






STJ Lutheran Support Staff Survey 2012



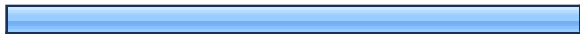



1. Staff at STJ outwardly express their faith.

		Response Percent	Response Count	
Strongly Agree		66.7%	4	
Mildly Agree		33.3%	2	
Neither Agree or Disagree		0.0%	0	
Mildly Disagree		0.0%	0	
Strongly Disagree		0.0%	0	
		Comments	1	
			answered question	6
			skipped question	0




2. Staff members are supportive of one another.

		Response Percent	Response Count
Strongly Agree		66.7%	4
Mildly Agree		0.0%	0
Neither Agree or Disagree		16.7%	1
Mildly Disagree		16.7%	1
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0




3. Staff members and administration work collaboratively to develop a learning culture.

		Response Percent	Response Count	
Strongly Agree		50.0%	3	
Mildly Agree		16.7%	1	
Neither Agree or Disagree		16.7%	1	
Mildly Disagree		16.7%	1	
Strongly Disagree		0.0%	0	
		Comments	0	
			answered question	6
			skipped question	0




4. Staff members can freely express their concerns to the administrator.

		Response Percent	Response Count
Strongly Agree		50.0%	3
Mildly Agree		33.3%	2
Neither Agree or Disagree		0.0%	0
Mildly Disagree		16.7%	1
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0




5. Staff members demonstrate a commitment to continuous improvement.

		Response Percent	Response Count
Strongly Agree		50.0%	3
Mildly Agree		33.3%	2
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	2
		answered question	6
		skipped question	0




6. Staff members can freely express their concerns to the pastor.

		Response Percent	Response Count
Strongly Agree		50.0%	3
Mildly Agree		16.7%	1
Neither Agree or Disagree		33.3%	2
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0




7. Staff members can freely express their concerns to teaching staff.

		Response Percent	Response Count
Strongly Agree		66.7%	4
Mildly Agree		0.0%	0
Neither Agree or Disagree		16.7%	1
Mildly Disagree		16.7%	1
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0




8. Staff members understand and adhere to a shared mission, vision, values and goals.

		Response Percent	Response Count
Strongly Agree		66.7%	4
Mildly Agree		16.7%	1
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0




9. STJ provides a positive, safe, Christ-centered environment for its students.

		Response Percent	Response Count
Strongly Agree		66.7%	4
Mildly Agree		16.7%	1
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0



10. A loving, nurturing climate is obvious throughout the school and during all school activities at STJ.

		Response Percent	Response Count
Strongly Agree		66.7%	4
Mildly Agree		16.7%	1
Neither Agree or Disagree		0.0%	0
Mildly Disagree		16.7%	1
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0




11. Students, staff and the administrator respect each other as individual, fellow members of the body of Christ.

		Response Percent	Response Count
Strongly Agree		33.3%	2
Mildly Agree		33.3%	2
Neither Agree or Disagree		0.0%	0
Mildly Disagree		33.3%	2
Strongly Disagree		0.0%	0
		Comments	2
		answered question	6
		skipped question	0

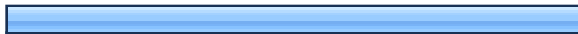


12. There is a culture of collaborative support where staff members, teachers, parents and students work together

		Response Percent	Response Count
Strongly Agree		66.7%	4
Mildly Agree		0.0%	0
Neither Agree or Disagree		33.3%	2
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	2
		answered question	6
		skipped question	0

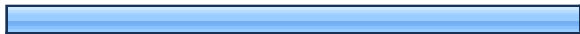


13. Student behavior is appropriate for the school's learning environment.

		Response Percent	Response Count
Strongly Agree		33.3%	2
Mildly Agree		50.0%	3
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0



14. Students and staff demonstrate a positive school spirit.

		Response Percent	Response Count
Strongly Agree		50.0%	3
Mildly Agree		16.7%	1
Neither Agree or Disagree		33.3%	2
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	0
answered question			6
skipped question			0

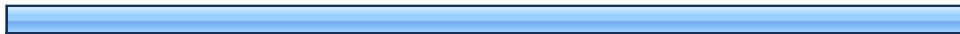

15. Staff members feel safe and nurtured at STJ.

		Response Percent	Response Count	
Strongly Agree		50.0%	3	
Mildly Agree		33.3%	2	
Neither Agree or Disagree		16.7%	1	
Mildly Disagree		0.0%	0	
Strongly Disagree		0.0%	0	
		Comments	0	
			answered question	6
			skipped question	0

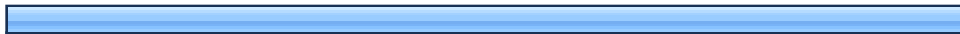

16. Students and their success is the center of our learning environment.

		Response Percent	Response Count
Strongly Agree		83.3%	5
Mildly Agree		0.0%	0
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0



17. Students are led and encouraged to love and respect all people out of love for Christ.

		Response Percent	Response Count
Strongly Agree		83.3%	5
Mildly Agree		0.0%	0
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	0
		answered question	6
		skipped question	0

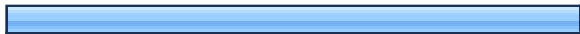


18. Students are helped to develop self-control.

		Response Percent	Response Count
Strongly Agree		83.3%	5
Mildly Agree		0.0%	0
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	0
		answered question	6
		skipped question	0

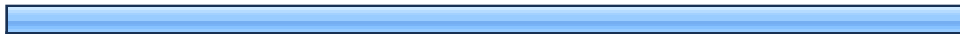
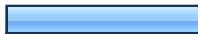
19. Our school provides an environment where students mature in their confidence and self-esteem

		Response Percent	Response Count
Strongly Agree		50.0%	3
Mildly Agree		0.0%	0
Neither Agree or Disagree		50.0%	3
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	1
		answered question	6
		skipped question	0

20. Our school leads and encourages students develop their talents and skills for responsible living and service.

		Response Percent	Response Count
Strongly Agree		50.0%	3
Mildly Agree		33.3%	2
Neither Agree or Disagree		16.7%	1
Mildly Disagree		0.0%	0
Strongly Disagree		0.0%	0
		Comments	0
answered question			6
skipped question			0

21. Our school demonstrates a balance of law and gospel according to the Bible.

		Response Percent	Response Count
Strongly Agree		83.3%	5
Mildly Agree		0.0%	0
Neither Agree or Disagree		0.0%	0
Mildly Disagree		16.7%	1
Strongly Disagree		0.0%	0
		Comments	0
		answered question	6
		skipped question	0

22. Each member of the custodial staff should rate the physical facilities using the following scale:

	1	2	3	4	5	Rating Average	Response Count
a. Maintenance of buildings	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
b. Painted surfaces	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
c. Floor Surfaces	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
d. Stairways; handrails	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
e. Work space and storerooms	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
f. Restroom sanitation	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
g. Plumbing	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
h. Fire equipment	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
i. Electrical outlets	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
j. Window maintenance	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
k. Sidewalks	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
l. The heating plant	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
m. The ventilation system	0.0% (0)	0.0% (0)	0.0% (0)	66.7% (2)	33.3% (1)	4.33	3
n. Maintenance of lawns and shrubs	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3
o. Trash cans	0.0% (0)	0.0% (0)	33.3% (1)	0.0% (0)	66.7% (2)	4.33	3
p. Cleaning supplies and equipment	0.0% (0)	0.0% (0)	33.3% (1)	0.0% (0)	66.7% (2)	4.33	3

q. Playground equipment	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)	4.67	3	
r. Hazard barriers (such as fences)	0.0% (0)	0.0% (0)	33.3% (1)	0.0% (0)	66.7% (2)	4.33	3	
						Comment	0	
							answered question	3
							skipped question	3

23. Each member of the clerical staff should rate the physical facilities using the following scale:

	1	2	3	4	5	Rating Average	Response Count
a. Office, general	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
b. Office lighting	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
c. Acoustics, ventilation, heating and cooling system in office	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
d. Convenience of outlets	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
e. Storage space	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
f. Custodial service	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
g. Filing Space	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
h. Neatness of offices	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
i. Cafeteria service	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
j. Lounge facilities	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
k. Drinking fountains	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
l. Bulletin board	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
m. The way requests for repairs are met	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
n. Office equipment	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
o. Supplies	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1

p. Parking area	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
q. Traffic flow	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
						Comments	0
						answered question	1
						skipped question	5

24. Each member of the cafeteria staff should rate the physical facilities using the following scale:

	1	2	3	4	5	Rating Average	Response Count
a. Kitchen, general	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
b. Kitchen lighting	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
c. Acoustics, ventilation, heating and cooling system in kitchen	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
d. Convenience of outlets	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
e. Storage space	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
f. Kitchen equipment	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
g. Supplies	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
h. Custodial service	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
i. Neatness of kitchen	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
j. The way requests for repairs are met	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
k. Eating space for students	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
l. Serving space	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
m. Serving space	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
n. Traffic flow	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1
o. Drinking fountains	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1

p. Bulletin board	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1	
q. Lounge facilities	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1	
r. Parking area	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	5.00	1	
							Comments	0
							answered question	1
							skipped question	5

25. Each member of the ESP staff should rate the ESP program using the following scale

	1	2	3	4	5	Rating Average	Response Count
a. Compatibility with ESP programs/activities	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
b. Cleanliness	0.0% (0)	50.0% (1)	0.0% (0)	0.0% (0)	50.0% (1)	3.50	2
c. Storage space	0.0% (0)	50.0% (1)	0.0% (0)	0.0% (0)	50.0% (1)	3.50	2
d. Ventilation, heating and cooling system	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
e. Security	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	50.0% (1)	4.00	2
f. Bulletin board	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
g. Supplies	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
h. Games	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
i. Crafts	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
j. Scheduling of staff	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
k. Communication with director	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (2)	5.00	2
						Comments	0
						answered question	2
						skipped question	4

26. ESP: Special programs

	1	2	3	4	5	Rating Average	Response Count
a. Spanish	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
b. Art	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
c. Piano Lessons	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (2)	5.00	2
d. Guitar Lessons	0.0% (0)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	4.50	2
e. Others	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)	4.00	1
Comments							0
answered question							2
skipped question							4

27. ALL SUPPORT STAFF please make any comments that you may think will help to improve our school.

	Response Count
	1
answered question	1
skipped question	5

Page 1, Q1. Staff at STJ outwardly express their faith.

1	"We shall be known by our actions." Living out our faith can be conveyed through a simple smile, a hello, a good morning. The smallest of actions can show others we live in Christ. I don't see that too often in some of the faculty, but more in the support staff.	Nov 25, 2012 1:21 PM
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Page 1, Q2. Staff members are supportive of one another.

1	As with any work place, some are supportive, others are not.	Nov 25, 2012 1:21 PM
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Page 1, Q4. Staff members can freely express their concerns to the administrator.

1	Concerns can be expressed, but are often noted and dropped.	Nov 25, 2012 1:21 PM
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Page 1, Q5. Staff members demonstrate a commitment to continuous improvement.

1	Many teachers don't use/rarely use the Mobi's.	Nov 27, 2012 6:33 PM
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2	Some staff strive to improve upon programs and such until a positive outcome is reached.	Nov 25, 2012 1:21 PM
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Page 1, Q6. Staff members can freely express their concerns to the pastor.

1	Concerns can be expressed, but no further action is taken.	Nov 25, 2012 1:21 PM
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Page 1, Q7. Staff members can freely express their concerns to teaching staff.

1	Depends on the teaching staff.	Nov 25, 2012 1:21 PM
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Page 1, Q8. Staff members understand and adhere to a shared mission, vision, values and goals.

1	Most of the support staff conveys an appreciation for their job, their coworkers and the families/congregation they serve.	Nov 25, 2012 1:21 PM
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Page 2, Q9. STJ provides a positive, safe, Christ-centered environment for its students.

1	Memorization is great, but living out one's faith is not as evident.	Nov 25, 2012 1:27 PM
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Page 2, Q10. A loving, nurturing climate is obvious throughout the school and during all school activities at STJ.

1	In some areas there is a very strong nurturing environment. Other areas seem to lack the warmth.	Nov 25, 2012 1:27 PM
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Page 2, Q11. Students, staff and the administrator respect each other as individual, fellow members of the body of Christ.

1	We are human...	Nov 27, 2012 6:40 PM
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2	Some do, others do not.	Nov 25, 2012 1:27 PM
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Page 2, Q12. There is a culture of collaborative support where staff members, teachers, parents and students work together

- | | | |
|---|---|----------------------|
| 1 | From what I have seen, if support is deficient, it is not due to lack of effort from the faculty or staff. | Nov 27, 2012 6:40 PM |
| 2 | Some teachers are receptive to students needs and assist those students in reaching their potential and improving their knowledge. Others seem to lack an interest in this area. There are some staff and some faculty that go the extra mile to help students and work with families. That is what we are called to do when working with children. | Nov 25, 2012 1:27 PM |

Page 2, Q13. Student behavior is appropriate for the school's learning environment.

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|---|-----------------------|----------------------|
| 1 | They are human too... | Nov 27, 2012 6:40 PM |
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Page 2, Q16. Students and their success is the center of our learning environment.

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|---|-------------|----------------------|
| 1 | Not always. | Nov 25, 2012 1:27 PM |
|---|-------------|----------------------|

Page 3, Q19. Our school provides an environment where students mature in their confidence and self-esteem

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|---|-------------------------|----------------------|
| 1 | Depends on the student. | Nov 25, 2012 1:29 PM |
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Page 4, Q27. ALL SUPPORT STAFF please make any comments that you may think will help to improve our school.

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|---|--|----------------------|
| 1 | Ceiling vent by door in third grade room blows cold air, very cold air. Drafty windows in fourth grade room. Microwaves in staff lounge not cleaned. Orchestra instructor often late, which compromises an already compromised Wednesday | Nov 27, 2012 7:26 PM |
|---|--|----------------------|

Page 4, Q27. ALL SUPPORT STAFF please make any comments that you may think will help to improve our school.

schedule. Fire exit door by second grade room does not always close tightly. Obstacles blocking door between science room and computer room. Computer room hot - maybe reroute the vent from the third grade room. Mrs. Kalk is a definite asset, she needs an aide (I am not Mrs. Kalk). Aides should be doing recess and car/bus lines.