

2017 Professional Growth Plan Survey

Building school staff culture

Chris Wejr

This anonymous survey was sent out to all James Hill Elementary School staff in June, 2017 to gather evidence on the impact of the work done on improving school staff culture.

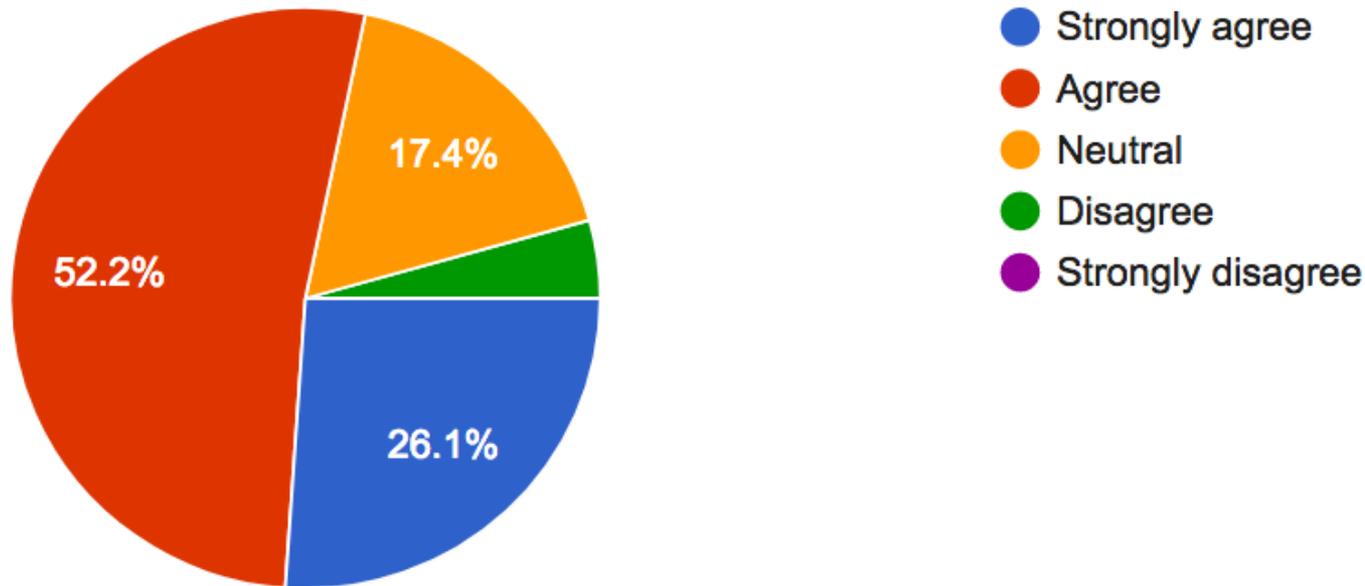
There were 2 sections:

- Part 1 asked questions based on school staff culture.
- Part 2 asked questions based on the effectiveness of Chris (in the role of principal) in areas that can help to develop school staff culture.

There were 23 staff members that responded (approximately 60% response rate).

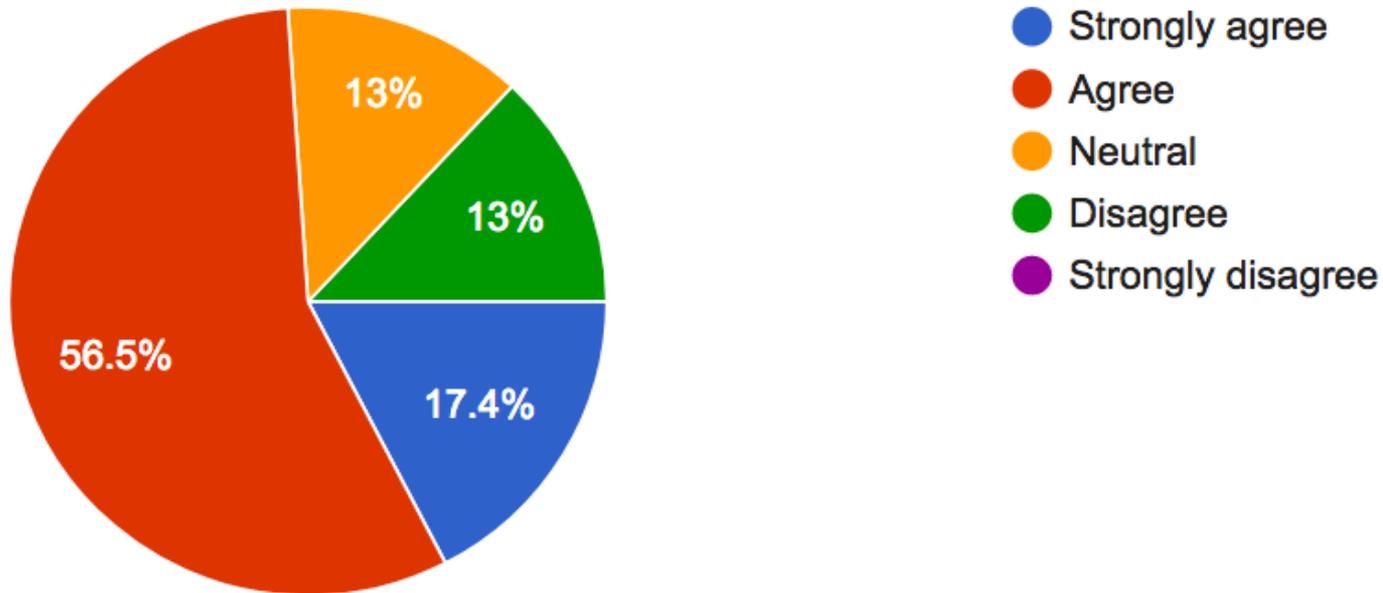
Part 1: Staff Culture

Overall, staff culture (collaborative, positive, trusting, strengths-based, etc) has improved this year (as compared to last year and / or the start of the year).



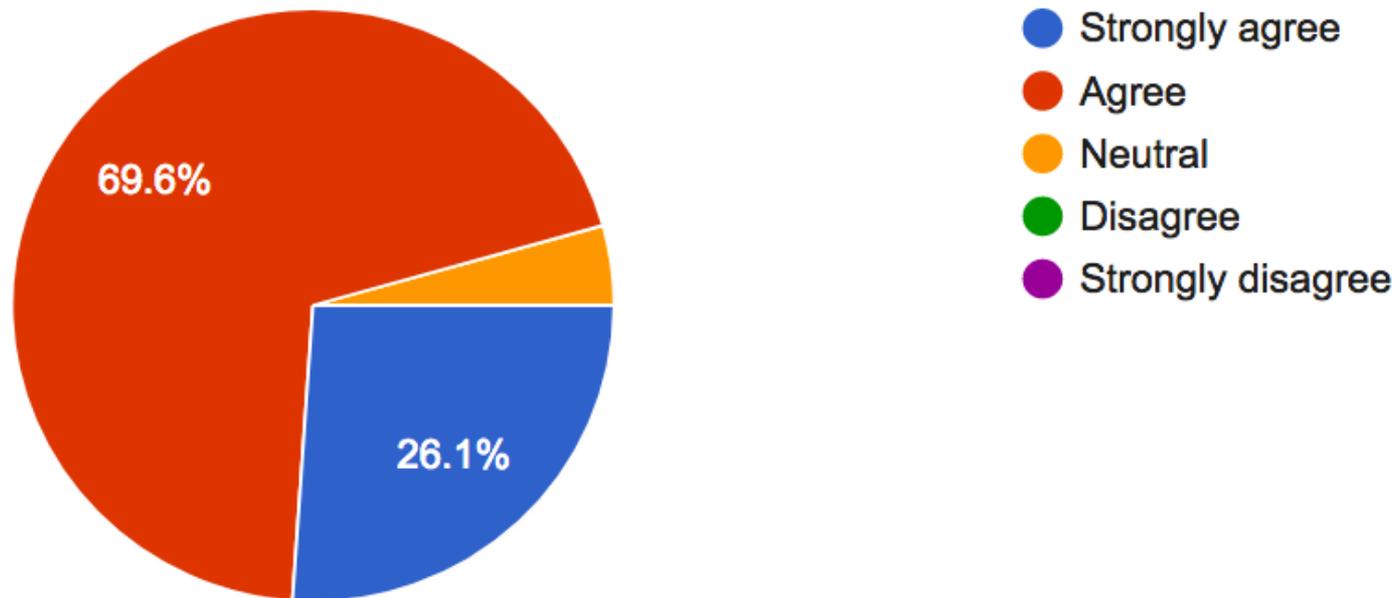
78.3% of staff agree while 21.7% are neutral and / or disagree.

We have a strong collaborative staff culture at James Hill.



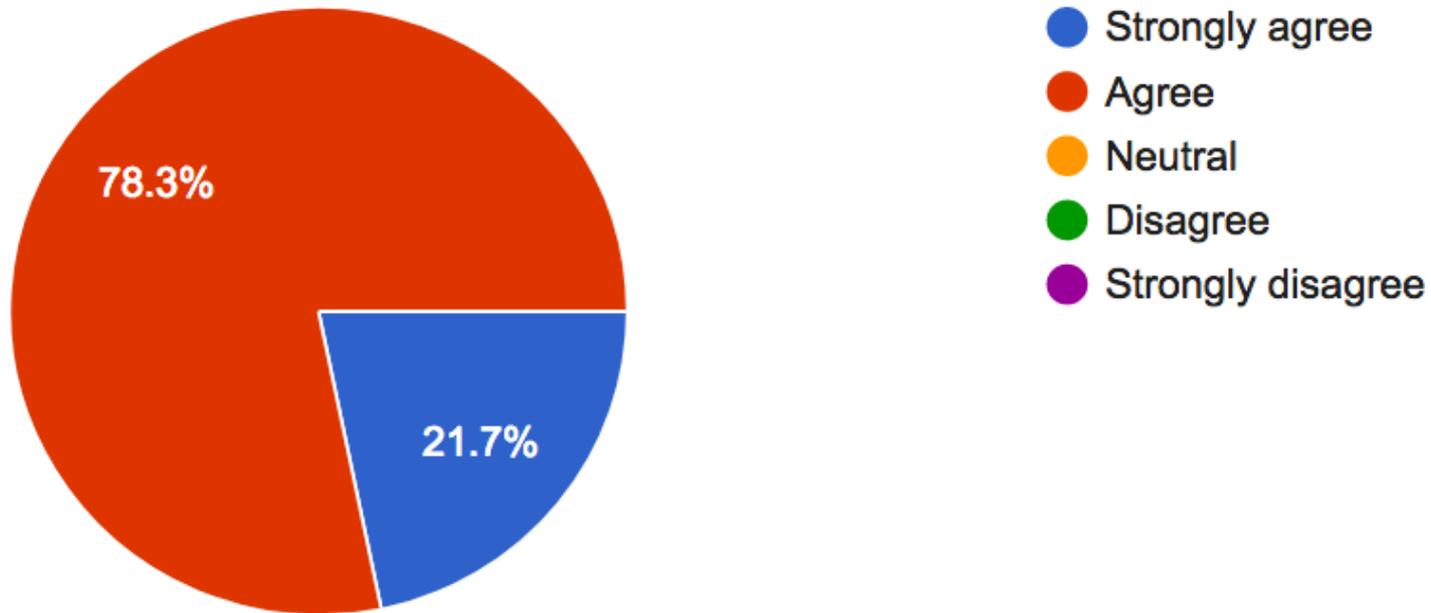
About 74% agree while 26% are neutral and/or disagree

I am aware of my strengths (character strengths, skills, and / or talents) and the strengths of 3-5 colleagues at the school.



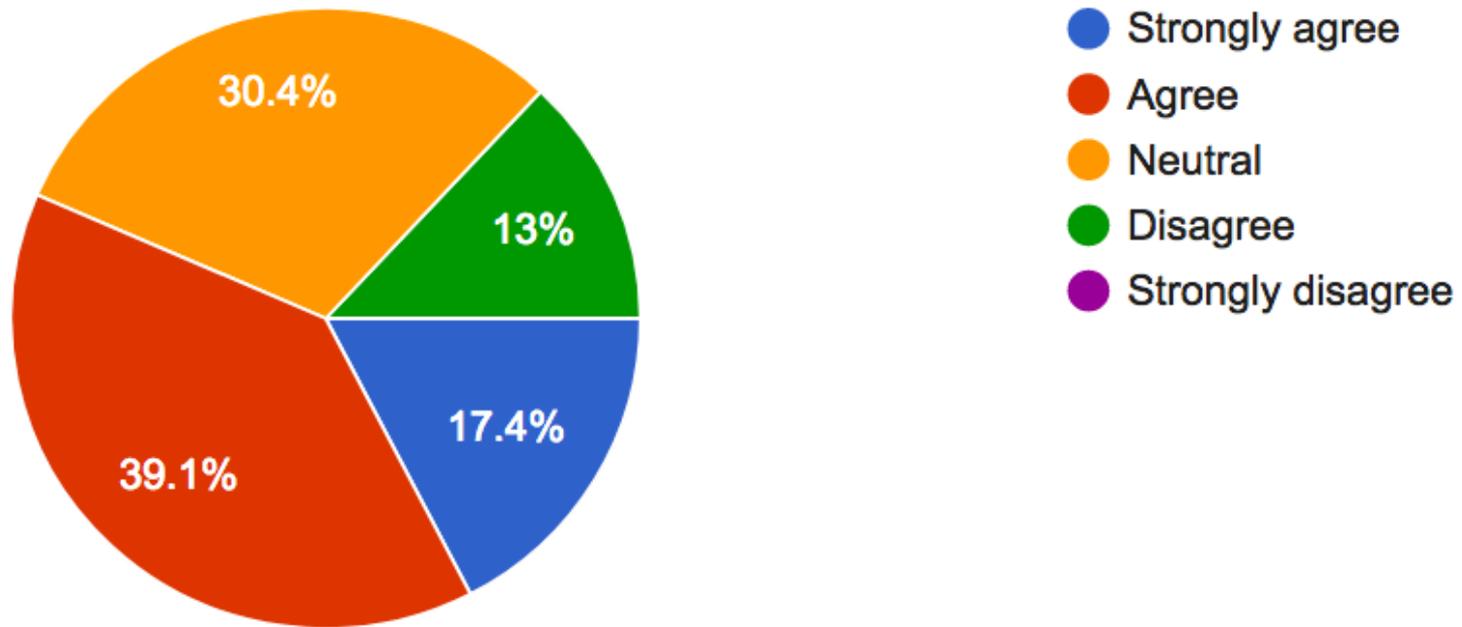
95.7% of staff agree while only 4.3% (1 person) was neutral.

I have opportunities to use some of my strengths (character strengths, skills and / or talents) at school.



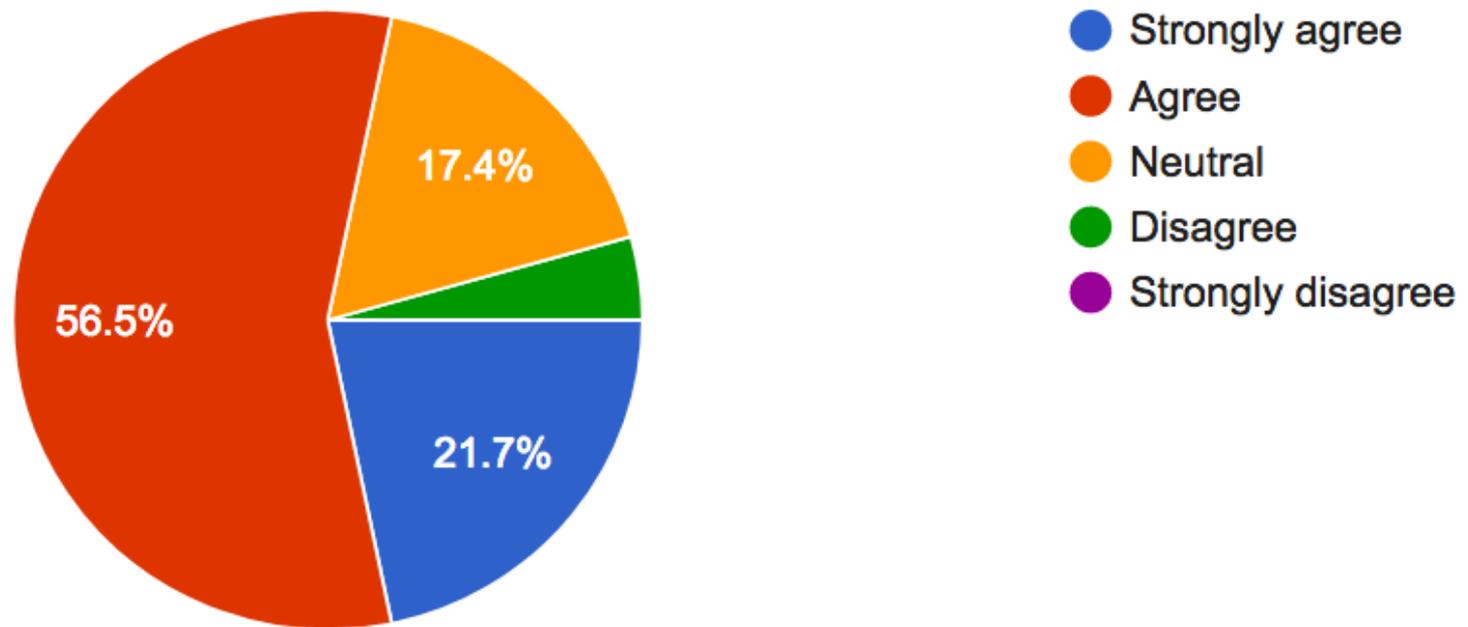
100% of staff agree with this statement.

We have a staff culture that focuses on and promotes positivity and happiness.



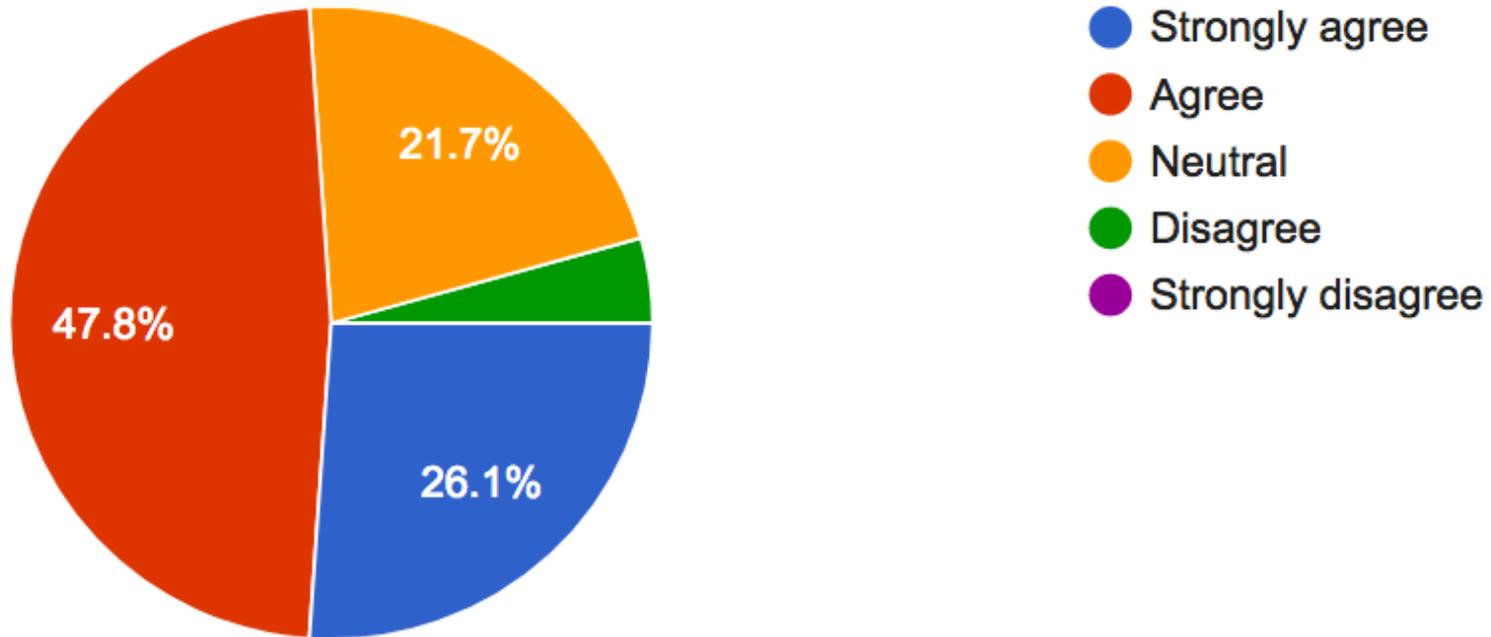
56.5% of staff agree while 43.4% are neutral and/or disagree

We have a staff culture that is open to innovation. People take risks and try new ideas to try to benefit student learning.



78.2% of staff agree while 21.8% are neutral and/or disagree

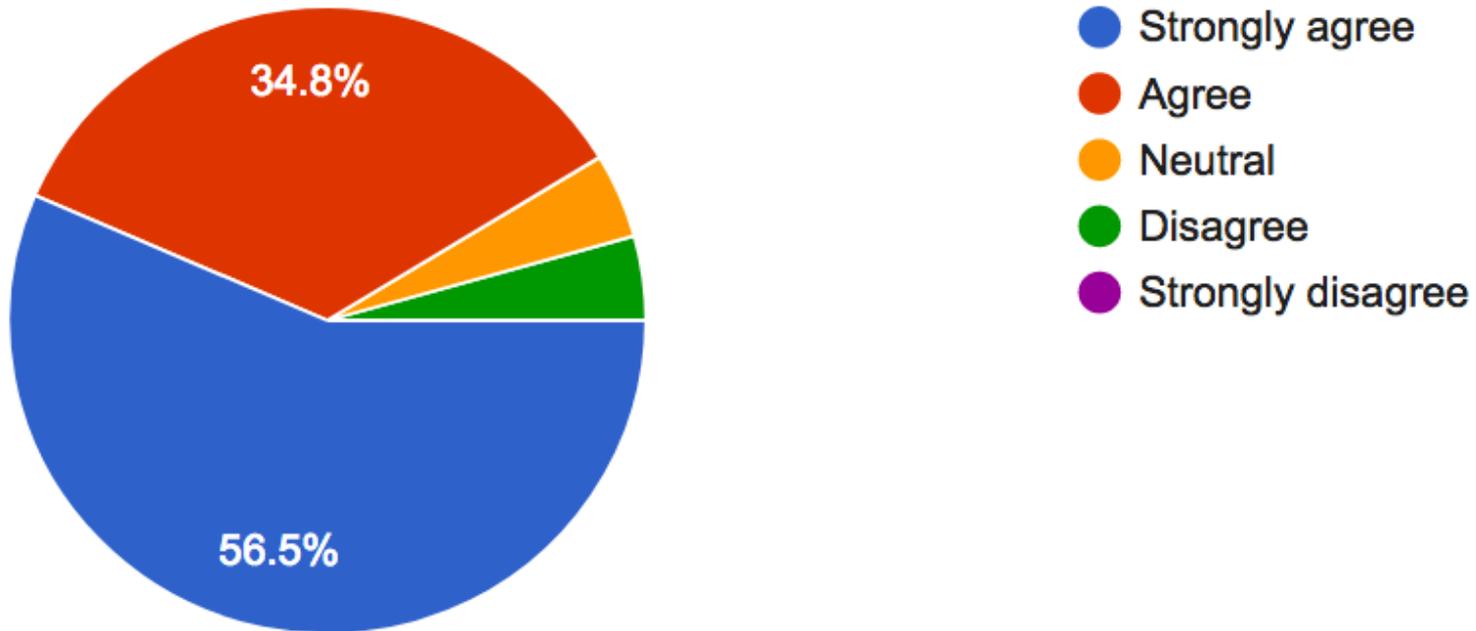
Our staff supports and cares about each other.



73.9% of staff agree while 26.1% are neutral and/or disagree

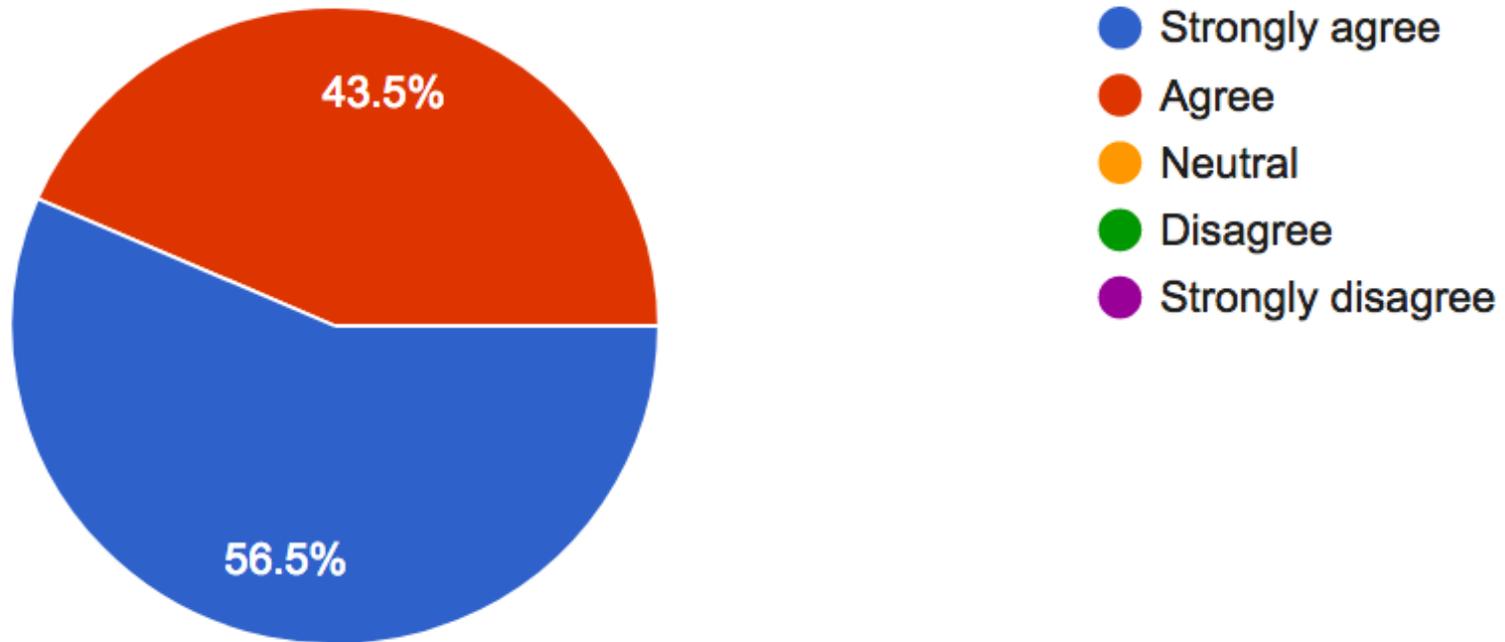
Part 2: Chris as a principal.

Chris supports and cares about me.



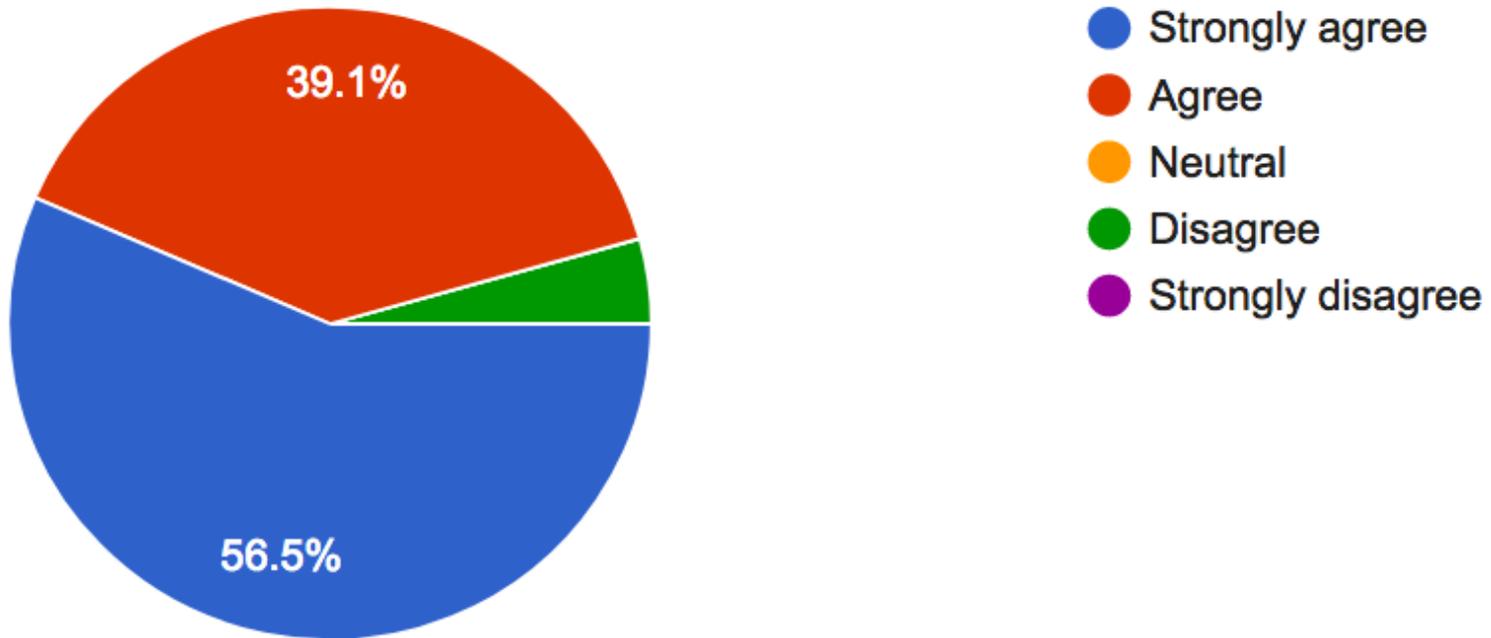
91.3% agree while 8.7% are neutral and/or disagree

Chris is aware of, and has acknowledged in some way, my strengths (character strengths, skills and / or talents) at school.



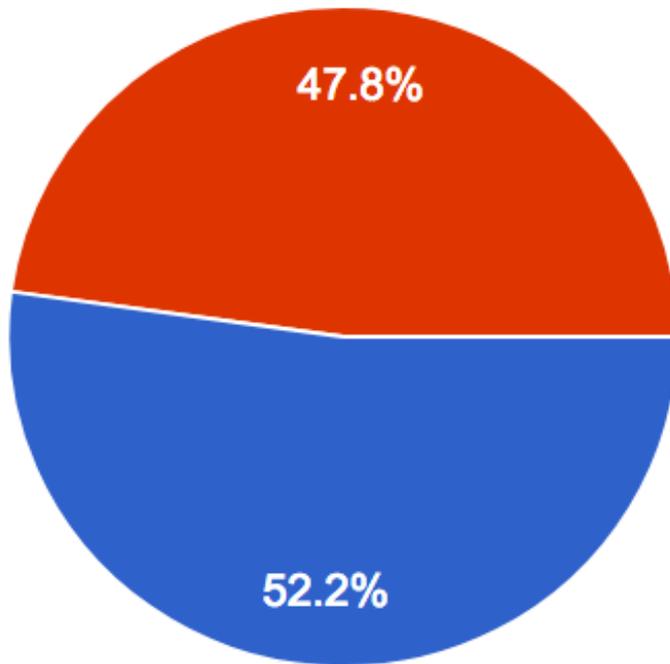
100% of staff agree.

I trust Chris.



95.6% agree while 4.4% (1 person) disagree.

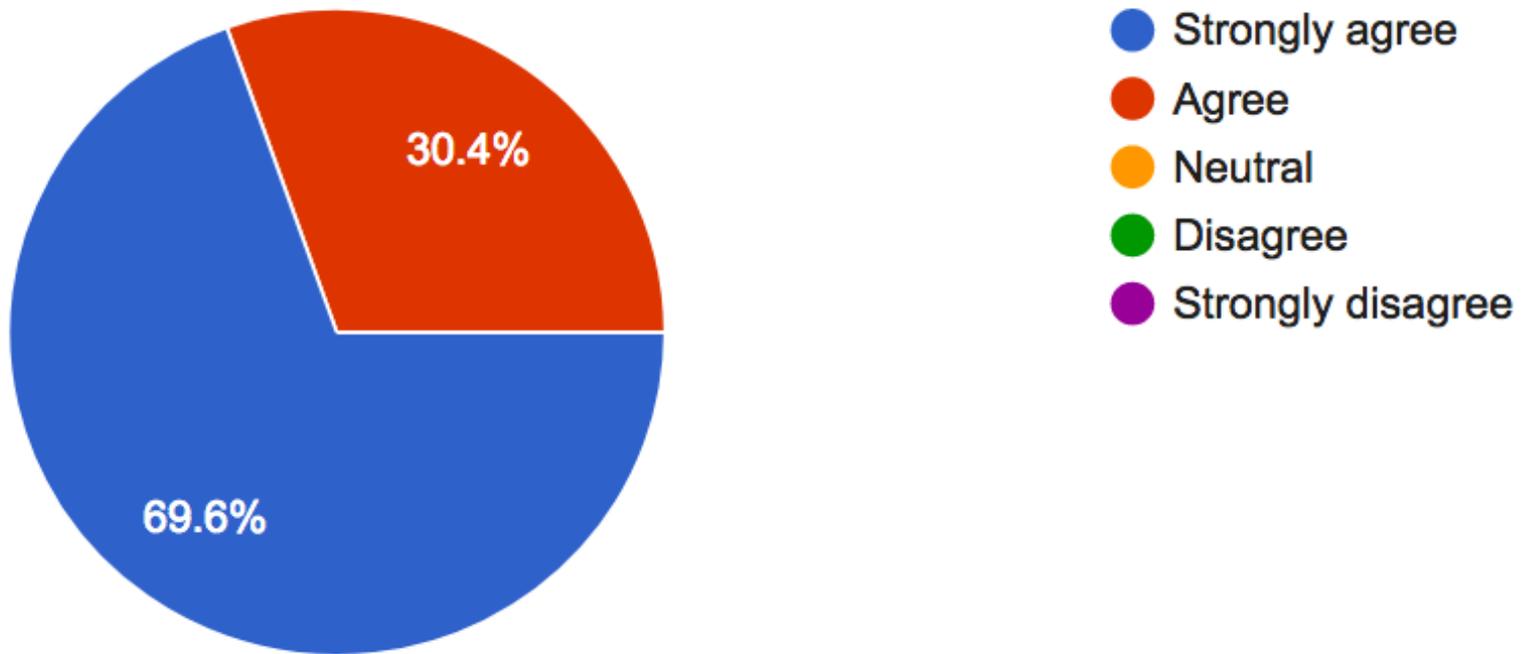
Chris is a good listener.



- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

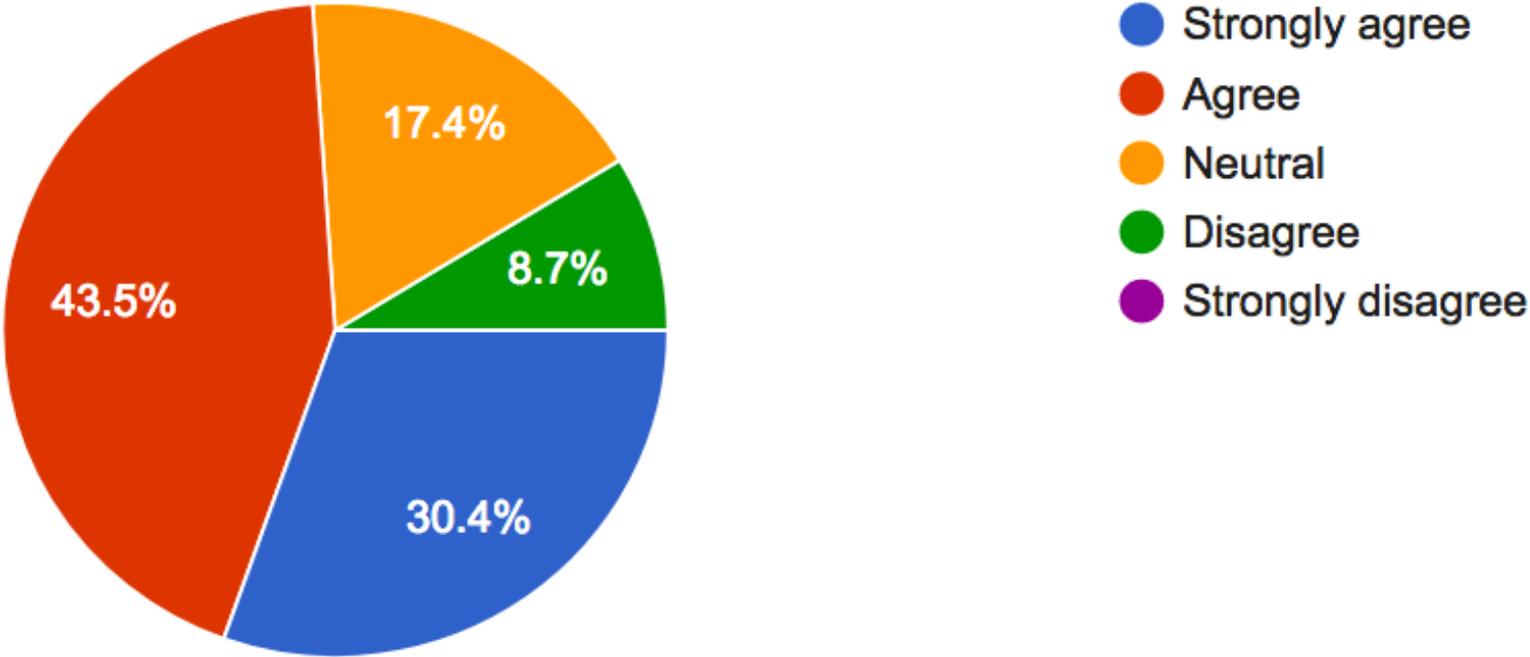
100% of staff agree.

Chris supports me when I want to try something new / different / innovative at school.



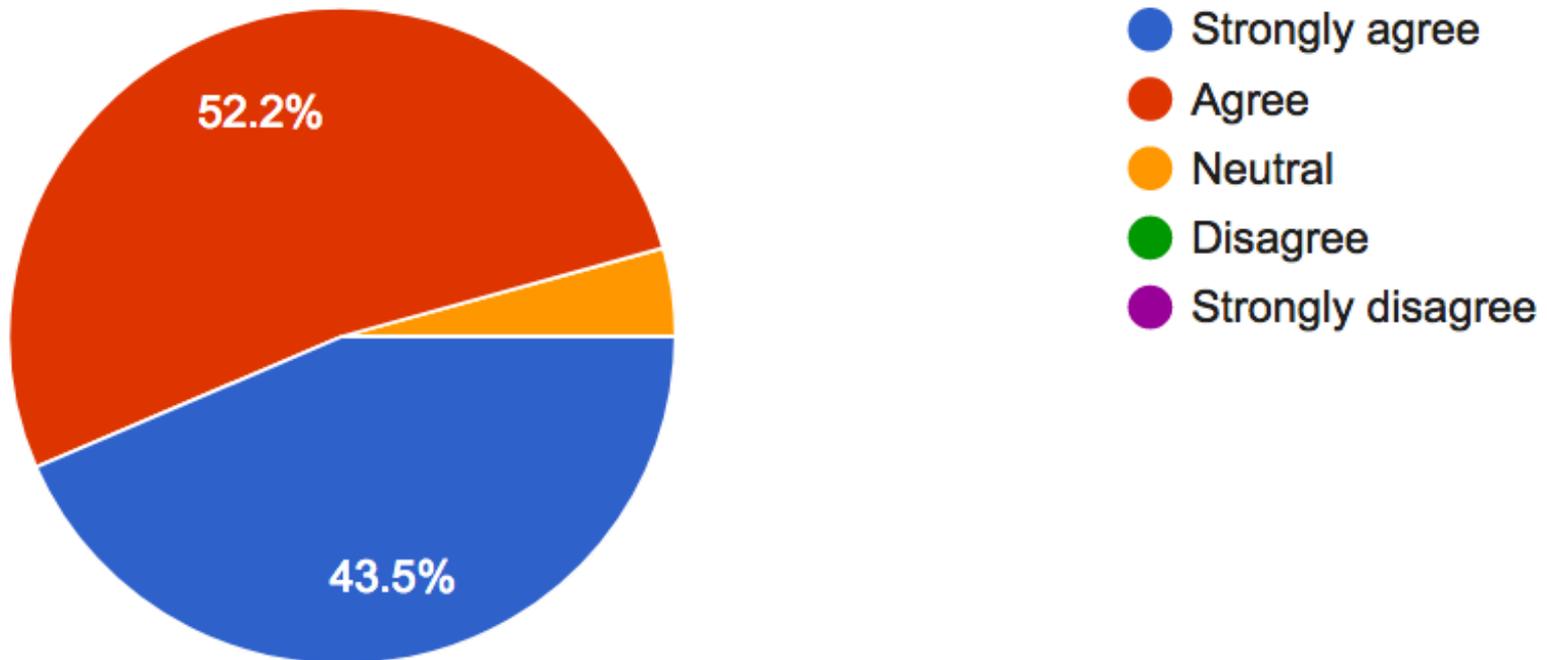
100% of staff agree.

Chris communicates effectively with staff.



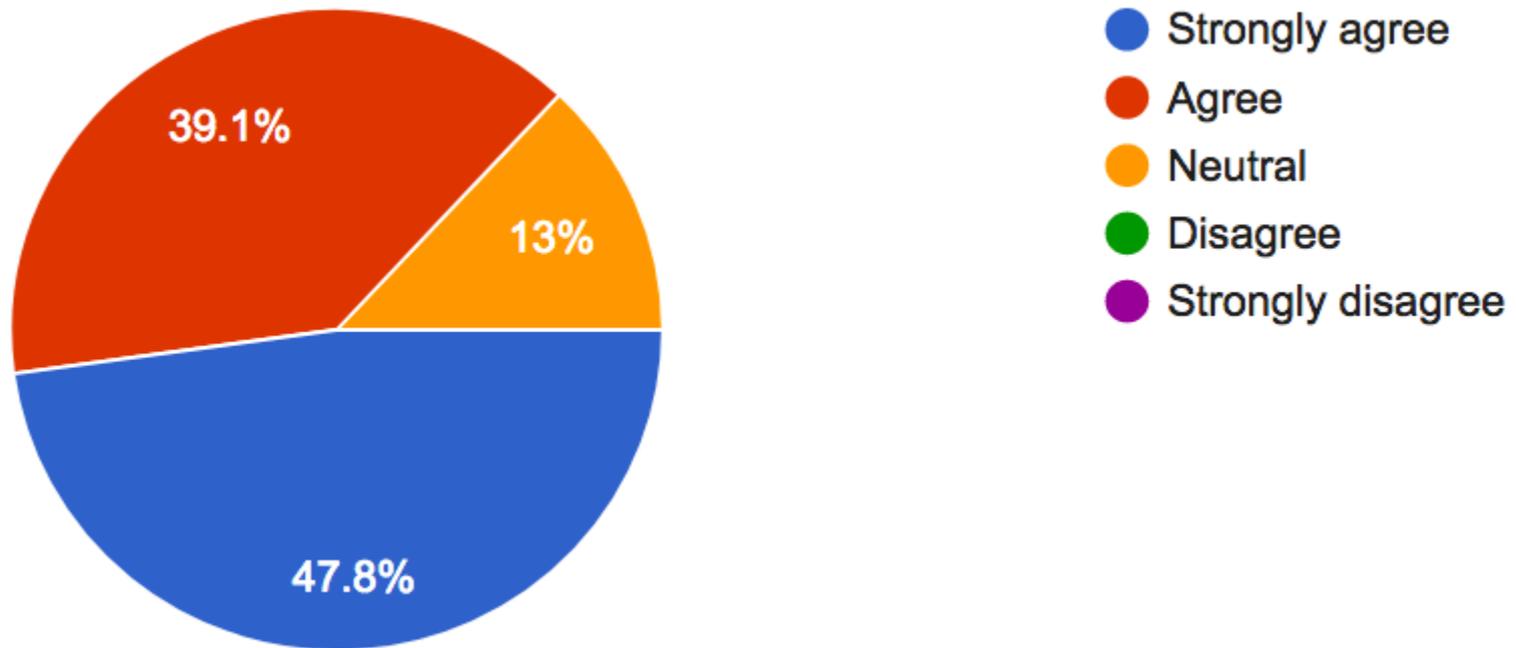
73.9% of staff agree while 26.1% are neutral and/or disagree.

Chris works to create a positive, happy climate in the school.



95.7% of staff agree while 4.3% (1 person) are neutral.

Chris supports and challenges me to grow as an educator.



87% of staff agree while 13% are neutral.

Comments (summary of 7 responses)

- A different plan for when Chris is away as there is concern for the classroom teacher that is pulled away to deal with issues as they arise.
- Daily communication is effective but more clarity is needed when questions are asked. Majority of staff are positive but feel some are not supportive nor positive.
- Ideas to help culture: staff gatherings, staff and school clothing, continue to share the good things at school.
- Some staff struggle to release control so this can sometimes hinder a collaborative culture.
- More time is needed at staff meetings to discuss and share events that are happening in the school so everyone is aware.
- Staff makes an effort to connect with each other throughout the day.
- Chris models a willingness to take risks and this helps push the school forward. There is a concern that the principal's support time is dedicated to a small number of high-need students so this decreases the overall amount of support to the school. Chris is a very positive, reflective leader that remains calm in challenging situations.

Conclusions – Staff Culture

- The overall culture of staff is strong and improving but more work needs to be done, particularly in the area of positivity, happiness, care, and collaboration.
- A strengths-based culture does exist on staff members have opportunities to use their strengths.
- The majority of staff are willing to take risks but this is an area of continued growth.

Conclusions – Chris as principal.

- Chris listens and has the trust of all but one staff member surveyed.
- Chris effectively acknowledges the strengths of all staff members and encourages staff to take risks and try new things.
- Majority of staff feel cared for by Chris while 2 people stated this is an area of needed growth.
- Chris is supportive for staff growth and works to promote positivity in the school.
- The area of strongest needed growth for Chris is communication. More communication is desired around school events as well as clarity of steps for processes within the school.