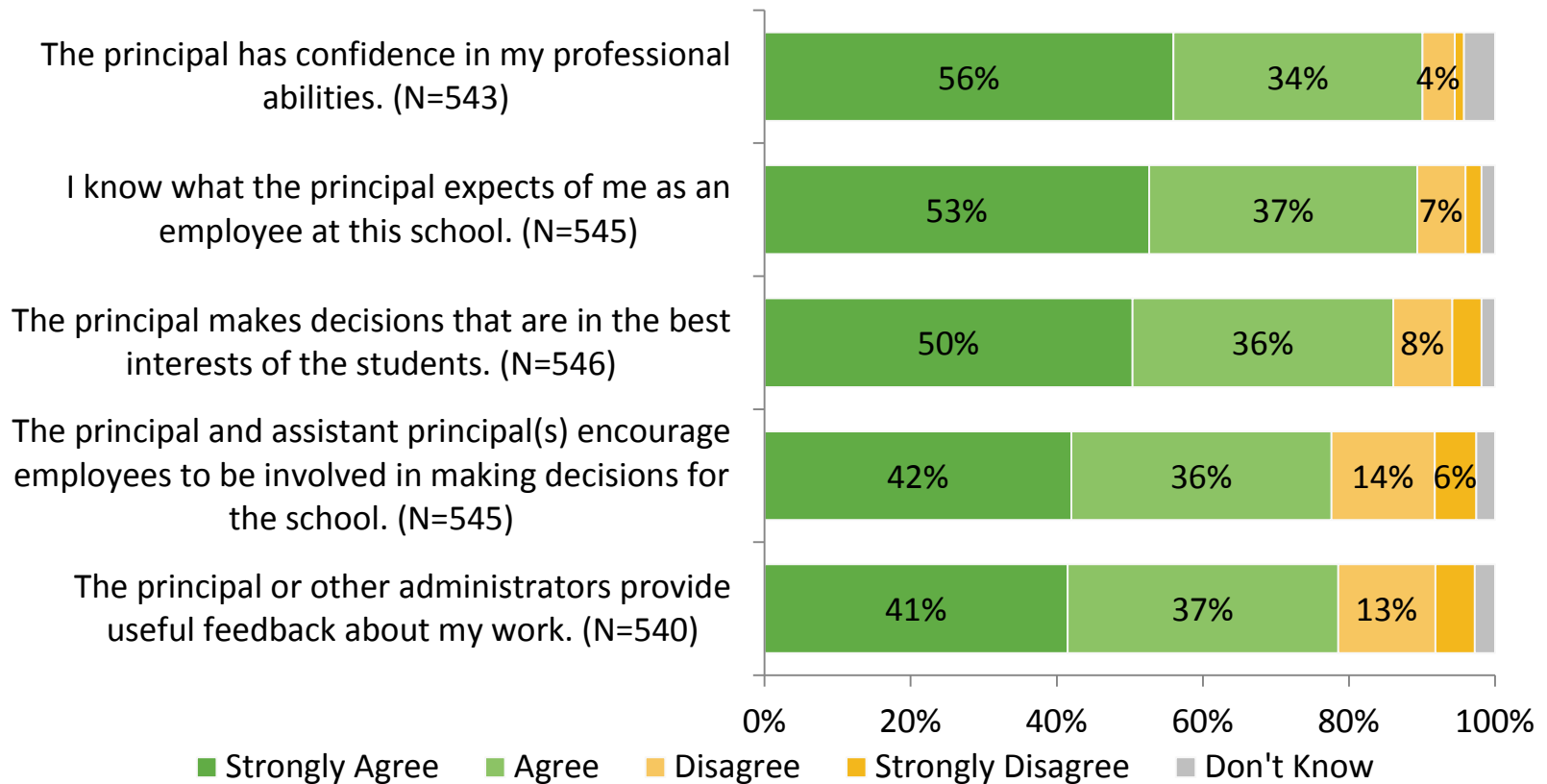
# Employee Support (Continued)

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



# School Leadership

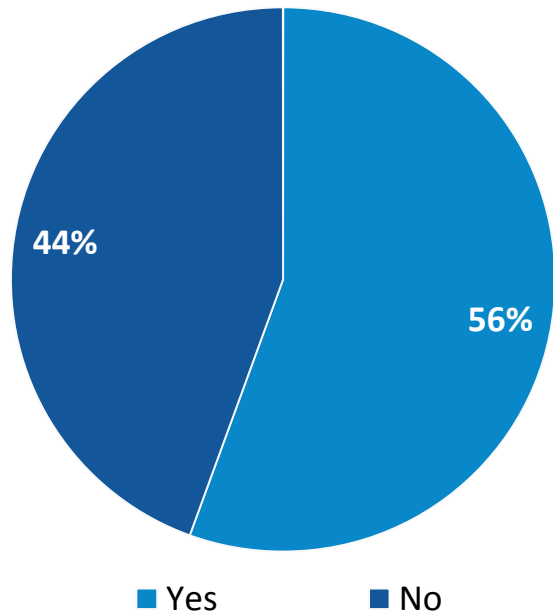
Below are statements related to your school's leadership. As you respond, please think about your experiences this school year.



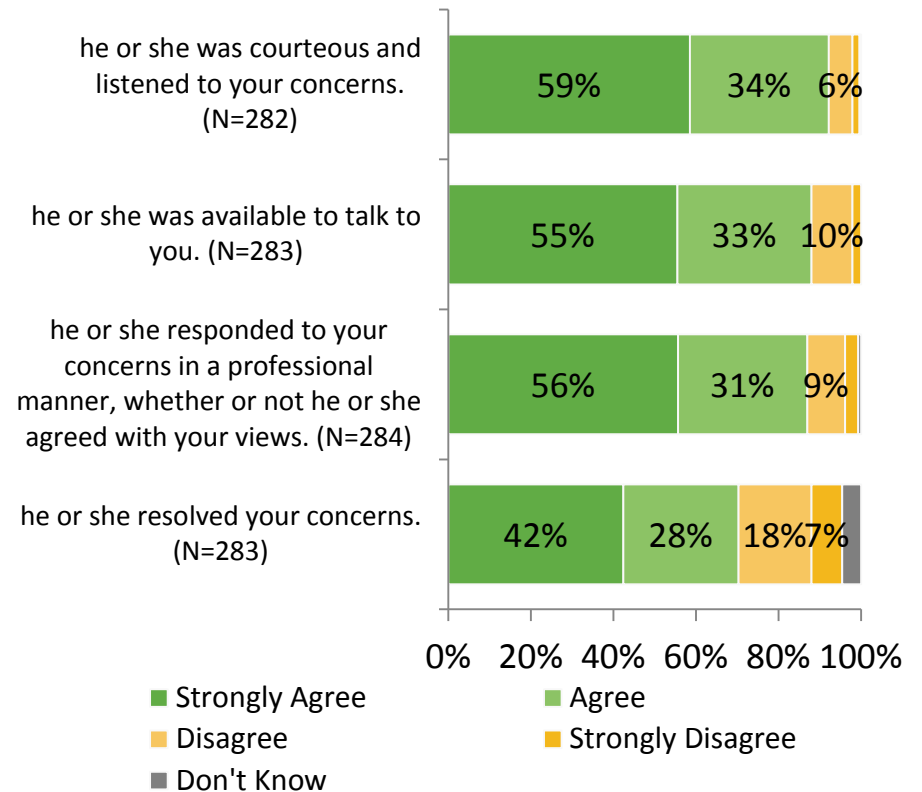
**Note:** Only school-based participants were given the opportunity to answer this question.

# School Leadership (Continued)

Have you had an issue or concern to discuss with the principal or assistant principal this year? (N=513)



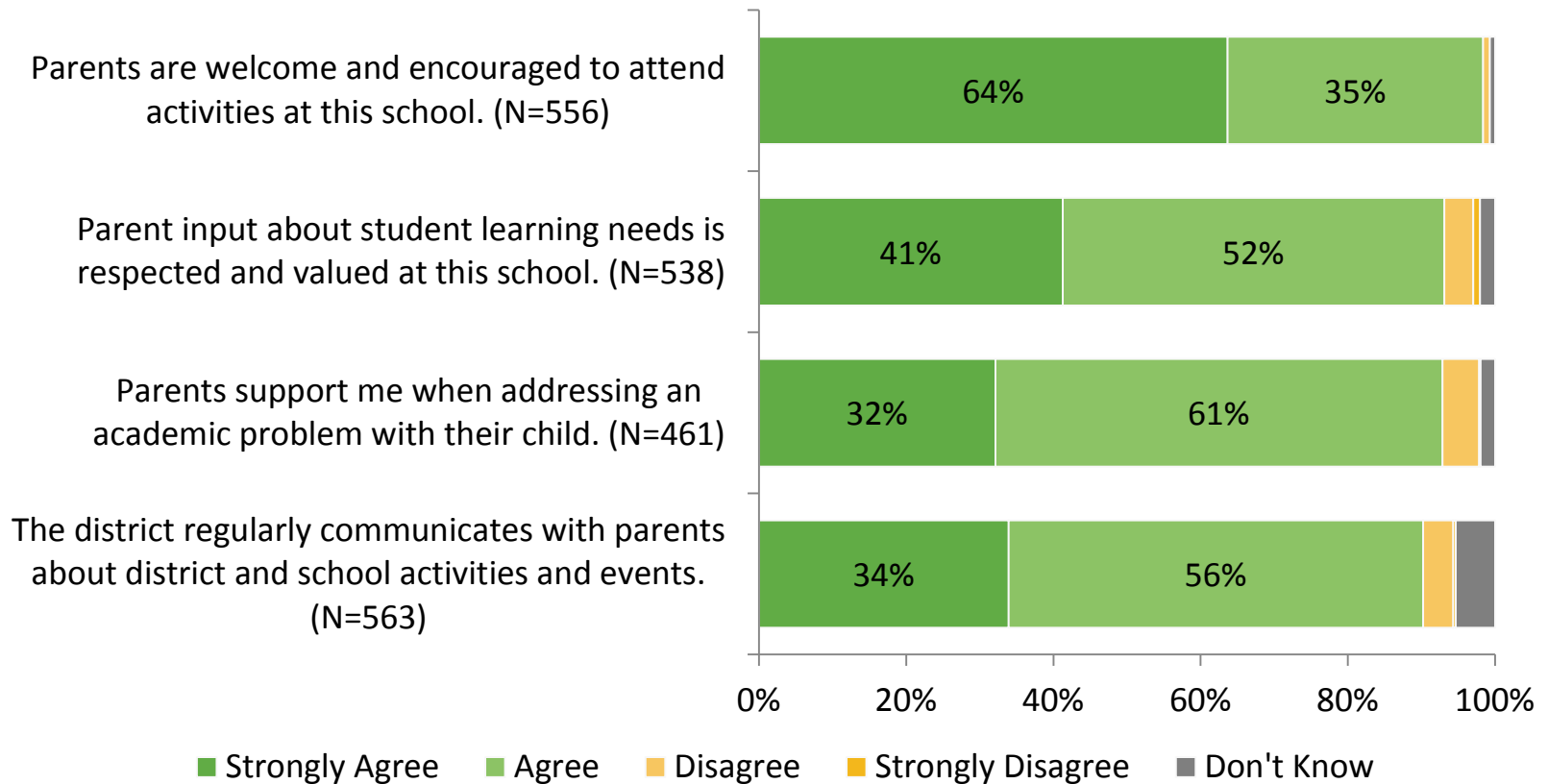
When you have had an issue or concern to discuss with a school administrator . . .



**Note:** Only participants who had an issue/concern were given the opportunity to answer this question.

# Parent Engagement

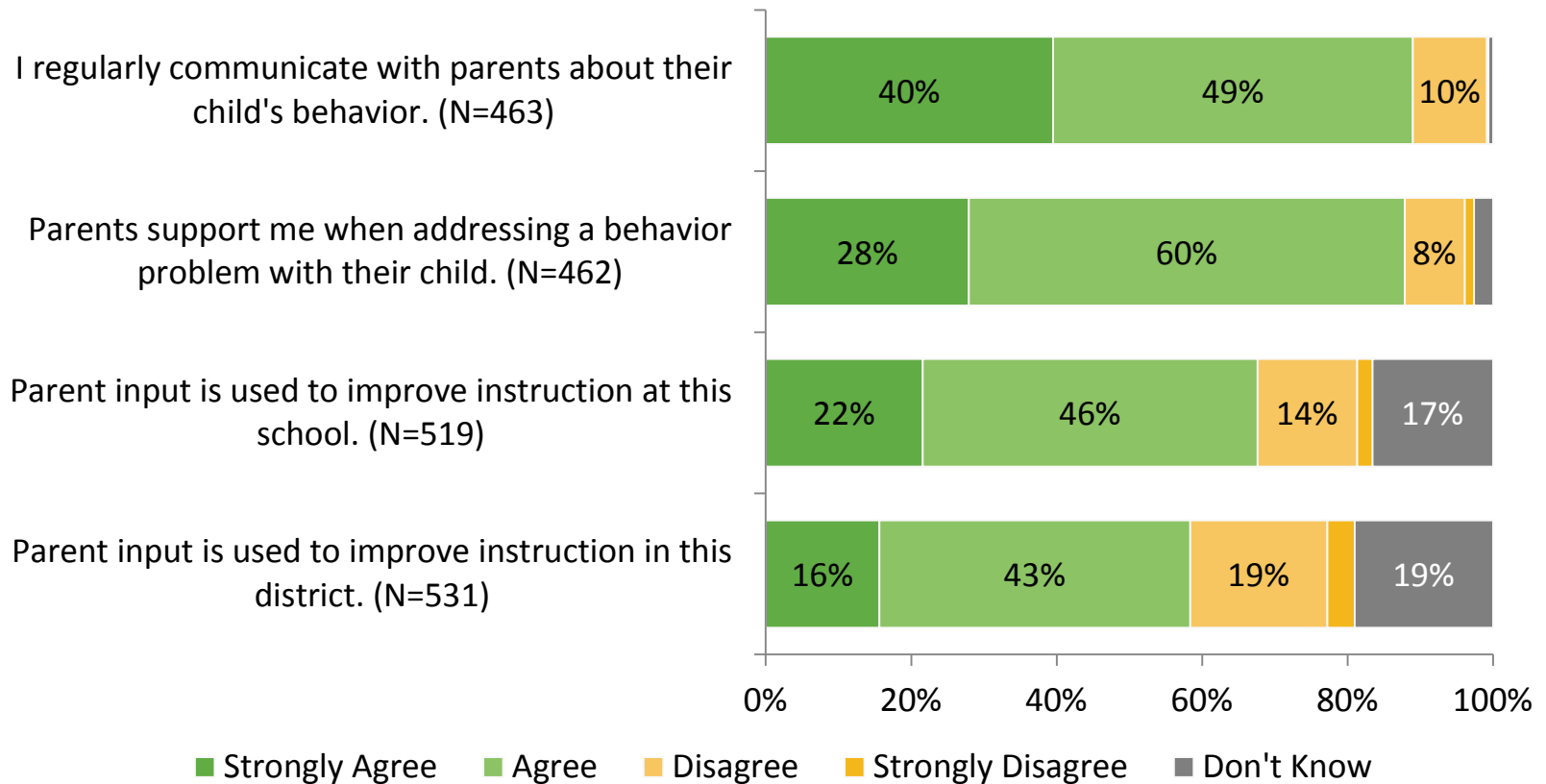
Below are statements related to parent engagement. As you respond, please think about your experiences this school year.



**Notes:** Not Applicable (N/A) responses have been excluded from calculations.

# Parent Engagement (Continued)

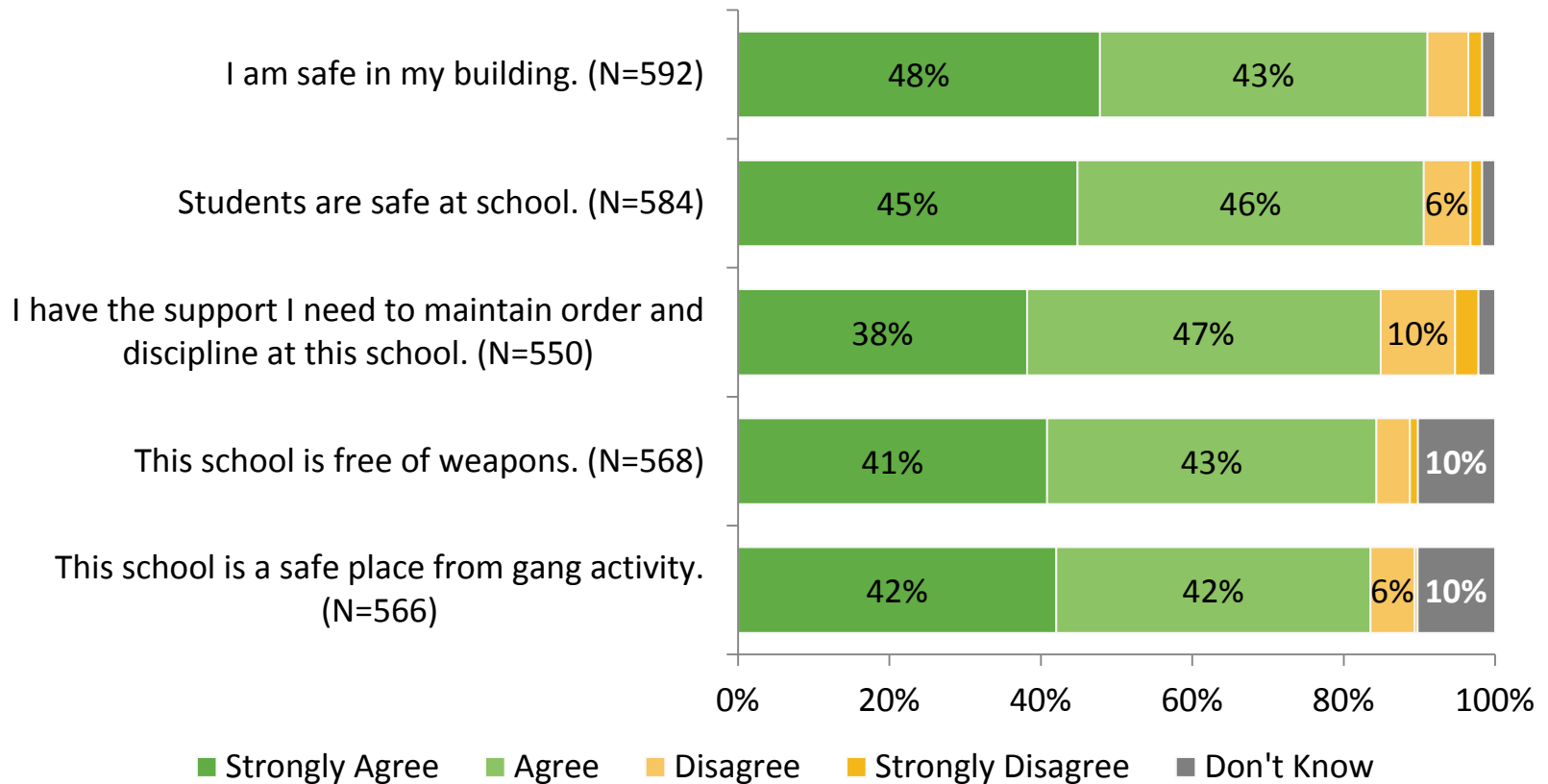
Below are statements related to parent engagement. As you respond, please think about your experiences this school year.



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# Safety and Behavior

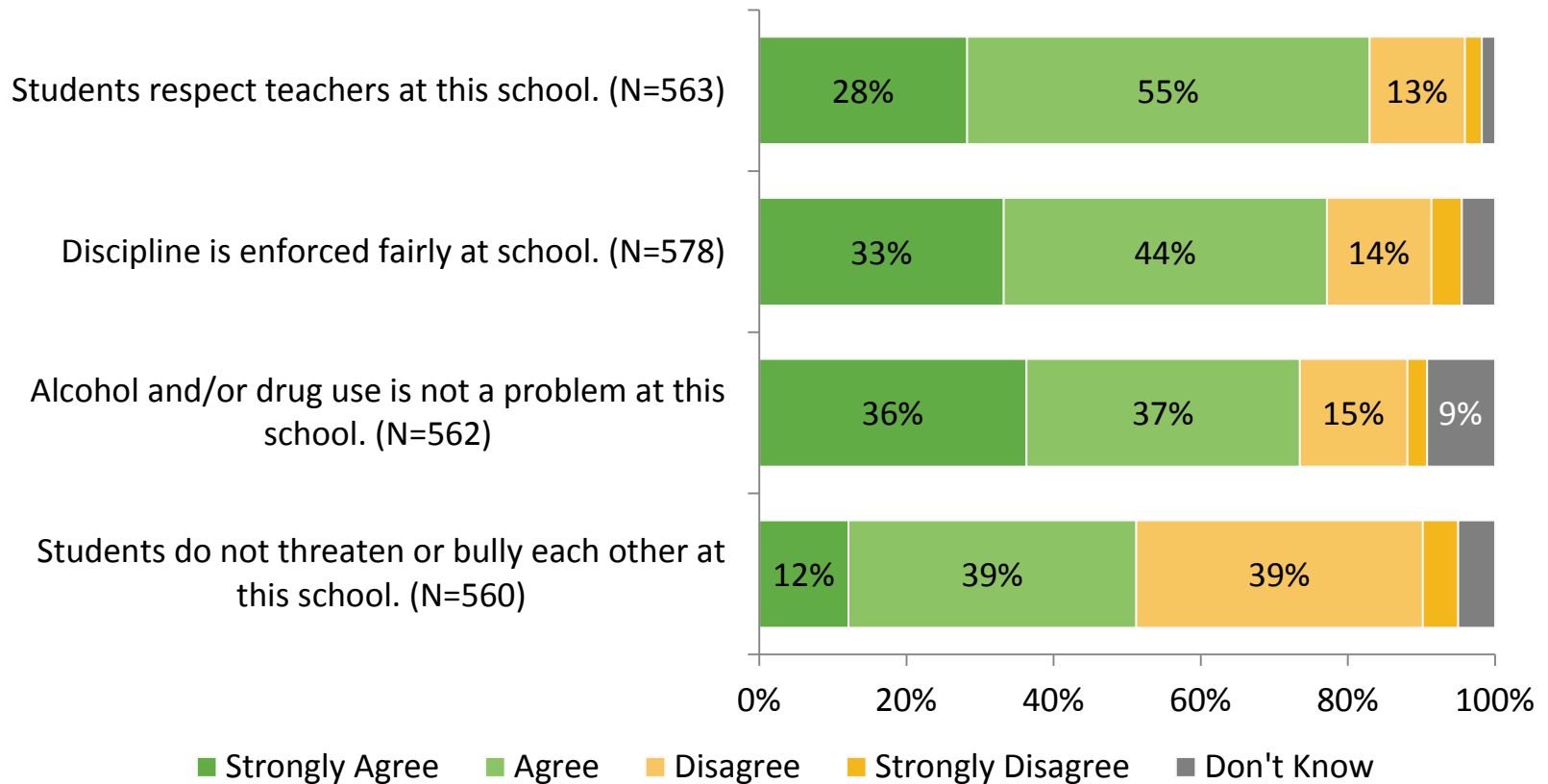
Below are statements related to safety and behavior. As you respond, please think about your experiences this school year.



**Note:** Not Applicable (N/A) responses have been excluded from calculations.

# Safety and Behavior (Continued)

Below are statements related to safety and behavior. As you respond, please think about your experiences this school year.



**Note:** Not Applicable (N/A) responses have been excluded from calculations.

# Technical Notes

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## **Survey Development**

- In order to increase content validity, survey questions were jointly developed in collaboration with district leadership.
- Most questions were voluntary; however, staff members were required to identify their primary work location. The required information was necessary for data analysis.
- Most items used 4-point or 5-point Likert scales.

## **Data Analysis and Reporting**

- Results do not reflect random sampling; therefore, they should not be generalized to the entire staff population. Rather, results reflect the perceptions and opinions of just those staff members who responded to the survey.
- The findings for each item in the report exclude participants who did not answer the item.
- Data labels of 5% or less are not shown.
- Theme analysis procedure: 10% or 100 (whichever is greater) of randomized open-ended responses were analyzed for common themes. Common themes are listed from most to least recurrent.



K12 *Insight* is a technology-based research and communications firm that helps school district leadership better engage in conversations with parents, teachers, staff, students and the general public on critical district issues.

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