



2019 Staff Well-being Survey

Hope Christian College



2019 Benchmark Data

National School Surveys Summary Data

Your school has been compared with the overall National School Surveys data which consists of a sample of 10,000 staff members within Australia who have completed the Staff Well-being Survey. This sample has been selected based on demographical variables to ensure that it is representative of the general population of staff in schools within Australia. The information regarding the general population of staff in schools within Australia has been obtained from the Australian Council of Educational Research (ACER) and the Australian Bureau of Statistics (ABS). The following table presents the mean levels of satisfaction (as percentages) for the overall sample. Please note: the mean levels of satisfaction have been calculated by converting staff members' responses on the scale of 0-5 to percentages. Please note that benchmarks remain the same as 2016 to allow for comparisons. Benchmarks do not vary considerably from year-to-year.

Overall Results (mean levels of satisfaction) according to Key Area (N=10,000)

Key Area	Mean Score
1. Culture	65.3%
2. Support	65.8%
3. Welfare	62.4%
4. Empathy	64.8%
5. Attitudes	70.4%
6. Inclusiveness	62.9%
7. Staff Relationships	70.5%
8. Role Clarity	65.7%
9. Workload	61.8%

Your School's Summary

Your School's Summary Data

The table below presents demographic information about your school. On the following pages, mean levels of satisfaction (as percentages) are presented for your school. The final columns identify the percentage difference between your school and the National benchmark and the percentage difference between your school and the specific benchmark.

Your school has been compared with the overall National School Surveys benchmark data, consisting of 10,000 respondents, which is a representative sample of staff in schools across Australia. In addition, your school has been compared with a representative sample of 5,000 staff from selected schools across Australia to provide "like" comparisons.

Advantages of Benchmarking

Benchmarking is a way of defining improvement goals and measuring progress against those goals in concrete terms. The benchmarking process is useful in a variety of ways:

- defining clear stages of implementation with goals, guideposts, and the performance indicators that correspond to the priorities of that stage and current capacities of participants to effect change;
- establishing clear roles and responsibilities for all school and community partners in a collaborative process that holds them collectively accountable for student outcomes;
- creating an environment which protects and nurtures innovation by holding off premature judgment, even as it maintains improving student outcomes as the ultimate measure of success; and
- broadening the range of measures used to judge student outcomes.

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Demographic Characteristics of your School

Variable	Number	Percent
Total number of respondents	51	100%
Number of teachers	34	67%
Number of non-teachers	17	33%

Hope Christian College's Results (N=51) 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 2019 results and the National benchmarks. Green percentage scores indicate that your school is higher than the benchmark.

Key Area	Benchmark	2019 Hope Christian College Mean	Difference between Benchmark and Hope Christian College Mean
1. Culture	65.3%	86.5%	+21.2%
2. Support	65.8%	84.0%	+18.2%
3. Welfare	62.4%	76.7%	+14.3%
4. Empathy	64.8%	82.1%	+17.3%
5. Attitudes	70.4%	90.2%	+19.8%
6. Inclusiveness	62.9%	78.9%	+16.0%
7. Staff Relationships	70.5%	86.3%	+15.8%
8. Role Clarity	65.7%	83.0%	+17.3%
9. Workload	61.8%	73.4%	+11.6%
OVERALL	65.5%	82.4%	+16.9%

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 selected benchmark.

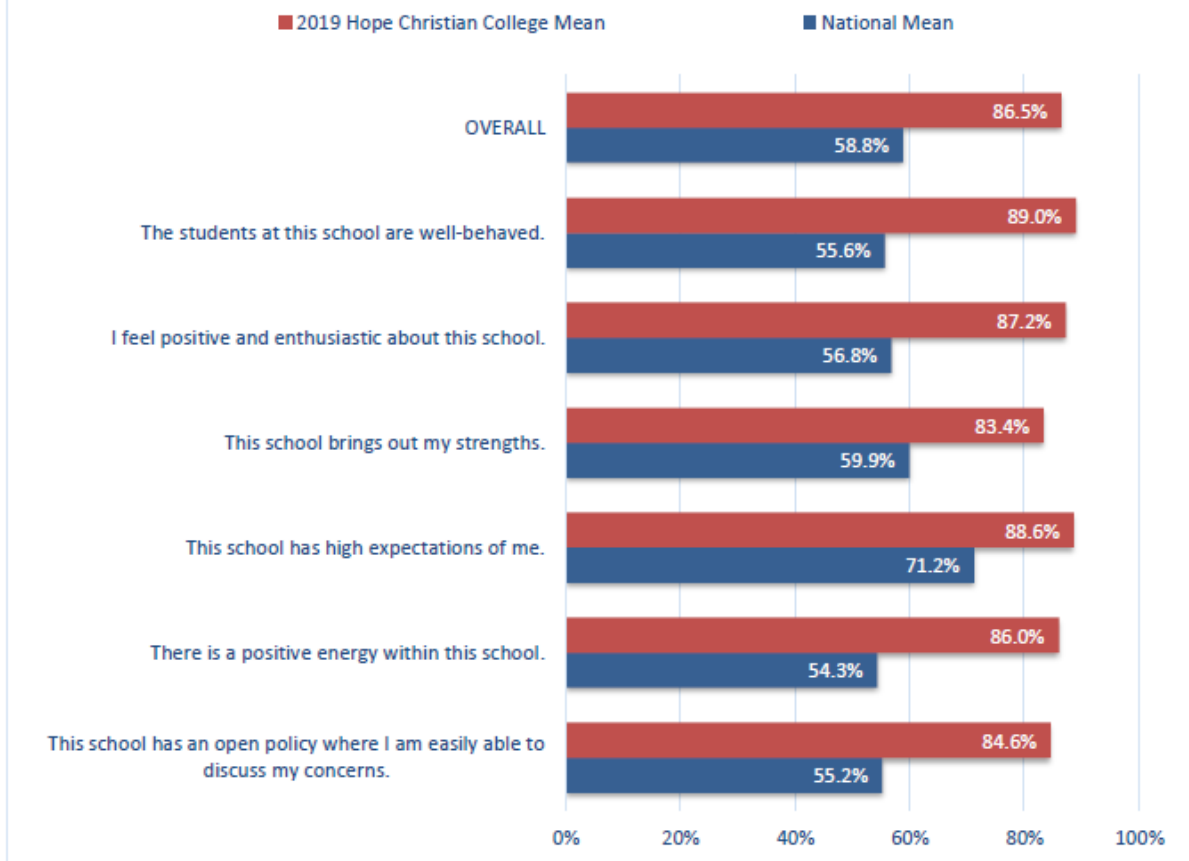
Key Area	Independent Schools Mean	2019 Hope Christian College Mean	Difference between Hope Christian College and Independent Schools Mean
1. Culture	71.2%	86.5%	+15.3%
2. Support	69.0%	84.0%	+15.0%
3. Welfare	64.8%	76.7%	+11.9%
4. Empathy	65.8%	82.1%	+16.3%
5. Attitudes	75.4%	90.2%	+14.8%
6. Inclusiveness	67.4%	78.9%	+11.5%
7. Staff Relationships	77.8%	86.3%	+8.5%
8. Role Clarity	75.6%	83.0%	+7.4%
9. Workload	64.5%	73.4%	+8.9%
OVERALL	70.2%	82.4%	+12.2%

Your School's Results

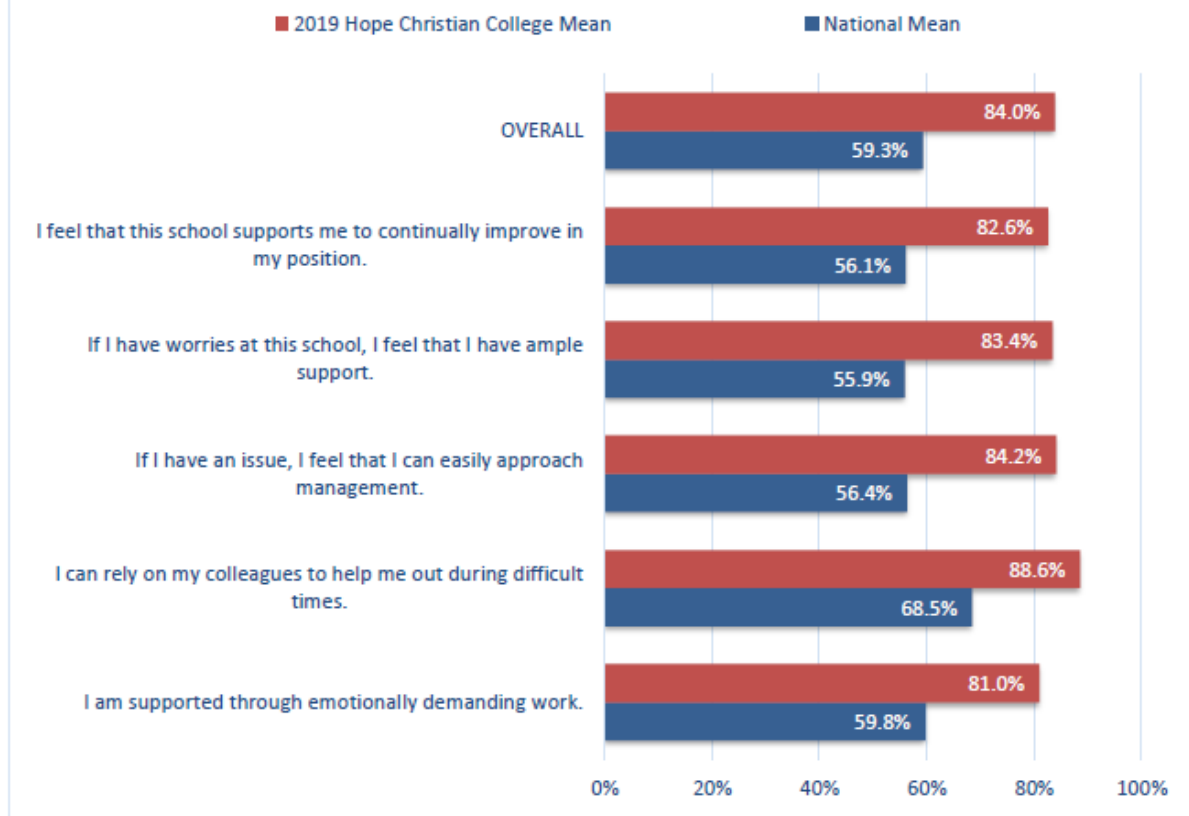
Hope Christian College's results according to benchmarks are presented on the following pages for each of the key areas. In addition, the results from the 'overall' question are presented below. This question aims to provide an overall snapshot of how staff members feel about their well-being within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

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

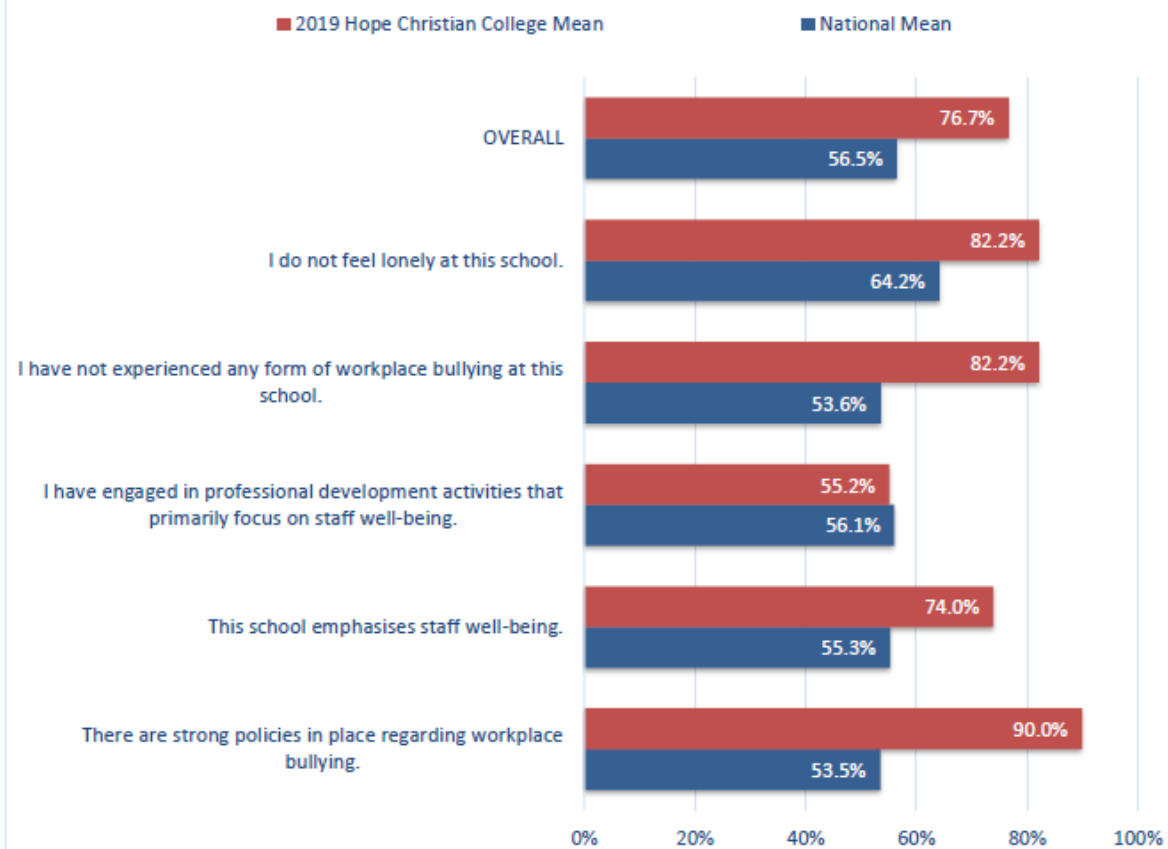
Culture



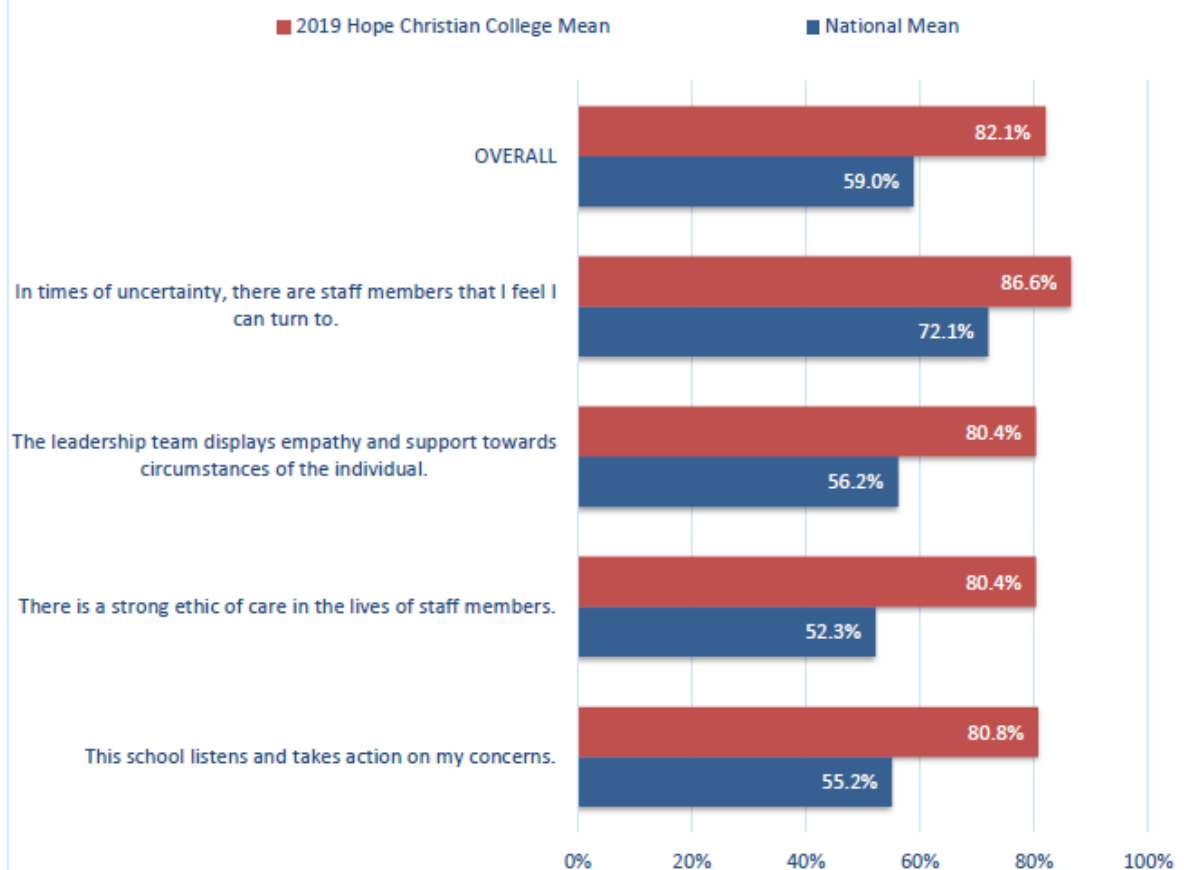
Support



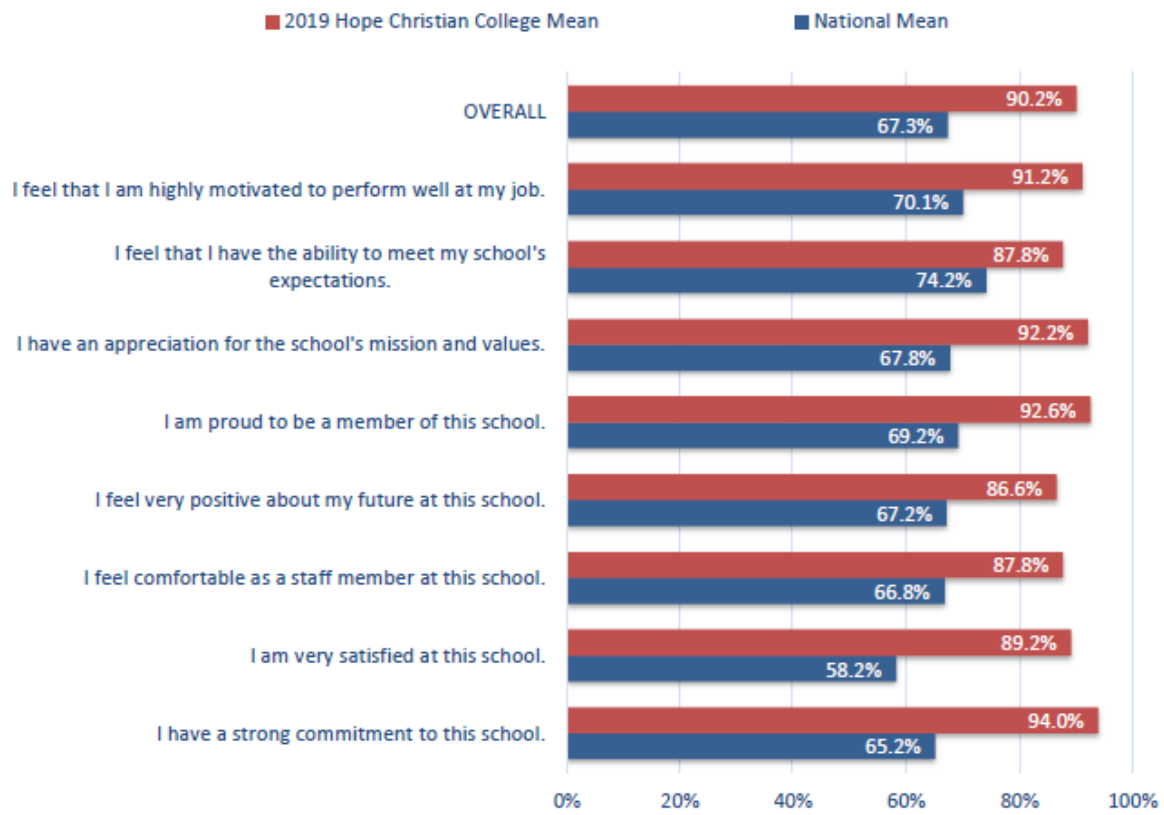
Welfare



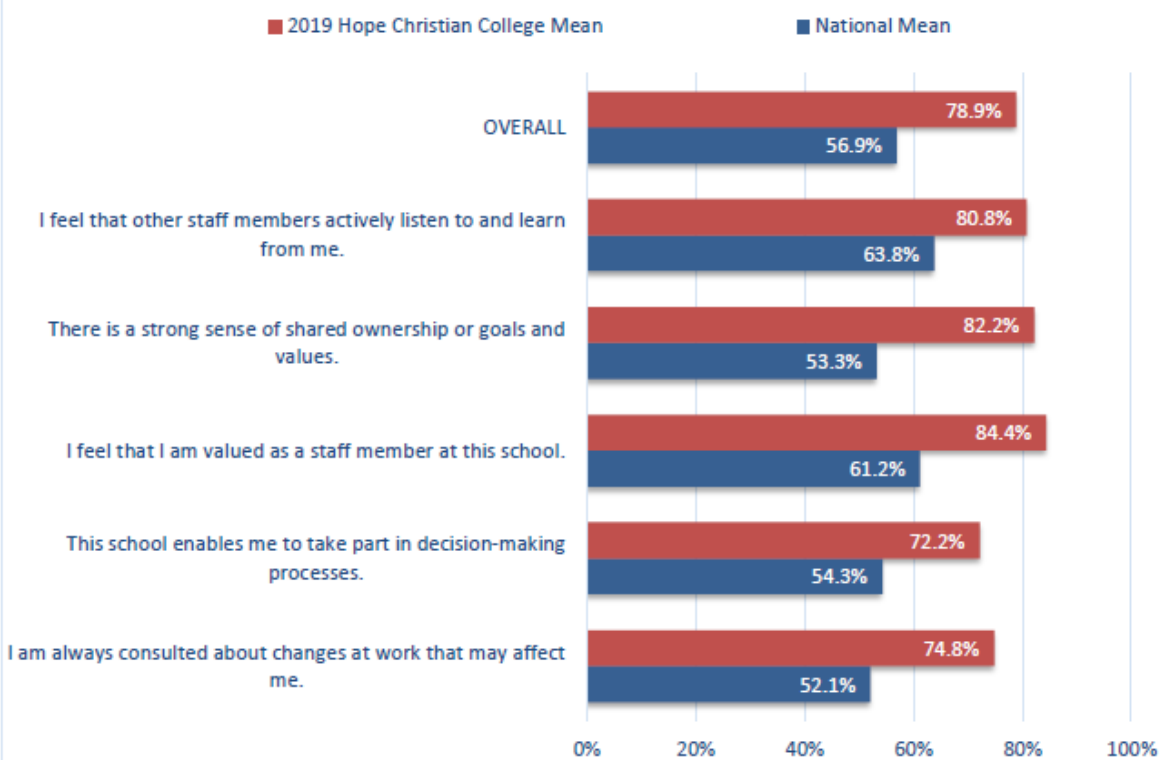
Empathy



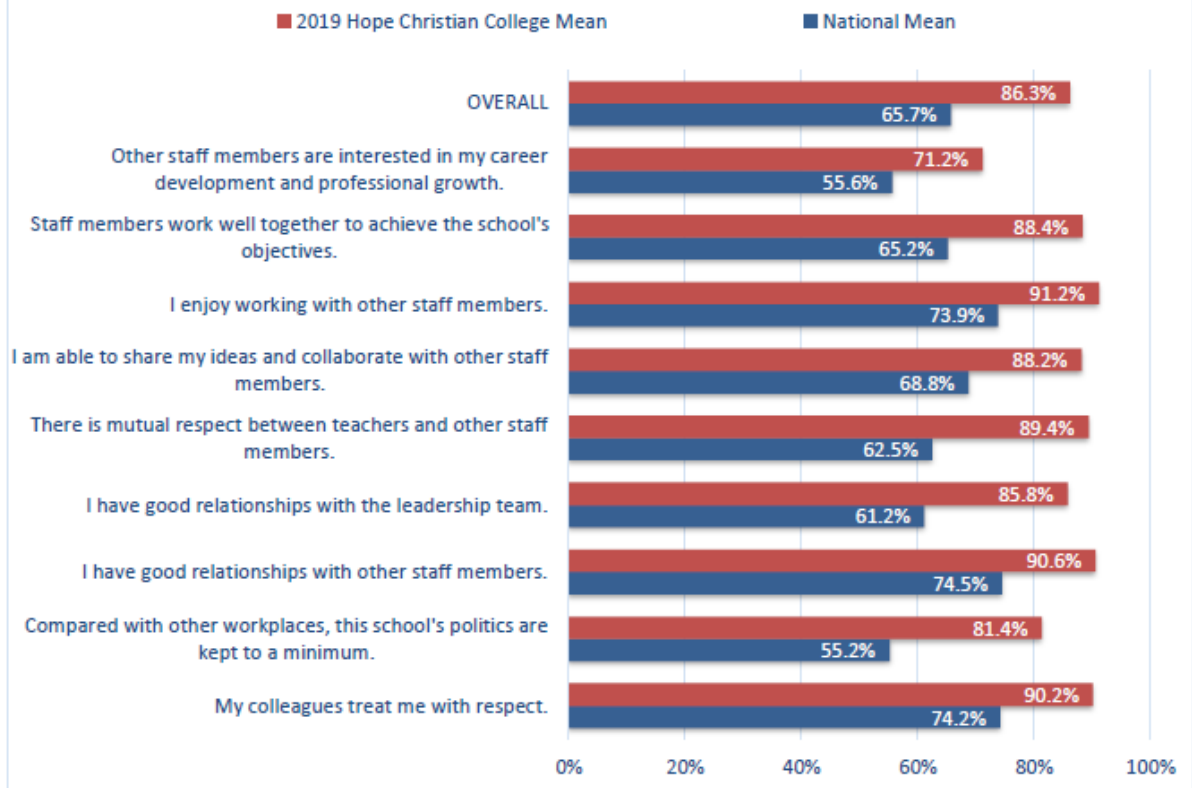
Attitudes



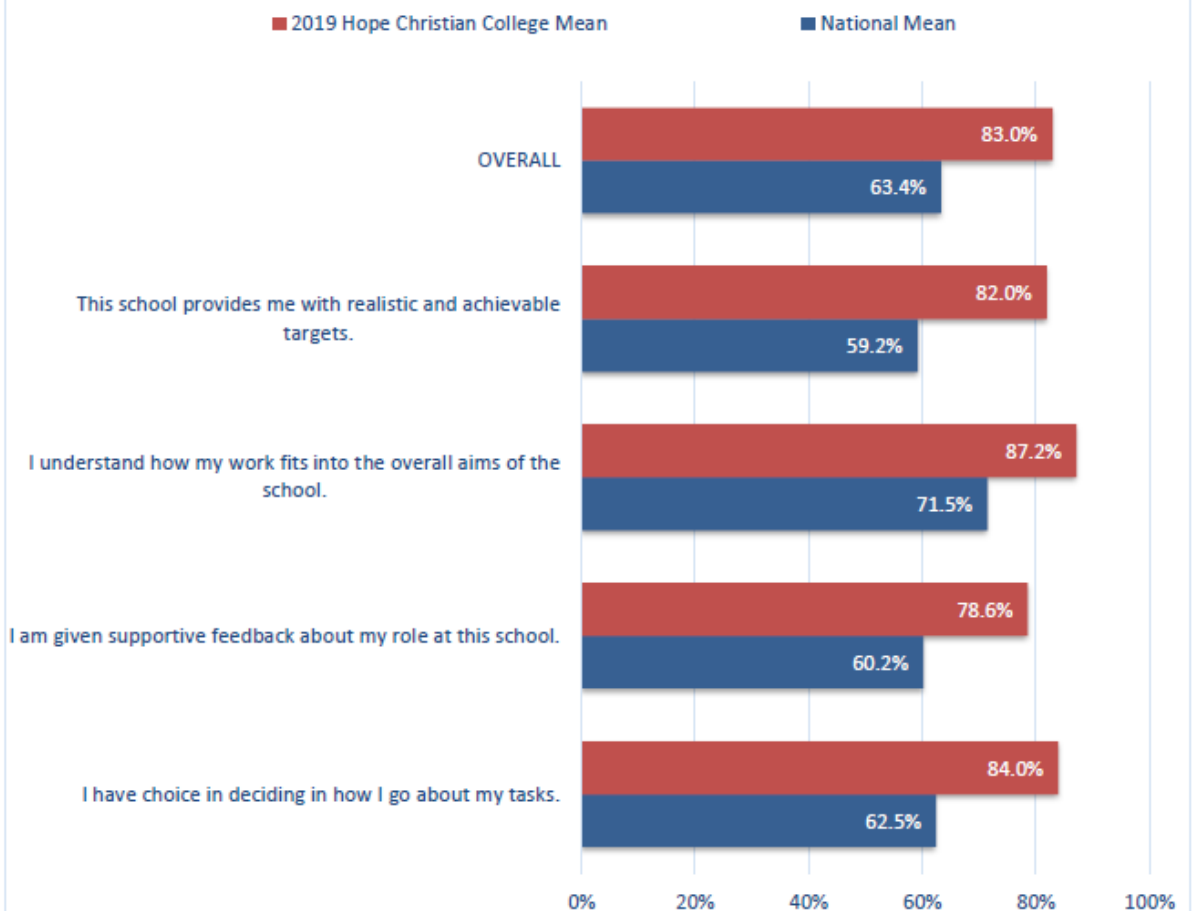
Inclusiveness



Staff Relationships



Role Clarity



Strengths and Areas for Improvement

Your school's results have been analysed for each question and compared with the National Benchmarks. The percentage difference between your school's 2019 results and the benchmarks were sorted, and your school's top results and bottom results are presented below.

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

1.	Welfare	There are strong policies in place regarding workplace bullying.	+36.5%
2.	Culture	The students at this school are well-behaved.	+33.4%
3.	Culture	There is a positive energy within this school.	+31.7%
4.	Attitudes	I am very satisfied at this school.	+31.0%
5.	Culture	I feel positive and enthusiastic about this school.	+30.4%
6.	Culture	This school has an open policy where I am easily able to discuss my concerns.	+29.4%
7.	Inclusiveness	There is a strong sense of shared ownership or goals and values.	+28.9%
8.	Attitudes	I have a strong commitment to this school.	+28.8%
9.	Welfare	I have not experienced any form of workplace bullying at this school.	+28.6%
10.	Empathy	There is a strong ethic of care in the lives of staff members.	+28.1%

Your school's Top Areas for Improvement (compared with benchmark)

Note that your school scored lower than the benchmark for only *one* item.

1.	Welfare	I have engaged in professional development activities that primarily focus on staff well-being.	-0.9%
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