

Please note

## **SAMPLE SCHOOL CLIMATE SURVEY**

1. The following is a random compilation of real responses from several schools and is intended simply to illustrate a typical School Climate Survey report.
2. Because it is a compilation there is no inner consistency in this sample report.
3. In a typical school report with 50+ responses there will be in excess of eight pages of confidential staff comments (“gold dust” for any responsive SLT!)
4. Schools may add a bespoke text question to the survey questionnaire if they wish.

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# **SAMPLE SCHOOL**

## **Staff Climate Survey**

**April 2019**

**Emeritus Training & Consultancy Ltd**

# CLIMATE SURVEY

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(Note: scores are rated from 1 “never” to 6 “always”. “Don’t know” is recorded as N/A)

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3	Open responses: Positive Aspects. Teaching Staff
4	Open responses: Positive Aspects. Support Staff
5	Open Responses: Areas for Improvement. Teaching Staff
6	Open Responses: Areas for Improvement. Support Staff
7	Chart: Mean scores against each of 20 climate statements (all staff)
8	Chart: Mean scores against each of 20 climate statements (teaching staff and support staff separately)
9	Table: Raw Data. Number of staff in each category recording each score (1-6) against each climate statement.
10	Chart: Mean staff scores (teaching and support combined) ranked, as percentiles, against others on the <i>Emeritus</i> database. (Thus, 100% is the highest, 0% the lowest, 50% the median etc)
11	Chart: Overall job satisfaction: number of staff in each category recording each score
12	Table: Mean job satisfaction levels for staff in each category and for all staff

Please describe the positive aspects of working at Sample School

<b>Teaching Staff Response</b>	
1	Professional, friendly, talented and hard working staff. Delightful pupils
2	Very positive working environment - listening & sympathetic to personal issues. Very professional staff. Very clear goals about pupils being at the centre of everything. Very good place to work.
3	Staff are welcoming to newcomers and friendly, supportive of individual staff members who experience difficult personal circumstances. High standards are set and challenged when they are not met.
4	High professionalism of staff at all levels. Good staff development opportunities. Support for pupils and staff facing difficulties. Most facilities are excellent. Management are approachable, open door, willing to listen. Resources generally are good. Staff working relationships are generally positive and friendly. There is a genuine if unquantifiable ethos.
5	I have some good friendships with other members of staff. Mostly the pupils are lovely. I can teach my subject and know that I can get on and teach in the lesson. Family situations are dealt with sympathetically.
6	The most positive aspect of this school is the people. The teaching staff, support staff and pupils get along well and there is a strong sense of mutual respect.
7	I get good support from my managers whenever I try something new. I do feel that my opinions count in any new enterprise and any decisions I make are supported. The atmosphere is very positive and any suggestions for improvement are taken seriously.
8	Very high standard of behaviour of pupils. Strong pastoral system which is a real strength of the school. Very strong ethos, supportive colleagues and a strong sense of community. Dedicated Head who is fair, loyal, enthusiastic, very supportive and always determined for the school to improve/succeed. The Head's vision that changes which will improve the school are essential but changes "just for the sake of making changes" are not. He has a strong sense of " doing what is right for OUR school."
	.....ETC.....FOR MORE PAGES.....

Please describe the positive aspects of working at Sample School

<b>Support Staff Response</b>	
1	Excellent place to work, good morale within staff and good facilities.
2	Friendly, working environment, where your views are acted on. Made to feel part of a very happy family from day 1.
3	As a working parent, the school is very flexible if childcare becomes an issue. The staff are very friendly and always willing to help. My line manager is very supportive, and made me feel very welcome from the first day, praises staff, and provides continuing training for the post.
4	Positive aspects are a good working environment, very supportive manager, caring and concern for employees.
5	The main reason I enjoy my work here is the friendly atmosphere between everyone involved, whether it be the teaching staff, pupils, staff working in the kitchen, administrative or technical staff. This atmosphere has personally made it easy for me to settle in my 1st 6 months of work. The standards the school keeps to are second to none and it is a joy to see everyone working hard to make sure the success of this school continues.
6	Working in a highly respected school is very positive and gives a sense of achievement. The school sets very high standards and this is reflected in the attitudes of staff and pupils.
7	The thing I like about working here is that whilst it sets high standards for both staff and pupils it is very much a community within itself and I know when I have had personal problems the SLT and other members of staff were extremely supportive and, considering the size of the school is, to me it is an achievement to have this atmosphere
8	The school and staff are usually supportive of both work and personal issues.
9	Working closely with pupils.
	...ETC....FOR MORE PAGES

Please state specific areas where Sample School needs to improve, and describe what the benefits would be if these improvements were made

<b>Teaching Staff Response</b>	
1	There is too much pressure on staff and not enough on pupils. Staff generally take most responsibility for poor grades in a department and this is brought up regularly in meetings. It would be better if staff felt more supported by senior management on this as quite often pupils' complaints are listened to more than teachers.
2	Some staff who have been here a long time have too many promoted points for doing admin tasks. They also have light timetables. Especially galling when you have some excellent younger staff who deserve recognition and reward.
3	More communication of ideas with the whole of the staff to discuss ideas. The new timetable is an example of the benefits of these conversations to make people happier and feel valued
4	Possibly more publicity for staff development courses. Some after-school meetings aren't really too productive and information could have been dispatched via an e-mail.
5	Technicians unhelpful and unwilling to offer advice and support most of the time. Websites not allowed in school – U-tube for clips and music and image sites would be useful for staff access as they are useful for use in many lessons
6	The SLT are constantly striving for improvement but there is not always clear direction on what or how to improve. There is a lack of collaboration between the middle managers and the SLT which means that ideas and initiatives are rarely discussed. There is also a need for middle managers (HoD) to meet together as a whole. New initiatives are sometimes put in place and then not reviewed. The school could involve pupils in the drive for improvement. Most of the staff could not work any harder. There are some pupils who would do a great job in leading initiatives themselves, but the talents of these pupils are rarely seen in the day to day life of the school.
7	SMT need to be far more involved in actual teaching and not just involved in paper pushing since they are not truly aware of what is really going on in the classroom and what pressure teaching staff are under with the constant push for a good inspection and becoming an outstanding school. This is an outstanding school and it does need inspectors to prove it
	....ETC....FOR MORE PAGES.....

Please state specific areas where Sample School needs to improve, and describe what the benefits would be if these improvements were made

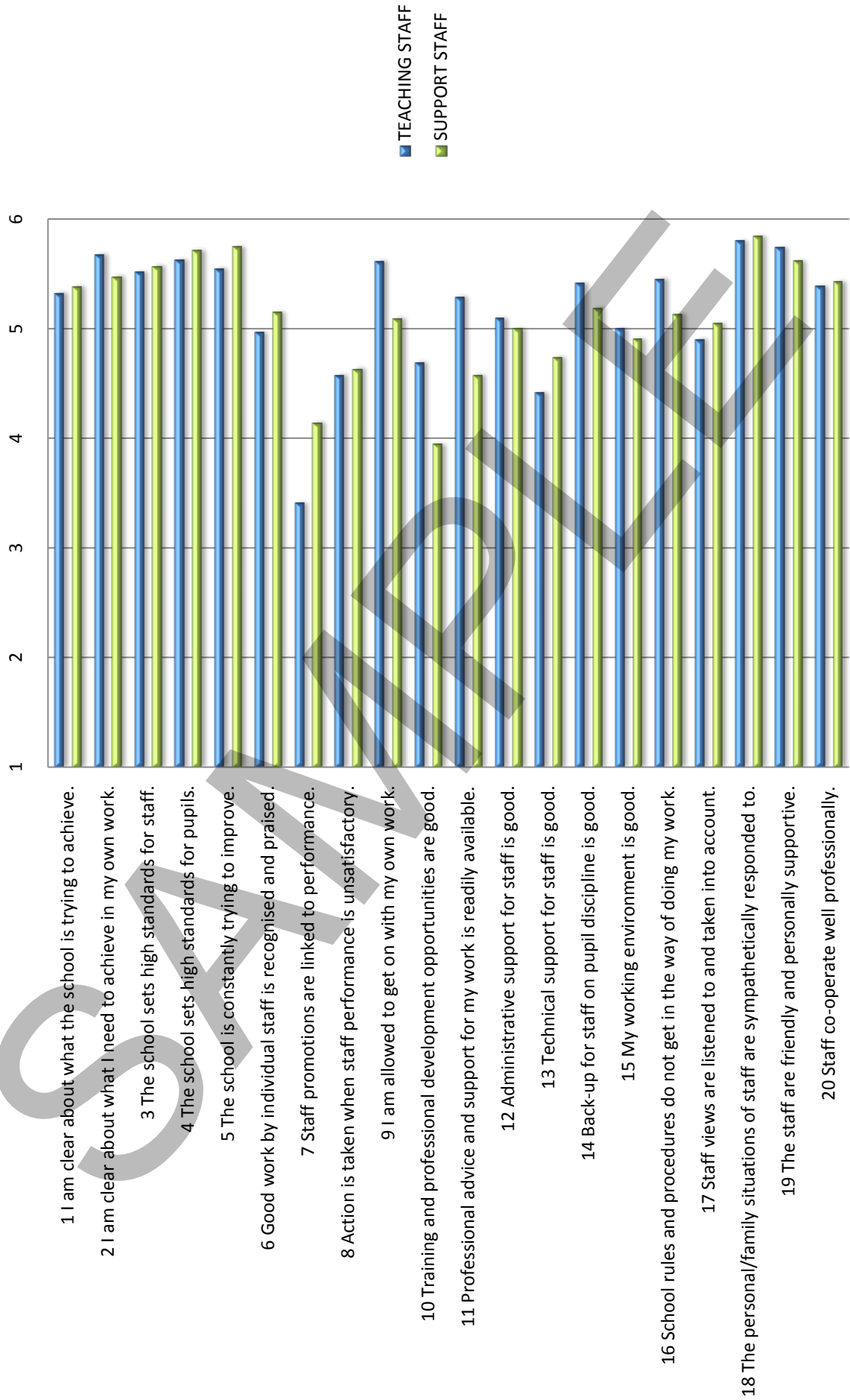
<b>Support Staff Response</b>	
1	Wages for support staff, based on performance and workload pay increases are not supported
2	Secure bike parking areas with clear CCTV to watch over bikes and to be able to use evidence if need be. This can also help in other areas to protect the site. Areas to wash or shower to help promote cycling or walking to work giving the school a greener outlook , improving the health of the staff and also saving on parking spaces.
3	Sometimes communication between teaching staff and support staff is non existent
4	HR rules and procedures. HR need to know their own rules before they upset people who have had bereavements in the family. Most teachers do not recognise support staff or even say hello. Do the staff really know each other well enough??? Only when they want something do they remember your name!!
5	Support staff come a distant second behind teaching staff.
6	Communication between support staff and teaching staff is a continual problem, e.g. TAs not informed of room changes by teaching staff and being told important information at the last minute. There are far too few TAs employed for the number of pupils requiring support.
7	Support staff need to be invited to staff meetings, inset days etc. For example when the shorter working day was proposed support staff were not invited to give their opinion on how this would affect them. Lots of things seem to be presented as a 'fait accompli'. We are all members of the school staff after all!
8	Recognition and promotion for support staff in an ever changing world, finding out what skills or specialised areas support staff have and enhancing them.
9	More opportunities for support staff to enlarge knowledge of specific subject areas.
	...ETC....FOR MORE PAGES

## SAMPLE SCHOOL - ALL STAFF



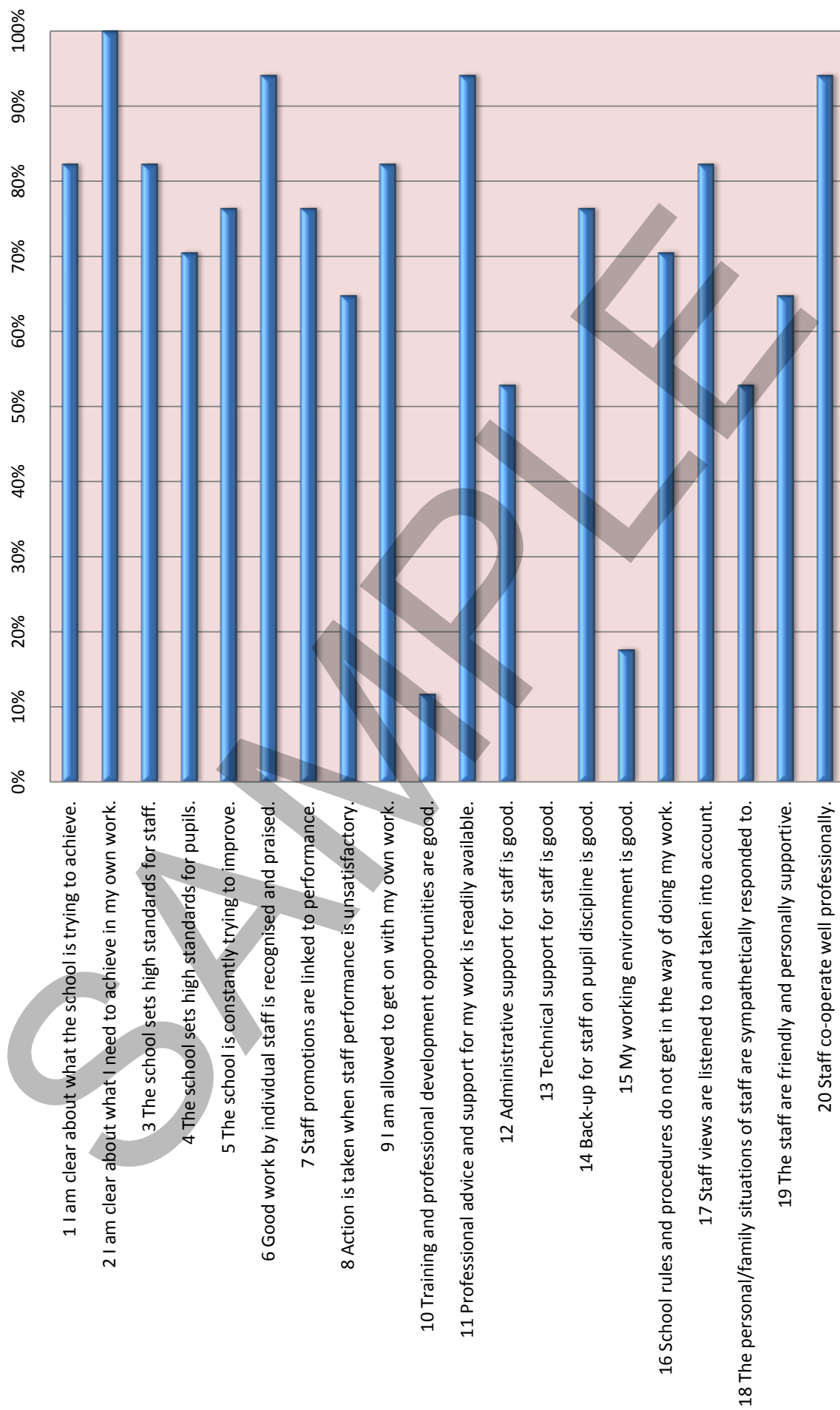


## SAMPLE SCHOOL - TEACHING[31] AND SUPPORT STAFF[21]

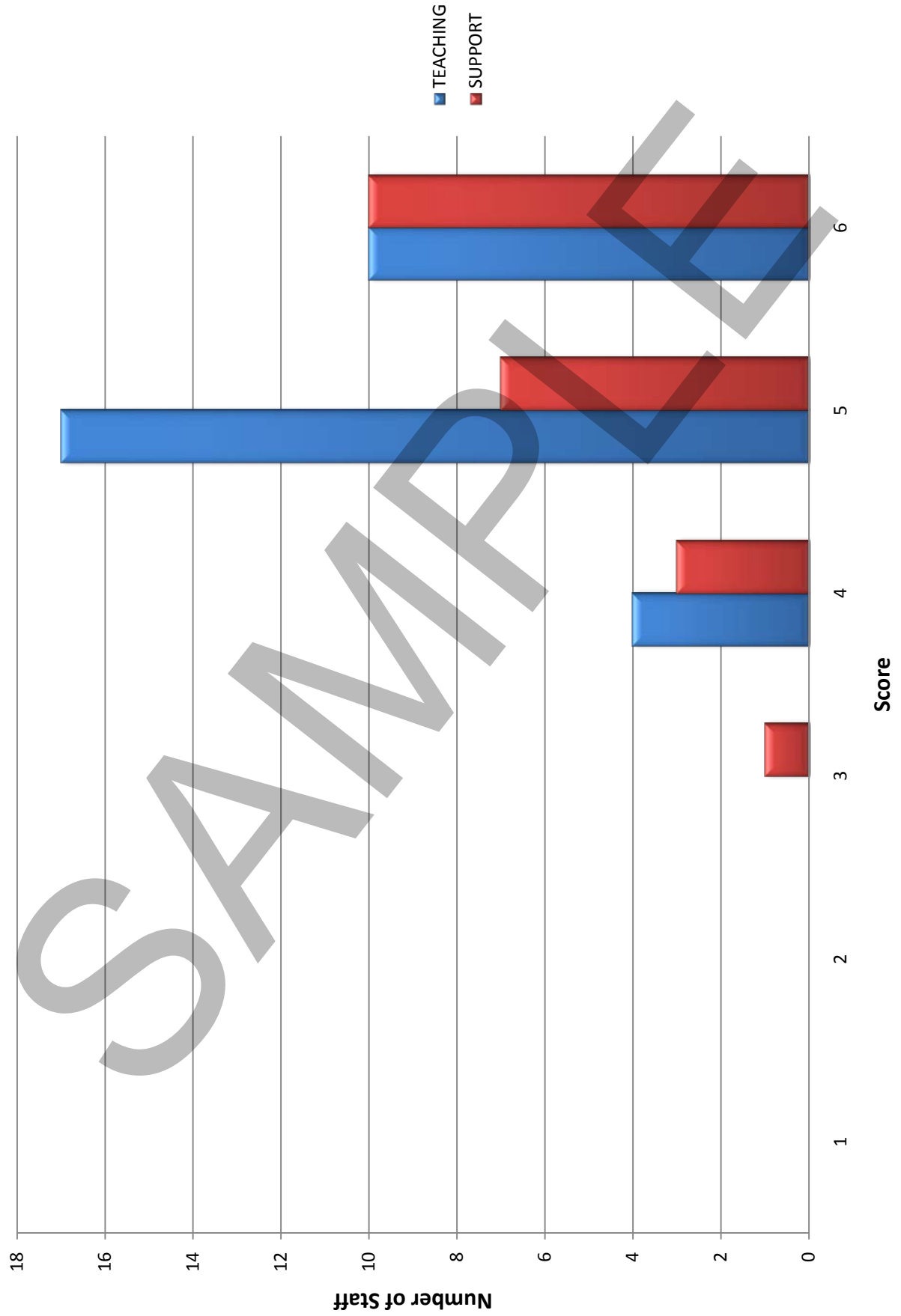


SAMPLE SCHOOL - RAW DATA		SCORE					
		1	2	3	4	5	6
1 I am clear about what the school is trying to achieve.	TEACHING	0	0	0	1	19	11
	SUPPORT	0	1	0	2	5	13
2 I am clear about what I need to achieve in my own work.	TEACHING	0	0	0	2	6	23
	SUPPORT	0	0	0	4	3	14
3 The school sets high standards for staff.	TEACHING	0	0	0	2	11	18
	SUPPORT	0	0	0	2	5	14
4 The school sets high standards for pupils.	TEACHING	0	0	0	1	10	21
	SUPPORT	0	0	0	2	2	17
5 The school is constantly trying to improve.	TEACHING	0	0	0	3	8	20
	SUPPORT	0	0	0	1	3	16
6 Good work by individual staff is recognised and praised.	TEACHING	0	0	2	7	12	10
	SUPPORT	0	0	0	5	7	8
7 Staff promotions are linked to performance.	TEACHING	1	3	8	6	4	0
	SUPPORT	0	2	1	6	3	2
8 Action is taken when staff performance is unsatisfactory.	TEACHING	0	1	2	10	7	6
	SUPPORT	0	1	3	5	3	7
9 I am allowed to get on with my own work.	TEACHING	0	0	1	2	5	23
	SUPPORT	0	0	2	4	6	10
10 Training and professional development opportunities are good.	TEACHING	1	0	3	6	12	7
	SUPPORT	2	2	1	5	6	2
11 Professional advice and support for my work is readily available.	TEACHING	0	0	0	6	10	15
	SUPPORT	0	2	2	5	6	6
12 Administrative support for staff is good.	TEACHING	0	0	1	7	11	12
	SUPPORT	0	0	2	4	6	8
13 Technical support for staff is good.	TEACHING	1	0	6	7	12	5
	SUPPORT	0	0	3	5	5	6
14 Back-up for staff on pupil discipline is good.	TEACHING	0	0	0	4	10	17
	SUPPORT	0	0	0	4	5	7
15 My working environment is good.	TEACHING	1	0	1	6	11	12
	SUPPORT	0	1	1	5	6	8
16 School rules and procedures do not get in the way of doing my work.	TEACHING	0	0	0	2	13	16
	SUPPORT	0	0	2	3	7	10
17 Staff views are listened to and taken into account.	TEACHING	0	1	0	7	15	7
	SUPPORT	0	0	1	5	6	8
18 The personal/family situations of staff are sympathetically responded to.	TEACHING	0	0	0	1	4	26
	SUPPORT	0	0	0	0	3	16
19 The staff are friendly and personally supportive.	TEACHING	0	0	0	1	6	24
	SUPPORT	0	0	1	0	5	15
20 Staff co-operate well professionally.	TEACHING	0	0	1	2	12	16
	SUPPORT	0	0	0	3	6	12

## SAMPLE SCHOOL COMPARED WITH OTHERS ON THE EMERITUS DATABASE



# SAMPLE SCHOOL - JOB SATISFACTION



SAMPLE SCHOOL - JOB SATISFACTION		
AVERAGE SCORE: TEACHING STAFF =	5.19	83.9%
AVERAGE SCORE: SUPPORT STAFF =	5.24	84.8%
AVERAGE SCORE: ALL STAFF =	5.21	84.2%

SAMPLE