

# 2015 District Climate Survey for Staff

## Results and Analysis

Iowa City Community School District  
May 5 – 21, 2015



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

# Purpose of the Study

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Everyone in the Iowa City Community School District 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 the 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 by the district. K12 *Insight* sent staff members email invitations with unique survey links, and people who had not yet responded were sent reminders May 8, 11 and 19.

This report describes district-level analysis of survey findings.

# Details of the Study

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## **Survey Development**

- To increase content validity, survey questions were 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.

## **Understanding the Results**

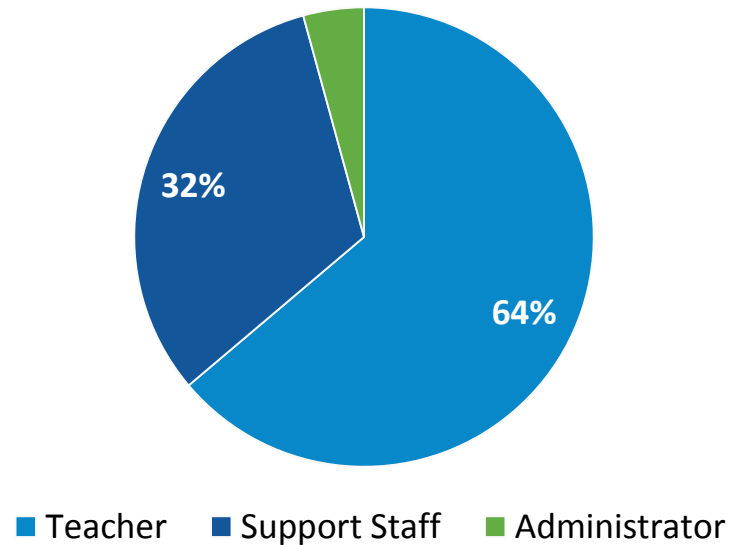
- Results do not reflect random sampling; therefore, they should not be generalized to the entire staff population. Rather, results reflect only the perceptions and opinions of participating staff members.
- Findings for each item in the report exclude participants who did not answer.
- Data labels of less than 5% are not shown.

# Participation

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Number of Invitations	Number of Responses	Response Rate
1,855	838	45%

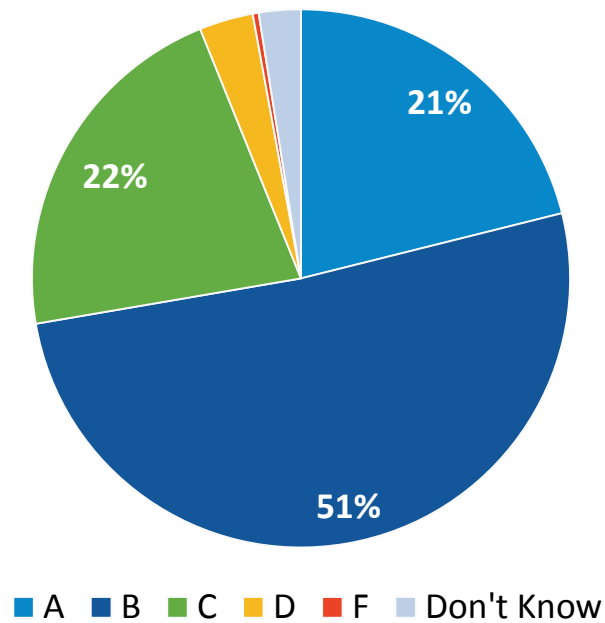
I am a(n) . . . (N=821)



# Overall District Quality

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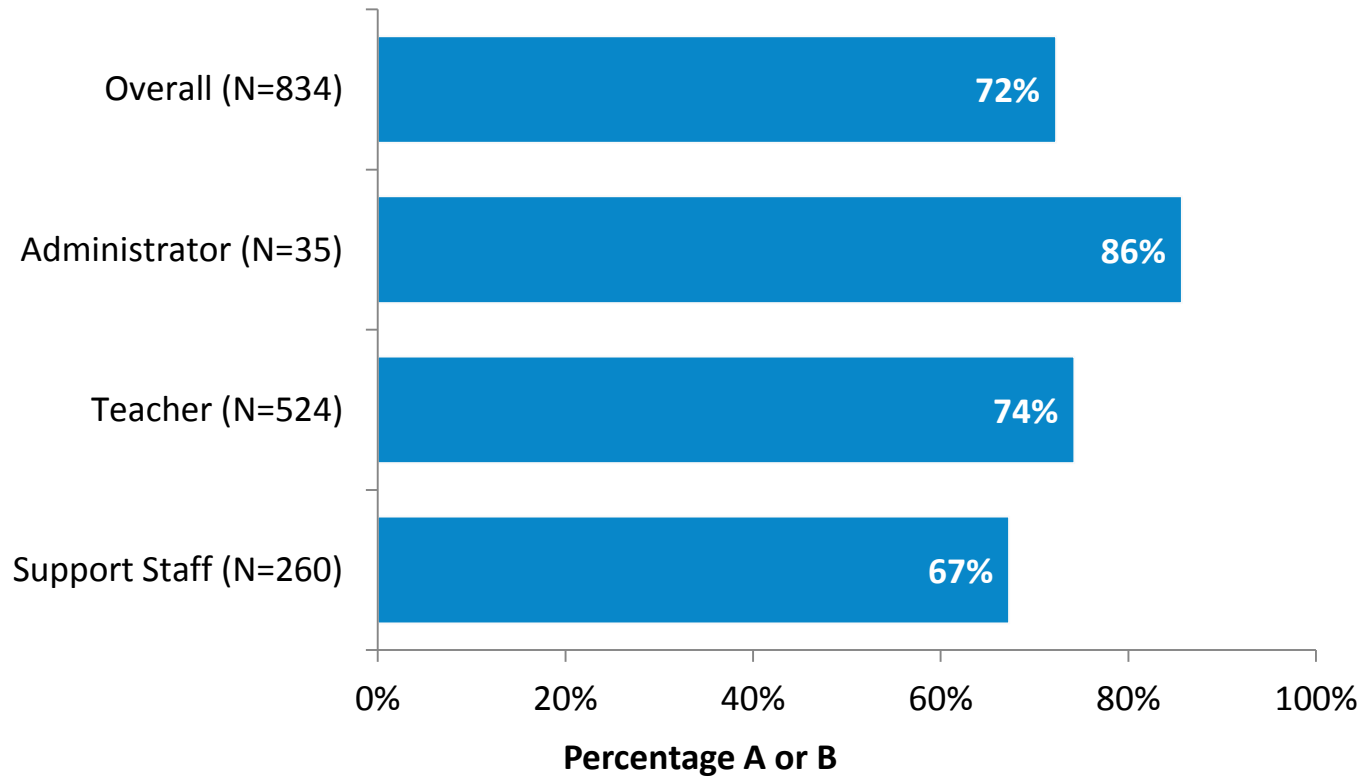
What grade would you give the school district as a whole for how well we are educating our students?  
On this scale, A represents outstanding, C is average and F is failing. (N=834)



# Quality 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.

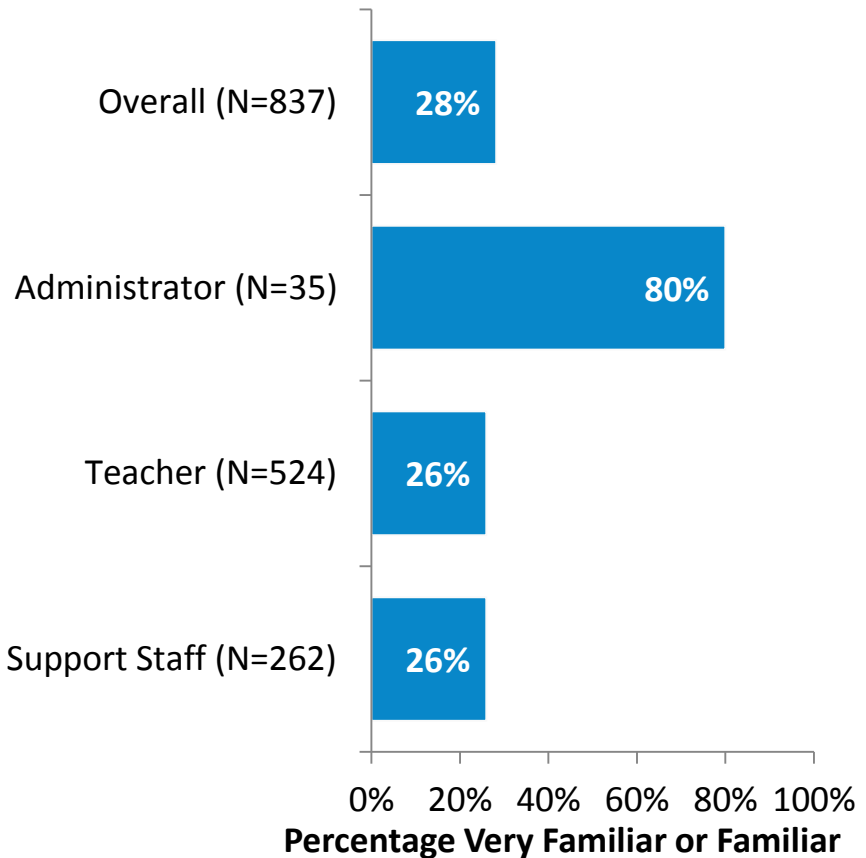
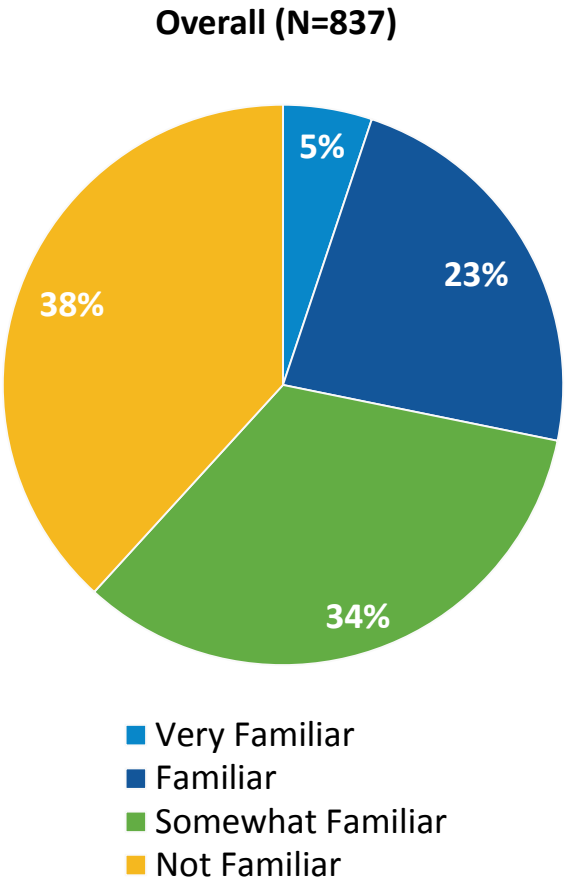


# District Leadership

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# Superintendent's Leadership Team

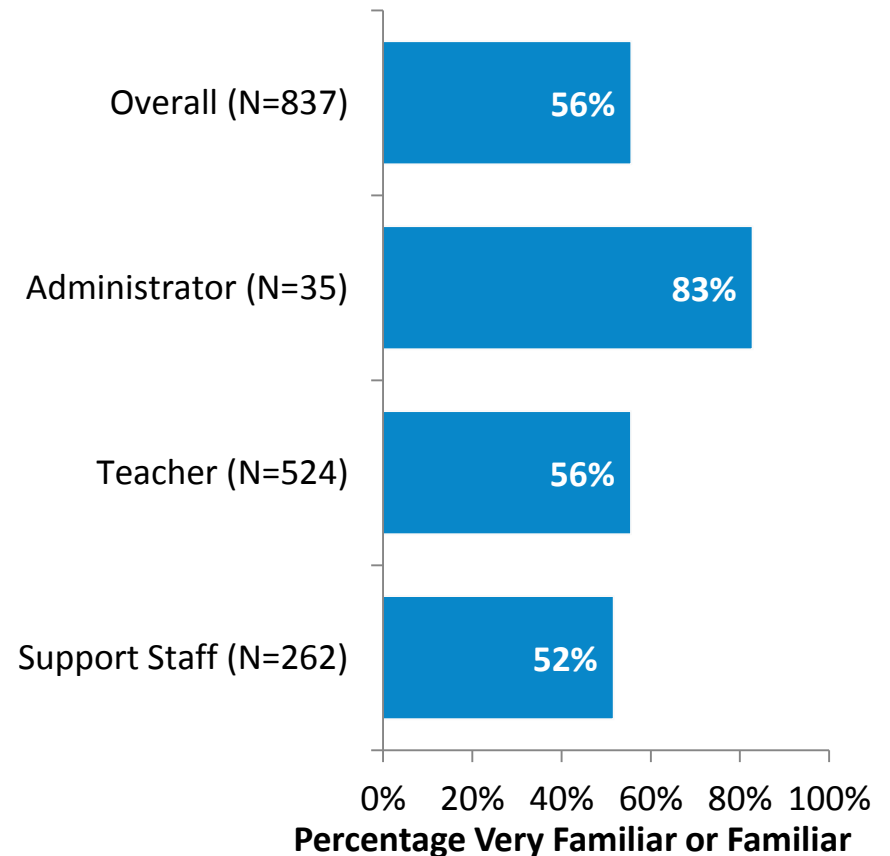
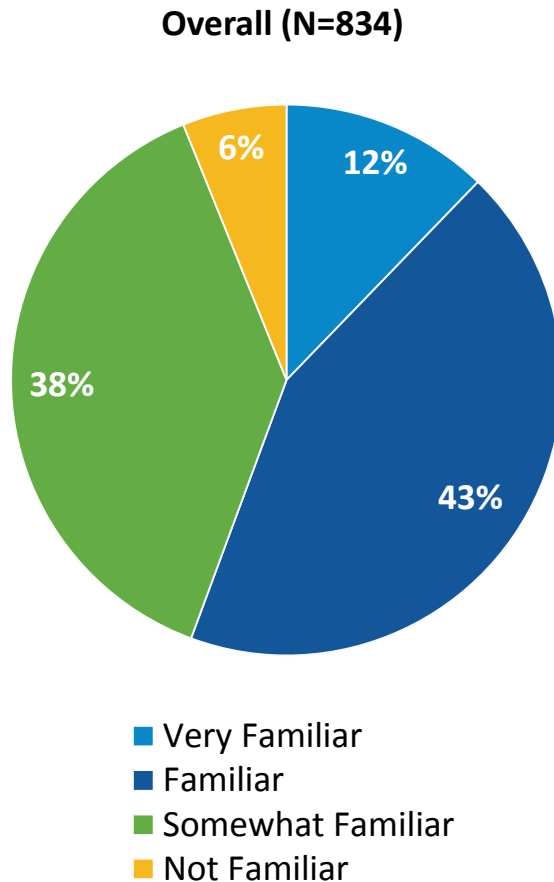
How familiar are you with the roles and responsibilities of the Superintendent's Leadership Team?





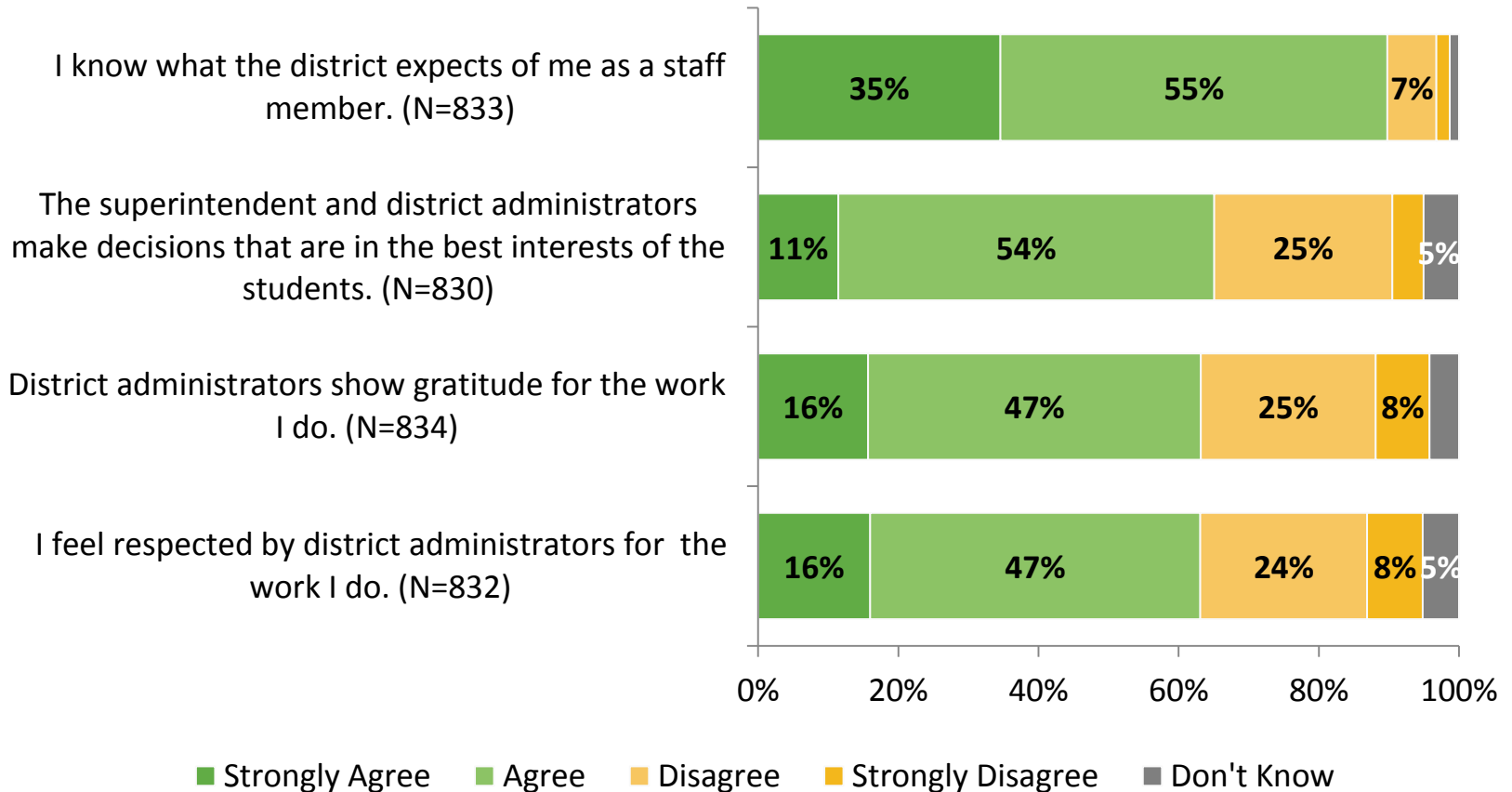
# Educational Services Center (ESC)

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



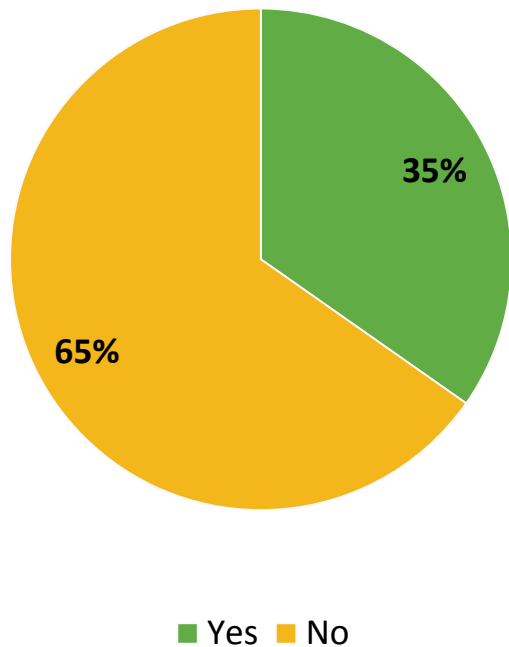
# District Leadership

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

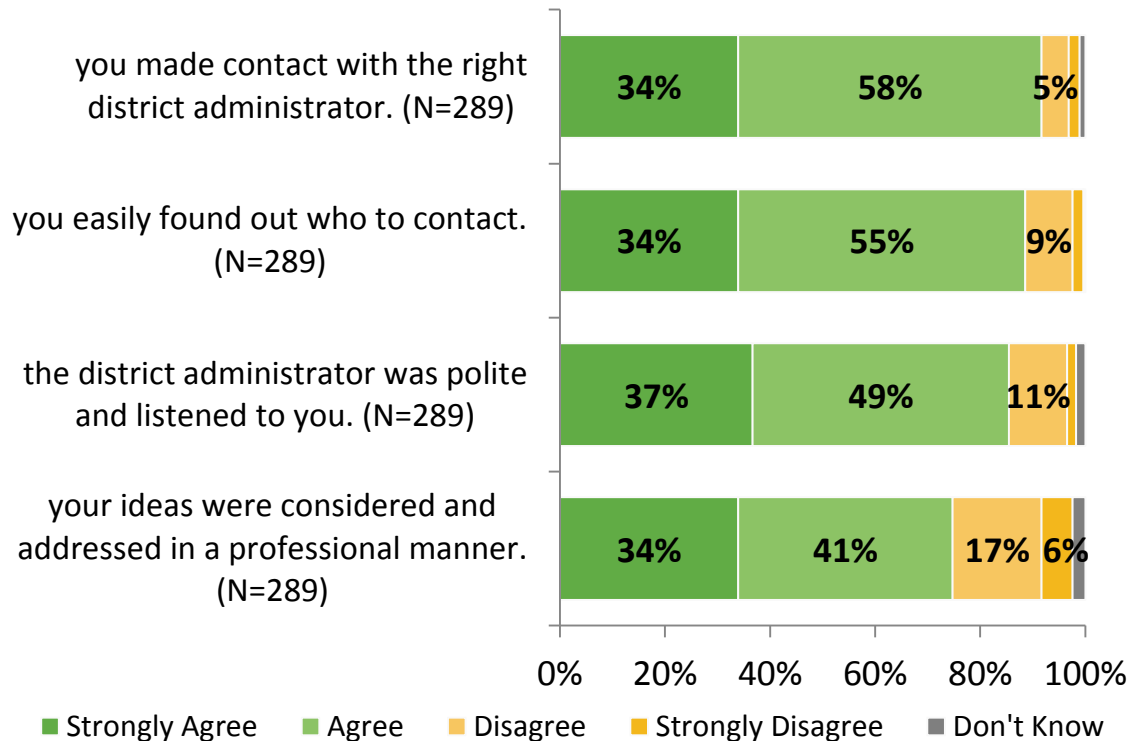


# District Leadership (Continued)

Within the past year, have you needed to speak with the Superintendent or a district administrator? (N=832)



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



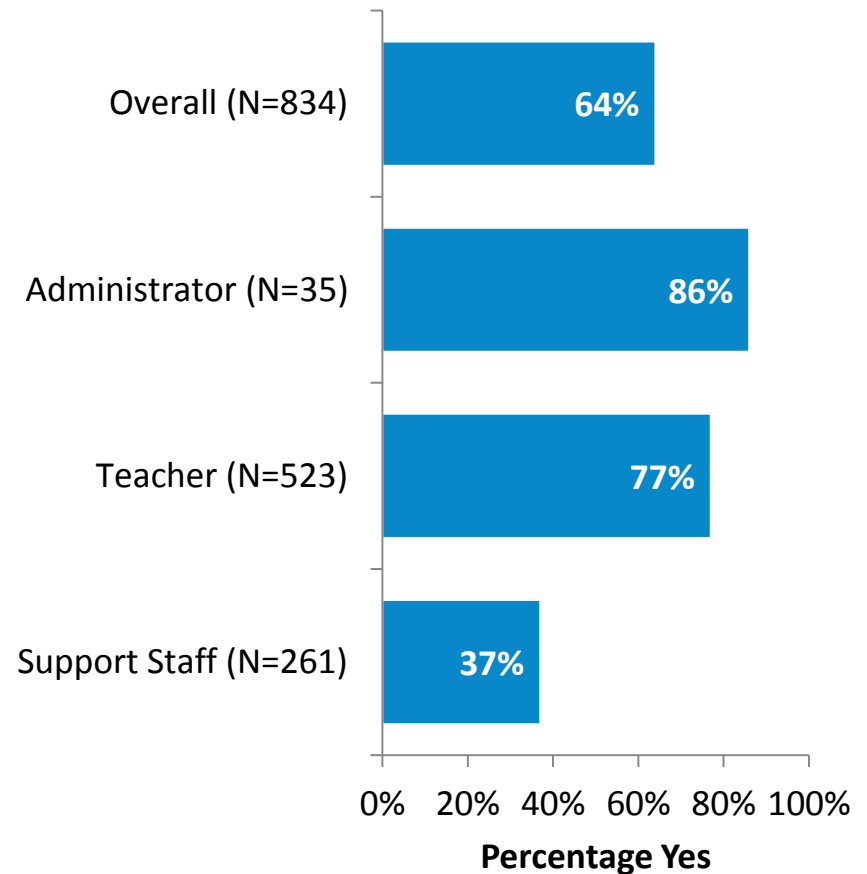
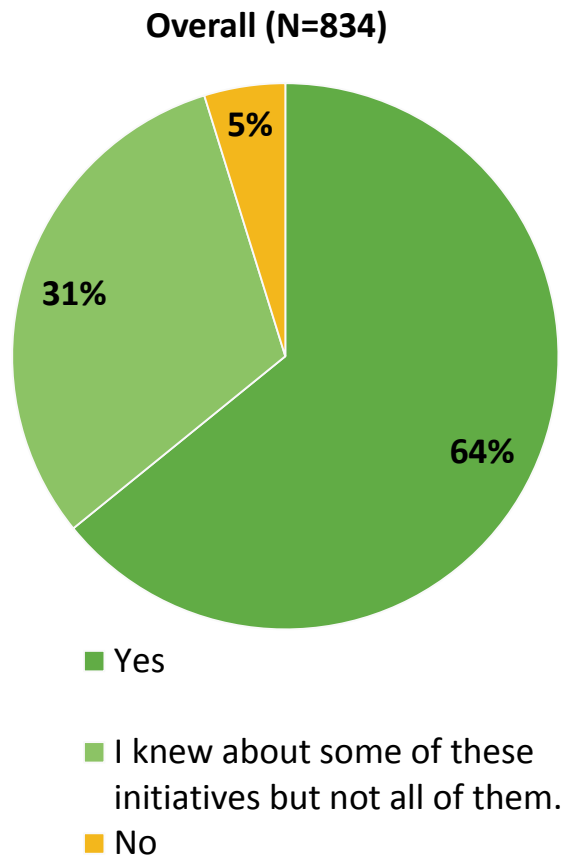
**Note:** Only participants who needed to speak with the Superintendent or a district administrator in the past year answered this question.

# District Initiatives

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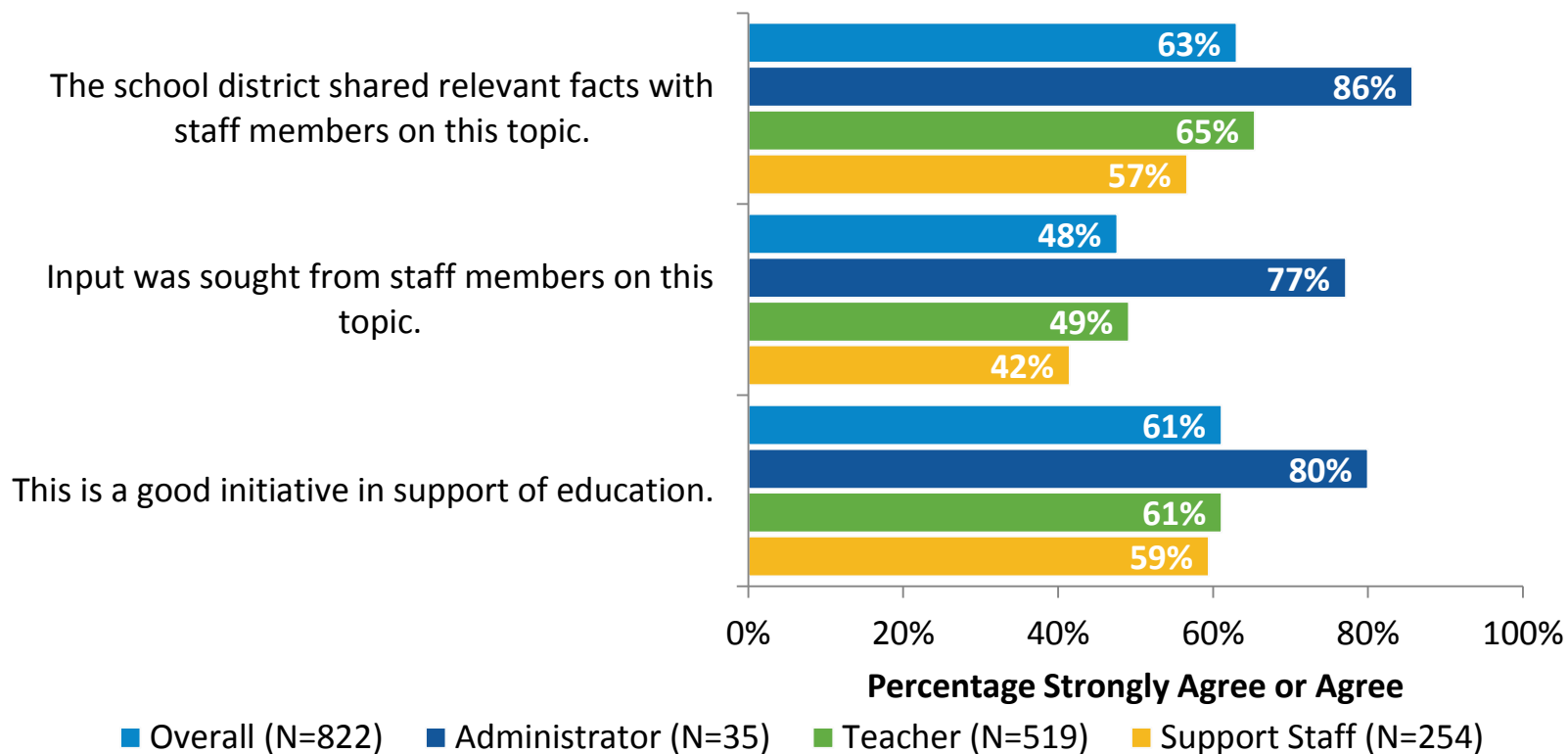
# District Initiatives

Were you aware that initiatives (Attendance Area Development, Teacher Leadership Compensation Program and Facilities Master Planning) were being addressed?



# Attendance Area Development (Secondary Schools)

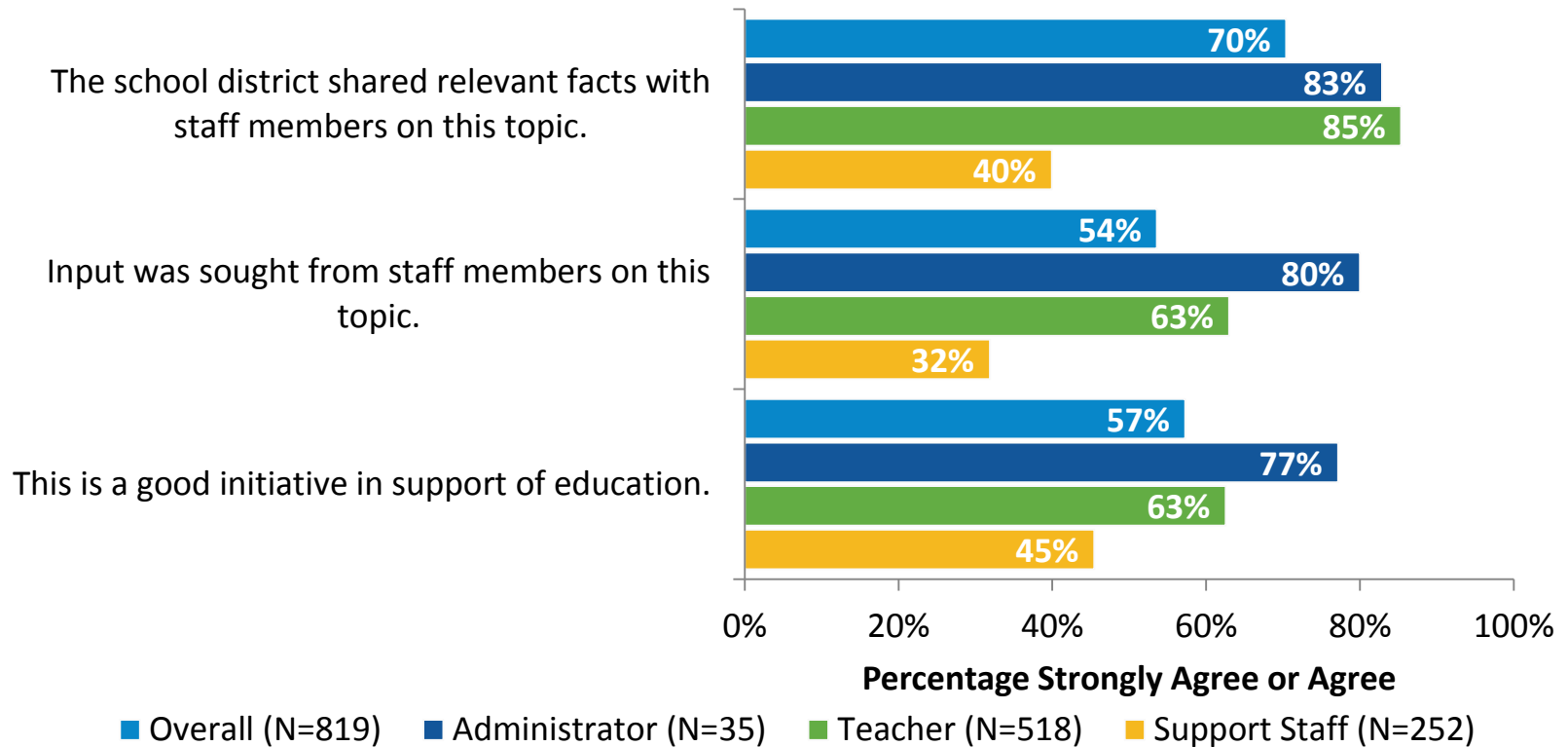
With regard to Attendance Area Development (Secondary Schools) . . .



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

# Teacher Leadership Compensation Program (TLC Grant)

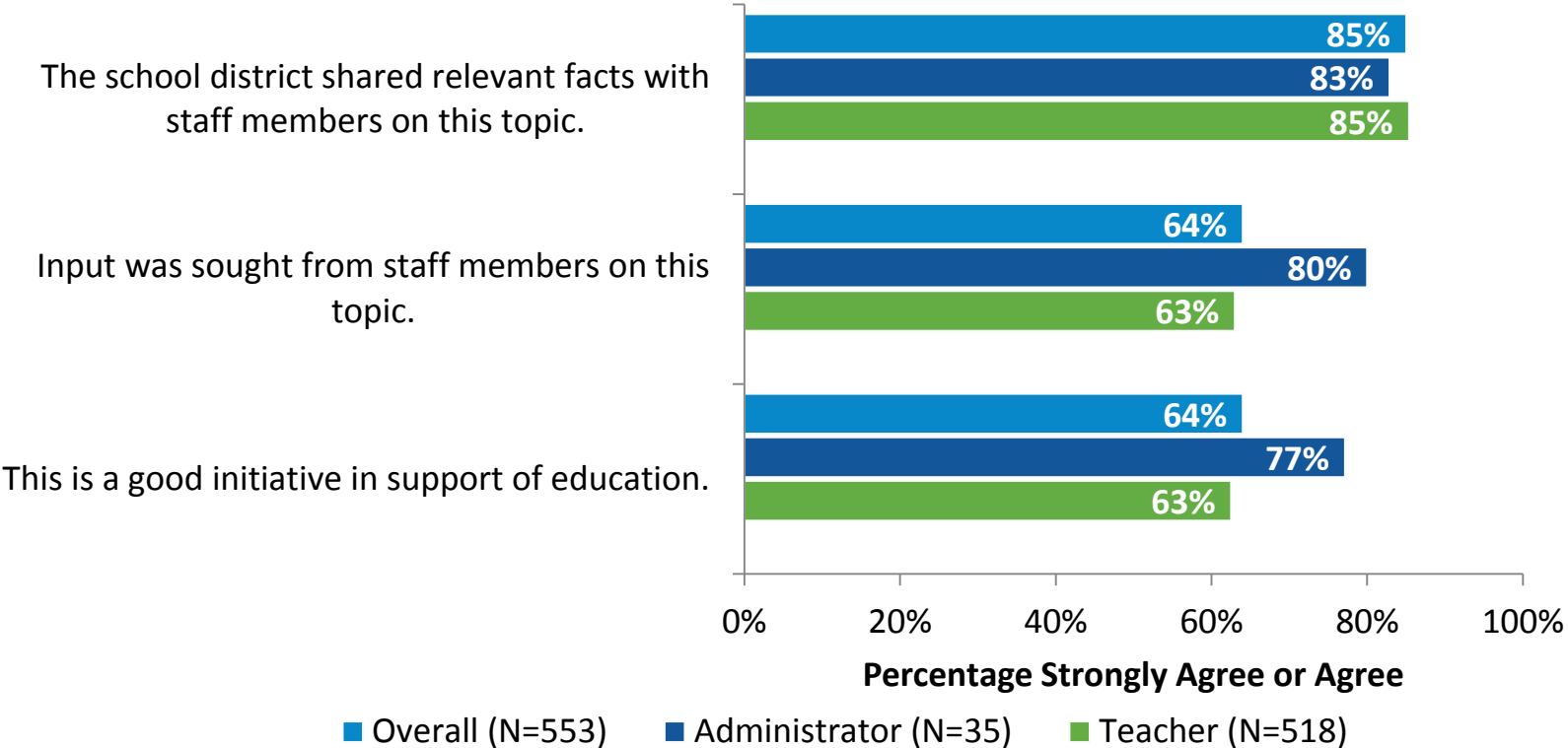
With regard to the Teacher Leadership Compensation Program (TLC Grant) . . .



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

# Teacher Leadership Compensation Program (TLC Grant) – Administrators and Teachers

With regard to the Teacher Leadership Compensation Program (TLC Grant) . . .

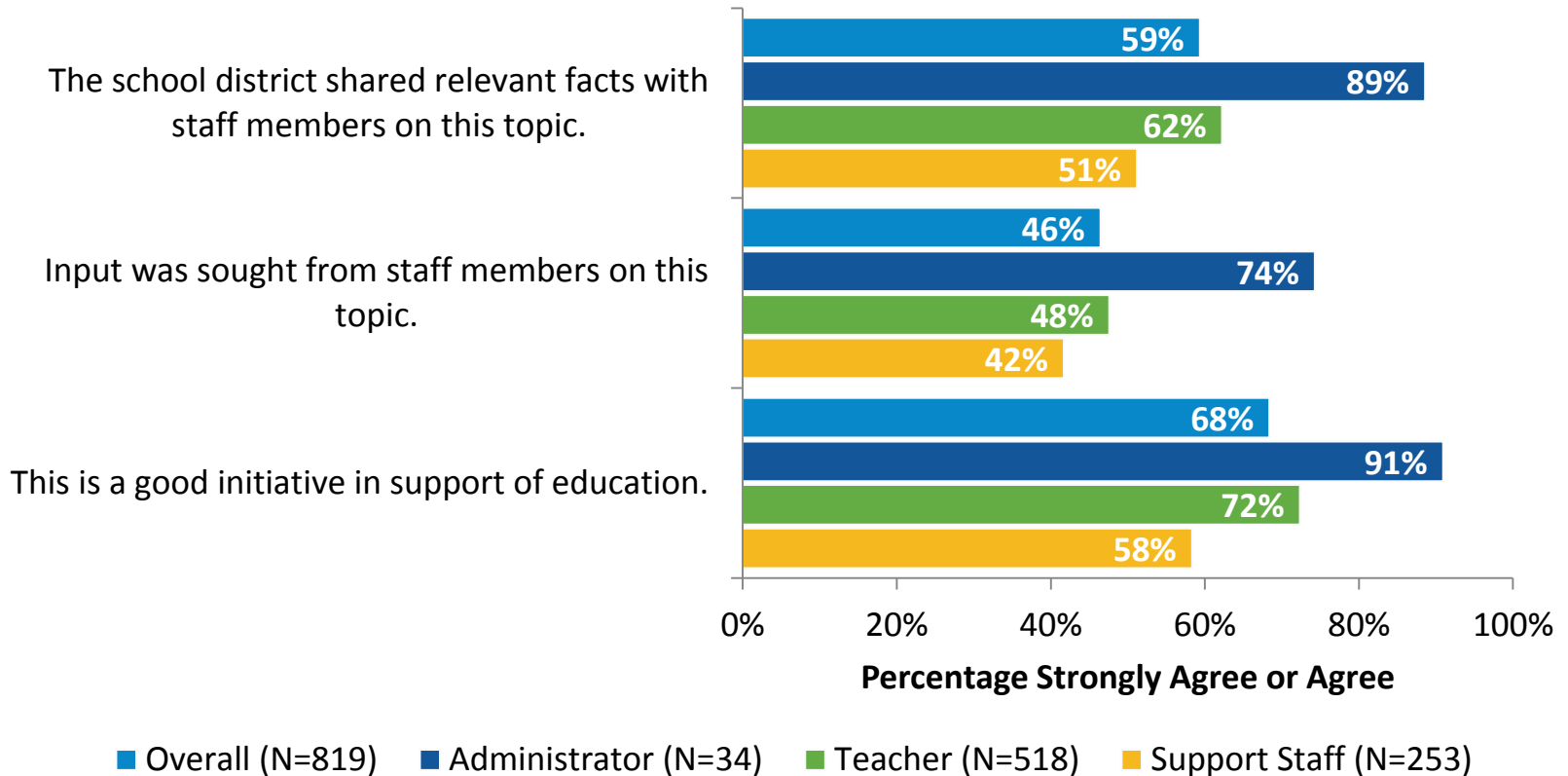


**Answer Options:** Strongly Disagree, Disagree, Agree, Strongly Agree, Don't Know  
**Note:** Overall represents Administrators and Teachers.



# Facilities Master Planning

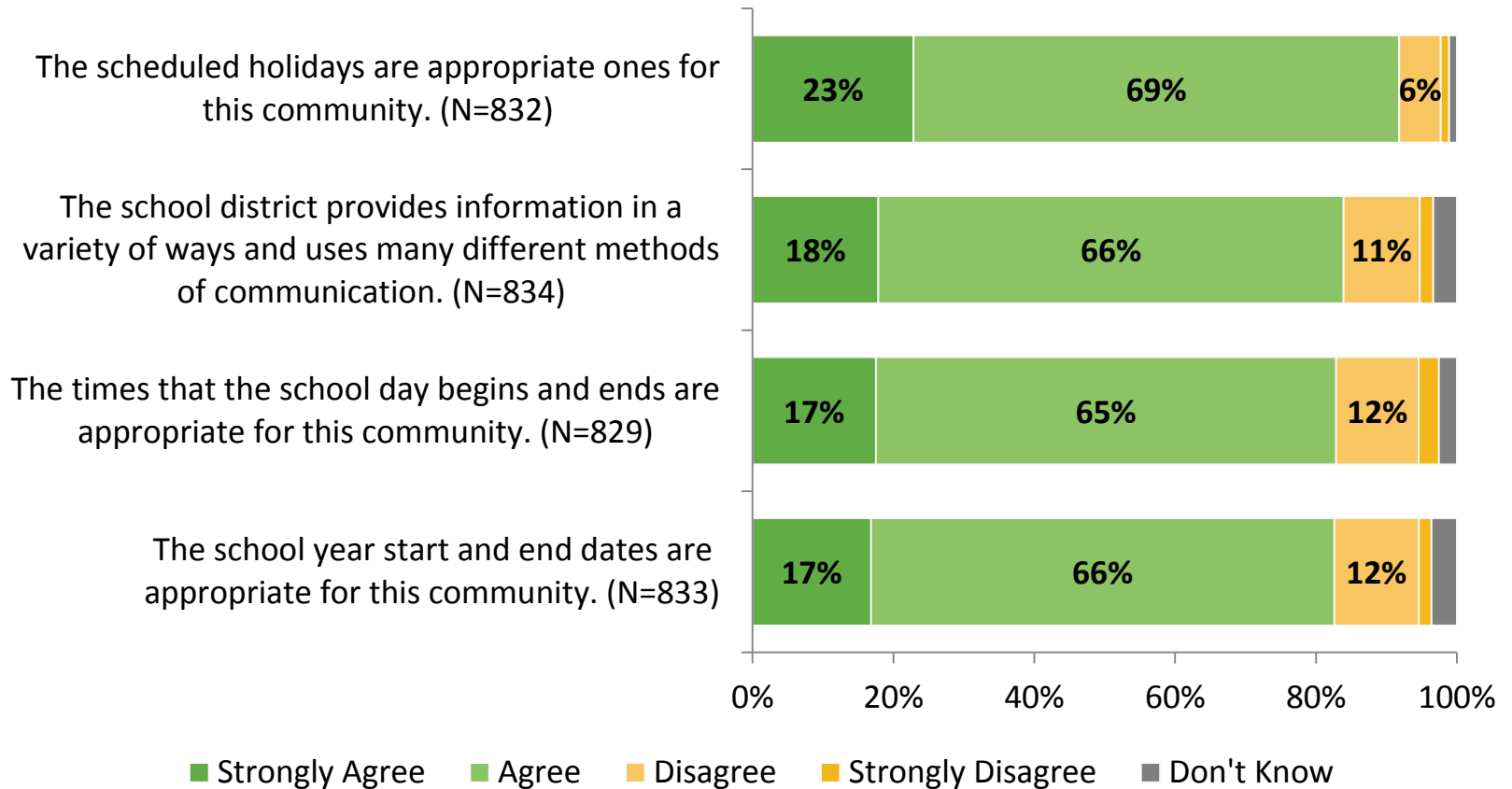
With regard to Facilities Master Planning . . .



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

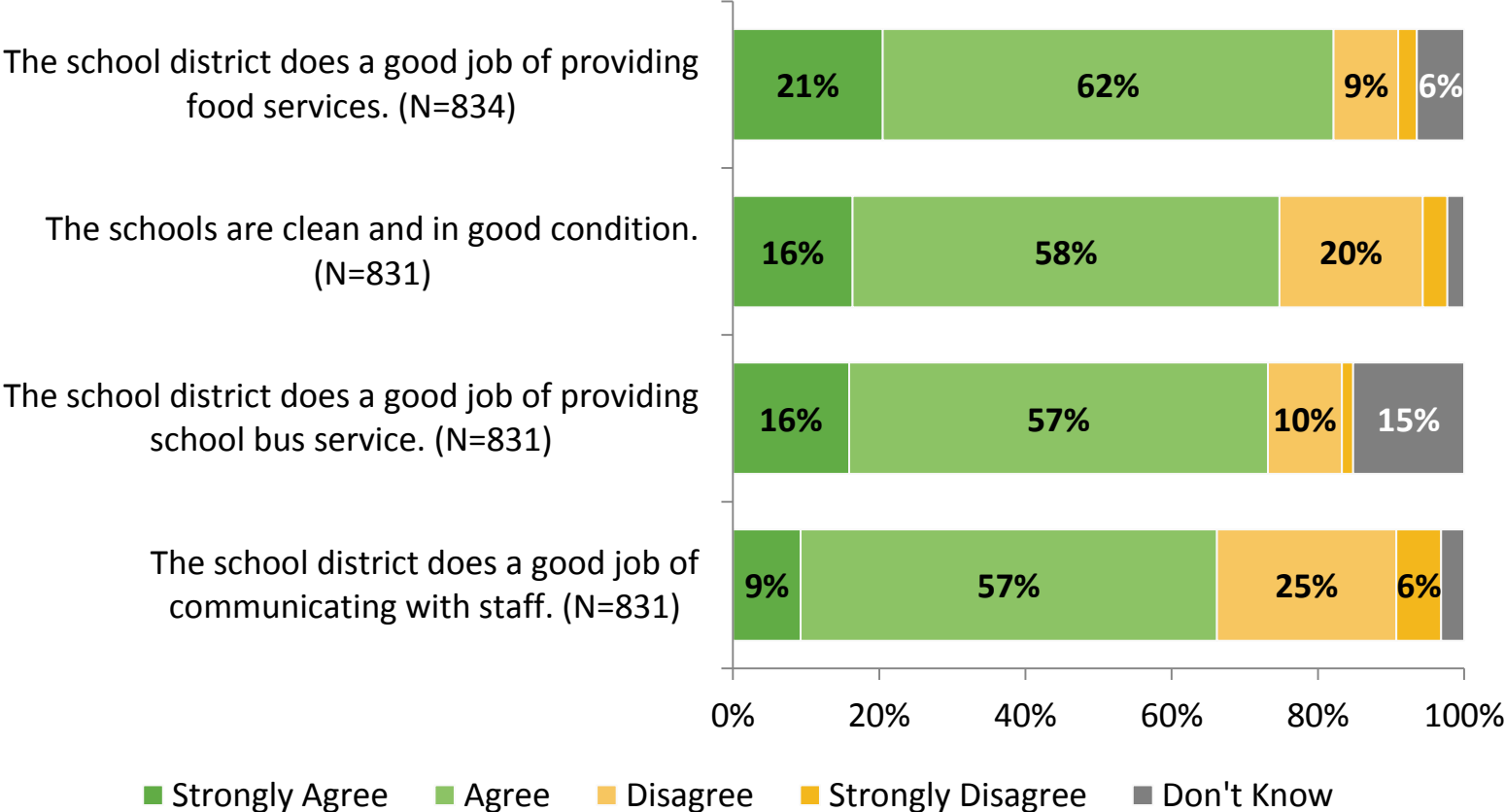
# School District Operations

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



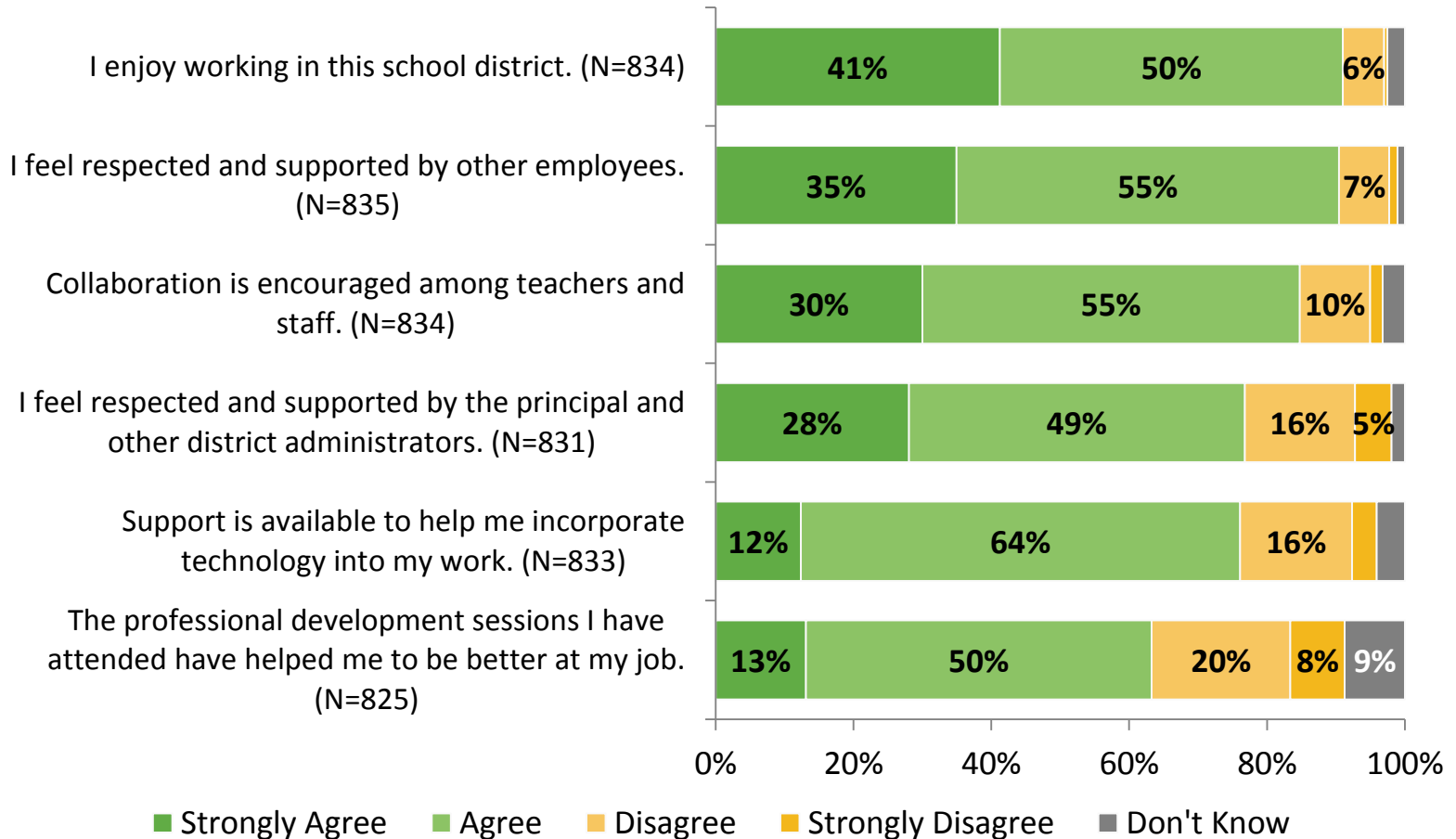
# School District Operations (Continued)

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



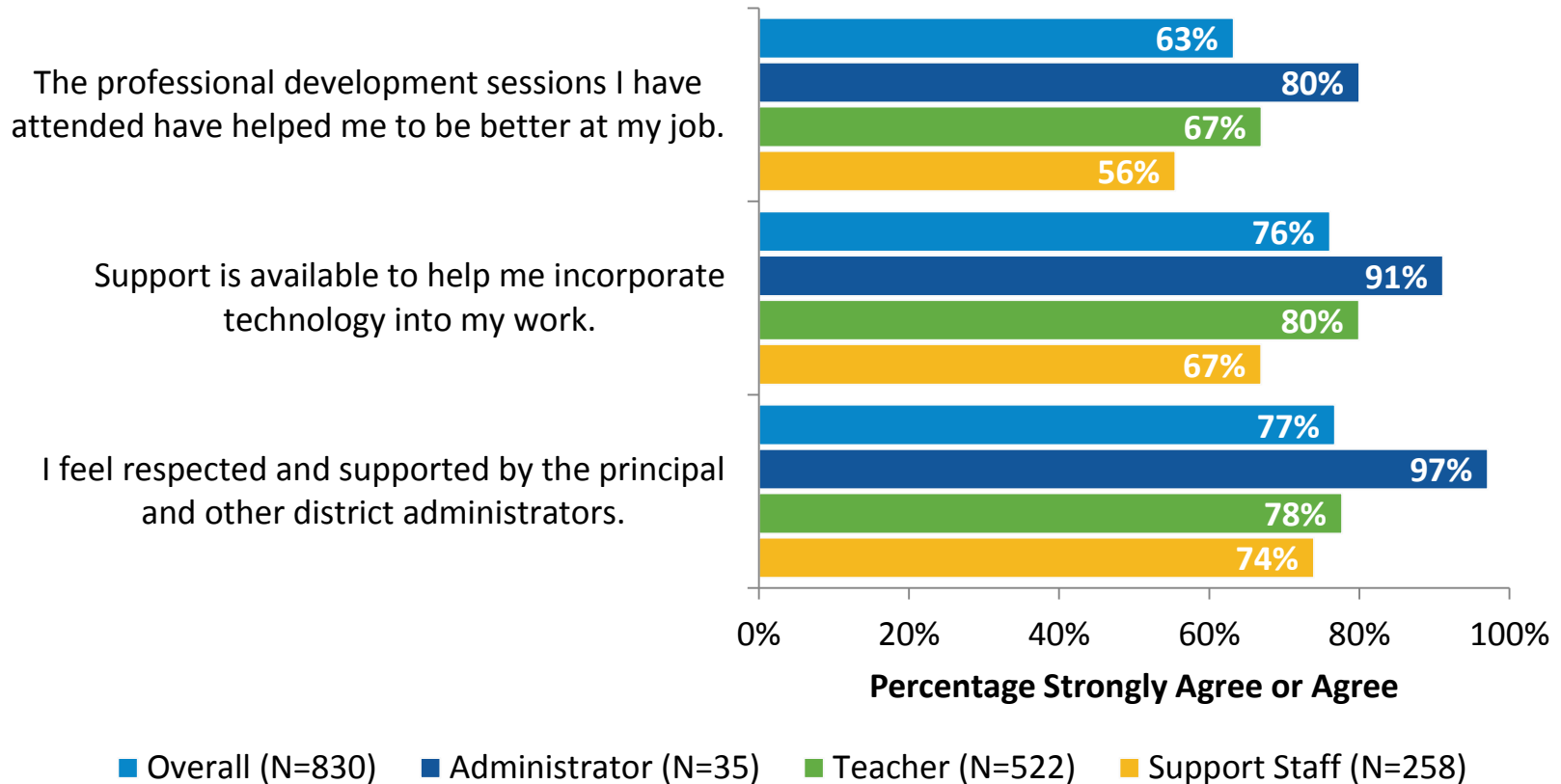
# Faculty Relations and Support

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



# Faculty Relations and Support – By Job Type

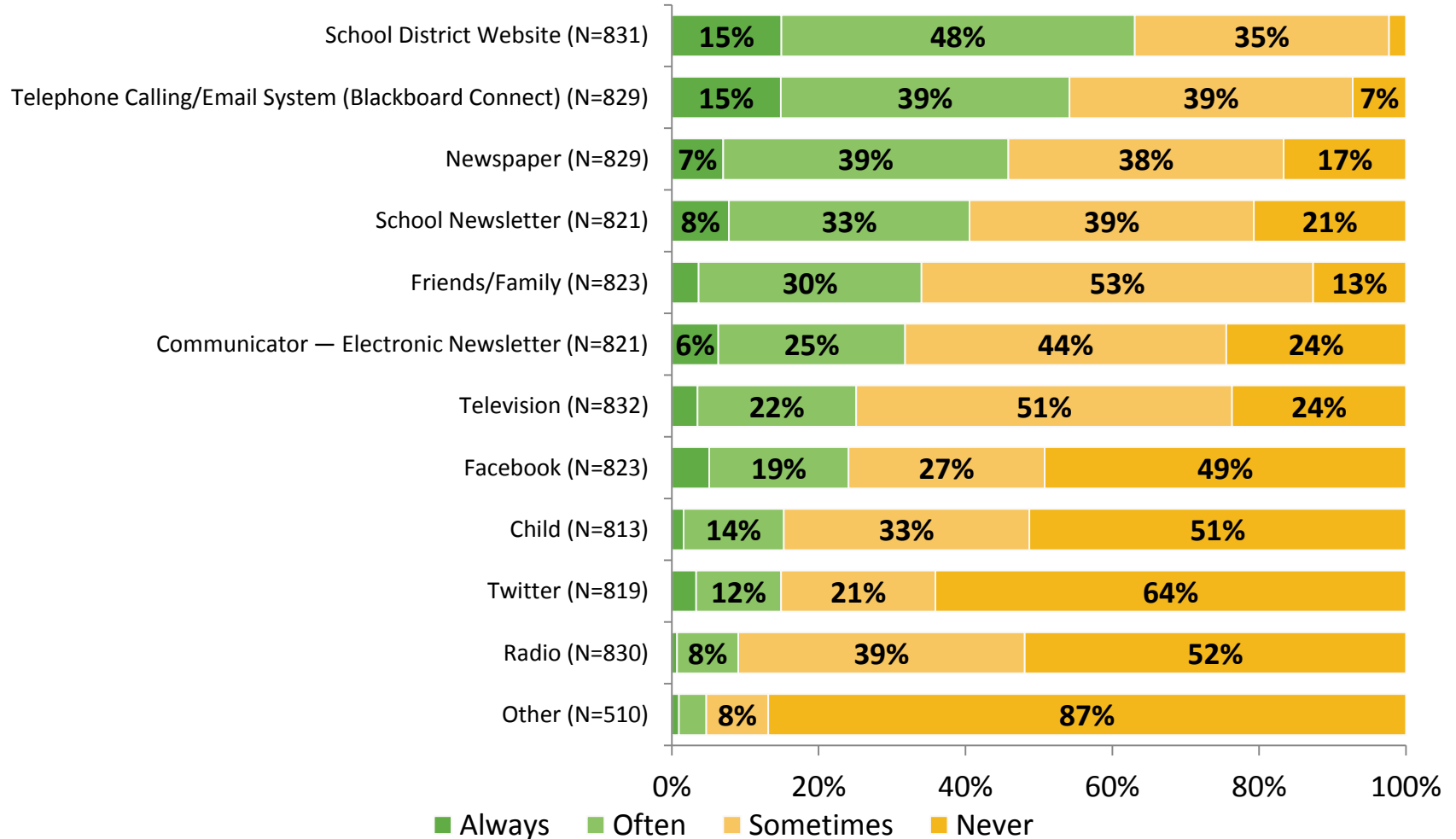
Please indicate how strongly you agree or disagree with each of the following statements.



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

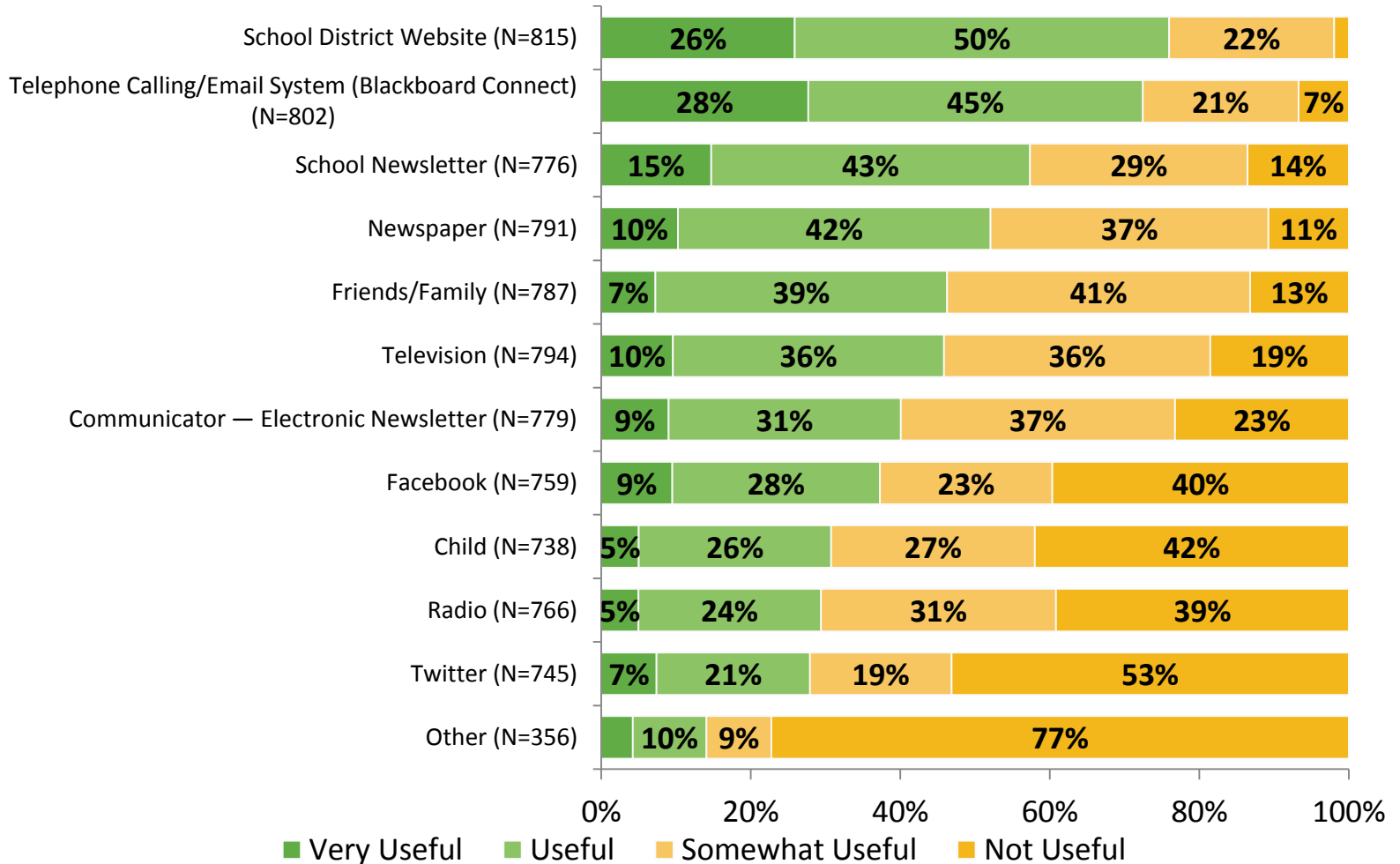
# District Communication

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

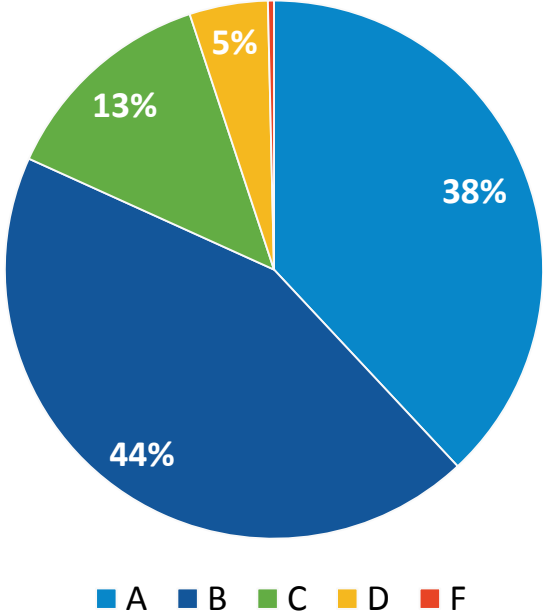
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# Overall School Quality

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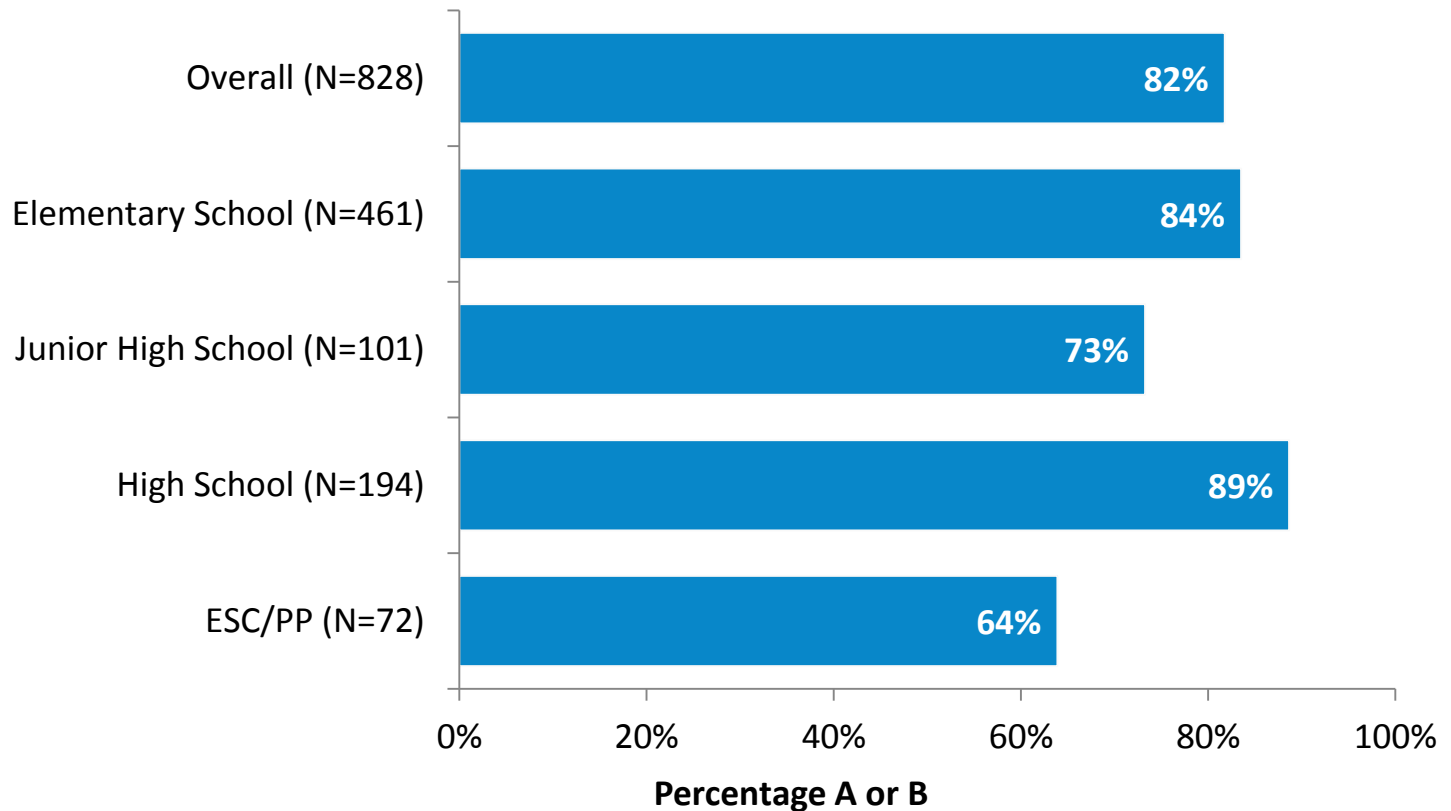
What grade would you give the overall quality of the school?  
On this scale, A represents outstanding, C is average and F is failing. (N=828)



# Overall School Quality by School Level

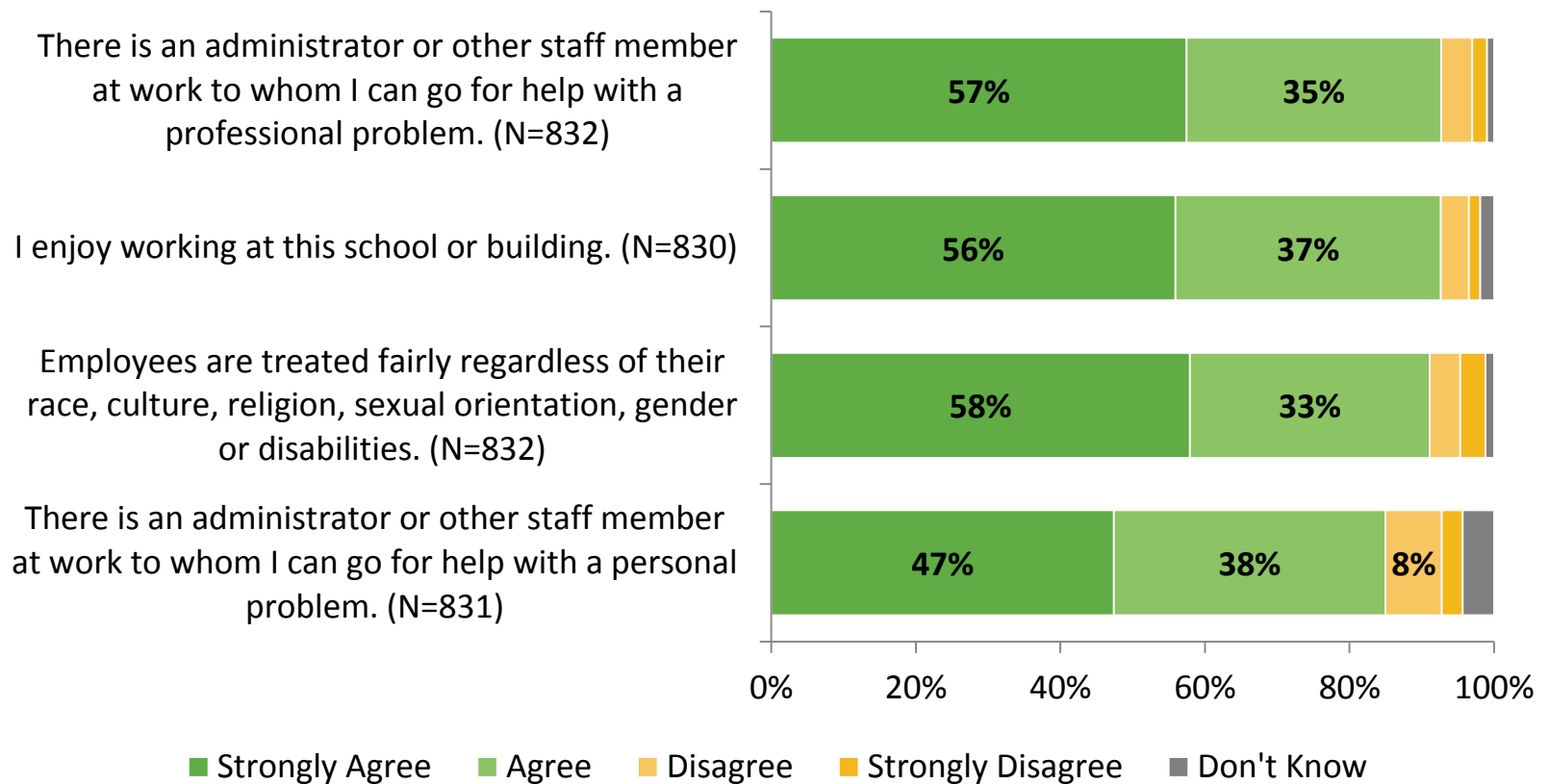
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What grade would you give the overall quality of the school?  
On this scale, A represents outstanding, C is average and F is failing.



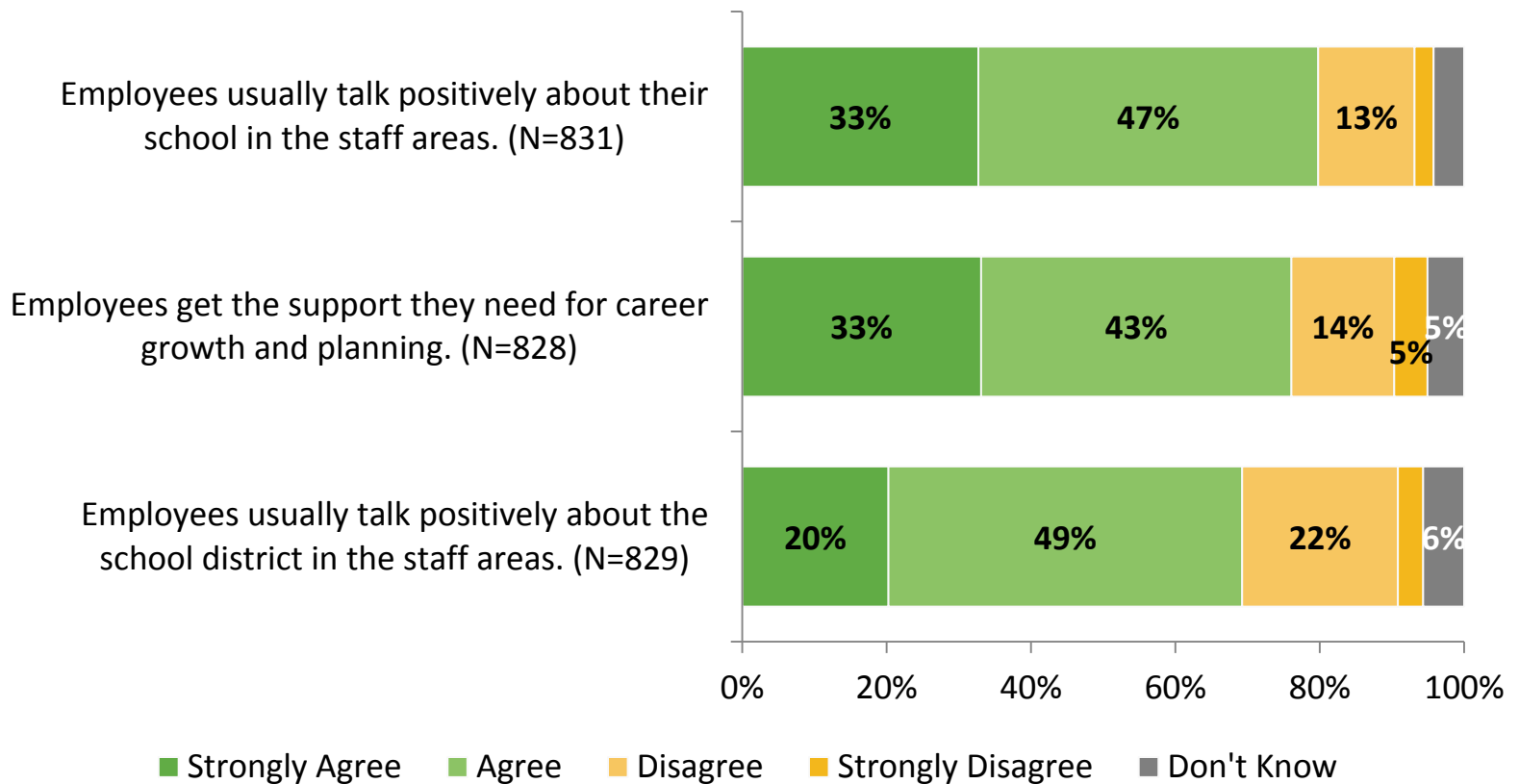
# Employee Support

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



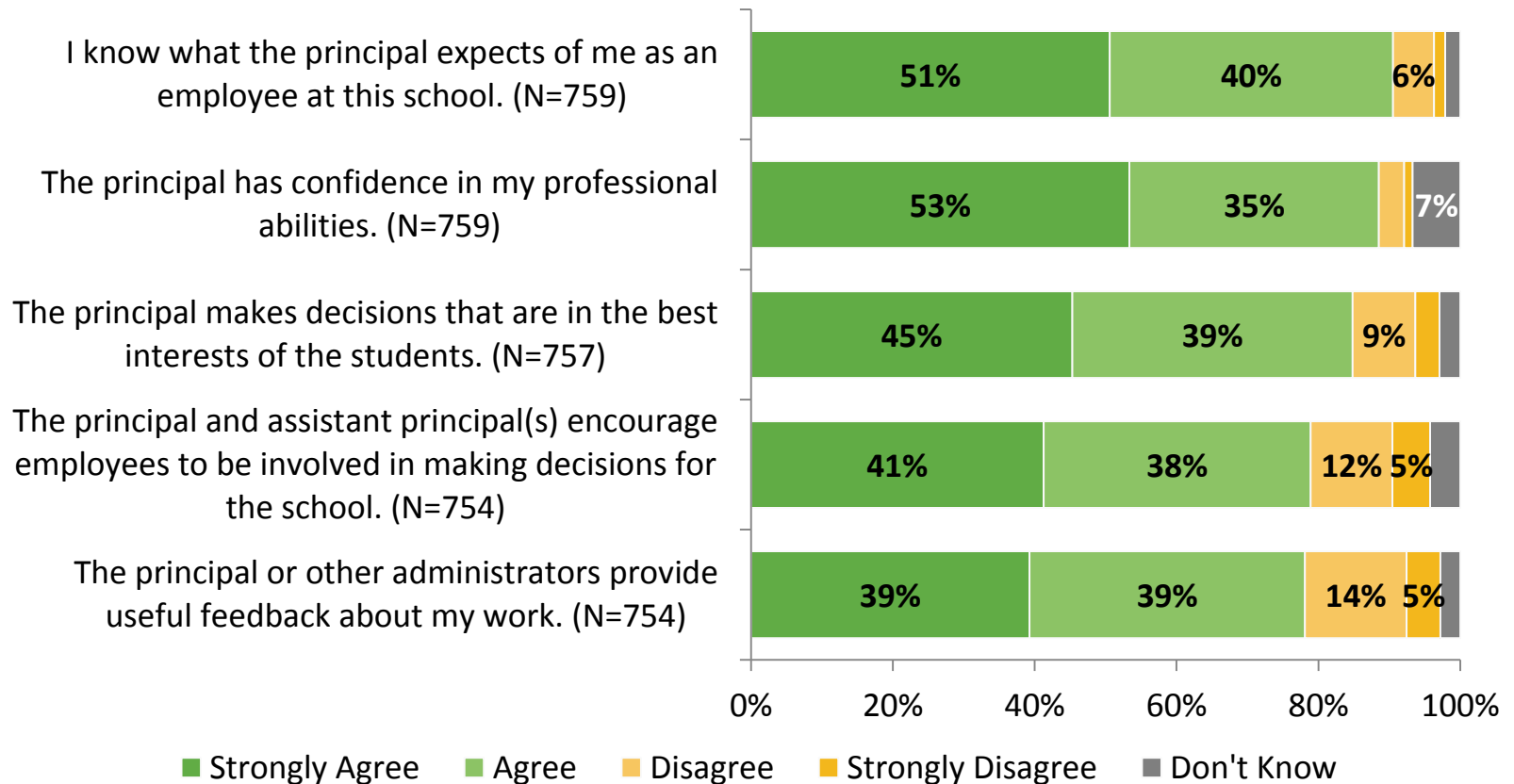
# Employee Support (Continued)

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



# School Leadership

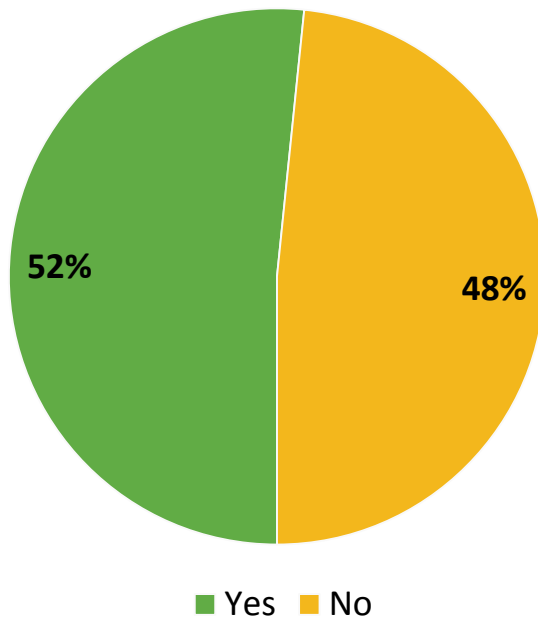
Please indicate how strongly you agree or disagree with each of the following statements.



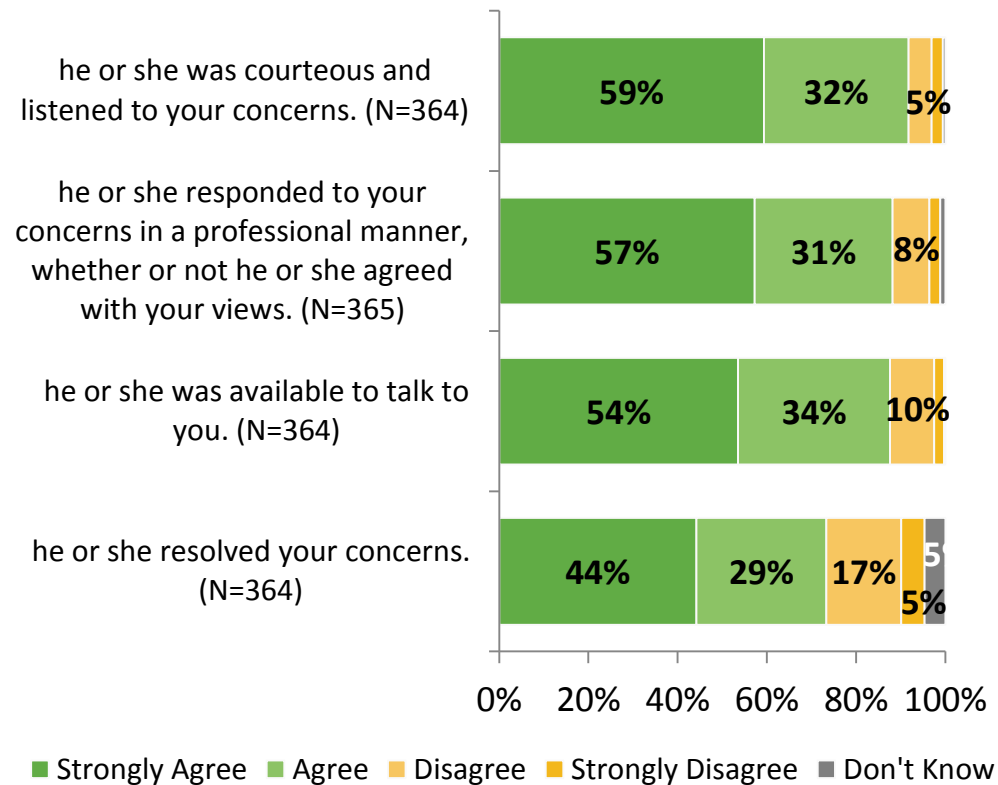
**Note:** Only school-based participants answered this question.

# School Leadership (Continued)

Have you had an issue or concern to discuss with the principal or assistant principal this year? (N=709)



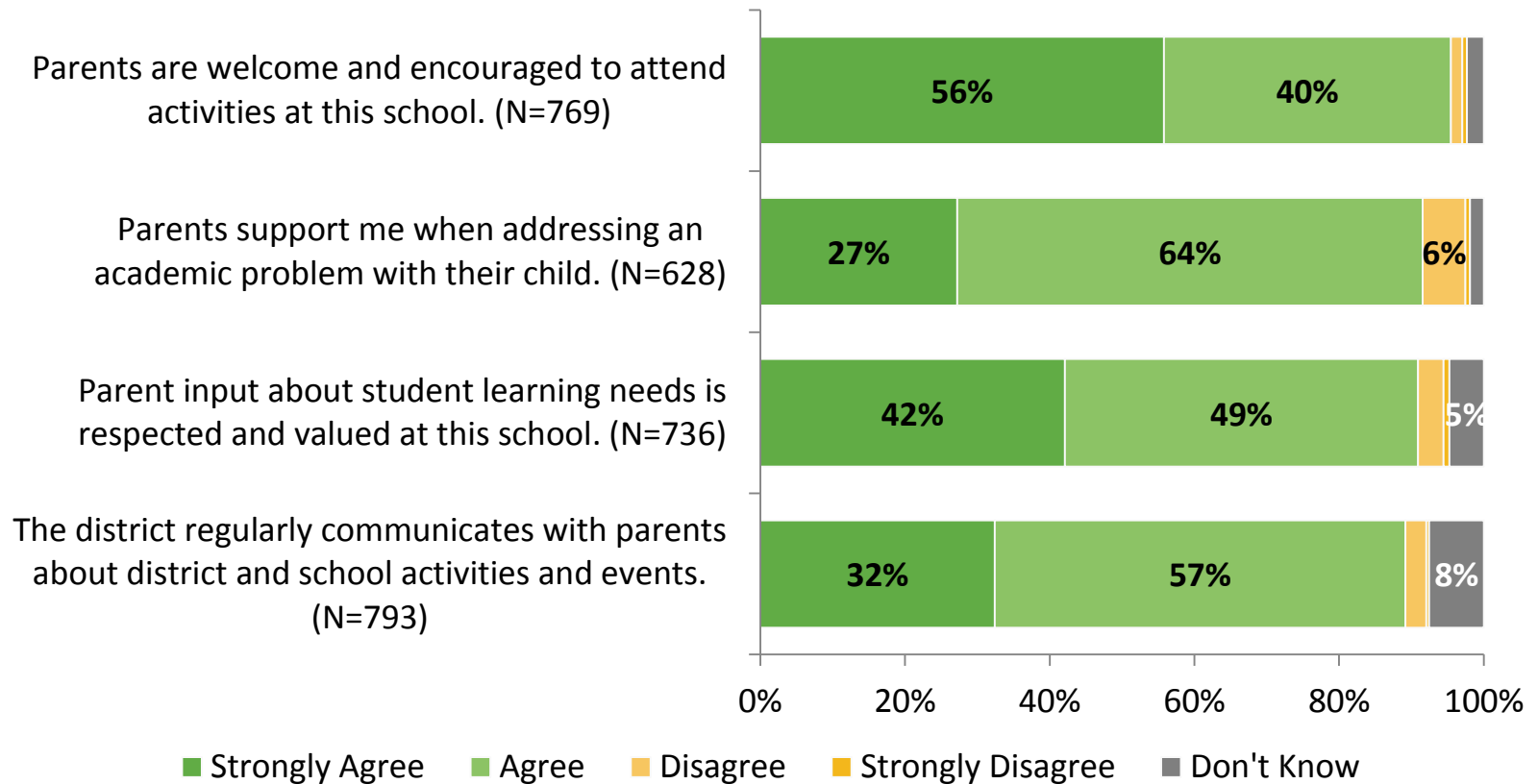
When you have had an issue or concern to discuss with a school administrator . . .



**Note:** Only participants who had an issue or concern to discuss with a school administrator this year answered this question.

# Parent Engagement

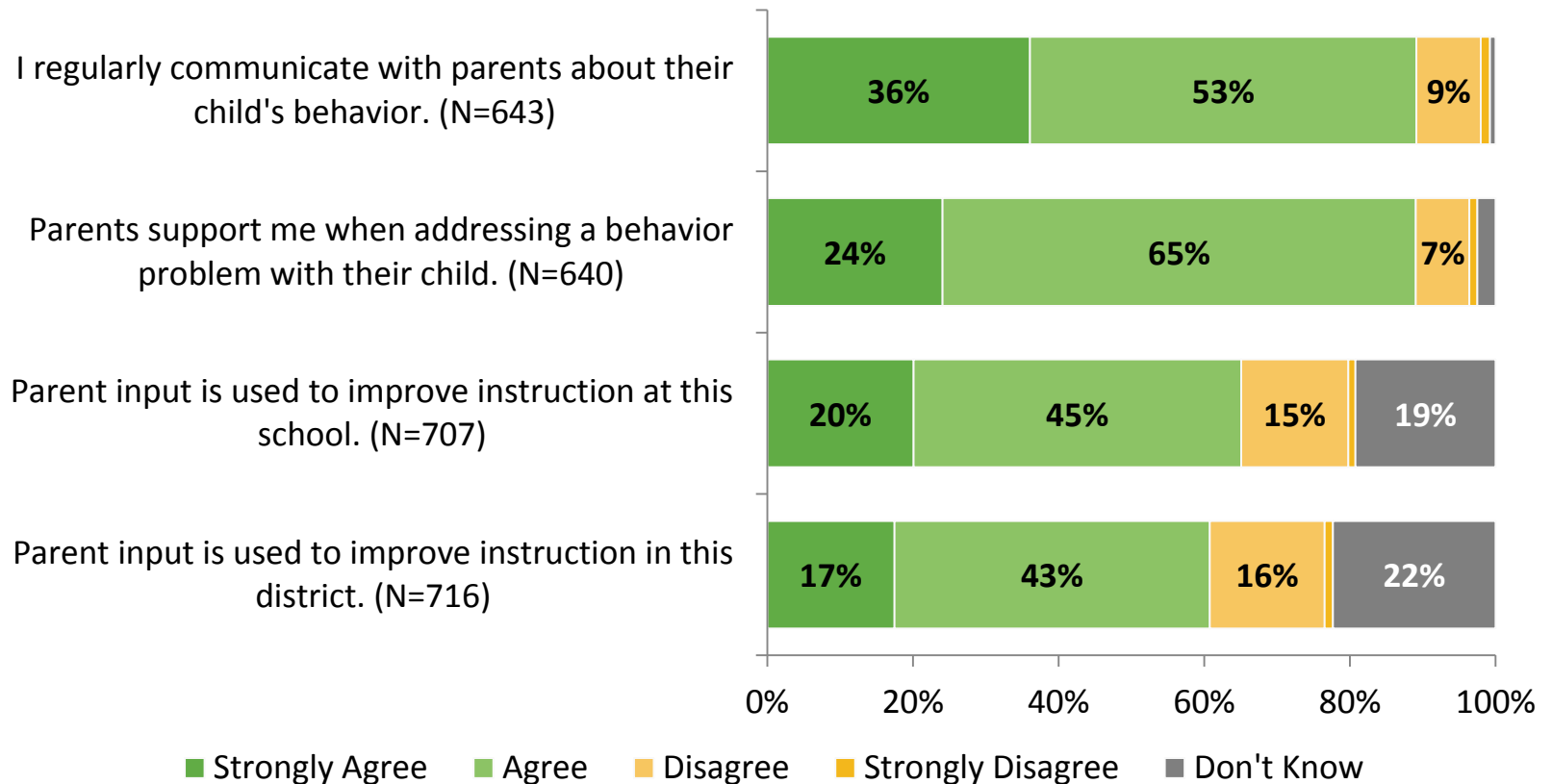
Please indicate how strongly you agree or disagree with each of the following statements.



**Note:** Not Applicable responses have been excluded from calculations.

# Parent Engagement (Continued)

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

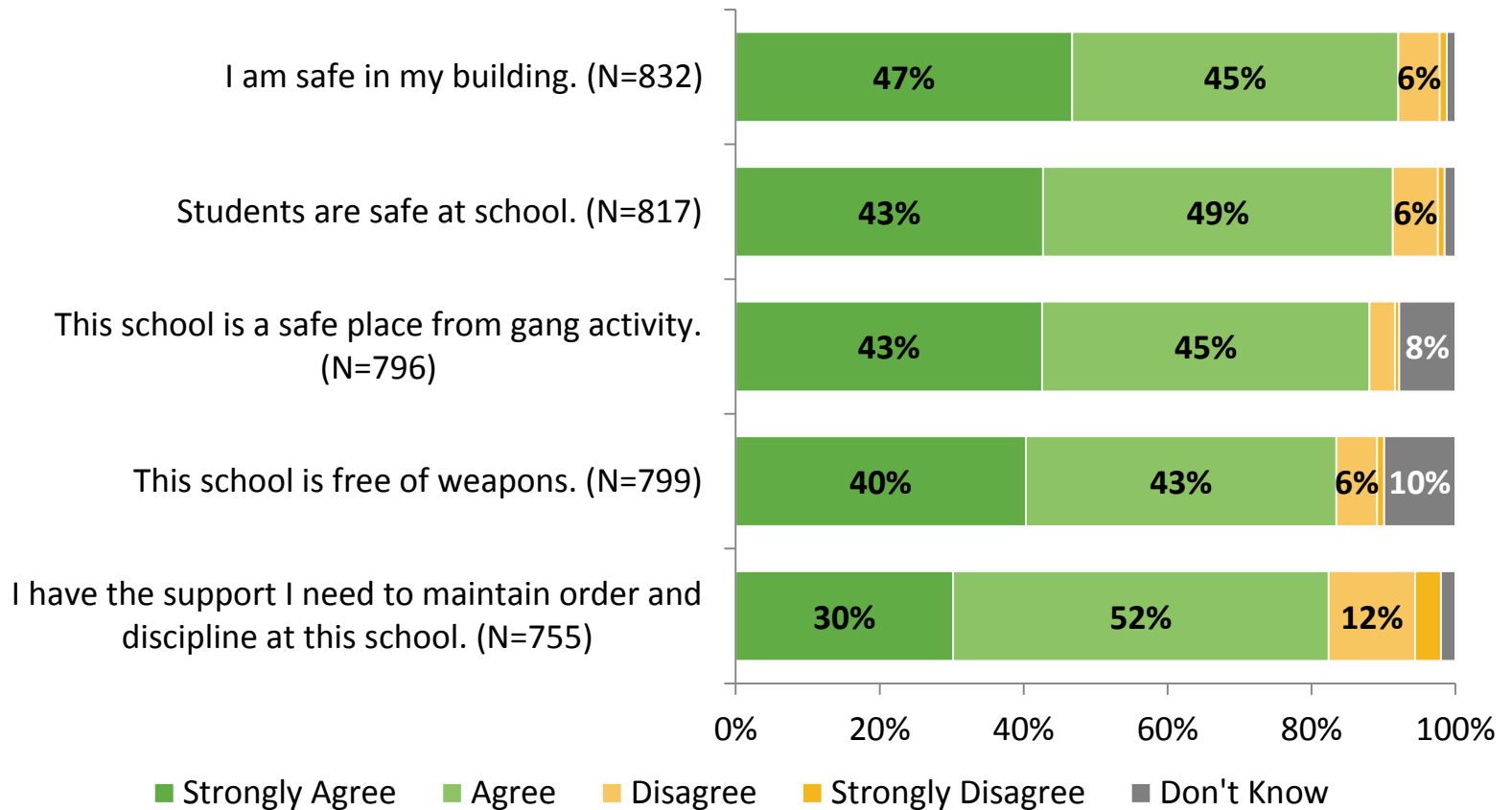


**Note:** Not Applicable responses have been excluded from calculations.



# Safety and Behavior

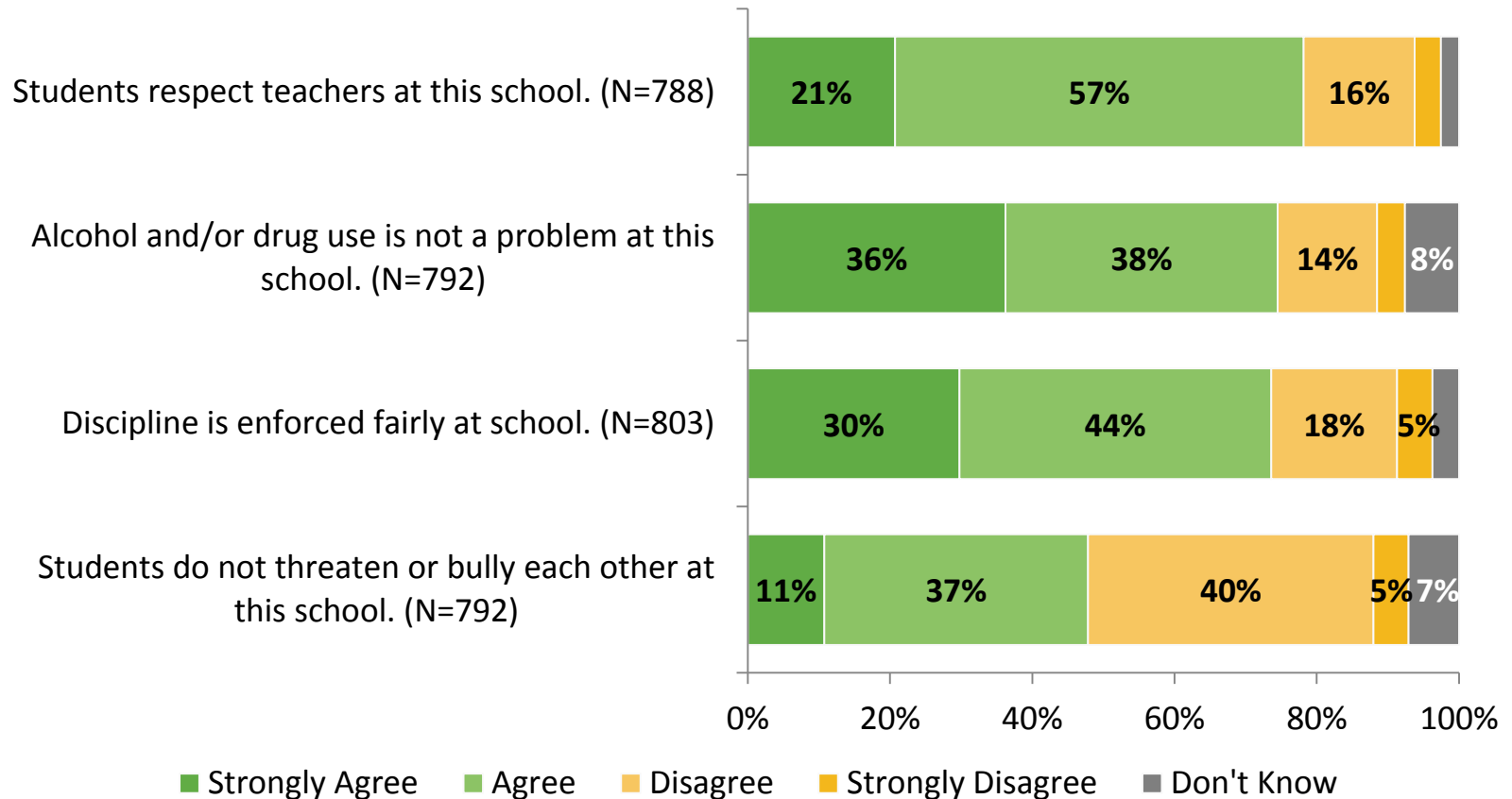
Please indicate how strongly you agree or disagree with each of the following statements.



**Note:** Not Applicable responses have been excluded from calculations.

# Safety and Behavior (Continued)

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



**Note:** Not Applicable responses have been excluded from calculations.