

## 2015/16 DUSD Staff Survey Results

### 1. What is your role at this district?

Teacher	47.73%	21
Other Certificated Staff	9.09%	4
Classified	43.18%	19
Total		44

### 2. Please indicate which school site you are at for the majority of your daily schedule.

Durham Elementary School	40.48%	17
Durham Intermediate School	16.67%	7
Durham High School	30.95%	13
Maintenance, Operations & Transportation	4.76%	2
District Office	7.14%	3
Total		42

### 3. How many years have you worked, in any position, at this district?

Two years or less	20.45%	9
3-5 years	11.36%	5
6-10 years	15.91%	7
Over 10 years	52.27%	23
Total		44

### 4. Please indicate how much you agree or disagree with the following statements about this district. If the question is not applicable to your job mark "Not Applicable" This district...

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable	Total
a) is a supportive and inviting place for students to learn.	63.64% 28	31.82% 14	2.27% 1	0.00% 0	2.27% 1	44
b) sets high standards for academic performance for all students.	52.27% 23	40.91% 18	4.55% 2	0.00% 0	2.27% 1	44
c) emphasizes helping students academically when they need it.	34.09% 15	56.82% 25	6.82% 3	0.00% 0	2.27% 1	44
d) provides adequate counseling and support services.	25.00% 11	29.55% 13	22.73% 10	22.73% 10	0.00% 0	44
e) emphasizes teaching lessons in ways relevant to students.	38.64% 17	54.55% 24	2.27% 1	0.00% 0	4.55% 2	44
f) is a supportive and inviting place for staff to work.	25.00% 11	40.91% 18	29.55% 13	4.55% 2	0.00% 0	44
g) promotes trust and collegiality among staff.	25.00% 11	47.73% 21	25.00% 11	2.27% 1	0.00% 0	44
h) provides the materials, resources and training needed to do your job.	11.36% 5	34.09% 15	43.18% 19	11.36% 5	0.00% 0	44
i) gives all students equal opportunity to participate in classroom discussions or activities.	36.36% 16	47.73% 21	2.27% 1	0.00% 0	13.64% 6	44
j) gives all students equal opportunity to participate in extracurricular and enrichment activities.	20.45% 9	56.82% 25	11.36% 5	2.27% 1	9.09% 4	44
k) encourages students to enroll in rigorous courses.	15.91% 7	61.36% 27	4.55% 2	0.00% 0	18.18% 8	44

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable	Total
l) emphasizes showing respect for all students' cultural beliefs and practices.	33.33% 14	52.38% 22	9.52% 4	0.00% 0	4.76% 2	42
m) clearly communicates to students the consequences of breaking district rules.	23.26% 10	62.79% 27	11.63% 5	0.00% 0	2.33% 1	43
n) effectively handles student discipline and behavioral problems.	15.91% 7	52.27% 23	29.55% 13	0.00% 0	2.27% 1	44
o) is a safe place for students.	43.18% 19	56.82% 25	0.00% 0	0.00% 0	0.00% 0	44
p) is a safe place for staff.	43.18% 19	54.55% 24	2.27% 1	0.00% 0	0.00% 0	44
q) is welcoming to and facilitates parent involvement.	45.45% 20	47.73% 21	4.55% 2	0.00% 0	2.27% 1	44
r) has clean and well-maintained facilities and grounds.	20.45% 9	47.73% 21	27.27% 12	4.55% 2	0.00% 0	44
s) promotes personnel participation in decision-making that affects school practices or policies.	13.64% 6	36.36% 16	29.55% 13	11.36% 5	9.09% 4	44
t) motivates students to learn.	29.55% 13	61.36% 27	4.55% 2	0.00% 0	4.55% 2	44
u) encourages parents to be active partners in educating their child.	27.27% 12	61.36% 27	4.55% 2	0.00% 0	6.82% 3	44
v) uses objective data such as surveys, truancy counts and test scores in making school improvement decisions.	11.36% 5	56.82% 25	15.91% 7	0.00% 0	15.91% 7	44
w) provides adequate benefits (e.g. salary, benefits) to support my continual employment.	9.09% 4	13.64% 6	27.27% 12	47.73% 21	2.27% 1	44
x) provides relevant training for para-professionals.	6.82% 3	25.00% 11	25.00% 11	9.09% 4	34.09% 15	44

5. How many adults at this district...

	Nearly All Adults	Most Adults	Some Adults	Few Adults	Almost None	Total
a) want every student to do their best?	81.82% 36	15.91% 7	2.27% 1	0.00% 0	0.00% 0	44
b) believe that every student can be a success?	61.36% 27	34.09% 15	4.55% 2	0.00% 0	0.00% 0	44
c) treat all students fairly?	54.55% 24	43.18% 19	2.27% 1	0.00% 0	0.00% 0	44

6. Do you feel you need more professional development, training, mentorship or other support to do your job in any of the following areas? If the indicated training is not needed for your job mark "Not Applicable."

	Yes	No	N/A	Total
a) Meeting academic standards.	36.36% 16	36.36% 16	27.27% 12	44
b) Evidence-based methods of instruction.	29.55% 13	34.09% 15	36.36% 16	44
c) Positive behavioral support and classroom management.	20.45% 9	59.09% 26	20.45% 9	44
d) Working with diverse racial, ethnic or cultural groups.	29.55% 13	59.09% 26	11.36% 5	44
e) Serving English language learners	36.36% 16	43.18% 19	20.45% 9	44
f) Closing the achievement gap.	47.73% 21	22.73% 10	29.55% 13	44

	Yes	No	N/A	Total
	21	10	13	44
g) Creating a positive school climate.	25.00% 11	65.91% 29	9.09% 4	44
h) Meeting the social, emotional and developmental needs of youth.	52.27% 23	36.36% 16	11.36% 5	44

7. Based upon your experience, how many students at this district...

	Nearly All	Most	Some	Few	Almost None	Total
a) are healthy and physically fit?	6.82% 3	86.36% 38	6.82% 3	0.00% 0	0.00% 0	44
b) arrive at school alert and rested?	4.55% 2	77.27% 34	15.91% 7	2.27% 1	0.00% 0	44
c) are motivated to learn?	6.82% 3	77.27% 34	15.91% 7	0.00% 0	0.00% 0	44
d) are well-behaved?	25.00% 11	63.64% 28	9.09% 4	2.27% 1	0.00% 0	44

8. The next questions ask for your opinions about problems you may have experienced in doing your job at this district. How much of a problem at this district is...

	Insignificant	Mild	Moderate	Severe	Do not know	Total
a) student alcohol and drug use?	20.45% 9	25.00% 11	20.45% 9	2.27% 1	31.82% 14	44
b) student tobacco use?	31.82% 14	27.27% 12	4.55% 2	0.00% 0	36.36% 16	44
c) harassment or bullying among students?	6.82% 3	45.45% 20	34.09% 15	2.27% 1	11.36% 5	44
d) physical fighting among students?	47.73% 21	31.82% 14	6.82% 3	0.00% 0	13.64% 6	44
e) disruptive student behavior?	9.09% 4	40.91% 18	36.36% 16	9.09% 4	4.55% 2	44
f) racial/ethnic conflict among students?	40.91% 18	38.64% 17	4.55% 2	0.00% 0	15.91% 7	44
g) student depression or mental health problems?	6.82% 3	43.18% 19	34.09% 15	4.55% 2	11.36% 5	44
h) lack of respect of staff by students?	29.55% 13	52.27% 23	11.36% 5	2.27% 1	4.55% 2	44
i) cutting class or truancy?	20.45% 9	45.45% 20	9.09% 4	0.00% 0	25.00% 11	44
j) gang related activity?	59.09% 26	9.09% 4	0.00% 0	0.00% 0	31.82% 14	44
k) weapons possession?	52.27% 23	13.64% 6	0.00% 0	0.00% 0	34.09% 15	44
l) vandalism, including graffiti?	29.55% 13	40.91% 18	4.55% 2	2.27% 1	22.73% 10	44
m) theft?	23.26% 10	39.53% 17	9.30% 4	2.33% 1	25.58% 11	43

9. Please indicate how much you agree or disagree with the following statements about your district.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable	Total
a) Teachers here make it clear that bullying is not tolerated.	43.18% 19	47.73% 21	4.55% 2	0.00% 0	4.55% 2	44
b) If a student was bullied, he or she would tell one of the teachers or staff at school.	11.36% 5	56.82% 25	25.00% 11	2.27% 1	4.55% 2	44
c) Students in this district respect each other's differences.	7.14% 3	76.19% 32	11.90% 5	0.00% 0	4.76% 2	42
d) Adults in this district respect each other's differences.	27.27% 12	70.45% 31	2.27% 1	0.00% 0	0.00% 0	44
e) Students treat each other with respect.	6.82% 3	77.27% 34	9.09% 4	2.27% 1	4.55% 2	44
f) Students get along well together.	13.64% 6	81.82% 36	2.27% 1	0.00% 0	2.27% 1	44
g) This district encourages students to feel responsible for how they act.	20.45% 9	63.64% 28	13.64% 6	0.00% 0	2.27% 1	44
h) Students are often acknowledged for doing the right thing.	22.73% 10	56.82% 25	18.18% 8	0.00% 0	2.27% 1	44
i) This district makes it clear how students are expected to act.	27.91% 12	51.16% 22	18.60% 8	0.00% 0	2.33% 1	43
j) I feel prepared to teach the Common Core State Standards.	13.64% 6	34.09% 15	13.64% 6	0.00% 0	38.64% 17	44