

General Delivery Methods

The MCS Staff Satisfaction Survey was implemented through *Survey Monkey* online and sent out to all 39 emails on the staff list. Invitations were delivered using an email appeal from *Survey Monkey* as well as an email from school leadership, both with an embedded link to the survey. A 46% response rate was achieved (18 completed surveys) which exceeds the standard benchmark of 30-40% for internal satisfaction surveys.

Response Data

- 39** email recipients
- 35** opened emails (90% response rate)
- 18** click thru (46% click thru rate)
- 9** responses from direct survey monkey email (23% response rate)
- 9** responses from web link via school leadership (23% response rate)
- 18** total responses (46% total response rate)

My Work Environment

When asked about their *Work Environment*, staff responded with general satisfaction, giving an average score of 3.94 on a 5-point scale. The highest scores were in *Authentic Montessori Education* (4.17) and *Enjoying Going To Work* (4.17). Areas that fell below a 4.0 scale rating were in the areas of *Conflict Resolution* (3.44), *Working Collaboratively* (3.76) and the *Feeling That Administration Listens to Ideas and Opinions* by teaching staff (3.83).

1. Authentic Montessori education that is relevant to 21st-century students is what we offer at MCS.	4.17
2. Teachers are provided with time and resources to do their job well.	4.06
3. I have a good relationship with and feel confident working with the families of my students.	4.00
4. Teachers work collaboratively and feel they are part of a professional learning community.	3.76
5. Conflicts between staff and administration are resolved in a timely and satisfactory fashion.	3.44
6. The Peace Education program at MCS helps students to be open minded, be respectful towards others and learn effective problem-solving strategies.	3.94

7. I feel that MCS administration listens to the ideas and opinions of the teaching staff.	3.83
8. If I have questions or concerns, I know whom to contact.	4.00
9. I enjoy going to work.	4.17
10. I am satisfied with the professional development opportunities provided to me at MCS.	4.00

General Communication

General Communication earned an average score of 3.85 on a 5-point scale. All staff responses were consistent, with the lowest ratings related to *Feeling Well-Informed About Aspects of the Program and Events* at MCS (3.78).

1. Open communication and collaboration between teachers and families is valued and evident at all levels.	3.89
2. I feel well informed about the continuity of the Montessori program from Early Childhood (3-6 year olds), (Elementary 6-9), and (Elementary 9-12).	3.89
3. I feel well-informed about all aspects of the program and events at MCS.	3.78
4. I feel well informed about all the programs that MCS offers throughout the year including before school, after school, and summer programs.	3.83

Interpersonal Communication

Interpersonal Communication also received a high score with an average of 3.92 on a 5-point scale. The highest response was a self-reflective score related to *Staff Treating Students With Respect* (4.33) and the lowest response was on *Conflict Resolution* (3.28). These results were mirrored in the staff responses to the *My Work Environment* questions.

1. If I have questions or concerns, I know whom to contact.	4.17
2. Conflicts get resolved in a satisfactory and timely fashion.	3.28
3. I feel that MCS listens to the ideas and opinions of parents and community members.	3.82
4. MCS offers a wide variety of opportunities for parental involvement.	3.78
5. Staff at MCS treat students with respect.	4.33
6. Other adults (parents and families) at MCS treat students with respect.	4.11

Academic Rigor and School Facilities

Staff gave an average score of 4.04 on a 5-point scale for this section, indicating they view the school as having high *Academic Rigor* (4.22) but feel that the facilities could be better *Maintained* (3.28). It is worth mentioning that parents do not seem to have the same perception of the facilities (parents gave a 4.49 rating).

1. I feel confident that MCS offers an academically rigorous program.	4.22
2. I feel confident each child will be well prepared for entry into any type of school when it is time to leave MCS.	4.22
3. The school facilities are clean and well-maintained.	3.28
4. The school environment is caring and supportive of students.	4.39
5. Teachers are provided adequate material resources to meet the needs of each child.	4.11

Overall Satisfaction

Overall Satisfaction is high with an average score of 4.03 on a 5-point scale. Staff members feel *Respected* (4.28), that *Good Teaching Is Valued* at MCS (4.39) and would *Recommend the School* to prospective students and staff (4.33). *Before and After-School Programming* received significantly lower scores (3.11), which mirrors the response from parents for this section.

1. Good teaching is important and valued at MCS.	4.39
2. I am satisfied with before-school and after-school programs and activities.	3.11
3. I feel respected at MCS.	4.28
4. I would recommend MCS to other families or potential staff.	4.33

Resource Investment

When asked to give feedback about *Resource Investments*, staff had varied responses but generally agreed that the *Recreational Facilities* need improvement (71% of respondents). The remaining resource investment areas include *Other* at 47%, *Garden* at 41%, followed by *Art*, *Music* and *Technology* all evenly receiving 35%. An important note is that staff could check all that apply, so they could identify more than one area that needed improvement.

Regarding the *Other* category, staff indicated the need for additional rooms and physical resources.

Open-ended responses included:

Updated/new classroom building or rooms.
More conference or meeting rooms.
Health room for sick children.
Improved teacher lounge.
More parking for staff and faculty.
Better security, including cameras and lighting.
Bathroom updates, particularly student bathrooms.
Personal resources investment for better workshops and training under-performing staff.

What aspects of the school facilities or resources need the most investment or improvement? Check all that apply.

