



State of the District Survey for Watchung Hills Regional High School District

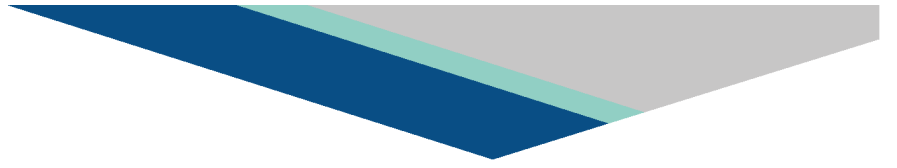


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METHODOLOGY

The survey results contained in this report document stakeholder perceptions regarding the current state of the district and priorities of the future. The data contained in this report is intended to provide the district information to support district planning and continuous quality improvement. The survey addresses the following areas:

- Vision and Values (VV) - The district's ability to provide a clear and compelling vision for the future, align district programs to the broader vision of the district, and uphold high expectations for all stakeholders
- Teaching and Learning (TL) - The district's ability to guide educational programs, make data-driven decisions, and implement effective instructional change
- Community Engagement (CE) - The district's ability to engage with the community and involve stakeholders in realizing the district's vision
- Management (M) - The district's ability to guide operations, manage resources, recruit and retain highly effective personnel, and create an equitable accountability system for all employees

Through the understanding of stakeholder's views regarding the state of the district and priorities for the future, this report will help the district incorporate the voice of stakeholders as it plans for the future.



EXECUTIVE SUMMARY

The State of the District Survey for Watchung Hills Regional High School District was completed by 530 stakeholders. With almost half the respondents, the largest stakeholder group surveyed were parents of students attending school. Parents of students attending school represented 45.6 percent of all respondents. Students made up the second most populous stakeholder group at 33.5 percent of all respondents. The third largest participant group were certificated staff/faculty at 12.6 percent of all respondents.

Regarding the State of the District, the following statements were perceived to be district strengths:

- Technology is integrated into the classroom. (TL)
- District school is safe. (TL)
- The district has high standards for student performance. (VV)
- Facilities are well maintained. (M)
- District technology infrastructure is sufficient to support 21st century learning. (M)

The top-rated priorities for the future are:

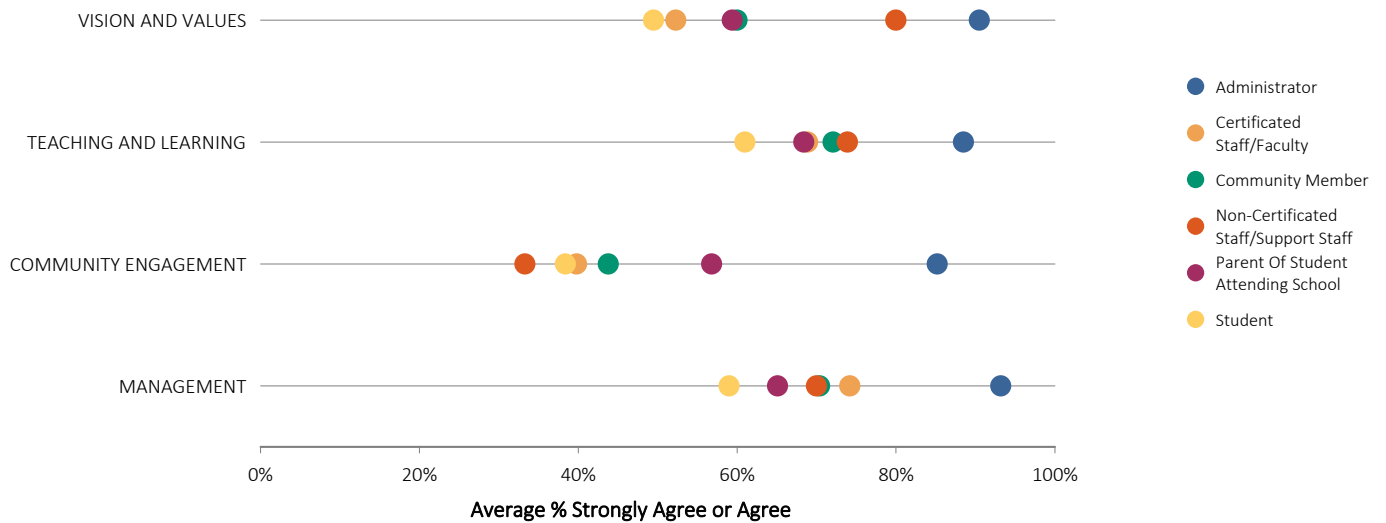
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Understand and be sensitive to the needs of a diverse student population (TL)
- Establish a culture of high expectations for all students and personnel (VV)
- Integrate personalized educational opportunities into the instructional program (TL)

ANALYSIS

State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.

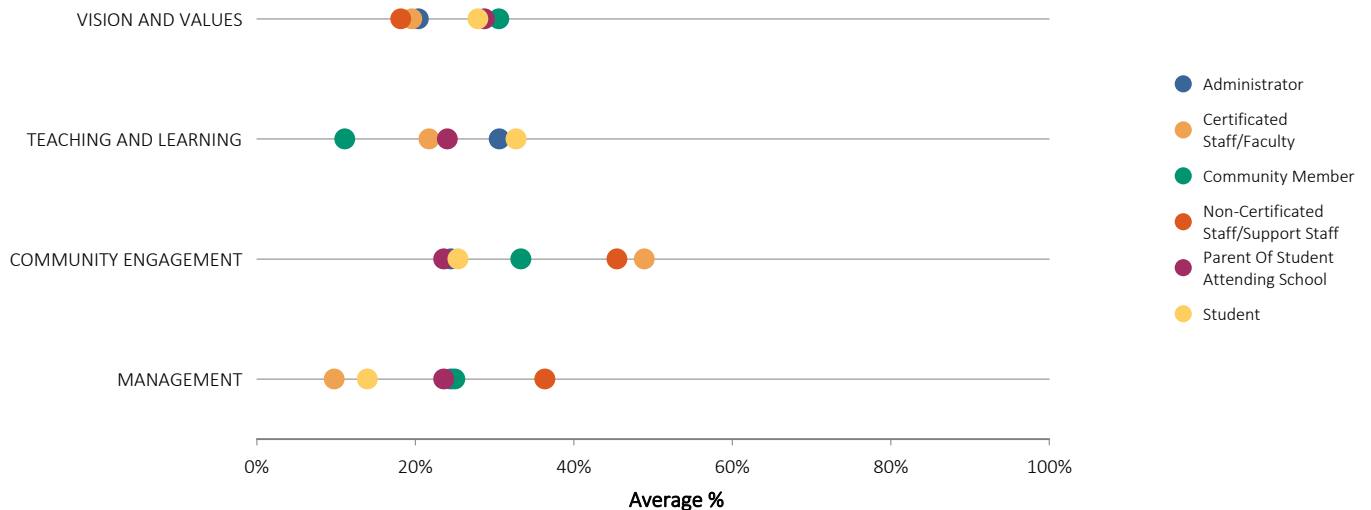
State of the District Results by Constituent Group



Priorities for the Future Summary

Respondents were asked to identify issues that they felt should be district priorities for the future. Each issue corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported on the next page.






































































Priorities for the Future by Constituent Group



PRIORITIES FOR THE FUTURE DETAILS

Respondents were asked to select 4 priorities they deem most important to the future of the district. Results by constituent group are presented below. Each constituent group's top 4 most frequently selected priorities are depicted by blue cells (reading the chart vertically); consensus is illustrated as multiple constituent groups selected the same statements (reading the chart horizontally).

 Top 4

	All (530)	Administrator (19)	Certificated Staff/Faculty (32)	Community Member (12)	Non-Certificated Staff/Support ... (4)	Parent Of Student Attending School (242)	Student (178)
Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators	34%						
Recruit, employ, and retain effective personnel throughout the District and its schools	32%						
Understand and be sensitive to the needs of a diverse student population	29%						
Establish a culture of high expectations for all students and personnel	27%						
Integrate personalized educational opportunities into the instructional program	27%						
Provide transparent communication	26%						
Ensure all decisions are evidence-based and substantiated by educational research and best practices	23%						
Provide a clear, compelling vision for the future	19%						
Be integrated into community life.	16%						
Provide a clear set of outcomes for district-wide curriculum and instruction	15%						
Effectively plan and manage the long-term financial health of the District	10%						
To document the return on investment that facilities, programs, and other expenditures have on student outcomes	9%						

APPENDIX I: STATE OF THE DISTRICT ITEM ANALYSIS

Percentages of parents, students, administrators, teachers, community members, and other constituents selecting 5 (Strongly Agree) or 4 (Agree) for each item are presented below.

	All (530)	Administrator (19)	Certificated Staff/Faculty (67)	Community Member (12)	Non-Certificated Staff/Support ... (12)	Parent Of Student Attending School (242)	Student (178)
OVERALL							
Please rate the overall quality of education in the District.	78%	100%	93%	100%	100%	77%	69%
VISION AND VALUES							
The district provides a clear, compelling vision for the future.	55%	89%	58%	50%	100%	57%	46%
The district is heading in the right direction.	58%	95%	63%	50%	83%	58%	51%
The district has high standards for student performance.	78%	95%	87%	67%	100%	76%	75%
The district makes decisions based on information from data and research.	44%	95%	49%	50%	58%	47%	34%
The district is working to close the achievement gap.	36%	79%	31%	33%	58%	42%	26%
TEACHING AND LEARNING							
The district provides a well-rounded educational experience for all students.	58%	89%	40%	58%	75%	69%	46%
Teachers personalize instructional strategies to address individual learning needs, special education and gifted.	51%	79%	84%	33%	67%	41%	50%
District school is safe.	81%	100%	97%	83%	67%	80%	76%
The social and emotional needs of students are being addressed.	48%	84%	51%	42%	67%	54%	33%
Students are on track to be college and career ready.	64%	95%	67%	67%	67%	68%	53%
Technology is integrated into the classroom.	84%	79%	85%	83%	83%	81%	88%
COMMUNITY ENGAGEMENT							
The district engages the community as a partner to improve the school system.	43%	84%	40%	50%	50%	52%	28%
There is transparent communication from the District.	45%	74%	30%	50%	58%	53%	33%
The district engages with diverse racial, cultural and socio-economic groups.	51%	84%	45%	17%	58%	55%	45%
MANAGEMENT							
Facilities are well maintained.	70%	79%	82%	75%	75%	79%	53%
The district is fiscally responsible.	53%	95%	72%	50%	75%	52%	42%
The district employs effective teachers, administrators and support staff in its schools.	64%	84%	82%	67%	67%	61%	58%
Employees are held accountable to high standards.	53%	89%	84%	67%	58%	45%	48%
District technology infrastructure is sufficient to support 21st century learning.	66%	84%	67%	58%	83%	63%	67%

APPENDIX II: PRIORITIES FOR THE FUTURE ITEM ANALYSIS

Respondents were asked to select 4 priorities they deem most important as the district plans for the future. Results are presented below by constituent group.

	All (530)	Administrator (19)	Certificated Staff/Faculty (67)	Community Member (12)	Non-Certificated Staff/Support ... (12)	Parent Of Student Attending School (242)	Student (178)
Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators	34%	37%	81%	33%	67%	26%	25%
Recruit, employ, and retain effective personnel throughout the District and its schools	32%	47%	21%	42%	58%	44%	16%
Understand and be sensitive to the needs of a diverse student population	29%	37%	42%	8%	8%	19%	39%
Establish a culture of high expectations for all students and personnel	27%	21%	12%	42%	42%	38%	17%
Integrate personalized educational opportunities into the instructional program	27%	21%	18%	25%	17%	30%	28%
Provide transparent communication	26%	16%	49%	50%	42%	25%	17%
Ensure all decisions are evidence-based and substantiated by educational research and best practices	23%	11%	16%	42%	33%	25%	24%
Provide a clear, compelling vision for the future	19%	21%	13%	8%	8%	15%	28%
Be integrated into community life.	16%	11%	16%	17%	8%	13%	20%
Provide a clear set of outcomes for district-wide curriculum and instruction	15%	21%	13%	0%	0%	17%	14%
Effectively plan and manage the long-term financial health of the District	10%	5%	7%	25%	17%	13%	7%
To document the return on investment that facilities, programs, and other expenditures have on student outcomes	9%	11%	4%	8%	25%	8%	11%