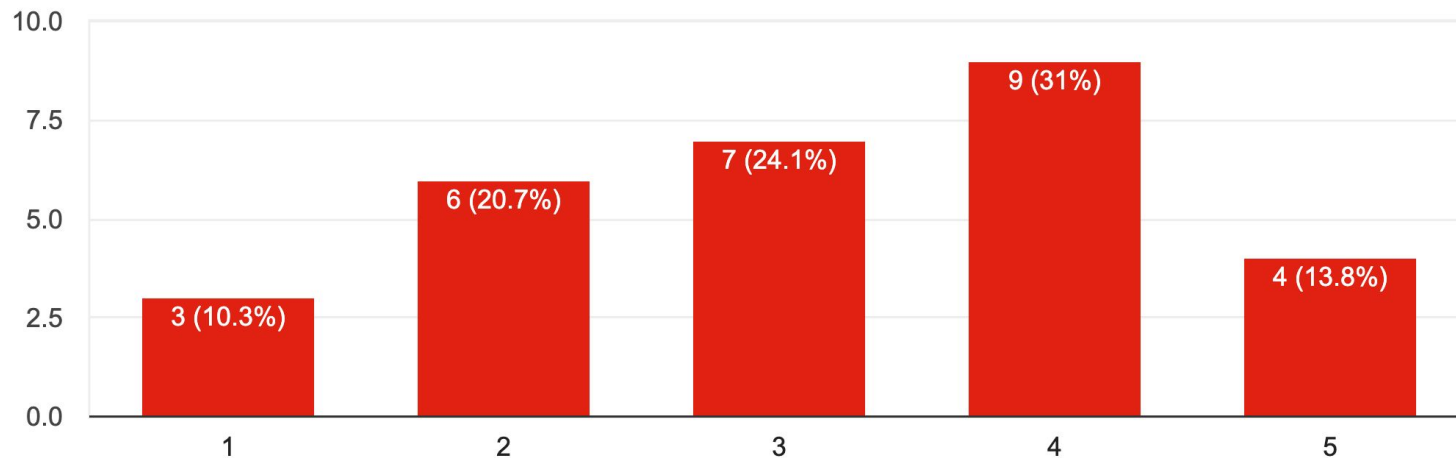# TMSA Staff Survey Results

External Communications

TMSA maintains clear, two-way communication with the community.
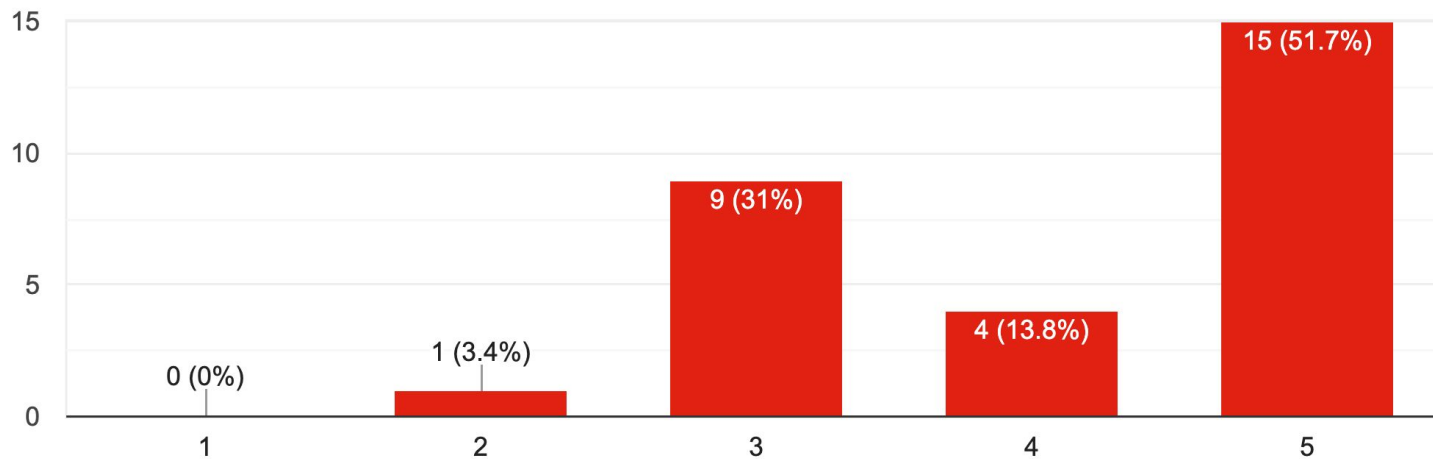
29 responses

External Communications

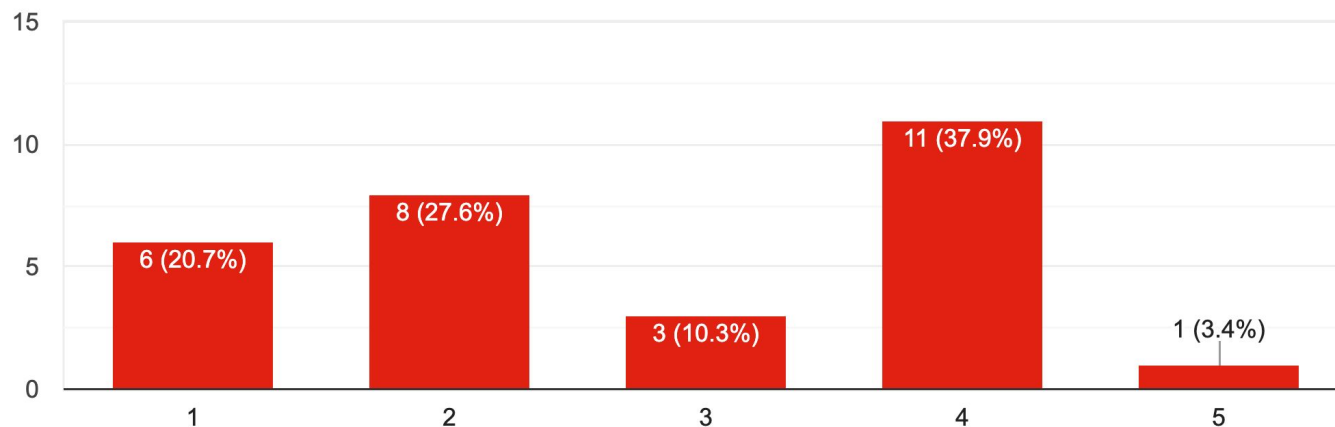TMSA is good at encouraging parent/guardian involvement.

29 responses

External Communications

Faculty and staff receive clear, open communication about what is happening in the school.
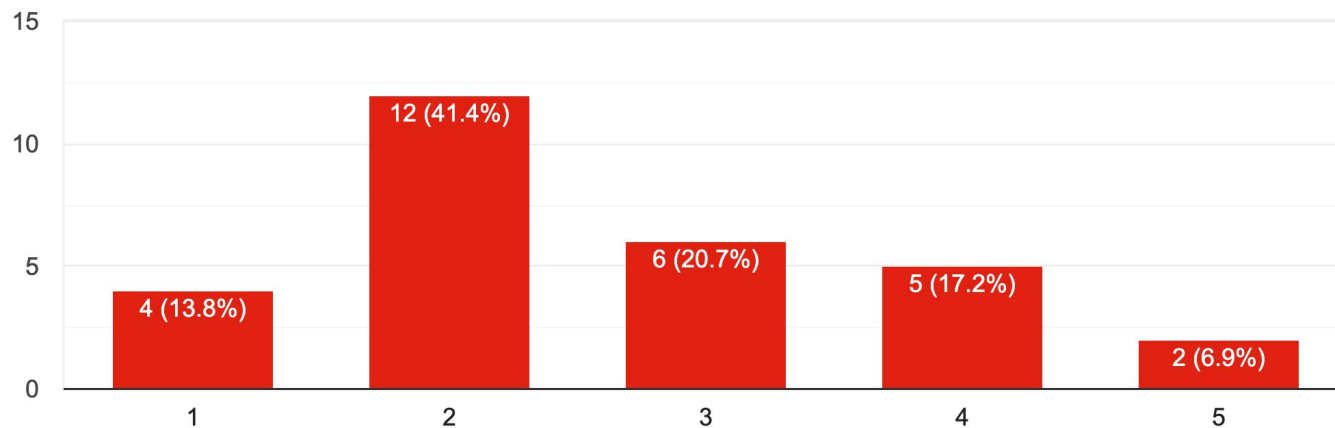
29 responses

External Communications

Faculty and staff receive clear, complete communication/information before parents and guardians.
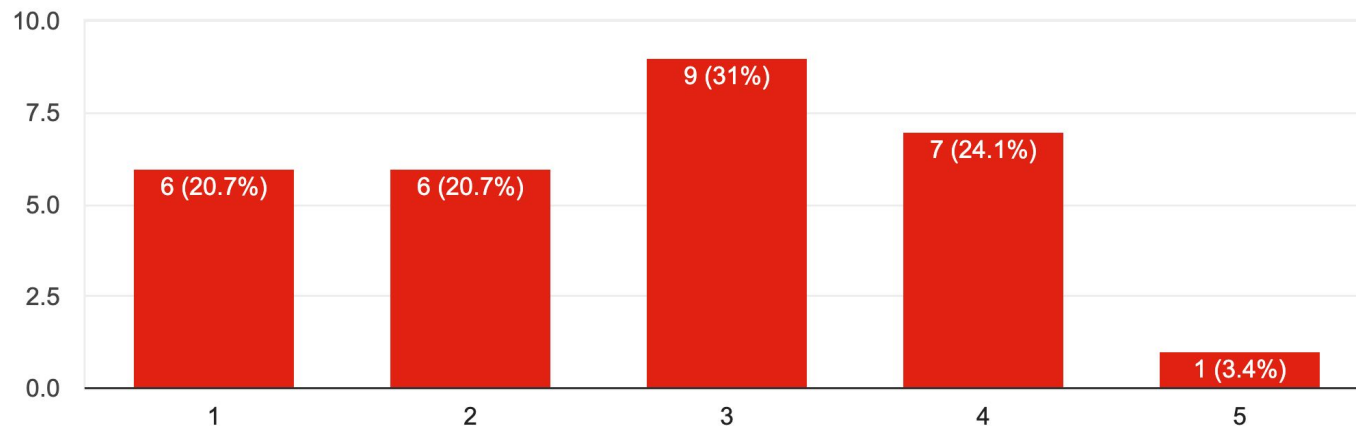
29 responses

External Communications

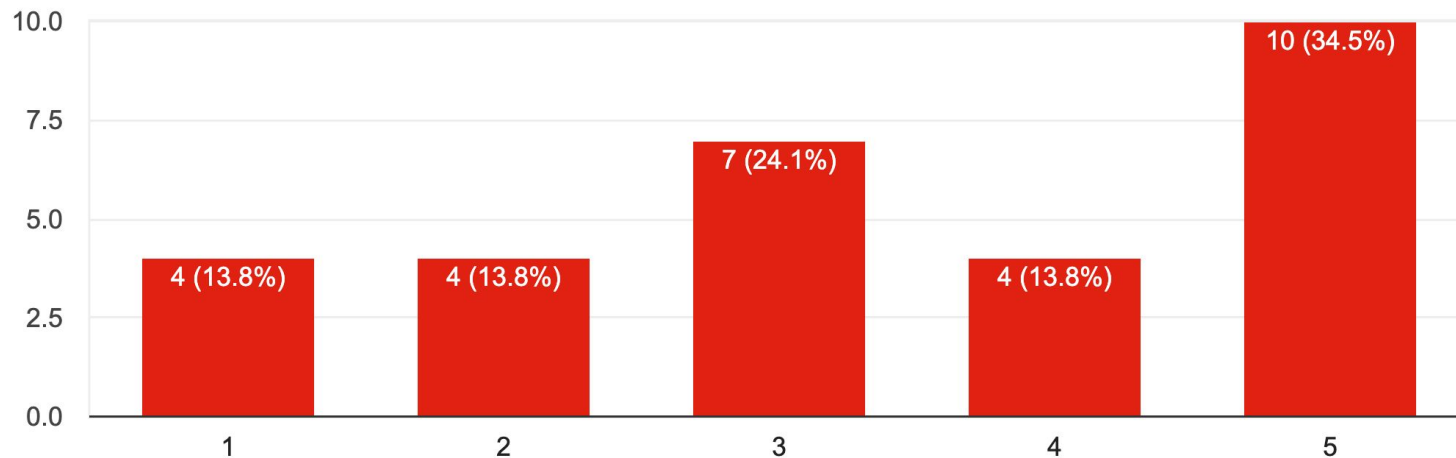I have seen an improvement in how TMSA communicates with faculty and staff.

29 responses

External Communications

I know where to go and who to talk to if I have questions.

29 responses

External Communications

I have seen the new TMSA website.

29 responses

- Yes
- No

75.9%

24.1%
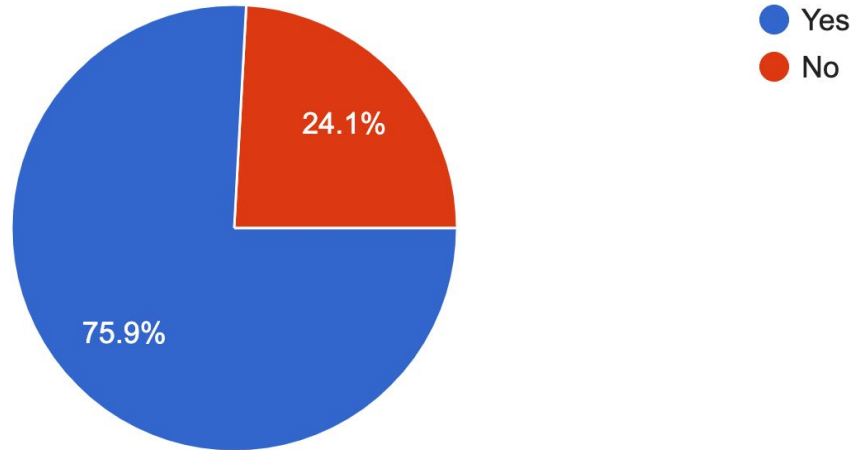
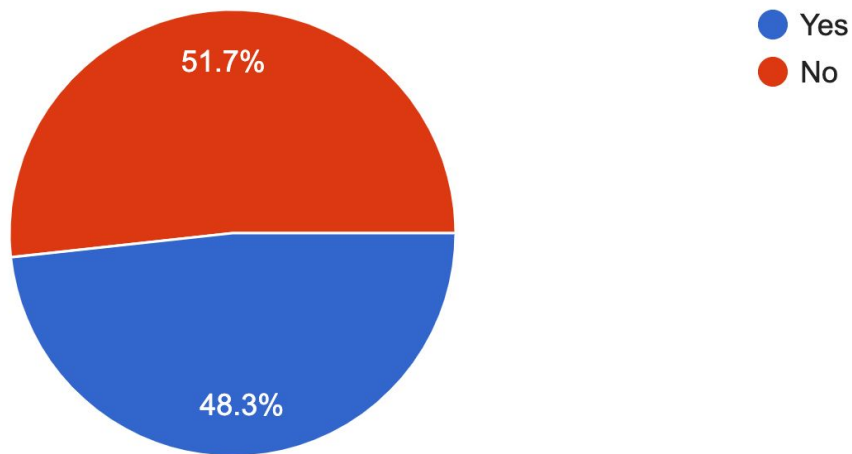# External Communications

I contributed to the TMSA Weekly Blast at least once this year.

29 responses

Yes
No

51.7%

48.3%

External Communications

I received text message alerts from TMSA at least once this year.

29 responses

- Yes
- No

75.9%

24.1%
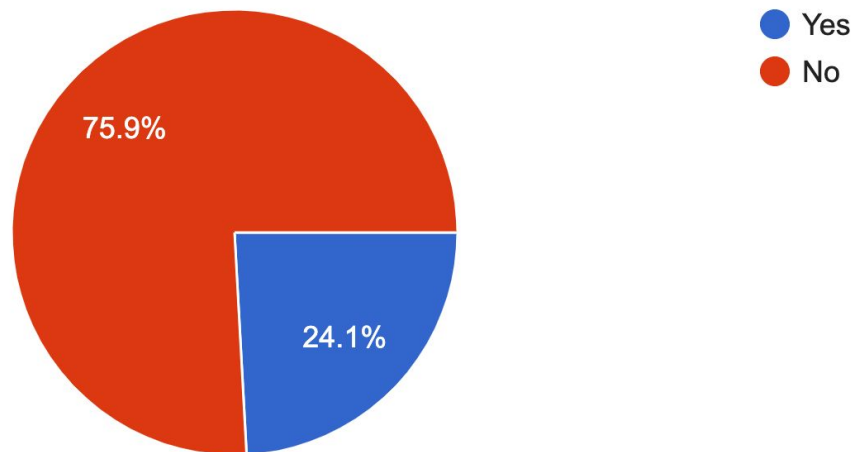
Employee Satisfaction

Please rate how strongly you agree or disagree with the following statements about the use of time in the school.
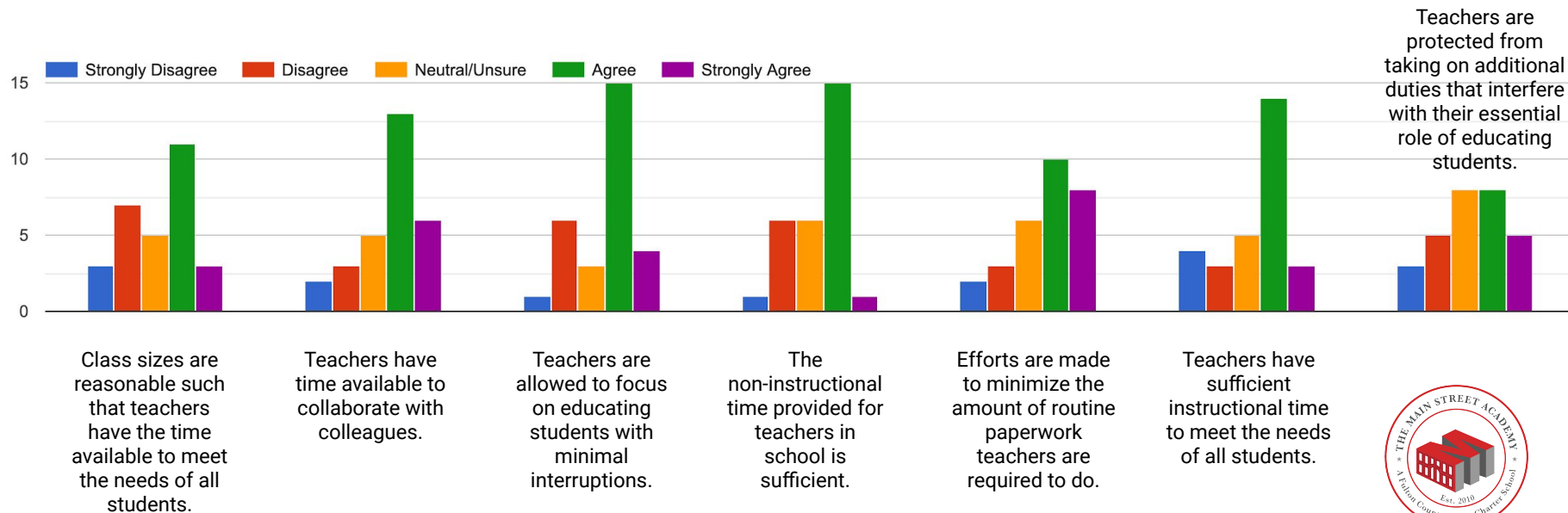
Employee Satisfaction

In an average week, how much time do you devote to the following activities during the school day (i.e., time for which you are under contract to be at the school)?

Employee Satisfaction

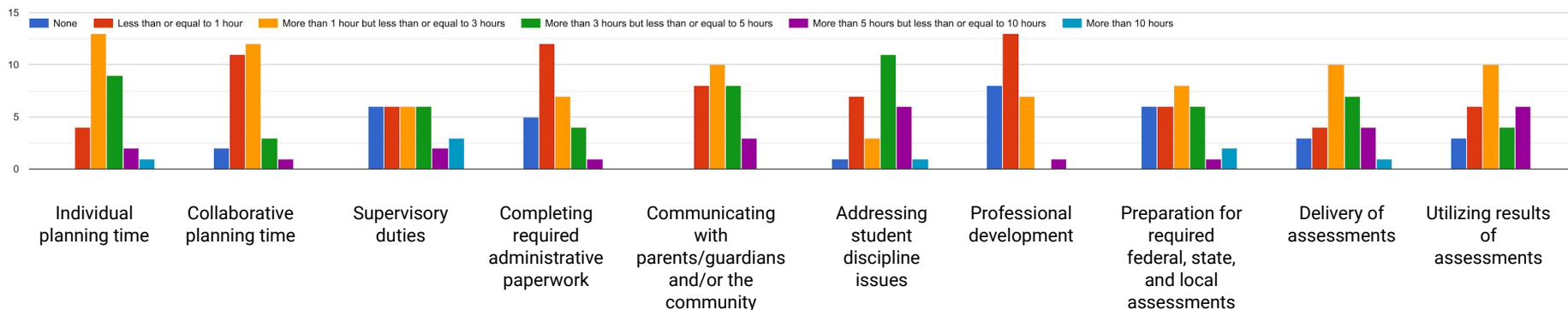In an average week of teaching, how many hours do you spend on school-related activities outside of th...e or after school, and/or on weekends)?

29 responses
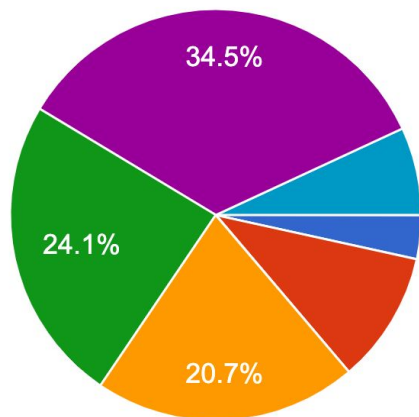
- None
- Less than or equal to 1 hour
- More than 1 hour but less than or equal to 3 hours
- More than 3 hours but less than or equal to 5 hours
- More than 5 hours but less than or equal to 10 hours
- More than 10 hours

Managing Student Conduct

Please rate how strongly you agree or disagree with the following statements about managing student conduct in your school.
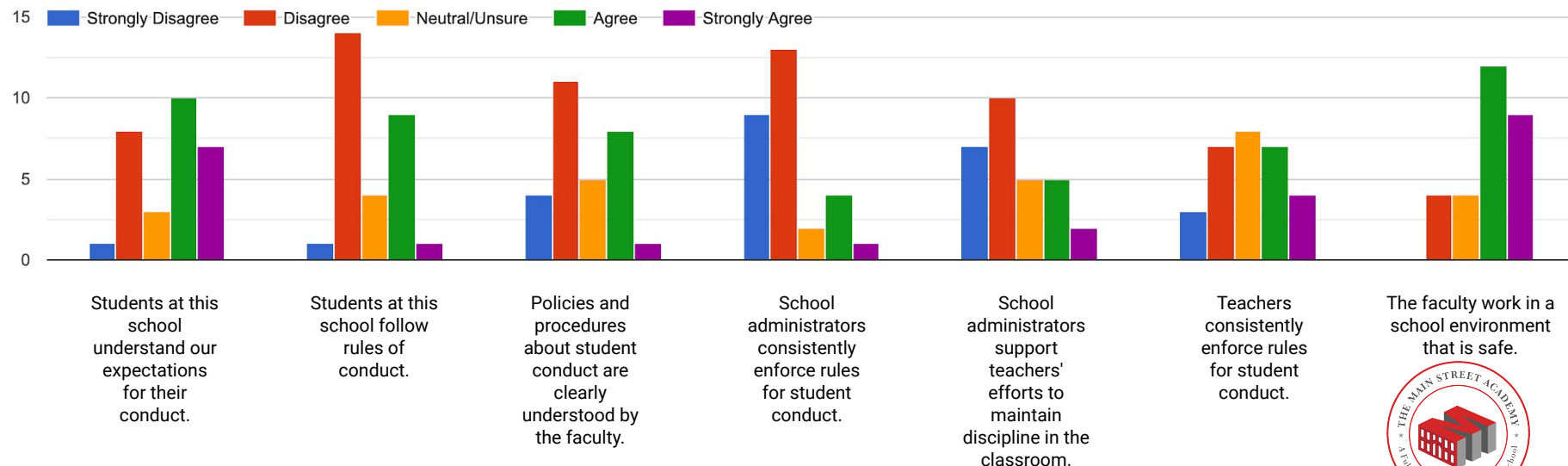
Leadership

Please rate how strongly you agree or disagree with the following statements about teacher leadership in your school.
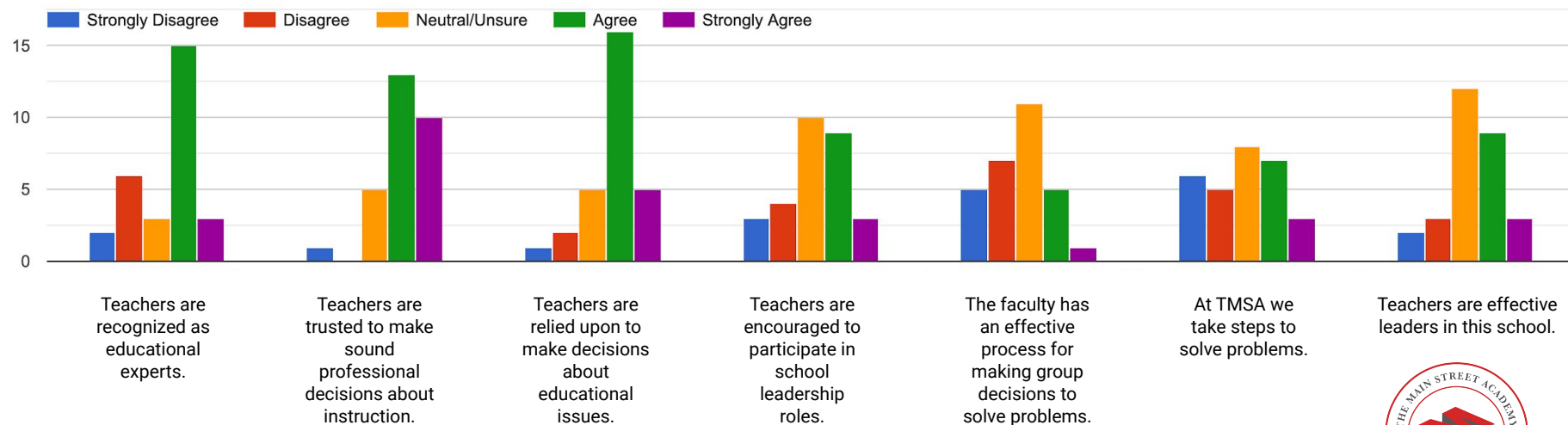
Leadership

Teachers have an appropriate role at TMSA in each of the following areas.

Leadership

Teachers have an appropriate level of influence on decision making in the school.

29 responses

- 🔵 Strongly Disagree
- 🔴 Disagree
- 🟠 Neutral/Unsure
- 🟢 Agree
- 🟣 Strongly Agree

Pie chart values: 24.1%, 17.2%, 17.2%, 41.4%

Leadership

Please rate how strongly you agree or disagree with the following statements about school leadership in your school.
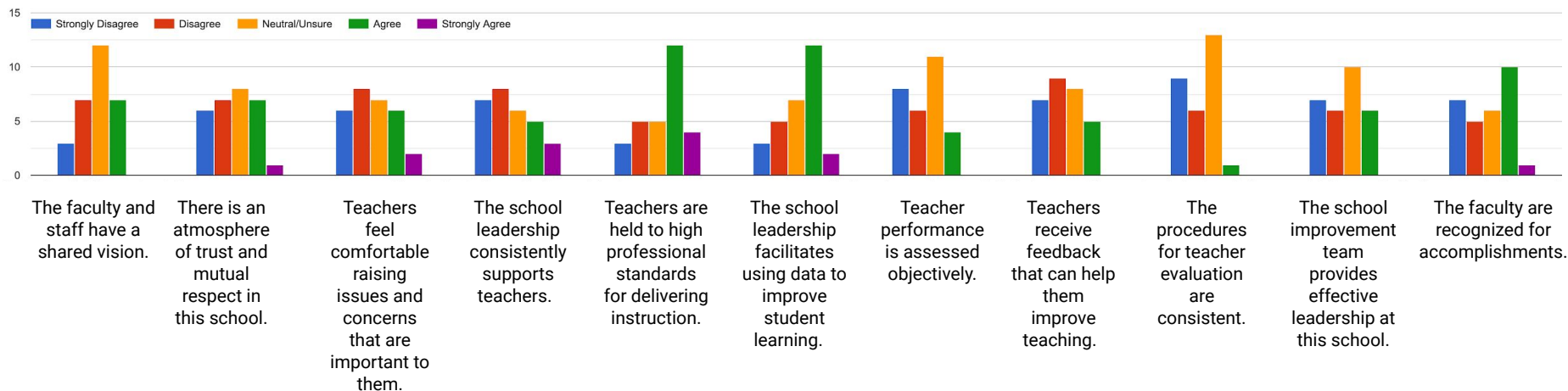
Leadership

The school leadership makes a sustained effort to address teacher concerns about:

Professional Development
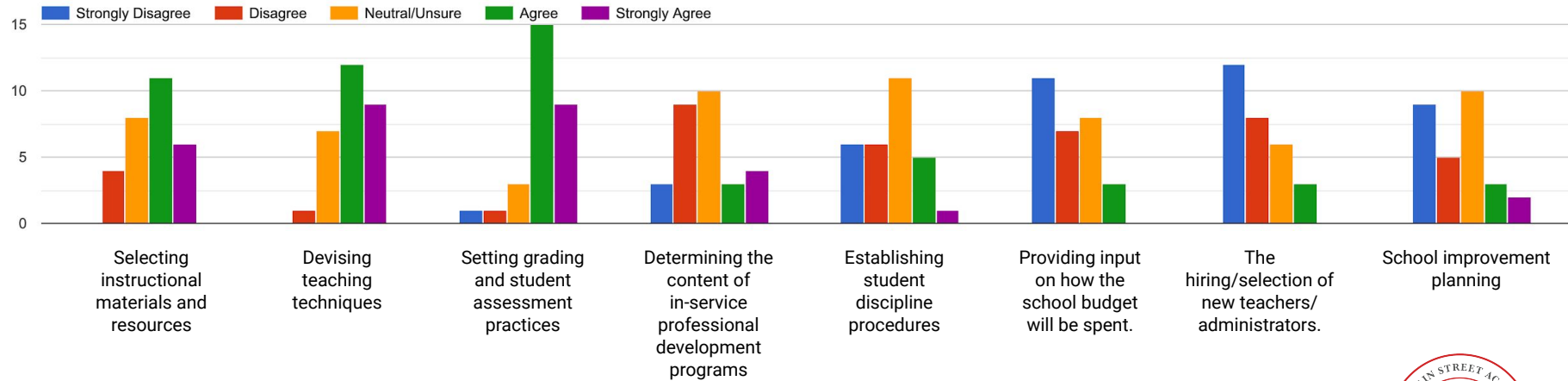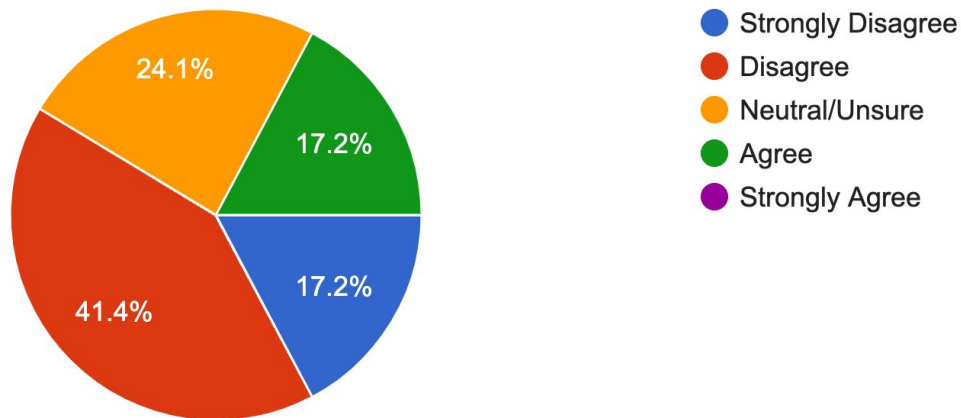
Please rate how strongly you agree or disagree with statements about professional development in your school.

Professional Development

In which of the following areas (if any) do you need professional development to teach your students more effectively? Check all that apply.

29 responses

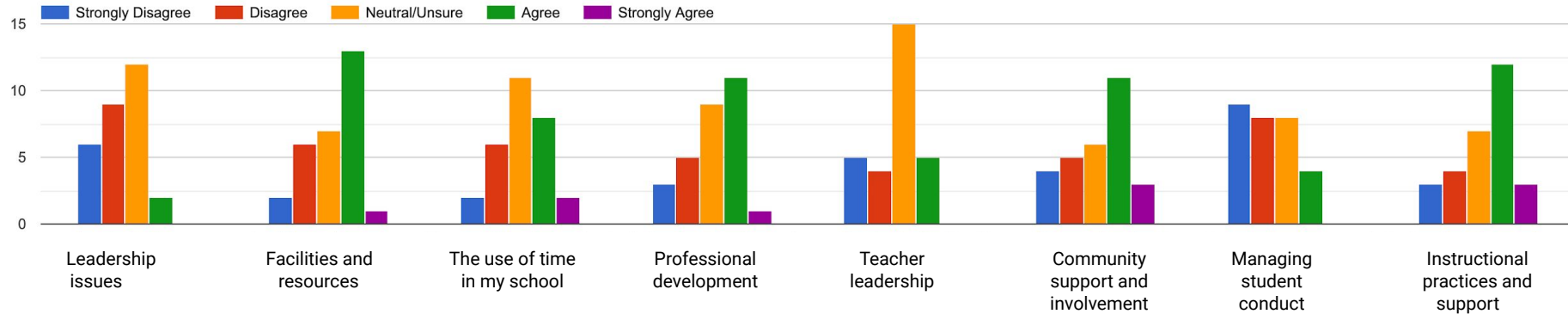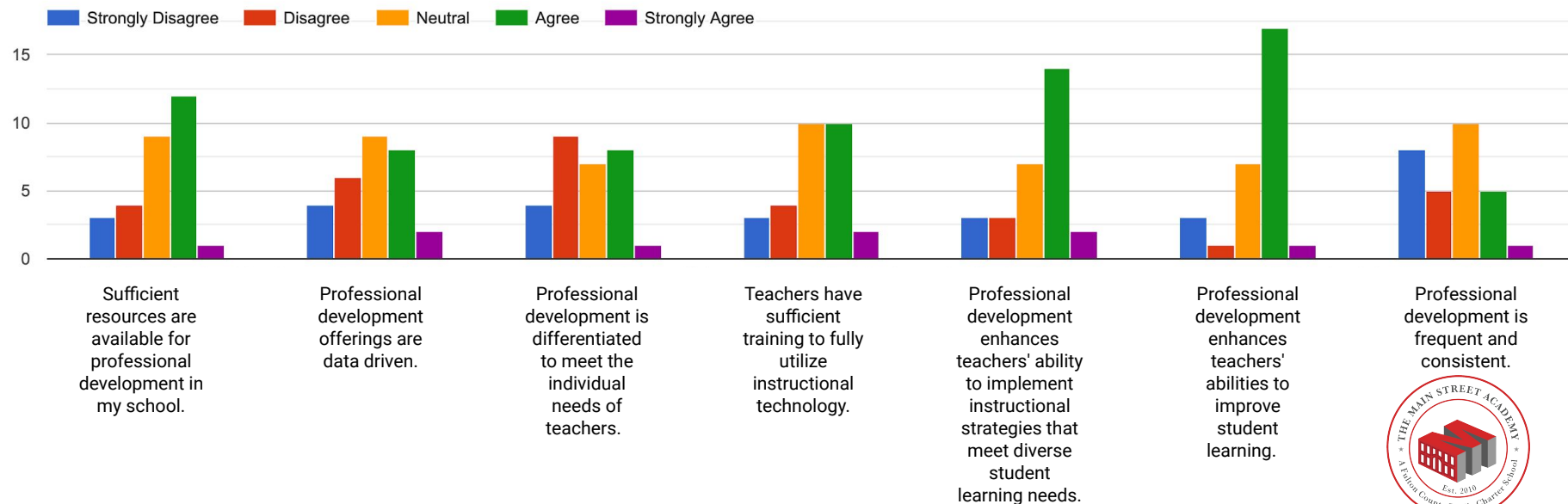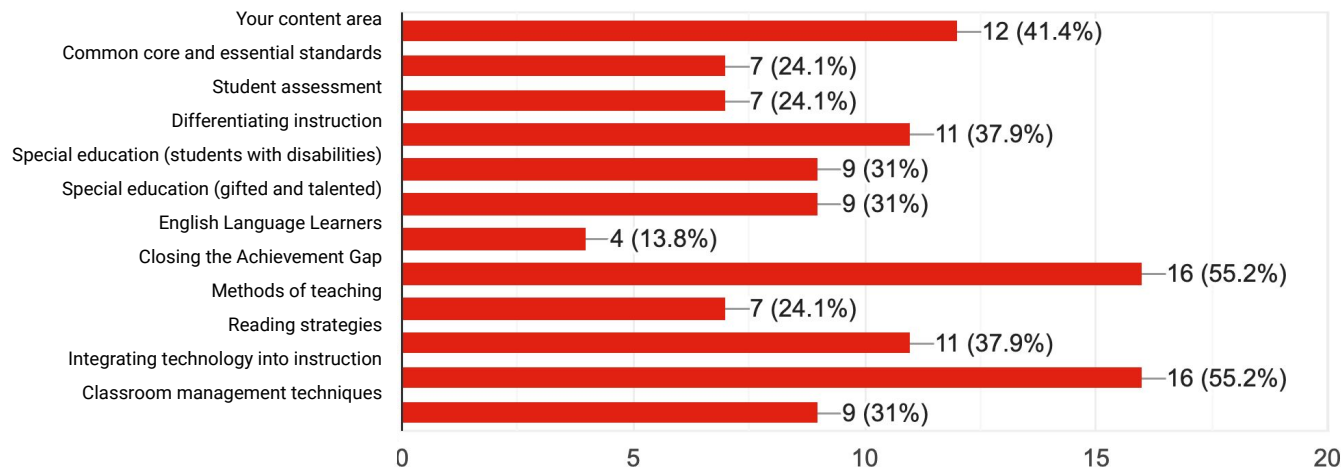| Category	Value
Your content area	12 (41.4%)
Common core and essential standards	7 (24.1%)
Student assessment	7 (24.1%)
Differentiating instruction	11 (37.9%)
Special education (students with disabilities)	9 (31%)
Special education (gifted and talented)	9 (31%)
English Language Learners	4 (13.8%)
Closing the Achievement Gap	16 (55.2%)
Methods of teaching	7 (24.1%)
Reading strategies	11 (37.9%)
Integrating technology into instruction	16 (55.2%)
Classroom management techniques	9 (31%)

Facilities and Operations

Please rate how strongly you agree or disagree with the following statements about your school facilities and resources.
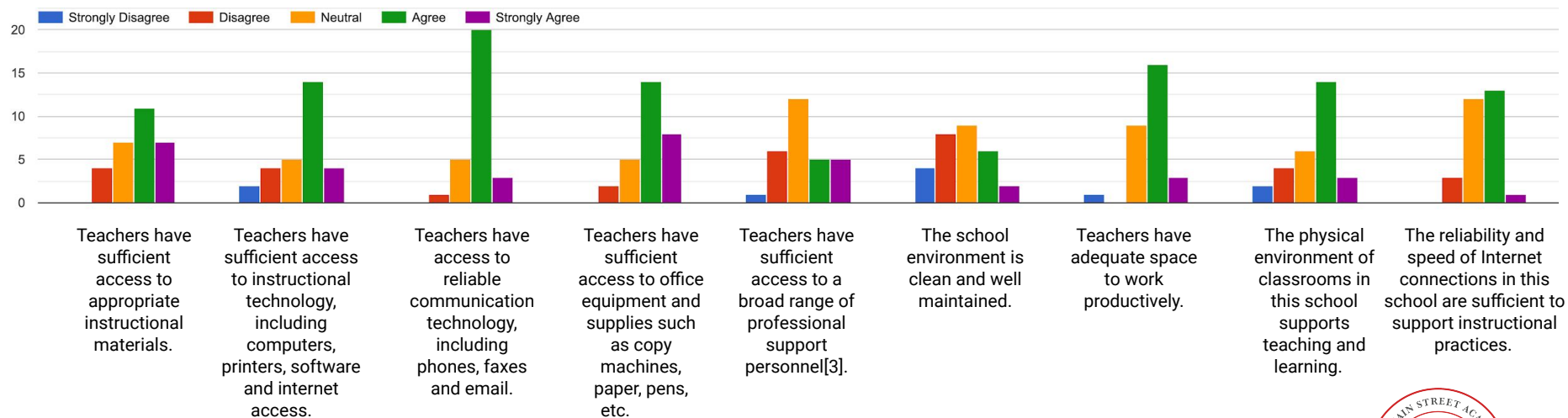
Facilities and Operations

Please rate how strongly you agree or disagree with the following statements about TMSA's culture, community and operations.

Facilities and Operations

Overall, TMSA is a good place to work and learn.

29 responses
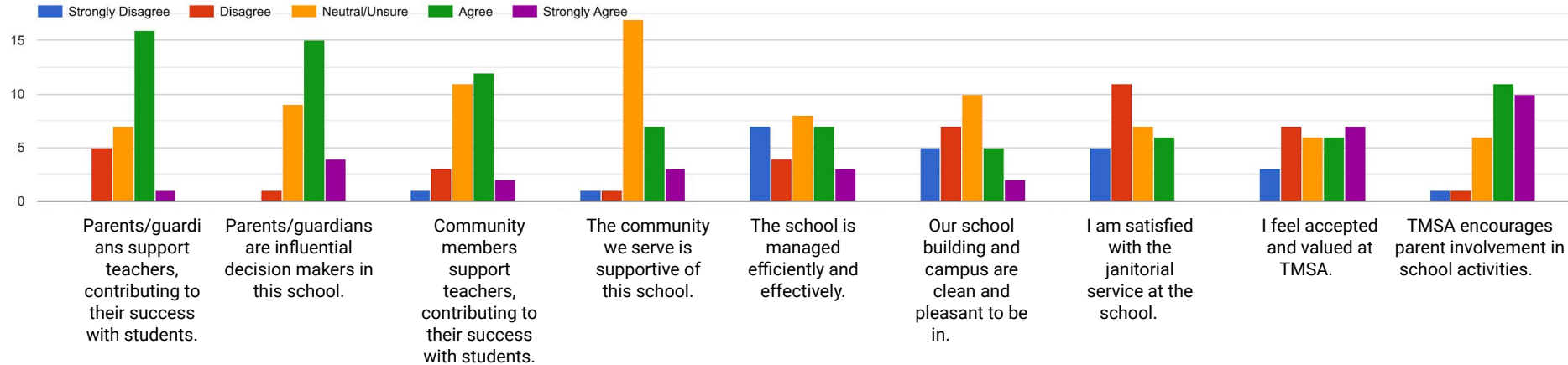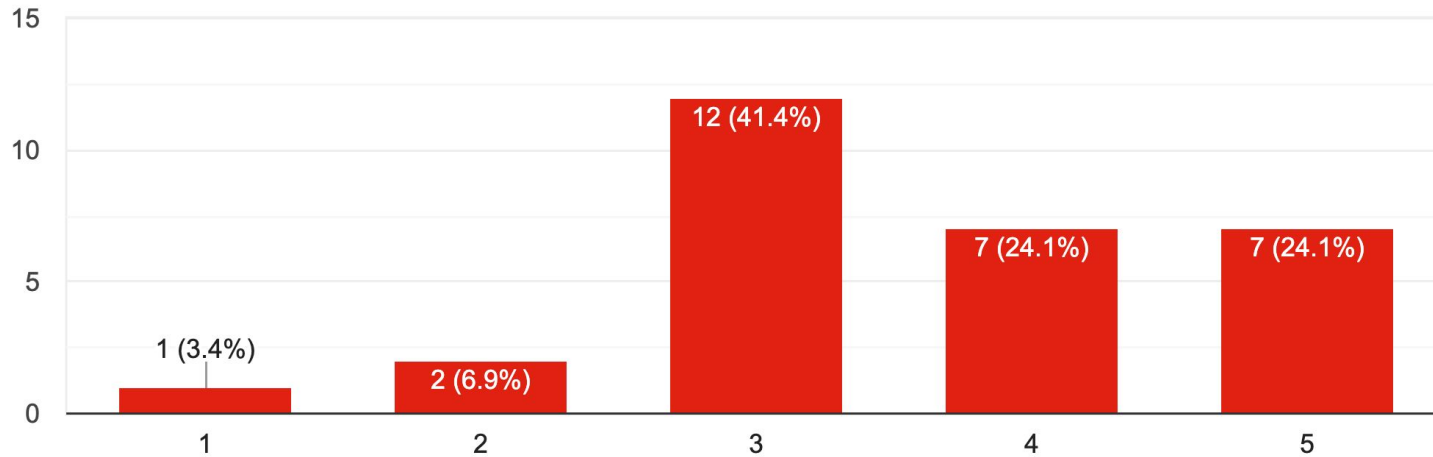
Net Promoter Score

Net Promoter or Net Promoter Score (NPS) is a management tool that can be used to gauge the loyalty of a firm's customer relationships. It serves as an alternative to traditional customer satisfaction research and is claimed to be correlated with revenue growth. NPS has been widely adopted with more than two thirds of Fortune 1000 companies using the metric. The tool aims to measure the loyalty that exists between a provider and a consumer. The provider can be a company, employer or any other entity. The provider is the entity that is asking the questions on the NPS survey. The consumer is the customer, employee, or respondent to an NPS survey. An NPS can be as low as −100 (every respondent is a "detractor") or as high as +100 (every respondent is a "promoter"). NPS scores vary across different industries, but a positive NPS (i.e., one that is higher than zero) is generally deemed good, a NPS of +50 is generally deemed excellent, and anything over +70 is exceptional.
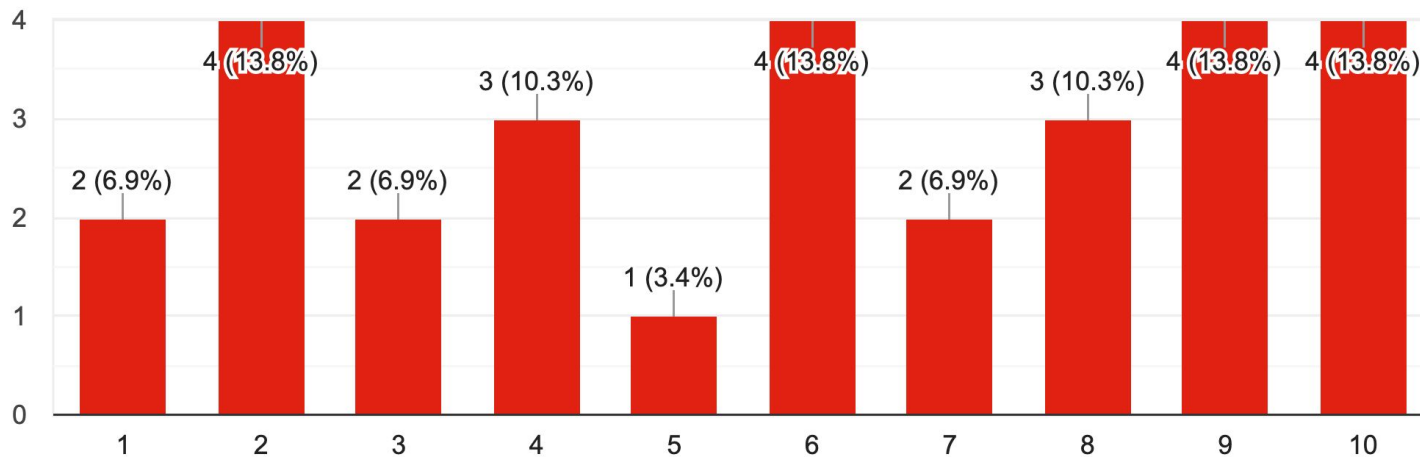
Net Promoter Score Amongst Faculty/Staff

I would recommend TMSA to a colleague, friend or family member.

29 responses

-28

Net Promoter Score (Ranging -100 to 100)

Group of Responders	Total
Promoters (10, 9)	**8**
Passives (8, 7)	**5**
Detractors (6-0)	**16**
Total NPS Score	**-28**

- Those who respond with a score of **9 to 10** are called **Promoters**, and are considered likely to exhibit value-creating behaviors, such as engaging more, remaining constituents for longer, and making more positive referrals to other potential constituents.
- Those who respond with a score of **0 to 6** are labeled **Detractors**, and they are believed to be less likely to exhibit the value-creating behaviors.
- Responses of **7 and 8** are labeled **Passives**, and their behavior falls between Promoters and Detractors.

Recommendations for Process

1. Meet with Jennifer on the comments and feedback.
2. Facilitate a working session with the Governing Board with breakouts by theme.
3. Staff/Faculty-wide Communication: Send out information on the Top 2-3 things TMSA's Governing Board will focus on this week.
4. Include these Key Priorities in each of the quarterly communications to staff with tracking/updates towards goals.