

## **Board of Education Client Survey**

### **Objective**

As a first step toward the goal of fostering positive relationships with Clayton's teachers, the Board of Education distributed a client survey to all of Clayton's certified teaching staff and administrators.

### **Methodology**

A survey invitation was sent to a total of 290 teachers and administrators. The survey was e-mailed to the group and administered in a way that only allowed each respondent to complete the survey only once. All survey responses were given confidentially in order to allow for complete anonymity of staff completing the survey.

### **Response Rate**

The 228 completed surveys translate into a response rate of 78.6 percent or about four out of every five staff members who were invited to take the survey. This response rate is high enough to allow for general conclusions to be reliably drawn from the survey data. Furthermore, the response rate was also high enough that one could easily expect to generate similar results if the survey was conducted again using a random, scientific sample of the same 290 staff members. Responses were received from:

- 83 PK-5 teachers
- 51 6-8 teachers
- 73 9-12 teachers
- 21 administrators

### **General Observations – Agree/Disagree Questions**

About two out of every three respondents agree that the BOE's decisions are guided by what is best for Clayton students. In addition, about the same number feel that the Board is active and visible in our community and is also trying to maintain a long-term commitment to Clayton's teachers. A majority (57%) of those completing the survey did recognize the BOE's desire to maintain a positive relationship with Clayton's teachers. However, over half of those surveyed disagreed with the statement "The BOE really listens to what teachers have to say." More than half (55%) of respondents disagreed with the notion that there are effective channels of communication between the BOE and Clayton's teachers. The same number (55%) also felt that the BOE does not "give Clayton's teachers enough say in the decision-making process." Slightly less than half (49%) disagreed with the statement "The Board takes the opinions of Clayton's teachers into account when making decisions." A lesser number of respondents (47%) don't feel the BOE considers the impact on Clayton's teachers when making decisions.

### **General Observations – Cross-Tabulated Results**

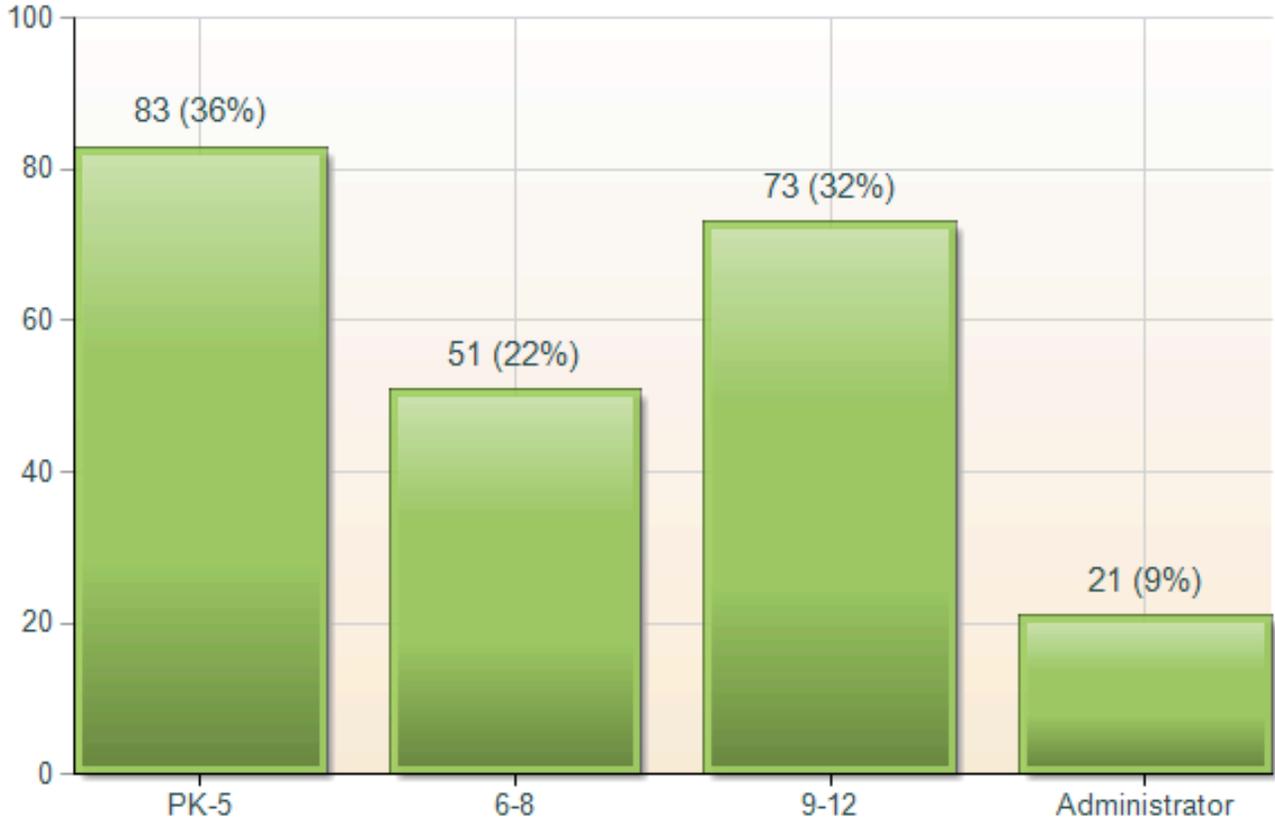
Survey results were cross-tabulated among the following four categories: PK-5 teachers, 6-8 teachers, 9-12 teachers and administrators. The purpose of cross-tabulating results is to see if there is a significant difference in the response of a specific demographic when compared to the overall survey results. The cross-tabs show the following:

- PK-5 teachers as a group were more likely to "agree" in their responses.
- Those identifying themselves as 6-8 and 9-12 teachers tended to disagree more with survey statements when compared to the overall responses and the responses of PK-5 teachers.
- Secondary teachers were two to five times more likely to strongly disagree with statements than PK-5 teachers.
- Responses were similar among all demographic categories on the questions related to effective communication channels, teachers' say in the decision-making process and the Board's ability to balance data-driven accountability with the need to provide flexibility.

An overview of the total survey results, the disaggregated results and a summary of the comments given in questions five, six and seven are included on the following pages.

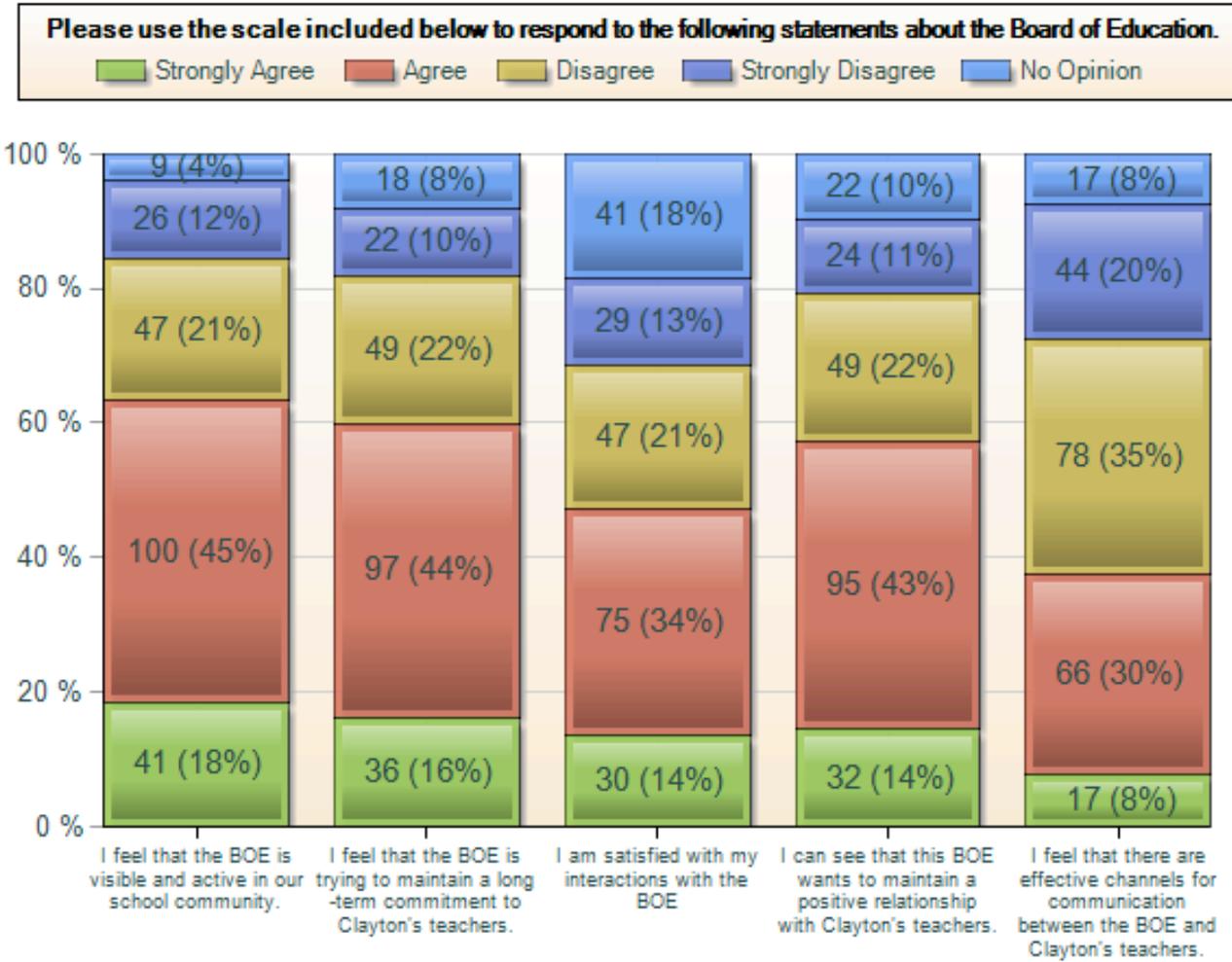
**Board of Education Client Survey**

**Please select the category that best identifies you. If you teach at more than one of the levels listed below, please select the one with which you most identify.**



1. Please select the category that best identifies you. If you teach at more than one of the levels listed below, please select the one with which you most identify.		
PK-5	83	36%
6-8	51	22%
9-12	73	32%
Administrator	21	9%
Total	228	100%

## Board of Education Client Survey

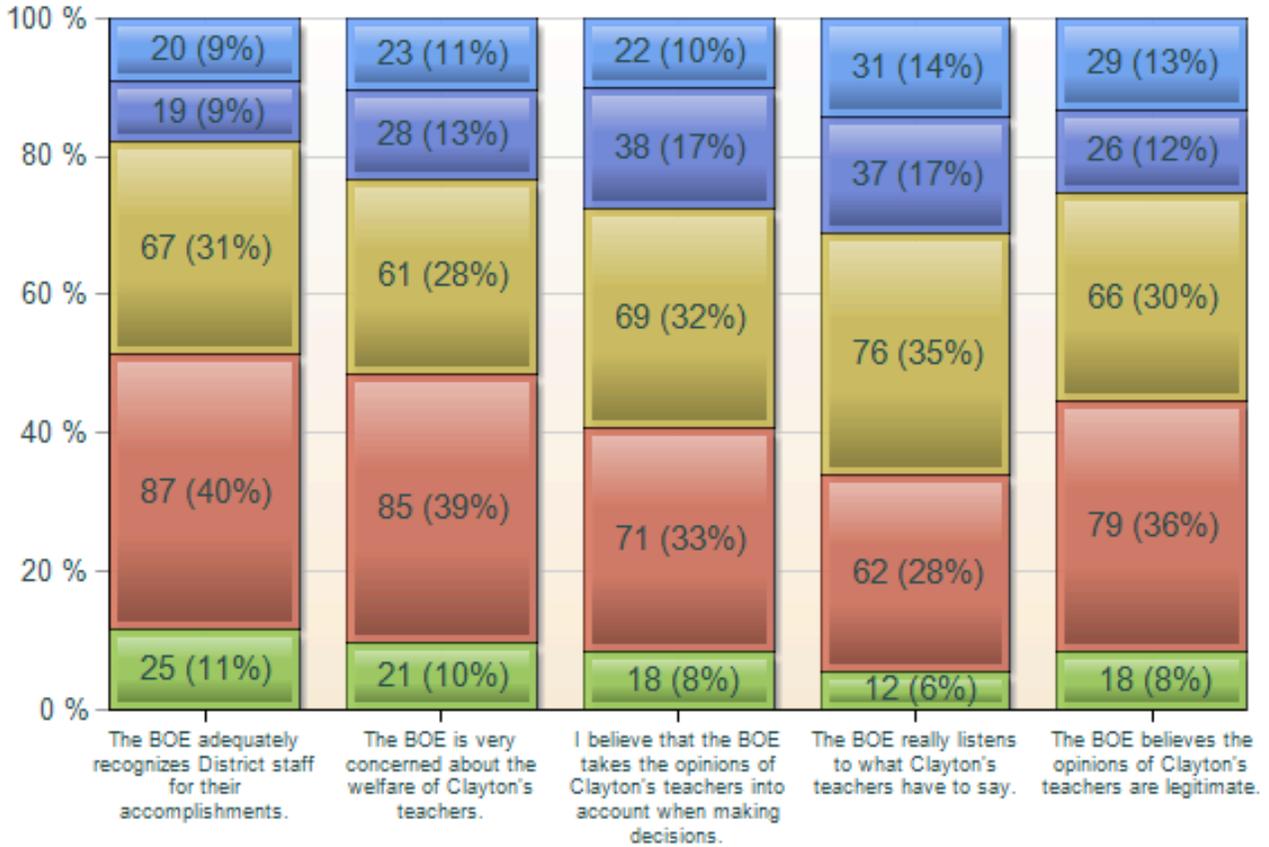


2. Please use the scale included below to respond to the following statements about the Board of Education.							
Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	Total Agree	Total Disagree
I feel that the BOE is visible and active in our school community.	41 18%	100 45%	47 21%	26 12%	9 4%	141 63%	73 33%
I feel that the BOE is trying to maintain a long-term commitment to Clayton's teachers.	36 16%	97 44%	49 22%	22 10%	18 8%	133 60%	71 32%
I am satisfied with my interactions with the BOE	30 14%	75 34%	47 21%	29 13%	41 18%	105 48%	76 34%
I can see that this BOE wants to maintain a positive relationship with Clayton's teachers.	32 14%	95 43%	49 22%	24 11%	22 10%	127 57%	73 33%
I feel that there are effective channels for communication between the BOE and Clayton's teachers.	17 8%	66 30%	78 35%	44 20%	17 8%	83 38%	122 55%

## Board of Education Client Survey

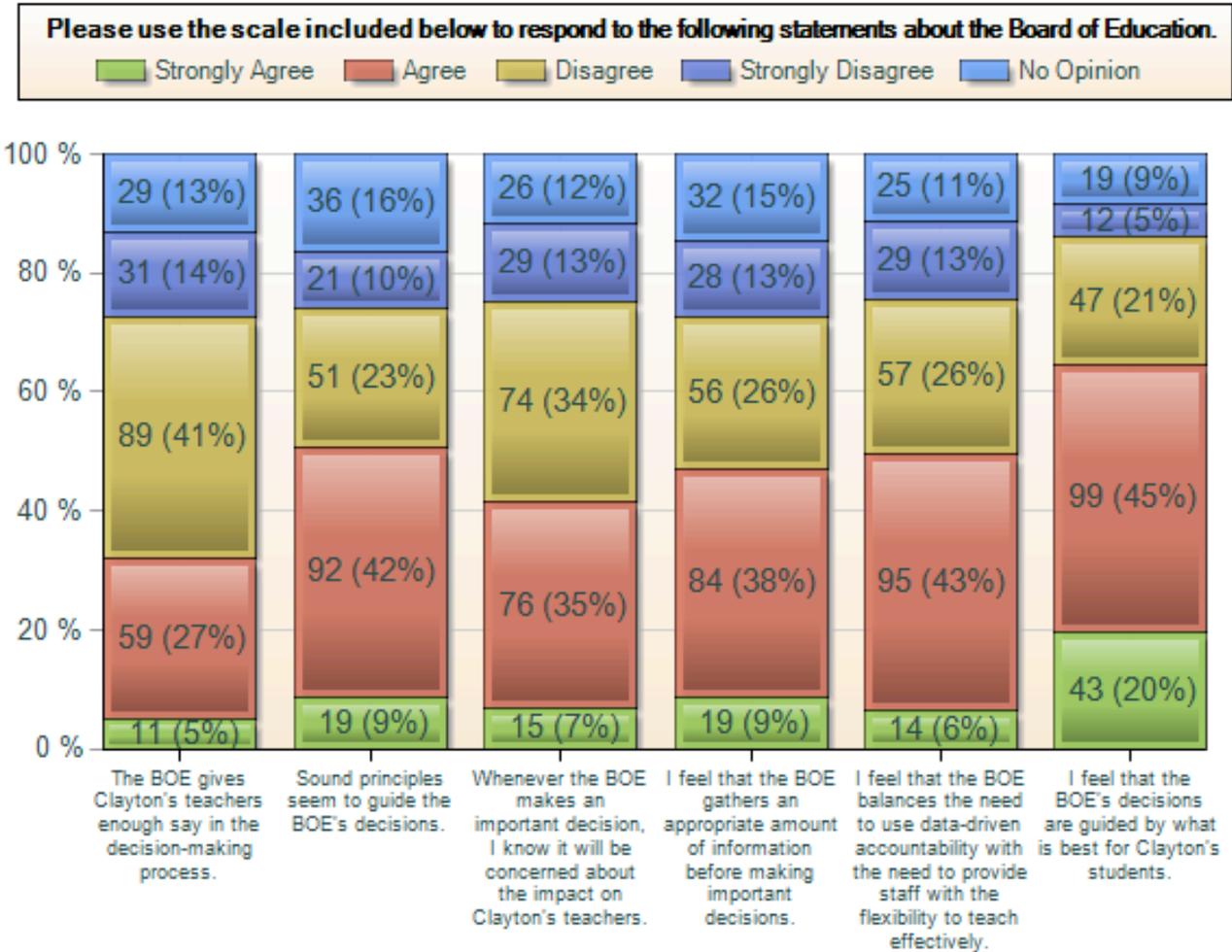
**Please use the scale included below to respond to the following statements about the Board of Education.**

■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree   
 ■ No Opinion



3. Please use the scale included below to respond to the following statements about the Board of Education.								
Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	Total Agree	Total Disagree	
The BOE adequately recognizes District staff for their accomplishments.	25 11%	87 40%	67 31%	19 9%	20 9%	112 51%	86 40%	
The BOE is very concerned about the welfare of Clayton's teachers.	21 10%	85 39%	61 28%	28 13%	23 11%	106 49%	89 41%	
I believe that the BOE takes the opinions of Clayton's teachers into account when making decisions.	18 8%	71 33%	69 32%	38 17%	22 10%	89 41%	107 49%	
The BOE really listens to what Clayton's teachers have to say.	12 6%	62 28%	76 35%	37 17%	31 14%	74 34%	113 52%	
The BOE believes the opinions of Clayton's teachers are legitimate.	18 8%	79 36%	66 30%	26 12%	29 13%	97 44%	92 42%	

## Board of Education Client Survey



4. Please use the scale included below to respond to the following statements about the Board of Education.								
Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion	Total Agree	Total Disagree	
The BOE gives Clayton's teachers enough say in the decision-making process.	11 5%	59 27%	89 41%	31 14%	29 13%	70 32%	120 55%	
Sound principles seem to guide the BOE's decisions.	19 9%	92 42%	51 23%	21 10%	36 16%	111 51%	72 33%	
Whenever the BOE makes an important decision, I know it will be concerned about the impact on Clayton's teachers.	15 7%	76 35%	74 34%	29 13%	26 12%	91 42%	103 47%	
I feel that the BOE gathers an appropriate amount of information before making important decisions.	19 9%	84 38%	56 26%	28 13%	32 15%	103 47%	84 39%	
I feel that the BOE balances the need to use data-driven accountability with the need to provide staff with the flexibility to teach effectively.	14 6%	95 43%	57 26%	29 13%	25 11%	109 49%	86 39%	
I feel that the BOE's decisions are guided by what is best for Clayton's students.	43 20%	99 45%	47 21%	12 5%	19 9%	142 65%	59 26%	

## **Board of Education Client Survey**

Responses to the three short answer questions were categorized and grouped at a “concept” level in order to identify patterns and trends. The following information summarizes some of the more frequent concepts that emerged from the survey. Concepts are listed by frequency of occurrence, from most to least often. The number after each statement indicates its frequency. Concepts that appeared less than seven times are not included in the summary.

### **Question 5 – Please list up to three things you feel the Board of Education does well.**

1. Communicating with parents and staff (19)
2. Care and commitment to students and the District (18)
3. Supports the District’s efforts to educate students (18)
4. Asks questions/seeks the necessary information (13)
5. Visible in schools and community (11)
6. Listening and responding to parent concerns (11)
7. Accessible and open to input (9)
8. Listening and responding to staff concerns (8)
9. Listening and responding (7)

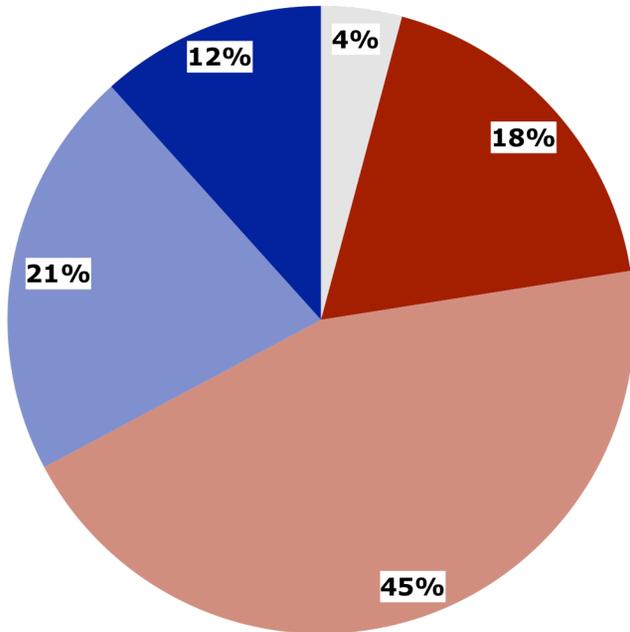
### **Question 6 – List up to three ways in which the BOE has created challenges and/or difficulties for you in your work.**

1. Not trusting staff or their expertise (20)
2. Micromanaging; Too involved in day-to-day operations of the District (17)
3. Yielding to parent pressure; empowering parents too much (17)
4. Making decisions based on personal agendas/personal experiences (9)
5. Not out in schools enough; Lack of visibility (9)
6. Asking too many questions; Creating busywork that takes staff away from work with students (7)
7. Being the first contact for concerned parents; Not using established channels for concerns (7)

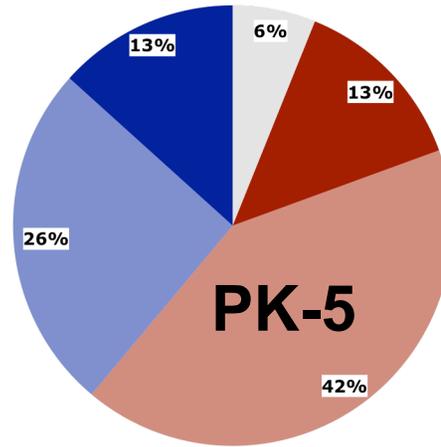
### **Question 7 – List up to three specific actions you would recommend to the Board in order to help foster better relationships between the BOE and Clayton’s teachers.**

1. Visit schools and classrooms; Increase visibility (53)
2. Meet regularly with teachers; in venues such as open forums (18)
3. Trust and respect teachers’ judgment/professionalism (17)
4. Listen to the recommendations of the staff that’s paid to make them (15)
5. Return to your role as a policy-making body; Be less involved in day-to-day operations (11)
6. Promote appropriate protocol/channels for parent concerns (9)
7. Publicly support District staff in the work that they do (7)

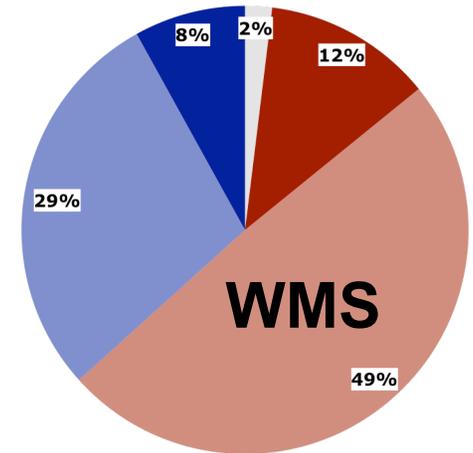
# I feel that the BOE is visible and active in our school community.



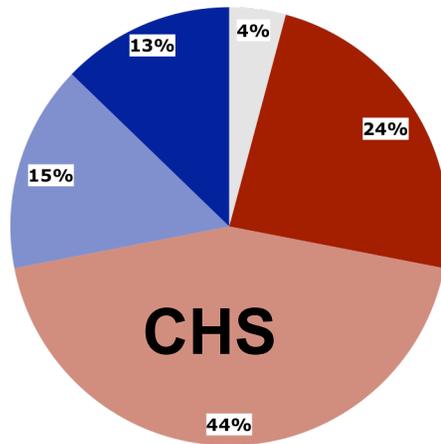
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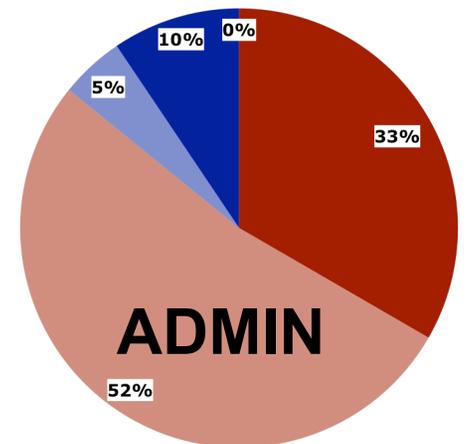
**PK-5**



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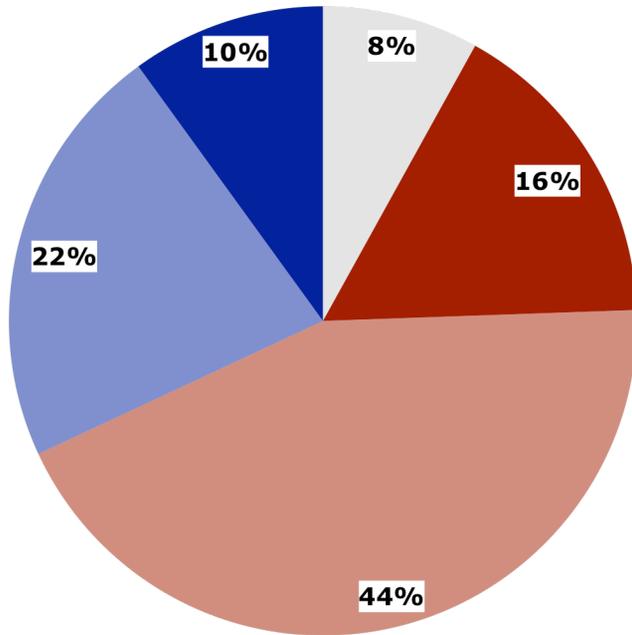
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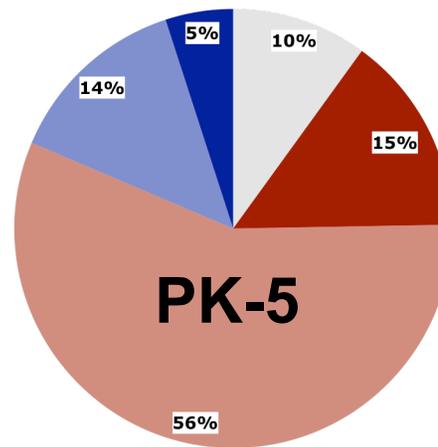
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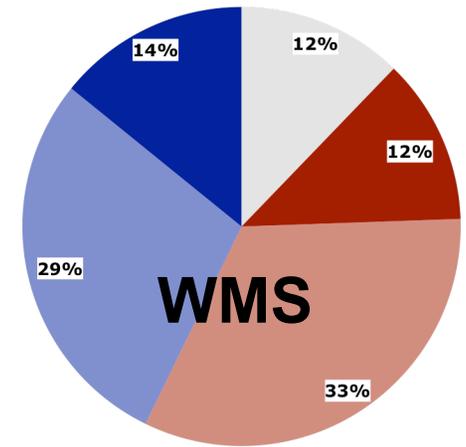
# I feel that the BOE is trying to maintain a long-term commitment to Clayton's teachers.



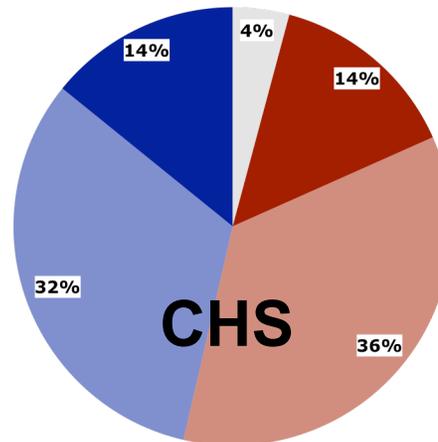
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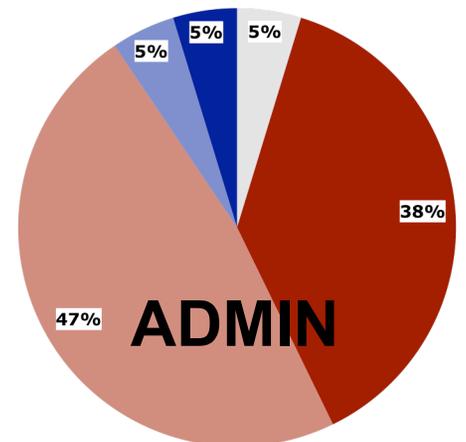
**PK-5**



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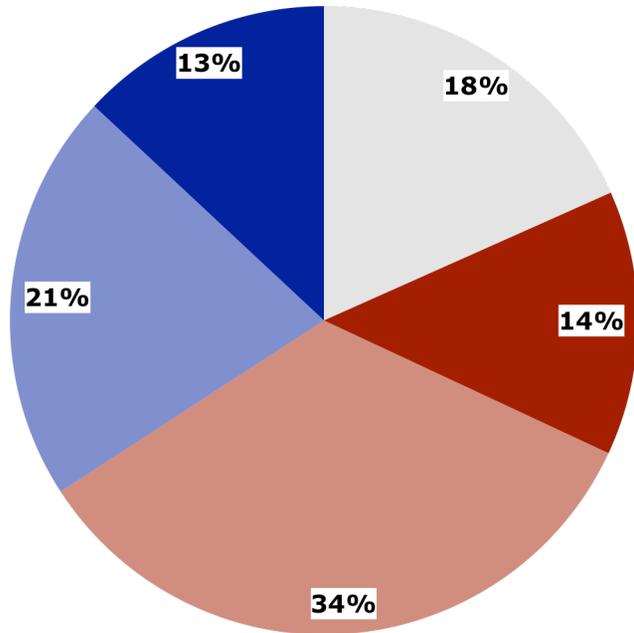
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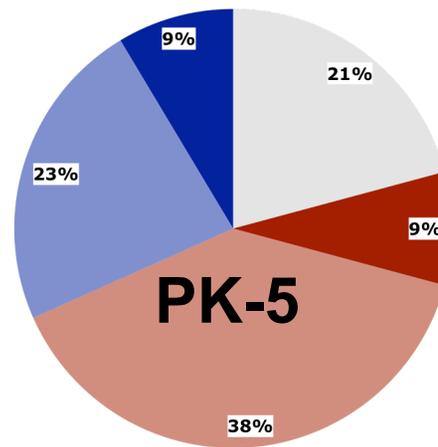
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- STRONGLY AGREE**
- AGREE**
- DISAGREE**
- STRONGLY DISAGREE**
- NO OPINION**

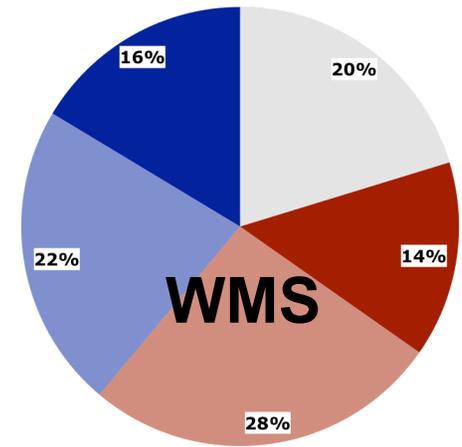
# I am satisfied with my interactions with the BOE



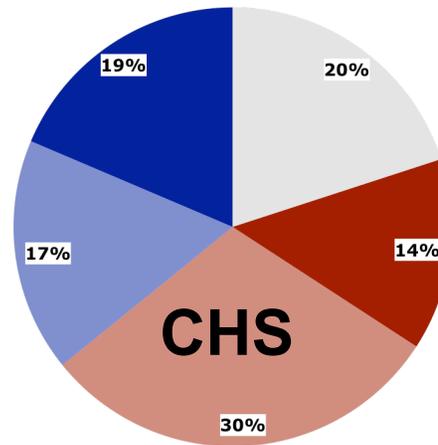
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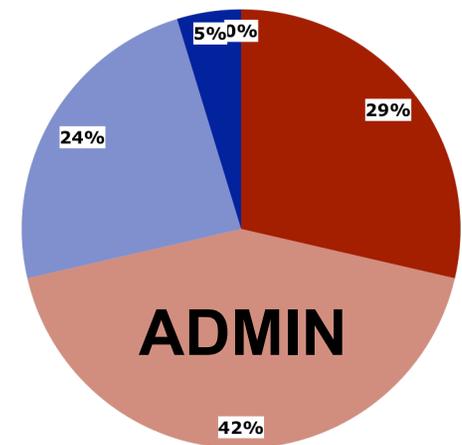
**PK-5**



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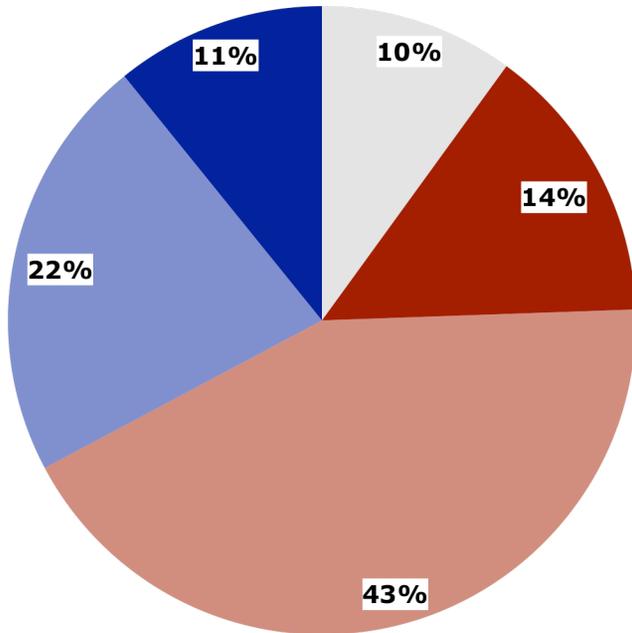
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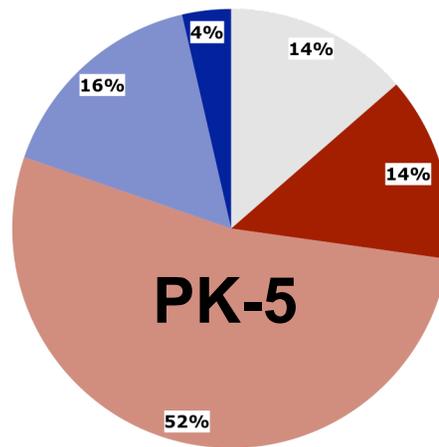
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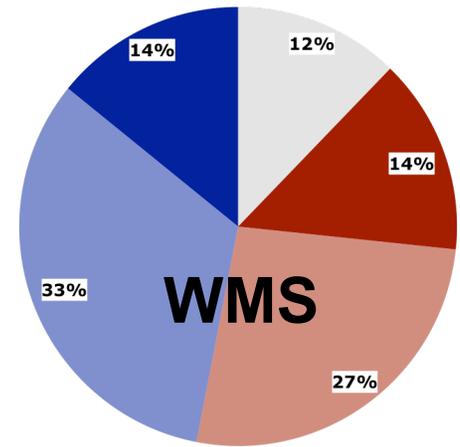
I can see that this BOE wants to maintain a positive relationship w/Clayton's teachers.



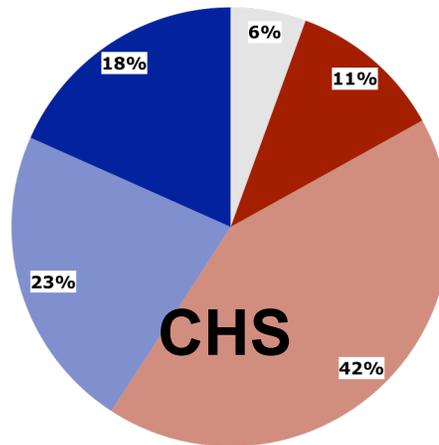
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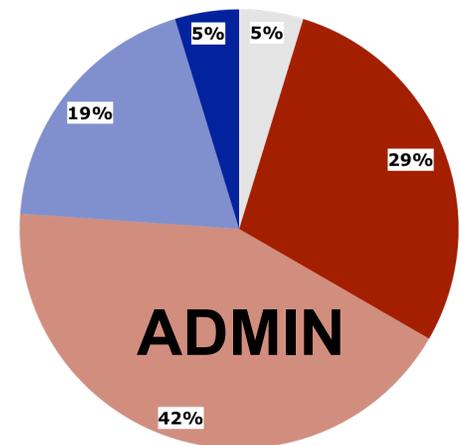
**PK-5**



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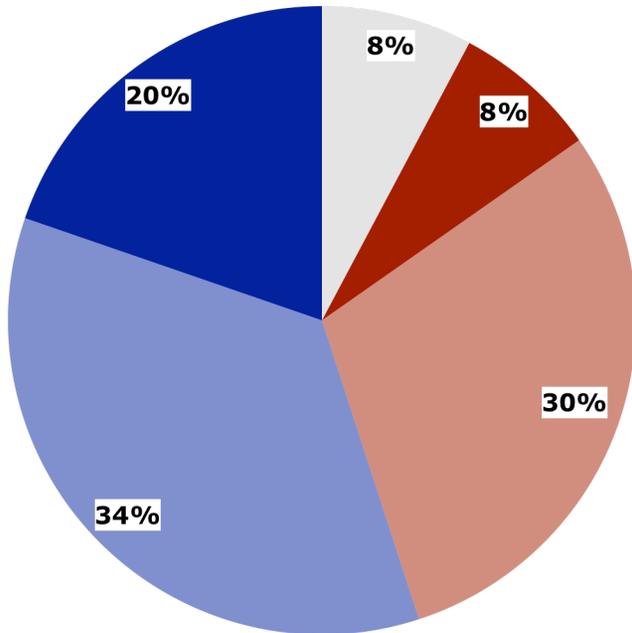
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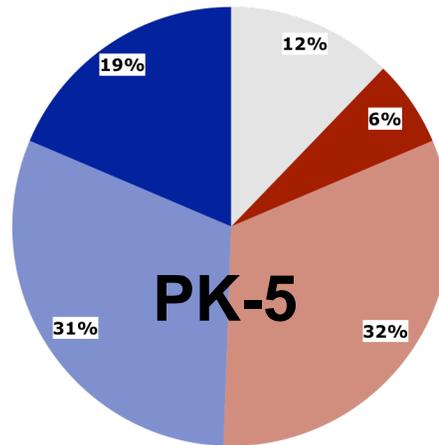
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-  **STRONGLY AGREE**
-  **AGREE**
-  **DISAGREE**
-  **STRONGLY DISAGREE**
-  **NO OPINION**

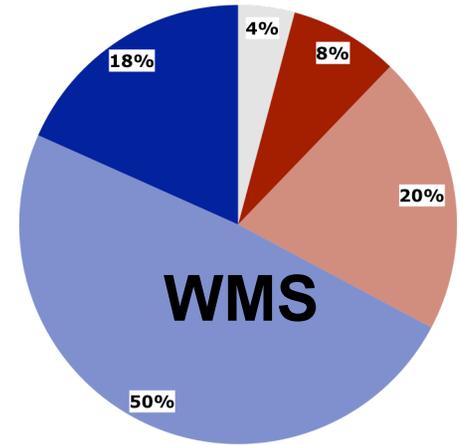
# There are effective channels for communication between the BOE and Clayton's teachers.



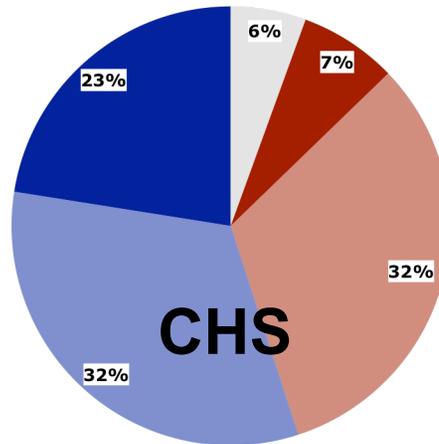
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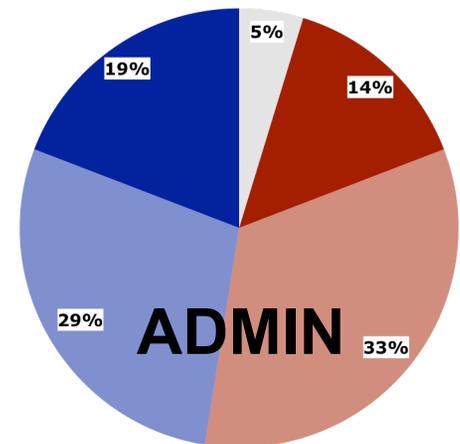
**PK-5**



**WMS**



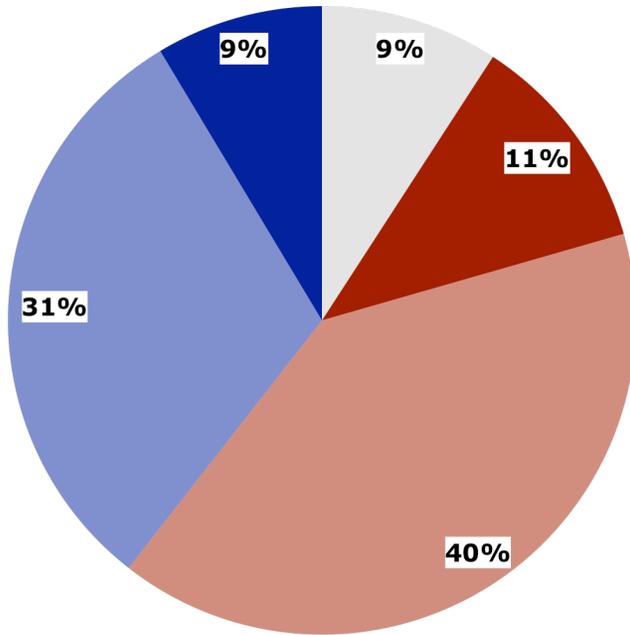
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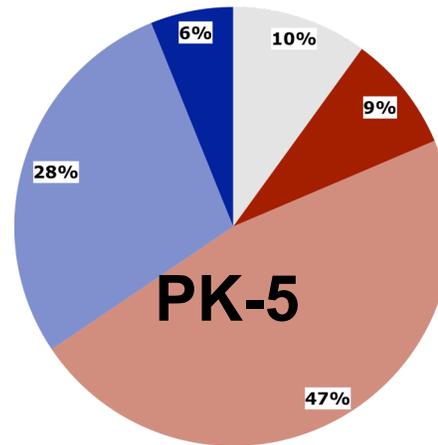
**ADMIN**

- STRONGLY AGREE**
- AGREE**
- DISAGREE**
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- NO OPINION**

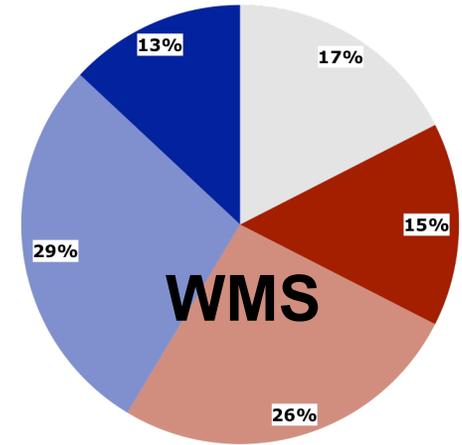
# The BOE adequately recognizes District staff for their accomplishments.



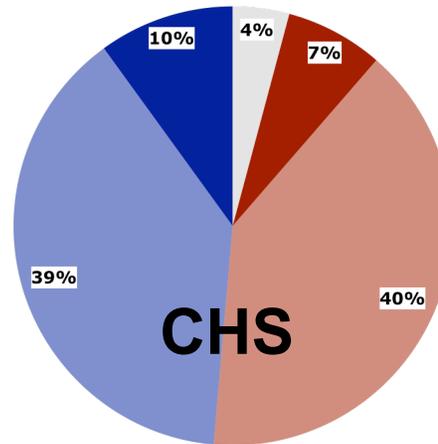
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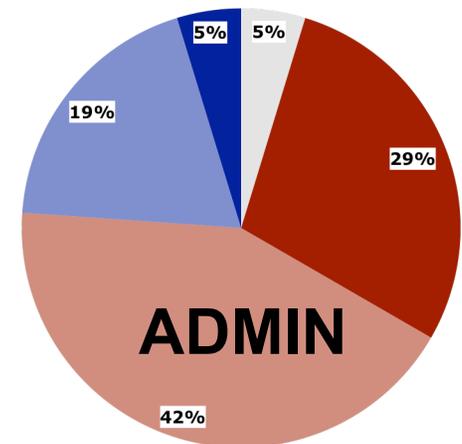
**PK-5**



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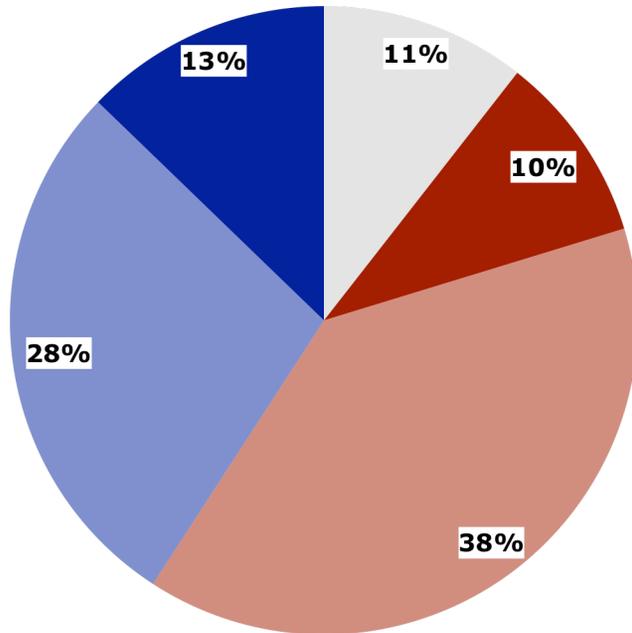
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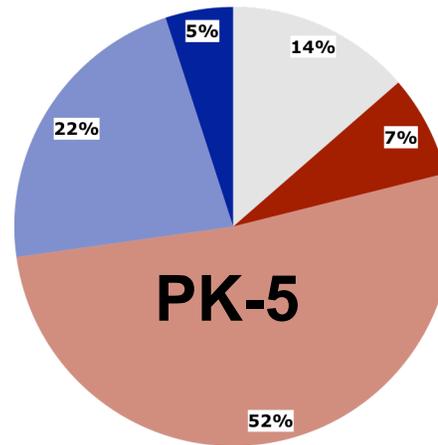
**ADMIN**

- STRONGLY AGREE**
- AGREE**
- DISAGREE**
- STRONGLY DISAGREE**
- NO OPINION**

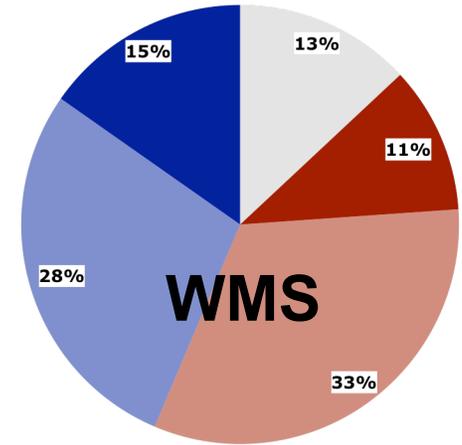
# The BOE is very concerned about the welfare of Clayton's teachers.



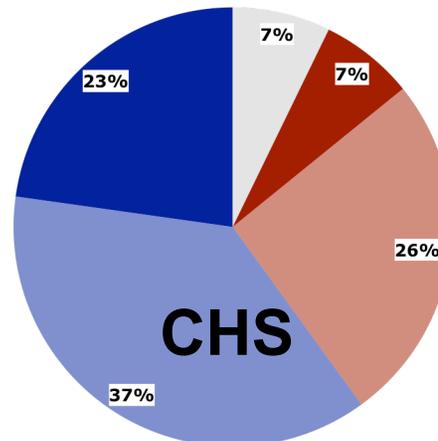
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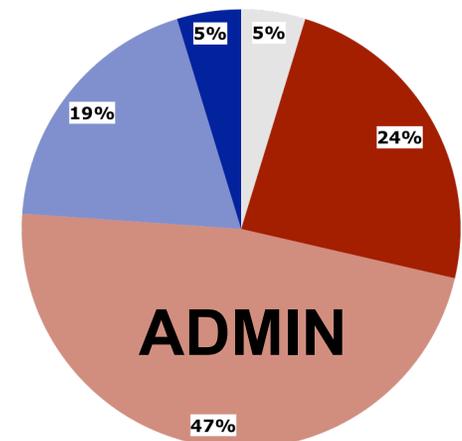
**PK-5**



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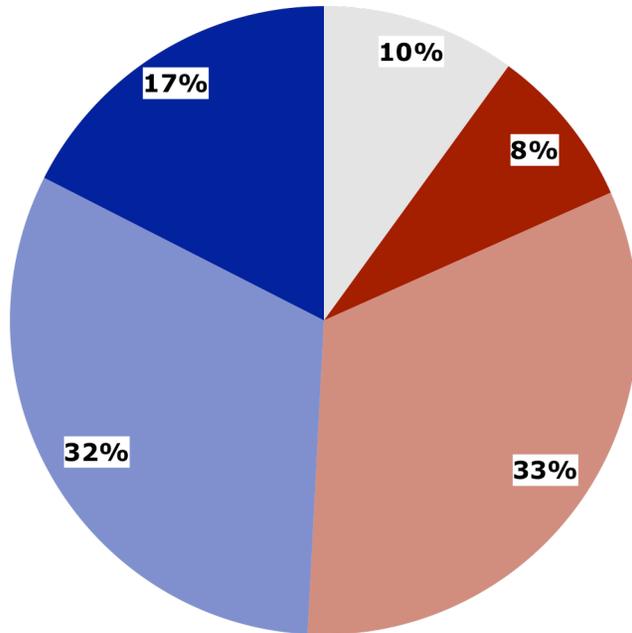


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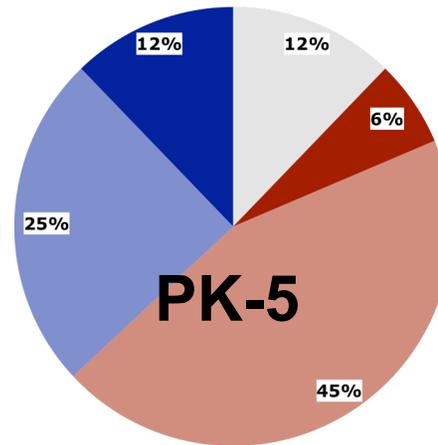


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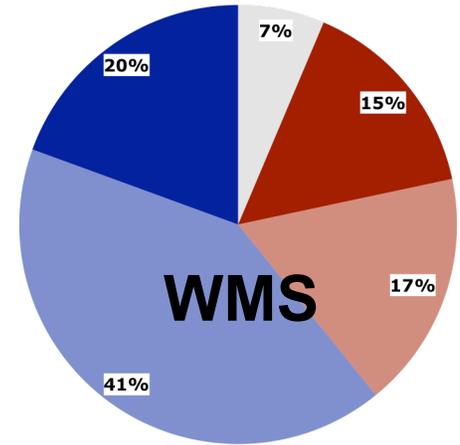
# I believe that the BOE takes the opinions of Clayton's teachers into account when making decisions.



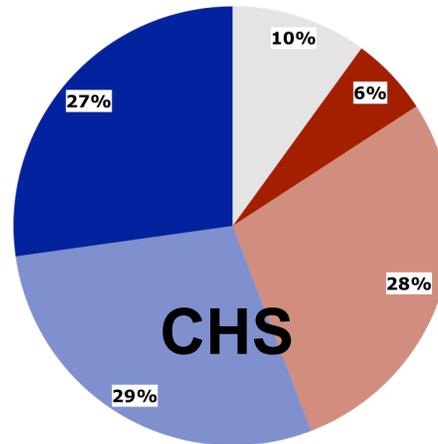
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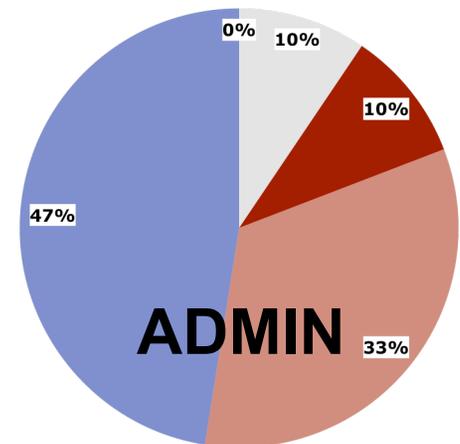
**PK-5**



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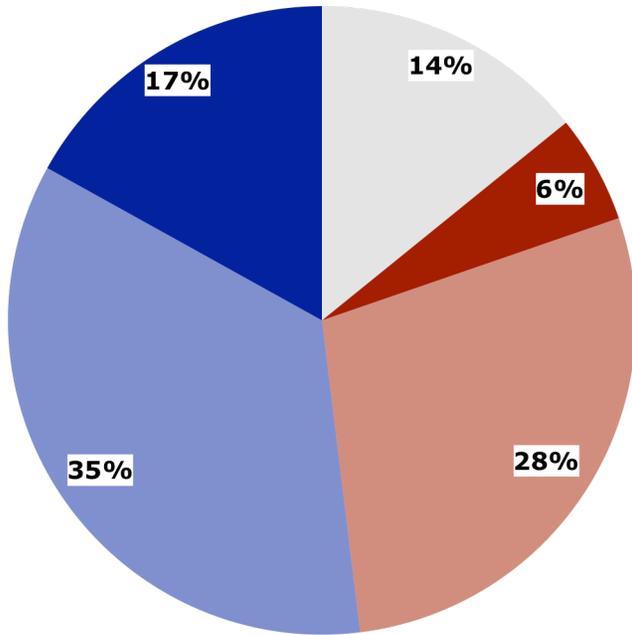
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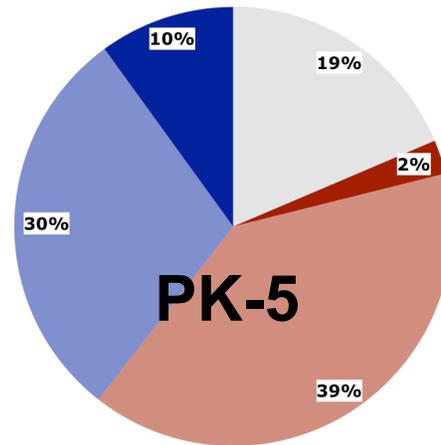
**ADMIN**

-  **STRONGLY AGREE**
-  **AGREE**
-  **DISAGREE**
-  **STRONGLY DISAGREE**
-  **NO OPINION**

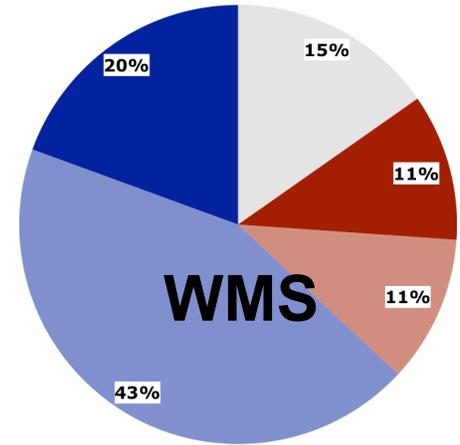
# The BOE really listens to what Clayton's teachers have to say.



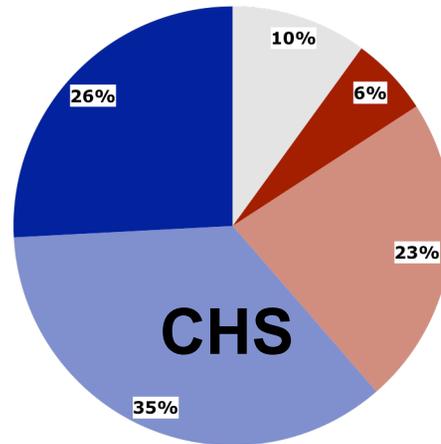
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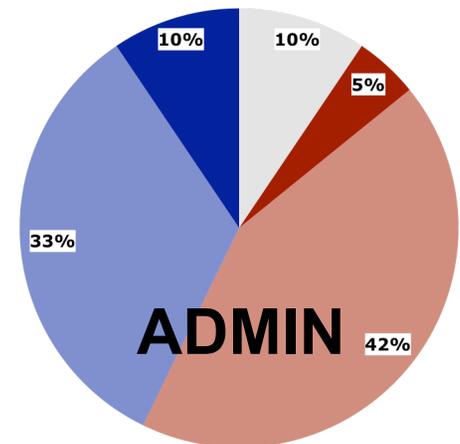
**PK-5**



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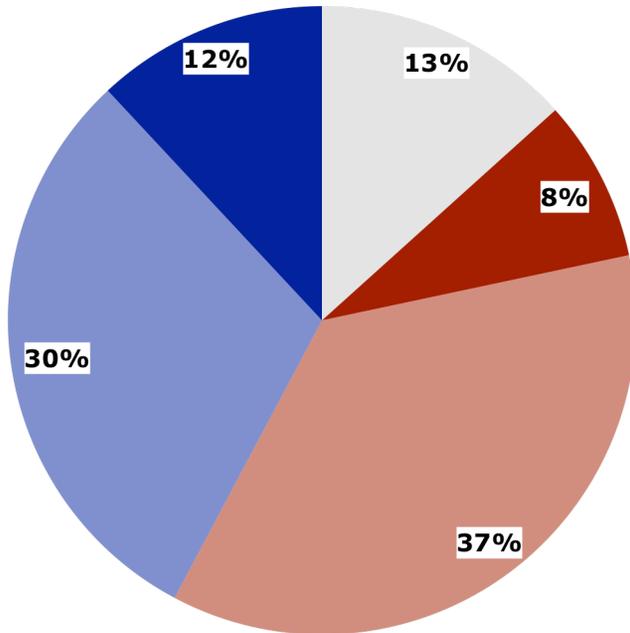
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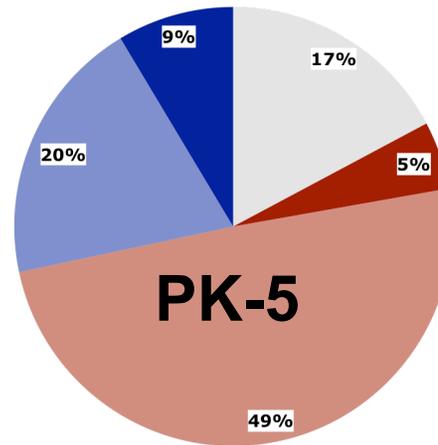
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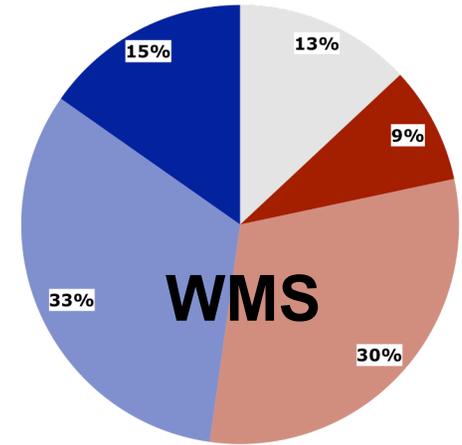
# The BOE believes the opinions of Clayton's teachers are legitimate.



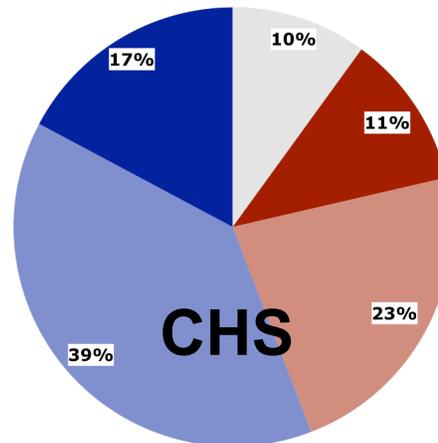
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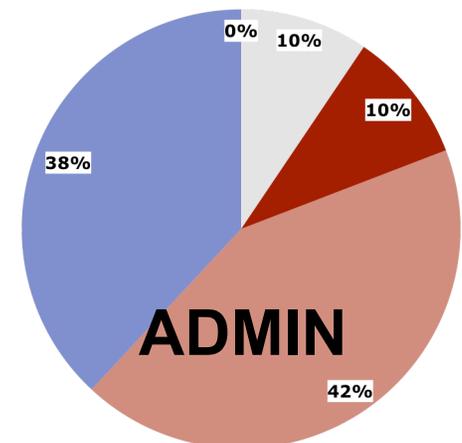
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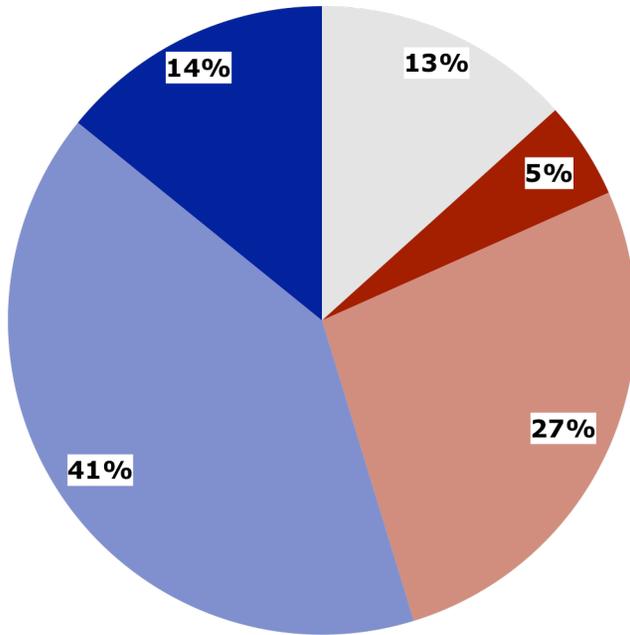
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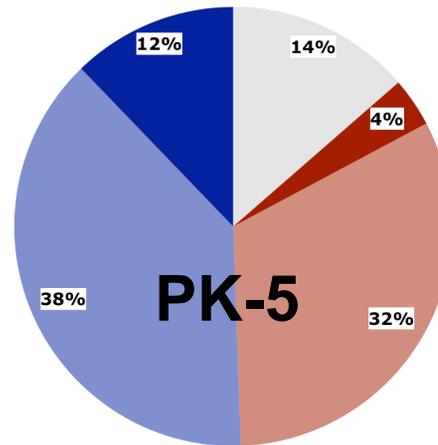
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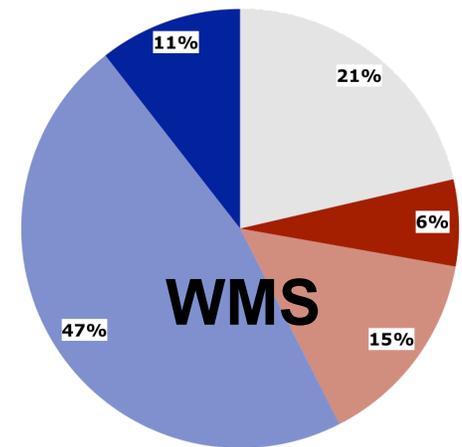
# The BOE gives Clayton's teachers enough say in the decision-making process.



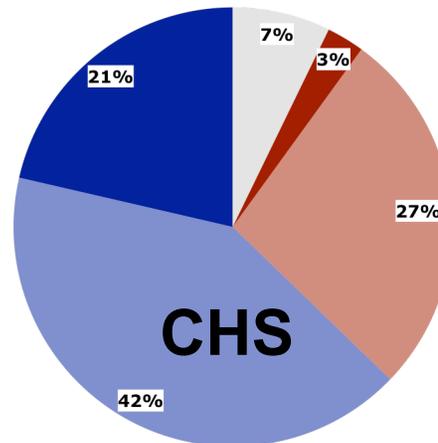
**TOTAL**



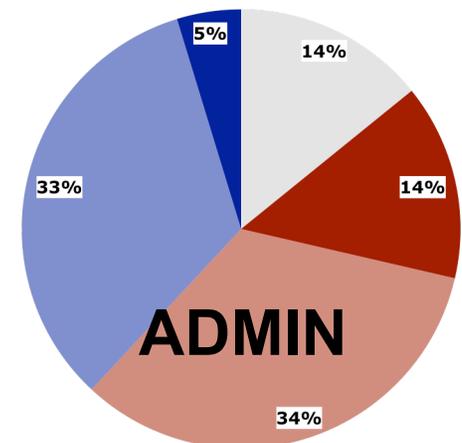
**PK-5**



**WMS**



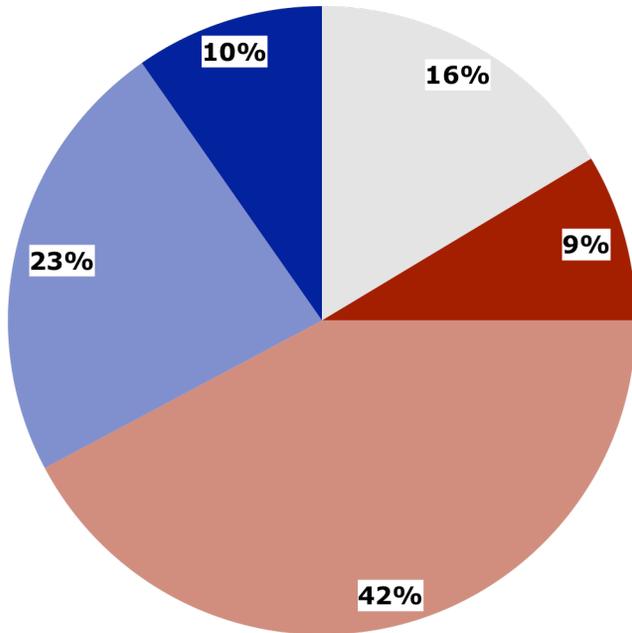
**CHS**



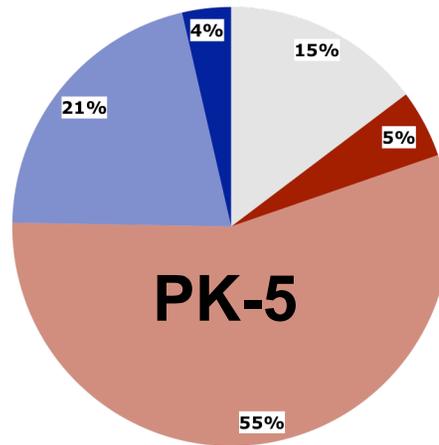
**ADMIN**



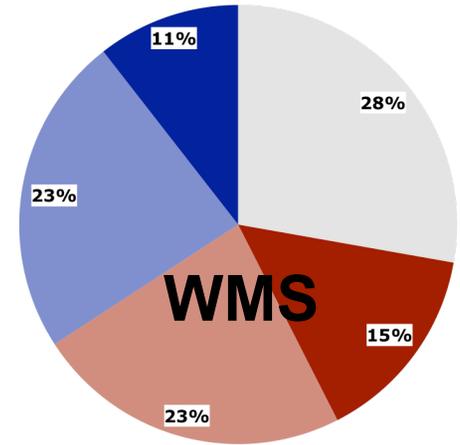
# Sound principles seem to guide the BOE's decisions.



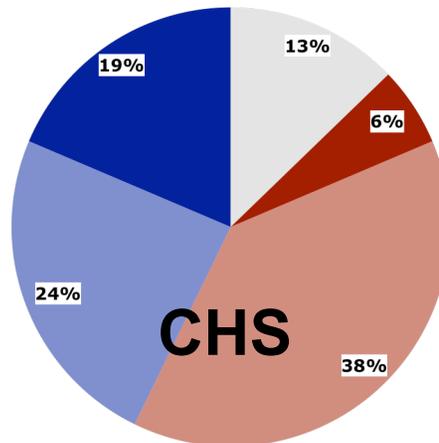
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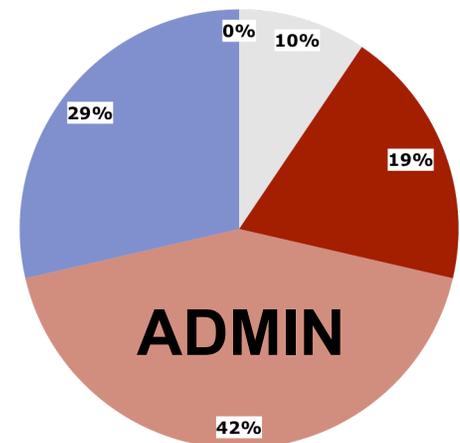
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**WMS**



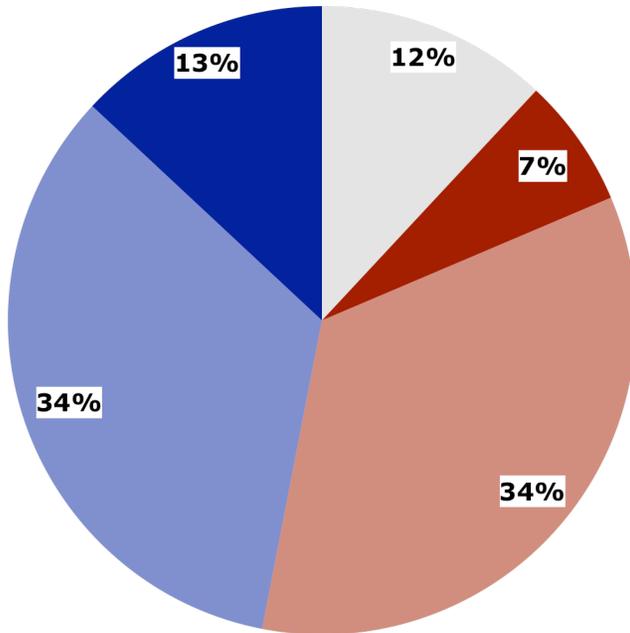
**CHS**



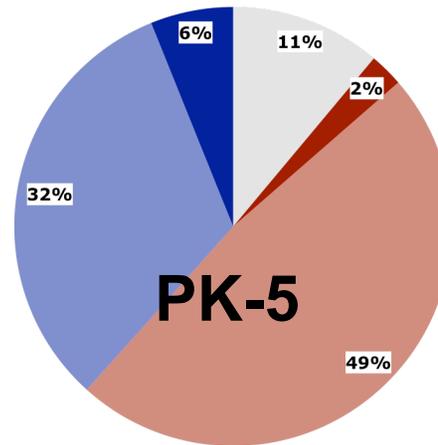
**ADMIN**

-  **STRONGLY AGREE**
-  **AGREE**
-  **DISAGREE**
-  **STRONGLY DISAGREE**
-  **NO OPINION**

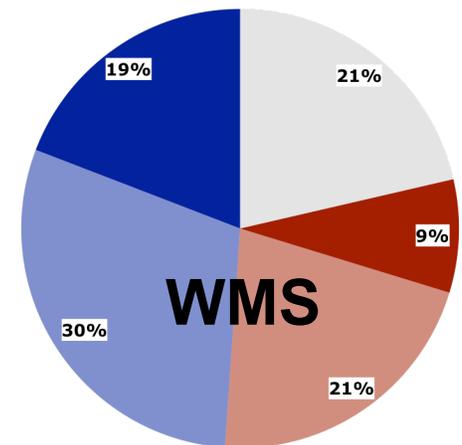
# Whenever the BOE makes an important decision, I know it will be concerned about the impact on Clayton's teachers.



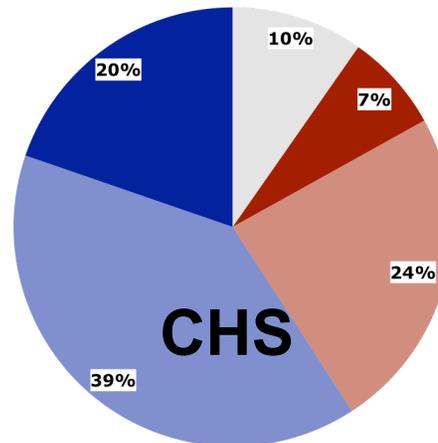
**TOTAL**



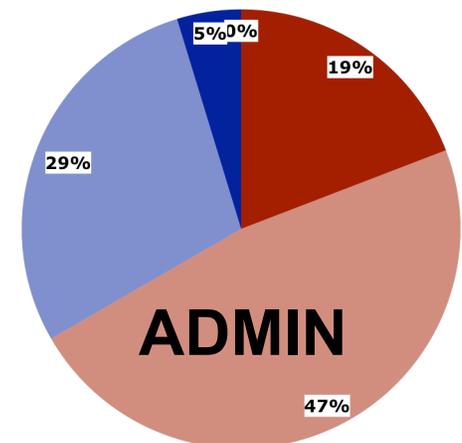
**PK-5**



**WMS**



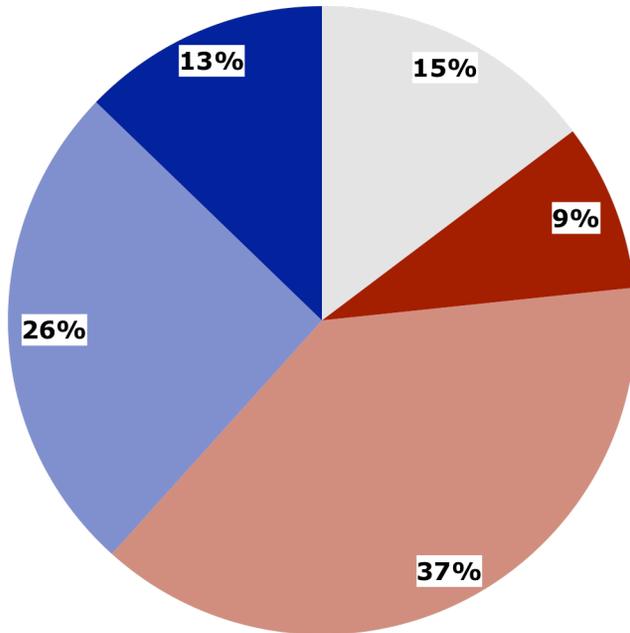
**CHS**



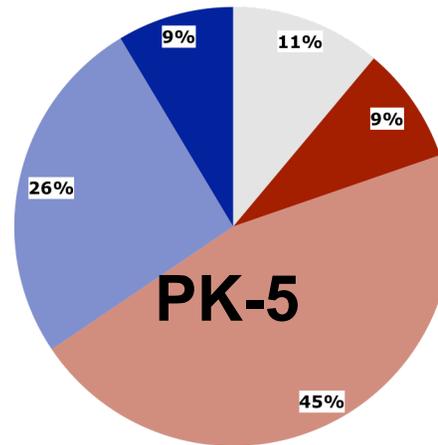
**ADMIN**

- STRONGLY AGREE**
- AGREE**
- DISAGREE**
- STRONGLY DISAGREE**
- NO OPINION**

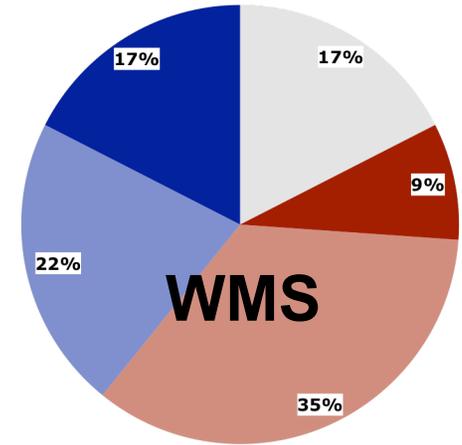
# I feel that the BOE gathers an appropriate amount of information before making important decisions.



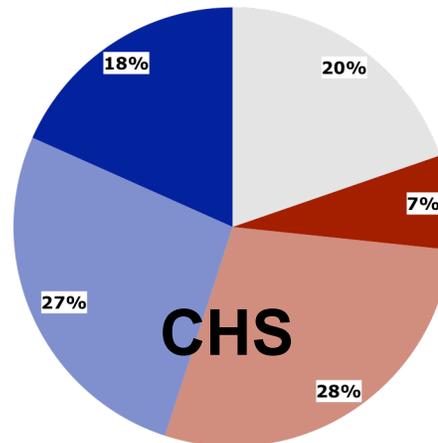
**TOTAL**



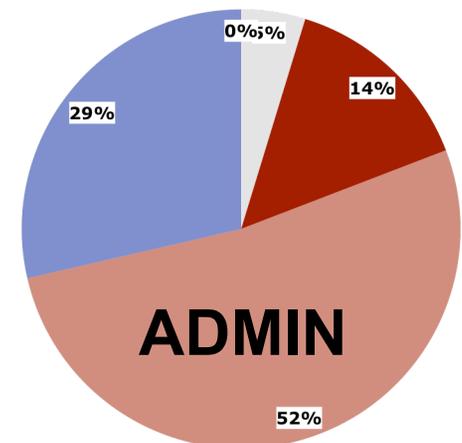
**PK-5**



**WMS**



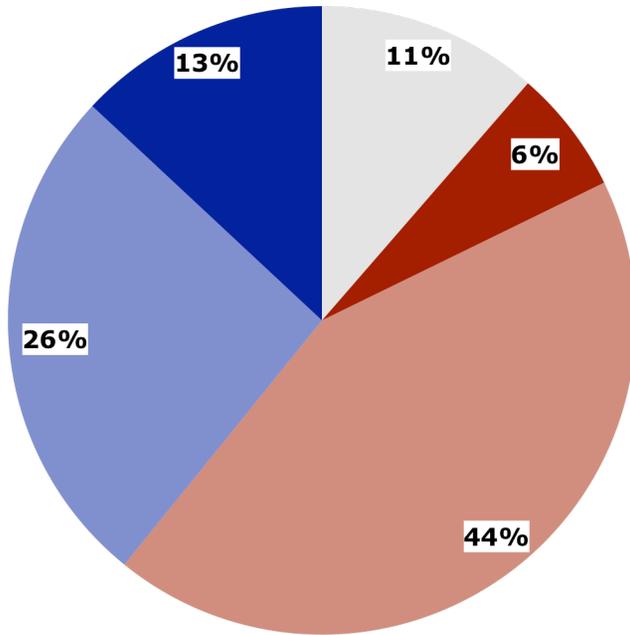
**CHS**



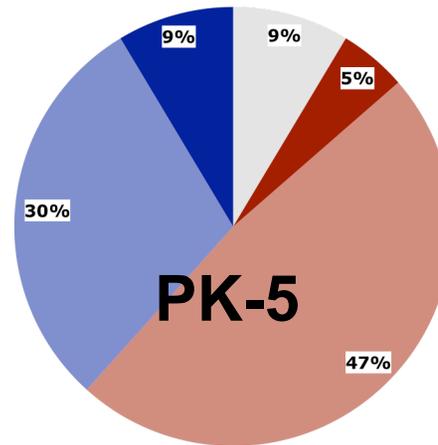
**ADMIN**

- STRONGLY AGREE**
- AGREE**
- DISAGREE**
- STRONGLY DISAGREE**
- NO OPINION**

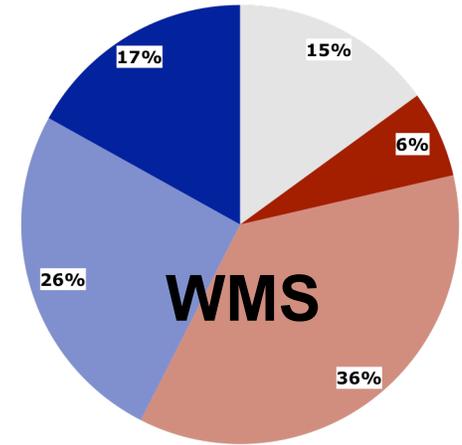
# I feel that the BOE balances the need to use data-driven accountability with the need to provide staff with the flexibility to teach effectively.



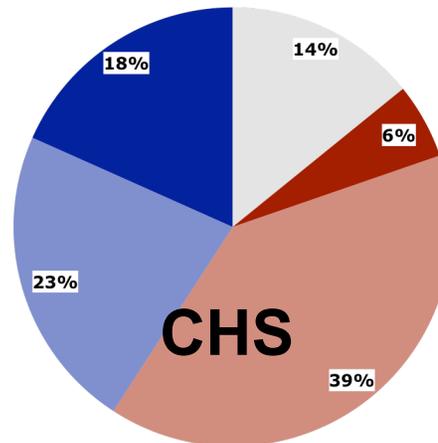
**TOTAL**



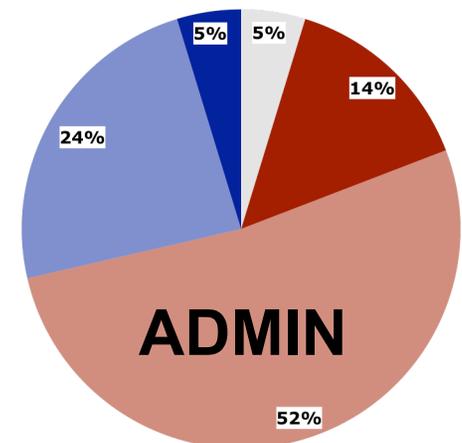
**PK-5**



**WMS**



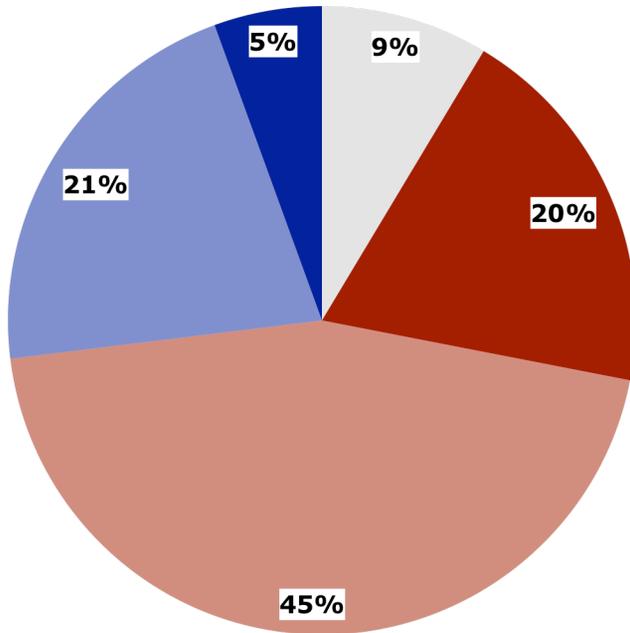
**CHS**



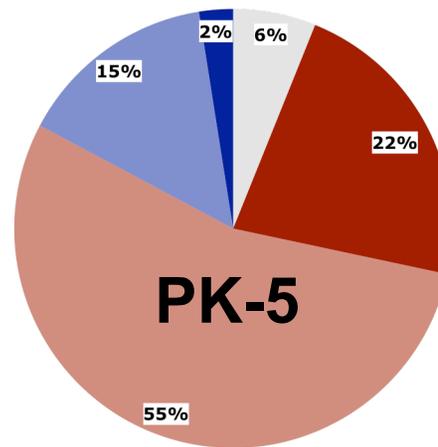
**ADMIN**

- STRONGLY AGREE**
- AGREE**
- DISAGREE**
- STRONGLY DISAGREE**
- NO OPINION**

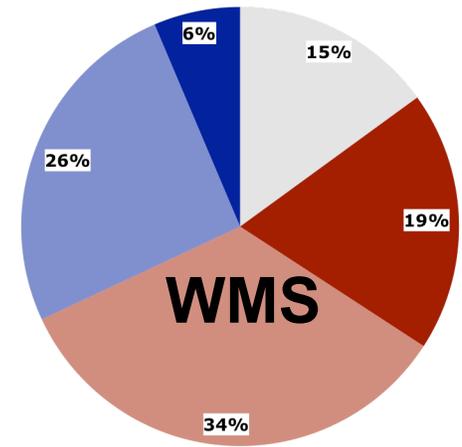
# I feel that the BOE's decisions are guided by what is best for Clayton's students.



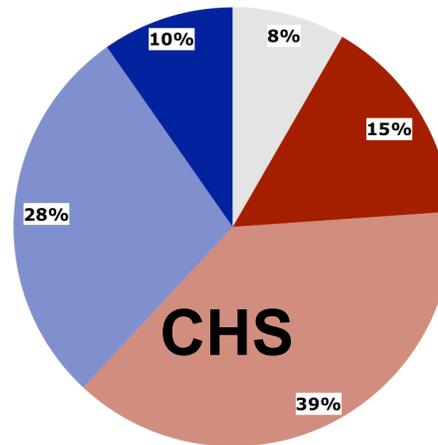
**TOTAL**



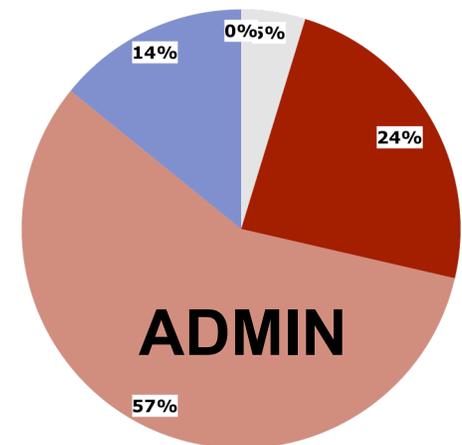
**PK-5**



**WMS**



**CHS**



**ADMIN**

- STRONGLY AGREE**
- AGREE**
- DISAGREE**
- STRONGLY DISAGREE**
- NO OPINION**