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# TMSA Community and Staff Results Summary

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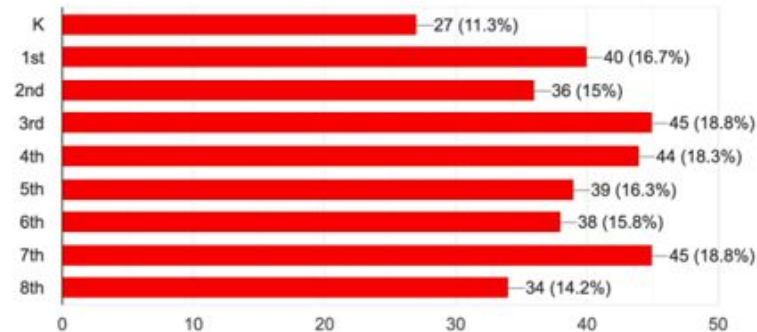
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# COMMUNITY SURVEY - WHO TOOK IT?

## Demographics by Grade Level

Please indicate the grade of your student or students (mark all that apply)

240 responses



*\*\*Overall the sample includes a good cross-section of parents.\*\**



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# COMMUNITY SURVEY SECTIONS

- *External Communications*
- *Academics*
- *Extracurriculars*
- *Staff & Faculty Performance*
- *Culture and Operations*



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# COMMUNITY SURVEY

## EXTERNAL COMMUNICATIONS

The vast majority of respondents were pleased with the communications they received from TMSA.

- 90% Receive weekly news blasts
- 80% have received text messages

### **Opportunities Identified**

77% - know who to contact for questions.



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# COMMUNITY SURVEY

## ACADEMICS

The vast majority of respondents were pleased with the academic offerings of TMSA, and some highlights are:

- Leader-In-Me Curriculum
- Schoolwide Enrichment Model (SEM) -Variety of courses
- Use of Technology
- Social & Character Building Skills!

### **Opportunities Identified -**

22% of respondents are not familiar with the Leader in Me curriculum.



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# Academics

"It is imperative that the teachers and administrators include parents and students on the path of academic success and not feel threatened when parents want to be involved. It is also imperative that the school not rely so heavily on technology with regards to academics because people learn differently."

"This school needs to improve the consequences kids face for poor behavior. Some of the kids allowed in the classroom are disrupting the learning of others and nothing is being done about it. It doesn't make for a ideal learning environment."

"School Administration should focus more on holding teachers accountable for stronger academics and classroom management."

"My daughter receives an excellent education at TMSA!"

"The volunteer hours, award ceremonies. and school plays need to be extended. Not everyone can make it during school hours"

"I feel that my child isn't doing well academically in the core classes. She struggles with weekly hard spelling words which makes he not want to do the rest of her core class homework. I just wish my baby was learning at this school. The work just seems so hard and I wish she had more help from the school"



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# COMMUNITY SURVEY

## EXTRACURRICULAR

Those who participate in extracurriculars find value in them, including the following:

- Music
- Art
- Computers
- Physical Activities/Sports

### **Opportunities Identified**

There is an opportunity to explore more extracurricular options for a students in lower grades



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# Extracurriculars

"Appearance is important. Appearance speaks to others outside of the school as well as adding value to our students. Uniforms and equipment needs to be better. This can be achieved via fundraisers or donations. Neither seem to be considered at this moment. Some of the band members are playing with improper equipment and the uniforms needs to be updated."

"TMSA needs a morale boost... And administration needs to support more. We NEVER see them at games and functions!!

"Adding Lacrosse as an option and transparency with regards to where money is being spent for sports."

"It would be great if they had PE more than once a week. The yoga class was wonderful. It would also be awesome to have that more than once a week as well."

"Most extracurriculars start in grade 3. My youngest student does not attend to after care and do not participate in those activities. It is my hope that we can explore more activities for students who does not attend to after school. I would be intrigued by tennis and lacrosse. I am excited that the athletic department is adding additional sport options. I would to see more support of the teams by the community and staff"

"I like some of the unusual extracurriculars we offer - like a play/musical each year (LOVE that), fencing, Debate Club, Reading Bowl and more. Very strong diversity of offerings."





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# COMMUNITY SURVEY

## STAFF AND FACULTY PERFORMANCE

The vast majority of respondents are pleased with the faculty and staff performance, and the following areas stand out:

- Highly Qualified / Skilled / Capable -Passionate
- Encouraging Critical Thinking
- Communicate Regularly
- Administration is visible

### **Opportunities Identified -**

There is an opportunity to provide clarity as to who should be contacted regarding an issue

There is an opportunity for administrators to be responsive and professional.



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# Staff and Faculty Performance

"Teachers would probably be more excited about their jobs and teaching, if the administration was happy and supportive. The morale would be higher but it needs to start at the top!"

"I have not received a favorable response from administration and teachers this past year. There appears to be a lack in uniformity, understanding and overall goals."

"Administration is not approachable. Administration are not visible. Administration seems to always have a chip on shoulder. Administration do not correspond effectively through email or in person. They're always in attack mode. Administration promises to correspond to an email only to allow it to slide under the wrong and nothing is done. Lack of communication. The administration isn't effective. Principal has become more welcoming over the years they others, not at all!"

"Administrators are positive and enthusiastic, but not responsive enough when there is a problem. Parents email administrators but may receive no reply at all, or only after a delay of days. This becomes a bigger problem when there is an IEP or allegations of bullying involved. Some responses can be overly defensive."

"Teachers generally communicate well, but it's hit or miss - some are superstars and go above and beyond, some barely communicate with parents at all. There's not a consistent expectation of responsiveness instilled across all teaching staff."

"Sent an email to the principal requesting a meeting with her and responded by telling that I should follow the "chain of command" and that I should never have to meet with her! Still have the email!"



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# COMMUNITY SURVEY

## CULTURE AND OPERATIONS

The vast majority of respondents believe the facilities are being improved.

The vast majority of respondents believe the school is run efficiently and effectively. Overwhelmingly, parents feel encouraged to get involved.

### **Opportunities Identified -**

Some areas of the facility could use more attention.

There is an opportunity in school rating. There were 67 respondents that answered in the neutral category

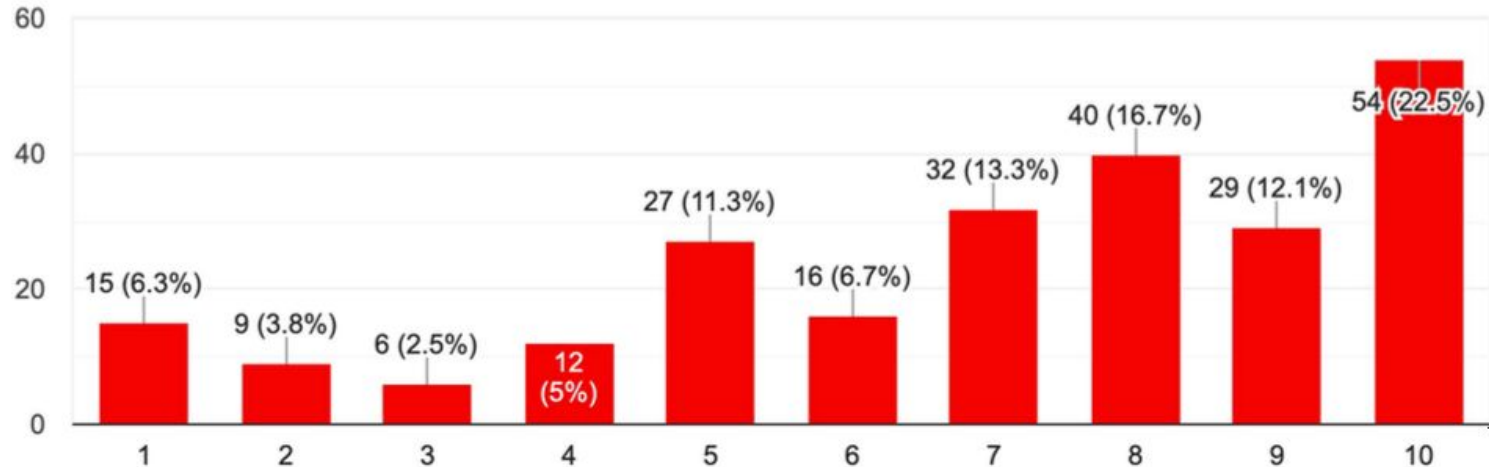


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# Net Promoter Score

I would recommend TMSA to a friend or family member.

240 responses



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# FACULTY AND STAFF SURVEY

## SECTIONS

- External Communications
- Employee Satisfaction
- Managing Student Conduct
- Leadership
- Professional Development
- Facilities & Operations



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# FACULTY AND STAFF SURVEY

## EXTERNAL COMMUNICATIONS

The faculty and staff observe that TMSA is good at encouraging parent/guardian involvement in the school.

### **Opportunities Identified -**

There may be additional methods necessary to clear two-way communication in what is happening within the school in an effectively, efficiently, and timely with all staff internally before parents and guardians

There is an opportunity for more content participation in the weekly news blast from staff.



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# FACULTY AND STAFF SURVEY

## EMPLOYEE SATISFACTION

Overwhelmingly teachers are pleased with the following;

- Class size
- Collaborative environment and time to collaborate
- Instructional Time
- Non-Instructional Time

### **Opportunities Identified -**

There are plenty of additional duties that take up time, other than instruction. Reduction of these would be helpful.

Additional time needed for collaboration planning time and preparation for assessments

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# FACULTY AND STAFF SURVEY

## MANAGING STUDENT CONDUCT

Overwhelmingly, employees feel they work in a safe environment!

### **Opportunities Identified:**

- There maybe better ways to communicate all school policies to students/parents/guardians.
- Additional enforcement/reinforcement measures could enhance the overall rules of conduct.





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# FACULTY AND STAFF SURVEY

## LEADERSHIP

Overwhelmingly teachers feel recognized as experts in their field, and are trusted to make sound professional decisions.

The school leadership facilitates using data to improve student learning.

### **Opportunities Identified -**

Where group decisions are concerned, there is an opportunity to enhance effectiveness.

There are efforts that need to be made to help TMSA to take steps to solve problems



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# FACULTY AND STAFF SURVEY

## LEADERSHIP

### **Opportunities Identified -**

Teachers would like to have more input in determining the content of in-service professional development programs and hiring administrators, and school improvement planning.

Teachers responses reflects that performance is not assessed objectively and do not receive feedback that can help them improve teaching and lacks consistent evaluations.

The school improvement team has an opportunity to provide more effective leadership at this school. That could consistently supports teachers with mutual trust and respect within the school

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# FACULTY AND STAFF SURVEY

## PROFESSIONAL DEVELOPMENT

Generally, teachers believe there is sufficient resources available for professional development.

Professional development is valued, and understood to be important.

### **Opportunities Identified -**

There may be an opportunity to differentiate professional development offerings to meet specific needs.



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# FACULTY AND STAFF SURVEY

## FACILITIES AND OPERATIONS

Overwhelmingly, teachers feel they have access to reliable communication technology and office equipment, as well as adequate space to work productively.

Generally, teachers are pleased with the access to appropriate instructional materials.

Parents/guardians support teachers, contributing to their success with students.

### **Opportunities Identified -**

There is an opportunity for additional housekeeping, and broader professional support and value.

There is an opportunity to increase staff and faculty value to enjoy to be a good place to work and learn

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# Net Promoter Score Amongst Faculty/Staff

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

29 responses

-28

