

# HOLT ELEMENTARY

Compared against HOLT ELEMENTARY, Fall 2023

FACULTY

STAFF

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












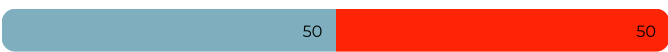










CONSIDERATION	AVERAGE ENGAGEMENT SCORE	COMPARED WITH: HOLT ELEMENTARY
School Results	74	+0.6




Results by Question Category		<span style="color: #4682B4;">■</span> % Positive <span style="color: #D3D3D3;">■</span> % Neutral <span style="color: #FF0000;">■</span> % Negative	
CATEGORY	CATEGORY SUMMARY	COMPARISON	
1	Parent/Teacher Communication 	+5	
2	Professional Development 	+8	
3	Autonomy 	-1	
4	Principal/Teacher Trust 		
5	Instructional Leadership 	+6	
6	School Safety & Order 	-1	
7	Appreciation 	+11	
8	Collaboration 	+1	
9	Work/Life Balance 	+4	
10	Resources & Facilities 	+2	

11	Self-Efficacy		+5
12	Evaluation		+6
13	Teacher Voice & Leadership		+3
14	Recruitment, Hiring & Onboarding		+2
15	Compensation & Career Path		-5
16	Belonging & Wellbeing		
17	Diversity		-3
18	Equity		+1
19	Inclusion		+2
20	Cultural Competence		+11
21	Care & Commitment		+4
22	Student Engagement		
23	Satisfaction & Purpose		-3









Results by Question Category

■ % Positive ■ % Neutral ■ % Negative











CATEGORY		CATEGORY SUMMARY	COMPARISON
1. PARENT/TEACHER COMMUNICATION			<b>COMPARED WITH: HOLT ELEMENTARY</b> +5 
Q1	Teachers at my school build trusting relationships with parents.		
Q2	Parents and teachers at my school work together as partners.		+7 
Q3	Parents at my school have confidence in teachers.		+8 
2. PROFESSIONAL DEVELOPMENT			<b>COMPARED WITH: HOLT ELEMENTARY</b> +8 
Q4	The work environment at my school supports teachers' ongoing professional growth.		+8 
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.		+8 
3. AUTONOMY			<b>COMPARED WITH: HOLT ELEMENTARY</b> -1 
Q7	Administrators at my school view teachers as experts.		
Q8	Teachers at my school have appropriate discretion over what they teach in their classes.		-1 
Q9	Teachers at my school have appropriate discretion over how to teach their classes.		
4. PRINCIPAL/TEACHER TRUST			<b>COMPARED WITH: HOLT ELEMENTARY</b> 

Q10	The principal at my school looks out for the wellbeing of teachers.	 100	
Q11	I trust my principal.	 100	
Q12	My principal backs me up when I need support.	 100	







**5. INSTRUCTIONAL LEADERSHIP**

5. INSTRUCTIONAL LEADERSHIP		 98 2	<b>COMPARED WITH: HOLT ELEMENTARY</b> +6 
Q13	The principal at my school communicates a clear vision for teaching and learning.	 100	+12 
Q14	The principal at my school uses data to monitor students' progress.	 100	+8 
Q15	The principal at my school is an effective instructional leader.	 95 5	-1 































**6. SCHOOL SAFETY & ORDER**

6. SCHOOL SAFETY & ORDER		 74 1 25	<b>COMPARED WITH: HOLT ELEMENTARY</b> -1 
Q16	Rules for student behavior are consistently enforced by teachers in this school, even for students who are not in their classes.	 45 55	-13 
Q17	I feel physically safe at my school.	 91 9	+8 
Q18	My school is a physically safe environment for students.	 81 5 14	+12 
Q19	Disciplinary practices are applied fairly to all students at my school.	 77 23	-11 

**7. APPRECIATION**

7. APPRECIATION		 89 11	<b>COMPARED WITH: HOLT ELEMENTARY</b> +11 
Q20	Administrators at my school let me know when I'm doing great work.	 77 23	+2 
Q21	Teachers are recognized publicly when they do outstanding work.	 95 5	+20 

Q22	Administrators at my school notice when I am working hard.		+12
8. COLLABORATION			<b>COMPARED WITH: HOLT ELEMENTARY</b> +1
Q23	Teachers at my school trust each other.		-6
Q24	Teachers at my school do meaningful work together in teams.		-2
Q25	Teachers at my school help each other improve their instructional practice.		+8
9. WORK/LIFE BALANCE			<b>COMPARED WITH: HOLT ELEMENTARY</b> +4
Q26	The workload expected of teachers at my school is reasonable.		+8
Q27	I feel confident that I can maintain my daily workload for the long-term.		+7
Q28	I am able to balance my workload as a teacher with my other responsibilities outside of school.		-1
10. RESOURCES & FACILITIES			<b>COMPARED WITH: HOLT ELEMENTARY</b> +2
Q29	My school provides the instructional materials I need (e.g., textbooks, supplies, technology, etc.).		-10
Q30	I have access to high-quality curricula.		+10
Q31	The school building is clean and well-maintained.		+3
11. SELF-EFFICACY			<b>COMPARED WITH: HOLT ELEMENTARY</b> +5
Q32	I feel successful as a teacher.		+7

Q33	I feel successful at supporting my students' academic development.	 95 5	+7 
Q34	I feel successful at supporting my students' social-emotional development.	 82 18	-1 
12. EVALUATION		 98 2	<b>COMPARED WITH: HOLT ELEMENTARY</b> +6 
Q35	The teacher evaluation system used at my school is fair.	 100	+17 
Q36	The administrators who evaluate me assess my instruction accurately.	 100	
Q37	The evaluation feedback I receive helps me improve my instruction.	 95 5	+3 
13. TEACHER VOICE & LEADERSHIP		 100	<b>COMPARED WITH: HOLT ELEMENTARY</b> +3 
Q38	Administrators at my school actively seek input from teachers when making important decisions.	 100	
Q39	Highly-skilled teachers are given extra responsibilities at my school.	 100	
Q40	Teachers at my school play an active role in shaping school policies.	 100	+8 
Q41	There are opportunities for teachers to take on leadership roles at this school.	 100	+4 
14. RECRUITMENT, HIRING & ONBOARDING		 92 8	<b>COMPARED WITH: HOLT ELEMENTARY</b> +2 
Q42	My school is a welcoming community for newly hired teachers.	 95 5	-5 
Q43	The expectations for the role that I was hired for were made clear during the interview and hiring process.	 91 9	-5 
Q44	Teachers have influence over hiring of professional staff.	 100	+4 

Q45	My school proactively recruits teachers from diverse backgrounds.	82	18	+15
15. COMPENSATION & CAREER PATH		48	52	-5
Q46	I am satisfied with the salary I earn as a teacher at my school.	18	82	-11
Q47	Teachers are compensated fairly for taking on extra responsibilities at my school.	50	50	-4
Q48	Teachers at my school have opportunities to advance their careers through new or expanded roles.	77	23	+2
16. BELONGING & WELLBEING		81	19	
Q49	My school is a place that supports teachers' mental wellbeing.	95	5	+3
Q50	I have someone I can turn to at my school when I'm having a difficult time.	95	5	+3
Q51	I am able to successfully manage the stress of my job.	50	50	-4
Q52	I have ways to prevent the stress of my job from being detrimental to my mental health.	59	41	+1
Q53	I feel like I belong at my school.	91	9	-5
Q54	People at my school care about me.	95	5	-1
17. DIVERSITY		55	45	-3
Q55	Teachers at my school are racially, ethnically, and culturally diverse.	45	55	-5
Q56	The diversity of the teachers at my school is representative of the diversity of our students.	32	68	-6

<b>Q57</b>	My school retains teachers from diverse backgrounds.		
<b>18. EQUITY</b>			<b>COMPARED WITH: HOLT ELEMENTARY</b> +1
<b>Q58</b>	Opportunities are accessible to all teachers at my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.		+4
<b>Q59</b>	Administrators at my school value the perspectives of teachers from different races, ethnicities, and cultures.		
<b>Q60</b>	Administrators at my school respect staff, students, and families of all backgrounds.		
<b>19. INCLUSION</b>			<b>COMPARED WITH: HOLT ELEMENTARY</b> +2
<b>Q61</b>	Administrators at my school actively work towards creating an inclusive school culture.		
<b>Q62</b>	Teachers at my school strive to help all students feel like they belong.		+4
<b>Q63</b>	My school proactively involves all families in our school community.		+3
<b>20. CULTURAL COMPETENCE</b>			<b>COMPARED WITH: HOLT ELEMENTARY</b> +11
<b>Q64</b>	As a staff, we openly discuss issues of race, ethnicity and culture at my school.		+16
<b>Q65</b>	I feel prepared to engage in conversations about racism and other forms of discrimination with my students.		+8
<b>Q66</b>	Administrators at my school proactively address racism and other forms of discrimination in our school community.		+7



21. CARE & COMMITMENT			<b>COMPARED WITH: HOLT ELEMENTARY</b> +4
Q67	Teachers take shared responsibility for the overall success of my school.		-1
Q68	Teachers at my school set high academic standards for all students.		+12
Q69	Teachers at my school strive to continually improve their practice.		+8
Q70	Teachers at my school care about the wellbeing of students.		
Q71	Teachers at my school go above and beyond to support students.		+4

22. STUDENT ENGAGEMENT			<b>COMPARED WITH: HOLT ELEMENTARY</b> 
Q72	What percent of your students are regularly engaging in learning activities?		

23. SATISFACTION & PURPOSE			<b>COMPARED WITH: HOLT ELEMENTARY</b> -3
Q73	I find a sense of purpose in the work I do each day.		+4
Q74	The work that I do each day has a lasting positive impact on students.		-5
Q75	I can see myself teaching at my school for at least the next year.		-5
Q76	I look forward to teaching every day.		-7
Q77	I am satisfied with being a teacher at this school.		-1

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%	