

# HOLT ELEMENTARY

Compared against Eugene School District 4J, Spring 2024

FACULTY

STAFF

Survey Metrics	TOTAL QUESTIONS <b>77</b>	COMPLETIONS <b>22</b>	PARTICIPATION <b>73%</b>
NO FILTERS SELECTED			













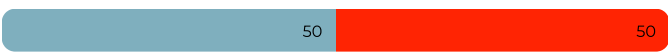













CONSIDERATION	AVERAGE ENGAGEMENT SCORE	COMPARED WITH: EUGENE SCHOOL DISTRICT 4J
School Results	74	+9.1































Results by Question Category		% Positive   % Neutral   % Negative	
CATEGORY	CATEGORY SUMMARY	COMPARISON	
1	Parent/Teacher Communication 	+13	
2	Professional Development 	+13	
3	Autonomy 	+13	
4	Principal/Teacher Trust 	+22	
5	Instructional Leadership 	+22	
6	School Safety & Order 	+14	
7	Appreciation 	+20	
8	Collaboration 	+8	
9	Work/Life Balance 	-13	
10	Resources & Facilities 	+10	































11	Self-Efficacy		+7
12	Evaluation		+21
13	Teacher Voice & Leadership		+22
14	Recruitment, Hiring & Onboarding		+18
15	Compensation & Career Path		-10
16	Belonging & Wellbeing		+1
17	Diversity		+4
18	Equity		+11
19	Inclusion		+12
20	Cultural Competence		+18
21	Care & Commitment		+8
22	Student Engagement		+4
23	Satisfaction & Purpose		+8































Results by Question Category

■ % Positive ■ % Neutral ■ % Negative

CATEGORY		CATEGORY SUMMARY	COMPARISON
1. PARENT/TEACHER COMMUNICATION			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +13 
Q1	Teachers at my school build trusting relationships with parents.		+10 
Q2	Parents and teachers at my school work together as partners.		+12 
Q3	Parents at my school have confidence in teachers.		+18 
2. PROFESSIONAL DEVELOPMENT			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +13 
Q4	The work environment at my school supports teachers' ongoing professional growth.		+27 
Q5	The professional development available to me helps me improve my teaching.		+8 
Q6	The professional development available to me is a good use of my time.		+2 
3. AUTONOMY			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +13 
Q7	Administrators at my school view teachers as experts.		+20 
Q8	Teachers at my school have appropriate discretion over what they teach in their classes.		+11 
Q9	Teachers at my school have appropriate discretion over how to teach their classes.		+9 
4. PRINCIPAL/TEACHER TRUST			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +22 

Q10	The principal at my school looks out for the wellbeing of teachers.	 100	+23 
Q11	I trust my principal.	 100	+23 
Q12	My principal backs me up when I need support.	 100	+20 
5. INSTRUCTIONAL LEADERSHIP		 98 2	<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +22 
Q13	The principal at my school communicates a clear vision for teaching and learning.	 100	+27 
Q14	The principal at my school uses data to monitor students' progress.	 100	+17 
Q15	The principal at my school is an effective instructional leader.	 95 5	+23 
6. SCHOOL SAFETY & ORDER		 74 1 25	<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +14 
Q16	Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.	 45 55	-1 
Q17	I feel physically safe at my school.	 91 9	+11 
Q18	My school is a physically safe environment for students.	 81 5 14	+20 
Q19	Disciplinary practices are applied fairly to all students at my school.	 77 23	+23 
7. APPRECIATION		 89 11	<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +20 
Q20	Administrators at my school let me know when I'm doing great work.	 77 23	+10 
Q21	Teachers are recognized publicly when they do outstanding work.	 95 5	+25 

Q22	Administrators at my school notice when I am working hard.		+26 
8. COLLABORATION			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +8 
Q23	Teachers at my school trust each other.		+7 
Q24	Teachers at my school do meaningful work together in teams.		+1 
Q25	Teachers at my school help each other improve their instructional practice.		+15 
9. WORK/LIFE BALANCE			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J -13 
Q26	The workload expected of teachers at my school is reasonable.		-4 
Q27	I feel confident that I can maintain my daily workload for the long-term.		-9 
Q28	I am able to balance my workload as a teacher with my other responsibilities outside of school.		-23 
10. RESOURCES & FACILITIES			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +10 
Q29	My school provides the instructional materials I need (e.g., textbooks, supplies, technology, etc.).		+3 
Q30	I have access to high-quality curricula.		+5 
Q31	The school building is clean and well-maintained.		+21 
11. SELF-EFFICACY			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +7 
Q32	I feel successful as a teacher.		+12 

Q33	I feel successful at supporting my students' academic development.		+7 
Q34	I feel successful at supporting my students' social-emotional development.		
12. EVALUATION			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +21 
Q35	The teacher evaluation system used at my school is fair.		+22 
Q36	The administrators who evaluate me assess my instruction accurately.		+17 
Q37	The evaluation feedback I receive helps me improve my instruction.		+24 
13. TEACHER VOICE & LEADERSHIP			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +22 
Q38	Administrators at my school actively seek input from teachers when making important decisions.		+30 
Q39	Highly-skilled teachers are given extra responsibilities at my school.		+18 
Q40	Teachers at my school play an active role in shaping school policies.		+32 
Q41	There are opportunities for teachers to take on leadership roles at this school.		+6 
14. RECRUITMENT, HIRING & ONBOARDING			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +18 
Q42	My school is a welcoming community for newly hired teachers.		+13 
Q43	The expectations for the role that I was hired for were made clear during the interview and hiring process.		+7 
Q44	Teachers have influence over hiring of professional staff.		+39 

<b>Q45</b>	My school proactively recruits teachers from diverse backgrounds.		+12
<b>15. COMPENSATION &amp; CAREER PATH</b>			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J -10
<b>Q46</b>	I am satisfied with the salary I earn as a teacher at my school.		-27
<b>Q47</b>	Teachers are compensated fairly for taking on extra responsibilities at my school.		-8
<b>Q48</b>	Teachers at my school have opportunities to advance their careers through new or expanded roles.		+5
<b>16. BELONGING &amp; WELLBEING</b>			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +1
<b>Q49</b>	My school is a place that supports teachers' mental wellbeing.		+27
<b>Q50</b>	I have someone I can turn to at my school when I'm having a difficult time.		+1
<b>Q51</b>	I am able to successfully manage the stress of my job.		-16
<b>Q52</b>	I have ways to prevent the stress of my job from being detrimental to my mental health.		-18
<b>Q53</b>	I feel like I belong at my school.		+5
<b>Q54</b>	People at my school care about me.		+5
<b>17. DIVERSITY</b>			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +4
<b>Q55</b>	Teachers at my school are racially, ethnically, and culturally diverse.		-4
<b>Q56</b>	The diversity of the teachers at my school is representative of the diversity of our students.		-13

<b>Q57</b>	My school retains teachers from diverse backgrounds.	86 14	+28
<b>18. EQUITY</b>		100	<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +11
<b>Q58</b>	Opportunities are accessible to all teachers at my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.	100	+8
<b>Q59</b>	Administrators at my school value the perspectives of teachers from different races, ethnicities, and cultures.	100	+12
<b>Q60</b>	Administrators at my school respect staff, students, and families of all backgrounds.	100	+12
<b>19. INCLUSION</b>		98 2	<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +12
<b>Q61</b>	Administrators at my school actively work towards creating an inclusive school culture.	100	+19
<b>Q62</b>	Teachers at my school strive to help all students feel like they belong.	100	+6
<b>Q63</b>	My school proactively involves all families in our school community.	95 5	+12
<b>20. CULTURAL COMPETENCE</b>		94 6	<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +18
<b>Q64</b>	As a staff, we openly discuss issues of race, ethnicity and culture at my school.	95 5	+22
<b>Q65</b>	I feel prepared to engage in conversations about racism and other forms of discrimination with my students.	91 9	+11
<b>Q66</b>	Administrators at my school proactively address racism and other forms of discrimination in our school community.	95 5	+20



21. CARE & COMMITMENT			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +8
Q67	Teachers take shared responsibility for the overall success of my school.		+7
Q68	Teachers at my school set high academic standards for all students.		+15
Q69	Teachers at my school strive to continually improve their practice.		+12
Q70	Teachers at my school care about the wellbeing of students.		+2
Q71	Teachers at my school go above and beyond to support students.		+5
22. STUDENT ENGAGEMENT			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +4
Q72	What percent of your students are regularly engaging in learning activities?		+4
23. SATISFACTION & PURPOSE			<b>COMPARED WITH:</b> EUGENE SCHOOL DISTRICT 4J +8
Q73	I find a sense of purpose in the work I do each day.		+10
Q74	The work that I do each day has a lasting positive impact on students.		+1
Q75	I can see myself teaching at my school for at least the next year.		+6
Q76	I look forward to teaching every day.		+3
Q77	I am satisfied with being a teacher at this school.		+18

Number of responses to each category			16
<b>C1</b>	Parent/Teacher Communication	95%	
<b>C2</b>	Professional Development	64%	
<b>C3</b>	Autonomy	98%	
<b>C4</b>	Principal/Teacher Trust	100%	
<b>C5</b>	Instructional Leadership	98%	
<b>C6</b>	School Safety & Order	74%	
<b>C7</b>	Appreciation	89%	
<b>C8</b>	Collaboration	91%	
<b>C9</b>	Work/Life Balance	39%	
<b>C10</b>	Resources & Facilities	85%	
<b>C11</b>	Self-Efficacy	91%	
<b>C12</b>	Evaluation	98%	
<b>C13</b>	Teacher Voice & Leadership	100%	
<b>C14</b>	Recruitment, Hiring & Onboarding	92%	
<b>C15</b>	Compensation & Career Path	48%	
<b>C16</b>	Belonging & Wellbeing	81%	
<b>C17</b>	Diversity	55%	
<b>C18</b>	Equity	100%	
<b>C19</b>	Inclusion	98%	
<b>C20</b>	Cultural Competence	94%	
<b>C21</b>	Care & Commitment	97%	
<b>C22</b>	Student Engagement	91%	
<b>C23</b>	Satisfaction & Purpose	90%	