

5th Six Weeks Staff Reflection Survey



Survey Overview

Campus	Responses	Avg. Rating
High School	28	7.93
Junior High	21	8.10
Intermediate	20	7.70
Primary	17	7.71
Other	2	8.50
DAEP	1	8.00
Total	89	~7.9 overall



Survey Overview

What Staff Are Saying

- Majority of responses: **7–9**
- Several **10s across campuses**
- Few lower ratings present as outliers

Interpretation

- Staff experience is **positive and improving**
- Variation exists, but no campus is trending negatively overall



Outliers

Lower Ratings Identified

- Intermediate: 2, 4, 5
- Primary: 3, 4, 5
- Junior High: 5
- High School: 6

What They Point To

- Clarity of expectations
- Workload balance
- System understanding

Takeaway

- Not representative of the majority
- Still important indicators for refinement



What We're Hearing Most

1. Teacher Work Time

- Strong appreciation for added time
- Continued need for:
 - Planning
 - Grading
 - Collaboration



What We're Hearing Most

2. Special Education & Student Support

Need for:

- Clearer systems
- More collaboration time
- Training for inclusion support



What We're Hearing Most

3. . Instructional Time & Scheduling

Concerns about:

- Student pull-outs
- Testing overlap
- Impact on classroom learning



Systems and Structures

Where Staff Want Refinement

- Grading guidelines:
 - Late work clarity
 - Consistency across classrooms
- Assessment calendar:
 - Timing of benchmarks and major tests / balance
- Academic systems:
 - Continued PLC development
 - Use of instructional resources and coaching



Bright Spots Districtwide

Bright Spots Across the District

- Campus culture trending positively
- Instructional coaching support valued
- Increased alignment in systems
- Staff feel heard and supported

