



# Hamilton Avenue School

Panorama Staff Survey  
Spring 2019



Report created by  
Panorama Education



## Summary

Topic Description	Results	Comparison
<b>Connecticut school climate indicators</b>	<b>46%</b>	<b>55%</b> Elementary Schools <b>51%</b> Greenwich Public Schools
<b>District leadership</b>	<b>16%</b>	<b>29%</b> Elementary Schools <b>26%</b> Greenwich Public Schools
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive.	<b>49%</b>	<b>49%</b> Elementary Schools <b>44%</b> Greenwich Public Schools
<b>School Climate</b> Perceptions of the overall social and learning climate of the school.	<b>56%</b>	<b>62%</b> Elementary Schools <b>56%</b> Greenwich Public Schools
<b>School Leadership</b> Perceptions of the school leadership's effectiveness.	<b>50%</b>	<b>58%</b> Elementary Schools <b>54%</b> Greenwich Public Schools
<b>Staff-Leadership Relationships</b> Perceptions of faculty and staff relationships with school leaders.	<b>62%</b>	<b>67%</b> Elementary Schools <b>66%</b> Greenwich Public Schools

13 responses



# Connecticut school climate indicators

Your average

# 46%

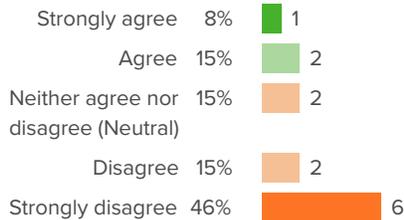
13 responses

School Type average: **55%** Elementary Schools

District average: **51%** Greenwich Public Schools

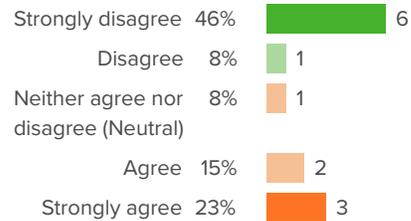
## How did people respond?

**Q.1: In this school, I have seen or heard or seen on social media, students ridiculing, laughing at, cursing at, gossiping about or lying about other students.**



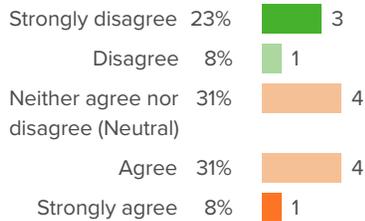
Favorable: **23%**

**Q.2: I have seen students push, slap, punch, or beat up other students more than once in this school.**



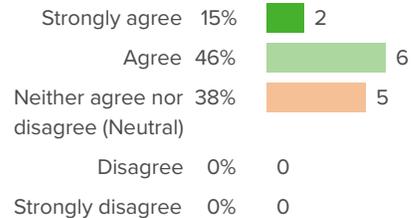
Favorable: **54%**

**Q.3: There are groups of students in the school who exclude others and make them feel bad for not being a part of the group.**



Favorable: **31%**

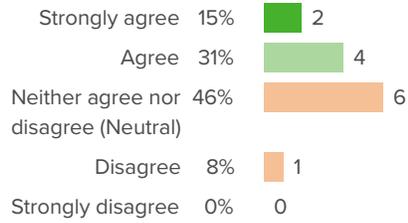
**Q.4: Students at this school will try to stop students from insulting or making fun of others.**



Favorable: **62%**

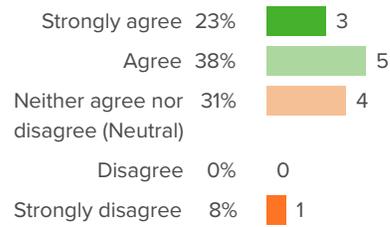


**Q.5: Students in this school respect each other's differences (for example, gender, race, culture, disability, sexual orientation, learning differences, etc.).**



Favorable: **46%**

**Q.6: Parents/guardians are made to feel welcome at this school.**



Favorable: **62%**



# District leadership

Your average

# 16%

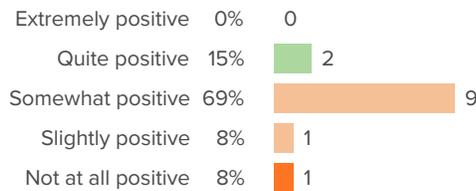
13 responses

School Type average: **29%** Elementary Schools

District average: **26%** Greenwich Public Schools

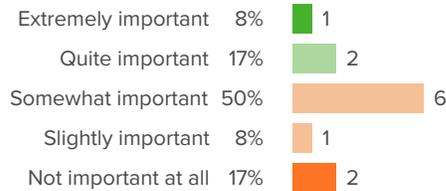
## How did people respond?

### Q.1: How positive is the tone that district leaders set for the culture of the district?



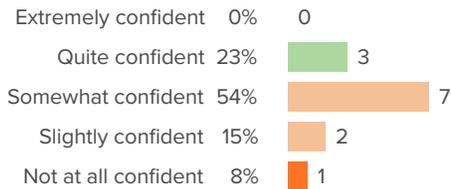
Favorable: **15%**

### Q.2: For your district leaders, how important is staff satisfaction?



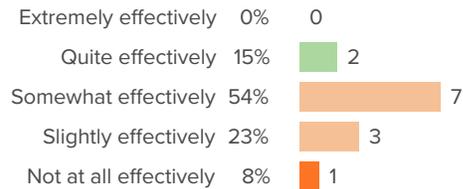
Favorable: **25%**

### Q.3: How confident are you that your district leaders have the best interests of the district in mind?



Favorable: **23%**

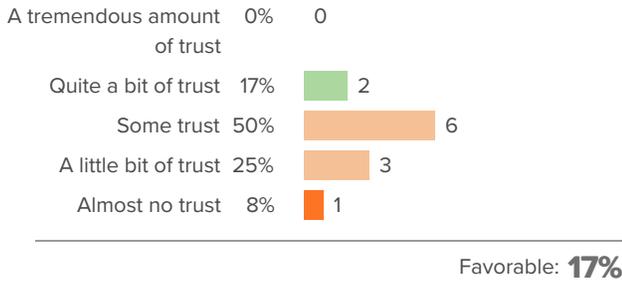
### Q.4: How effectively do district leaders communicate important information to staff?



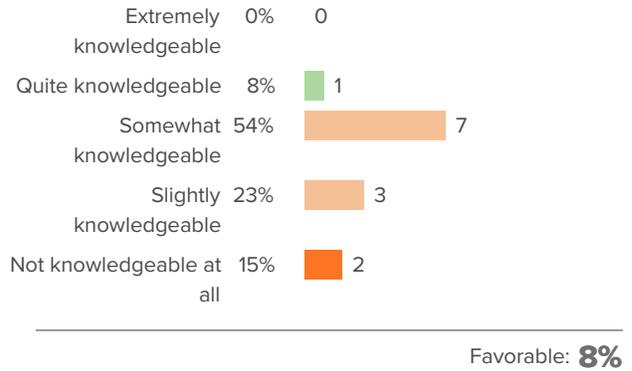
Favorable: **15%**



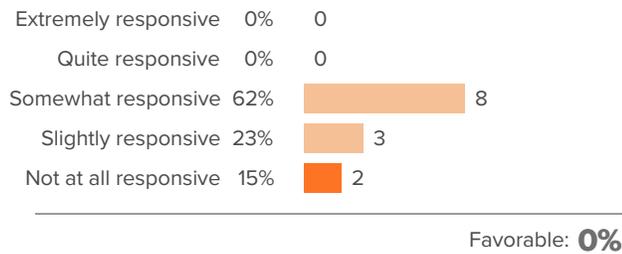
**Q.5: How much trust exists between district leaders and staff?**



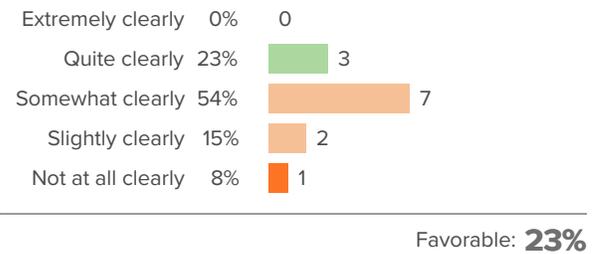
**Q.6: How knowledgeable are your district leaders about what is going on in the school?**



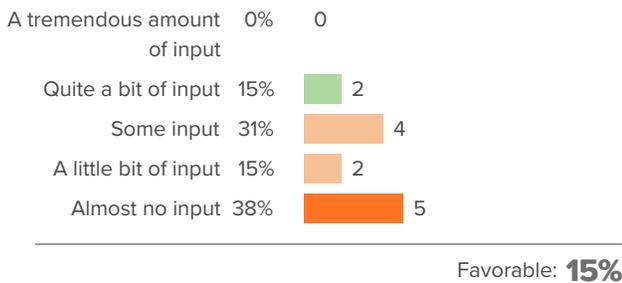
**Q.7: How responsive are district leaders to your feedback?**



**Q.8: How clearly do your district leaders identify their goals for the staff?**



**Q.9: When the district makes important decisions, how much input do staff have?**





# Feedback and Coaching

Your average

# 49%

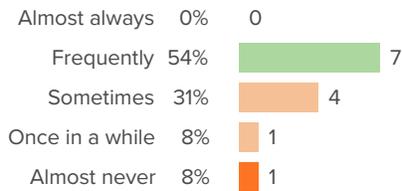
13 responses

School Type average: **49%** Elementary Schools

District average: **44%** Greenwich Public Schools

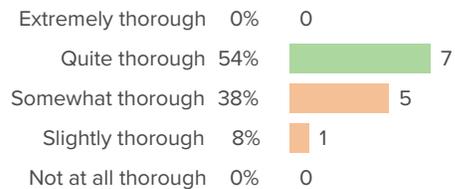
## How did people respond?

### Q.1: How often do you receive feedback on your work?



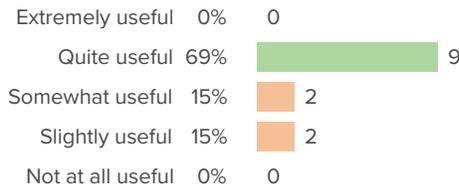
Favorable: **54%**

### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



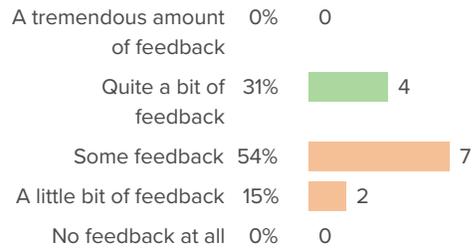
Favorable: **54%**

### Q.3: How useful do you find the feedback you receive on your work?



Favorable: **69%**

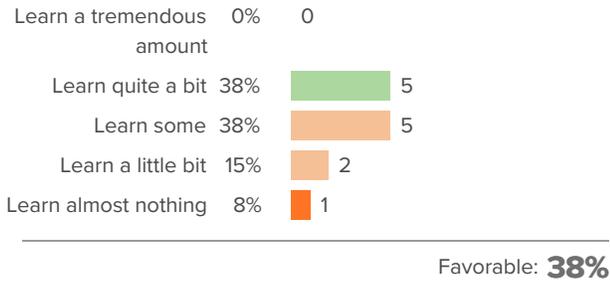
### Q.4: How much feedback do you receive on your work?



Favorable: **31%**



**Q.5: How much do you learn from the evaluation processes at your school?**





# School Climate

Your average

# 56%

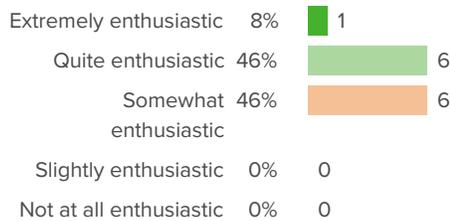
13 responses

School Type average: **62%** Elementary Schools

District average: **56%** Greenwich Public Schools

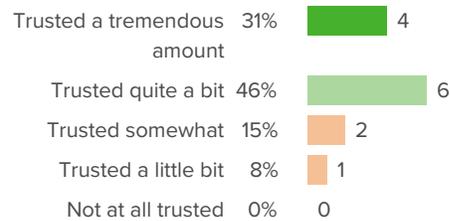
## How did people respond?

### Q.1: On most days, how enthusiastic are the students about being at school?



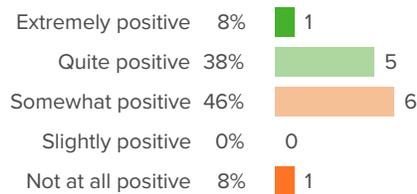
Favorable: **54%**

### Q.2: To what extent are staff trusted to work in the way they think is best?



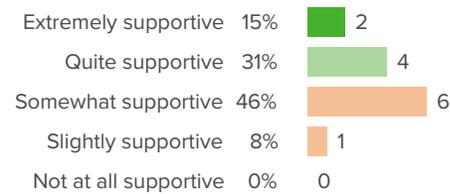
Favorable: **77%**

### Q.3: How positive are the attitudes of your colleagues?



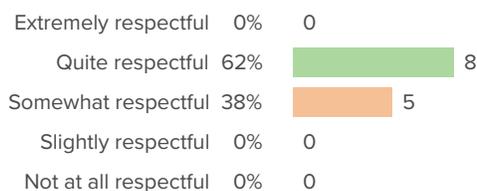
Favorable: **46%**

### Q.4: How supportive are students in their interactions with each other?



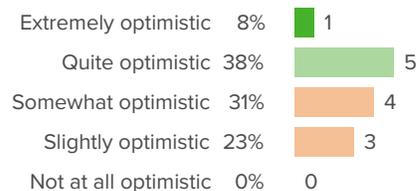
Favorable: **46%**

### Q.5: How respectful are the relationships between staff and students?



Favorable: **62%**

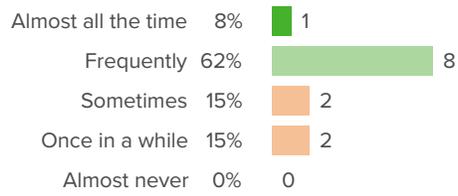
### Q.6: How optimistic are you that your school will improve in the future?



Favorable: **46%**

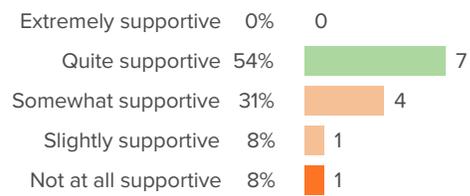


**Q.7: How often do you see students helping each other without being prompted?**



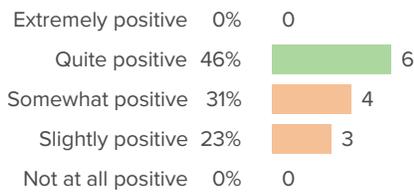
Favorable: **69%**

**Q.8: When new initiatives are presented at your school, how supportive are your colleagues?**



Favorable: **54%**

**Q.9: Overall, how positive is the working environment at your school?**



Favorable: **46%**



# School Leadership

Your average

# 50%

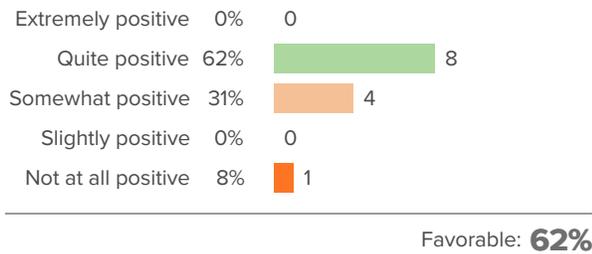
13 responses

School Type average: **58%** Elementary Schools

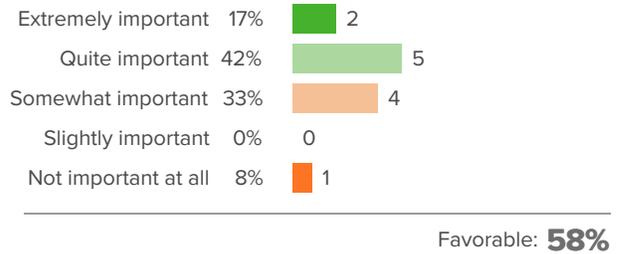
District average: **54%** Greenwich Public Schools

## How did people respond?

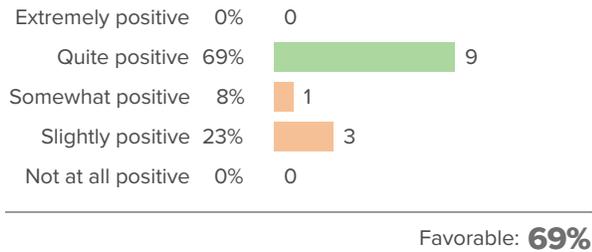
### Q.1: How positive is the tone that school leaders set for the culture of the school?



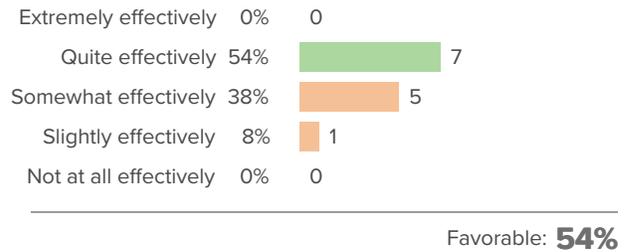
### Q.2: For your school leaders, how important is staff satisfaction?



### Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?

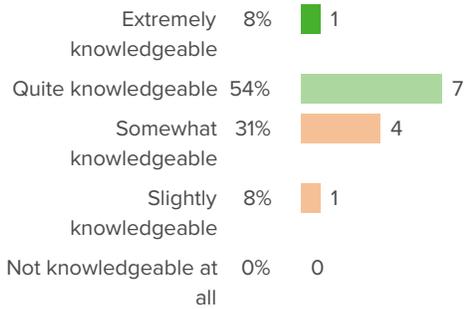


### Q.4: How effectively do school leaders communicate important information to staff?



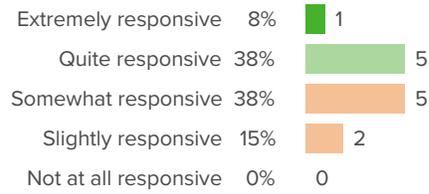


**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



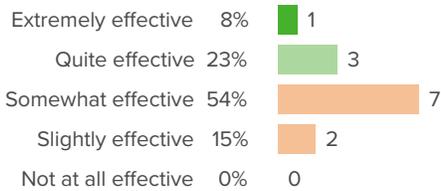
Favorable: **62%**

**Q.6: How responsive are school leaders to your feedback?**



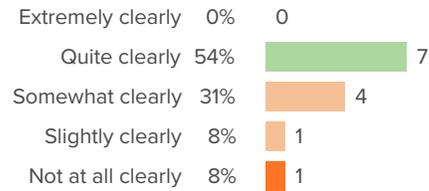
Favorable: **46%**

**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



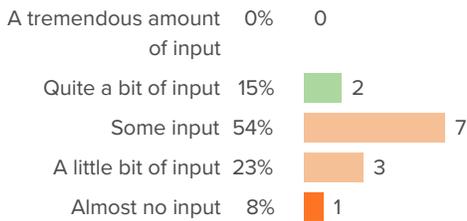
Favorable: **31%**

**Q.8: How clearly do your school leaders identify their goals for the staff?**



Favorable: **54%**

**Q.9: When the school makes important decisions, how much input do staff have?**



Favorable: **15%**



# Staff-Leadership Relationships

Your average

# 62%

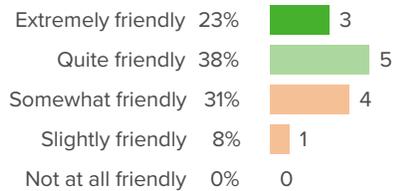
13 responses

School Type average: **67%** Elementary Schools

District average: **66%** Greenwich Public Schools

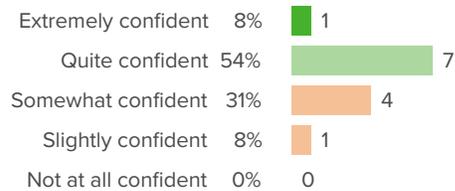
## How did people respond?

### Q.1: How friendly are your school leaders toward you?



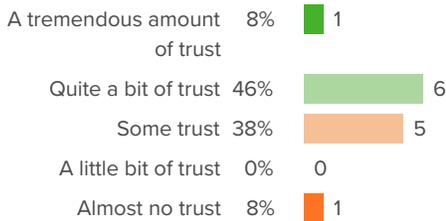
Favorable: **62%**

### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



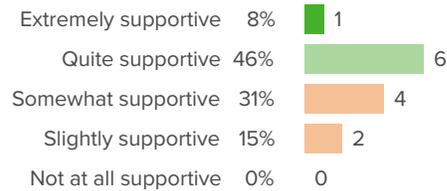
Favorable: **62%**

### Q.3: How much trust exists between school leaders and staff?



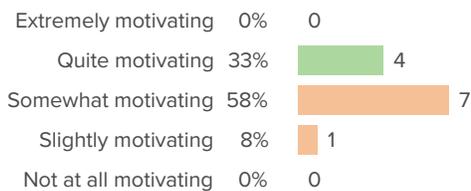
Favorable: **54%**

### Q.4: When you face challenges at work, how supportive are your school leaders?



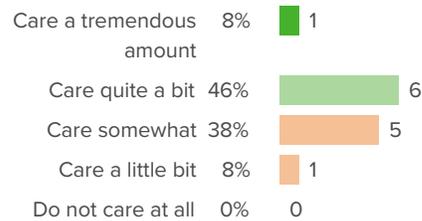
Favorable: **54%**

### Q.5: At your school, how motivating do you find working with the leadership team?



Favorable: **33%**

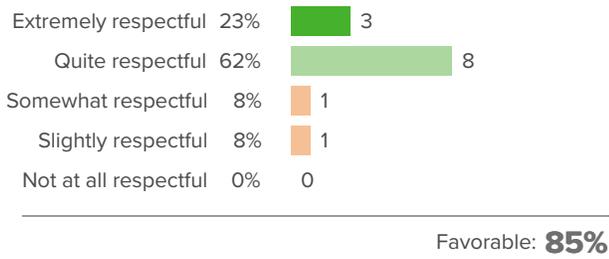
### Q.6: How much do your school leaders care about you as an individual?



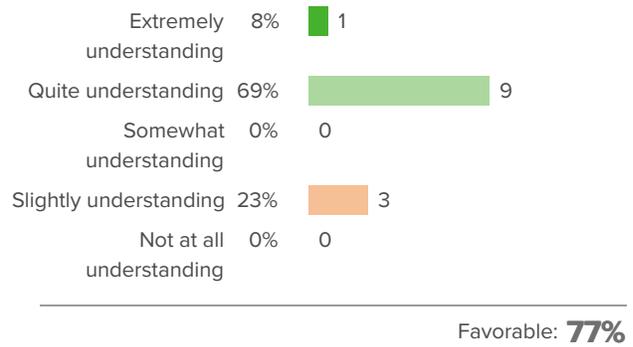
Favorable: **54%**



**Q.7: How respectful are your school leaders towards you?**



**Q.8: When challenges arise in your personal life, how understanding are your school leaders?**



**Q.9: How fairly does the school leadership treat the staff?**

