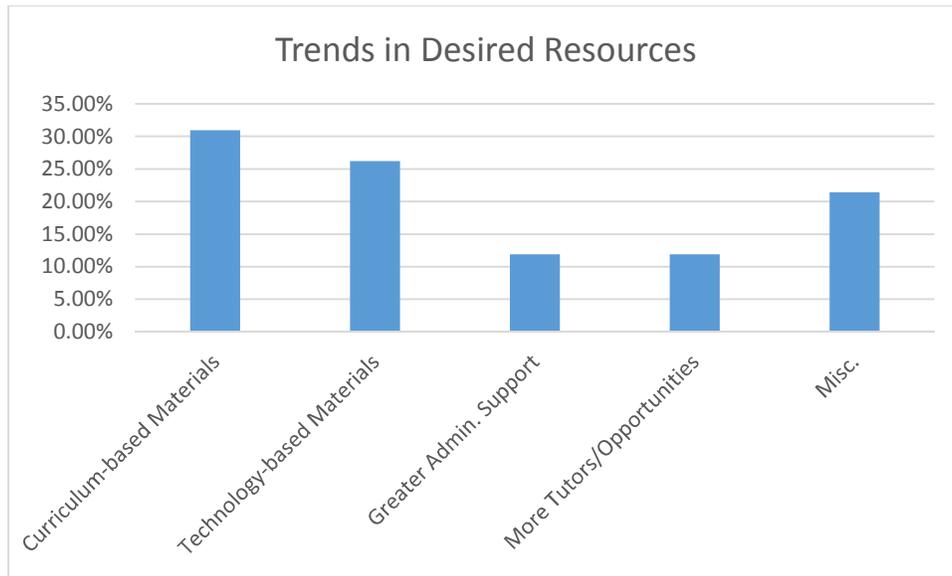


Certificated Staff Survey Data (Collected 3/16/16 – 3/18/16)

- Given our focus on putting students first, what additional resources would support student learning in your classroom?



To help show major trends, replies were categorized into four large categories, with a “miscellaneous” category for outliers. Miscellaneous responses included: locker room attendant, smaller class sizes, and help with differentiated instruction.

- "Grading for Learning" was a training about grading philosophies and practices that the entire SUHSD participated in about 10 years ago. Given the district's emphasis on PLC work, do you think another "Grading for Learning" training session would be a good use of resources?

Answer Choices	Responses
Yes	50.00% 25
No	24.00% 12
Not sure	26.00% 13
Total	50

- Please provide some feedback on the Professional Development offered through the Zone meetings this year.

Answer Choices	Responses
Zone meetings were <i>extremely</i> effective	26.53% 13
Zone meetings were <i>mostly</i> effective	28.57%

Answer Choices	Responses
	14
Zone meetings were effective <i>roughly half</i> of the time	18.37% 9
Zone meetings were <i>mostly not</i> effective	10.20% 5
Zone meetings were <i>not at all</i> effective	0.00% 0
Zone meetings are not required in my particular PLC	16.33% 8
Total	49

4. Please provide some feedback for the on-site LCAP Professional Development offered this year (for example, department pull-outs or off-campus conferences)?

Answer Choices	Responses
The PD was <i>extremely</i> effective	36.00% 18
The PD was <i>mostly</i> effective	22.00% 11
The PD was effective <i>roughly half</i> of the time	22.00% 11
The PD was <i>mostly not</i> effective	2.00% 1
The PD was <i>not at all</i> effective	0.00% 0
I did not take advantage of these opportunities	18.00% 9
Total	50

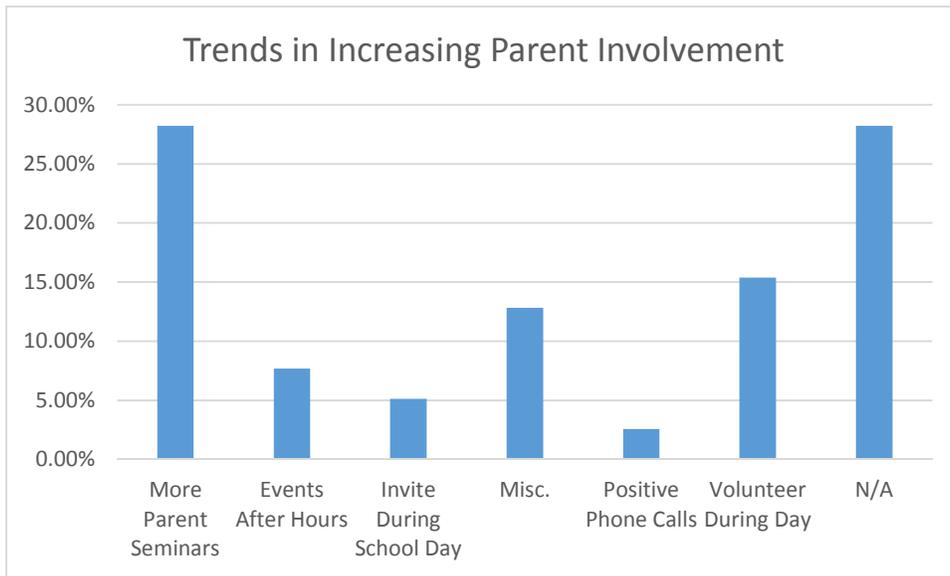
5. ELM would like to have greater camaraderie amongst its staff. Do you have any ideas that could contribute to this effort?

Replies mostly centered around food, and having end-of-semester celebrations. Staff also mentioned being “present” at PLC meetings; people seem to like “Second Fridays,” and would like to see administrators attend. Staff members would like to continue supporting Hearts & Flowers, and would like more staff outings in general.

6. Do you feel that your particular PLC would benefit from school or district-wide PLC training?

Answer Choices	Responses
My PLC would <i>definitely</i> benefit	18.00% 9
My PLC would <i>probably</i> benefit	20.00% 10
<i>Some</i> of my PLC would benefit, <i>some</i> may not	28.00% 14
My PLC would <i>probably not</i> benefit	20.00% 10
My PLC would <i>definitely not</i> benefit	6.00% 3
Not sure or N/A	8.00% 4
Total	50

7. Can you think of other productive ways ELM could involve parents, besides communication with teachers about student academics?



To clarify the categories, “More Parent Seminars,” implies educational events on-campus, pertaining to technology, teenage development, etc.; “Events After Hours” covers volunteer opportunities for afternoon/evening events; “Invite During School Day” reflects a fun/social event for parents and students during school hours; “Positive Phone Calls,” was for teachers to call home for *positive* reasons; “Volunteer During Day,” we would like to expand at ELM – we have a few consistent parent volunteers in the Library, but not elsewhere on campus.

Some miscellaneous responses included selling parent clothing/swag, and creating a Twitter account for parents.

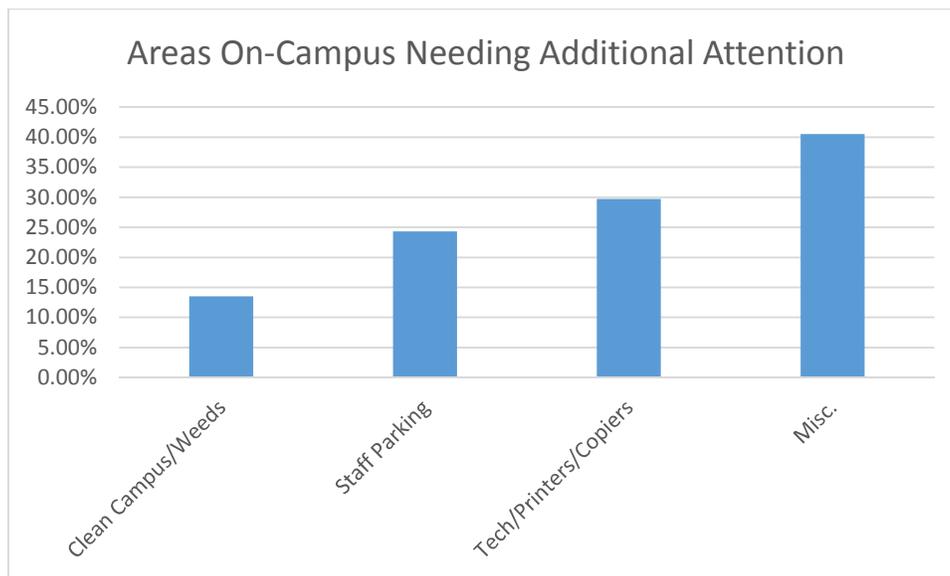
- An area the District will emphasize next year will be training/mentoring given by site teacher-leaders to employees to new employees. This would include people who are new to the school, or new to a particular position within the school. What do you feel would be important to include during such a training?

Several staff members mentioned (in response to various questions on this survey) the need for meaningful orientations for new staff members. A multitude of important topics to cover were mentioned, including: IEP accommodations, a tour of campus, EL training, in-depth safety training (i.e. what to do if a student has a weapon, etc.), benefits, grading policies, school and district policies, day-to-day operations, how to establish routines, PLC expectations, how to use an IA or tutor effectively, a Jupiter Grades and Canvas primer, and observing colleagues. Finally, there was a desire to bring back BTSA, and for the site administration to create then communicate a clear, standardized discipline policy.

- The ELM administration would appreciate feedback on ways they can make sure they communicate effectively with all staff. Please suggest any ideas.

Respondents like the Weekly Updates e-mailed out from the principal. The staff wishes that all teachers were consulted about decisions (opposed to a select few), and that last-minute decisions or tasks must be avoided. Teachers would like administrators to defend them during parent interactions, and are eager to see administrators follow through and take action with feedback received. Lastly, teachers would like to feel like their time is being respected, and would like to see a **vision** for the school developed and implemented.

- Which area(s) of ELM's facilities do you feel could use some extra attention of resources?



Miscellaneous replies included: teacher's lounge, wallpaper in classrooms, tennis courts, P.E. fields, and after-school programs.

**The last three questions of the survey asked what Eastlake Middle is doing well, should stop, and should continue with some adjustments made. Responses covered an enormous range of topics, and were all shared with the site administration.*

Analytical summary: There was some resistance amongst the staff to complete this survey, as some felt that the site administration frequently asks for feedback, but rarely acts upon the suggestions given. On the whole, staff members acknowledge an uptick in overall morale amongst teachers on-campus, but there is still much improvement to be had in this area.

On the positive side, teachers feel that students at Eastlake Middle are held to a high academic standard. There is a constant focus on doing the best possible for students, including a strong effort to enroll each student in their first-choice of elective courses. Communication with parents via Jupiter Grades is appreciated by all stakeholders, and teachers also appreciate the clubs, sports, and school-wide activities available to students.

In terms of areas to improve at Eastlake Middle, staff parking, campus cleanliness, additional technology, additional curricular materials, and general support to teachers from administrators seem to be the highest priorities. There is also a strong desire to provide new teachers with orientations and mentorship, if the exercises would be a valuable use of time for all parties involved.

Professional Learning Communities (PLC's) are essentially Department meetings held each minimum-day Friday; from Department to Department, from week to week, these meetings cover the entire spectrums of professionalism and effectiveness. This structure has been in place for over 10 years, with very little training or help provided, outside of Department members. According to survey question number 6, about 66% of teachers feel that *at least some* of their Department would benefit from additional PLC training.