



Galesburg-Augusta Community Schools
Home of the Rams

Community Research to Support Strategic Planning
February-March 2023 Staff Survey
Report of Findings

March 21, 2023

TABLE OF CONTENTS

Introduction and Methodology	3
Staff Sample Profile	4
Summary of Findings	6
Survey Findings and Discussion	11
Culture and Work Environment	11
Communications	56
Leadership	62
Instruction, Learning and Student Achievement	69
Closing evaluations	97
Appendix: Questionnaire	102

Note: Verbatim comments to open-ended questions are summarized within this report, but all the individual verbatim comments are published in a separate appendix.

INTRODUCTION AND METHODOLOGY

As Galesburg-Augusta Community Schools (G-ACS) looks to update its strategic plan, it recognizes it is essential to involve its communities of parents, residents, staff and students into the planning process. Findings from this community research guide the district leadership's planning decisions, and provide benchmarks for later progress evaluations.

This community research centers around plans to improve teaching and learning within Galesburg-Augusta Community Schools -- including academic achievement, instruction and curriculum, parents support for their children's learning, the surrounding educational culture and environment, and supporting programs, services and infrastructure comprising the total educational experience for Galesburg-Augusta students and their families.

The initial phase of this community research was a set of focus group discussions in November 2022 with parents, staff and students to uncover key issues and guide development of these surveys.

This second phase is three separate online surveys ... this one with all Galesburg-Augusta Community Schools staff, another with all parents of children currently attending Galesburg-Augusta Community Schools, and a third with all Galesburg-Augusta High School students in grades 8 through 12.

All 145 Galesburg-Augusta Community Schools staff members were invited to respond to their survey via an email sent February 16th, 2023, with a reminder email sent February 28th and again March 6th. The survey link was embedded directly in the emailed announcement, and staff were asked to click on the survey link and then taken directly to the questionnaire transparently hosted by Survey Monkey. After completing and submitting their answers, respondents were then returned to the Galesburg-Augusta district's home page. Anonymity of every respondent is carefully crafted in this Staff survey's methodology, as well as with the Parents and Student surveys.

During the weeks February 16 – March 10, **104 Galesburg-Augusta Community Schools staff members completed the survey**, which represents a very respectable 72% of the district's total staff. This includes **52 of the district's teachers**.

The proportionately adjusted sampling error for a completed sample of 104 total staff ranges from 1.0% to 5.1% at the 95% confidence level. The proportionately adjusted sampling error for a completed sample of 52 teachers ranges from 2.2% to 10.9% at the 95% confidence level.

Percentage findings are reported for Teachers and Total Staff. Unaided verbatim responses to open-ended questions are summarized in this report, but the actual verbatim comments are published in a separate appendix.

Gartner & Associates LLC designed the research, developed the questionnaire in consultation with Galesburg-Augusta Community Schools leadership, provided web access through its subscription to Survey Monkey, analyzed the data, and prepared this report.

STAFF SAMPLE PROFILE

G-ACS position

	Number	% of total
Administrative staff/Clerical	10	10%
Athletic Coach	0	0%
Building Administrator	3	3%
Childcare	1	1%
Counseling/Itinerant	8	8%
District Administrator	5	5%
Food service	6	6%
Instructional Assistant/Parapro	15	14%
Maintenance/Utility	1	1%
Teacher	52	50%
Transportation	1	1%
Other	2	2%
Total	(104)	100%

School buildings serving

	Number	% of total
Primary School	43	41%
Middle School	28	27%
High School	28	27%
District Office	5	5%
Multiple buildings	10	10%
(n)	(104)	

Note: Multiple building responses lead to total percentage exceeding 100%.

Working tenure in G-A

	Number	% of total
Less than 1 year	15	14%
1 to 5 years	41	39%
6 to 10 years	17	16%
11 to 15 years	11	11%
More than 15 years	20	19%
(n)	(104)	100%

SUMMARY OF FINDINGS

1. **Satisfied overall as a staff member of G-ACS:** 85% of G-A total staff and 78% of the teachers are “very or somewhat satisfied” overall as a staff member of G-ACS. This includes 43% of total staff and 35% of teachers who are “very satisfied.”
5% of total staff and 10% of teachers are “not at all satisfied.”

2. **Recommend to families to enroll their children in G-ACS:** 81% of G-A total staff and 76% of teachers would recommend to families that they enroll their children in G-ACS. This includes 49% of total staff and 33% of teachers who reply “definitely yes.”
0% of total staff say “definitely no.”

3. **Confidence with overall direction:** More than two-thirds of G-A total staff (69%) and 56% of teachers have confidence in the overall direction of G-ACS. This includes 15% of total staff and just 3% of teachers who “strongly agree.”
7% of total staff and 13% of teachers “strongly disagree.”

4. **Pride in working at G-ACS:** Most G-A total staff (94%) and 88% of teachers agree with the statement “You are proud to be a staff member of G-ACS.” This includes a substantial 53% of total staff and 37% of teachers who “strongly agree.”
0% of total staff “strongly disagree.”

5. **Suggestions for improvement:** When asked for their single one most important suggestion to improve G-ACS, the most frequently mentioned unaided suggestions include:

- ❖ Clear and consistent behavior interventions for students who are disruptive in class
- ❖ More time to fully understand and implement new initiatives before other professional development programs are introduced
- ❖ Improve collaboration and relationships between administrators and teachers
- ❖ Rely more on teachers practical experience than “experts” when developing and implementing new initiatives and programs
- ❖ More electives and extracurricular opportunities to retain more high school students

6. **Culture and work environment strengths:** Among 34 statements evaluating the G-ACS culture and work environment, two attributes receive “strongly agree” replies from at least 60% of the G-A total staff:

- ❖ “Quality work is expected of you” (69%)
- ❖ “You belong at your school (building or department)” (61%)

Four other attributes receive “strongly agree” replies from at least 50% of the total staff:

- ❖ “Your supervisor supports you to do your best work” (58%)
- ❖ “You are proud to be a staff member of G-ACS” (53%)
- ❖ “Your supervisor understands your work and what it takes to perform it well” (52%)
- ❖ “Your immediate supervisor supports shared decision-making” (50%)

7. **Culture and work environment weaknesses:** Among 34 statements evaluating the G-ACS culture and work environment, just one attribute receives “strongly disagree” replies from at least 10% of the G-A total staff:

- ❖ “You are receiving effective professional development” (13%)

Only four attributes receive combined “disagree/strongly disagree” replies from at least 30% of the total staff:

- ❖ “You are receiving effective professional development” (45%)
- ❖ “Appropriate student behavior and discipline are consistently enforced” (43%)
- ❖ “You have sufficient time to do your job well” (32%)
- ❖ “Your voice is heard within the G-ACS organization” (30%)

8. **Safe schools:** Almost all G-A total staff (96%) and teachers (91%) agree with the statement “Our schools are generally **safe on an everyday basis**,” including 34% of total staff and 28% of teachers who “strongly agree.”

89% of G-A total staff and 83% of teachers agree with the statement “Our schools would be **safe in an emergency situation**,” but including just 11% of total staff and 9% of teachers who reply “strongly agree.”

9. **Professional development:** Almost three-fourths of G-A total staff (72%) and teachers (also 72%) agree with the statement “You have **opportunities** to receive professional development,” including 20% of total staff and 19% of teachers who “strongly agree.”

55% of G-A total staff and 52% of teachers agree with the statement “You are **receiving effective** professional development,” including 16% of total staff and 12% of teachers who “strongly agree.”

13% of total staff and 24% of teachers “strongly disagree.” These percentages for “strongly disagree” are the worst for both total staff and teachers among the 34 Culture and Work Environment attributes evaluated in this Staff survey.

10. **Additional comments about Culture and Work Environment:** More frequently mentioned additional comments about the G-ACS Culture and Work Environment include:

- ❖ Some staff feel that their voice is not listened to or valued when important decisions are made that the entire district, especially with respect to teaching and learning
- ❖ Persistent distrust between the district’s leadership and the union leads to a negative environment
- ❖ Requests for more currently relevant professional development
- ❖ Too many new initiatives pull staff into too many directions without not enough time to focus
- ❖ More consistent discipline of inappropriate student behavior

11. **Communications:** 82% of G-A total staff and 83% of teachers agree with the statement “I am informed about what is happening in **my building or department**,” including 18% of total staff and 14% of teachers who “strongly agree.”

Two-thirds of G-A total staff (66%) and 55% of teachers agree with the statement “I am informed about what is happening **throughout G-ACS**,” but including only 10% of total staff and 5% of teachers who “strongly agree.”

12. **Additional comments about Communications:** More frequently mentioned additional comments about Communications include:

- ❖ Some teachers and staff members don’t feel informed about everything that is going on in both their buildings and throughout the district.
- ❖ Communication vehicles should be regularly updated, including the district’s website

13. **Leadership:** 89% of G-A total staff and 83% of teachers agree that they are satisfied with their **building's or immediate supervisor's leadership**, including an impressive 61% of total staff and 66% of teachers who “strongly agree.”

Two-thirds of G-A total staff (68%) and 55% of teachers agree that they are satisfied with the **Superintendent's leadership**, including 21% of total staff and 10% of teachers who “strongly agree.”

Almost two-thirds of G-A total staff (65%) and 55% of teachers agree that they are satisfied with the **Board of Education's leadership**, including 14% of total staff and just 6% of teachers who “strongly agree.”

14. **Additional comments about Leadership:** More frequently mentioned additional comments about Leadership include:

- ❖ Leadership perceptions are mixed, with some feeling left out and ignored by the district's and their building's leadership, while others praise the district's and their building's leadership
- ❖ Perception that there are too many administrators
- ❖ Too much micromanaging by both district and building leadership

15. **Instruction, Learning and Student Achievement strengths:** Among 18 statements evaluating G-ACS for Instruction, Learning and Student Achievement, one attribute receives “strongly agree” from at least 30% of the teachers:

- ❖ “G-ACS supports positive personal relationships between students and staff” (36%)

Five Instruction, Learning and Student Achievement attributes receive combined “strongly agree/agree” responses from at least 80% of the teachers:

- ❖ “Our G-ACS staff believes every child can learn” (95%)
- ❖ “All staff are willing to work with students who receive special education services” (95%)
- ❖ “G-ACS supports positive personal relationships between students and staff” (92%)
- ❖ “The staff in my school building believes every child can learn” (88%)
- ❖ “Staff use Board of Education approved resources for teaching and learning” (83%)

16. **Instruction, Learning and Student Achievement weaknesses:** Among the 18 statements evaluating G-ACS for Instruction, Learning and Student Achievement, two attributes receive noticeably more “strongly disagree” replies from the teachers:

- ❖ “Teachers are provided with resources to help students with significant behavioral and emotional issues” (22%)
- ❖ “G-A parents value their own involvement in their children’s academic success” (18%)

These same two Instruction, Learning and Student Achievement attributes receive combined “disagree/strongly disagree” responses from more than half of the teachers:

- ❖ “Teachers are provided with resources to help students with significant behavioral and emotional issues” (68%)
- ❖ “G-A parents value their own involvement in their children’s academic success” (67%)

17. **Additional comments about Instruction, Learning and Student Achievement:**

More frequently mentioned additional comments about Teaching and Learning include:

- ❖ More support for teachers to overcome students with social, emotional and behavioral issues disrupting their classrooms
- ❖ More direct support for students with social, emotional and behavioral issues
- ❖ Provide learning experiences for ALL students, from the highest achieving to the ones who are labeled as unwilling or unable to succeed, without ignoring one for the other
- ❖ Too many new initiatives pull teachers into too many directions

18. **Additional comments:** More frequently mentioned additional unaided comments include:

- ❖ Pride in being at G-ACS ... *“I absolutely love working here!”* and *“I love that it is a family. Even the smallest students know they are a Ram and a part of something big.”* and *“For such a small district, we're doing a lot of great things!”*
- ❖ Several repeat their distrust of the district’s leadership, while others note *“a lack of trust between all of the various parties.”*

SURVEY FINDINGS AND DISCUSSION

CULTURE AND WORK ENVIRONMENT

You belong at your school (building or department, whichever is most appropriate for you).

You are proud to be a staff member of G-A Community Schools.

When someone praises G-A Community Schools, it feels like a personal compliment.

You enjoy your work.

Your colleagues care about you.

Student learning is the primary focus at your building.

Student learning is enjoyable at your building.

Quality work is expected of you.

You are celebrated for good work.

You have sufficient time to do your job well.

You understand your role and how it fits the district mission.

Others are clear about what your role is at your building.

You work with people who treat you with respect.

Working collaboratively is valued.

Your voice is heard within the G-A Community Schools organization.

Your immediate supervisor supports shared decision-making.

Your supervisor understands your work and what it takes to perform it well.

Your supervisor supports you to do your best work.

Administrators give good reasons for changes in how you do your job.

The vision for G-A Community Schools is shared by staff.

Appropriate student behavior and discipline are consistently enforced.

Our schools are generally safe on an everyday basis.

Our schools would be safe in an emergency situation.

The furnishings and setting of your workspace support your ability to do your job well.

Your building is designed for today's teaching and learning.

Your building is clean and well-maintained.

CULTURE AND WORK ENVIRONMENT

{continued}

Your building is a point of pride.

You have opportunities to enhance your skills or develop new skills.

You have opportunities to be innovative in your role/job.

You are challenged to grow as a professional.

You work in an intellectually stimulating environment.

You have opportunities to learn from your colleagues.

You have opportunities to receive professional development.

You are receiving effective professional development.

Additional comments about ***Culture and Work Environment***

CULTURE AND WORK ENVIRONMENT

Strengths ... Top 10 who “strongly agree”

(of 34 statements about Culture and Work Environment)

Total Staff (n = 104)

Quality work is expected of you.	69%
You belong at your school (building or department, whichever is most appropriate for you).	61%
Your supervisor supports you to do your best work.	58%
You are proud to be a staff member of G-ACS.	53%
Your supervisor understands your work and what it takes to perform it well.	52%
Your immediate supervisor supports shared decision-making.	50%
You enjoy your work.	44%
When someone praises G-ACS, it feels like a personal compliment.	43%
Your colleagues care about you.	43%
Working collaboratively is valued.	40%

Teachers (n = 52)

Quality work is expected of you.	60%
Your supervisor supports you to do your best work.	58%
You belong at your school (building or department, whichever is most appropriate for you).	56%
Your immediate supervisor supports shared decision-making.	51%
Your supervisor understands your work and what it takes to perform it well.	49%
Your colleagues care about you.	42%
You are proud to be a staff member of G-ACS.	37%
When someone praises G-ACS, it feels like a personal compliment.	35%
You are celebrated for good work.	35%
You enjoy your work.	33%

CULTURE AND WORK ENVIRONMENT

Strengths ... Top 10 who “strongly agree” or “agree”

(of 34 statements about Culture and Work Environment)

Total Staff (n = 104)

Quality work is expected of you.	100%
You belong at your school (building or department, whichever is most appropriate for you).	97%
Your supervisor supports you to do your best work.	97%
You enjoy your work.	96%
Our schools are generally safe on an everyday basis.	96%
Working collaboratively is valued.	95%
Your colleagues care about you.	95%
You work with people who treat you with respect.	95%
Student learning is the primary focus at your building.	94%
You are proud to be a staff member of G-ACS.	94%

Teachers (n = 52)

Quality work is expected of you.	100%
Your supervisor supports you to do your best work.	95%
You belong at your school (building or department, whichever is most appropriate for you).	93%
Others are clear about what your role is at your building.	93%
You work with people who treat you with respect.	93%
Your colleagues care about you.	93%
Your immediate supervisor supports shared decision-making.	91%
Our schools are generally safe on an everyday basis.	91%
Student learning is enjoyable at your building.	91%
You enjoy your work.	91%

CULTURE AND WORK ENVIRONMENT

Weaknesses ... Top 10 who “strongly disagree”

(of 34 statements about Culture and Work Environment)

Total Staff (n = 104)

You are receiving effective professional development.	13%
Appropriate student behavior and discipline are consistently enforced.	9%
The furnishings and setting of your workspace support your ability to do your job well.	7%
You have sufficient time to do your job well.	6%
Your voice is heard within the G-ACS organization.	6%
You have opportunities to receive professional development.	5%
Administrators give good reasons for changes in how you do your job.	4%
The vision for G-ACS is shared by staff.	4%
Your building is designed for today’s teaching and learning.	4%
Others are clear about what your role is at your building.	4%

Teachers (n = 52)

You are receiving effective professional development.	24%
Appropriate student behavior and discipline are consistently enforced.	12%
You have sufficient time to do your job well.	12%
Your voice is heard within the G-ACS organization.	12%
The furnishings and setting of your workspace support your ability to do your job well.	9%
Your building is clean and well-maintained.	5%
The vision for G-ACS is shared by staff.	5%
Administrators give good reasons for changes in how you do your job.	5%
Your building is designed for today’s teaching and learning.	5%
You have opportunities to receive professional development.	5%

CULTURE AND WORK ENVIRONMENT

Weaknesses ... Top 10 who “strongly disagree” or “disagree”

(of 34 statements about Culture and Work Environment)

Total Staff (n = 104)

You are receiving effective professional development.	45%
Appropriate student behavior and discipline are consistently enforced.	43%
You have sufficient time to do your job well.	32%
Your voice is heard within the G-ACS organization.	30%
Your building is clean and well-maintained.	29%
You have opportunities to receive professional development.	28%
You have opportunities to enhance your skills or develop new skills.	25%
Administrators give good reasons for changes in how you do your job.	24%
The vision for G-ACS is shared by staff.	24%
Your building is designed for today’s teaching and learning.	22%

Teachers (n = 52)

Appropriate student behavior and discipline are consistently enforced.	57%
You are receiving effective professional development.	48%
You have sufficient time to do your job well.	45%
Your voice is heard within the G-ACS organization.	40%
Your building is clean and well-maintained.	35%
The vision for G-ACS is shared by staff.	32%
You have opportunities to enhance your skills or develop new skills.	32%
Administrators give good reasons for changes in how you do your job.	29%
You are celebrated for good work.	28%
Your building is designed for today’s teaching and learning.	26%

CULTURE AND WORK ENVIRONMENT

2023 Total staff (n = 104)

	Strongly agree	Agree	Disagree	Strongly disagree
You belong at your school (building or department, whichever is most appropriate for you).	61%	36%	3%	0%
You are proud to be a staff member of G-ACS.	53%	41%	6%	0%
When someone praises G-ACS, it feels like a personal compliment.	43%	47%	10%	0%
You enjoy your work.	44%	52%	5%	0%
Your colleagues care about you.	43%	52%	2%	2%
Student learning is the primary focus at your building.	40%	54%	5%	1%
Student learning is enjoyable at your building.	22%	67%	12%	0%
Quality work is expected of you.	69%	31%	0%	0%
You are celebrated for good work.	34%	45%	19%	2%
You have sufficient time to do your job well.	15%	53%	26%	6%
You understand your role and how it fits the district mission.	35%	55%	8%	2%
Others are clear about what your role is at your building.	25%	61%	11%	4%
You work with people who treat you with respect.	37%	58%	5%	0%
Working collaboratively is valued.	40%	55%	5%	0%
Your voice is heard within the G-ACS organization.	18%	53%	24%	6%
Your immediate supervisor supports shared decision-making.	50%	41%	9%	0%
Your supervisor understands your work and what it takes to perform it well.	52%	36%	11%	1%
Your supervisor supports you to do your best work.	58%	39%	4%	0%
Administrators give good reasons for changes in how you do your job.	28%	48%	20%	4%

CULTURE AND WORK ENVIRONMENT

2023 Total staff (n = 104)

{Continued}

	Strongly agree	Agree	Disagree	Strongly disagree
The vision for G-ACS is shared by staff.	17%	59%	20%	4%
Appropriate student behavior and discipline are consistently enforced.	11%	46%	34%	9%
Our schools are generally safe on an everyday basis.	34%	62%	5%	0%
Our schools would be safe in an emergency situation.	11%	78%	7%	4%
The furnishings and setting of your workspace support your ability to do your job well.	21%	58%	14%	7%
Your building is designed for today’s teaching and learning.	15%	63%	18%	4%
Your building is clean and well-maintained.	13%	58%	26%	3%
Your building is a point of pride.	26%	66%	7%	1%
You have opportunities to enhance your skills or develop new skills.	20%	55%	25%	0%
You have opportunities to be innovative in your role/job.	24%	61%	14%	1%
You are challenged to grow as a professional.	28%	56%	14%	1%
You work in an intellectually stimulating environment.	21%	67%	11%	1%
You have opportunities to learn from your colleagues.	29%	60%	11%	0%
You have opportunities to receive professional development.	20%	52%	23%	5%
You are receiving effective professional development.	16%	39%	32%	13%

CULTURE AND WORK ENVIRONMENT

2023 Teachers (n = 52)

	Strongly agree	Agree	Disagree	Strongly disagree
You belong at your school (building or department, whichever is most appropriate for you).	56%	37%	7%	0%
You are proud to be a staff member of G-ACS.	37%	51%	12%	0%
When someone praises G-ACS, it feels like a personal compliment.	35%	51%	14%	0%
You enjoy your work.	33%	58%	9%	0%
Your colleagues care about you.	42%	51%	5%	2%
Student learning is the primary focus at your building.	30%	60%	7%	2%
Student learning is enjoyable at your building.	14%	77%	9%	0%
Quality work is expected of you.	60%	40%	0%	0%
You are celebrated for good work.	35%	37%	26%	2%
You have sufficient time to do your job well.	5%	51%	33%	12%
You understand your role and how it fits the district mission.	26%	63%	12%	0%
Others are clear about what your role is at your building.	26%	67%	5%	2%
You work with people who treat you with respect.	26%	67%	7%	0%
Working collaboratively is valued.	30%	60%	9%	0%
Your voice is heard within the G-ACS organization.	9%	51%	28%	12%
Your immediate supervisor supports shared decision-making.	51%	40%	9%	0%
Your supervisor understands your work and what it takes to perform it well.	49%	37%	12%	2%
Your supervisor supports you to do your best work.	58%	37%	5%	0%
Administrators give good reasons for changes in how you do your job.	32%	39%	24%	5%

CULTURE AND WORK ENVIRONMENT

2023 Teachers (n = 52)

{Continued}

	Strongly agree	Agree	Disagree	Strongly disagree
The vision for G-ACS is shared by staff.	12%	56%	27%	5%
Appropriate student behavior and discipline are consistently enforced.	10%	33%	45%	12%
Our schools are generally safe on an everyday basis.	28%	63%	9%	0%
Our schools would be safe in an emergency situation.	9%	74%	12%	5%
The furnishings and setting of your workspace support your ability to do your job well.	9%	70%	12%	9%
Your building is designed for today’s teaching and learning.	12%	63%	21%	5%
Your building is clean and well-maintained.	12%	53%	30%	5%
Your building is a point of pride.	24%	64%	10%	2%
You have opportunities to enhance your skills or develop new skills.	20%	49%	32%	0%
You have opportunities to be innovative in your role/job.	26%	60%	14%	0%
You are challenged to grow as a professional.	26%	56%	19%	0%
You work in an intellectually stimulating environment.	15%	63%	20%	3%
You have opportunities to learn from your colleagues.	16%	70%	14%	0%
You have opportunities to receive professional development.	19%	63%	14%	5%
You are receiving effective professional development.	12%	40%	24%	24%

You belong at your school (or building or department)

Almost all Galesburg-Augusta total staff (97%) and teachers (93%) agree with the statement “You belong at your school (or building or department).”

This includes a significant 61% of total staff and 56% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	61%	56%
Agree	36%	37%
Disagree	3%	7%
Strongly disagree	0%	0%
(n)	(87)	(43)

Proud to be a Galesburg-Augusta Community Schools staff member

Most Galesburg-Augusta total staff (94%) and 88% of teachers agree with the statement “You are proud to be a staff member of G-A Community Schools.”

This includes a substantial 53% of total staff and 37% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	53%	37%
Agree	41%	51%
Disagree	6%	12%
Strongly disagree	0%	0%
(n)	(87)	(43)

Feels like a personal compliment when someone praises G-A Community Schools

Most Galesburg-Augusta total staff (90%) and 86% of teachers agree with the statement “When someone praises G-A Community Schools, it feels like a personal compliment.”

This includes 43% of total staff and 35% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	43%	35%
Agree	47%	51%
Disagree	10%	14%
Strongly disagree	0%	0%
(n)	(86)	(43)

You enjoy your work

Almost all Galesburg-Augusta total staff (96%) and most teachers (91%) agree with the statement “You enjoy your work.” These percentages are the second highest among total staff and tied for the highest among teachers for the 34 Culture and Work Environment attributes evaluated in this Staff survey.

This includes 44% of total staff and 33% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	44%	33%
Agree	52%	58%
Disagree	5%	9%
Strongly disagree	0%	0%
(n)	(87)	(43)

Your colleagues care about you

Almost all Galesburg-Augusta total staff (95%) and teachers (93%) agree with the statement “Your colleagues care about you.”

This includes 43% of total staff and 42% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	43%	42%
Agree	52%	51%
Disagree	2%	5%
Strongly disagree	2%	2%
(n)	(86)	(43)

Student learning is the primary focus at your building

Most Galesburg-Augusta teachers (90%) responding to this survey agree with the statement “Student learning is the primary focus at your building,” including 30% who “strongly agree.”

And most Galesburg-Augusta total staff (94%) agrees with this statement, including 40% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	40%	30%
Agree	54%	60%
Disagree	5%	7%
Strongly disagree	1%	2%
(n)	(81)	(43)

Student learning is enjoyable at your building

Many Galesburg-Augusta teachers (91%) responding agree with the statement “Student learning is enjoyable at your building,” including 14% who “strongly agree.”

Eighty-nine percent of Galesburg-Augusta total staff agrees with this statement, including 22% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	22%	14%
Agree	67%	77%
Disagree	12%	9%
Strongly disagree	0%	0%
(n)	(78)	(43)

Quality work is expected of you

All Galesburg-Augusta total staff (100%) and teachers (100%) responding agree with the statement “Quality work is expected of you.” These percentages are the highest for both total staff and teachers among the 34 Culture and Work Environment attributes evaluated in this Staff survey.

This includes an impressive 69% of total staff and 60% of teachers who “strongly agree.” These percentages are the highest for both total staff and teachers among the 34 Culture and Work Environment attributes evaluated in this Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	69%	60%
Agree	31%	40%
Disagree	0%	0%
Strongly disagree	0%	0%
(n)	(86)	(43)

You are celebrated for good work

Seventy-nine percent of Galesburg-Augusta total staff and 72% of teachers agree with the statement “You are celebrated for good work.”

This includes 34% of total staff and 35% of teachers who reply “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	34%	35%
Agree	45%	37%
Disagree	19%	26%
Strongly disagree	2%	2%
(n)	(86)	(43)

You have sufficient time to do your job well

Two-thirds of Galesburg-Augusta total staff (68%) and 56% of teachers agree with the statement “You have sufficient time to do your job well.” These percentages are the second lowest among both total staff and teachers for the 34 Culture and Work Environment attributes evaluated in this Staff survey.

This includes 15% of total staff and only 5% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	15%	5%
Agree	53%	51%
Disagree	26%	33%
Strongly disagree	6%	12%
(n)	(85)	(43)

You understand your role and how it fits the district mission

Most Galesburg-Augusta total staff (90%) and teachers (89%) agree with the statement “You understand your role and how it fits the district mission.”

This includes 35% of total staff and 26% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	35%	26%
Agree	55%	63%
Disagree	8%	12%
Strongly disagree	2%	0%
(n)	(86)	(43)

Others are clear about what your role is at your school

Many Galesburg-Augusta total staff (86%) and teachers (83%) agree with the statement “Others are clear about what your role is at your school.”

This includes 25% of total staff and 26% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	25%	26%
Agree	61%	67%
Disagree	11%	5%
Strongly disagree	4%	2%
(n)	(85)	(42)

You work with people who treat you with respect

Almost all Galesburg-Augusta total staff (95%) and teachers (93%) agree with the statement “You work with people who treat you with respect.”

This includes 37% of total staff and 26% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	37%	26%
Agree	58%	67%
Disagree	5%	7%
Strongly disagree	0%	0%
(n)	(84)	(42)

Working collaboratively is valued

Most Galesburg-Augusta total staff (95%) and teachers (90%) agree with the statement “Working collaboratively is valued.”

This includes 40% of total staff as well as 30% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	40%	30%
Agree	55%	60%
Disagree	5%	9%
Strongly disagree	0%	0%
(n)	(85)	(43)

Your voice is heard within the G-A Community Schools organization

Seventy-one percent of Galesburg-Augusta total staff and 60% of teachers responding agree with the statement “Your voice is heard within the G-A Community Schools organization.”

This includes just 18% of total staff and 9% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	18%	9%
Agree	53%	51%
Disagree	24%	28%
Strongly disagree	6%	12%
(n)	(85)	(43)

Your immediate supervisor support shared decision making

Most Galesburg-Augusta total staff (91%) and teachers (91%) responding to this survey agree with the statement “Your immediate supervisor support shared decision making.”

This includes a considerable 50% of total staff and 51% of teachers who “strongly agree.”.

2023 Survey

	Total staff	Teachers
Strongly agree	50%	51%
Agree	41%	40%
Disagree	9%	9%
Strongly disagree	0%	0%
(n)	(86)	(43)

Your supervisor understands your work and what it takes to perform it well

Eighty-eight percent of Galesburg-Augusta total staff and 86% of teachers responding to this survey agree with the statement “Your supervisor understands your work and what it takes to perform it well.”

This includes a noticeable 52% of total staff and 49% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	52%	49%
Agree	36%	37%
Disagree	11%	12%
Strongly disagree	1%	2%
(n)	(85)	(43)

Your supervisor supports you to do your best work

Almost all Galesburg-Augusta total staff (97%) and teachers (95%) responding to this survey agree with the statement “Your supervisor supports you to do your best work.”

This includes an impressive 58% of total staff and also 58% of teachers who “strongly agree.” These percentage for “strongly agree” are the third highest among total staff and the second highest among teachers for the 34 Culture and Work Environment attributes evaluated in this Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	58%	58%
Agree	39%	37%
Disagree	4%	5%
Strongly disagree	0%	0%
(n)	(85)	(43)

Administrators give good reasons for changes in how you do your job

Seventy percent of Galesburg-Augusta total staff and 71% of teachers responding to this survey agree with the statement “Administrators give good reasons for changes in how you do your job.”

This includes 28% of total staff and 32% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	28%	32%
Agree	48%	39%
Disagree	20%	24%
Strongly disagree	4%	5%
(n)	(81)	(41)

The vision for Galesburg-Augusta Community Schools is shared by staff

Three-fourths of all Galesburg-Augusta total staff (76%) and two-thirds of teachers (68%) responding agree with the statement “The vision for G-A Community Schools is shared by staff.”

This includes 17% of total staff and 12% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	17%	12%
Agree	59%	56%
Disagree	20%	27%
Strongly disagree	4%	5%
(n)	(81)	(41)

Appropriate student behavior and discipline are consistently enforced

Fifty-seven percent of Galesburg-Augusta total staff and only 43% of teachers responding to this survey agree with the statement “Appropriate student behavior and discipline are consistently enforced.”

This includes just 11% of total staff and 10% of teachers who “strongly agree.”

The combined percentage for “disagree/strongly disagree” for teachers (57%) is the worst among the 34 Culture and Work Environment attributes evaluated in this Staff survey.

2023 Survey

	Total staff	Teachers
Strongly agree	11%	10%
Agree	46%	33%
Disagree	34%	45%
Strongly disagree	9%	12%
(n)	(80)	(42)

Schools generally safe on an everyday basis

Almost all Galesburg-Augusta total staff (96%) and teachers (91%) responding agree with the statement “Our schools are generally safe on an everyday basis.”

This includes 34% of total staff and 28% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	34%	28%
Agree	62%	63%
Disagree	5%	9%
Strongly disagree	0%	0%
(n)	(86)	(43)

Schools safe in an emergency situation

Eighty-nine percent of Galesburg-Augusta total staff and 83% of teachers responding agree with the statement “Our schools would be safe in an emergency situation.”

However, this includes just 11% of total staff and 9% of teachers who reply “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	11%	9%
Agree	78%	74%
Disagree	7%	12%
Strongly disagree	4%	5%
(n)	(83)	(43)

Furnishings and setting of your workspace support your ability to do your job well

Seventy-nine percent of Galesburg-Augusta total staff and also 79% of teachers responding agree with the statement “The furnishings and setting of your workspace support your ability to do your job.”

This includes 21% of total staff and just 9% of teachers who reply “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	21%	9%
Agree	58%	70%
Disagree	14%	12%
Strongly disagree	7%	9%
(n)	(85)	(43)

Your building is designed for today’s teaching and learning

Seventy-eight percent of Galesburg-Augusta total staff and 75% of teachers responding agree with the statement “Your building is designed for today’s teaching and learning.”

This includes 15% of total staff and 12% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	15%	12%
Agree	63%	63%
Disagree	18%	21%
Strongly disagree	4%	5%
(n)	(79)	(43)

Your building is clean and well-maintained

Seventy-one percent of Galesburg-Augusta total staff and 65% of teachers responding agree with the statement “Your building is clean and well-maintained.”

This includes just 13% of total staff and 12% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	13%	12%
Agree	58%	53%
Disagree	26%	30%
Strongly disagree	3%	5%
(n)	(86)	(43)

Your building is a point of pride

Most Galesburg-Augusta total staff (92%) and 88% of teachers responding agree with the statement “Your building is a point of pride.”

This includes 26% of total staff and 24% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	26%	24%
Agree	66%	64%
Disagree	7%	10%
Strongly disagree	1%	2%
(n)	(82)	(42)

You have opportunities to enhance your skills or develop new skills

Three-fourths of Galesburg-Augusta total staff (75%) and 69% of teachers responding agree with the statement “You have opportunities to enhance your skills or develop new skills.”

This includes 20% of total staff and also 20% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	20%	20%
Agree	55%	49%
Disagree	25%	32%
Strongly disagree	0%	0%
(n)	(84)	(41)

You have opportunities to be innovative in your role/job

Eighty-five percent of Galesburg-Augusta total staff and 86% of teachers responding agree with the statement “You have opportunities to be innovative in your role/job.”

This includes approximately one-fourth of total staff (24%) and teachers (26%) who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	24%	26%
Agree	61%	60%
Disagree	14%	14%
Strongly disagree	1%	0%
(n)	(85)	(43)

You are challenged to grow as a professional

Eighty-four percent of Galesburg-Augusta total staff and 82% of teachers responding agree with the statement “You are challenged to grow as a professional.”

This includes 28% of total staff and 26% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	28%	26%
Agree	56%	56%
Disagree	14%	19%
Strongly disagree	1%	0%
(n)	(85)	(43)

You work in an intellectually stimulating environment

Eighty-eight percent of Galesburg-Augusta total staff and 78% of teachers responding agree with the statement “You work in an intellectually stimulating environment.”

This includes 21% of total staff and 15% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	21%	15%
Agree	67%	63%
Disagree	11%	20%
Strongly disagree	1%	3%
(n)	(81)	(40)

You have opportunities to learn from your colleagues

Eighty-nine percent of Galesburg-Augusta total staff and 86% of teachers responding agree with the statement “You have opportunities to learn from your colleagues.”

This includes 29% of total staff and 16% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	29%	16%
Agree	60%	70%
Disagree	11%	14%
Strongly disagree	0%	0%
(n)	(87)	(43)

You have opportunities to receive professional development

Almost three-fourths of Galesburg-Augusta total staff (72%) and teachers (also 72%) responding agree with the statement “You have opportunities to professional development.”

This includes 20% of total staff and 19% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	20%	19%
Agree	52%	63%
Disagree	23%	14%
Strongly disagree	5%	5%
(n)	(86)	(43)

You are receiving effective professional development

Fifty-five percent of Galesburg-Augusta total staff and 52% of teachers responding agree with the statement “You are receiving effective professional development.”

This includes 16% of total staff and 12% of teachers who “strongly agree.”

Thirteen percent of total staff and 24% of teachers “strongly disagree.” These percentages for “strongly disagree” are the worst for both total staff and teachers among the 34 Culture and Work Environment attributes evaluated in this Staff survey.

Additionally, the combined “disagree/strongly disagree” percentages are the highest for total staff (45%) and second highest for teachers (48%) among the 34 Culture and Work Environment attributes evaluated.

2023 Survey

	Total staff	Teachers
Strongly agree	16%	12%
Agree	39%	40%
Disagree	32%	24%
Strongly disagree	13%	24%
(n)	(82)	(42)

Additional comments about Culture and Work Environment

Q. Do you have any additional comments about Culture and Work Environment?

More frequently mentioned additional comments about Culture and Work Environment include:

- ❖ Some staff feel that their voice is not listened to or valued when important decisions are made that the entire district, especially with respect to teaching and learning
- ❖ Persistent distrust between the district's leadership and the union leads to a negative environment
- ❖ Requests for more currently relevant professional development
- ❖ Too many new initiatives pull staff into too many directions without not enough time to focus
- ❖ More consistent discipline of inappropriate student behavior

Individual comments about Culture and Work Environment are provided in the appendix of verbatim comments (separate from this report).

SURVEY FINDINGS AND DISCUSSION

COMMUNICATIONS

G-A Community Schools has a good public image.

I am informed about what is happening in my building or department.

I am informed about what is happening throughout G-A Community Schools.

Additional comments about Communications

COMMUNICATIONS

2023 Survey:

Total staff (n = 104)

	Strongly agree	Agree	Disagree	Strongly disagree
G-A Community Schools has a good public image	10%	59%	27%	4%
I am informed about what is happening in my building or department	18%	64%	16%	2%
I am informed about what is happening throughout G-A Community Schools	10%	56%	30%	5%

Teachers (n = 52)

	Strongly agree	Agree	Disagree	Strongly disagree
G-A Community Schools has a good public image	2%	56%	34%	7%
I am informed about what is happening in my building or department	14%	69%	17%	0%
I am informed about what is happening throughout G-A Community Schools	5%	50%	38%	8%

G-A Community Schools has a good public image

Sixty-nine percent of Galesburg-Augusta total staff and 58% of teachers responding to this survey agree with the statement “G-A Community Schools has a good public image.”

However, this includes only 10% of total staff and 2% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	10%	2%
Agree	59%	56%
Disagree	27%	34%
Strongly disagree	4%	7%
(n)	(81)	(41)

Informed about what is happening in my building or department

Eighty-two percent of Galesburg-Augusta total staff and 83% of teachers responding to this survey agree with the statement “I am informed about what is happening in my building or department.”

This includes 18% of total staff and 14% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	18%	14%
Agree	64%	69%
Disagree	16%	17%
Strongly disagree	2%	0%
(n)	(83)	(42)

Informed about what is happening throughout G-A Community Schools

Two-thirds of Galesburg-Augusta total staff (66%) and 55% of teachers responding to this survey agree with the statement “I am informed about what is happening throughout G-A Community Schools.”

However, this includes only 10% of total staff and 5% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	10%	5%
Agree	56%	50%
Disagree	30%	38%
Strongly disagree	5%	8%
(n)	(81)	(40)

Additional comments about Communications

Q. Do you have any additional comments about *Communications*?

More frequently mentioned additional comments about Communications include:

- ❖ Some teachers and staff members don't feel informed about everything that is going on in both their buildings and throughout the district.
- ❖ Communication vehicles should be regularly updated, including the district's website

Individual comments about Communications are provided in the appendix of verbatim comments (separate from this report).

SURVEY FINDINGS AND DISCUSSION

LEADERSHIP

Building's or immediate supervisor's leadership

Superintendent's leadership

Board of Education's leadership

Confidence in overall direction of G-A Community Schools

Additional comments about Leadership

LEADERSHIP

2023 Survey:

Total staff (n = 104)

Satisfied with leadership	Strongly agree	Agree	Disagree	Strongly disagree
Your building's or immediate supervisor's leadership	61%	28%	11%	0%
Superintendent's leadership	21%	47%	23%	9%
Board of Education's leadership	14%	51%	30%	4%
Confidence in overall direction of G-A Community Schools	15%	56%	22%	7%

Teachers (n = 52)

Satisfied with leadership	Strongly agree	Agree	Disagree	Strongly disagree
Your building's or immediate supervisor's leadership	66%	17%	17%	0%
Superintendent's leadership	10%	45%	30%	15%
Board of Education's leadership	6%	49%	40%	6%
Confidence in overall direction of G-A Community Schools	3%	53%	32%	13%

Your building’s or immediate supervisor’s leadership

Eighty-nine percent of Galesburg-Augusta total staff and 83% of teachers responding to this survey agree that they are satisfied with their building’s or immediate supervisor’s leadership.

This includes an impressive 61% of total staff and 66% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	61%	66%
Agree	28%	17%
Disagree	11%	17%
Strongly disagree	0%	0%
(n)	(83)	(41)

Superintendent’s leadership

Two-thirds of Galesburg-Augusta total staff (68%) and 55% of teachers responding to this survey agree that they are satisfied with the superintendent’s leadership.

This includes 21% of total staff and 10% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	21%	10%
Agree	47%	45%
Disagree	23%	30%
Strongly disagree	9%	15%
(n)	(78)	(40)

Board of Education’s leadership

Almost two-thirds of Galesburg-Augusta total staff (65%) and 55% of teachers responding to this survey agree that they are satisfied with the Board of Education’s leadership.

This includes 14% of total staff and just 6% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	14%	6%
Agree	51%	49%
Disagree	30%	40%
Strongly disagree	4%	6%
(n)	(70)	(35)

Confidence in overall direction of G-A Community Schools

More than two-thirds of Galesburg-Augusta total staff (69%) and 56% of teachers responding to this survey have confidence in the overall direction of G-A Community Schools.

This includes 15% of total staff and just 3% of teachers who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	15%	3%
Agree	56%	53%
Disagree	22%	32%
Strongly disagree	7%	13%
(n)	(72)	(38)

Additional comments about Leadership

Q. Do you have any additional comments about Leadership?

More frequently mentioned additional comments about Leadership include:

- ❖ Leadership perceptions are mixed, with some feeling left out and ignored by the district's and their building's leadership, while others praise the district's and their building's leadership
- ❖ Perception that there are too many administrators
- ❖ Too much micromanaging by both district and building leadership

Individual comments about Leadership are provided in the appendix of verbatim comments (separate from this report).

SURVEY FINDINGS AND DISCUSSION

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

Our G-A Community Schools' staff believes *every* child can learn.

The staff in my school building believes *every* child can learn.

The instructional program at G-A Community Schools is appropriately challenging.

G-A Community Schools provides an atmosphere where *every* child can succeed.

Quality work is expected of all students at G-A Community Schools.

Classes and subjects taught at G-A Community Schools are relevant to the life of all students.

G-A parents value their own involvement in their children's academic success.

G-A Community Schools helps parents support their children's learning.

G-A Community Schools implements programs and initiatives with intentionality and thoughtfulness.

Students' social and emotional needs are being supported by G-A Community Schools.

Our staff partners with families whose children have significant behavioral and emotional issues.

Teachers are provided with resources to help students with significant behavioral and emotional issues.

All staff are willing to work with students who receive special education services.

I know how to access resources to support students who live in poverty.

Staff use Board of Education approved resources for teaching and learning.

G-A Community Schools supports positive personal relationships between students and staff.

G-A Community Schools provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.

Curriculum is consistently applied throughout the same grade level or class in G-A Community Schools.

Additional comments about Instruction, Learning and Student Achievement

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

Strengths ... Top 5 who “strongly agree”

(of 18 statements about Instruction, Learning and Student Achievement)

Total Staff (n = 104)

G-ACS supports positive personal relationships between students and staff.	28%
The staff in my school building believes every child can learn.	27%
Students’ social and emotional needs are being supported by G-ACS.	26%
Our G-ACS staff believes every child can learn.	24%
All staff are willing to work with students who receive special education services.	22%

Teachers (n = 52)

G-ACS supports positive personal relationships between students and staff.	36%
The staff in my school building believes every child can learn.	28%
Our G-ACS staff believes every child can learn.	25%
All staff are willing to work with students who receive special education services.	25%
Students’ social and emotional needs are being supported by G-ACS.	24%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

Strengths ... Top 5 who “strongly agree” or “agree”

(of 18 statements about Instruction, Learning and Student Achievement)

Total Staff (n = 104)

G-ACS supports positive personal relationships between students and staff.	96%
Our G-ACS staff believes every child can learn.	90%
The staff in my school building believes every child can learn.	86%
Staff use Board of Education approved resources for teaching and learning.	84%
Our staff partners with families whose children have significant behavioral and emotional issues.	83%

Teachers (n = 52)

Our G-ACS staff believes every child can learn.	95%
All staff are willing to work with students who receive special education services.	95%
G-ACS supports positive personal relationships between students and staff.	92%
The staff in my school building believes every child can learn.	88%
Staff use Board of Education approved resources for teaching and learning.	83%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

Weaknesses ... Top 5 who “strongly disagree”

(of 18 statements about Instruction, Learning and Student Achievement)

Total Staff (n = 104)

Teachers are provided with resources to help students with significant behavioral and emotional issues.	15%
G-A parents value their own involvement in their children’s academic success.	13%
G-ACS implements programs and initiatives with intentionality and thoughtfulness	10%
G-ACS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.	9%
I know how to access resources to support students who live in poverty.	8%

Teachers (n = 52)

Teachers are provided with resources to help students with significant behavioral and emotional issues.	22%
G-A parents value their own involvement in their children’s academic success.	18%
G-ACS implements programs and initiatives with intentionality and thoughtfulness	13%
G-ACS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.	13%
I know how to access resources to support students who live in poverty.	10%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

Weaknesses ... Top 5 who “strongly disagree” or “disagree”

(of 18 statements about Instruction, Learning and Student Achievement)

Total Staff (n = 104)

G-A parents value their own involvement in their children’s academic success.	50%
Teachers are provided with resources to help students with significant behavioral and emotional issues.	48%
Classes and subjects taught at G-ACS are relevant to the life of all students.	39%
I know how to access resources to support students who live in poverty.	34%
G-ACS implements programs and initiatives with intentionality and thoughtfulness	32%

Teachers (n = 52)

Teachers are provided with resources to help students with significant behavioral and emotional issues.	68%
G-A parents value their own involvement in their children’s academic success.	67%
G-ACS implements programs and initiatives with intentionality and thoughtfulness	46%
I know how to access resources to support students who live in poverty.	43%
Classes and subjects taught at G-ACS are relevant to the life of all students.	41%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

2023 Survey: Teachers (n = 52)

	Strongly agree	Agree	Disagree	Strongly disagree
Our G-ACS staff believes every child can learn.	25%	70%	5%	0%
The staff in my school building believes <i>every</i> child can learn.	28%	60%	13%	0%
The instructional program at G-ACS is appropriately challenging.	18%	58%	23%	3%
G-ACS provides an atmosphere where every child can succeed.	15%	56%	29%	0%
Quality work is expected of all students at G-ACS.	10%	59%	29%	2%
Classes and subjects taught at G-ACS are relevant to the life of all students.	18%	41%	36%	5%
G-A parents value their own involvement in their children’s academic success.	0%	33%	49%	18%
G-ACS helps parents support their children’s learning.	5%	58%	35%	3%
G-ACS implements programs and initiatives with intentionality and thoughtfulness	5%	49%	33%	13%
Students’ social and emotional needs are being supported by G-ACS.	24%	46%	20%	10%
Our staff partners with families whose children have significant behavioral and emotional issues.	3%	74%	18%	5%
Teachers are provided with resources to help students with significant behavioral and emotional issues.	8%	24%	46%	22%
All staff are willing to work with students who receive special education services.	25%	70%	5%	0%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

2023 Survey: Teachers (n = 52)

{Continued}

	Strongly agree	Agree	Disagree	Strongly disagree
I know how to access resources to support students who live in poverty.	8%	49%	33%	10%
Staff use Board of Education approved resources for teaching and learning.	20%	63%	14%	3%
G-ACS supports positive personal relationships between students and staff.	36%	56%	8%	0%
G-ACS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.	5%	55%	26%	13%
Curriculum is consistently applied throughout the same grade level or class in G-ACS	11%	68%	18%	3%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

2023 Survey: Total staff (n = 104)

	Strongly agree	Agree	Disagree	Strongly disagree
Our G-ACS staff believes every child can learn.	24%	66%	9%	1%
The staff in my school building believes <i>every</i> child can learn.	27%	59%	15%	0%
The instructional program at G-ACS is appropriately challenging.	17%	56%	25%	1%
G-ACS provides an atmosphere where every child can succeed.	12%	62%	26%	0%
Quality work is expected of all students at G-ACS.	11%	67%	21%	1%
Classes and subjects taught at G-ACS are relevant to the life of all students.	15%	46%	35%	4%
G-A parents value their own involvement in their children’s academic success.	1%	49%	37%	13%
G-ACS helps parents support their children’s learning.	5%	66%	26%	3%
G-ACS implements programs and initiatives with intentionality and thoughtfulness	4%	64%	22%	10%
Students’ social and emotional needs are being supported by G-ACS.	26%	55%	12%	7%
Our staff partners with families whose children have significant behavioral and emotional issues.	15%	68%	12%	4%
Teachers are provided with resources to help students with significant behavioral and emotional issues.	6%	45%	33%	15%
All staff are willing to work with students who receive special education services.	22%	55%	19%	4%

INSTRUCTION, LEARNING AND STUDENT ACHIEVEMENT

2023 Survey: Total Staff (n = 104)

{Continued}

	Strongly agree	Agree	Disagree	Strongly disagree
I know how to access resources to support students who live in poverty.	9%	57%	26%	8%
Staff use Board of Education approved resources for teaching and learning.	19%	65%	15%	2%
G-ACS supports positive personal relationships between students and staff.	28%	68%	4%	0%
G-ACS provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.	4%	66%	21%	9%
Curriculum is consistently applied throughout the same grade level or class in G-ACS	9%	64%	22%	4%

Our G-A Community Schools staff believes *every* child can learn

Almost all Galesburg-Augusta teachers (95%) responding to this survey agree with the statement “Our G-A Community Schools staff believes *every* child can learn,” which is tied for the highest combined “strongly agree/agree” percentage from teachers among 18 statements about Instruction, Learning and Student Achievement.

This includes 25% of teachers who “strongly agree.”

Many Galesburg-Augusta total staff (90%) agree with this statement, including 24% who “strongly agree.” The 90% combined “strongly agree/agree” percentage from total staff is the second highest among these 18 statements.

2023 Survey

	Total staff	Teachers
Strongly agree	24%	25%
Agree	66%	70%
Disagree	9%	5%
Strongly disagree	1%	0%
(n)	(76)	(40)

Staff in my school building believe *every* child can learn

Many Galesburg-Augusta teachers (88%) responding to this survey agree with the statement “The staff in my school building believes *every* child can learn.” This includes 28% who “strongly agree,” which is the second highest “strongly agree” percentage from teachers among 18 statements about Instruction, Learning and Student Achievement.

Many Galesburg-Augusta total staff (86%) agree with this statement. This includes 27% who “strongly agree,” which is the second highest “strongly agree” percentage from total staff among these 18 statements evaluated.

2023 Survey

	Total staff	Teachers
Strongly agree	27%	28%
Agree	59%	60%
Disagree	15%	13%
Strongly disagree	0%	0%
(n)	(75)	(40)

The instructional program at G-A Community Schools is challenging

Three-fourths of Galesburg-Augusta teachers (76%) responding to this survey agree with the statement “The instructional program at G-A Community Schools is challenging.” This includes 18% who “strongly agree.”

Almost three-fourths of Galesburg-Augusta total staff (73%) agree with this statement, including 17% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	17%	18%
Agree	56%	58%
Disagree	25%	23%
Strongly disagree	1%	3%
(n)	(71)	(40)

G-A Community Schools provides an atmosphere where *every* child can succeed

Seventy-one percent of Galesburg-Augusta teachers responding to this survey agree with the statement “G-A Community Schools provides an atmosphere where *every* child can succeed.” This includes 15% who “strongly agree.”

Seventy-four percent of Galesburg-Augusta total staff agree with this statement, including 12% who “strongly agree.”

2023 Survey

	Total staff	Certified staff
Strongly agree	12%	15%
Agree	62%	56%
Disagree	26%	29%
Strongly disagree	0%	0%
(n)	(74)	(41)

Quality work is expected of all students at G-A Community Schools

Sixty-nine percent of Galesburg-Augusta teachers responding to this survey agree with the statement “Quality work is expected of all students at G-A Community Schools.” This includes 10% who “strongly agree.”

Seventy-eight percent of Galesburg-Augusta total staff agree with this statement, including 11% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	11%	10%
Agree	67%	59%
Disagree	21%	29%
Strongly disagree	1%	2%
(n)	(75)	(41)

Classes and subjects taught at G-A Community Schools are relevant to the life of all students

Fifty-nine percent of Galesburg-Augusta teachers responding agree with the statement “Classes and subjects taught at G-A Community Schools are relevant to the life of all students.” This includes 18% who “strongly agree.”

Sixty-one percent of Galesburg-Augusta total staff agree with this statement, including 15% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	15%	18%
Agree	46%	41%
Disagree	35%	36%
Strongly disagree	4%	5%
(n)	(72)	(39)

Galesburg-Augusta parents value their own involvement in their children’s academic success.

Only one-third of Galesburg-Augusta teachers (33%) responding agree with the statement “Galesburg-Augusta parents value their own involvement in their children’s academic success,” including zero percent who “strongly agree.”

Half of total staff (50%) agree with this statement, but including a scant 1% who “strongly agree.”

Sixty-seven percent of teachers disagree with this statement, which is the second highest combined “disagree/strongly disagree” percentages for teachers among the 18 statements about Instruction, Learning and Student Achievement. The 50% of total staff is the highest combined “disagree/strongly disagree” percentages for staff among these 18 statements evaluated.

2023 Survey

	Total staff	Teachers
Strongly agree	1%	0%
Agree	49%	33%
Disagree	37%	49%
Strongly disagree	13%	18%
(n)	(71)	(39)

G-A Community Schools helps parents support their children’s learning

Sixty-three percent of Galesburg-Augusta teachers responding agree with the statement “G-A Community Schools helps parents support their children’s learning.” However, this includes just 5% who “strongly agree.”

Seventy-one percent of total staff agree with this statement, but including only 5% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	5%	5%
Agree	66%	58%
Disagree	26%	35%
Strongly disagree	3%	3%
(n)	(74)	(40)

G-A Community Schools implements programs and initiatives with intentionality and thoughtfulness

Fifty-four percent of Galesburg-Augusta teachers responding agree with the statement “G-A Community Schools implements programs and initiatives with intentionality and thoughtfulness.” This includes just 5% who “strongly agree.”

Sixty-eight percent of total staff agree with this statement, but including only 4% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	4%	5%
Agree	64%	49%
Disagree	22%	33%
Strongly disagree	10%	13%
(n)	(72)	(39)

Students’ social and emotional needs are being supported by G-A Community Schools

Seventy percent of Galesburg-Augusta teachers responding to this survey agree with the statement “Students’ social and emotional needs are being supported by G-A Community Schools,” including 24% who “strongly agree.”

Eighty-one percent of total staff agree with this statement, including 24% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	26%	24%
Agree	55%	46%
Disagree	12%	20%
Strongly disagree	7%	10%
(n)	(76)	(41)

Our staff partners with families whose children have significant behavioral and emotional issues

More than three-fourths of Galesburg-Augusta teachers (77%) responding to this survey agree with the statement “Our staff partners with families whose children with significant behavioral and emotional issues.” However, this includes just 3% who “strongly agree.”

Eighty-three percent of total staff agree with this statement, including 15% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	15%	3%
Agree	68%	74%
Disagree	12%	18%
Strongly disagree	4%	5%
(n)	(73)	(38)

Teachers are provided with resources to help students with significant behavioral and emotional issues

Only 32% of Galesburg-Augusta teachers responding to this survey agree with the statement “Teachers are provided with resources to help students with significant behavioral and emotional issues.” This includes just 8% who “strongly agree.”

Approximately half of total staff (51%) agree with this statement, including just 6% who “strongly agree.”

The 22% of teachers and 15% of total staff who “strongly disagree” are both the highest “strongly disagree” percentages for both teachers and total staff among the 18 statements about Instruction, Learning and Student Achievement.

The 68% of teachers is the highest combined “disagree/strongly disagree” percentage for teachers among these 18 statements evaluated, while the 48% of total staff is the second highest combined “disagree/strongly disagree” percentage for total staff among these 18 statements evaluated.

2023 Survey

	Total staff	Teachers
Strongly agree	6%	8%
Agree	45%	24%
Disagree	33%	46%
Strongly disagree	15%	22%
(n)	(66)	(37)

All staff are willing to work with students who receive special education services

Three-fourths of Galesburg-Augusta teachers (75%) responding to this survey agree with the statement “All staff are willing to work with students who receive special education services,” including 26% who “strongly agree.”

Seventy-seven percent of total staff agree with this statement, including 22% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	22%	26%
Agree	55%	49%
Disagree	19%	23%
Strongly disagree	4%	3%
(n)	(73)	(39)

I know how to access resources to support students who live in poverty

Fifty-seven percent of Galesburg-Augusta teachers responding agree with the statement “I know how to access resources to support students who live in poverty.” This includes only 8% who “strongly agree.”

Two-thirds of total staff (66%) agree with this statement, including just 9% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	9%	8%
Agree	57%	49%
Disagree	26%	33%
Strongly disagree	8%	10%
(n)	(74)	(39)

Staff use Board of Education approved resources for teaching and learning

Eighty-three percent of Galesburg-Augusta teachers responding to this survey agree with the statement “Staff use Board of Education approved resources for teaching and learning.” This includes 20% who “strongly agree.”

Similarly, 84% of total staff agree with this statement, including 19% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	19%	20%
Agree	65%	63%
Disagree	15%	14%
Strongly disagree	2%	3%
(n)	(62)	(35)

G-A Community Schools supports positive personal relationships between students and staff

Most Galesburg-Augusta teachers (92%) responding to this survey agree with the statement “G-A Community Schools supports positive personal relationships between students and staff.”

This includes 36% who “strongly agree,” which is the highest for teachers among the 18 statements about Instruction, Learning and Student Achievement.

Similarly, almost all Galesburg-Augusta total staff (96%) agree with this statement, including 28% who reply “strongly agree.”

These percentages for both “strongly agree” and the combined “agree/strongly agree” are the highest for total staff among the 18 statements evaluated.

2023 Survey

	Total staff	Teachers
Strongly agree	28%	36%
Agree	68%	56%
Disagree	4%	8%
Strongly disagree	0%	0%
(n)	(76)	(39)

G-A Community Schools provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classroom

Sixty percent of G-ACS teachers responding to this survey agree with the statement “G-A Community Schools provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms,” but including just 5% who “strongly agree.”

Almost three-fourths of Galesburg-Augusta staff (73%) agree with this statement, but including only 9% who reply “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	9%	5%
Agree	64%	55%
Disagree	22%	26%
Strongly disagree	4%	13%
(n)	(68)	(38)

Curriculum consistently applied throughout the same grade level or class in G-A Community Schools

Seventy-nine percent of Galesburg-Augusta teachers responding to this survey agree with the statement “Curriculum consistently applied throughout the same grade level or class in G-A Community Schools.” This includes 11% who “strongly agree.”

Eighty-one percent of total staff agree with this statement, including 18% who “strongly agree.”

2023 Survey

	Total staff	Teachers
Strongly agree	18%	11%
Agree	63%	68%
Disagree	17%	18%
Strongly disagree	2%	3%
(n)	(67)	(38)

Additional comments about Instruction, Learning and Student Achievement

Q. Do you have any additional comments about ***Instruction, Learning and Student Achievement?***

More frequently mentioned additional comments about Instruction, Learning and Student Achievement include:

- ❖ More support for teachers to overcome students with social, emotional and behavioral issues disrupting their classrooms
- ❖ More direct support for students with social, emotional and behavioral issues
- ❖ Provide learning experiences for ALL students, from the highest achieving to the ones who are labeled as unwilling or unable to succeed, without ignoring one for the other
- ❖ Too many new initiatives pull teachers into too many directions

Individual comments about Instruction, Learning and Student Achievement are provided in the appendix of verbatim comments (separate from this report).

SURVEY FINDINGS AND DISCUSSION

CLOSING EVALUATIONS

Overall satisfaction as a staff member of G-A Community Schools

Recommend to families to enroll their children in G-A Community Schools

Suggested single most important thing to improve Galesburg-Augusta Community Schools.
{published in a separate appendix report of verbatim comments}

Additional comments {published in a separate appendix report of verbatim comments}

Satisfied overall as a staff member of G-A Community Schools

Eighty-five percent of all G-A Community Schools staff and 78% of the teachers responding are “very or somewhat satisfied” overall as a staff member of G-A Community Schools.

This includes 43% of all G-A Community Schools staff and 35% of teachers who are “very satisfied.”

Five percent of all G-A Community Schools staff and 10% of teachers are “not at all satisfied.”

Q. How satisfied are you overall as a staff member of G-A Community Schools?

2023 Survey

	Total staff	Teachers
Very satisfied	43%	35%
Somewhat satisfied	42%	43%
Slightly satisfied	10%	13%
Not at all satisfied	5%	10%
(n)	(79)	(40)

Recommend to families to enroll their children in G-A Community Schools

Eighty-one percent of total G-A Community Schools staff and 76% of teachers would recommend to families that they enroll their children in G-A Community Schools.

This includes 49% of total staff and 33% of teachers who reply “definitely yes.”

Nineteen percent of total staff and 25% of teachers reply “no,” but zero say “definitely no.”

Q. Would you recommend to families that they enroll their children in G-A Community Schools?

2023 Survey

	Total staff	Teachers
Definitely yes	49%	33%
Probably yes	32%	43%
Probably no	19%	25%
Definitely no	0%	0%
(n)	(78)	(40)

Single most important improvement for Galesburg-Augusta Community Schools

Q. Please suggest the *single most important* thing to improve G-A Community Schools.

More frequently mentioned suggestions for improvement by G-A Community Schools staff members include:

- ❖ Clear and consistent behavior interventions for students who are disruptive in class
- ❖ More time to fully understand and implement new initiatives before other professional development programs are introduced
- ❖ Improve collaboration and relationships between administrators and teachers
- ❖ Rely more on teachers practical experience than “experts” when developing and implementing new initiatives and programs
- ❖ More electives and extracurricular opportunities to retain more high school students

Individual comments on suggestions to improve Galesburg-Augusta Community Schools are provided in the appendix of verbatim comments (separate from this report).

Additional comments from G-A Community Schools staff members

Q. Do you have any additional comments about any topic in this survey or anything else about being a staff member at G-A Community Schools?

More frequently cited additional comments by G-A Community Schools staff members revolve around:

- ❖ Several express their pride in being at G-A Community Schools ... *“I absolutely love working here!”* and *“I love that it is a family. Even the smallest students know they are a Ram and a part of something big.”* and *“For such a small district, we're doing a lot of great things!”*
- ❖ Several repeat their distrust of the district’s leadership, while others note *“a lack of trust between all of the various parties.”*

Additional individual comments from Galesburg-Augusta Community Schools staff members are provided in the appendix of verbatim comments (separate from this report).



Community Research to Support Strategic Planning Staff Survey Winter 2023

January 28, 2023

Thank you for participating in our survey of Galesburg-Augusta Community Schools’ staff to help evaluate our school district’s performance and needs. The survey results will guide our strategic planning priorities and decisions. Please carefully read and complete this questionnaire by February 28.

Please respond according to your experiences, not hearsay or rumors. Be assured that your answers will remain completely confidential and anonymous, and are only reported in aggregate. Your input matters! Thank you for your willingness to contribute your thinking to this important work.

Wendy Somers, Superintendent, and Diana Walker, Board President

Background information to categorize your responses

- 1 My role or department:

Administrative Staff/Clerical	Athletic Coach	Building Administrator
Child Care	Counseling/Itinerant	District Administrator
Food Service	Interventionist/Parapro	Maintenance/Operations
Teacher	Other (specify) _____	

- 2 At which building do you teach or otherwise serve our G-A district? (select as many as apply)

Primary School	Middle School	High School
District office	Multiple buildings	

- 3 How long have you been a staff member with G-A Community Schools?

Less than 1 year	1 to 5 years	6 to 10 years	11 to 15 years	More than 15 years
------------------	--------------	---------------	----------------	--------------------

G-A Community Schools Culture and Work Environment

For each of the following statements, please indicate if you strongly agree, agree, disagree or strongly disagree. If you don't know or it's not applicable, please just **SKIP** the question.

At G-A Community Schools, you feel that:

- 4 You belong at your school (building or department, whichever is most appropriate for you).
- 5 You are proud to be a staff member of G-A Community Schools.
- 6 When someone praises G-A Community Schools, it feels like a personal compliment.
- 7 You enjoy your work.
- 8 Your colleagues care about you.
- 9 Student learning is the primary focus at your building.
- 10 Student learning is enjoyable at your building.
- 11 Quality work is expected of you.
- 12 You are celebrated for good work.
- 13 You have sufficient time to do your job well.
- 14 You understand your role and how it fits the district mission.
- 15 Others are clear about what your role is at your building.
- 16 You work with people who treat you with respect.
- 17 Working collaboratively is valued.
- 18 Your voice is heard within the G-A Community Schools organization.
- 19 Your immediate supervisor supports shared decision-making.
- 20 Your supervisor understands your work and what it takes to perform it well.
- 21 Your supervisor supports you to do your best work.
- 22 Administrators give good reasons for changes in how you do your job.
- 23 The vision for G-A Community Schools is shared by staff.
- 24 Appropriate student behavior and discipline are consistently enforced.
- 25 Our schools are generally safe on an everyday basis.
- 26 Our schools would be safe in an emergency situation.
- 27 The furnishings and setting of your workspace support your ability to do your job well.
- 28 Your building is designed for today's teaching and learning.
- 29 Your building is clean and well-maintained.

- 30 Your building is a point of pride.
 - 31 You have opportunities to enhance your skills or develop new skills.
 - 32 You have opportunities to be innovative in your role/job.
 - 33 You are challenged to grow as a professional.
 - 34 You work in an intellectually stimulating environment.
 - 35 You have opportunities to learn from your colleagues.
 - 36 You have opportunities to receive professional development.
 - 37 You are receiving effective professional development.
 - 38 Do you have any additional comments about *Culture and Work Environment*?
-

Communications

For each of the following statements, please indicate if you strongly agree, agree, disagree or strongly disagree. If you don't know or it's not applicable, please just **SKIP** the question.

- 39 G-A Community Schools has a good public image.
 - 40 I am informed about what is happening in my building or department.
 - 41 I am informed about what is happening throughout G-A Community Schools.
 - 42 Do you have any additional comments about *Communications*?
-

Leadership

For each of the following statements, please indicate if you strongly agree, agree, disagree or strongly disagree. If you don't know or it's not applicable, please just **SKIP** the question.

- 43 I am satisfied with my building's or immediate supervisor's leadership.
 - 44 I am satisfied with the Superintendent's leadership.
 - 45 I am satisfied with the Board of Education's leadership.
 - 46 I am confident about where the overall direction of G-A Community Schools is heading
 - 47 Do you have any additional comments about *Leadership*?
-

Instruction, Learning and Student Achievement

For each of the following statements, please indicate if you strongly agree, agree, disagree or strongly disagree. If you don't know or it's not applicable, please just **SKIP** the question.

- 48 Our G-A Community Schools' staff believes *every* child can learn.
 - 49 The staff in my school building believes *every* child can learn.
 - 50 The instructional program at G-A Community Schools is appropriately challenging.
 - 51 G-A Community Schools provides an atmosphere where *every* child can succeed.
 - 52 Quality work is expected of all students at G-A Community Schools.
 - 53 Classes and subjects taught at G-A Community Schools are relevant to the life of all students.
 - 54 G-A parents value their own involvement in their children's academic success.
 - 55 G-A Community Schools helps parents support their children's learning.
 - 56 G-A Community Schools implements programs and initiatives with intentionality and thoughtfulness.
 - 57 Students' social and emotional needs are being supported by G-A Community Schools.
 - 58 Our staff partners with families whose children have significant behavioral and emotional issues.
 - 59 Teachers are provided with resources to help students with significant behavioral and emotional issues.
 - 60 All staff are willing to work with students who receive special education services.
 - 61 I know how to access resources to support students who live in poverty.
 - 62 Staff use Board of Education approved resources for teaching and learning.
 - 63 G-A Community Schools supports positive personal relationships between students and staff.
 - 64 G-A Community Schools provides appropriate resources and support for teachers to use instructional technology more effectively in their everyday classrooms.
 - 65 Curriculum is consistently applied throughout the same grade level or class in G-A Community Schools.
 - 66 Do you have any additional comments about ***Instruction, Learning and Student Achievement?***
-

In Closing

67 How satisfied are you overall as a staff member of G-A Community Schools?
Very Somewhat Slightly Not at all

68 Would you recommend to families to enroll their children in G-A Community Schools?
Definitely yes Probably yes Probably no Definitely no

69 Please suggest the ***single most important*** thing to improve G-A Community Schools.

70 Do you have any additional comments about any topic in this survey or anything else about being a staff member at G-A Community Schools?

Thank you again for sharing your opinions and insights! We appreciate it!

You must click on DONE to submit your survey.

Online survey link is: <https://www.surveymonkey.com/r/GASchoolsStaff2023>

Landing page after survey is submitted: <https://www.g-aschools.org>