



**Staff Survey**

**Education Perceptions Monitor**

**Staff Survey No.3 To April 2012**

**For**

**The Wordsley School**

**Stourbridge, West Midlands**

**Prepared and Presented**

**By**

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## **Results**

71 completed questionnaires were returned representing a response rate of 75.5%. The survey produced an excellent overall response from the staff, who gave good performance scores for most of the core areas and the chosen performance criteria. The response meant that data could be produced for all criteria.

For the sake of assessment, questions receiving a score of 60% or over should be considered a success (compared to 70% for parental surveys - this difference is due to staff's higher levels of expectations). Scores of 55% or less indicate significant room for improvement.

Staff expectations are almost always higher than those of parents. Scores may also be lowered across the board if the staff are very unhappy with a single issue which they feel is vital. Where this situation applies, this rather arbitrary benchmark of success may be lowered to 55%. This was not the case for this school.

Staff gave an excellent overall performance score of 93%. 89% said the school had improved over the last year while only 1% thought that the school's performance was worse.

## **Executive Summary**

The survey results reveal that the school has reason to be happy with most of its activities.

With regard to the Core Areas, staff are most happy with Developing self esteem in staff, Staff morale and Communication between SMT and staff.  
(See page 8)

The staff are least happy with Relationship with head of department, Use of support staff and Support from colleagues. (See page 8)

With regard to Parent Priority areas, staff are most happy with the delivery of School discipline, Community spirit and Developing moral values. (See page 9)  
The staff are least happy with the delivery of Computer access, Exam results and School security. (See page 9)

The staff's top priority for improvement is Computer access.

The Teaching staff gave significantly higher scores for 20 of the criteria surveyed.

The Support staff gave a significantly higher score for Computer access.

**Gold = Outstanding = Grade 1**

**Green = Good = Grade 2**

**Black = Satisfactory = Grade 3**

**Red = Inadequate = Grade 4**

### **Since The Previous Survey**

There were 15 core areas which received significantly higher scores than the previous survey.

There were 15 Parental criteria which received significantly higher scores than the previous survey.

### **Over Three Surveys**

There were 11 core areas which showed a significant increase in scores over three surveys.

There were 18 parental areas which show a significant increase in scores over three surveys.

The Survey has achieved a good benchmark of performance against which future academic years might be compared.

## Core Areas

Selected Core Areas	Weighted Score %	% Change	National Average
Developing self esteem in staff	99.3	+12.5	49.6
Staff morale	97.9	+12.4	51.7
Communication between SMT and staff	92.5	+14.6	53.7
Pupils' respect for staff/others	90.1	+9.7	53.5
Appreciation of staff contribution	90.0	+7.2	55.4
Staff workload - in house	89.1	+8.1	48.6
Pupil punctuality	87.3	+8.2	53.5
Organisation of timetable	86.8	+12.9	62.5
School ethos	86.0	+10.9	65.7
Appearance of school	85.4	+6.9	60.5
Pupils' attitudes to learning	83.9	+10.9	56.2
Overall sense of common purpose	83.6	+11.2	61.6
Recognition of pupil achievement	83.4	+6.8	67.7
Vision of headteacher	82.8	+8.8	68.9
Professional development opportunities	82.4	+16.3	58.1
Opportunity for staff to offer ideas	81.8		59
Pupil grouping/setting	81.5	+11.7	57.8
Pupil appearance	80.7	+9.1	56
Opportunities for staff initiative	80.7	+11.3	60.4
Handling of personal issues	80.6	+6.0	68.7
Job satisfaction	80.0	+6.0	65
Smoothness of routine administration	79.9	+5.5	63.3
Support from line managers	77.5	+3.7	69.1
Liaison with feeder schools	76.0	+9.8	66.5
Equal opportunities for pupils	75.0		71.8
Effectiveness of pastoral care	72.9	+9.4	69.2
Child protection procedures	72.3		
Support from colleagues	71.0	+4.2	
Use of support staff	69.8	-1.6	64.3
Relationship with head of department	69.0	+3.3	

Only highlighted changes should be considered significant.

<b><u>Selected Parental Priorities compared to previous survey data</u></b>				
		<b>Staff</b>	<b>%</b>	<b>National</b>
	<b>Criteria</b>	<b>Score %</b>	<b>Change</b>	<b>Average</b>
	School discipline	102.1	+11.2	55.4
	Community spirit	89.7	+13.6	59.5
	Developing moral values	88.2	+16.3	59.9
	Control of bullying	87.5	+9.0	64.5
	Developing confidence	86.2	+10.9	65.9
	Availability of resources	85.6	+9.1	66.0
	School facilities	85.5	+10.7	60.7
	School communication	84.0	+10.9	68.4
	Social health education	83.5	+6.7	62.6
	Developing potential	83.0	+12.2	67.3
	Happiness of child	82.4	+7.3	67.5
	Truancy control	81.9	+5.9	66.6
	Careers advice	81.9	+17.6	64.4
	Levels of homework	81.7	+10.6	55.9
	Choice of subjects	79.2	+10.7	69.0
	Caring teachers	78.1	+5.6	75.3
	Teaching quality	77.4	+4.3	73.1
	School security	76.4	+11.5	65.4
	Exam results	74.5	+10.6	69.8
	Computer access	72.9	+2.5	62.3
	"Overall" Rating	92.6	+10.0	71.0
	Only highlighted changes should be considered significant.			

## **Additional Criteria**

Additional criteria were investigated then compared with parental happiness and the following results were achieved from the staff and parents who answered the questions. The percentage scores are given in descending order.

<b>Issue</b>	<b>Staff Score %</b>	<b>National Average</b>
Quality of school management	<b>93.7</b>	63.4
* Looking after pupils well	<b>91.3</b>	
Celebrating and rewarding achievement	<b>90.1</b>	70.5
Handling complaints	<b>87.9</b>	66.3
School uniform	<b>86.0</b>	61.7
Suitable class sizes	<b>85.8</b>	61.9
Tailoring workload to child's needs and ability	<b>85.8</b>	64.9
Explaining to parents how to help their child	<b>84.2</b>	64.0
Written reports	<b>83.6</b>	66.9
Treating all pupils fairly and equally	<b>83.5</b>	69.9
Extra curricular activities	<b>81.6</b>	72.1
Encouraging and listening to parent views	<b>81.4</b>	67.1
Ensuring pupils do best and make progress	<b>81.2</b>	69.1
Promoting racial harmony	<b>81.0</b>	69.3
Encouraging pupils' activity in the community	<b>80.1</b>	58.0

Staff normally award lower scores than parents due to their higher expectations of the school.

\* - not weighted by national average figure

## **Time Series for Core Areas**

### Graphs showing score trends for surveyed criteria over time

Please note: Time Series results are unweighted by the average of similar schools.

In the following graphs, the changing scores are tested to see if there has been a significant improvement or decline, over 2 or more surveys, to this year.

Statistically significant increases in scores over time are shown in green.

Statistically significant decreases in scores over time are shown in red.



