

Attitudes to School (Student) Survey*

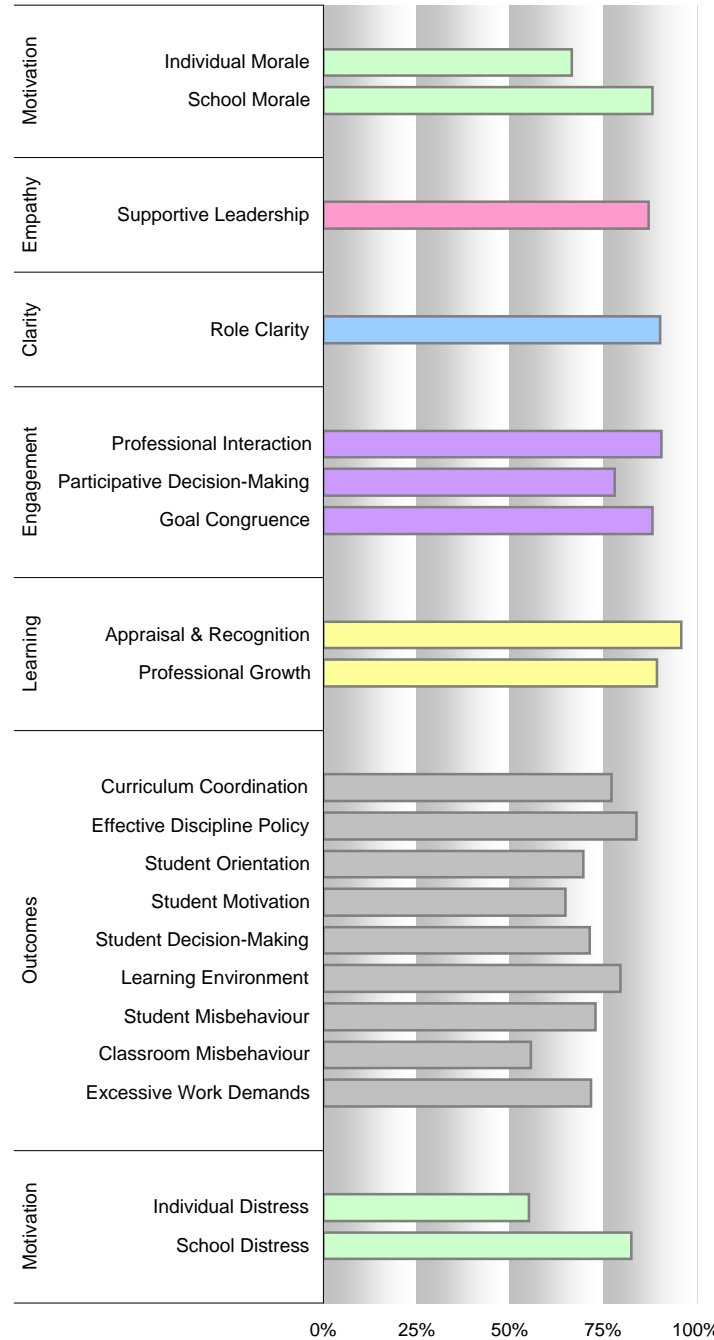
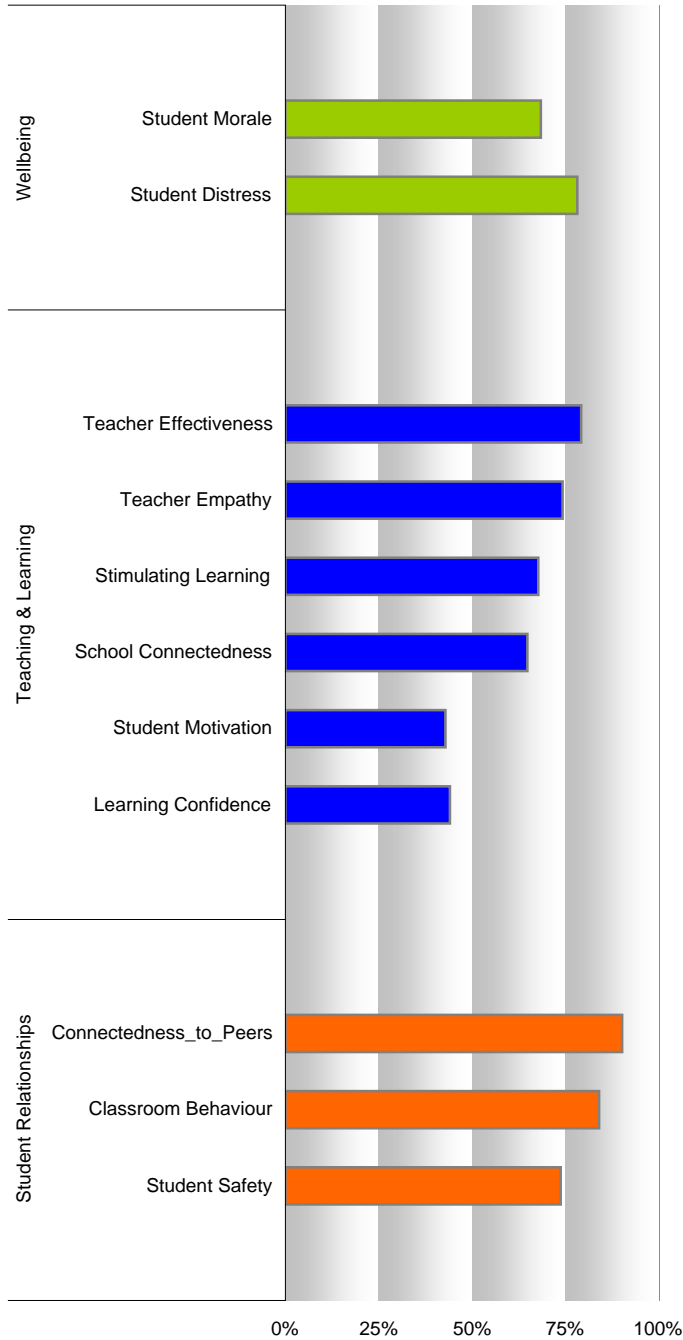
Staff Opinion Survey

Parent Opinion Survey

Strengths and Weaknesses against all schools with yr7-12 data

Strengths and Weaknesses against Secondary schools

Available in the 2009 Parent Opinion Survey report
(from 26-Oct-2009)



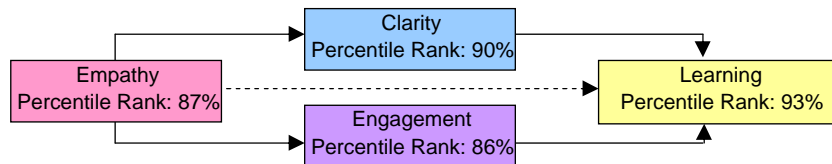
*Note: for detailed information on the student survey, refer to the Attitudes to School report



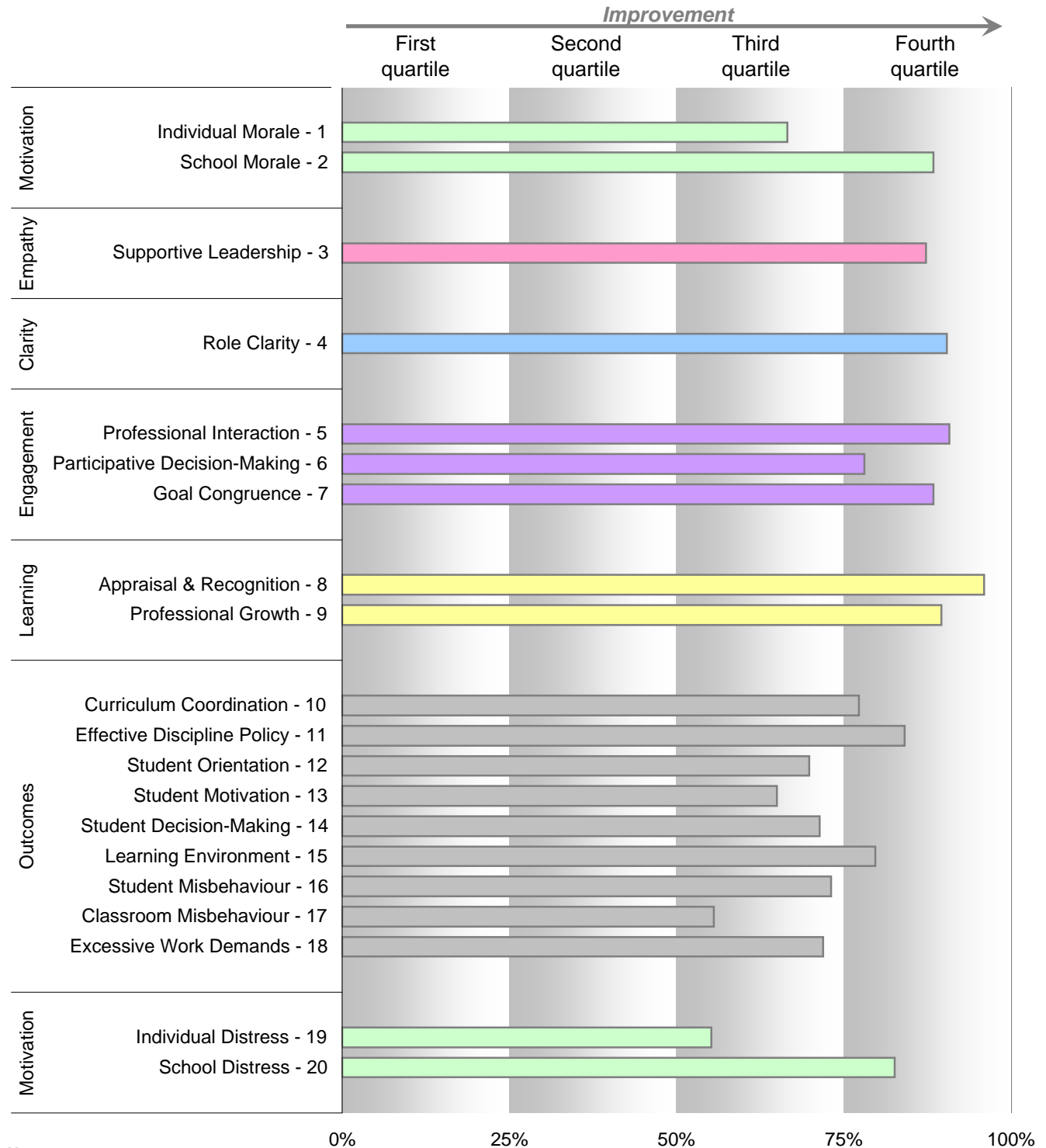
School: Korumburra Secondary College (7960)

Four Key Elements

(average percentage ranks against Secondary school means)



Your School's Strengths and Weaknesses relative to all Secondary schools



Notes:

This chart contains school means plotted as percentage ranks against Secondary school means.

This report contains aggregated data from all three versions (Teacher/Non-Teacher/Principal) of the Questionnaire.

Advice on how to interpret this report can be obtained from your RNL or at:

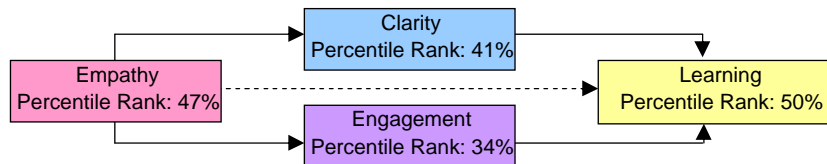
www.education.vic.gov.au/management/schoolimprovement/performance/surveys/staffsurvey.htm



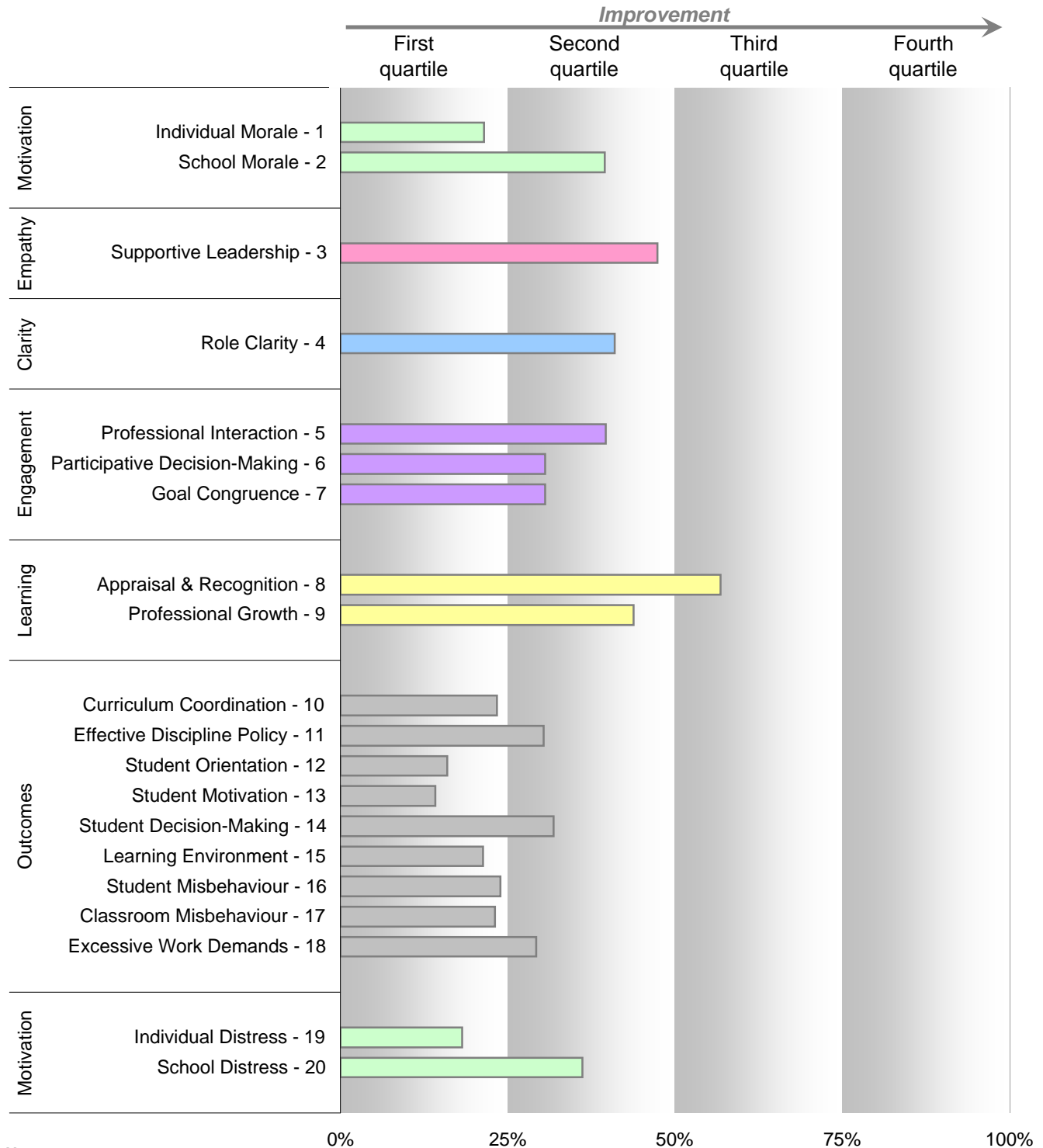
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Four Key Elements

(average percentage ranks against ALL school means)



Your School's Strengths and Weaknesses relative to ALL schools



Notes:

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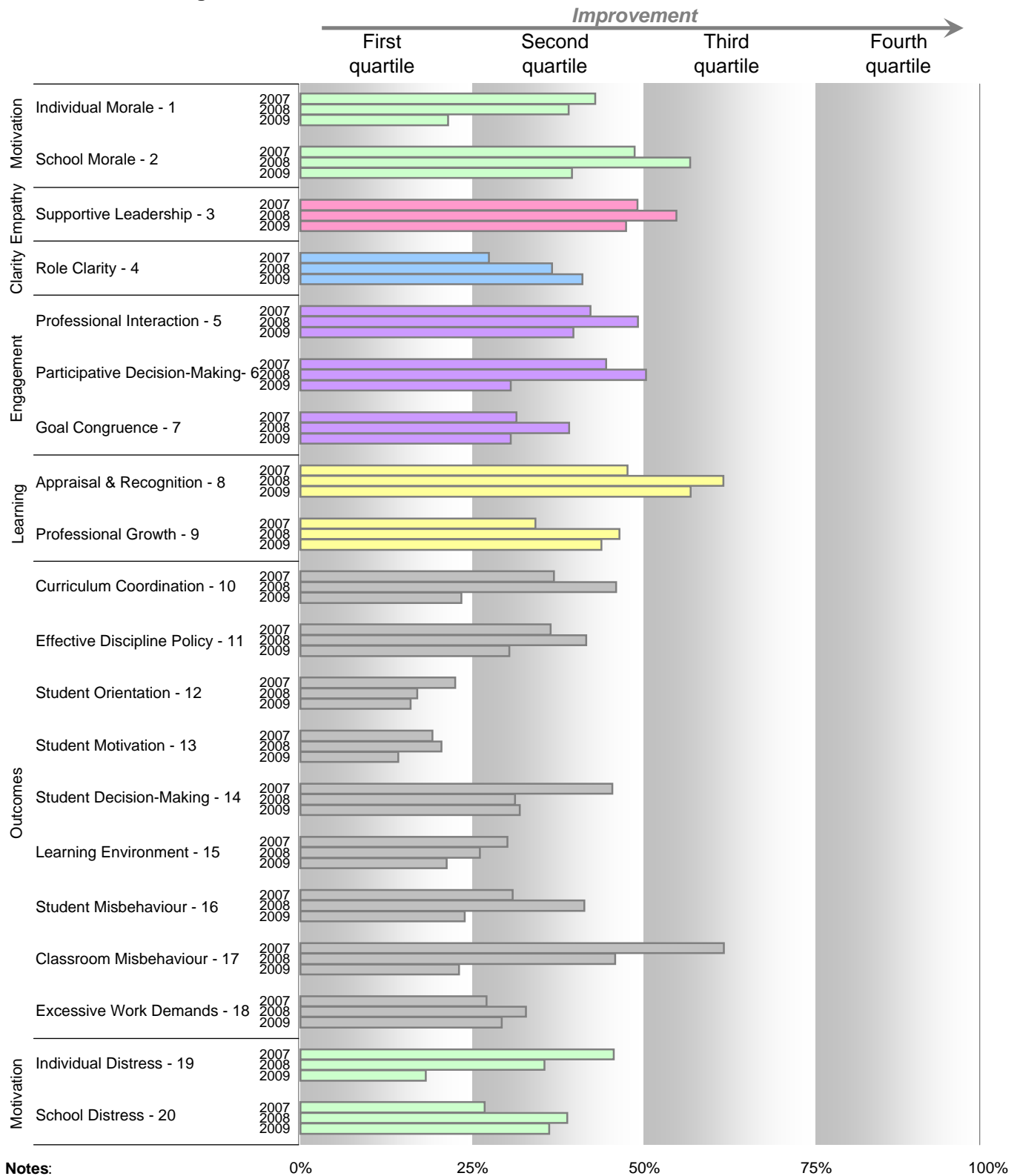
School: Korumburra Secondary College (7960)

Four Key Elements

(average percentage ranks against ALL school means)

	Empathy	Clarity	Engagement	Learning
2007	49%	27%	39%	41%
2008	55%	37%	46%	54%
2009	47%	41%	34%	50%

Your School's Strengths and Weaknesses relative to ALL schools



Notes: 0% 25% 50% 75% 100%

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Survey Results

Results by Variable and Question

Average Score
Question 100-point
Scale Scale

Individual Morale								variable score:	5.1	68.2
Questions	Not At All			All The Time				No Response		
	1	2	3	4	5	6	7			
- Feeling positive at school	0%	4% (2)	10% (5)	18% (9)	22% (11)	31% (16)	16% (8)	0%	5.1	69.0
- Feeling enthusiastic at school	0%	2% (1)	8% (4)	16% (8)	39% (20)	22% (11)	14% (7)	0%	5.1	68.6
- Feeling proud at school	0%	0%	2% (1)	16% (8)	37% (19)	29% (15)	16% (8)	0%	5.4	73.5
- Feeling cheerful at school	0%	0%	10% (5)	20% (10)	25% (13)	29% (15)	16% (8)	0%	5.2	70.3
- Feeling energised at school	2% (1)	8% (4)	12% (6)	24% (12)	27% (14)	18% (9)	10% (5)	0%	4.6	59.8

School Morale						variable score:	4.0	74.1		
Questions	Strongly Disagree			Strongly Agree		No Response				
	1	2	3	4	5					
- There is a good team spirit in this school			2% (1)	2% (1)	14% (7)	47% (24)	35% (18)	0%	4.1	77.9
- There is a lot of energy in this school			2% (1)	4% (2)	22% (11)	53% (27)	20% (10)	0%	3.8	71.1
- The morale in this school is high			4% (2)	14% (7)	20% (10)	45% (23)	18% (9)	0%	3.6	64.7
- Staff go about their work with enthusiasm			0%	4% (2)	18% (9)	57% (29)	22% (11)	0%	4.0	74.0
- Staff take pride in this school			0%	2% (1)	10% (5)	43% (22)	45% (23)	0%	4.3	82.8

Supportive Leadership						variable score:	4.1	78.2		
Questions	Strongly Disagree			Strongly Agree		No Response				
	1	2	3	4	5					
- Staff are able to approach the school's leaders to discuss concerns and grievances			2% (1)	2% (1)	12% (6)	31% (16)	53% (27)	0%	4.3	82.8
- The school's leaders don't really know the problems faced by staff**			37% (19)	31% (16)	14% (7)	10% (5)	8% (4)	0%	2.2	29.9
- There is support from the leaders in this school			2% (1)	2% (1)	8% (4)	41% (21)	47% (24)	0%	4.3	82.4
- There is good communication between staff and the leaders in this school			2% (1)	6% (3)	18% (9)	43% (22)	31% (16)	0%	4.0	74.0
- The leaders in this school can be relied upon when things get tough			0%	6% (3)	10% (5)	35% (18)	49% (25)	0%	4.3	81.9

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Survey Results - Results by Variable and Question (cont'd)

Role Clarity							variable score:	4.1	77.1
Questions	Strongly Disagree		3	Strongly Agree		No Response	Average Score	Question	100-point Scale
	1	2		4	5				
- I am always clear about what others at school expect of me	2% (1)	2% (1)	25% (13)	37% (19)	33% (17)	0%	4.0	74.5	
- My work objectives are always well defined	0%	6% (3)	16% (8)	57% (29)	22% (11)	0%	3.9	73.5	
- I always know how much authority I have in this school	0%	4% (2)	18% (9)	51% (26)	27% (14)	0%	4.0	75.5	
- I am clear about my professional responsibilities	2% (1)	0%	4% (2)	45% (23)	49% (25)	0%	4.4	84.8	

Professional Interaction							variable score:	4.1	78.5
Questions	Strongly Disagree		3	Strongly Agree		No Response	Average Score	Question	100-point Scale
	1	2		4	5				
- I feel accepted by other staff in this school	0%	2% (1)	14% (7)	24% (12)	61% (31)	0%	4.4	85.8	
- I have the opportunity to be involved in cooperative work with other members of staff	0%	8% (4)	22% (11)	35% (18)	35% (18)	0%	4.0	74.5	
- There is good communication between groups in this school	2% (1)	8% (4)	24% (12)	49% (25)	18% (9)	0%	3.7	68.1	
- Staff in this school can rely on their colleagues for support and assistance when needed	0%	2% (1)	12% (6)	37% (19)	49% (25)	0%	4.3	83.3	
- Staff frequently discuss and share teaching methods and strategies with each other	0%	6% (3)	14% (7)	51% (26)	29% (15)	0%	4.0	76.0	
- There is good communication between staff in this school	0%	2% (1)	14% (7)	55% (28)	29% (15)	0%	4.1	77.9	
- I receive support from my colleagues	0%	4% (2)	2% (1)	49% (25)	45% (23)	0%	4.4	83.8	

Participative Decision-Making							variable score:	3.7	67.0
Questions	Strongly Disagree		3	Strongly Agree		No Response	Average Score	Question	100-point Scale
	1	2		4	5				
- There are forums in this school where I can express my views and opinions	2% (1)	8% (4)	16% (8)	45% (23)	29% (15)	0%	3.9	73.0	
- I am happy with the decision-making processes used in this school	8% (4)	10% (5)	20% (10)	41% (21)	22% (11)	0%	3.6	64.7	
- Staff are frequently asked to participate in the decisions concerning administrative policies and procedures in this school	6% (3)	14% (7)	27% (14)	37% (19)	16% (8)	0%	3.4	60.8	
- There is opportunity for staff to participate in school policy and decision making	6% (3)	6% (3)	24% (12)	33% (17)	31% (16)	0%	3.8	69.6	

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Survey Results - Results by Variable and Question (cont'd)

Average Score
Question 100-point
Scale Scale

Goal Congruence							variable score:	4.0	75.8
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- The staff are committed to the school's goals and values	0%	2% (1)	14% (7)	57% (29)	27% (14)	0%	4.1	77.5	
- The goals of this school are not easily understood**	31% (16)	39% (20)	24% (12)	6% (3)	0%	0%	2.0	26.0	
- The school has a clearly stated set of objectives and goals	0%	4% (2)	16% (8)	33% (17)	47% (24)	0%	4.2	80.9	
- My personal goals are in agreement with the goals of this school	0%	4% (2)	22% (11)	37% (19)	37% (19)	0%	4.1	77.0	
- There is agreement about the teaching philosophy of this school	0%	10% (5)	27% (14)	37% (19)	25% (13)	0%	3.8	69.6	

Appraisal and Recognition							variable score:	4.0	74.5
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- I am encouraged in my work by praise, thanks or other recognition	2% (1)	2% (1)	14% (7)	43% (22)	39% (20)	0%	4.2	78.9	
- I have the opportunity to discuss and receive feedback on my work performance	2% (1)	0%	27% (14)	37% (19)	33% (17)	0%	4.0	75.0	
- I am regularly given feedback on how I am performing my role	2% (1)	12% (6)	27% (14)	39% (20)	20% (10)	0%	3.6	65.7	
- There is a structure and process that provides feedback on my work performance	2% (1)	8% (4)	22% (11)	43% (22)	25% (13)	0%	3.8	70.6	
- I am happy with the quality of feedback I receive on my work performance	0%	10% (5)	25% (13)	31% (16)	33% (17)	0%	3.9	72.1	
- Staff receive recognition for good work	0%	0%	6% (3)	49% (25)	45% (23)	0%	4.4	84.8	

Professional Growth							variable score:	3.9	72.6
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- I am encouraged to pursue further professional development	0%	4% (2)	16% (8)	33% (17)	47% (24)	0%	4.2	80.9	
- Others in this school take an active interest in my career development and professional growth	2% (1)	14% (7)	29% (15)	33% (17)	22% (11)	0%	3.6	64.7	
- The professional development planning in this school takes into account my individual needs and interests	4% (2)	10% (5)	24% (12)	39% (20)	24% (12)	0%	3.7	67.2	
- There are opportunities in this school for developing new skills	0%	4% (2)	12% (6)	57% (29)	27% (14)	0%	4.1	77.0	
- It is not difficult to gain access to training courses	4% (2)	4% (2)	18% (9)	43% (22)	31% (16)	0%	3.9	73.5	

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Survey Results - Results by Variable and Question (cont'd)

Average Score
Question 100-point
Scale Scale

Curriculum Coordination							variable score:	3.6	63.9
Questions	Strongly Disagree			Strongly Agree		No Response			
	1	2	3	4	5				
- There is sufficient contact between different sections of the school in curriculum planning	14% (5)	6% (2)	37% (13)	37% (13)	6% (2)	0%	3.1	53.6	
- There is effective coordination of the curriculum in this school	9% (3)	6% (2)	26% (9)	43% (15)	17% (6)	0%	3.5	63.6	
- The curriculum in this school is well planned	6% (2)	3% (1)	26% (9)	51% (18)	14% (5)	0%	3.7	66.4	
- There are structures and processes in this school which enable staff to be involved in curriculum planning	3% (1)	11% (4)	9% (3)	49% (17)	29% (10)	0%	3.9	72.1	

Effective Discipline Policy							variable score:	3.8	71.1
Questions	Strongly Disagree			Strongly Agree		No Response			
	1	2	3	4	5				
- There is an agreed philosophy on discipline in the school	0%	11% (4)	14% (5)	40% (14)	34% (12)	0%	4.0	74.3	
- My own expectations about discipline are the same as most other staff at this school	0%	6% (2)	29% (10)	40% (14)	26% (9)	0%	3.9	71.4	
- The rules and sanctions relating to discipline in this school are well understood by both staff and students	0%	9% (3)	11% (4)	43% (15)	37% (13)	0%	4.1	77.1	
- The rules and sanctions relating to discipline are not enforced in a consistent fashion in this school**	29% (10)	31% (11)	6% (2)	26% (9)	9% (3)	0%	2.5	38.6	

Student Orientation							variable score:	4.0	74.5
Questions	Strongly Disagree			Strongly Agree		No Response			
	1	2	3	4	5				
- Students are treated as responsible people in this school	0%	9% (3)	20% (7)	57% (20)	14% (5)	0%	3.8	69.3	
- This school promotes the concept of students being individuals	0%	11% (4)	6% (2)	63% (22)	20% (7)	0%	3.9	72.9	
- Students in this school are encouraged to experience success	0%	6% (2)	6% (2)	46% (16)	43% (15)	0%	4.3	81.4	

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Survey Results - Results by Variable and Question (cont'd)

Average Score
Question 100-point
Scale Scale

Student Motivation							variable score: 3.2 54.5	
Questions	Strongly Disagree			Strongly Agree		No Response		
	1	2	3	4	5			
- Students at this school are really motivated to learn	6% (2)	29% (10)	35% (12)	26% (9)	3% (1)	3% (1)	2.9	47.8
- Students are always keen to do well at this school	6% (2)	23% (8)	43% (15)	23% (8)	6% (2)	0%	3.0	50.0
- Students at this school spend most of their time on task	6% (2)	14% (5)	34% (12)	34% (12)	11% (4)	0%	3.3	57.9
- Doing well is important to the students at this school	0%	18% (6)	32% (11)	38% (13)	12% (4)	3% (1)	3.4	61.0
- Students at this school put a lot of effort into their work	3% (1)	18% (6)	41% (14)	29% (10)	9% (3)	3% (1)	3.2	55.9

Student Decision-Making							variable score: 3.6 64.2	
Questions	Strongly Disagree			Strongly Agree		No Response		
	1	2	3	4	5			
- Students in this school have opportunities to be involved in decision-making	0%	23% (8)	23% (8)	40% (14)	14% (5)	0%	3.5	61.4
- There are forums in this school where students can express their views and opinions	0%	20% (7)	11% (4)	46% (16)	23% (8)	0%	3.7	67.9
- I am happy with the way that students are involved in the decision-making processes used in this school	0%	12% (4)	26% (9)	35% (12)	26% (9)	3% (1)	3.8	69.1
- Students are frequently asked to participate in the decisions concerning policies and procedures in this school	0%	24% (8)	32% (11)	29% (10)	15% (5)	3% (1)	3.4	58.8
- There is opportunity for students to participate in school policy and decision making	0%	15% (5)	32% (11)	35% (12)	18% (6)	3% (1)	3.6	64.0

Learning Environment							variable score: 3.8 71.0	
Questions	Strongly Disagree			Strongly Agree		No Response		
	1	2	3	4	5			
- Staff at this school have created an environment that promotes excellence in the school's teaching and learning practices	0%	3% (1)	20% (7)	60% (21)	17% (6)	0%	3.9	72.9
- Staff at this school have created an environment that maximises the learning outcomes for students	0%	3% (1)	31% (11)	49% (17)	17% (6)	0%	3.8	70.0
- Staff at this school always focus on improving the quality of the school's teaching and learning practices	0%	3% (1)	26% (9)	43% (15)	29% (10)	0%	4.0	74.3
- Staff at this school always challenge each other to improve the quality of the school's teaching and learning practices	0%	6% (2)	38% (13)	38% (13)	18% (6)	3% (1)	3.7	66.9

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						variable score:		2.6	39.8		
						Strongly Disagree		Strongly Agree		Average Score	
						1		2		Question 100-point	
						3		4		Scale	
						5		5		Scale	
						No Response					
Student Misbehaviour*											
Questions											
- The behaviour of students in this school is poor		29% (10)	31% (11)	29% (10)	9% (3)	3% (1)		0%		2.3	31.4
- Students who do not want to learn are a problem in this school		11% (4)	14% (5)	26% (9)	26% (9)	23% (8)		0%		3.3	58.6
- Students are generally well-behaved in this school***		0%	11% (4)	17% (6)	49% (17)	23% (8)		0%		3.8	70.7

								variable score:		20.6	20.6		
								Strongly Disagree		Strongly Agree		Average Score	
								1		2		Question 100-point	
								3		4		Scale	
								5		5		Scale	
								No Response					
Classroom Misbehaviour*													
Question - Average percentage of class time spent dealing with student misbehaviour													
Percent of class time	0%	5%	10%	15%	20%	25%	30%						
Responses	3% (1)	27% (9)	18% (6)	6% (2)	21% (7)	3% (1)	3% (1)						
Percent of class time	35%	40%	45%	50%	55%	60%	65%						
Responses	3% (1)	3% (1)	0%	0%	0%	3% (1)	0%						
Percent of class time	70%	75%	80%	85%	90%	95%	100%						
Responses	6% (2)	3% (1)	0%	0%	0%	0%	0%						

						variable score:		3.1	52.6		
						Strongly Disagree		Strongly Agree		Average Score	
						1		2		Question 100-point	
						3		4		Scale	
						5		5		Scale	
						No Response					
Excessive Work Demands*											
Questions											
- There is too much expected of staff in this school		20% (10)	22% (11)	16% (8)	25% (13)	18% (9)		0%		3.0	50.0
- Staff are overloaded with work in this school		10% (5)	25% (13)	20% (10)	29% (15)	16% (8)		0%		3.2	53.9
- There is no time for staff to relax in this school		18% (9)	31% (16)	16% (8)	27% (14)	8% (4)		0%		2.8	44.1
- There is constant pressure for staff to keep working		14% (7)	12% (6)	14% (7)	33% (17)	27% (14)		0%		3.5	62.3

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- Percentages shown (except in the 'No Response' column) have a base of the total number of respondents who answered the particular question.
 - To ensure confidentiality, the text 'less than 7' is displayed in the frequency count where the total number of respondents for any particular question is less than 7.
 - For all questions and variables, the higher the score the more positive the outcome, unless the question or variable is marked with * or **.
 - * This is a negatively scaled variable, where more positive outcomes are represented by a lower variable score and lower question scores (apart from questions marked with ****).
 - ** This is a negatively phrased question within a positively scaled variable. When the variable score is calculated, the responses to this question are reversed.
 - *** This is a positively phrased question within a negatively scaled variable. When the variable score is calculated, the responses to this question are reversed.



School: Korumburra Secondary College (7960)

Survey Results - Results by Variable and Question (cont'd)

Average Score
Question 100-point
Scale Scale

Individual Distress*								variable score:	2.8	30.4
Questions	Not At All			All The Time				No Response		
	1	2	3	4	5	6	7			
- Feeling tense at school	10% (5)	22% (11)	18% (9)	20% (10)	20% (10)	8% (4)	4% (2)	0%	3.6	42.8
- Feeling anxious at school	22% (11)	22% (11)	22% (11)	14% (7)	12% (6)	8% (4)	2% (1)	0%	3.0	34.0
- Feeling negative at school	22% (11)	35% (18)	10% (5)	16% (8)	16% (8)	2% (1)	0%	0%	2.7	29.1
- Feeling uneasy at school	33% (17)	25% (13)	12% (6)	14% (7)	6% (3)	8% (4)	2% (1)	0%	2.6	27.5
- Feeling depressed at school	49% (25)	22% (11)	14% (7)	6% (3)	4% (2)	6% (3)	0%	0%	2.1	18.6

School Distress*							variable score:	2.5	36.5	
Questions	Strongly Disagree			Strongly Agree		No Response				
	1	2	3	4	5					
- Staff in this school experience a lot of stress			12% (6)	27% (14)	22% (11)	29% (15)	10% (5)	0%	3.0	49.5
- Staff in this school are frustrated with their job			18% (9)	31% (16)	37% (19)	8% (4)	6% (3)	0%	2.5	38.2
- Staff in this school feel anxious about their work			24% (12)	27% (14)	27% (14)	20% (10)	2% (1)	0%	2.5	37.3
- Staff in this school feel depressed about their job			41% (21)	24% (12)	25% (13)	10% (5)	0%	0%	2.0	26.0
- There is a lot of tension in this school			33% (17)	31% (16)	20% (10)	8% (4)	8% (4)	0%	2.3	31.4

Notes: - This report contains aggregated data from all three versions (Teacher, Non-Teacher and Principal) of the School Organisational Health Questionnaire.

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