

To: Board of Education

From: Kyle Hayden, superintendent of schools

Re: Results of Patron Insight District Climate Survey

Date: August 4, 2016

Background:

As part of my leadership transition as superintendent, I began a listening tour in May, visiting with all 21 schools' Building Leadership Teams and other staff groups about district goals, strengths, and areas of improvement. I also co-hosted with LEA President Laurie Folsom a goal-setting and evaluation workshop with 40 teacher, classified staff, and parent representatives. Following these state-of-the-district conversations, 100 individuals and groups completed an online feedback form.

In addition, I worked with a third-party consultant, Patron Insight, to conduct a workplace climate survey open to all employees of Lawrence Public Schools. In total, 944 teachers and support staff participated in the online survey. Both reports have been shared with the school board in preparation for the goal-setting process, which is scheduled to begin during a work session at 4:30 p.m. on August 8.

Among the topics covered in the survey were:

- Climate questions related to the day-to-day experiences of a staff member
- The best and worst parts of the respondent's job
- Perception of support of the staff member at the building level and at the central office
- A review of different aspects of school district academic initiatives
- An evaluation by the participant of departments within the district, based on his or her experiences

Current Report:

Ken DeSieghardt, CEO and Partner of Patron Insight, will present an executive summary of the data with an opportunity for board members to ask questions and engage in discussion about the findings.