

HOLT ELEMENTARY Fall 2022

Compared against Eugene School District 4J, Fall 2022

FACULTY STAFF DEPARTMENT + FALL 2022

TOTAL QUESTIONS **77**

COMPLETIONS **23**

PARTICIPATION **85%**

NO FILTERS SELECTED

CONSIDERATION	AVERAGE ENGAGEMENT SCORE <i>i</i>	EUGENE SCHOOL DISTRICT 4J FALL 2022
School Results	70	+4

Results by Question Category
■ % Positive
 ■ % Neutral
 ■ % Negative

CATEGORY	CATEGORY SUMMARY <i>i</i>	COMPARISON <i>i</i>
1 Parent/Teacher Communication	91 9	+9.4
2 Professional Development	49 51	-0.7
3 Autonomy	96 4	+10.1
4 Principal/Teacher Trust	97 3	+15.2
5 Instructional Leadership	91 9	+12.4
6 School Safety & Order	72 4 24	+6.4
7 Appreciation	77 23	+10.3
8 Collaboration	91 9	+4.4

9	Work/Life Balance	41	59	-8	
10	Resources & Facilities	81	17	+6.6	
11	Self-Efficacy	78	22	-5.2	
12	Evaluation	93	7	+11.8	
13	Teacher Voice & Leadership	90	10	+12.3	
14	Recruitment, Hiring & Onboarding	87	13	+8.3	
15	Compensation & Career Path	41	59	-13	
16	Belonging & Wellbeing	82	18	+0.9	
17	Diversity	54	46	+4.6	
18	Equity	100		+8.5	
19	Inclusion	96	4	+9.9	
20	Cultural Competence	75	25	-2.5	
21	Care & Commitment	90	10	+1	
22	Student Engagement	74	13	13	-9.3
23	Satisfaction & Purpose	83	17	-1.4	

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Questions

■ % Positive ■ % Neutral ■ % Negative

SEPARATED BY CATEGORY

CATEGORY SUMMARY i

EUGENE SCHOOL DISTRICT 4J FALL 2022

1. PARENT/TEACHER COMMUNICATION		<div style="display: flex; justify-content: space-between;"><div style="width: 91%; background-color: #00838f;"></div><div style="width: 9%; background-color: #e67e22;"></div></div>		+9.4 <div style="width: 10%; background-color: #00838f;"></div>
Q	Teachers at my school build trusting relationships with parents.	<div style="display: flex; justify-content: space-between;"><div style="width: 100%; background-color: #00838f;"></div><div style="width: 0%; background-color: #e67e22;"></div></div>		+10.6 <div style="width: 10%; background-color: #00838f;"></div>
Q	Parents and teachers at my school work together as partners.	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #00838f;"></div><div style="width: 17%; background-color: #e67e22;"></div></div>		+11.6 <div style="width: 10%; background-color: #00838f;"></div>
Q	Parents at my school have confidence in teachers.	<div style="display: flex; justify-content: space-between;"><div style="width: 91%; background-color: #00838f;"></div><div style="width: 9%; background-color: #e67e22;"></div></div>		+6 <div style="width: 10%; background-color: #00838f;"></div>
2. PROFESSIONAL DEVELOPMENT		<div style="display: flex; justify-content: space-between;"><div style="width: 49%; background-color: #00838f;"></div><div style="width: 51%; background-color: #e67e22;"></div></div>		-0.7 <div style="width: 10%; background-color: #e67e22;"></div>
Q+	The work environment at my school supports teachers' ongoing professional growth.	<div style="display: flex; justify-content: space-between;"><div style="width: 83%; background-color: #00838f;"></div><div style="width: 17%; background-color: #e67e22;"></div></div>		+5.3 <div style="width: 10%; background-color: #00838f;"></div>
Q	The professional development available to me helps me improve my teaching.	<div style="display: flex; justify-content: space-between;"><div style="width: 35%; background-color: #00838f;"></div><div style="width: 65%; background-color: #e67e22;"></div></div>		-4.1 <div style="width: 10%; background-color: #e67e22;"></div>
Q	The professional development available to me is a good use of my time.	<div style="display: flex; justify-content: space-between;"><div style="width: 30%; background-color: #00838f;"></div><div style="width: 70%; background-color: #e67e22;"></div></div>		-3.2 <div style="width: 10%; background-color: #e67e22;"></div>

3. AUTONOMY		96 4	+10.1
Q7	Administrators at my school view teachers as experts.	100	+19.3
Q8	Teachers at my school have appropriate discretion over what they teach in their classes.	87 13	+1.6
Q9	Teachers at my school have appropriate discretion over how to teach their classes.	100	+9.4
4. PRINCIPAL/TEACHER TRUST		97 3	+15.2
Q0	The principal at my school looks out for the wellbeing of teachers.	96 4	+14.2
Q1	I trust my principal.	96 4	+15.1
Q2	My principal backs me up when I need support.	100	+16.3
5. INSTRUCTIONAL LEADERSHIP		91 9	+12.4
Q3	The principal at my school communicates a clear vision for teaching and learning.	87 13	+12.4
Q4	The principal at my school uses data to monitor students' progress.	96 4	+9.6
Q5	The principal at my school is an effective instructional leader.	91 9	+15.1
6. SCHOOL SAFETY & ORDER		72 4 24	+6.4

Q6	Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.	61	39	+8.9	
Q7	I feel physically safe at my school.	83	9	9	+6.1
Q8	My school is a physically safe environment for students.	74	9	17	+4.3
Q9	Disciplinary practices are applied fairly to all students at my school.	70	30	+7.6	
7. APPRECIATION		77	23	+10.3	
Q20	Administrators at my school let me know when I'm doing great work.	74	26	+11	
Q21	Teachers are recognized publicly when they do outstanding work.	74	26	+3.9	
Q22	Administrators at my school notice when I am working hard.	83	17	+16	
8. COLLABORATION		91	9	+4.4	
Q23	Teachers at my school trust each other.	87	13	+2	
Q24	Teachers at my school do meaningful work together in teams.	91	9	+3.1	
Q25	Teachers at my school help each other improve their instructional practice.	96	4	+8	
9. WORK/LIFE BALANCE		41	59	-8	

Q26	The workload expected of teachers at my school is reasonable.	39	61	-3.8
Q27	I feel confident that I can maintain my daily workload for the long-term.	39	61	-12.7
Q28	I am able to balance my workload as a teacher with my other responsibilities outside of school.	43	57	-7.4
10. RESOURCES & FACILITIES				
		81	17	+6.6
Q29	My school provides the instructional materials I need (e.g., textbooks, supplies, technology, etc.).	83	17	+5.4
Q30	I have access to high-quality curricula.	74	26	+3.1
Q31	The school building is clean and well-maintained.	87	4	+11.6
11. SELF-EFFICACY				
		78	22	-5.2
Q32	I feel successful as a teacher.	74	26	-8.8
Q33	I feel successful at supporting my students' academic development.	83	17	-2.7
Q34	I feel successful at supporting my students' social-emotional development.	78	22	-4.1
12. EVALUATION				
		93	7	+11.8
Q35	The teacher evaluation system used at my school is fair.	96	4	+13.1

Q6	The administrators who evaluate me assess my instruction accurately.	96	4	+8.6
Q7	The evaluation feedback I receive helps me improve my instruction.	87	13	+13.7
13. TEACHER VOICE & LEADERSHIP				
Q8	Administrators at my school actively seek input from teachers when making important decisions.	100		+27.5
Q9	Highly-skilled teachers are given extra responsibilities at my school.	78	22	+0.5
Q0	Teachers at my school play an active role in shaping school policies.	91	9	+23
Q1	There are opportunities for teachers to take on leadership roles at this school.	91	9	-1.8
14. RECRUITMENT, HIRING & ONBOARDING				
Q2	My school is a welcoming community for newly hired teachers.	83	17	-4.2
Q3	The expectations for the role that I was hired for were made clear during the interview and hiring process.	96	4	+11.1
Q4	Teachers have influence over hiring of professional staff.	91	9	+21.6
Q5	My school proactively recruits teachers from diverse backgrounds.	78	22	+4.7

15. COMPENSATION & CAREER PATH			
Q6	I am satisfied with the salary I earn as a teacher at my school.		
Q7	Teachers are compensated fairly for taking on extra responsibilities at my school.		
Q8	Teachers at my school have opportunities to advance their careers through new or expanded roles.		
16. BELONGING & WELLBEING			
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Q9	My school is a place that supports teachers' mental wellbeing.		
Q10	I have someone I can turn to at my school when I'm having a difficult time.		
Q11	I am able to successfully manage the stress of my job.		
Q12	I have ways to prevent the stress of my job from being detrimental to my mental health.		
Q13	I feel like I belong at my school.		
Q14	People at my school care about me.		
17. DIVERSITY			
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Q15	Teachers at my school are racially, ethnically, and culturally diverse.		

Q36	The diversity of the teachers at my school is representative of the diversity of our students.	43	57	+0.4
Q37	My school retains teachers from diverse backgrounds.	70	30	+13.2
18. EQUITY				
Q38	Opportunities are accessible to all teachers at my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.	100		+8
Q39	Administrators at my school value the perspectives of teachers from different races, ethnicities, and cultures.	100		+10.4
Q40	Administrators at my school respect staff, students, and families of all backgrounds.	100		+7
19. INCLUSION				
Q41	Administrators at my school actively work towards creating an inclusive school culture.	91	9	+5.2
Q42	Teachers at my school strive to help all students feel like they belong.	100		+5.8
Q43	My school proactively involves all families in our school community.	96	4	+18.6
20. CULTURAL COMPETENCE				
		75	25	-2.5

Q64	As a staff, we openly discuss issues of race, ethnicity and culture at my school.	78	22	+1.8	
Q65	I feel prepared to engage in conversations about racism and other forms of discrimination with my students.	78	22	-2.3	
Q66	Administrators at my school proactively address racism and other forms of discrimination in our school community.	70	30	-7.1	
21. CARE & COMMITMENT					
Q67	Teachers take shared responsibility for the overall success of my school.	78	22	-6.1	
Q68	Teachers at my school set high academic standards for all students.	87	13	+3.6	
Q69	Teachers at my school strive to continually improve their practice.	91	9	+4.1	
Q70	Teachers at my school care about the wellbeing of students.	100		+1.8	
Q71	Teachers at my school go above and beyond to support students.	96	4	+1.6	
22. STUDENT ENGAGEMENT					
		74	13	13	-9.3
Q72	What percent of your students are regularly engaging in learning activities?	74	13	13	-9.3
23. SATISFACTION & PURPOSE					
		83	17		-1.4

Q3	I find a sense of purpose in the work I do each day.		
Q4	The work that I do each day has a lasting positive impact on students.		
Q5	I can see myself teaching at my school for at least the next year.		
Q6	I look forward to teaching every day.		
Q7	I am satisfied with being a teacher at this school.		



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FILTERS CANNOT BE APPLIED TO SUMMARY DATA ON THIS SCREEN.

Individuals

All scores highlighted below.

METRICS	VALUES	EUGENE SCHOOL DISTRICT 4J FALL 2022
MINIMUM	69	+18
MAXIMUM	69	-10
MEAN	69	+3

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Heatmap N/A 0-70% 70%-85% 85%-100%

x

ELEMENTARY
TEACHER

NUMBER OF RESPONSES TO EACH CATEGORY		23	19
1	Parent/Teacher Communication	91%	
2	Professional Development	49%	
3	Autonomy	96%	
4	Principal/Teacher Trust	97%	
5	Instructional Leadership	91%	
6	School Safety & Order	72%	
7	Appreciation	77%	
8	Collaboration	91%	
9	Work/Life Balance	41%	
10	Resources & Facilities	81%	
11	Self-Efficacy	78%	
12	Evaluation	93%	
13	Teacher Voice & Leadership	90%	
14	Recruitment, Hiring & Onboarding	87%	

C5	Compensation & Career Path	41%	Red
C6	Belonging & Wellbeing	82%	Yellow
C7	Diversity	54%	Red
C8	Equity	100%	Green
C9	Inclusion	96%	Green
C20	Cultural Competence	75%	Yellow
C21	Care & Commitment	90%	Green
C22	Student Engagement	74%	Red
C23	Satisfaction & Purpose	83%	Yellow