

Division Stakeholder Survey Results

Henrico County Public Schools

August 25, 2016



Process Overview

- Winter 2016 (January and February)
- Surveys administered to families, staff, and students (5th – 12th graders)
 - Online for students and staff
 - Both paper and online options for families
(available in multiple languages)
- Surveys developed by the National Center for School Leadership (NCFSL) and HCPS
- Variety of communication strategies
- Focus group with Business Leaders

Response Rates

	2012	2014	2016
Students	83.3%	77.9%	79.9%
Families	55.5%	48.3%	30.4%
Staff	89.5%	84.8%	77.5%
<i>School</i>	98.4%	95.9%	96.9%
<i>District</i>	39.8%	31.2%	23.7%

Percentage of Favorable Ratings by Survey Dimension Students

Dimension	2016		4 yr. change (since 2012)	
	HCPS	Nation	HCPS	Nation
Positive Relationships	84	84	+3	+1
Voice and Choice	83	83	+4	0
Feedback and Goal Setting	82	81	+3	+1
School Climate	80	82	+3	+1
Engaged Learning	69	69	+4	0
Flexible Teaching Styles	57	57	+8	+3

Percentage of Favorable Ratings by Survey Dimension Families

	2016		4 yr. change (since 2012)	
	HCPS	Nation	HCPS	Nation
School Climate	96	93	0	0
Communication	95	90	0	0
Outreach and Engagement	95	91	0	-1
Discipline and Respect	94	88	0	-1
School Pride	94	91	-1	-4
Quality and Satisfaction	93	87	-1	-2
Responsiveness	92	86	0	-1
Academics	92	86	-1	-2
Homework	88	84	0	-2
Monitoring Student Progress	86	81	0	+1

Percentage of Favorable Ratings by Survey Dimension Staff

Dimension	2016		4 yr. change (since 2012)	
	HCPS	Nation	HCPS	Nation
Meeting Student Needs	91	90	-1	-1
Accountability	89	87	-3	-1
Work Environment	89	89	-2	-1
Direction of the Organization	88	87	-2	-2
School Pride	87	90	-4	-1
Readiness for Change	85	82	-3	-1
Leadership Dynamics	84	82	-5	-1
Organizational Dynamics	84	85	-4	-1
Internal Communication	80	78	-3	-2
Parent Connections	71	73	-2	-1

Business Partner Focus Group Themes

Vision and Leadership

- “Use media and radio to inform business community.”
- “Notify businesses where needs are.”
- “Not aware of the Strategic Plan.”
- “Good to start early as employers want employees that are safety aware.”
- “Trades have great earning potential. Create career path beginning in middle school that continues through high school.”
- “Encourage businesses to sponsor family engagement opportunities.”

Business Partner Focus Group Themes

Quality of Educational Program

- “Henrico does a good job of educating students.”
- “Students are instilled with values to serve. They are confident and well-spoken.”
- “Kids who work at my business get an A+. They are taking care of IT problems and website issues.”
- “Kids can only dream based on what they know. Henrico needs to provide exposure to multiple businesses/career paths to generate interest in new and varied opportunities that students may then want to pursue.”
- “Parent counseling is needed. They need to be more open-minded as their kids pursue other career paths.”
- “Assign in-school service projects to give real-world experience. Project-based learning with outside entities would provide 21st Century skills across disciplines.”

Business Partner Focus Group Themes

Business Partnerships

- “Businesses would appreciate being contacted to participate which gets them that much closer to staying involved.”
- “Please just tell us what we can do. Use your website.”
- “Partnership involves reaching out and knowing there will be a trade-off and it goes from there. There is a desire to give back, but there is an incentive because you get more business in return.”
- “Some schools are resistant (to partnership). Depends on the school.”

Highlights



- Commitment (Families/Staff)
- Knowledge and Setting of Expectations (Students/Families/Staff)
- Vision, Policies, and Practices Support Student Achievement (Families/Staff/Businesses)
- Communication/Information (Families/Students)
- Effective Use of Technology for Instruction (Families/Businesses)
- Student Encouragement and Recognition (Families)
- Positive, Safe, and Well-Maintained Environment (Families/Staff)
- Importance of Education (Students/Families)
- Relationships (Families/Staff)

Areas of Growth

- Family Involvement and Support (Staff/Businesses)
- Information on College/Career Planning (Families/Businesses)
- Monitoring Student Progress with Online Resources (Families)
- Amount of Work and Time (Staff)
- Student Respect of Staff (Staff)
- Differentiated Instruction/Engagement (Students/Businesses)
- Bullying (Students)
- Involvement in Extracurricular Activities at School (Students)

Progress



- Director of Family Engagement
- Inclusive Schools
- Parent Portal through PowerSchool (grades 2-12)
- Positive Behavior Supports
- Focus on Small Group Reading and Math Instruction
- Observation Walk-throughs Focused on Student Engagement
- Professional Development

Analysis and Dissemination of Results

- Analysis of division results is ongoing and will guide future Strategic Plan development.
- School level reports are available to principals and results will guide School Improvement Planning for 2016-17.
- Division Summary Reports will be posted to the HCPS website.