

# MMSD Climate Survey Scorecard - 2014-15 Staff

Prepared by MMSD Research & Program Evaluation Office

This report shows results from the 2014-15 Staff Climate Survey in MMSD. Questions are organized into dimensions. The Dimension Means below represent average scores across all questions in a dimension. The Responses by Question section shows the overall mean response and the distribution of responses (from very negative to very positive) for each question asked of staff.

Total Respondents

2,691

		Dimension Means						
		Relationships	Teaching and Learning	Safety	Institutional Environment	School Improvement		
		3.67	3.88	3.86	3.47	3.45		
Responses by Question								
Relationships	Honest, open communication exists among staff.	3.37	5%	18%	23%	44%	10%	
	I regularly talk to students about their goals and interests. (Teachers only)	4.18	8%		59%		30%	
	Our work culture values diversity and equity.	3.83	8%	16%		50%	23%	
	Overall, how much respect do you think the teachers at your school have for the students?	4.10		14%		54%	29%	
	Staff communicate well with the families/ customers we serve.	3.82	5%	21%		55%	17%	
	Staff help each other when it is needed.	4.11	5%	9%		55%	31%	
	Staff members respect each other's work.	3.85	9%	12%		58%	19%	
	Staff resolve conflicts in productive ways.	3.31		17%	31%		41%	6%
	Staff voice their opinions in ways that encourage dialogue and inclusion.	3.38		16%	26%		45%	8%
	The principal/ department leader gives me constructive feedback on my work.	3.31	8%	15%	27%		36%	13%
	The principal/ department leader lets me know when I have done something well.	3.41	9%	15%	21%		38%	17%
Teaching and Learning	I examine instructional practices with others. (Teachers only)	3.96	5%	10%		63%	21%	
	In my school/ department, time is provided to meet with other staff about our work.	3.54	5%	15%	15%	49%	15%	
	Instruction focuses on students' learning goals. (Teachers only)	3.97	5%	12%		61%	21%	
	Instruction reflects diversity. (Teachers only)	3.72	9%	19%		56%	14%	
	My efforts to learn new instructional methods are encouraged by the principal(s). (Teachers only)	3.83	6%	17%		49%	24%	
	School staff encourage students to believe that intelligence can grow through practice and hard work. (Teachers only)	4.16	8%			61%	29%	
	Teacher teams are valued in my school. (Teachers only)	3.87	8%	14%		50%	25%	
	Teachers encourage students to reach higher levels of achievement. (Teachers only)	4.20	7%			60%	31%	
Safety	I can openly talk about concerns without putting my position at risk.	3.41	8%	16%	20%	41%	16%	
	I feel safe at my school/building.	3.98	8%	10%		47%	32%	
	In this school, staff experience bullying.	3.30	7%	22%	22%	33%	17%	
	In this school, staff experience harassment based upon disabilities.	4.22		17%		36%	44%	
	In this school, staff experience harassment based upon gender identity or expression.	4.22		17%		36%	44%	
	In this school, staff experience harassment based upon physical appearance.	4.13	5%	15%		35%	42%	
	In this school, staff experience harassment based upon political beliefs.	4.04	6%	20%		35%	38%	
	In this school, staff experience harassment based upon race, ethnicity, or color.	4.10	6%	17%		34%	41%	
	In this school, staff experience harassment based upon religion.	4.23		17%		36%	44%	
	In this school, staff experience harassment based upon sex.	4.11	6%	15%		35%	42%	
	In this school, staff experience harassment based upon sexual orientation.	4.23		16%		36%	45%	
	My personal property is safe at this school/building.	3.45	7%	17%	16%	42%	17%	
	The consequences when students break rules are fair for everyone. (Teachers and non-instructional staff only)	2.79	18%		26%	22%	28%	7%
	The school has clearly stated expectations for student behavior. (Teachers and non-instructional staff only)	3.61	8%	13%	12%	44%	22%	
	Institutional Environment	My school/building is clean and well maintained.	3.52	6%	16%	16%	44%	18%
The school/ department supplies me with materials and equipment I need to do my work.		3.42	18%		18%	48%	11%	
School Improvement	I understand my role in the school improvement plan. (Teachers and non-instructional staff only)	3.66	10%		19%	54%	14%	
	Staff are involved in some school/ department decisions.	3.54	5%	12%	20%	51%	13%	
	Students are involved in some school decisions. (Teachers and non-instructional staff only)	3.32		15%		35%	42%	5%
	The department leader helps me improve the quality of my work. (Non-school Staff only)	3.64	5%	11%	20%	41%	21%	
When processes are not working, staff are proactive, rather than reactive.	3.25	5%	20%	26%		40%	8%	



All questions are scaled from negative to positive. For positive statements, "strongly agree" corresponds with "very positive" or a score of 5; for negative statements, "strongly disagree" corresponds with "very positive" or a score of 5; other statements are scaled appropriately given potential responses.