

2017 District Climate Survey for Staff

Results and Analysis

Iowa City Community School District
May 2– June 5, 2017



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 fourth consecutive year the survey was administered.

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

The surveys addressed the following dimensions:

- District Leadership
- School District Operations
- Faculty Relations and Support
- District Communications
- Academic Support
- Student Support
- School Leadership
- Parent Engagement
- Safety and Behavior
- Employee Support
- Equity and Inclusion

Details of the Study

K12 *Insight* designed an infographic to help promote the survey. Email invitations with unique links were sent to staff members via email. The survey was open from May 2 through June 5. Reminders were sent May 16, 23, and 31.

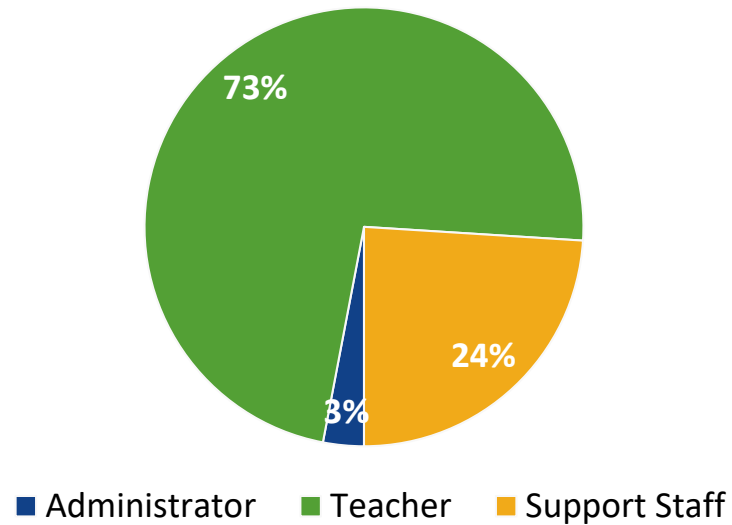
Results do not reflect random sampling; therefore, they should not be generalized to all ICCSD staff. Rather, results reflect only the perceptions and opinions of survey participants.

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

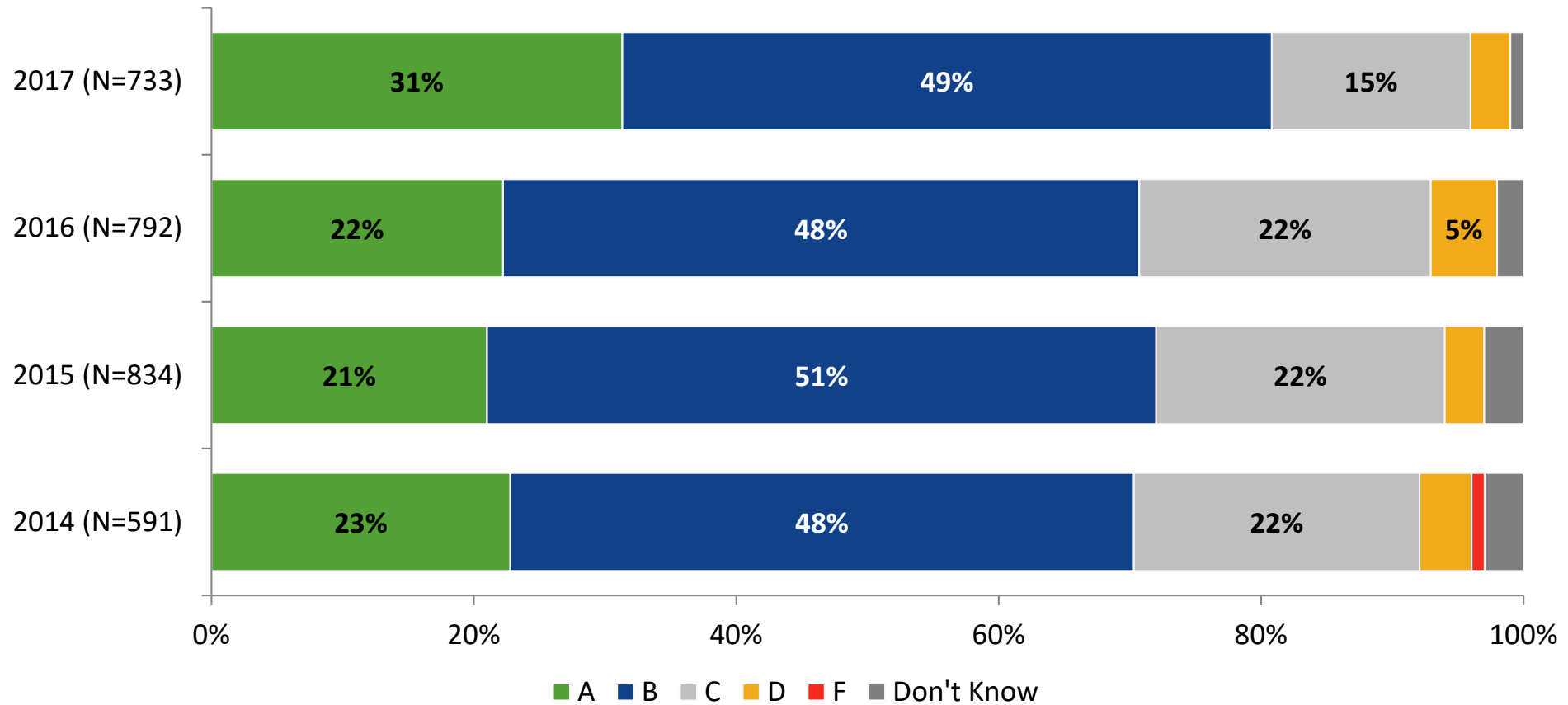
School Year	Number of Invitations	Number of Responses	Response Rate
2013-2014	1,949	594	30%
2014-2015	1,855	838	45%
2015-2016	1,963	798	41%
2016-2017	1,927	739	38%

I am a(n) ... (N=739)



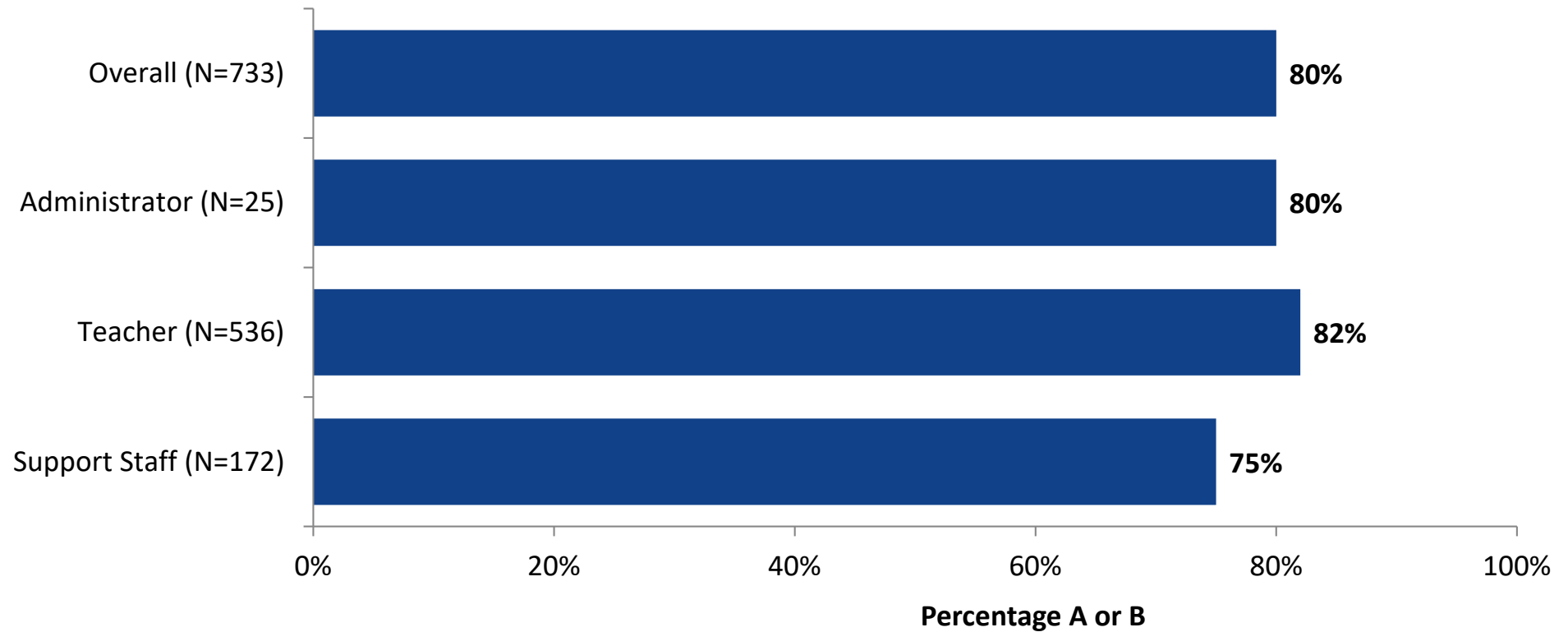
Overall District Quality

What grade would you give the school district as a whole for how well we are educating our students?



Overall District Quality — By Job Type

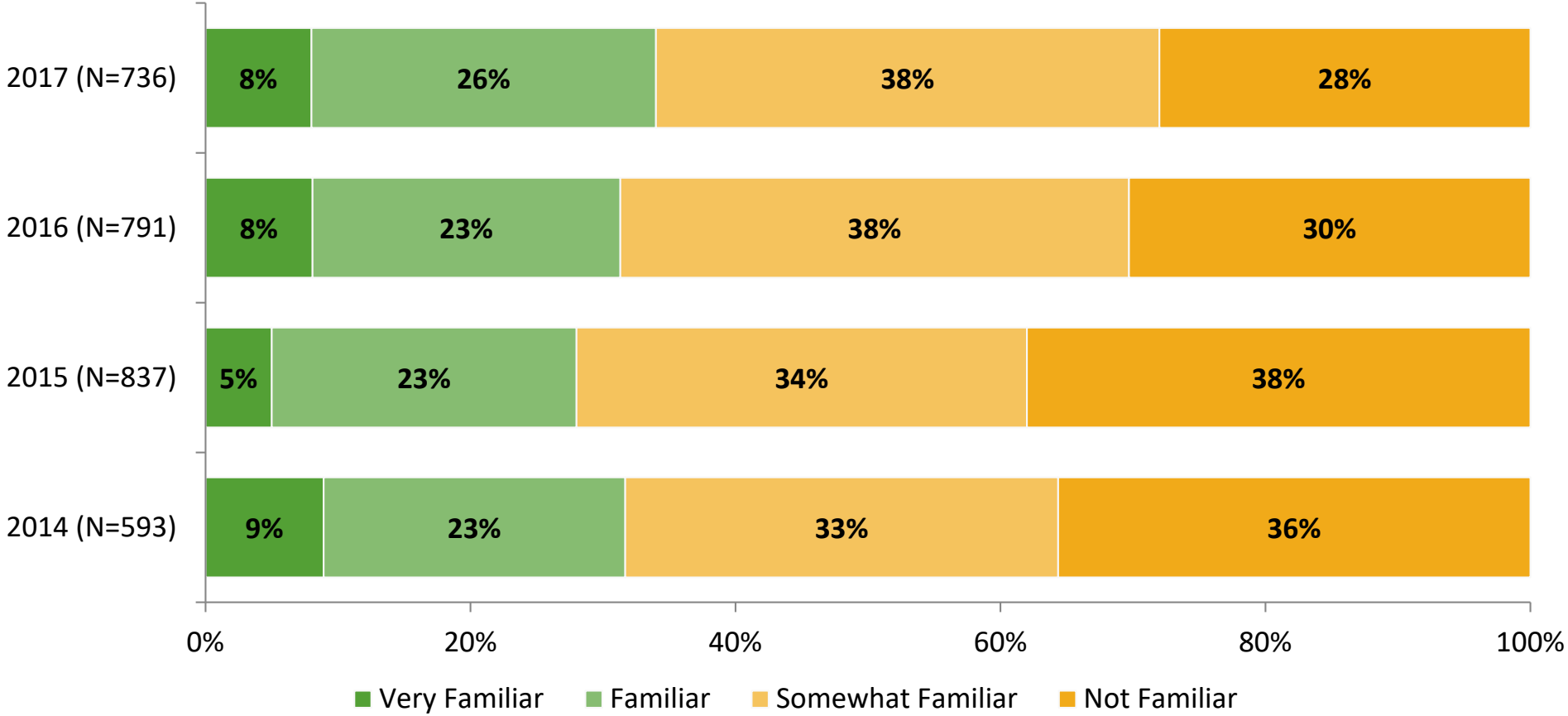
What grade would you give the school district as a whole for how well we are educating our students? On this scale, A represents outstanding, C is average, and F is failing.



District Leadership

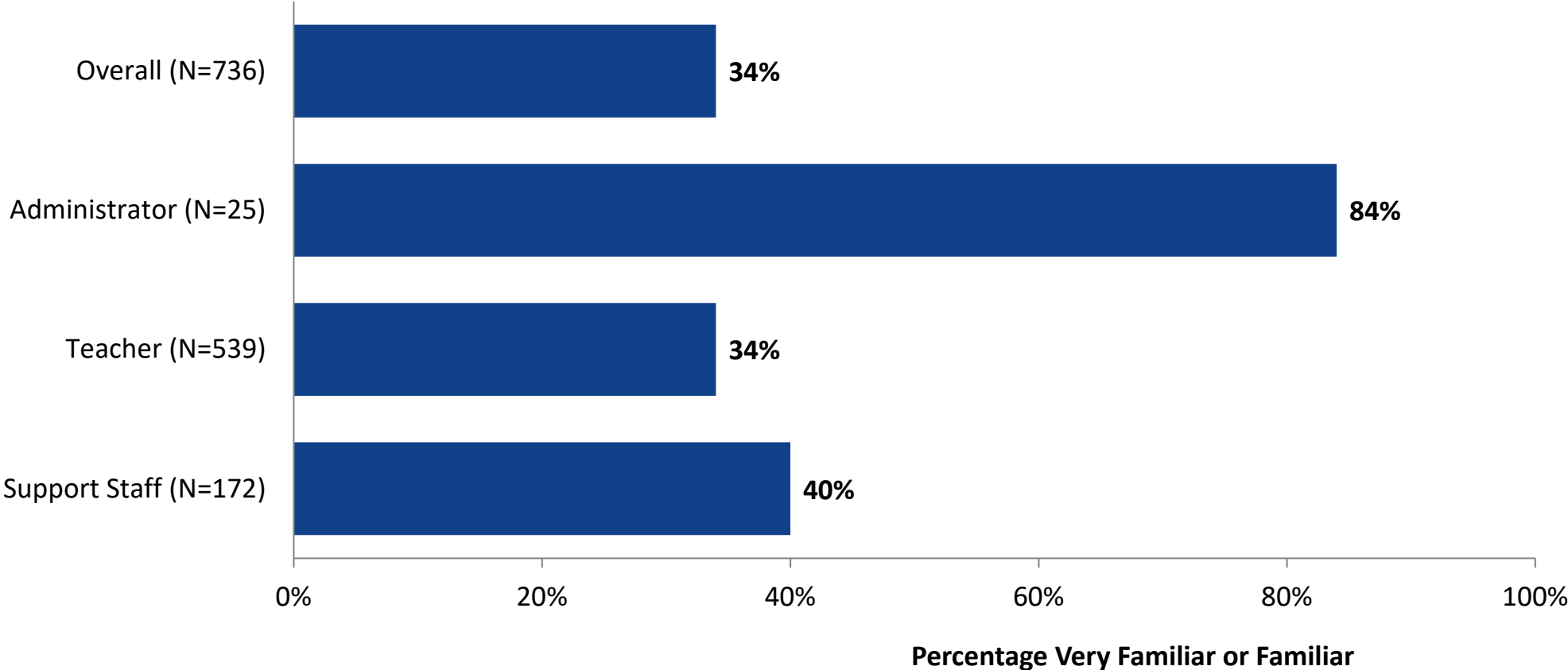
Superintendent's Leadership Team

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



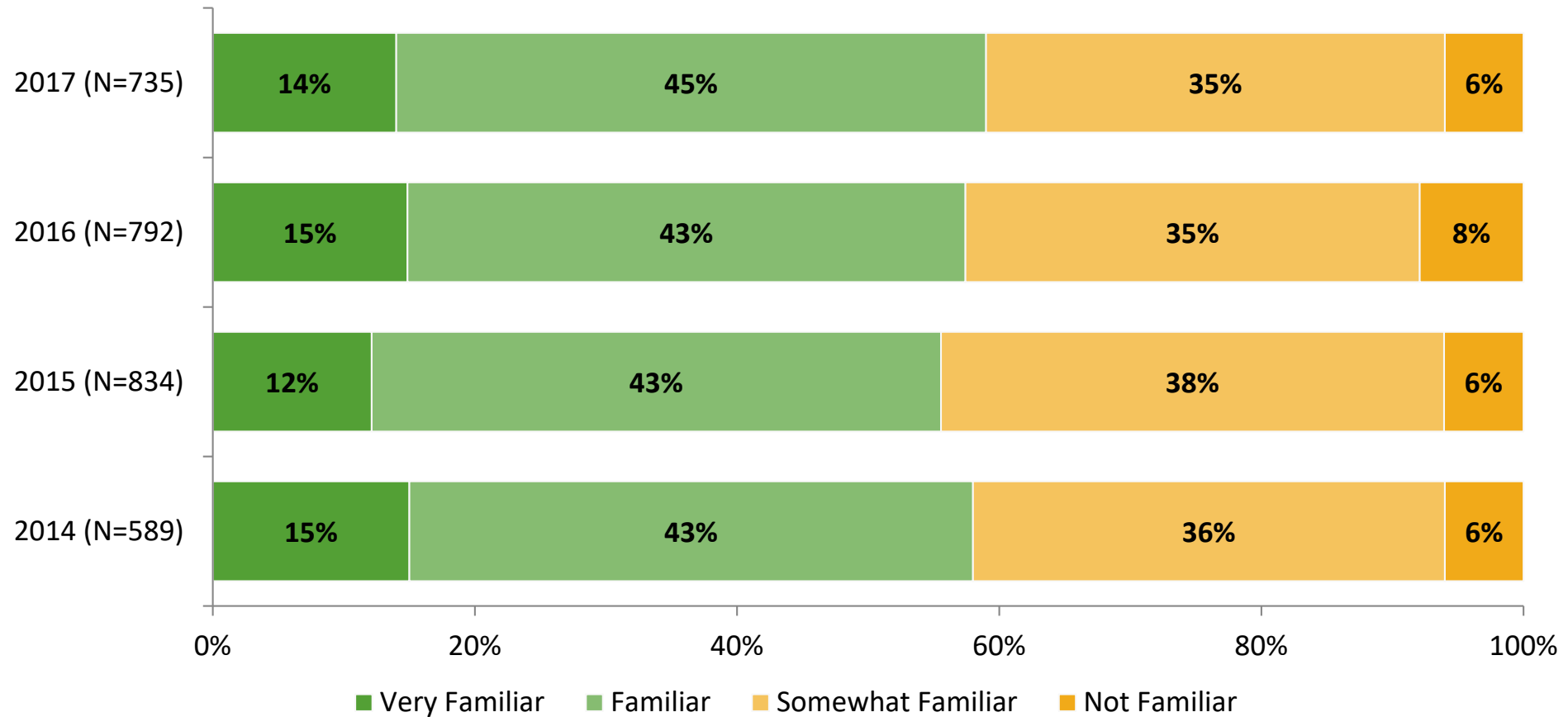
Superintendent's Leadership Team — By Job Type

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



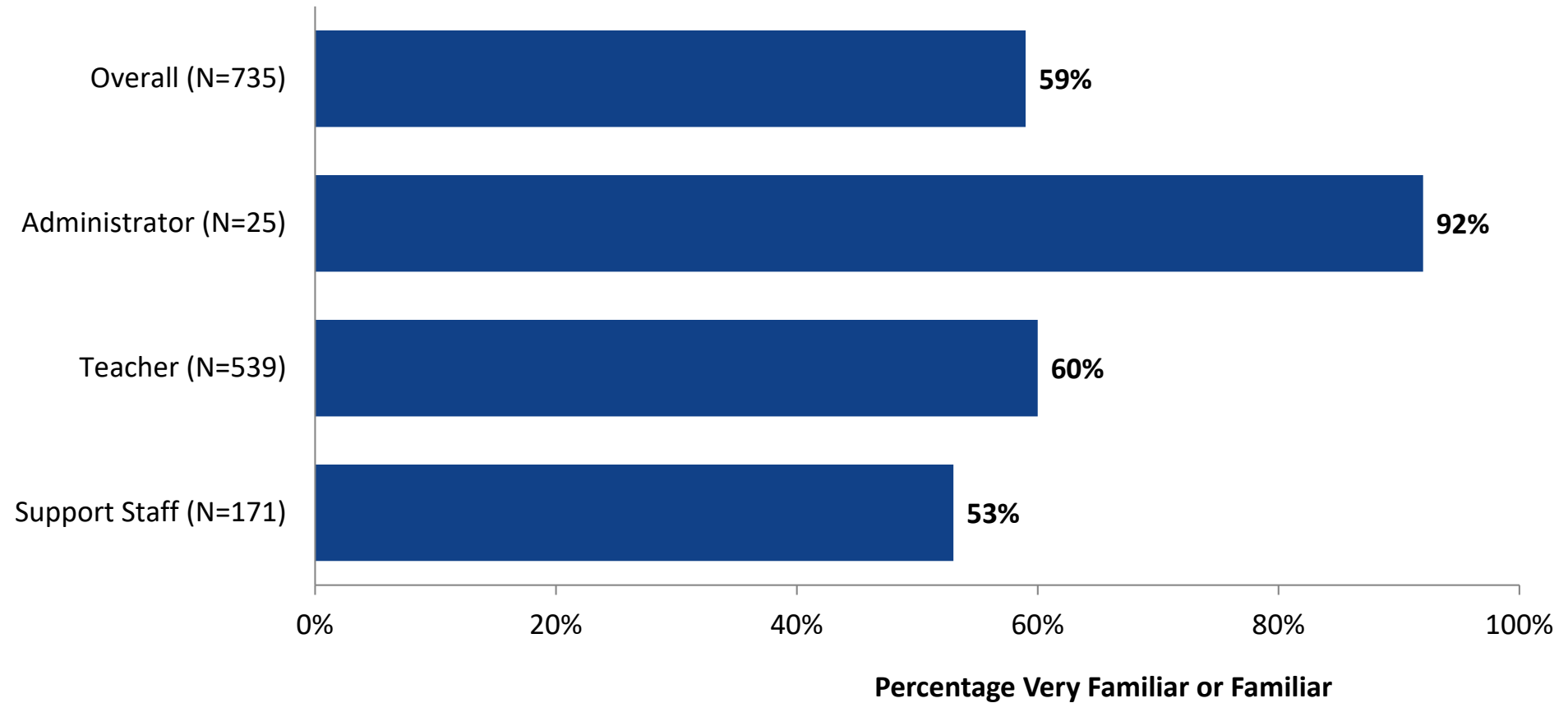
Educational Services Center (ESC)

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



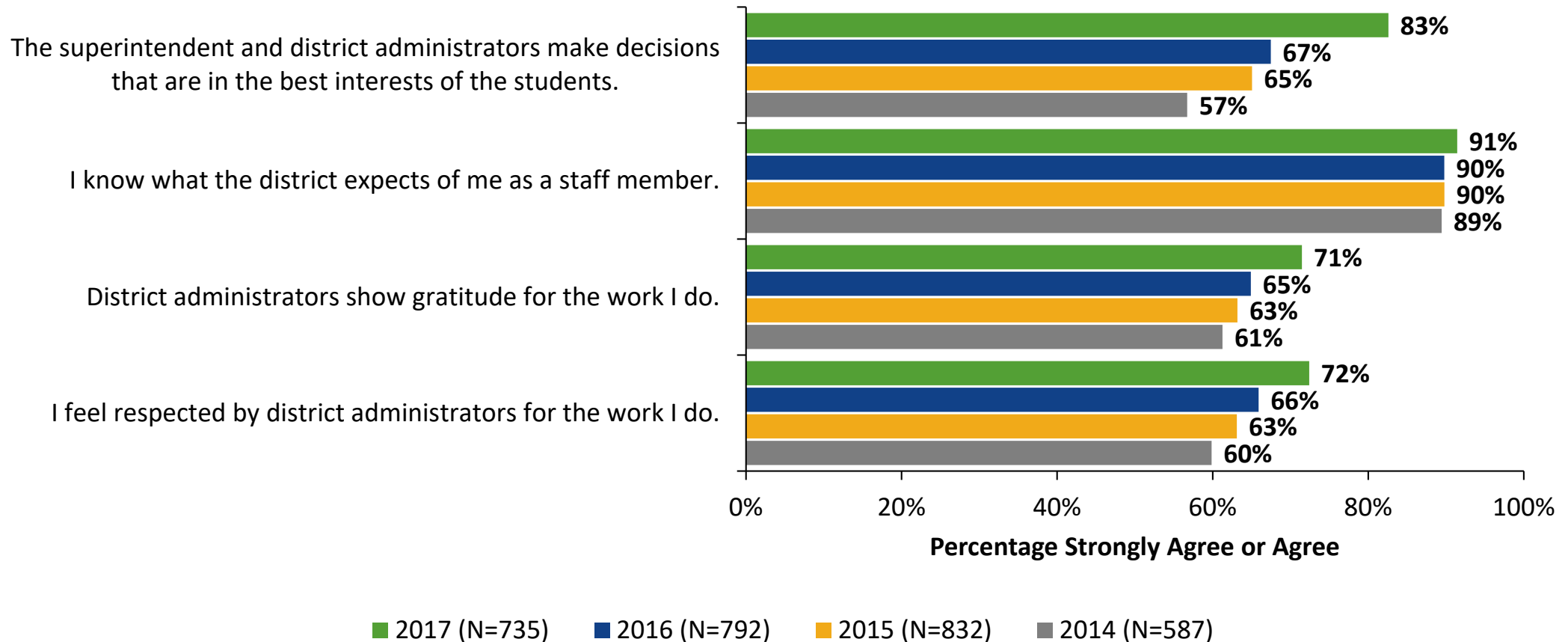
Educational Services Center (ESC) — By Job Type

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



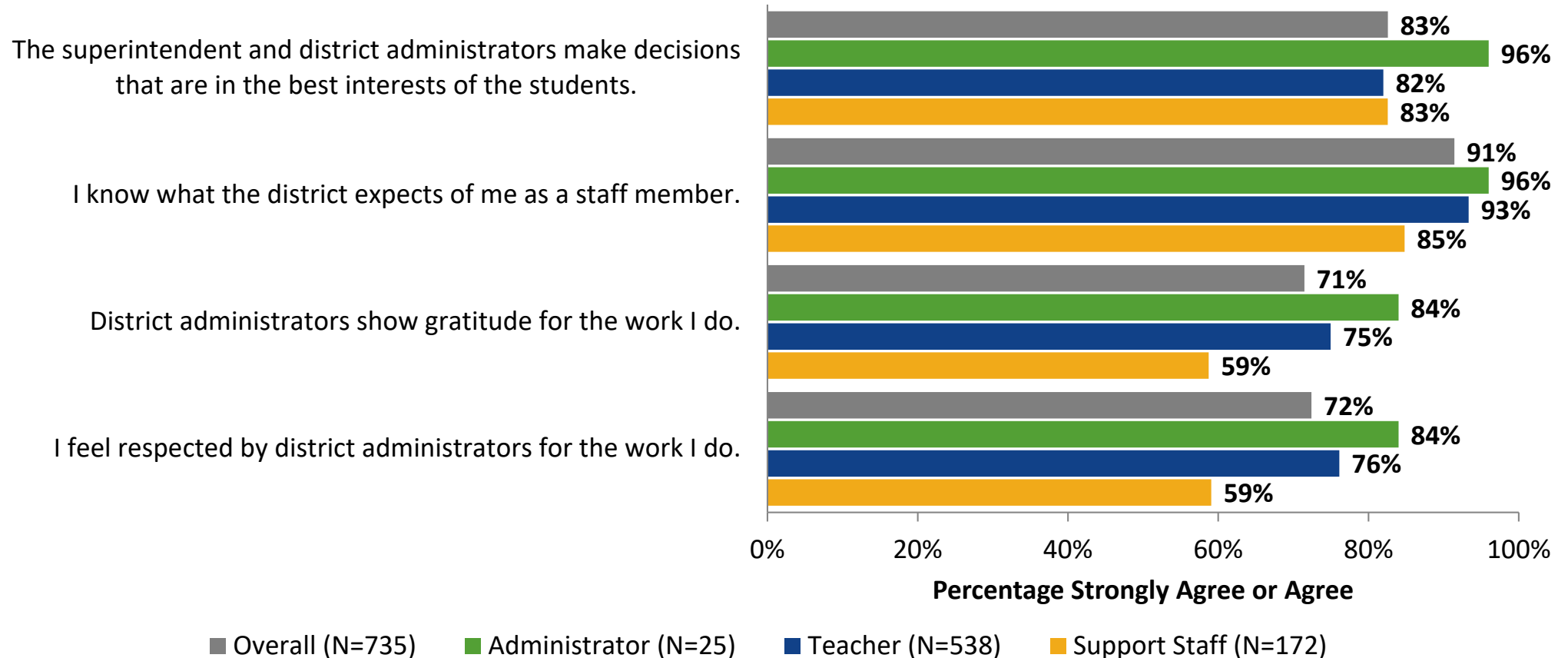
District Leadership

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



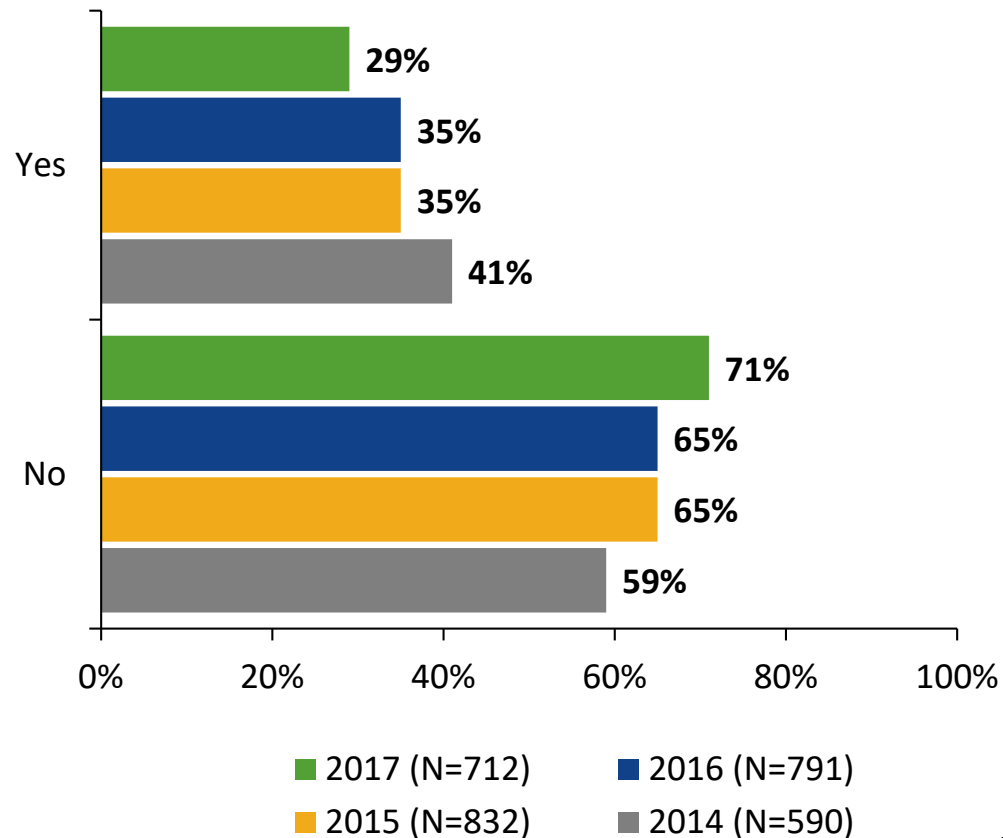
District Leadership — By Job Type

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

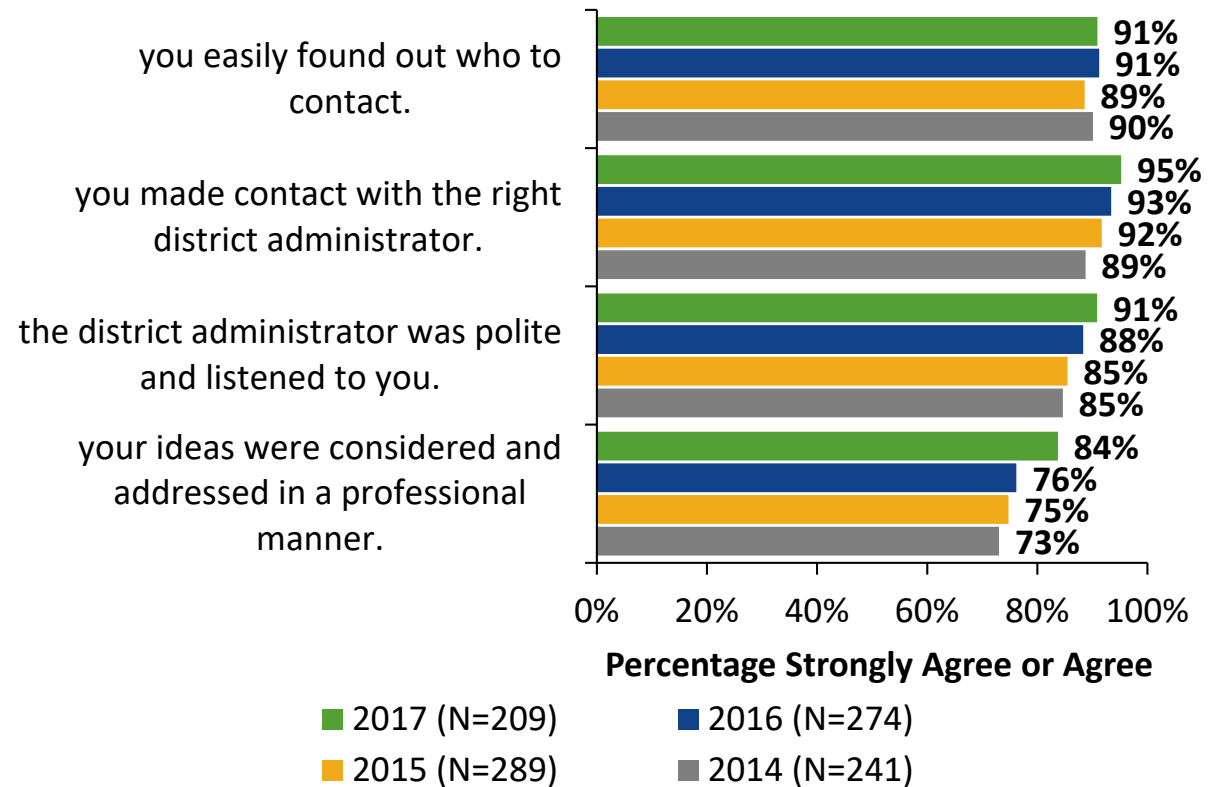


District Leadership – Communication

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



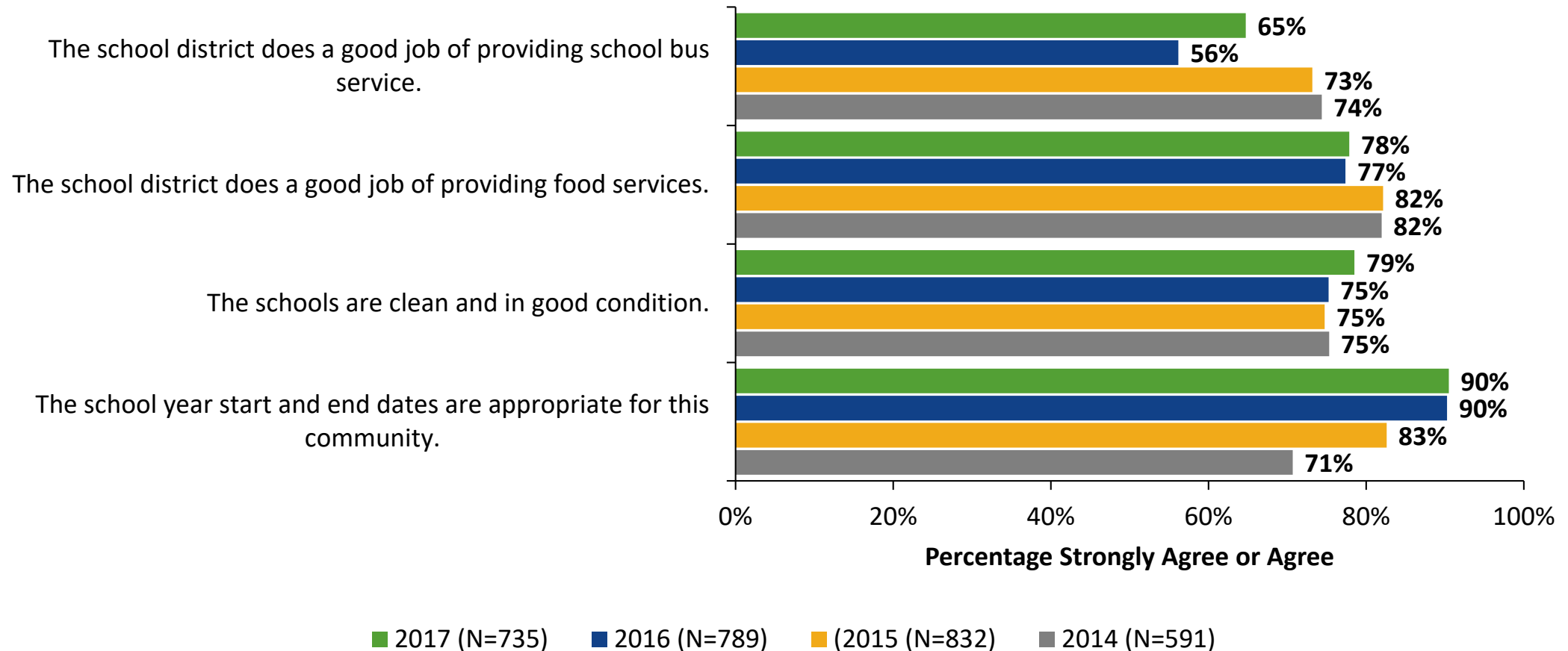
When you have had an issue to discuss or an idea to share with the superintendent or district administrator ...



Note: Only participants who needed to speak with the superintendent or a district administrator in the past year answered this question.
 Answer Options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

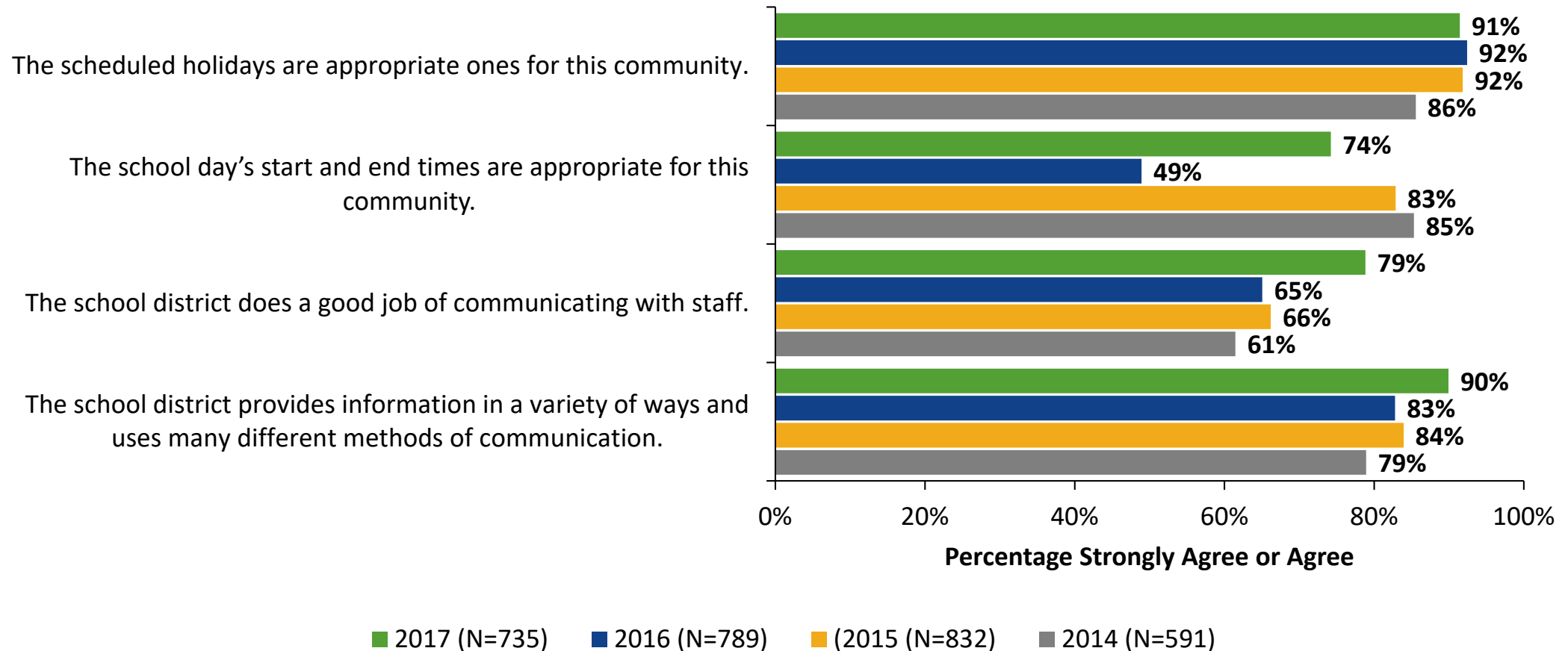
School District Operations

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



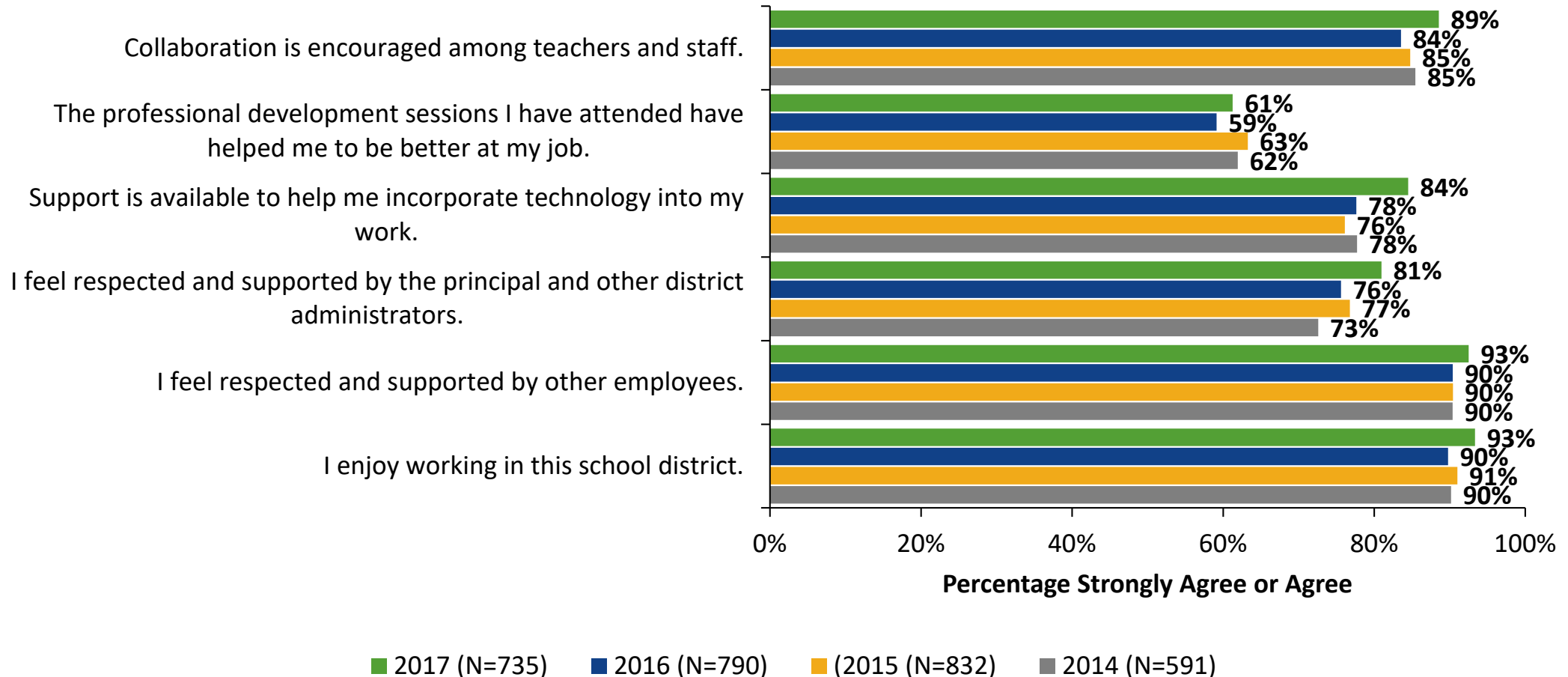
School District Operations (Continued)

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



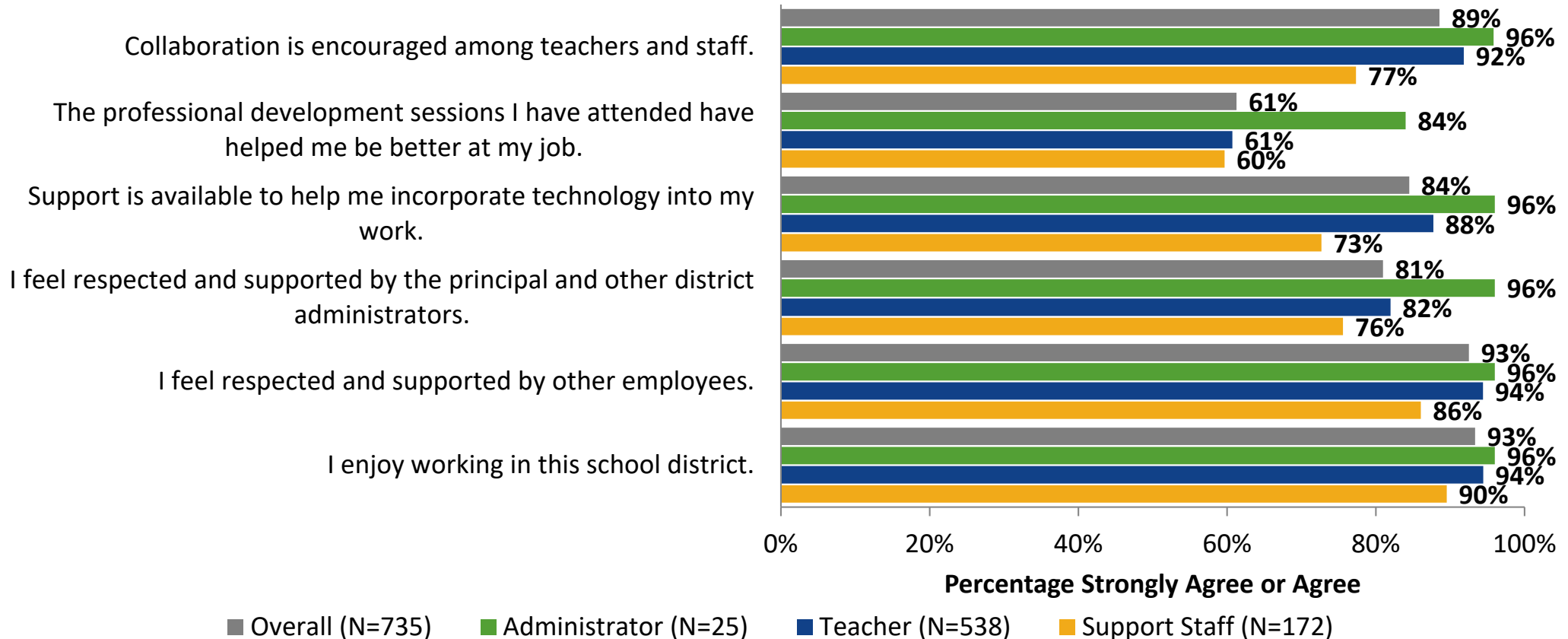
Faculty Relations and Support

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



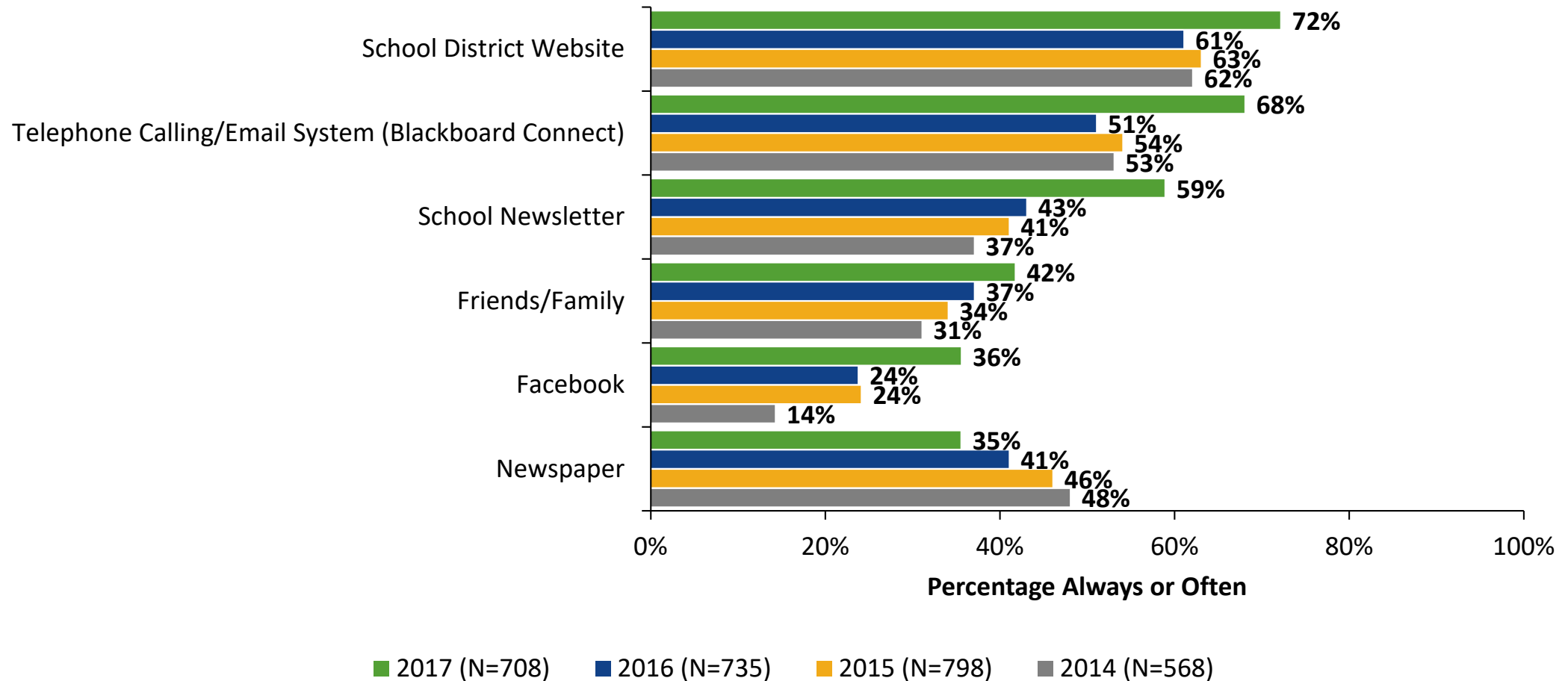
Faculty Relations and Support — By Job Type

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



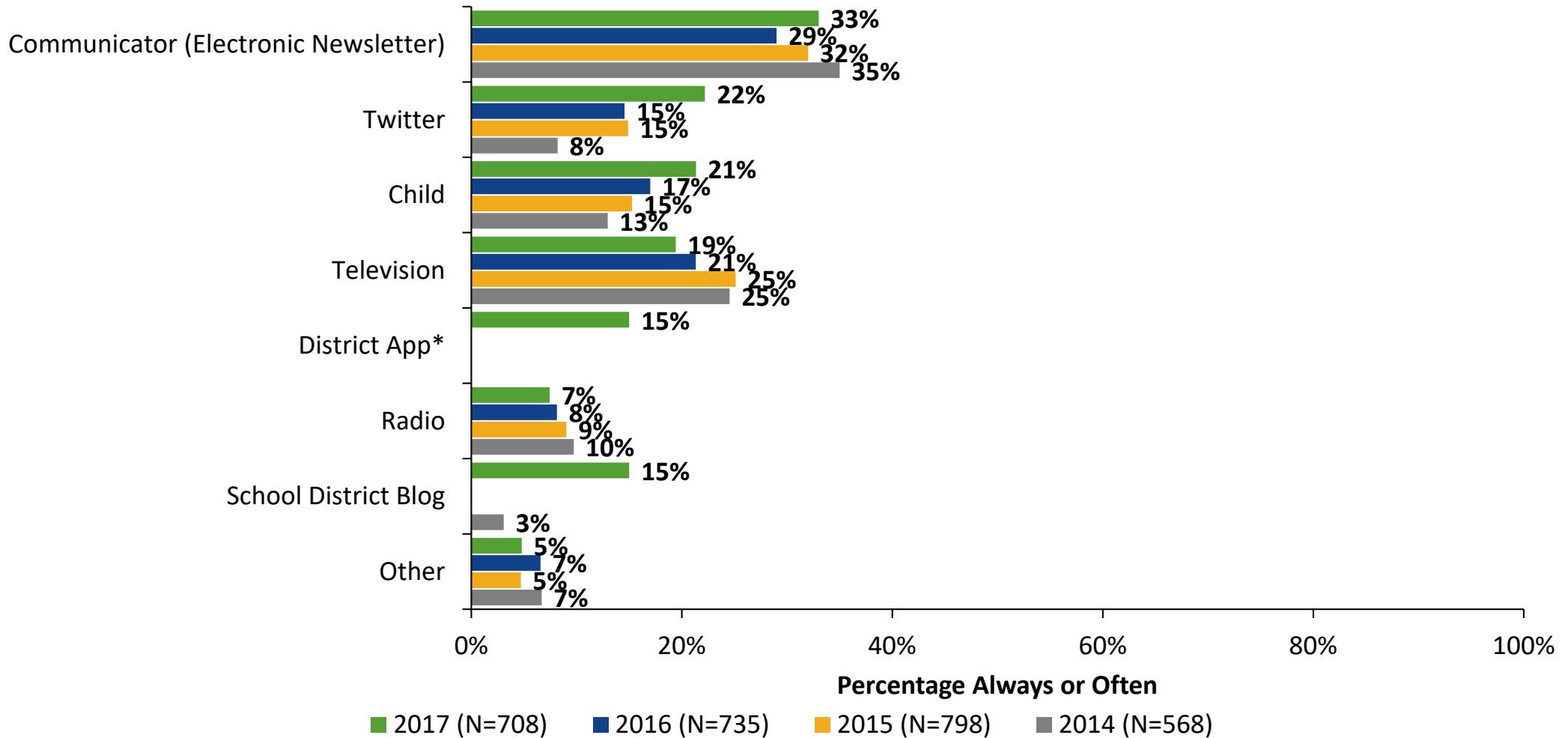
District Communication

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



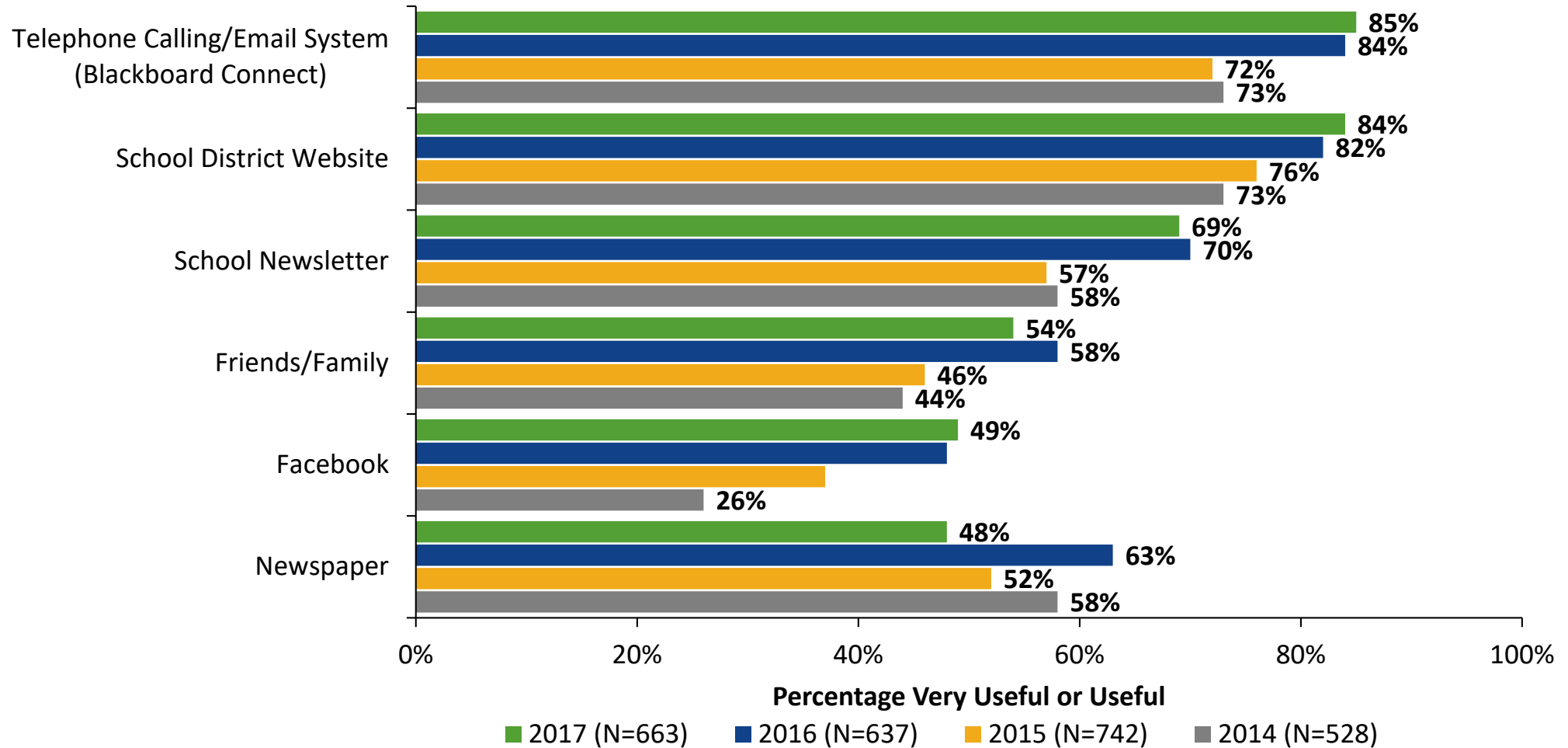
District Communication (Continued)

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



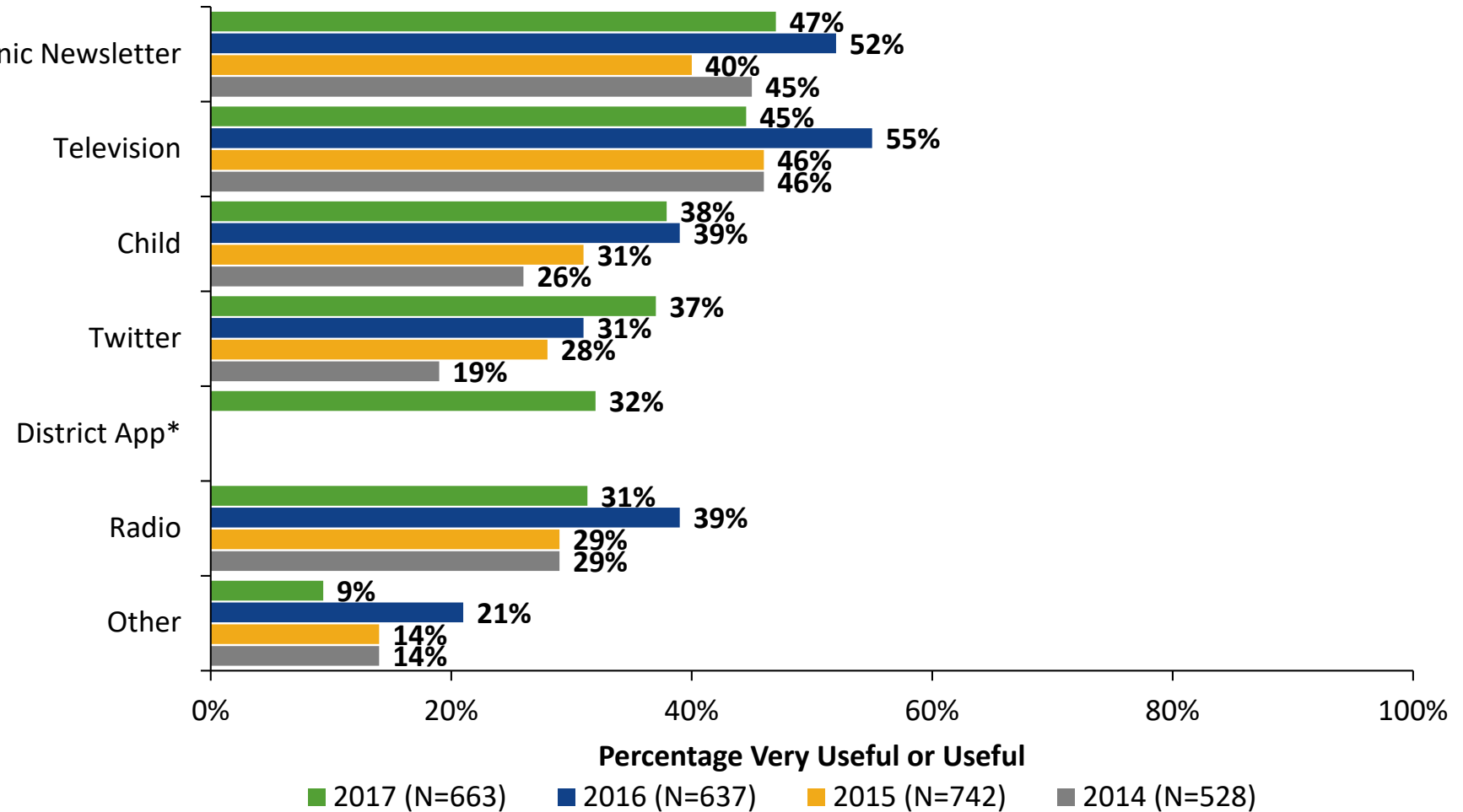
District Communication (Continued)

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



District Communication (Continued)

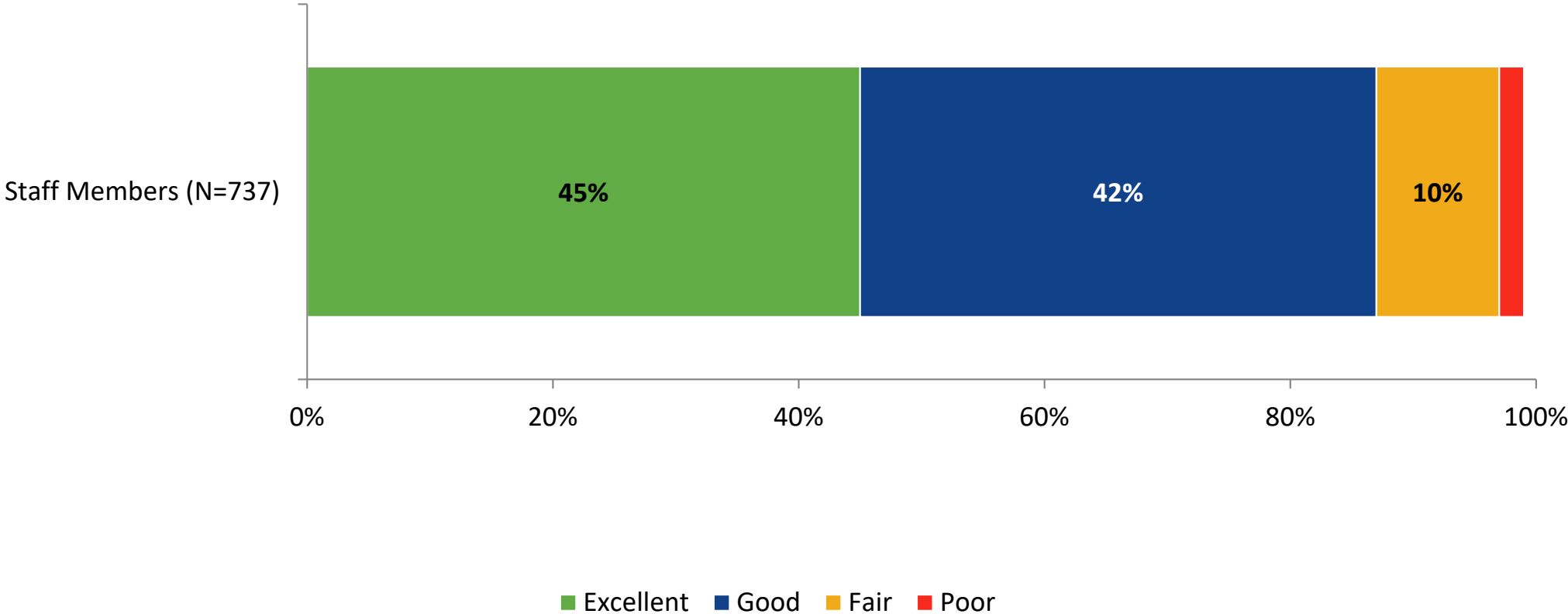
How useful do you find the information from each of the following sources?



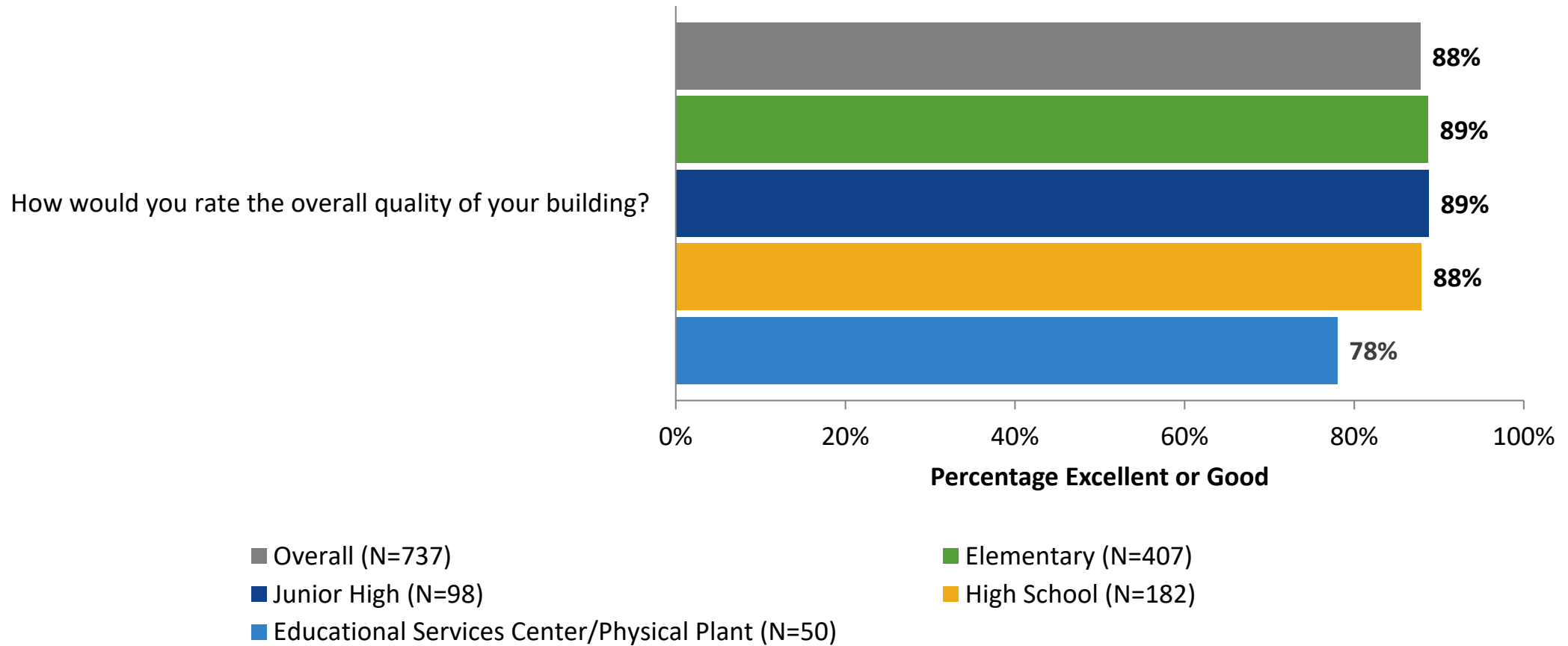
School Questions

Overall School Quality

How would you rate the overall quality of your school or building? (N=737)

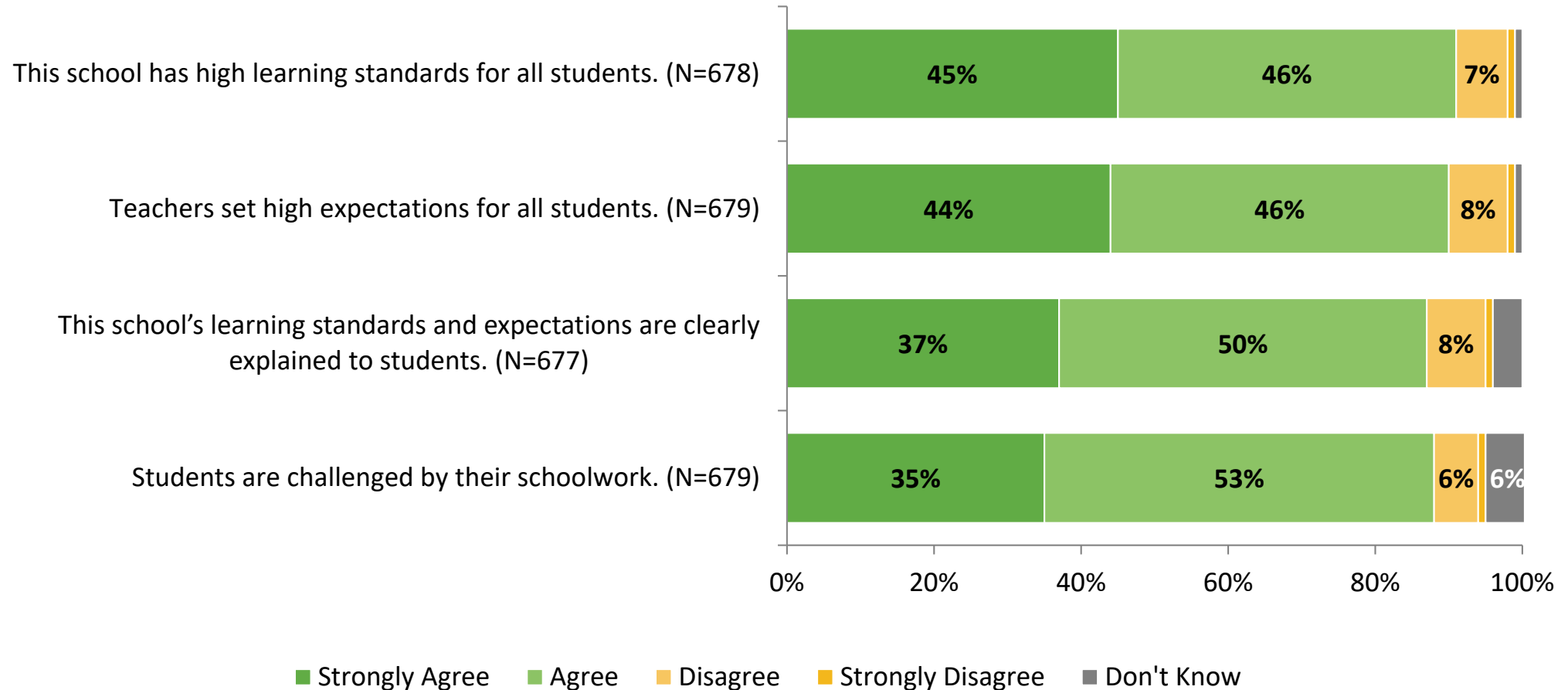


Overall School Quality — By School Level



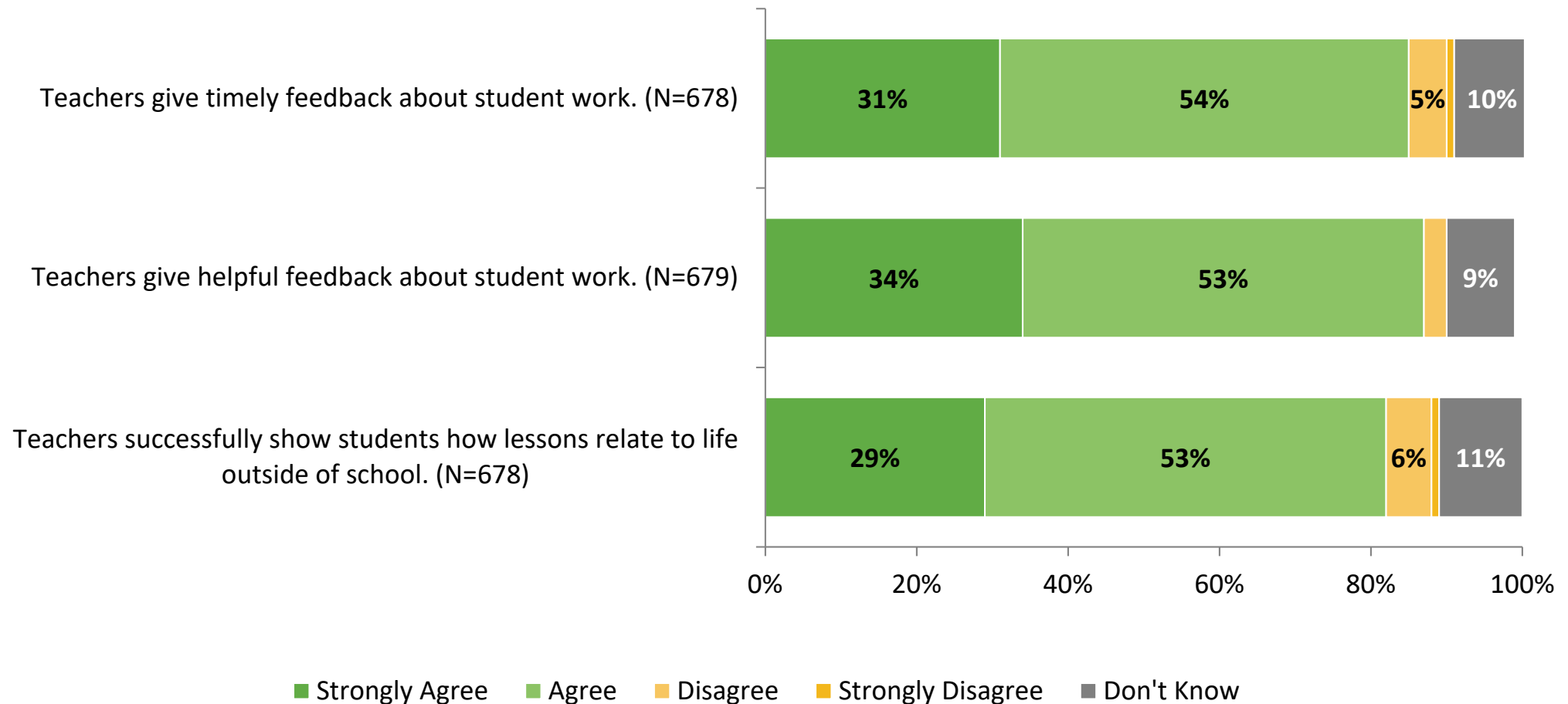
Academic Support

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



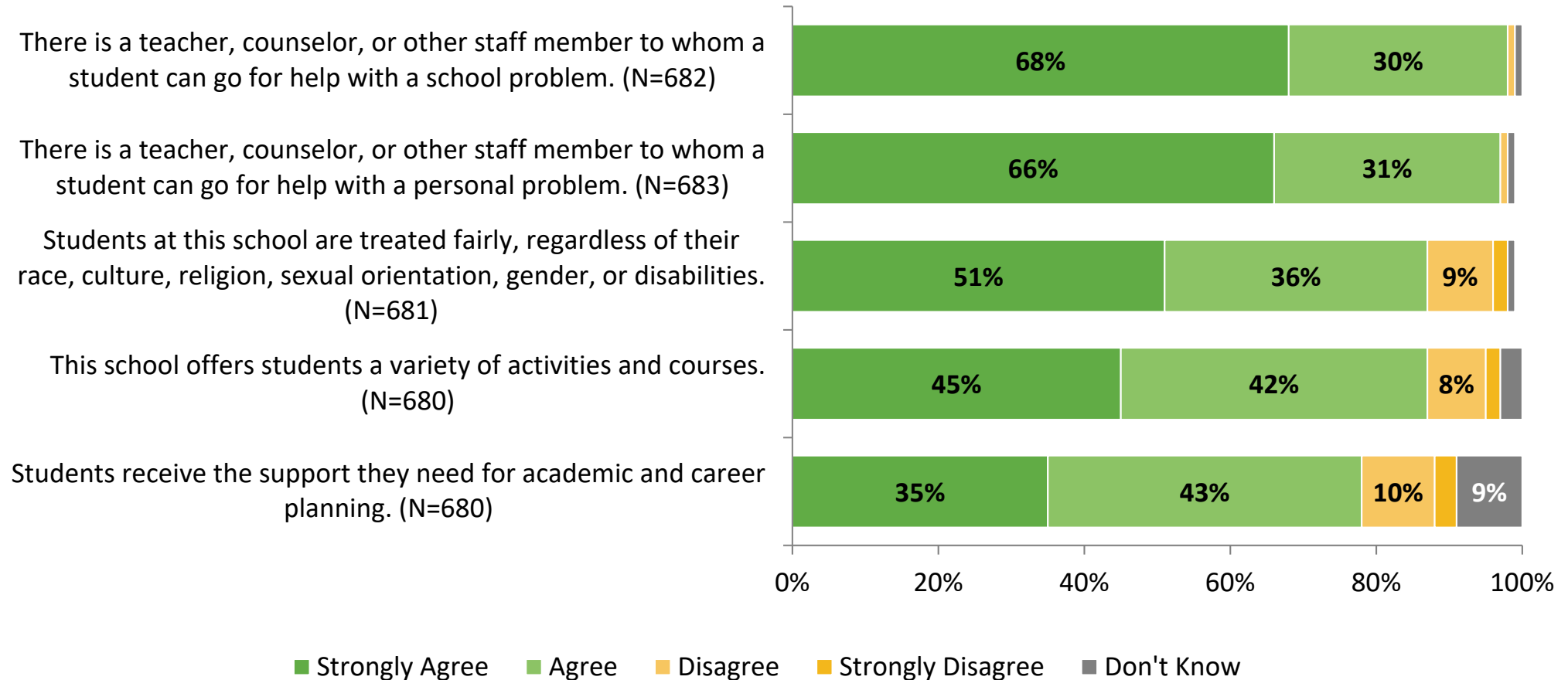
Academic Support (Continued)

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



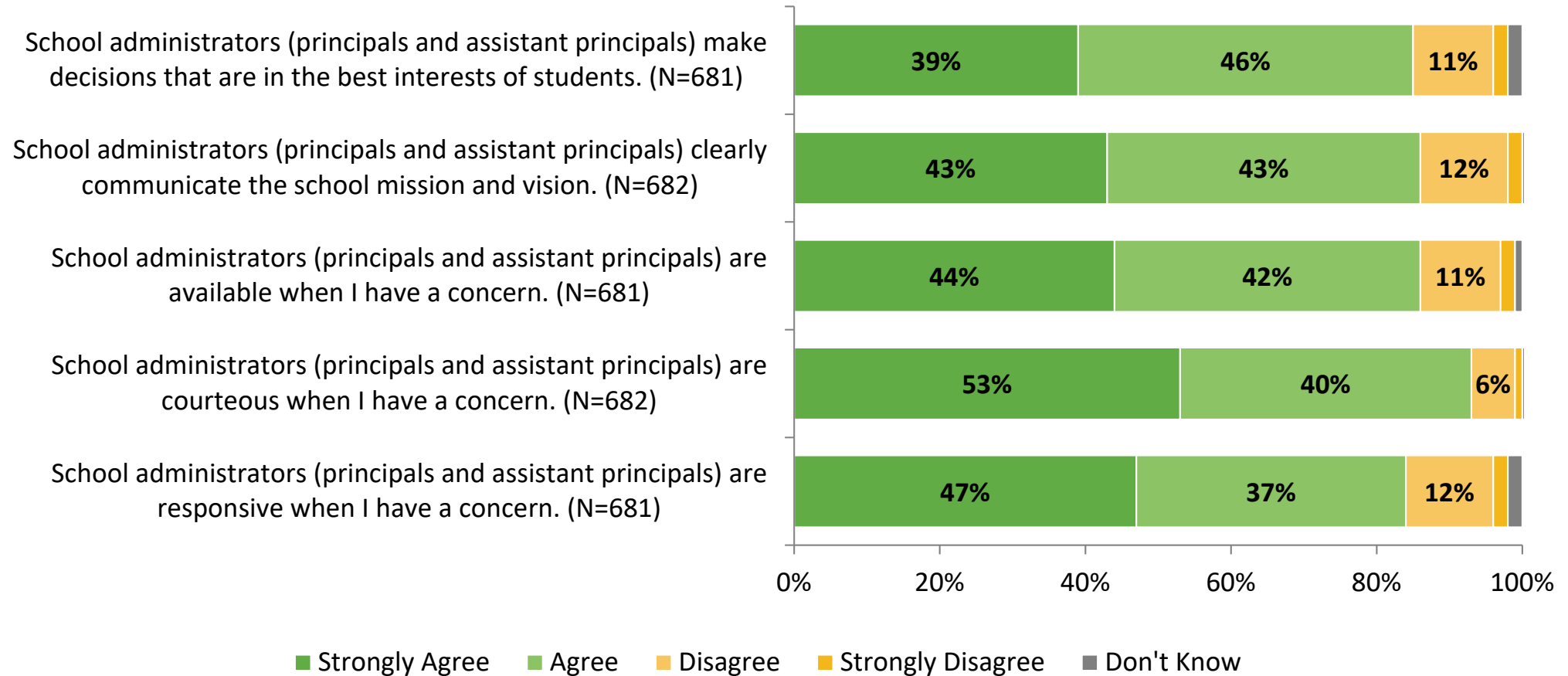
Student Support

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



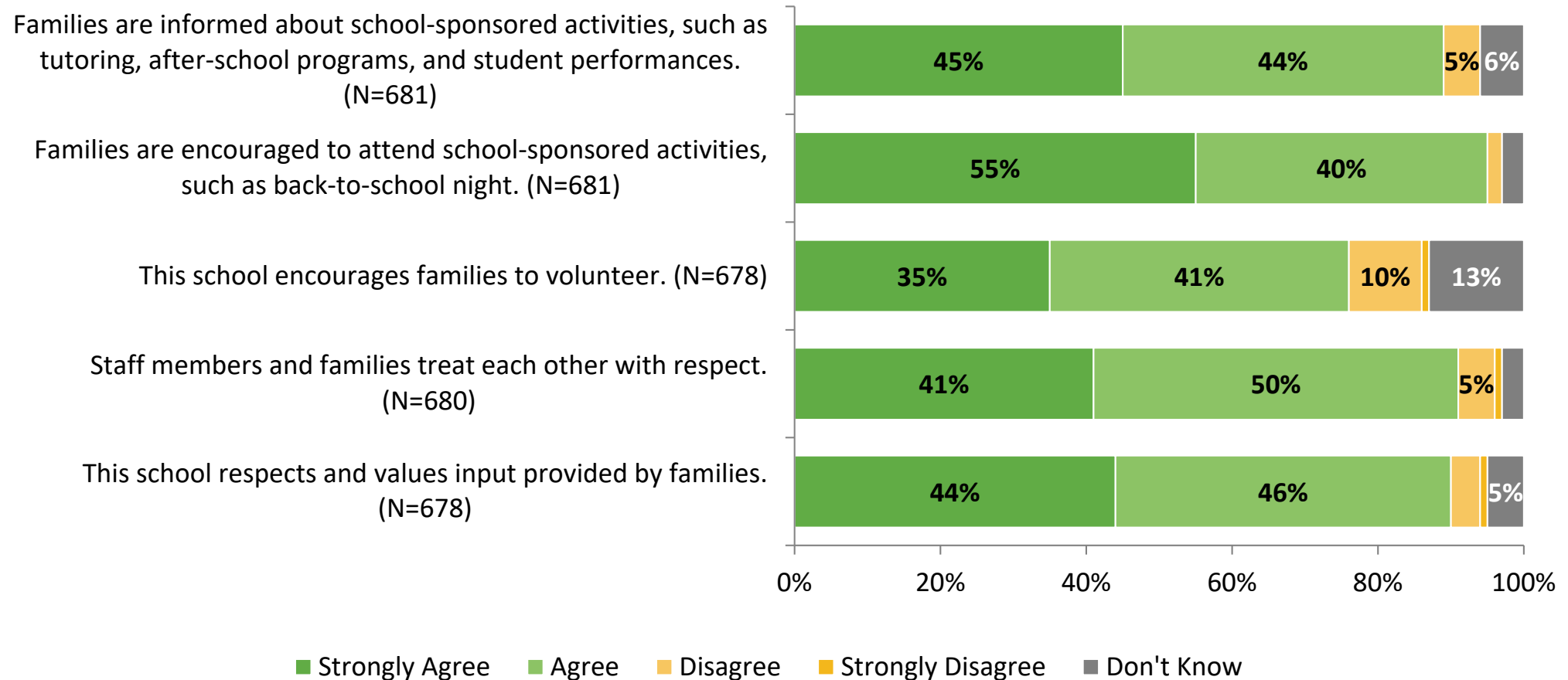
School Leadership

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



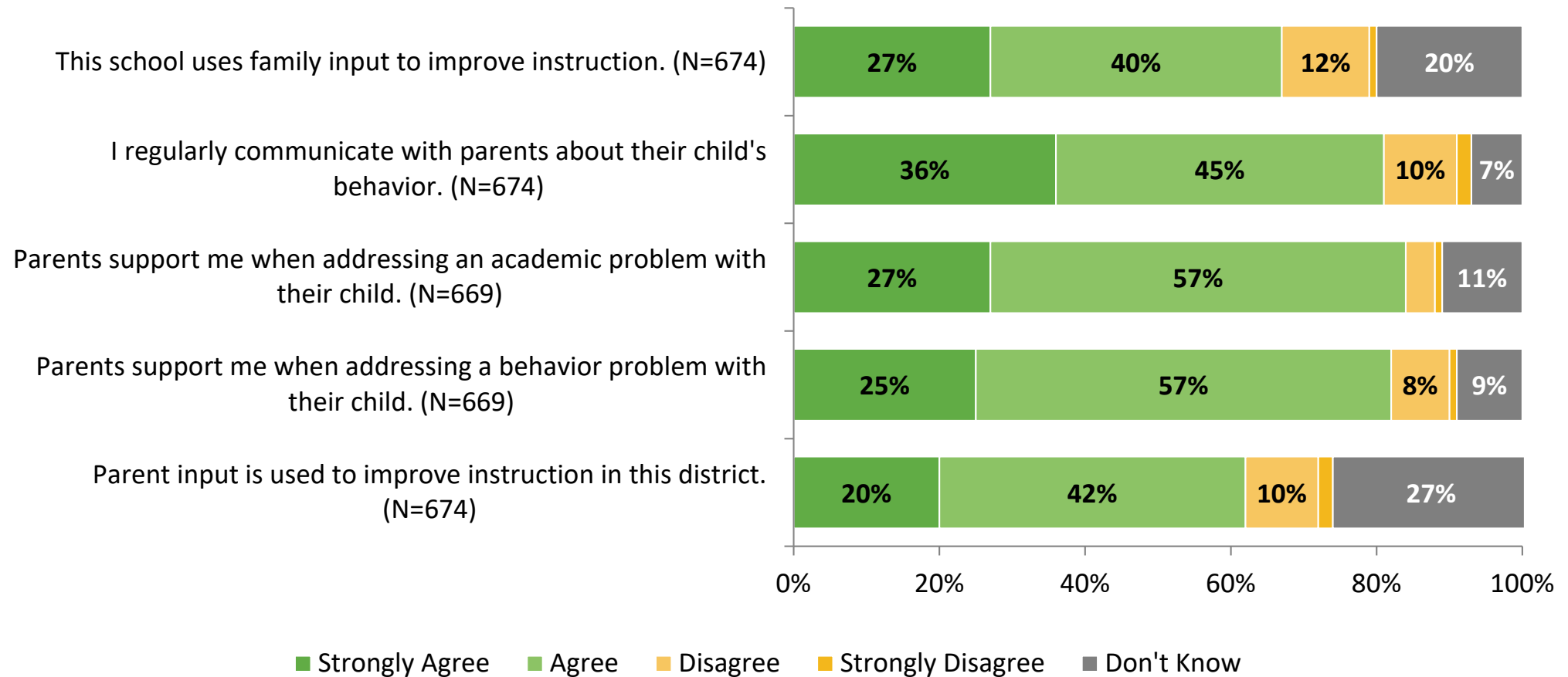
Parent Engagement

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



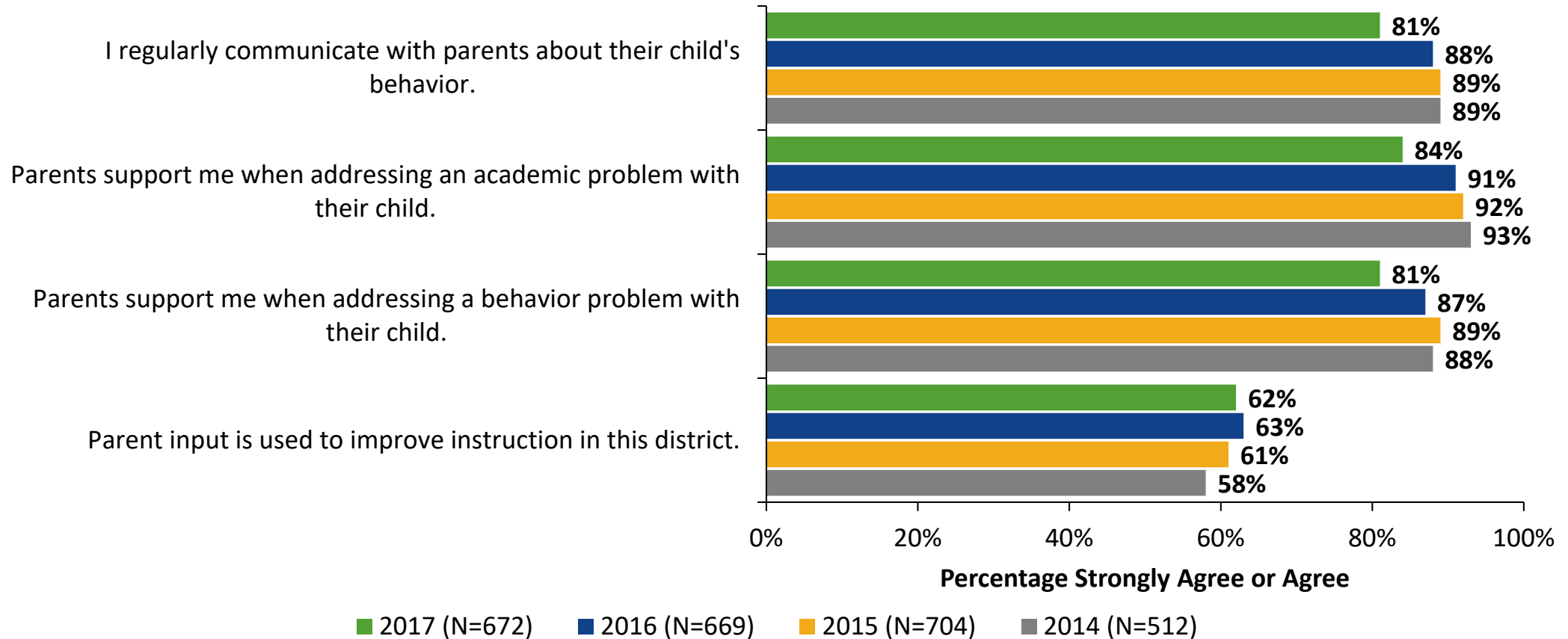
Parent Engagement (Continued)

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



Parent Engagement — By Year

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



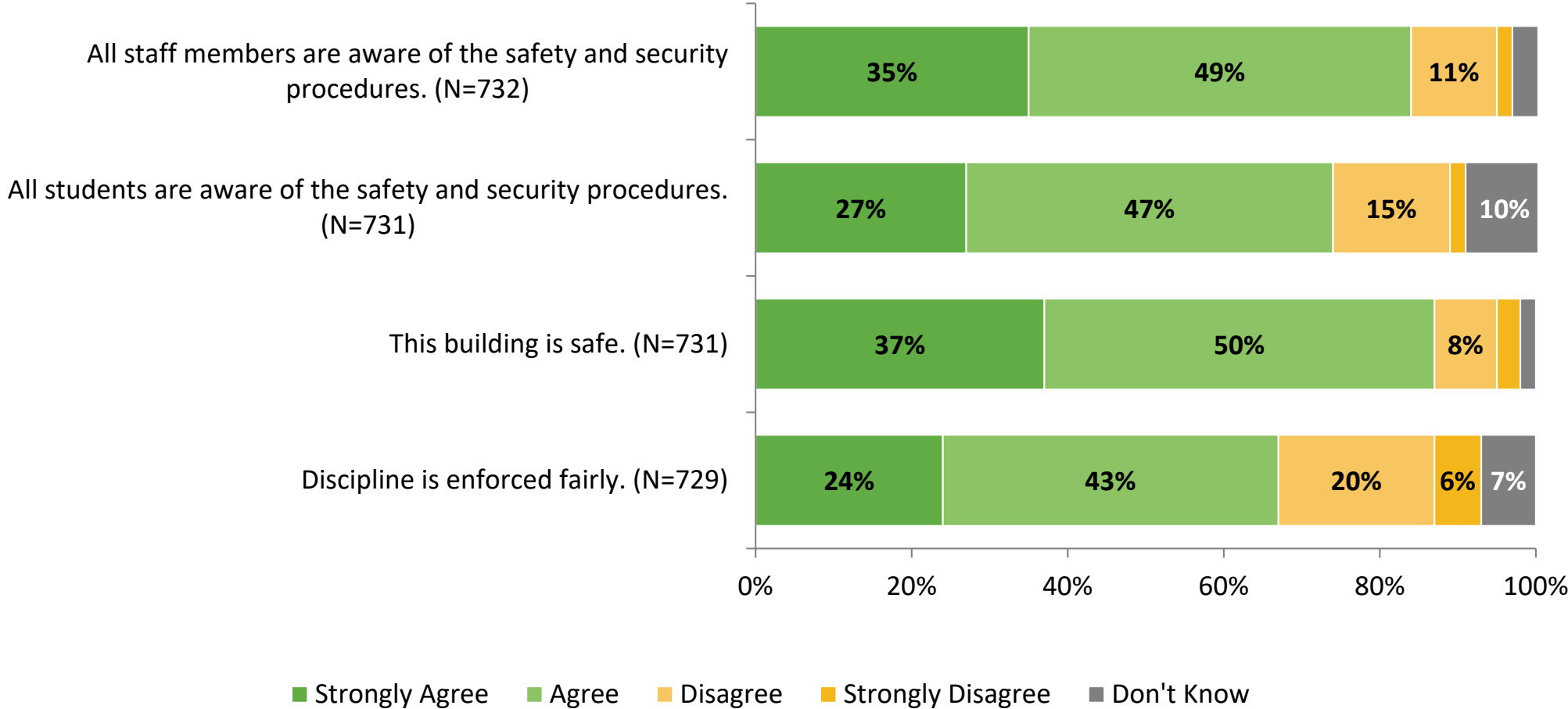
Answer Options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

Notes: The answer options in 2014, 2015, and 2016 included Not Applicable. Those responses were excluded from calculations.

Only staff members who work in a school building answered these questions.

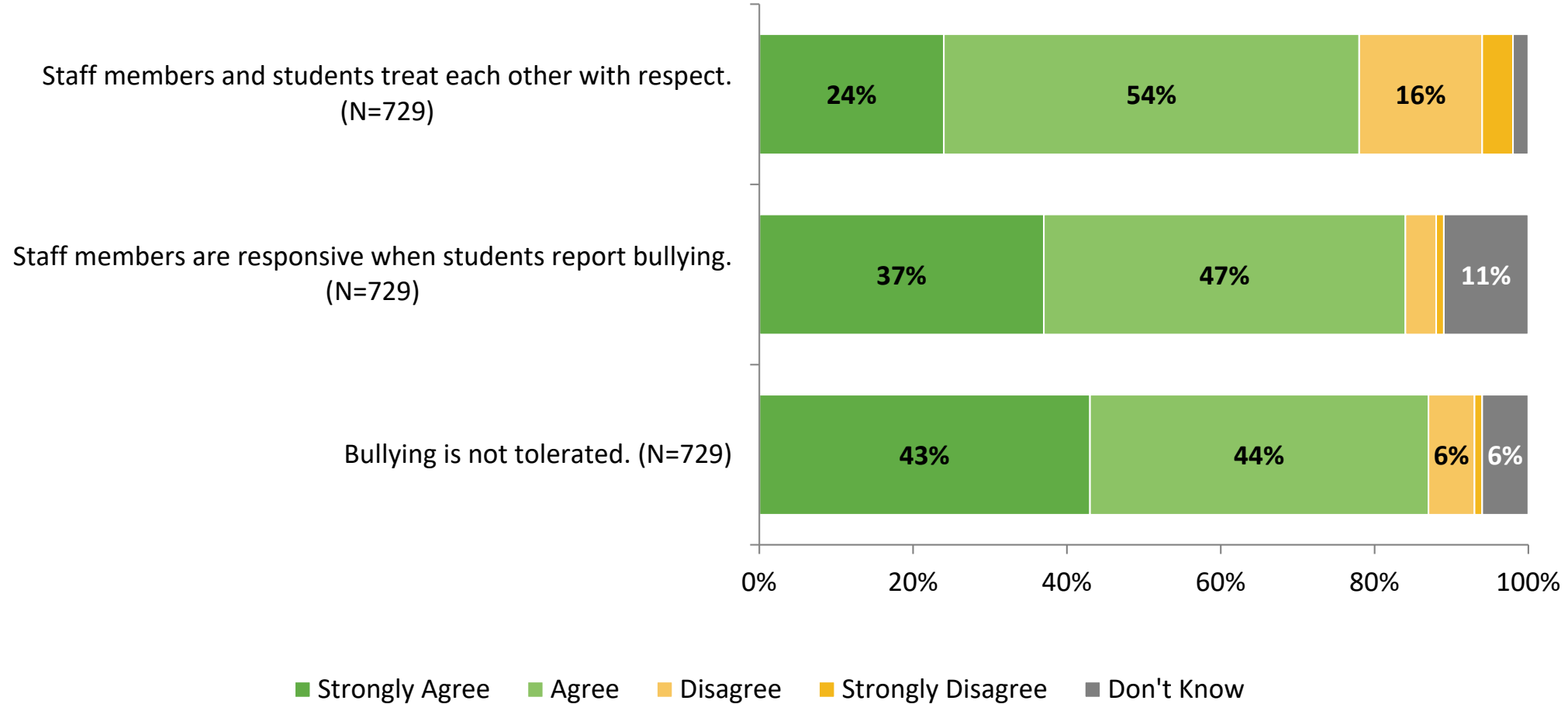
Safety and Behavior

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



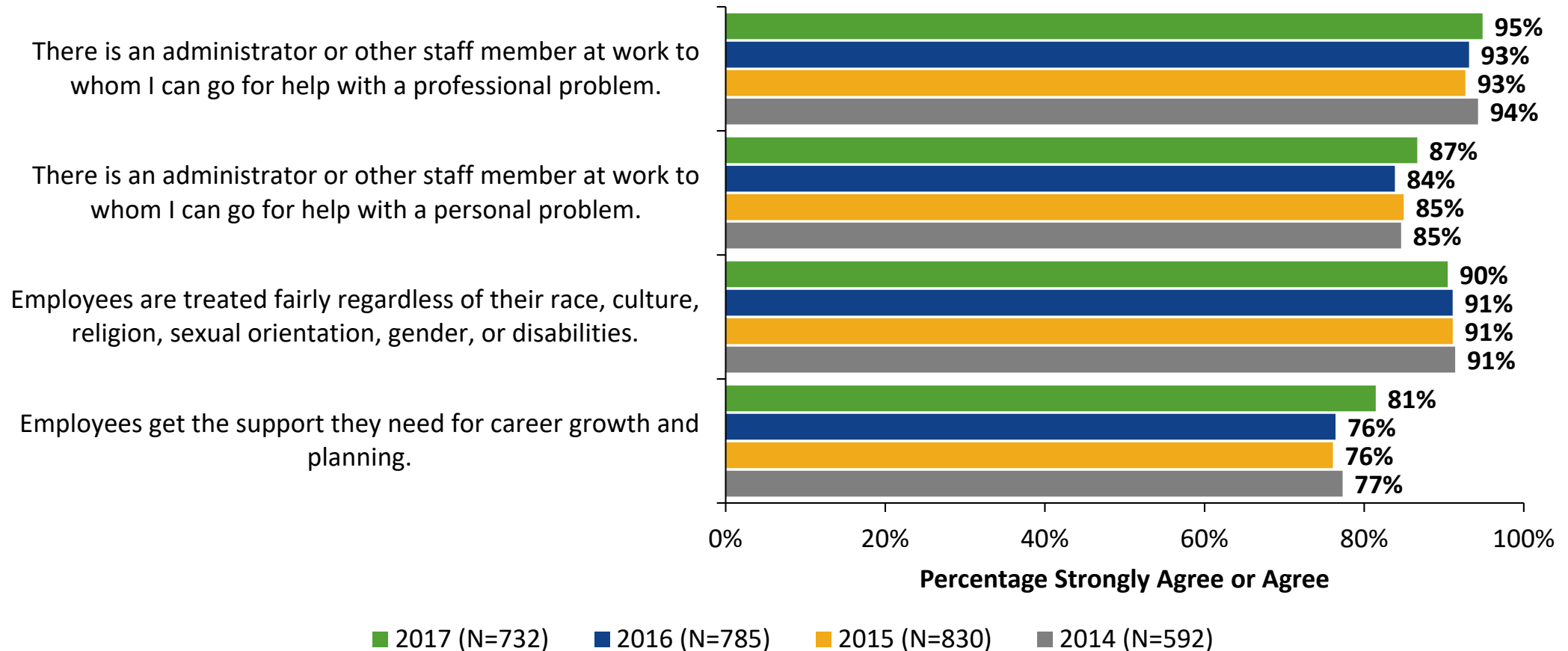
Safety and Behavior (Continued)

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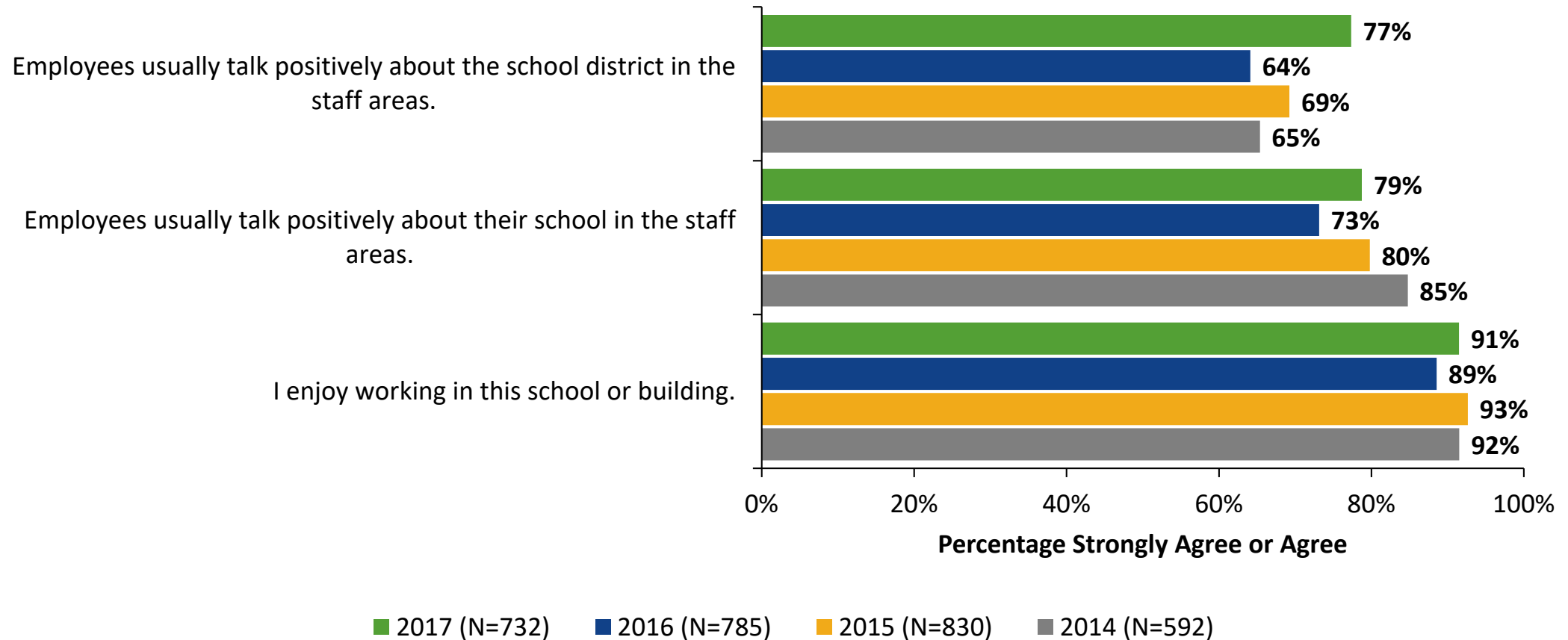
Employee Support

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



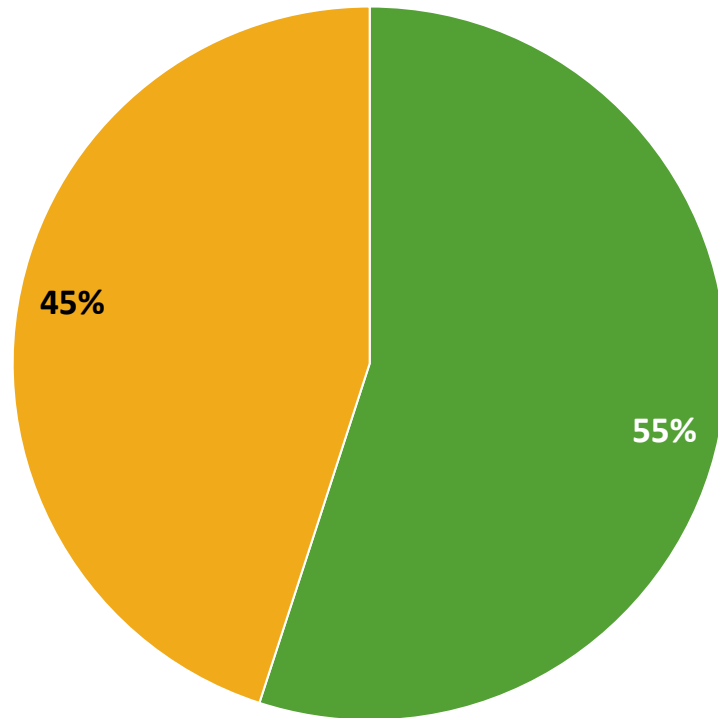
Employee Support (Continued)

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



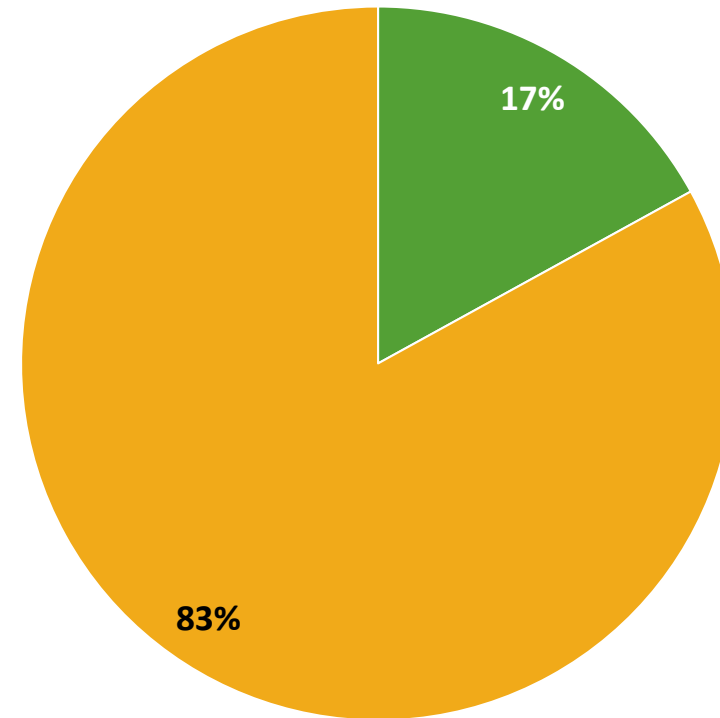
Equity and Inclusion

Did you participate in Implicit Bias Training? (N=728)



■ Yes ■ No

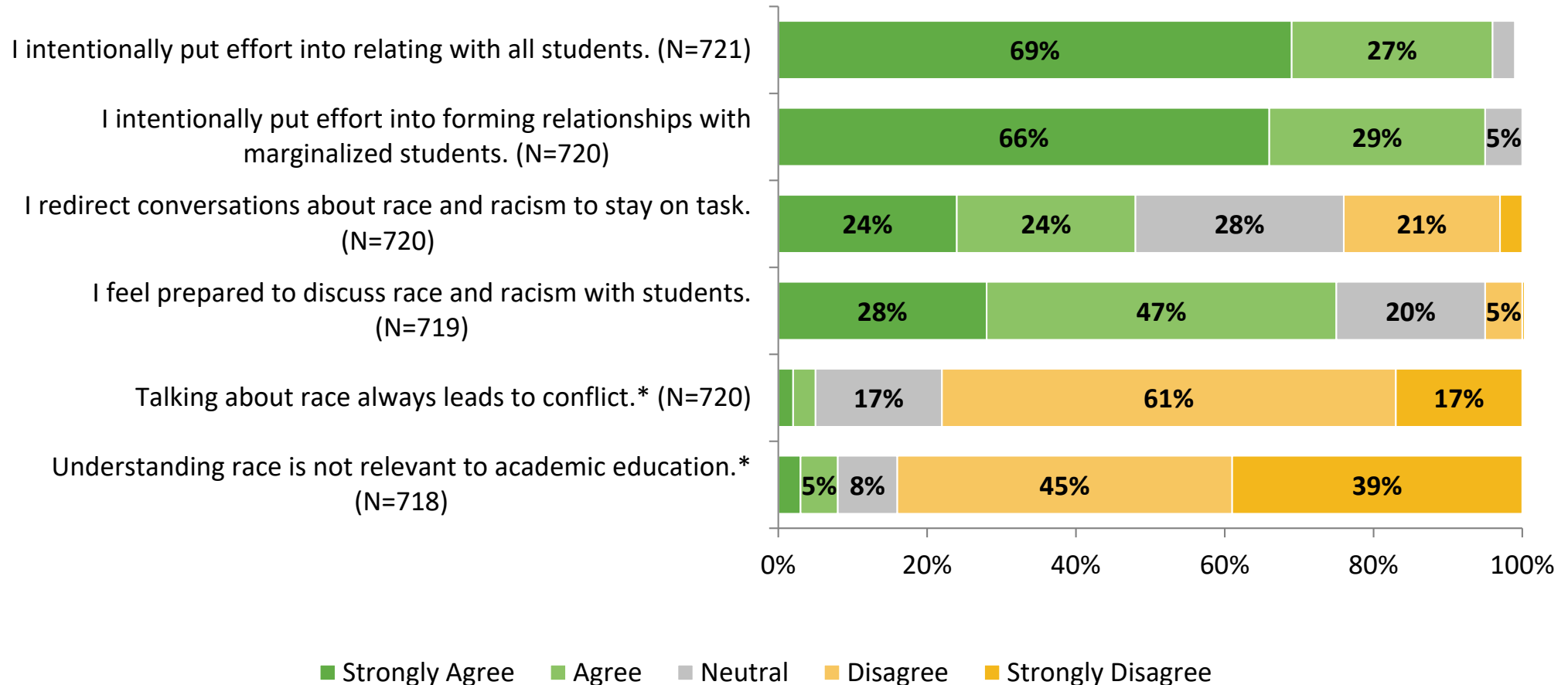
Did you participate in Restorative Justice Training? (N=724)



■ Yes ■ No

Equity and Inclusion

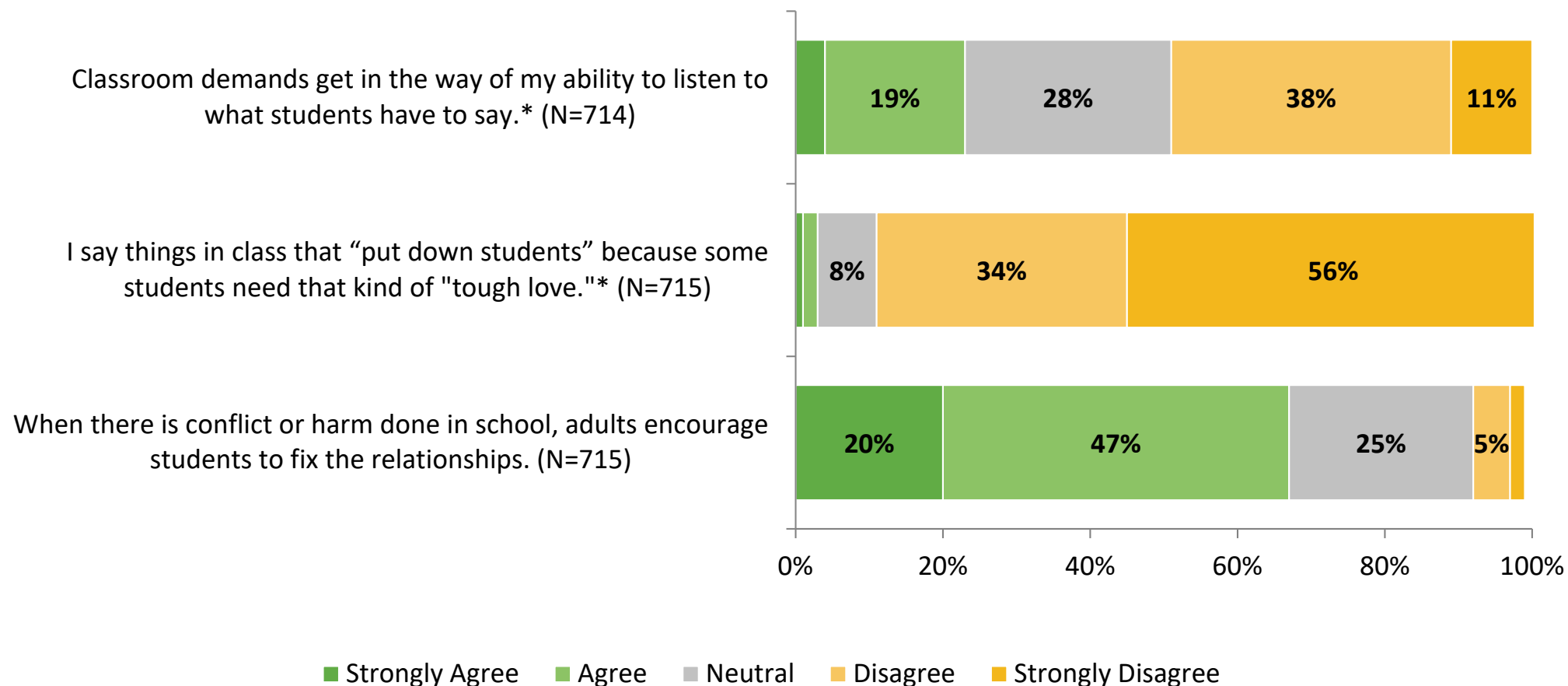
Please indicate how strongly you agree or disagree with the following statements.



* For these items, disagreement is considered positive and agreement is considered negative.

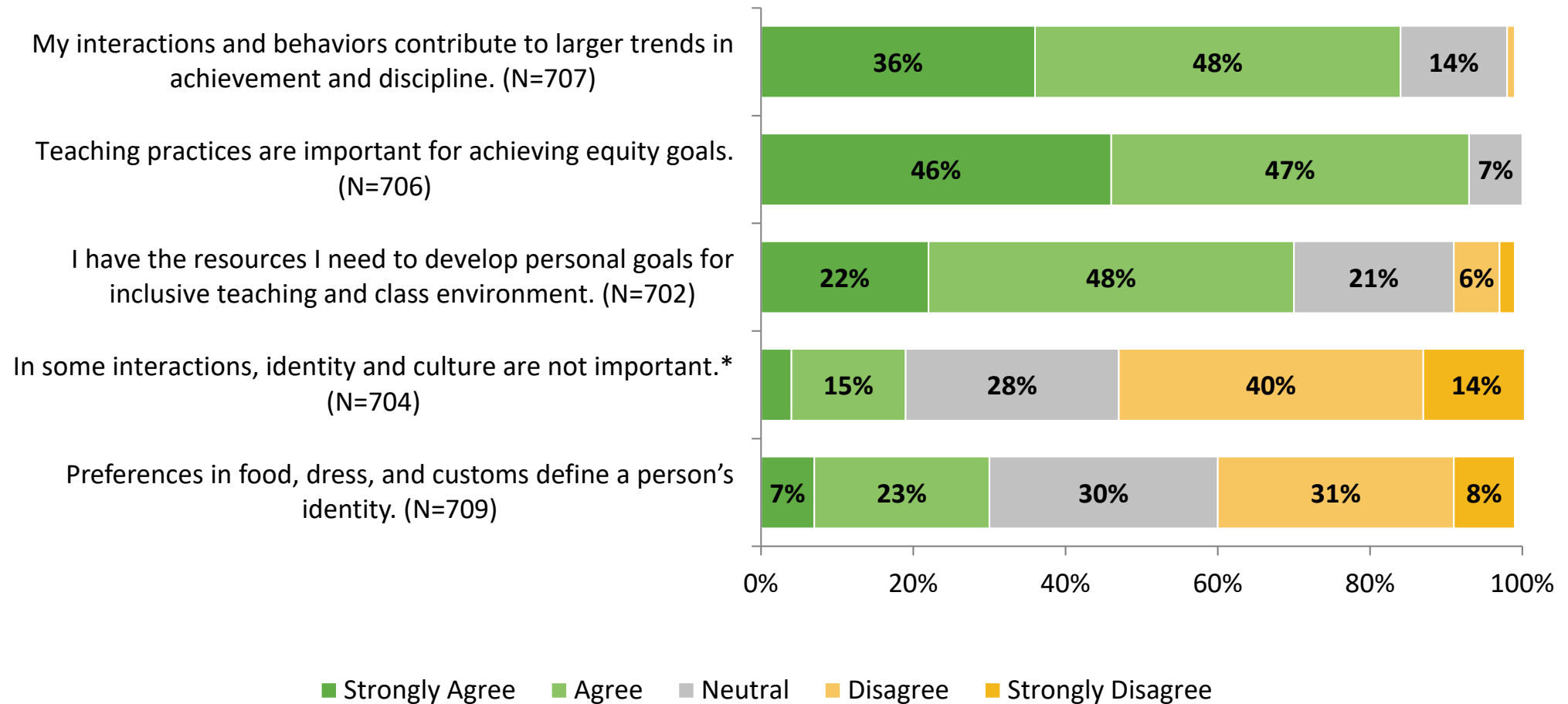
Equity and Inclusion (Continued)

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



Equity and Inclusion (Continued)

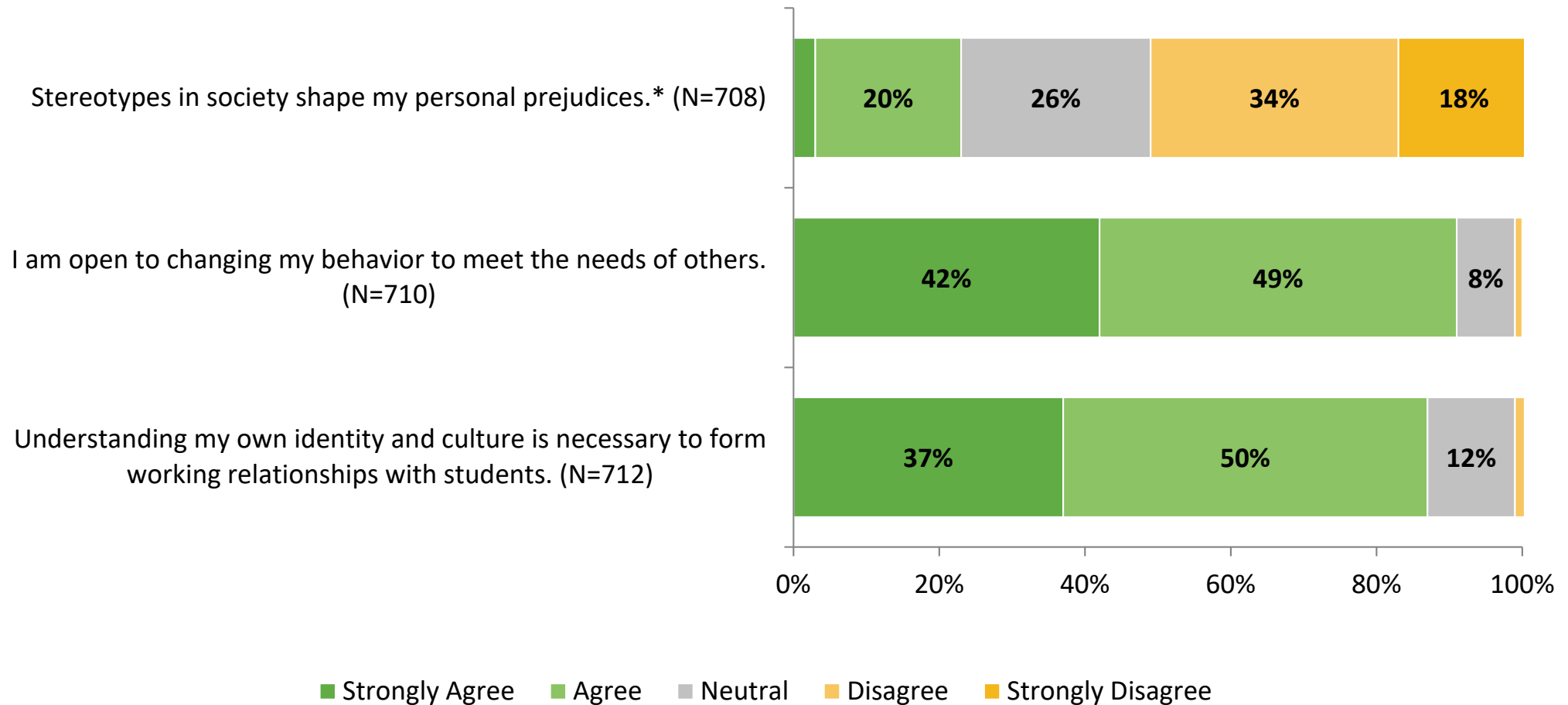
Please indicate how strongly you agree or disagree with the following statements.



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Equity and Inclusion (Continued)

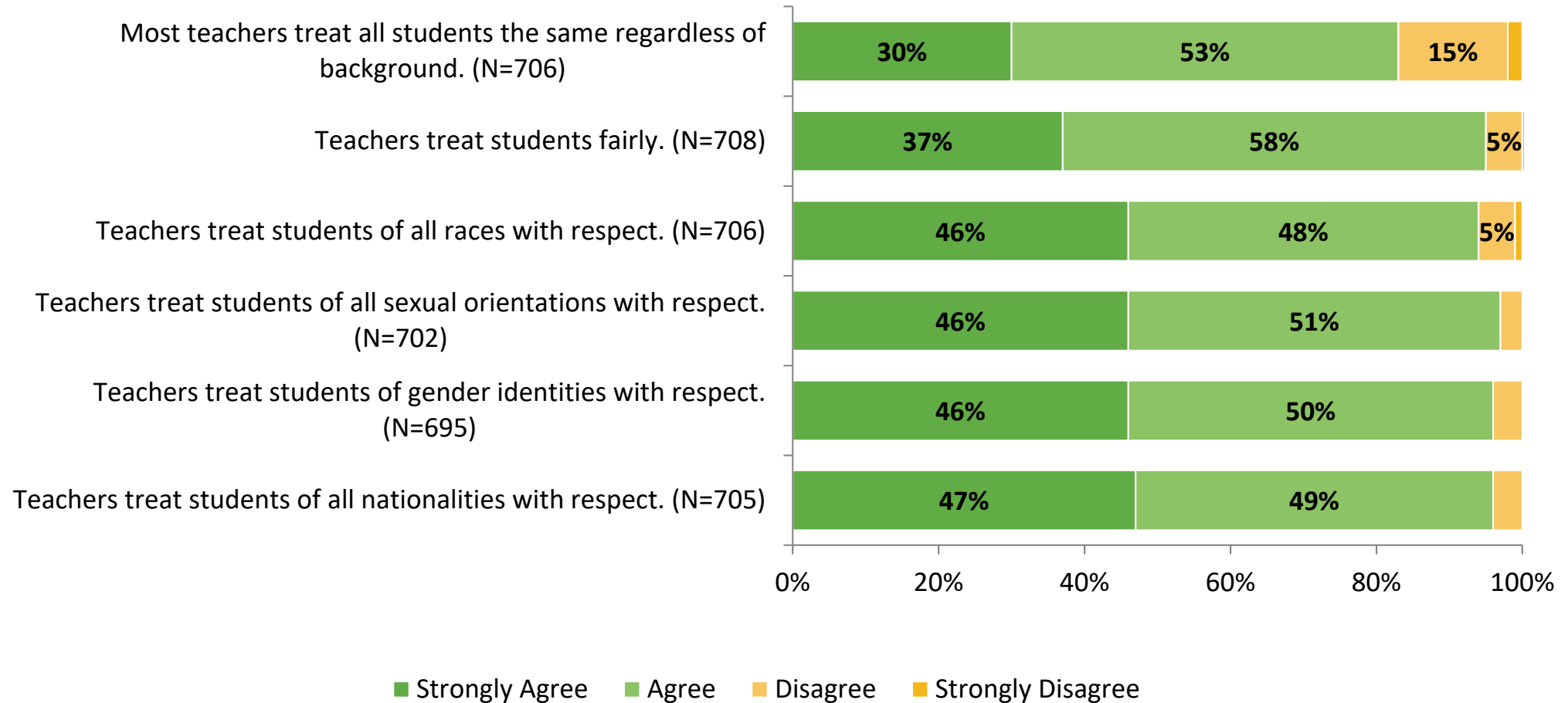
Please indicate how strongly you agree or disagree with the following statements.



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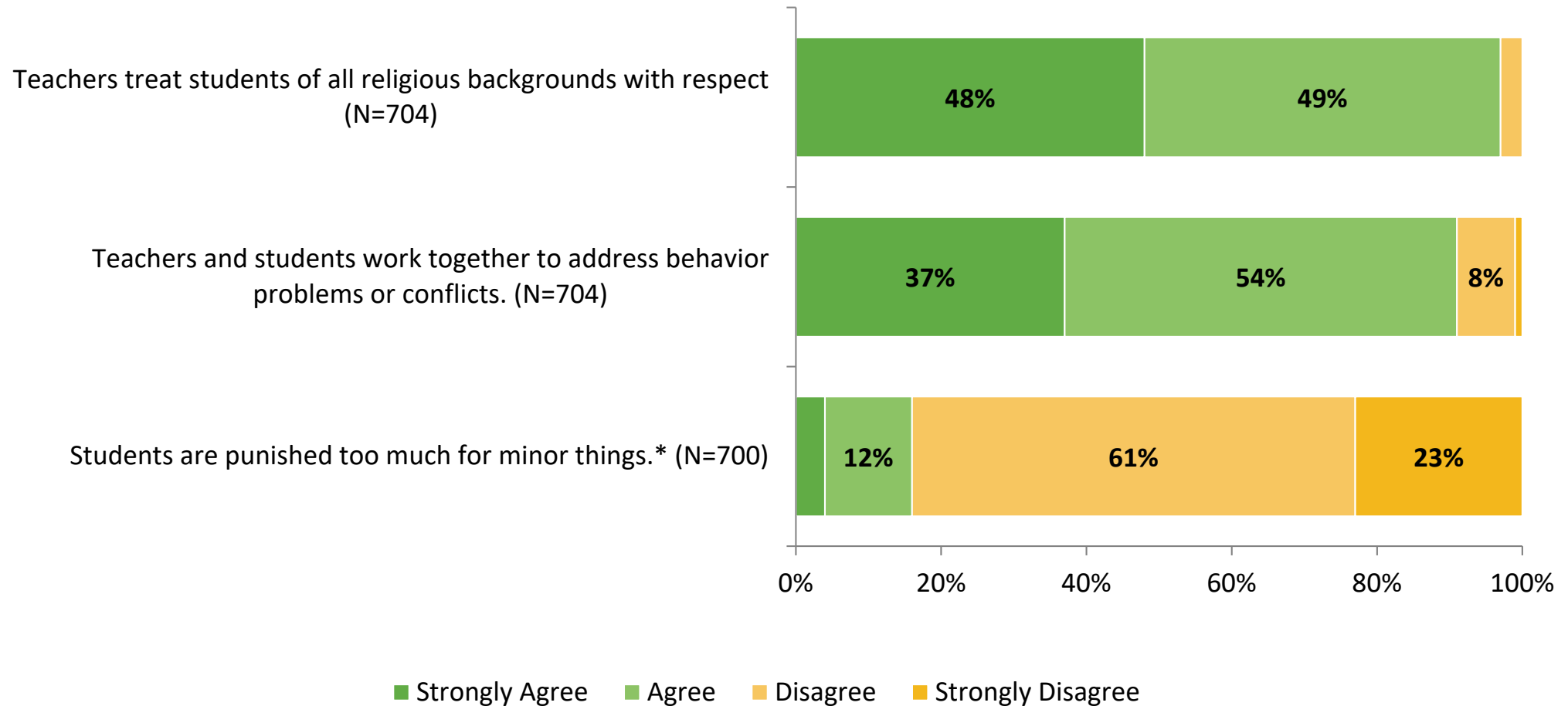
Equity and Inclusion (Continued)

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



Equity and Inclusion (Continued)

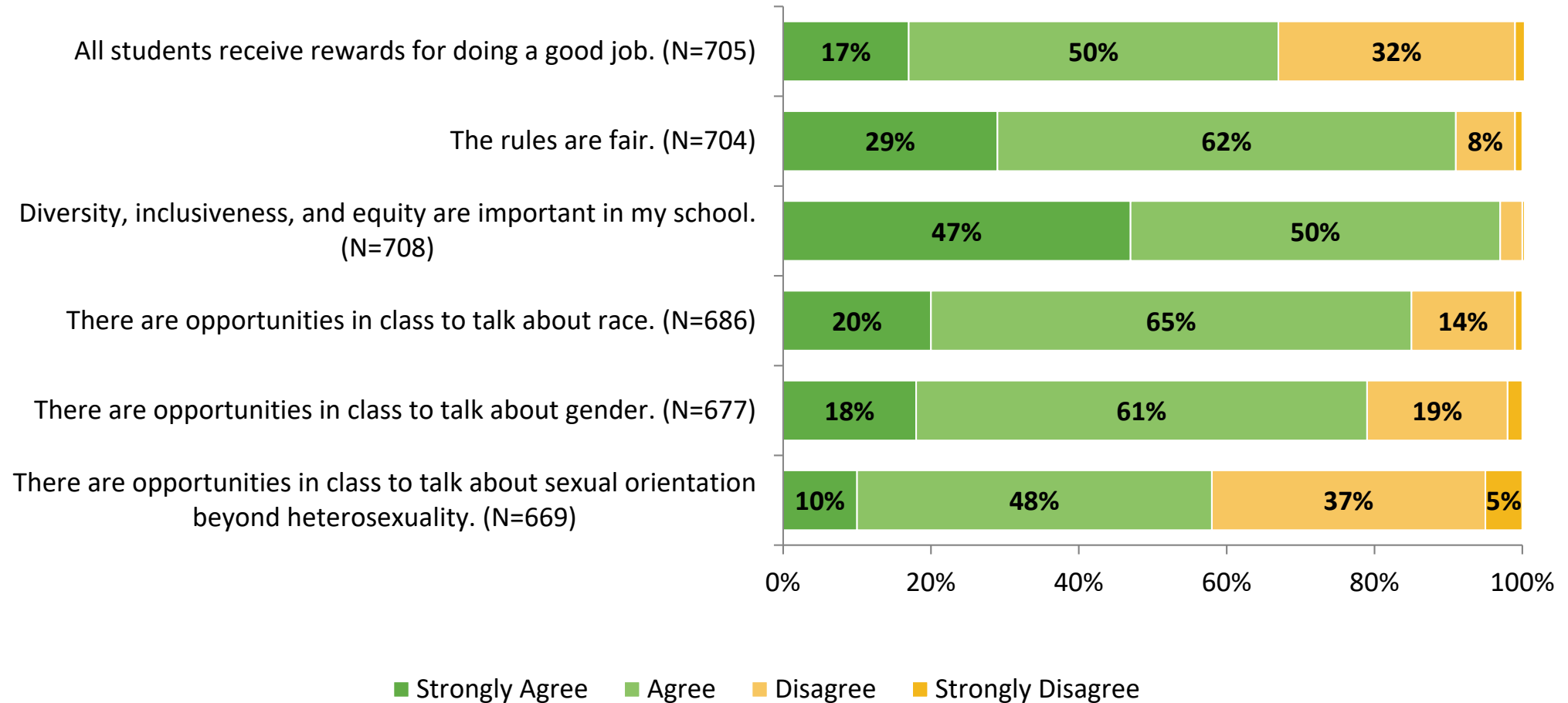
Please indicate how strongly you agree or disagree with the following statements.



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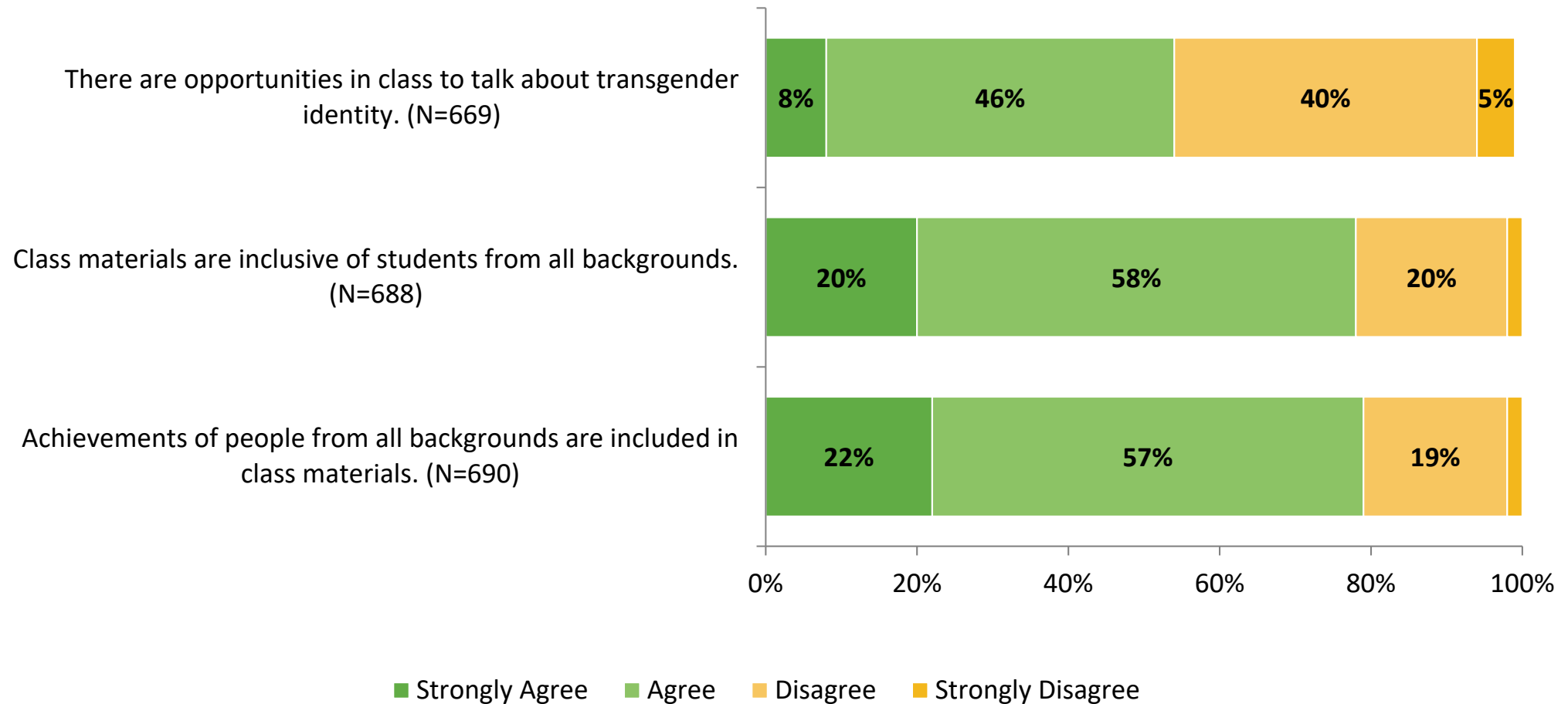
Equity and Inclusion (Continued)

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



Equity and Inclusion (Continued)

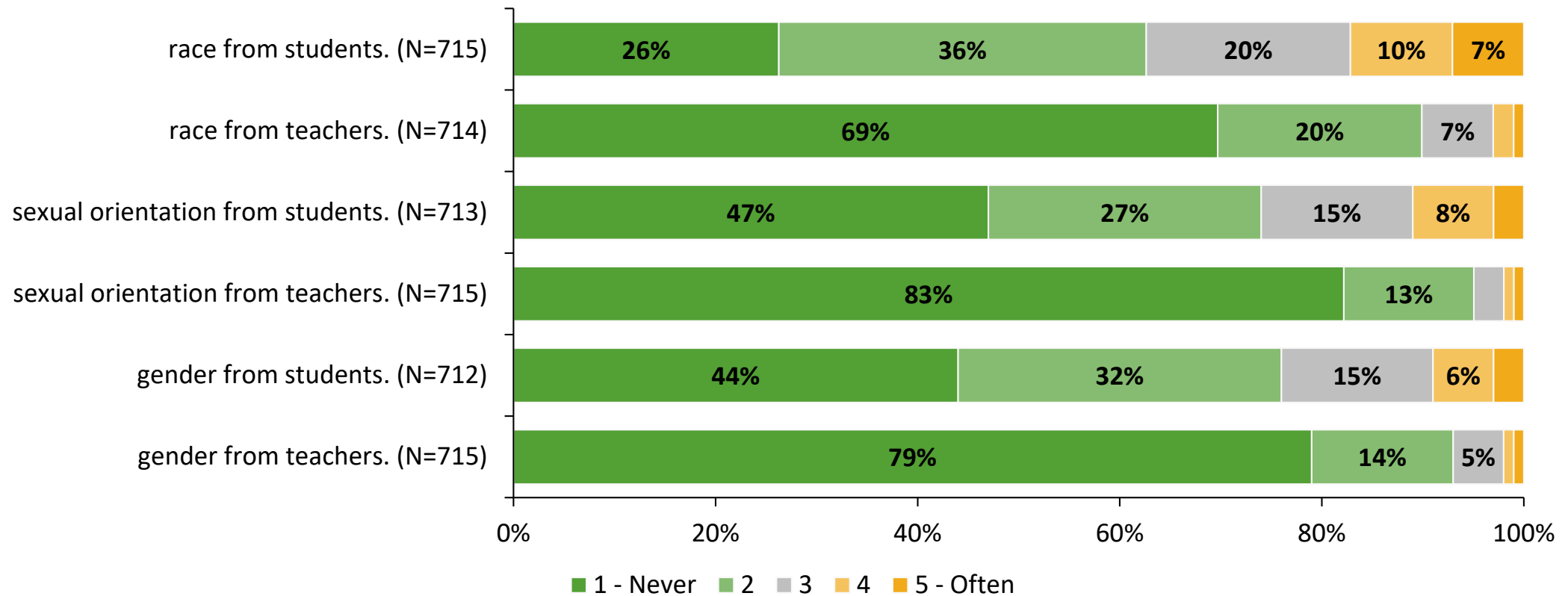
Please indicate how strongly you agree or disagree with the following statements.



Equity and Inclusion (Continued)

The following set of statements are about your experiences at school. Please rate how frequently you have heard the following, where 1 is never and 5 is often.

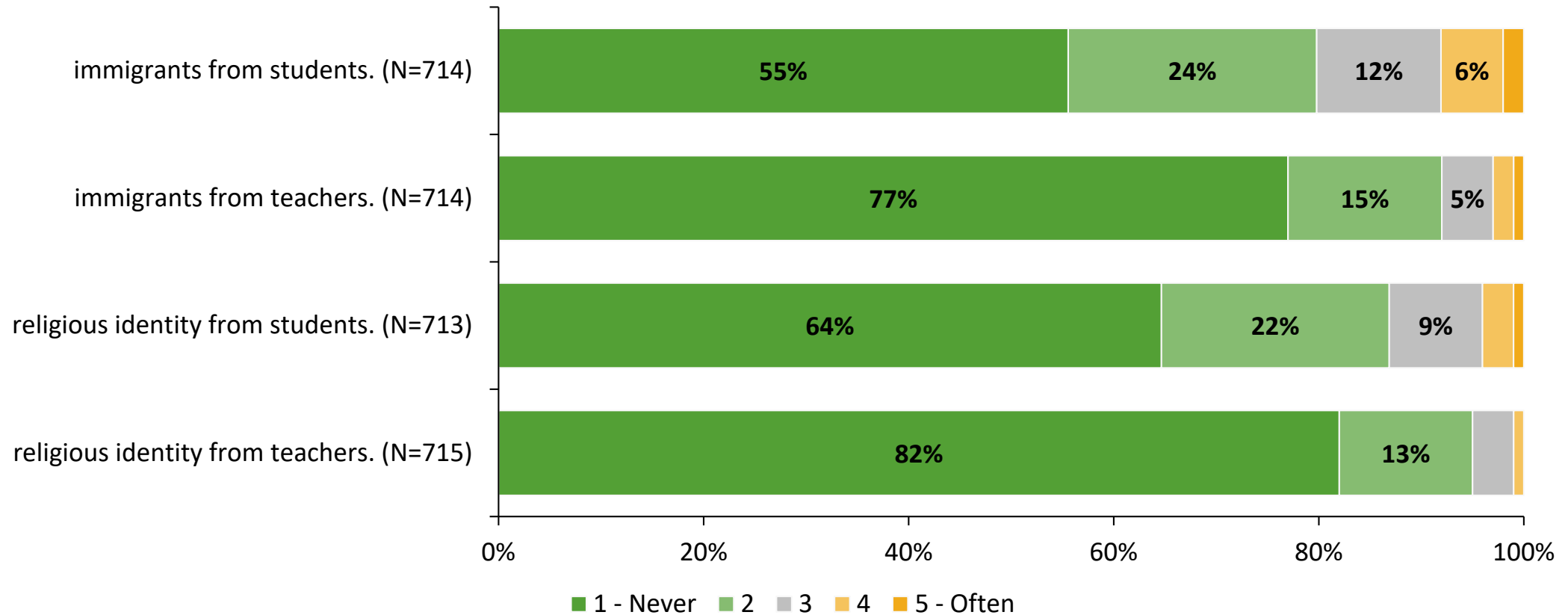
During this year, how often have you heard hurtful comments about ...



Equity and Inclusion (Continued)

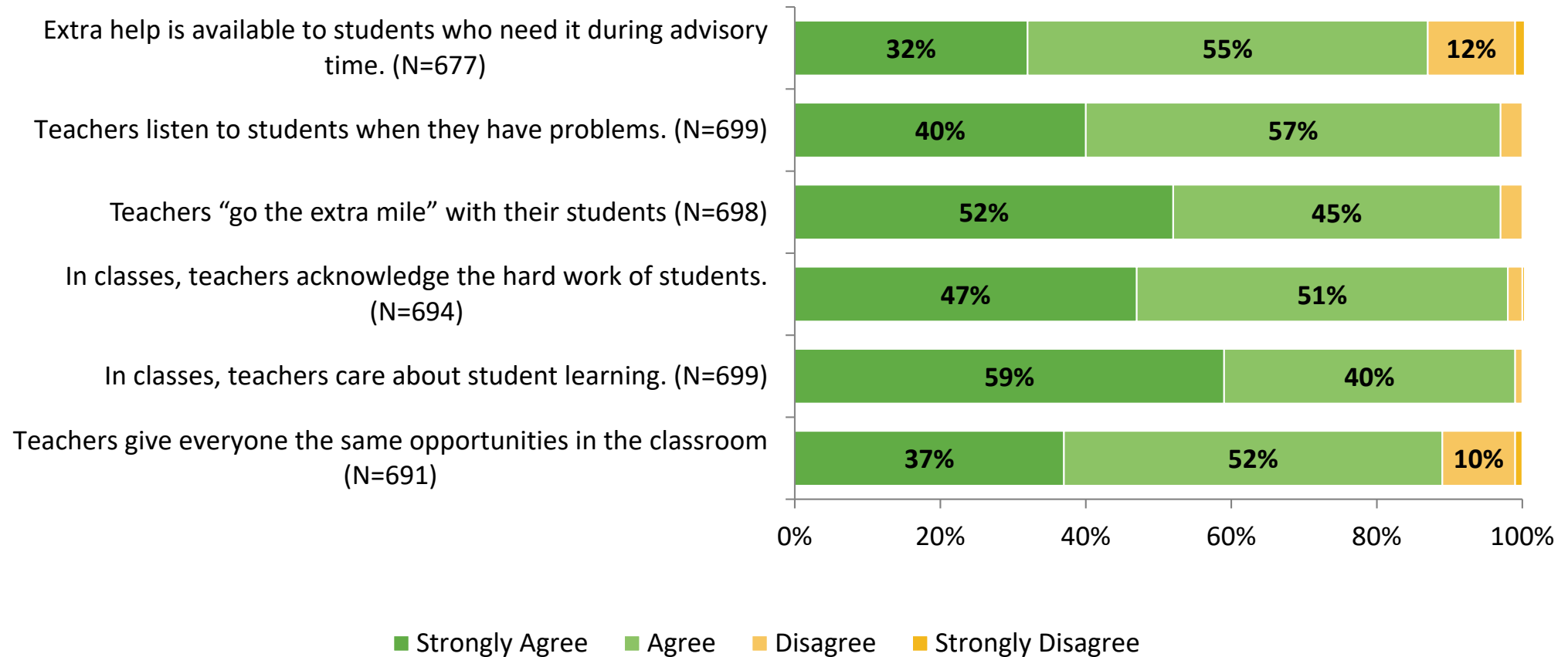
The following set of statements are about your experiences at school. Please rate how frequently you have heard the following, where 1 is never and 5 is often.

During this year, how often have you heard hurtful comments about ...



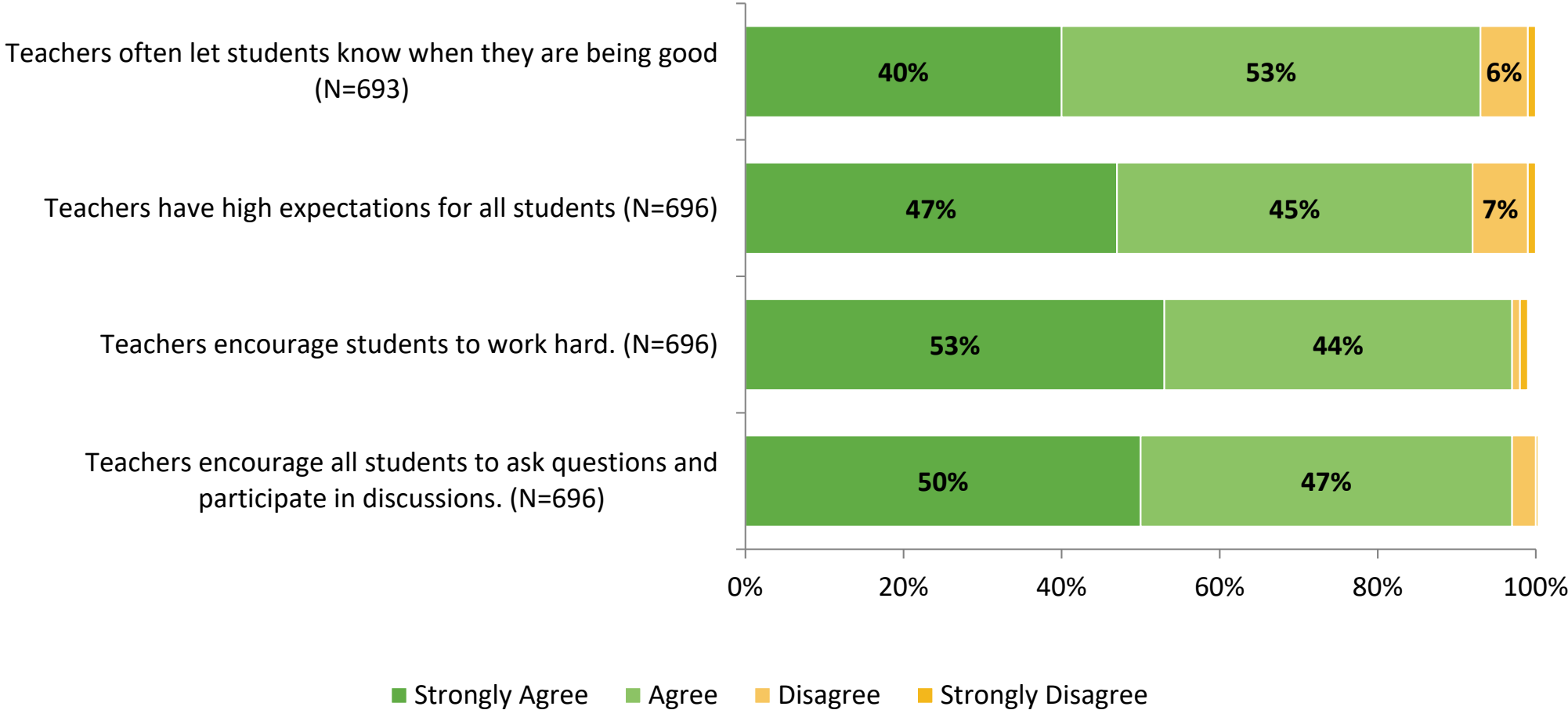
School Climate

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



School Climate (Continued)

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





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