Greenwich Public Schools

Panorama Staff Survey
Spring 2019

Summary

Topic Description	Results	Benchmark
Connecticut school climate indicators	**51%**	
District leadership	**26%**	
Feedback and Coaching Perceptions of the amount and quality of feedback faculty and staff receive.	**44%**	⚪ ⚪ 🟢 ⚪ ⚪ 40th - 59th percentile compared to others nationally
School Climate Perceptions of the overall social and learning climate of the school.	**56%**	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others nationally
School Leadership Perceptions of the school leadership's effectiveness.	**54%**	⚪ ⚪ 🟢 ⚪ ⚪ 40th - 59th percentile compared to others nationally
Staff-Leadership Relationships Perceptions of faculty and staff relationships with school leaders.	**66%**	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others nationally

203 responses

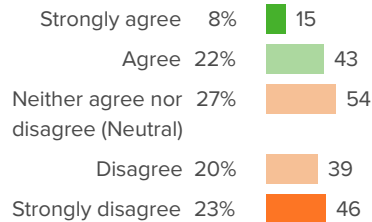# Connecticut school climate indicators

Your average
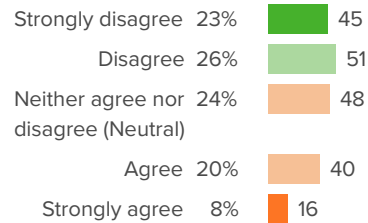
51%

203 responses

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.
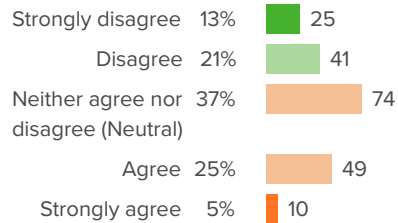
Strongly agree	8%	15
Agree	22%	43
Neither agree nor disagree (Neutral)	27%	54
Disagree	20%	39
Strongly disagree	23%	46

Favorable: **29%**

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

Strongly disagree	23%	45
Disagree	26%	51
Neither agree nor disagree (Neutral)	24%	48
Agree	20%	40
Strongly agree	8%	16

Favorable: **48%**

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.

Strongly disagree	13%	25
Disagree	21%	41
Neither agree nor disagree (Neutral)	37%	74
Agree	25%	49
Strongly agree	5%	10

Favorable: **33%**

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

Strongly agree	4%	8
Agree	52%	104
Neither agree nor disagree (Neutral)	37%	73
Disagree	5%	10
Strongly disagree	3%	5
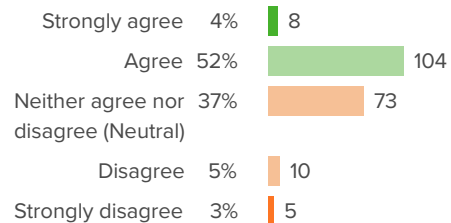
Favorable: **56%**

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

Strongly agree	15%	29
Agree	46%	92
Neither agree nor disagree (Neutral)	31%	62
Disagree	7%	13
Strongly disagree	1%	2
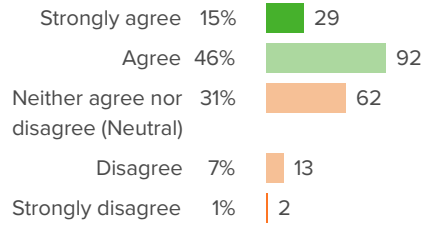
Favorable: **61%**

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

Strongly agree	37%	74
Agree	44%	88
Neither agree nor disagree (Neutral)	16%	33
Disagree	2%	4
Strongly disagree	1%	2
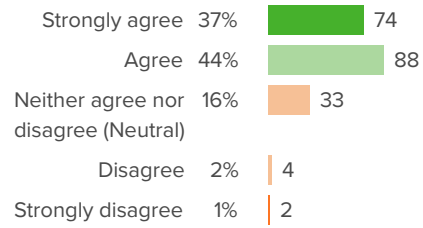
Favorable: **81%**

District leadership

Your average

26%

203 responses

How did people respond?

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

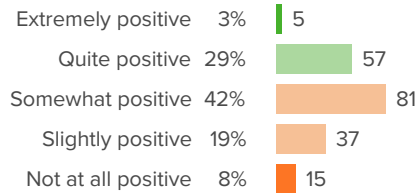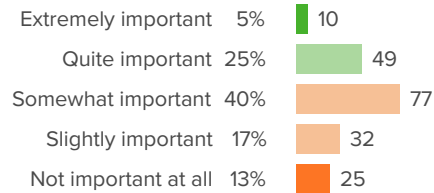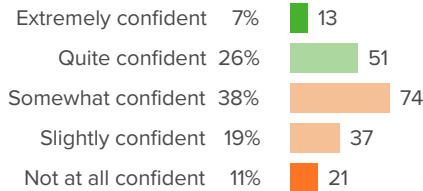|		
Extremely positive	3%	5
Quite positive	29%	57
Somewhat positive	42%	81
Slightly positive	19%	37
Not at all positive	8%	15

Favorable: **32%**

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

Extremely important	5%	10
Quite important	25%	49
Somewhat important	40%	77
Slightly important	17%	32
Not important at all	13%	25

Favorable: **31%**

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

Extremely confident	7%	13
Quite confident	26%	51
Somewhat confident	38%	74
Slightly confident	19%	37
Not at all confident	11%	21

Favorable: **33%**

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

Extremely effectively	5%	9
Quite effectively	23%	45
Somewhat effectively	43%	84
Slightly effectively	21%	40
Not at all effectively	9%	17
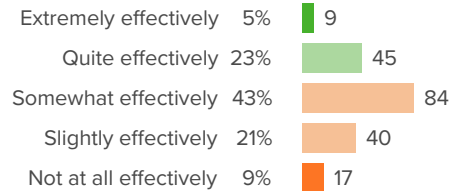
Favorable: **28%**

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

A tremendous amount of trust	4%	7
Quite a bit of trust	18%	34
Some trust	46%	88
A little bit of trust	21%	41
Almost no trust	12%	23

Favorable: **21%**
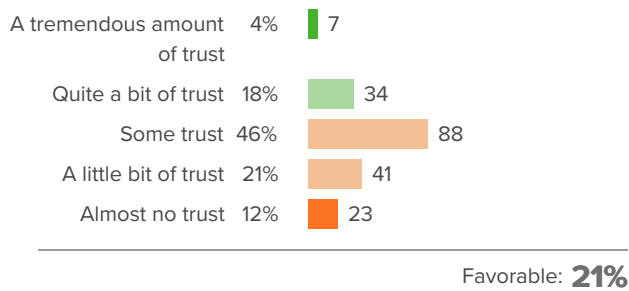
Q.6: How knowledgeable are your district leaders about what is going on in the school?

Extremely knowledgeable	4%	8
Quite knowledgeable	21%	41
Somewhat knowledgeable	38%	75
Slightly knowledgeable	25%	50
Not knowledgeable at all	12%	24

Favorable: **25%**
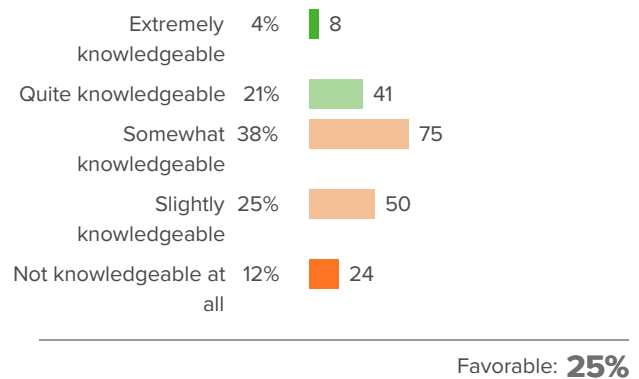
Q.7: How responsive are district leaders to your feedback?

Extremely responsive	3%	6
Quite responsive	20%	39
Somewhat responsive	33%	64
Slightly responsive	27%	52
Not at all responsive	17%	32

Favorable: **23%**
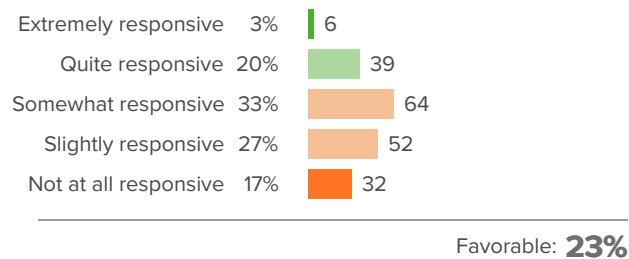
Q.8: How clearly do your district leaders identify their goals for the staff?

Extremely clearly	5%	9
Quite clearly	24%	47
Somewhat clearly	40%	77
Slightly clearly	20%	39
Not at all clearly	10%	20
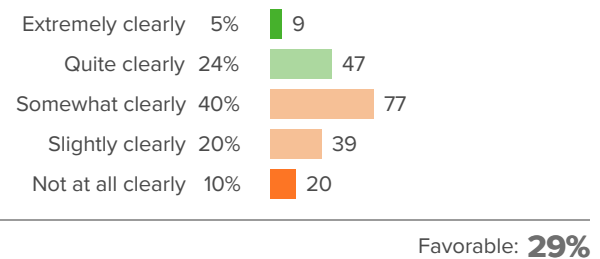
Favorable: **29%**

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

A tremendous amount of input	3%	6
Quite a bit of input	11%	21
Some input	31%	61
A little bit of input	21%	41
Almost no input	35%	68
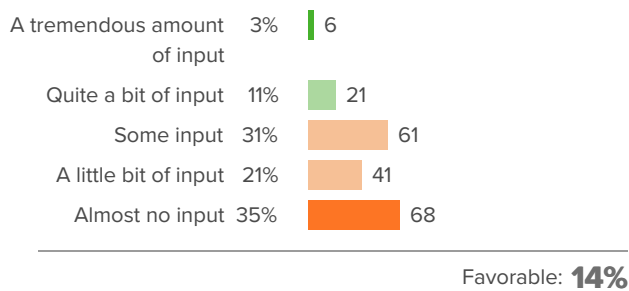
Favorable: **14%**

Feedback and Coaching

Your average

44%

203 responses

How did people respond?

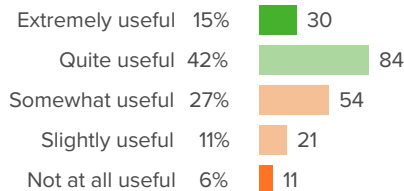### Q.1: How often do you receive feedback on your work?

Almost always	10%	20
Frequently	35%	71
Sometimes	29%	59
Once in a while	18%	36
Almost never	8%	15
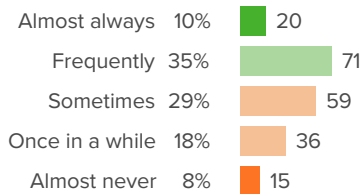
Favorable: **45%**

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

Extremely thorough	10%	20
Quite thorough	35%	69
Somewhat thorough	31%	62
Slightly thorough	18%	35
Not at all thorough	6%	12
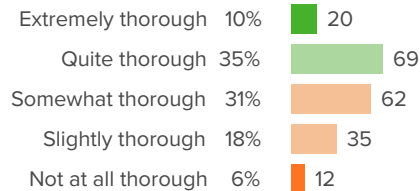
Favorable: **45%**

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

Extremely useful	15%	30
Quite useful	42%	84
Somewhat useful	27%	54
Slightly useful	11%	21
Not at all useful	6%	11

Favorable: **57%**

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

A tremendous amount of feedback	6%	12
Quite a bit of feedback	28%	56
Some feedback	40%	80
A little bit of feedback	25%	50
No feedback at all	2%	3
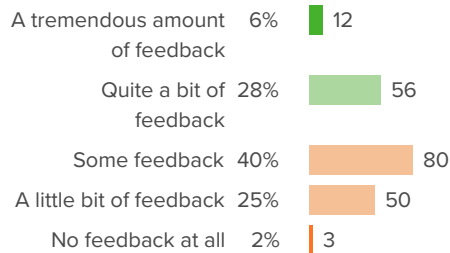
Favorable: **34%**

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

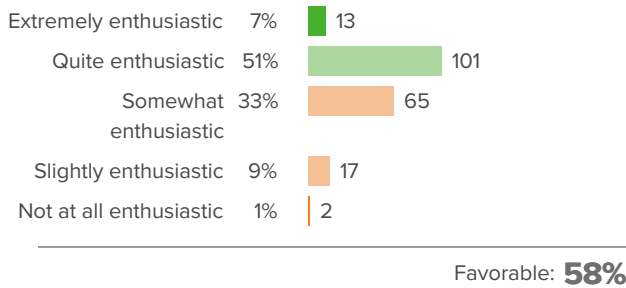|		
Learn a tremendous amount	8%	15
Learn quite a bit	32%	65
Learn some	32%	65
Learn a little bit	13%	26
Learn almost nothing	15%	30

Favorable: **40%**
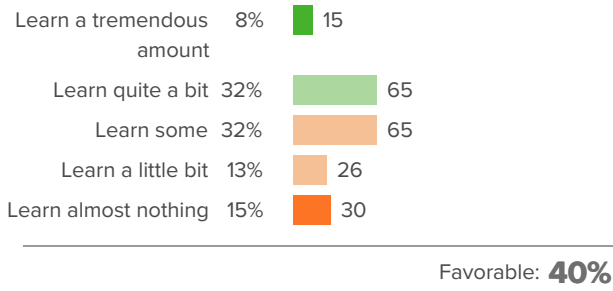
School Climate

Your average

56%

203 responses

How did people respond?

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

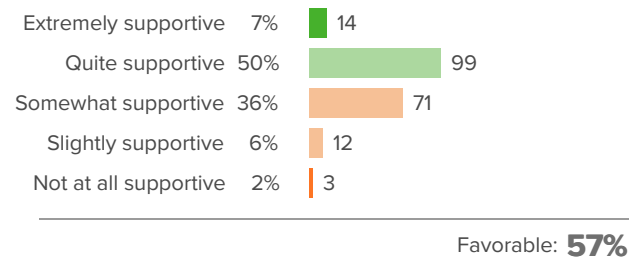|		
Extremely enthusiastic	7%	13
Quite enthusiastic	51%	101
Somewhat enthusiastic	33%	65
Slightly enthusiastic	9%	17
Not at all enthusiastic	1%	2

Favorable: **58%**

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

Trusted a tremendous amount	23%	45
Trusted quite a bit	48%	95
Trusted somewhat	19%	37
Trusted a little bit	10%	20
Not at all trusted	1%	2

Favorable: **70%**
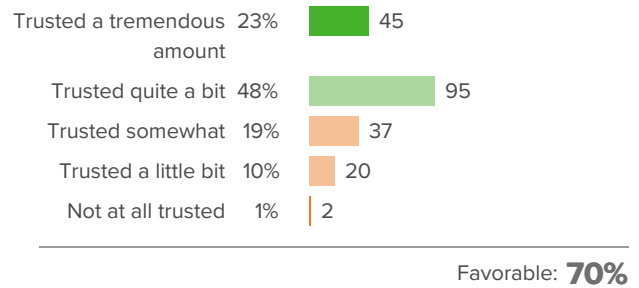
Q.3: How positive are the attitudes of your colleagues?

Extremely positive	10%	20
Quite positive	34%	68
Somewhat positive	35%	69
Slightly positive	16%	31
Not at all positive	6%	11

Favorable: **44%**
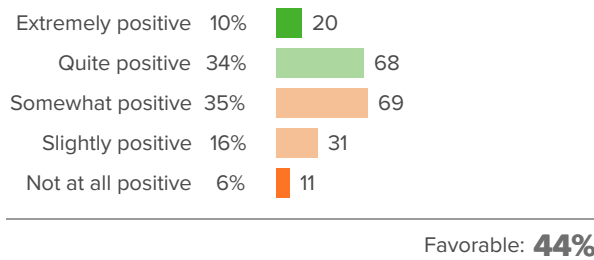
Q.4: How supportive are students in their interactions with each other?

Extremely supportive	7%	14
Quite supportive	50%	99
Somewhat supportive	36%	71
Slightly supportive	6%	12
Not at all supportive	2%	3

Favorable: **57%**

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

Extremely respectful	13%	27
Quite respectful	46%	92
Somewhat respectful	28%	56
Slightly respectful	10%	21
Not at all respectful	3%	5
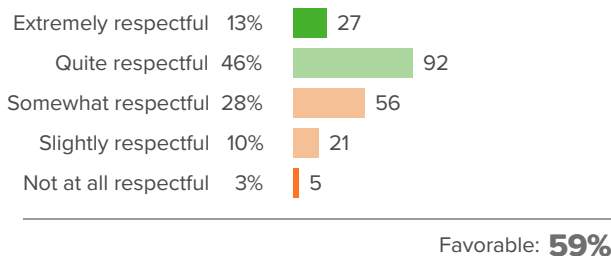
Favorable: **59%**

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

Extremely optimistic	17%	35
Quite optimistic	35%	70
Somewhat optimistic	25%	51
Slightly optimistic	14%	28
Not at all optimistic	9%	18
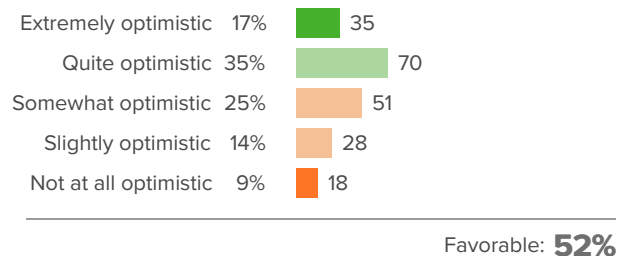
Favorable: **52%**

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

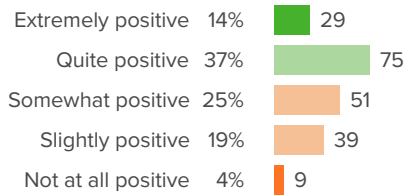|		
Almost all the time	11%	22
Frequently	53%	106
Sometimes	26%	52
Once in a while	9%	17
Almost never	2%	4
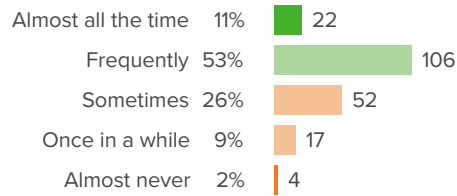
Favorable: **64%**

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

Extremely supportive	8%	16
Quite supportive	39%	77
Somewhat supportive	36%	72
Slightly supportive	14%	27
Not at all supportive	4%	7
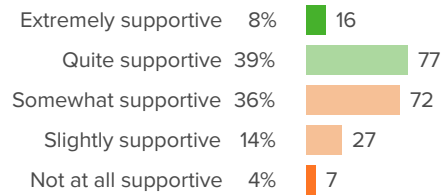
Favorable: **47%**

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

Extremely positive	14%	29
Quite positive	37%	75
Somewhat positive	25%	51
Slightly positive	19%	39
Not at all positive	4%	9

Favorable: **51%**
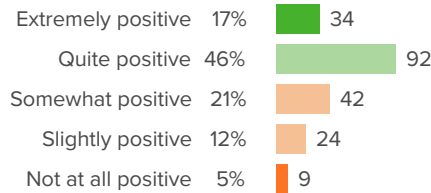
School Leadership

Your average

54%

203 responses

How did people respond?

Q.1: How positive is the tone that school leaders set for the culture of the school?
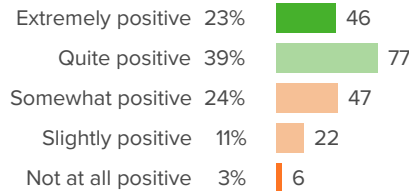
Extremely positive	17%	34
Quite positive	46%	92
Somewhat positive	21%	42
Slightly positive	12%	24
Not at all positive	5%	9

Favorable: **63%**

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

Extremely important	21%	41
Quite important	32%	62
Somewhat important	32%	62
Slightly important	10%	20
Not important at all	6%	11
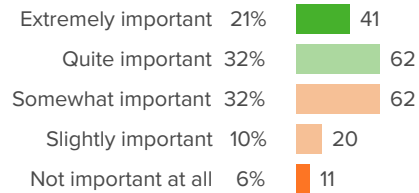
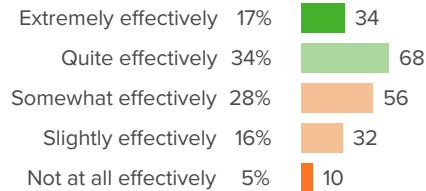Favorable: **53%**

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

Extremely positive	23%	46
Quite positive	39%	77
Somewhat positive	24%	47
Slightly positive	11%	22
Not at all positive	3%	6

Favorable: **62%**

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

Extremely effectively	17%	34
Quite effectively	34%	68
Somewhat effectively	28%	56
Slightly effectively	16%	32
Not at all effectively	5%	10

Favorable: **51%**

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

Extremely knowledgeable	25%	50
Quite knowledgeable	40%	80
Somewhat knowledgeable	22%	43
Slightly knowledgeable	11%	21
Not knowledgeable at all	3%	6
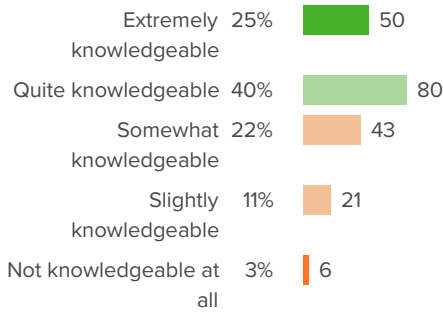
Favorable: **65%**

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

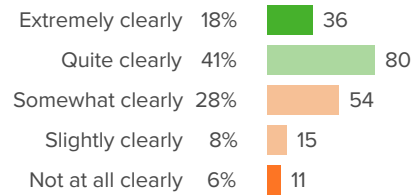|		
Extremely responsive	18%	35
Quite responsive	30%	60
Somewhat responsive	33%	65
Slightly responsive	14%	28
Not at all responsive	6%	12
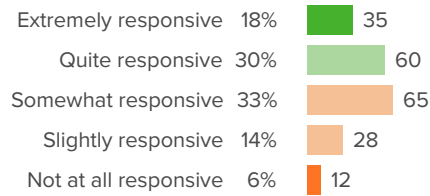
Favorable: **48%**

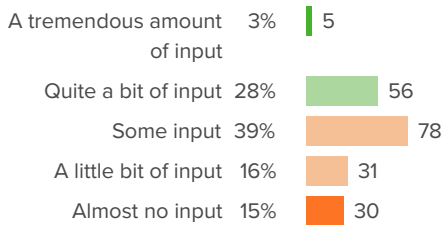**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**

Extremely effective	11%	22
Quite effective	40%	79
Somewhat effective	29%	58
Slightly effective	14%	27
Not at all effective	6%	12
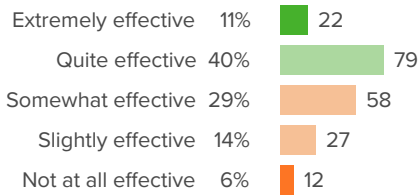
Favorable: **51%**

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

Extremely clearly	18%	36
Quite clearly	41%	80
Somewhat clearly	28%	54
Slightly clearly	8%	15
Not at all clearly	6%	11

Favorable: **59%**

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

A tremendous amount of input	3%	5
Quite a bit of input	28%	56
Some input	39%	78
A little bit of input	16%	31
Almost no input	15%	30

Favorable: **31%**

Staff-Leadership Relationships

Your average

66%

203 responses

How did people respond?

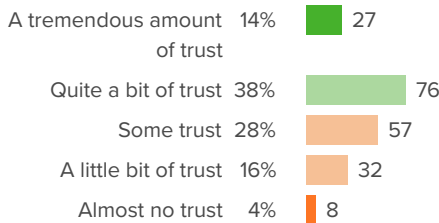**Q.1: How friendly are your school leaders toward you?**

Extremely friendly	36%	71
Quite friendly	42%	84
Somewhat friendly	12%	24
Slightly friendly	9%	18
Not at all friendly	2%	3
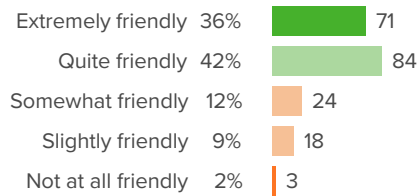
Favorable: **78%**

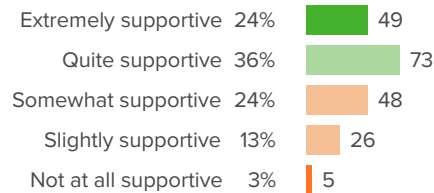**Q.2: How confident are you that your school leaders have the best interests of the school in mind?**

Extremely confident	31%	62
Quite confident	38%	74
Somewhat confident	19%	38
Slightly confident	10%	19
Not at all confident	2%	4
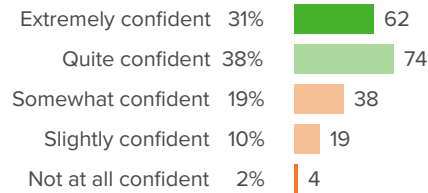
Favorable: **69%**

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

A tremendous amount of trust	14%	27
Quite a bit of trust	38%	76
Some trust	28%	57
A little bit of trust	16%	32
Almost no trust	4%	8

Favorable: **52%**

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

Extremely supportive	24%	49
Quite supportive	36%	73
Somewhat supportive	24%	48
Slightly supportive	13%	26
Not at all supportive	3%	5

Favorable: **61%**

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

Extremely motivating	18%	36
Quite motivating	31%	62
Somewhat motivating	31%	61
Slightly motivating	14%	28
Not at all motivating	6%	11
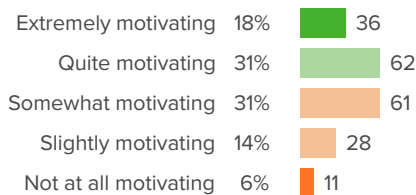
Favorable: **49%**

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

Care a tremendous amount	28%	55
Care quite a bit	36%	72
Care somewhat	20%	39
Care a little bit	12%	24
Do not care at all	5%	10
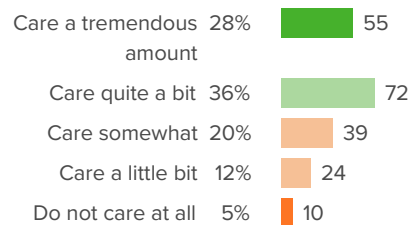
Favorable: **64%**

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

Extremely respectful	37%	74
Quite respectful	39%	77
Somewhat respectful	12%	24
Slightly respectful	10%	20
Not at all respectful	2%	3

Favorable: **76%**
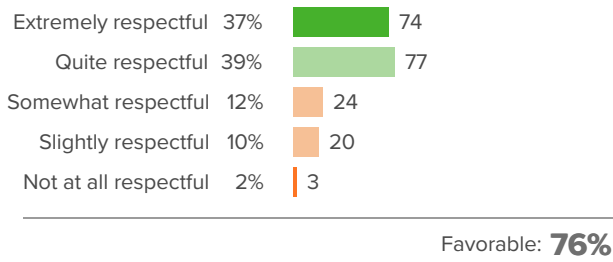
Q.8: When challenges arise in your personal life, how understanding are your school leaders?

Extremely understanding	42%	84
Quite understanding	36%	72
Somewhat understanding	11%	22
Slightly understanding	8%	16
Not at all understanding	3%	5

Favorable: **78%**
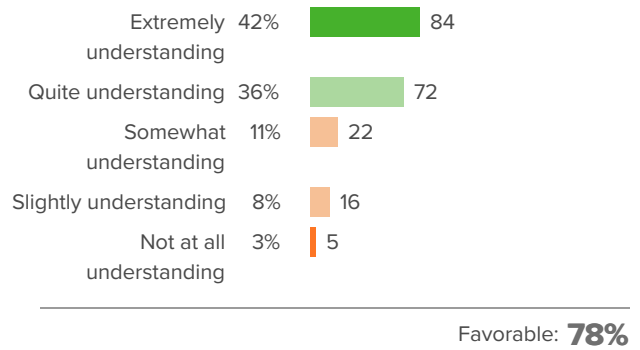
Q.9: How fairly does the school leadership treat the staff?

Extremely fairly	18%	35
Quite fairly	48%	95
Somewhat fairly	24%	47
Slightly fairly	9%	18
Not fairly at all	3%	5

Favorable: **65%**