



Hazelwood School District School Climate Survey Findings: Staff

In Spring 2009 (Year 1), Spring 2010 (Year 2) and Spring 2011 (Year 3), the Safe Schools Healthy Students (SSHS) National Evaluation Team surveyed Hazelwood district staff to explore their perceptions of school supportiveness, school staff attitudes and youth behaviors. The survey examined school safety and supportiveness, support services, school staff supportiveness, student preparedness and problem behaviors. Two hundred and fifty staff completed the survey in Year 1, 199 completed it in Year 2 and 195 completed it in Year 3. The majority of survey respondents were teachers followed by a smaller group (less than 10%) of administrators. Staff was fairly evenly represented across school levels (elementary, middle and high school).

- *Safety.* In Year 1 most of school personnel felt that their school was a safe place for staff and students and this number increased even further in Year 2. However, in Year 3 there was a decrease from the higher perceived safety in Year 2. Elementary schools were perceived to be safest and high schools were felt to be least safe.

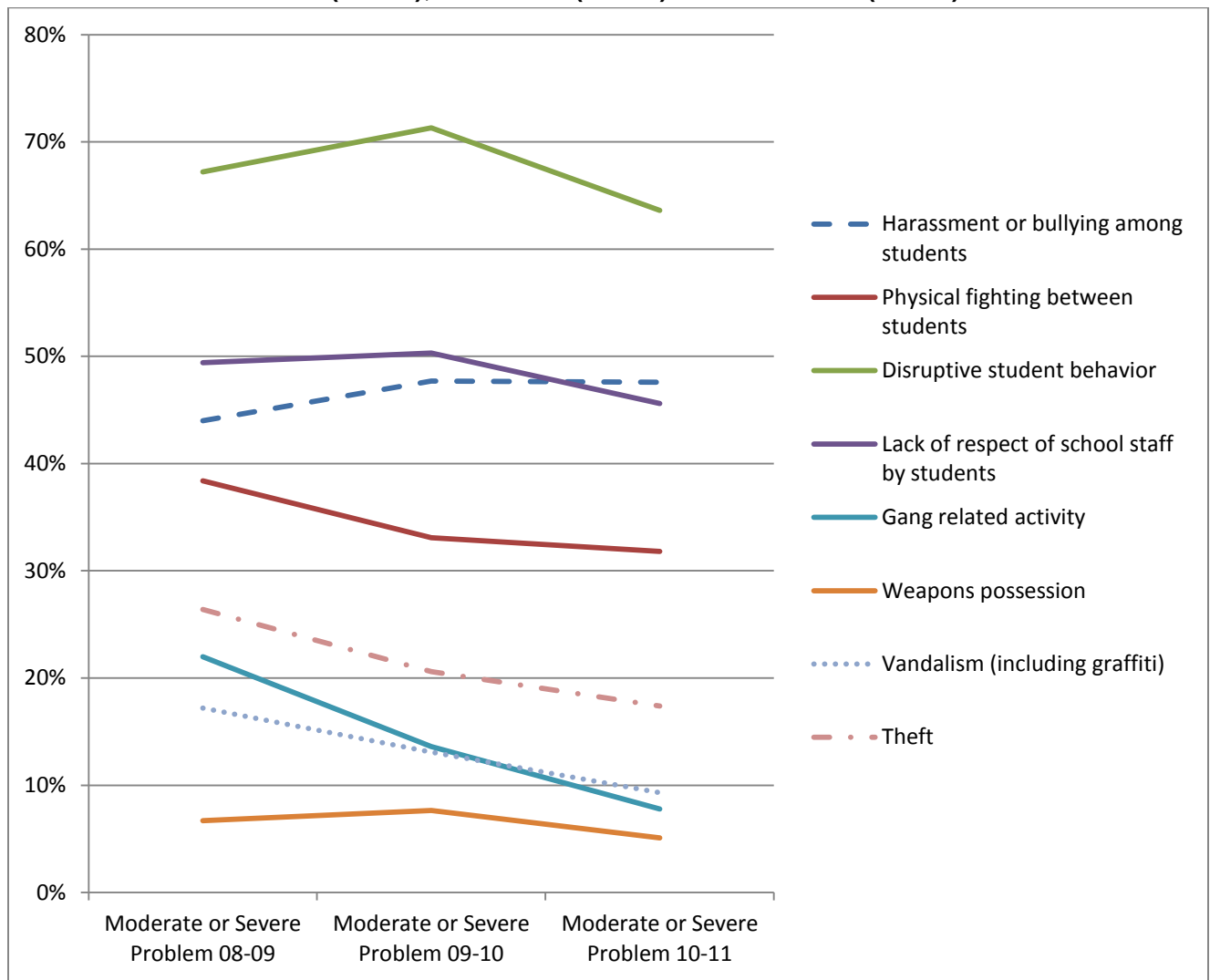
Elementary and middle school staff continue to increase their perception that that their school clearly communicates to students the consequences of breaking school rules and that their school effectively handles students discipline and behavior problems. However, high school staff was not as positive this year as they were in Year 2.

- *Supportiveness.* Significantly more staff report that the school is a supportive an inviting place for staff to work, that it promotes academic success for all students, that it encourages opportunities for students to decide things like class activities and rules and that it is a supportive and inviting place for students to learn.
- *Support Services.* There was significant improvement in each item of this category from Year 1 to Year 2; however, there were significant decreases in staff satisfaction for each item from Year 2 to Year 3. Most school staff (95%) still agreed that health services were adequate, and around 83% felt that counseling services were adequate. Providing healthy food to students remained a concern for 30% of respondents.
- *School Staff.* There was a significant improvement in every item in this category except for adults supporting and treating each other with respect, although even that item improved slightly from Year 1.

In Year 3, 93% of staff felt that most of the adults at the school really care about every student, 94% felt that most adults acknowledge and pay attention to students and 94% wanted every student to do their best. For the remainder of items in this category, while they've gotten better, there is still some room for improvement; 85% of staff said that most adults listen to what students have to say, 84% believed that every student can be a success, 84% believed that they treat students fairly and 79% felt a responsibility to improve the school.

- *Student Preparedness.* While there continues to be an improvement from Year 1 in staff perceptions that students arrive at school alert and rested, that they are motivated to learn and are well behaved, all items in this category either remained stable from Year 2 or got worse. Staff perception of students being healthy and physically fit went back to baseline levels (43% saying most students were not).
- *Student Behaviors.* School staff believed that disruptive behaviors and lack of respect for school staff were the most problematic behaviors. However, those behaviors, along with most other problem behaviors decreased from Year 2 to Year 3. Harassment or bullying among students were the only behaviors that remained stable in the last year.

**% Staff Perceptions of Problems at Their School
2008-2009 (n=250), 2009-2010 (n=199) and 2010-2011 (n=195)**



**Staff Perceptions of School Safety and Supportiveness
2008-2009 (n=250), 2009-2010 (n=199) and 2010-2011 (n=195)**

	% who Strongly Agreed or Agreed			Difference from 2009 to 2011
	2009	2010	2011	
School is a safe place for staff – Elementary	99%	97%	94%	-5%
School is a safe place for staff – Middle School	79%	93%	94%	15%
School is a safe place for staff – High School	77%	88%	76%	-1%
School is a safe place for staff – District Total	86%	92%	88%	2%*
School is a safe place for students – Elementary	99%	97%	94%	-5%
School is a safe place for students – Middle School	84%	93%	94%	10%
School is a safe place for students – High School	72%	87%	75%	3%*
School is a safe place for students – District Total	85%	92%	88%	3%*
The school clearly communications to students the consequences of breaking school rules – Elementary	78%	86%	94%	16%
The school clearly communications to students the consequences of breaking school rules – Middle School	64%	85%	88%	24%
The school clearly communications to students the consequences of breaking school rules – High School	58%	85%	75%	17%*
The school clearly communications to students the consequences of breaking school rules – District Total	68%	86%	86%	18%
The school effectively handles students discipline and behavior problems – Elementary	68%	71%	78%	10%
The school effectively handles students discipline and behavior problems – Middle School	57%	57%	70%	13%
The school effectively handles students discipline and behavior problems – High School	35%	58%	53%	18%*
The school effectively handles students discipline and behavior problems – District Total	55%	62%	68%	13%

*Gain from Year 1, but Year 3 is a decrease from Year 2.