

# Teacher Survey Observations

100% at  
**High improvement on kids knowing how to behave in school.**

**Each category has a high percentage, except staff recruitment and retention.**

Community support and involvement: Increased in everything and

Most felt informed enough to answer the survey questions about community support and involvement.

Diversity conversations have had an effect on our outlook for student groupings, maybe not as many diverse groups as we thought before.

Multiple

Handled well with student conduct management.

Many responses of "I don't know" on leadership. Thinking about time survey was issued, wondering if that played a part?

We look to be very effective in our communication to our families in the community! 5 -100%

**The most IDKs are on instructional planning.**

Wonder, if all this work on computers will get the community feeling better about supporting their students at home.

Low/Has decreased every year: Teachers feel supported in trying new strategies.

UIP is not a driving force

**Doubled percentage on time to prepare for instruction.**

**Growth in SEL!**

School leadership and Teacher leadership went down from the 19-20 school year

**Instructional Planning data shows a high and effective use of the standards.**

Future Plans data shows salary has the smallest impact of whether to continue teaching here at LAES, next to the missing mystery response in dark blue. School leadership has the biggest impact on returning.

School leadership highest determining factor on whether people stay or not.

**Teacher expertise is valued is below average**

UIP is not a driving force

**Our resources for teaching have grown**

Community support and involvement is effective, as the data shows over 50% agree or strongly agree ratings.

**A lot of "I don't know" on school leadership**

**Family survey has made progress from previous year.**

**Low and below average in success criteria**

less supported in trying new instructional strategies?

40% disagree that LAES provides adequate support for English learners

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**On average, we have made progress with student data.**

Overall, it appears that most (in most cases all) teachers at LAES feel supported, and feel our system of support and data are doing well.

**Facilities and resources data shows a growing approval of class sizes**

**looks like we need some work with ELL**

Trend data across 2/3 years of surveys shows teachers feeling more than 83.3% in agreement or better for all categories.

Support of ELL systems descriptions had no disagreements, the 7/15 disagreements were 5%. The biggest disagreement was 40% for support for English learners, that coincides with the SCAP schools' data, as were below average

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# Teacher Survey Growth Opportunities

**Continue to add success criteria to lessons.**

**Continue to rely on building needs not follow a prescribed UIP.**

**Look at creating Tier II and Tier III systems around ELL that work with what we've got.**

**We can continue with student involvement in making school wide decisions, (student council), (jobs), (Pride lessons).**

**Next steps could be to come up with ways students can have more voice in school wide decisions. (They already have voice but maybe make it more of an active part)**

**Action step: Look at time of year or circumstances when survey given for the next round.-- 2 years of unorthodoxiness**

**Remove as many as variables in the survey process as possible**

**More specific survey to dive deeper into staff feelings around autonomy and being valued. Those are broad and we need to ask more to really get to the "root cause"**

**Value teachers' ideas and what they can bring to the table based on expertise of content and grade level.--Active listening strategies in all settings. Reflection conversations. Paraphrasing.**

**Continue to support all teachers through coaching conversations.**

**Bring back the teacher's walk through just to visit each other, not for data walks.**

**Besides the data walks, provide opportunities to learn/watch from mentor teachers**

**Continuing giving solid plan time with teams during PD days, as that has been very beneficial so far this school year! This would help with the time response more than likely.**

**Continue team plan times on Fridays.**

**Create a system for personalizing PD vs. a one size fits all. i.e new teachers needing basic kagan instruction and strategies, veteran teachers needing more advanced options**

# Celebration

Teachers have high levels of efficacy.

Teachers want to learn from each other! That is a celebration. We know we have the best! We want to learn from each other!

The data shows that we continue to grow in all areas from year to year!! So we are listening and making changes :)

We continue to grow and want to learn from each other!

Thankful and grateful for the information gathered as it can be used to make informed decisions in the future.

LAES Data looked good with room to improve and only make us look better for the next year!

Having the time to brainstorm these actions will hopefully improve results.

I am celebrating that we have embraced the SCAP process and are now a few years into it. We are able to have this data to reflect on and guide decisions because of the way our school supported the decision to embrace the process.

This is a comfortable environment, great facilities, with extraordinary people that makes LAES a wonderful place to teach.

We are ready for the next two weeks. Good attendance in virtual learning.

Sam & Toni: overall our school feedback is high in every category. We have a wonderful workplace that supports and encourages staff and students!

We are very lucky to work at this district, the data shows the students and staff are valued and families are happy to send their kids to us.

