Central Team Survey Results for

Migrant Education

Season
All

Domain Scores for Migrant Education

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
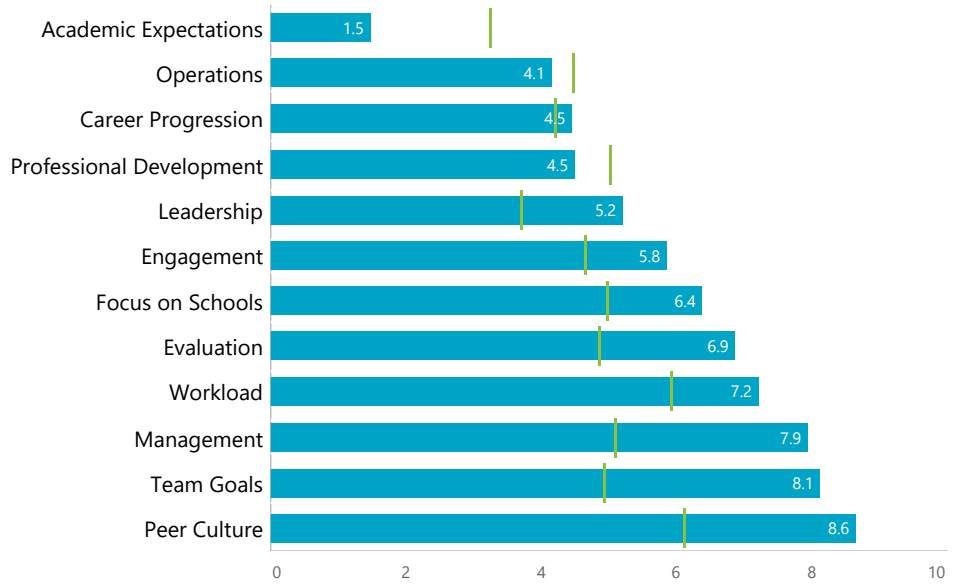

	2023	Alachua County Average	National Average
Academic Expectations	1.5	3.2	5.0
Operations	4.1	4.5	5.0
Career Progression	4.5	4.2	5.0
Professional Development	4.5	5.0	5.0
Leadership	5.2	3.7	5.0
Engagement	5.8	4.6	5.0
Focus on Schools	6.4	5.0	5.0
Evaluation	6.9	4.8	5.0
Workload	7.2	5.9	5.0
Management	7.9	5.1	5.0
Team Goals	8.1	4.9	5.0
Peer Culture	8.6	6.1	5.0

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		2023	Alachua County Average	National Average
Career Progression	I have a specific development goal or project for the coming year that excites me.	83%	53%	59%
	Someone in the district is thinking about my career progression.	20%	24%	43%
	There are opportunities for me to advance within the district.	40%	35%	45%
Engagement	I am compensated fairly for the work that I do.	17%	32%	45%
	My day-to-day work is clearly relevant to district goals.	83%	79%	86%
	My day-to-day work makes good use of my strengths.	100%	79%	76%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	67%	60%	66%
	I know the criteria that will be used to evaluate my performance.	83%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	67%	47%	
	The performance evaluation process helps identify my strengths and weaknesses.*	33%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	74%	77%
Focus on Schools	I have access to the information I need to support my district's schools.	50%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	83%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	83%	66%	73%
	My team/department resolves problems from our schools quickly.	67%	68%	77%
Leadership	District leaders model the behavior they hope to see across the district community.	50%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	50%	31%	43%
	Leaders in my district value my feedback.	50%	36%	47%
	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	50%	33%	61%
	When district leaders commit to a program or priority, they follow through.	50%	32%	52%
Management	My manager actively supports my growth and development.	100%	73%	73%
	My manager provides me with regular, actionable feedback.	100%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	100%	73%	73%
	The expectations for my role are clearly defined.	100%	66%	78%
	When I get feedback, I receive support to implement those changes.	100%	67%	67%

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Category	Question	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	20%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.	40%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.	40%	37%	44%
	The standards are appropriate for the students in this district.	40%	44%	68%
Operations	Day-to-day operations in my team/department run smoothly.	80%	63%	70%
	Processes at the district make my work more efficient.	40%	33%	44%
	The building where I work is clean and well maintained.	40%	55%	69%
	The district uses systems to track information in a way that is useful and up to date.	40%	37%	48%
	When I need something at the district, I know who to ask.	40%	64%	68%
Peer Culture	In the past six months, I've had the opportunity to collaborate with someone in another depar..	83%	72%	82%
	The time I spend collaborating with my colleagues is productive.	100%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.	100%	71%	68%
	When I need help from a colleague, I know who to ask.	100%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	60%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.	60%	45%	44%
	There are opportunities for professional growth in my role.	50%	49%	53%
Team Goals	I have access to the tools and resources I need to make progress on our team goals.	100%	65%	69%
	My team has clear goals that drive our day-to-day work.	100%	72%	75%
	My team regularly discusses our progress toward achieving our goals.	100%	64%	70%

Migrant Education Staff Plans for 2023

100% Plan to stay 2+ years
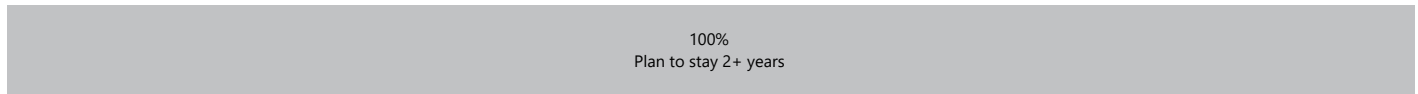
Top Reasons for Planning to Leave
for Migrant Education Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Migrant Education Staff planning to stay for three or more years

Retirement benefits	2 Staff
Ability to have a positive impact on student ou..	1 Staff
Financial compensation	1 Staff
I feel safe and supported bringing my authenti..	1 Staff
Staff collegiality and collaboration/relationship..	1 Staff

Technical Appendix

National Benchmarks

Throughout this report, you'll see comparisons to a National Average, which is calculated from our national dataset of over 4000 responses. National benchmarks may not be available for new survey questions.

Domain Scores

Questions in the survey are grouped into topics called domains. Domain scores summarize staff feedback on these topics and are based on the average ratings of Likert items in that domain. When we report on individual questions, we usually share the percentage of respondents who agree or strongly agree. Because domain scores consider the full answer scale, they also capture the strength of agreement or disagreement with statements in that domain. We summarize the average ratings and then place the calculation on a 0–10 scale. For each domain, a score of 5 represents the national average for the domain. A score of 7 is one standard deviation above average; a score of 3 is one standard deviation below average.

Survey Notes

· *Survey items with an asterisk are not included in the domain score for that domain

**Survey items with a double asterisk are reverse-coded because for these items lower agreement is a better result

Retention Options

The report only shows those responses that were selected by at least one survey respondent. Below are all the possible options shown on the survey for retention-related questions.

Please select the <u>most important</u> factor contributing to your plans to stop working at the district/network.
· Dissatisfaction with financial compensation (including salary and benefits)
· Not enough discretion to make decisions about my work
· Insufficient opportunities to earn a promotion
· Dissatisfaction with district/network leadership
· Dissatisfaction with my immediate supervisor
· I don't feel safe and supported bringing my authentic self to work
· Inability to have an adequate positive impact on student outcomes
· Dissatisfaction with culture and environment at the district/network
· Dissatisfaction with staff collegiality and collaboration
· I am being laid off, non-renewed, or bumped from my position for reasons that are not my decision
· My workload is too great
· My commute is too long
· I am leaving for personal reasons that have nothing to do with the district (e.g., moving, family matters, retirement)
· I am leaving for professional reasons that have nothing to do with the district (e.g., changing careers, graduate school)
· Lack of recognition/respect
· Dissatisfaction with the staff performance evaluation system

Please select the <u>most important</u> factor contributing to your plans to continue working at the district/network.
· Inspiring district leadership
· Inspiring immediate supervisor
· Positive district culture and environment
· Opportunities for advancement or career progression
· Development support/opportunity to improve in my role
· Financial compensation
· Retirement benefits
· Recognition and respect
· I feel safe and supported bringing my authentic self to work
· I like the work schedule
· Autonomy to make decisions about my work
· My office is in a convenient location; I have an easy commute
· Job security
· Staff collegiality and collaboration/relationships with staff
· Ability to have a positive impact on student outcomes
· I would like to leave, but have not yet found a better opportunity elsewhere

Insight Help Center

Still have questions? Go to the Insight Help Center for FAQs about survey methodology, interpreting results, and resources for sharing results with others.

Provide Report Feedback

How was your experience using this report? Complete a brief survey to let us know how we did!

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