

2017 Staff Well-being Survey Key Areas

The Staff Well-being Survey assesses nine key areas. Each area consists of approximately 4-8 items (questions) to measure the overall area. Staff are asked to rate the items on a scale of 0-5 according to their agreement. The aims of the survey, the methodology and the development of the survey follow.

This report provides staff members' perceptions of the nine key areas for your school and These are measured against the National School Surveys benchmarks which are obtained from a diverse range of schools nationwide. In addition, your school's data has been compared with specific benchmarks that are relevant to your school.

1. Culture

This area measures whether staff members feel that can openly discuss their concerns, whether there is a positive energy within the school, and whether the school brings out staff members' strengths. In addition, this area assesses whether staff members' feel that the school has high expectations of them and whether students are well-behaved.

2. Support

This area measures whether staff members feel that they have colleagues that they can rely on during times of difficulty, whether they feel that they can easily approach management, and their perceptions of support provided by the school with regards to

3. Welfare

This area measures staff members' perceptions of workplace bullying. It also assesses whether staff feel that there are adequate programs to support staff well-being.

4. Empathy

This area measures whether staff members feel that the school listens to their concerns and takes action, whether there is a strong ethic of care, and whether management understands their individual situation.

5. Attitudes

This area measures staff members' attitudes towards the school; whether they have a strong commitment to the school, whether they appreciate the school's mission and values, and how they feel towards the school.

6. Inclusiveness

This area measures whether staff members feel that they are consulted about changes that may affect them, whether they can be a part of the decision-making process, and whether they feel that others within the school listen and include them.

7. Staff Relationships

This area measures whether staff members feel that they are treated with respect by colleagues and the leadership team, and whether they enjoy working with and sharing ideas with other staff members.

8. Role Clarity

This area measures whether staff members feel that they have a choice in deciding how they go about their tasks, whether they are provided with realistic goals, and whether they are given supportive feedback about their role within the school.

9. Workload

This area measures whether staff members believe that the workload is adequate, that they have work/life balance, and that they have achievable targets and do not have too many responsibilities outside of work hours.

Introduction

Research indicates a strong positive correlation between staff well-being and a school's operations. Levels of staff well-being within a school can have considerable impact on a school's environment and in turn, affect students' well-being and academic achievement.

A school conveying high levels of well-being among staff can contribute to an enjoyable environment for staff members and students. The Staff Well-being Survey is designed to provide schools with data useful to help schools to understand the major stressors within the school for staff members, and to work towards providing a fulfilling environment for leadership, staff and students. Initial assessment provides a baseline, and ongoing assessment helps to determine whether programs are effective at improving the well-being of a school, and whether they continue to be relevant for schools over time.

Performance of students is frequently reviewed; however, this only offers a snapshot and can often overlook the range of experiences, values and qualities that make up a school.

Aims of Staff Well-being Survey

The survey aims to provide your school with the ability to:

- Demonstrate areas in your school where there are high levels of well-being
- Report on school well-being for marketing and governments purposes
- Conduct like comparisons of your school to similar schools (e.g., denomination, school size, vicinity, sector)
- Conduct year comparisons – compare one year to the next to identify changes and improvements
- Make comparisons across stakeholders (e.g., parents, staff, students, school executives).

Our Staff Well-being survey is designed to assess the key areas of your school, review the findings, and make recommendations that will aim to improve the performance within your school.

Survey Development

These surveys have been designed to assess areas of your school, identify your school's strengths, and make recommendations to facilitate improvement. We understand that providing the best education possible to your students will be your primary objective. In a climate where the pursuit of academic excellence and where teaching is often assessed based on student performance, schools often neglect to assess the degree to which they offer student programs that foster rich and enlivening environments.

The Staff Well-being Survey has been developed by a team of professionals at National School Surveys, as part of the Encompass survey package. The process included conducting parent focus groups, discussion with teachers, staff, principals, and Board Members, distribution of written questions to parents and staff, text analysis of responses to open-ended questions, and identification of common themes. A pilot survey was then conducted, and following this, statistical analyses were performed to ensure reliability and validity of questions, and to develop a set of factors.

Our work over the years with schools has highlighted the varying views and perceptions amongst student, parent, staff, and school executive groups about what the school's priorities should be. Our surveying processes assist your school to take a new approach in assessing and understanding these areas so that you may tailor programs and services that are comprehensive, preventative, contemporary, accountable, student-centred, and results based.

"... Positive attitude among staff members increases morale and productivity as well as student performance".

Methodology

Staff were provided with access to the Staff Well-being Survey. Once staff completed the survey and the data were sent directly to National School Surveys for collation and analysis. Data were collated by researchers via a statistical package for social sciences (SPSS). Following this, the data are converted to a more meaningful form represented by tables and charts, and analysed by educational psychologists. The tables and charts are inserted into a report for schools to easily understand and interpret.

Hope Christian College's Results (N=32) compared with Overall Sample (N=10,000)

Your school's results have been compared with the National Benchmark Means, which are derived from a representative sample of staff within schools in Australia. The final column shows the difference between Hope Christian College's 2017 and the benchmarks. Green percentage scores indicate that your school is higher than the benchmark.

Key Area	Benchmark	2017 Hope Christian College Mean	Difference between Hope Christian College 2017 and Benchmark
1. Culture	58.8%	86.4%	+27.6%
2. Support	59.3%	82.3%	+23.0%
3. Welfare	56.5%	81.2%	+24.7%
4. Empathy	59.0%	82.0%	+23.0%
5. Attitudes	67.3%	91.5%	+24.2%
6. Inclusiveness	56.9%	78.0%	+21.1%
7. Staff Relationships	65.7%	82.9%	+17.2%
8. Role Clarity	63.4%	82.3%	+19.1%
9. Workload	57.2%	74.6%	+17.4%
OVERALL	60.5%	82.4%	+21.9%

Hope Christian College's Results (N=32) compared with Independent Schools (N=5,000)

Your school has been compared with a sample of 5,000 staff members who have completed the Staff Well-being Survey and are from the following school type:

- Independent Schools within Australia

The following table displays your school in comparison to the selected National School Surveys benchmark data, which is a representative sample of 5,000 staff within Independent Schools in Australia. The final column shows the difference between Hope Christian College's results and the Independent Schools Mean. Green percentage scores indicate that your school is higher than the benchmark.

Key Area	Independent Schools Mean	2017 Hope Christian College Mean	Difference between Hope Christian College and Independent Schools Mean
1. Culture	61.6%	86.4%	+24.8%
2. Support	62.4%	82.3%	+19.9%
3. Welfare	57.3%	81.2%	+23.9%
4. Empathy	62.3%	82.0%	+19.7%
5. Attitudes	69.6%	91.5%	+21.9%
6. Inclusiveness	58.1%	78.0%	+19.9%
7. Staff Relationships	66.5%	82.9%	+16.4%
8. Role Clarity	64.5%	82.3%	+17.8%
9. Workload	58.4%	74.6%	+16.2%
OVERALL	62.3%	82.4%	+20.1%

Executive Summary

Staff at your school showed the highest levels of satisfaction with the areas of Attitudes and Culture and the lowest levels with the areas of Workload and Inclusiveness.

Compared with the overall benchmark which consisted of a representative sample across Australia of 10,000 staff members' responses, your school was:

- Considerably higher than the overall benchmark for each of the key areas

Overall, your school was 21.9% higher than the National Benchmark

Your school was compared with specific benchmarks which consisted of a representative sample across Australia of 5,000 staff members' responses, who were from Independent Schools across Australia. Your school was:

- Considerably higher than the selected benchmark for each of the key areas

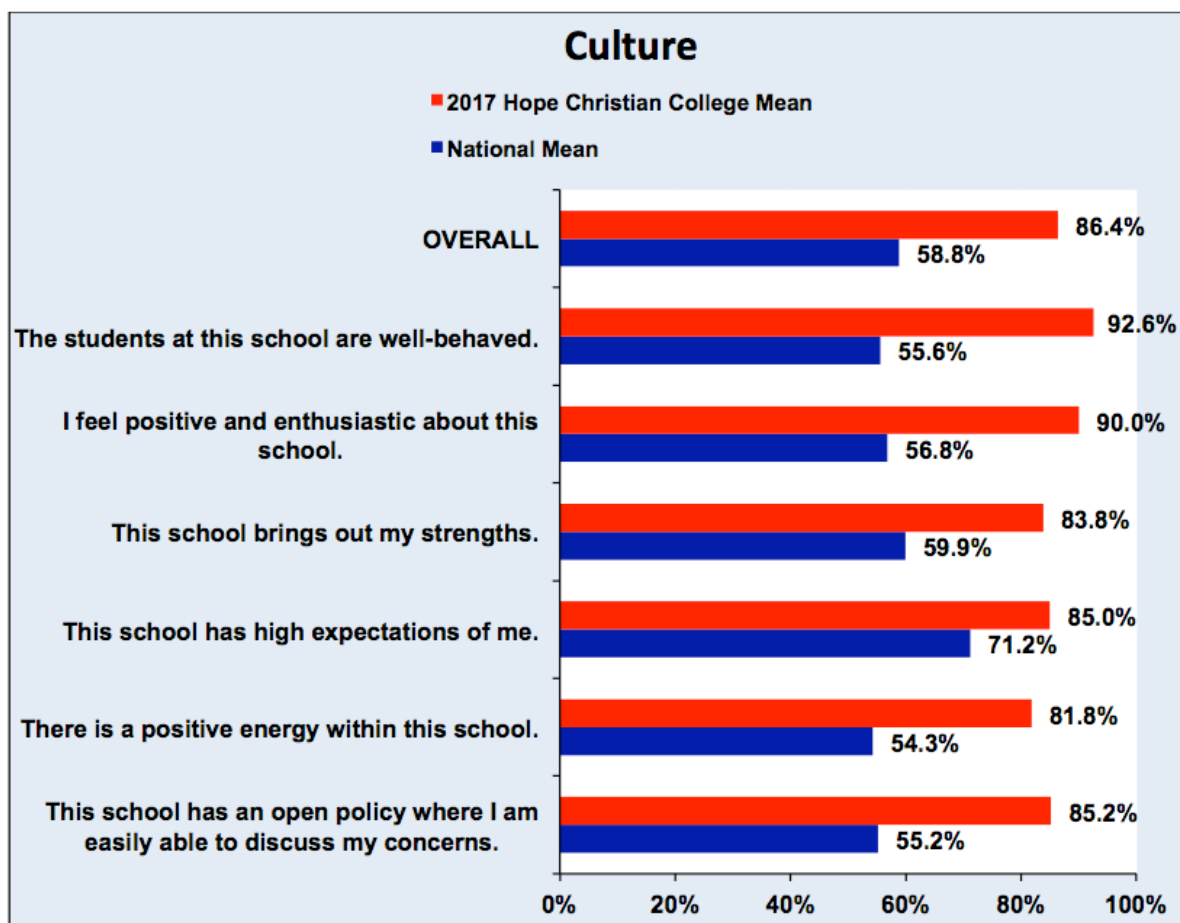
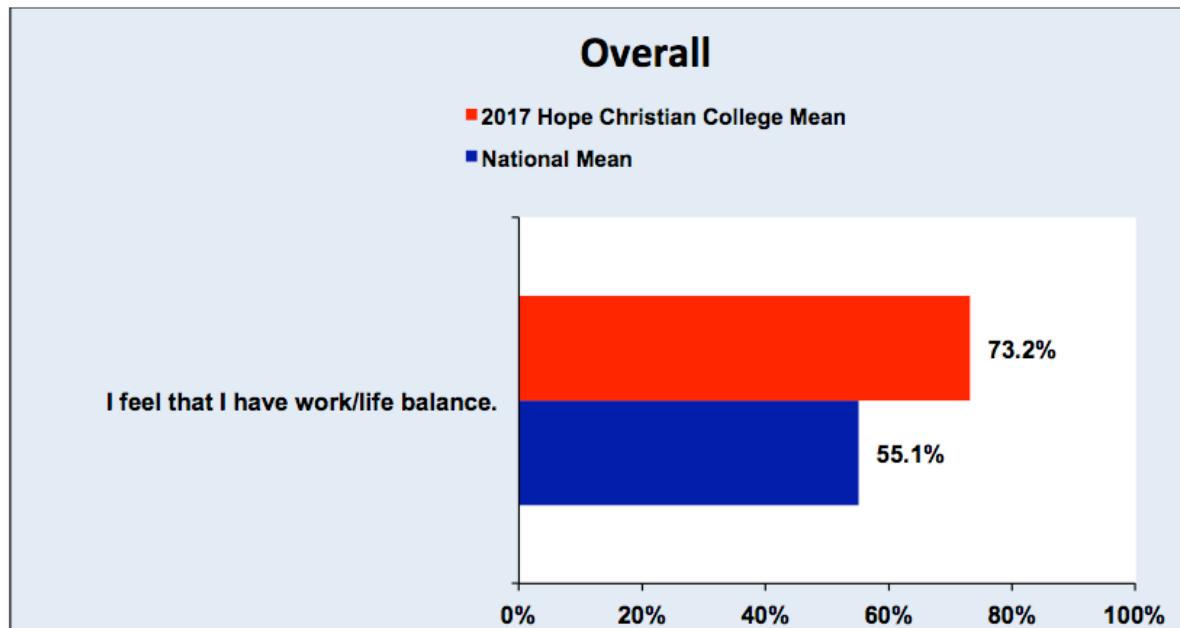
Overall, your school was 20.9% higher than the selected benchmark of Independent Schools.

Your School's Results

Hope Christian College's results according to benchmarks are presented on the following pages for each of the key areas. In addition, the results from the 'overall' question are presented below. This question aims to provide an overall snapshot of how staff members feel about their well-being within their school. The item that is measured is: 'I feel that I have work/life balance'.

Your school's 2017 results are red, and the national benchmarks are in blue. The table below each chart shows the number of respondents from Hope Christian College who answered the following:

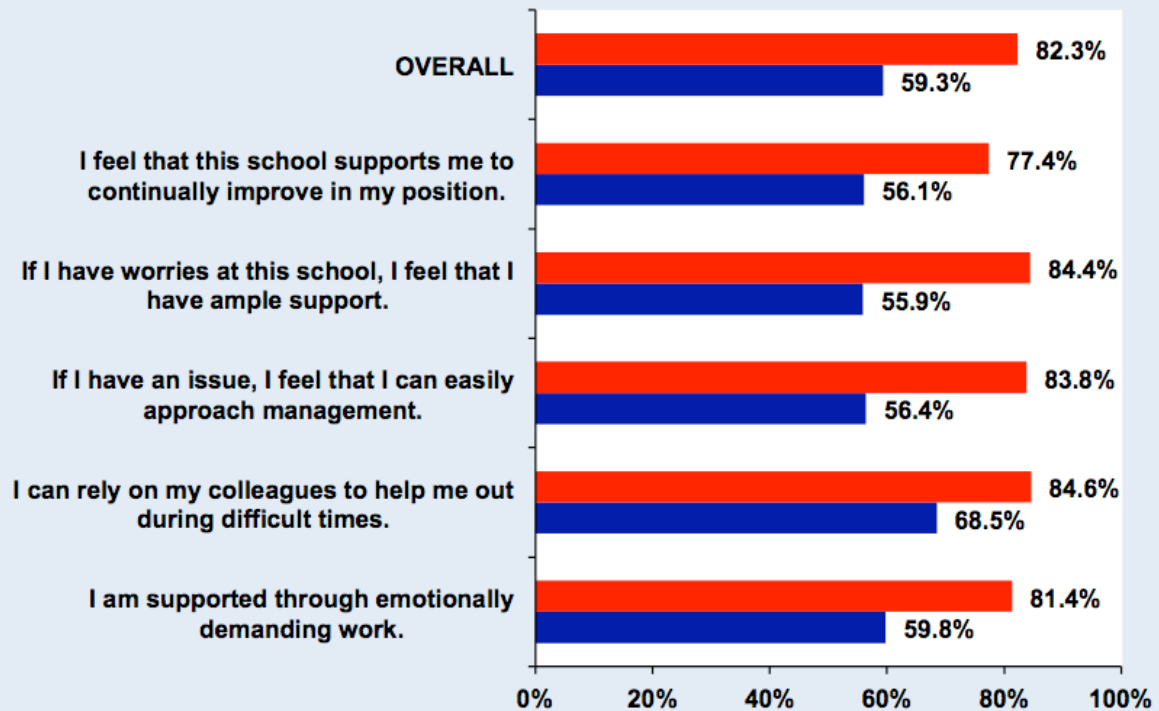
Strongly Disagree, Disagree, Slightly Disagree, Slightly Agree, Agree, Strongly Agree



Support

■ 2017 Hope Christian College Mean

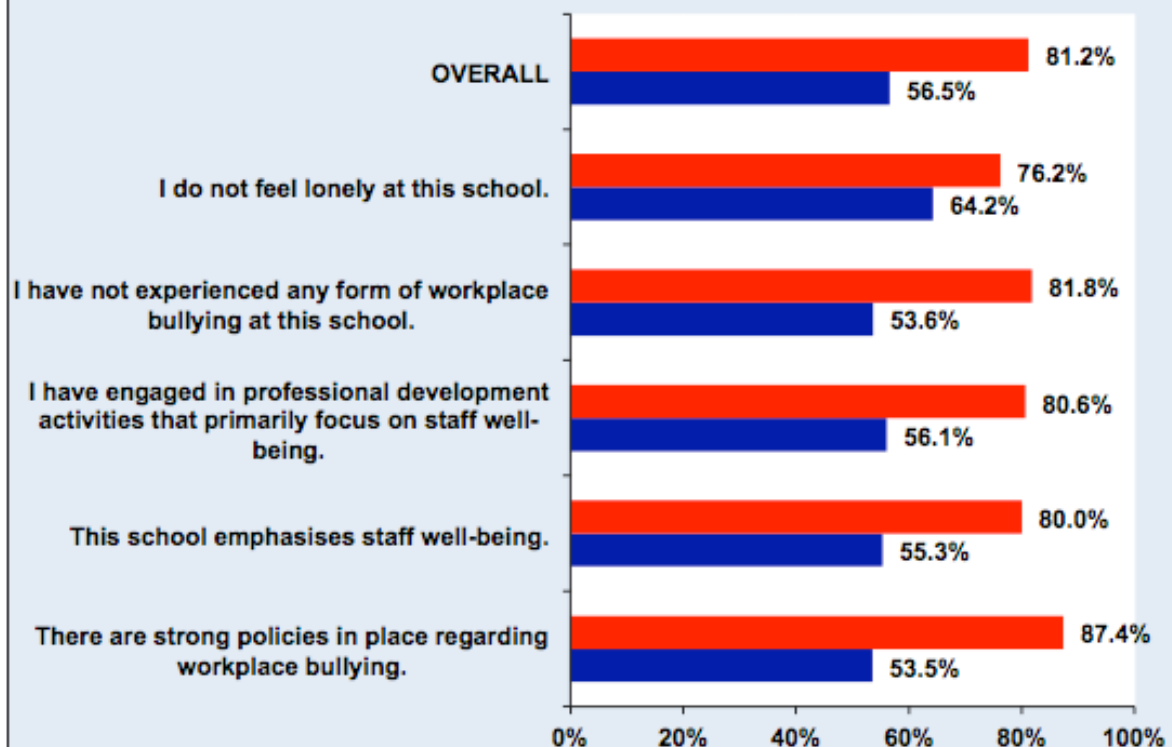
■ National Mean



Welfare

■ 2017 Hope Christian College Mean

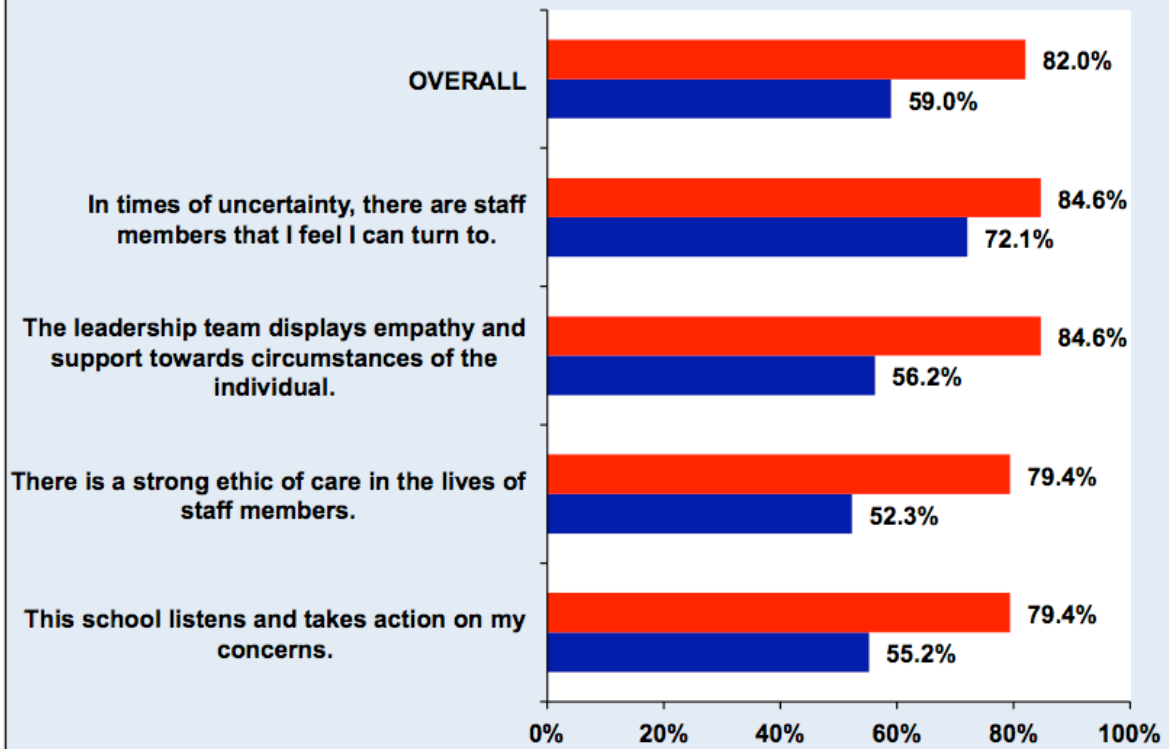
■ National Mean



Empathy

■ 2017 Hope Christian College Mean

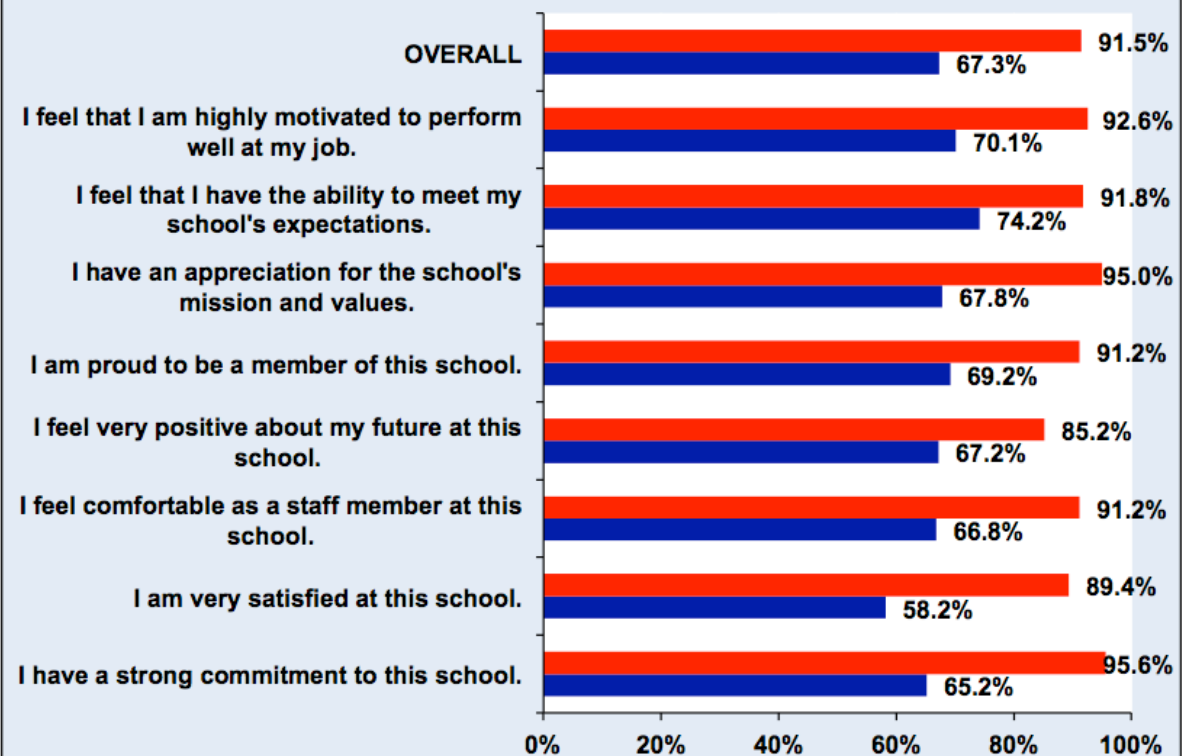
■ National Mean



Attitudes

■ 2017 Hope Christian College Mean

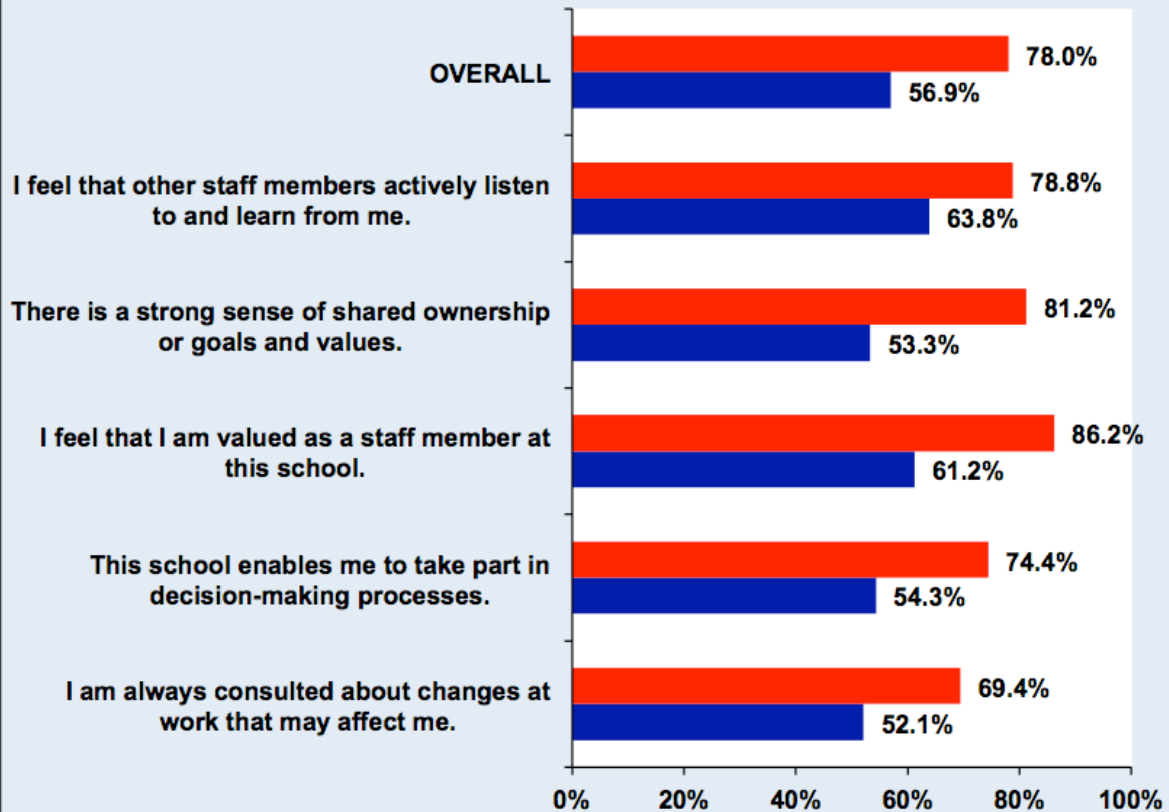
■ National Mean



Inclusiveness

■ 2017 Hope Christian College Mean

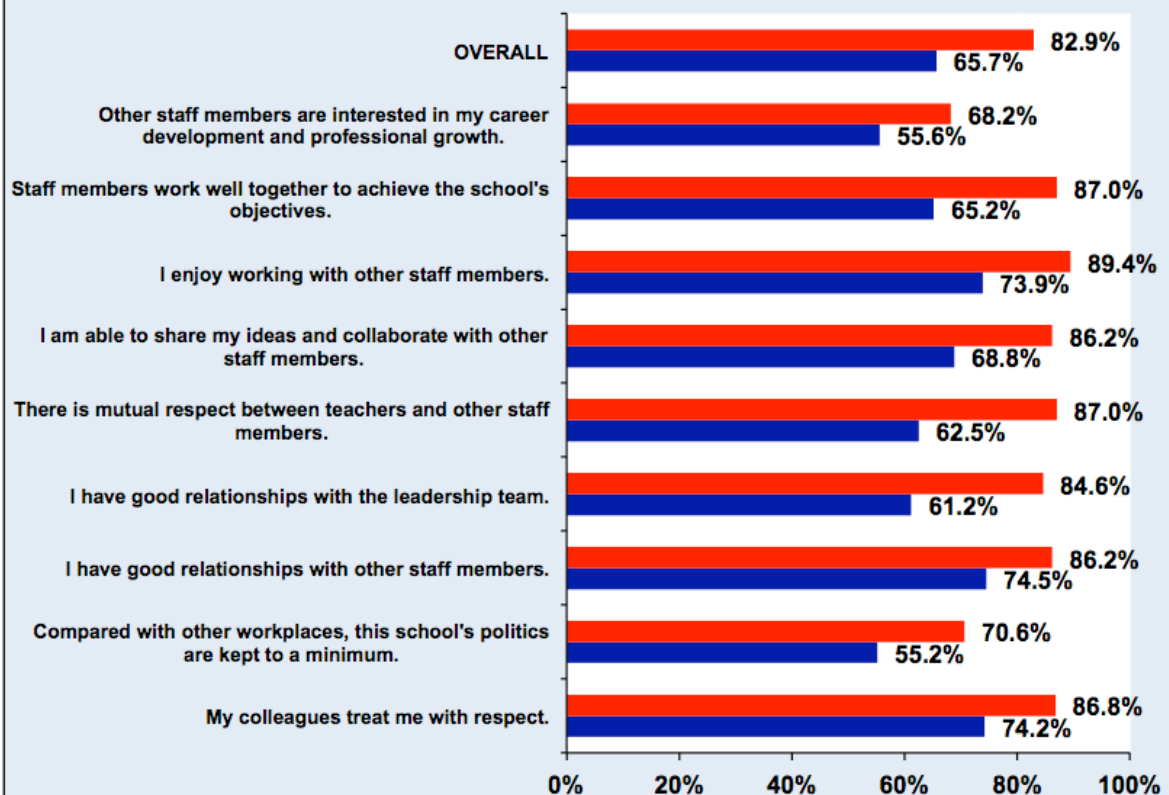
■ National Mean



Staff Relationships

■ 2017 Hope Christian College Mean

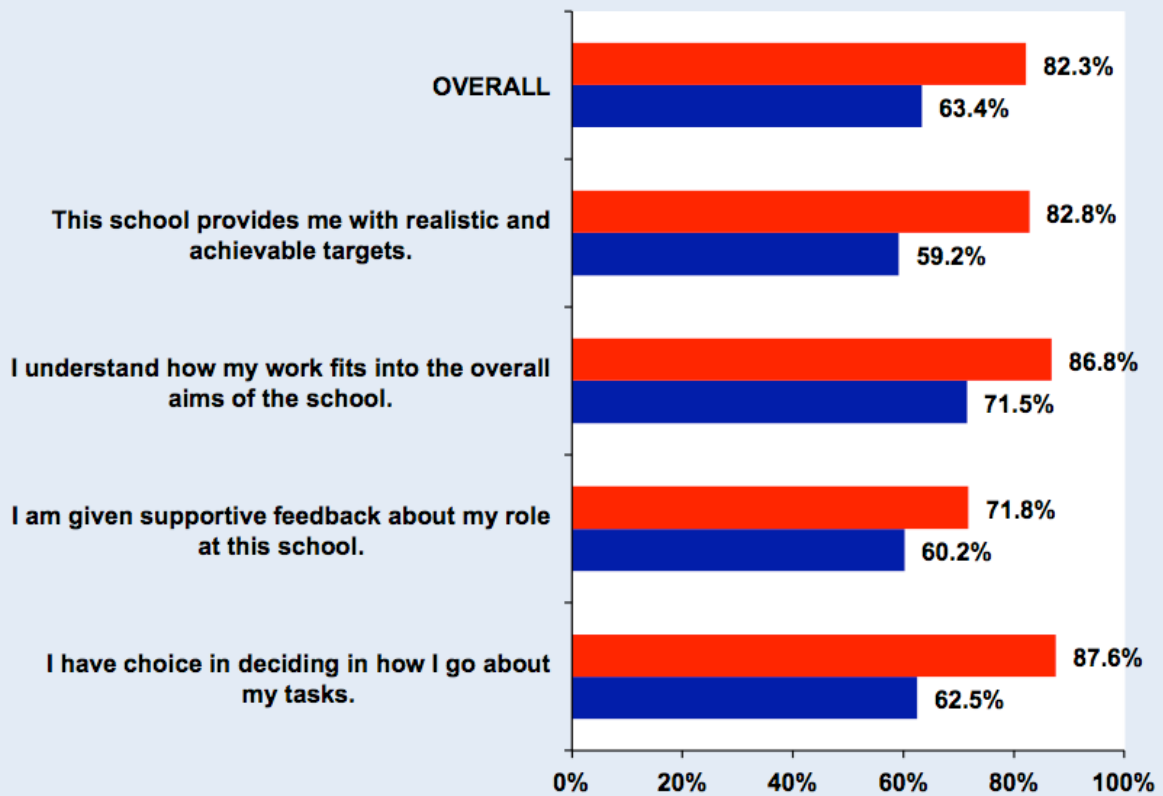
■ National Mean



Role Clarity

■ 2017 Hope Christian College Mean

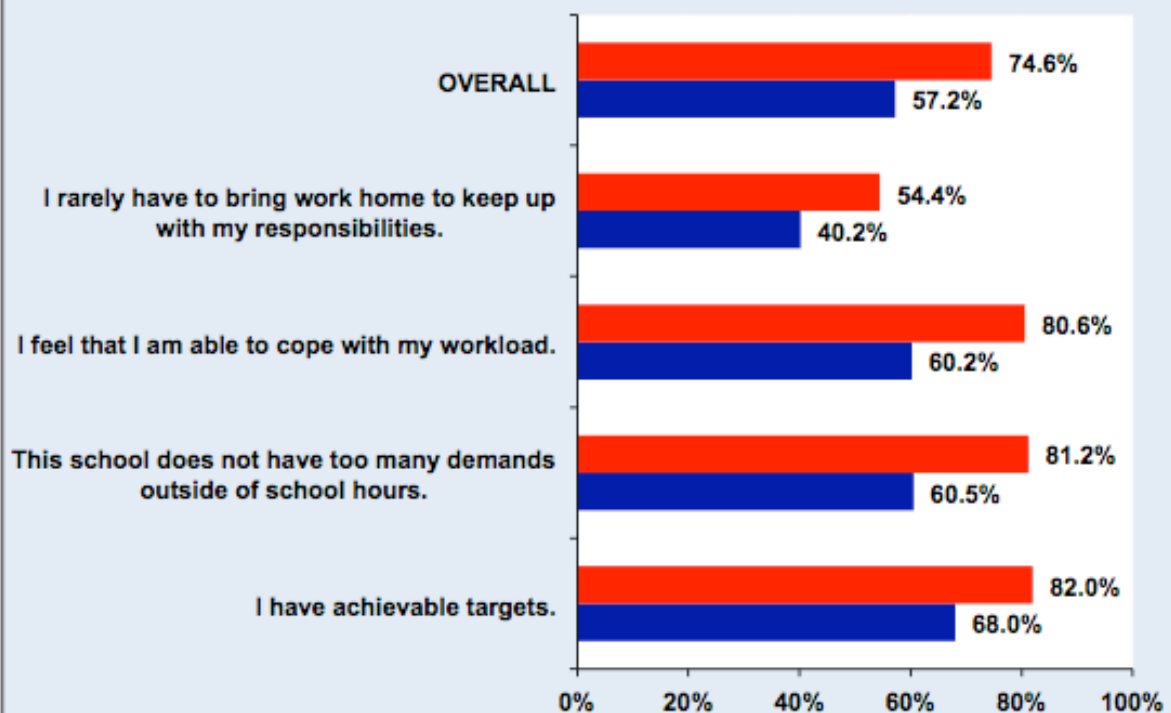
■ National Mean



Workload

■ 2017 Hope Christian College Mean

■ National Mean



Strengths

Your school's results have been analysed for each question and compared to the benchmarks. The percentage difference between your school's 2017 results and the benchmarks were sorted, and your school's top 10 results are presented below. Your school was higher than the benchmark for ALL items.

Your school's Top 10 Strengths (compared with benchmark)

1.	Culture	The students at this school are well-behaved.	+37.0%
2.	Welfare	There are strong policies in place regarding workplace bullying.	+33.9%
3.	Culture	I feel positive and enthusiastic about this school.	+33.2%
4.	Attitudes	I am very satisfied at this school.	+31.2%
5.	Attitudes	I have a strong commitment to this school.	+30.4%
6.	Culture	This school has an open policy where I am easily able to discuss my concerns.	+30.0%
7.	Support	If I have worries at this school, I feel that I have ample support.	+28.5%
8.	Empathy	The leadership team displays empathy and support towards circumstances of the individual.	+28.4%
9.	Welfare	I have not experienced any form of workplace bullying at this school.	+28.2%
10.	Inclusiveness	There is a strong sense of shared ownership or goals and values.	+27.9%

