NSI Partnerships

Effective School Improvement

Staff Voice: School Organisational Climate Survey

Notre Dame Catholic Primary School, Cloverdale WA 6105

Feedback for 2022

14 participants completed the survey

No participants were found to be disengaged.

NSI CEWA Staff Voice (SOCS-S) (#905)
Survey closed on 24-05-2022

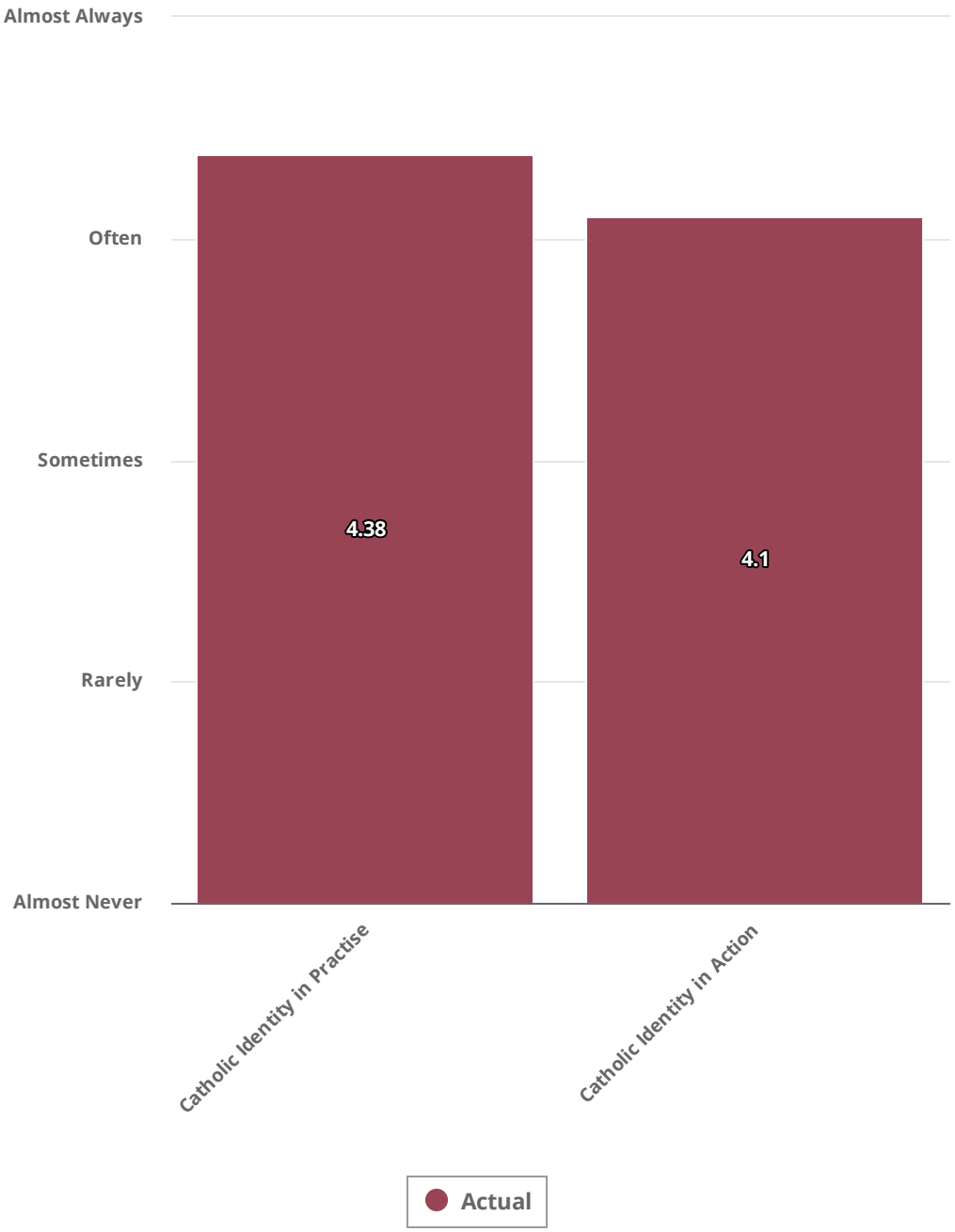
Contents

Introduction 3
Catholic Identity 4
Catholic Identity: By Time Fraction 5
Catholic Identity in Practise 6
Catholic Identity in Action 7
Organisational Climate 8
Organisational Climate: By Time Fraction 10
School Mission 12
Participation in Decision-Making 13
Providing Individual Support 14
Staff Collegiality 15
Safe and Respectful Environment 16
Encouraging Improvement of Practice 17
Home–School Relations 18
Staff Psychological Safety 19
Respect 20
Work Engagement, Efficacy and Satisfaction 21
Work Engagement, Efficacy and Satisfaction: By Time Fraction 23
Vigour 25
Job Satisfaction 26
Job Efficacy 27
Equity and Diversity 28
Overview 29

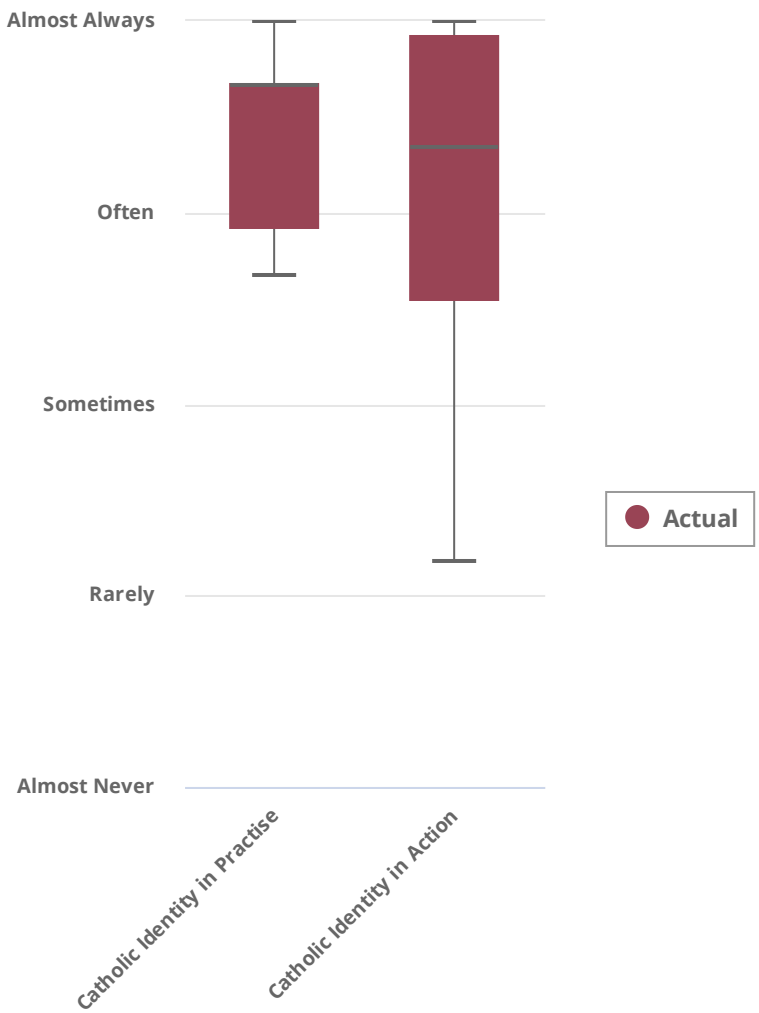
Introduction

To meet the needs of the secondary and composite schools, the Organisational Climate constructs, *Participation in Decision-Making* and *Providing Individual Support*, have been developed as dual constructs. Primary school staff respond to *Participation in Decision-Making* and *Providing Individual Support*, while staff in secondary and composite schools respond to each construct twice, once for Middle Leadership and once for Secondary Leadership.

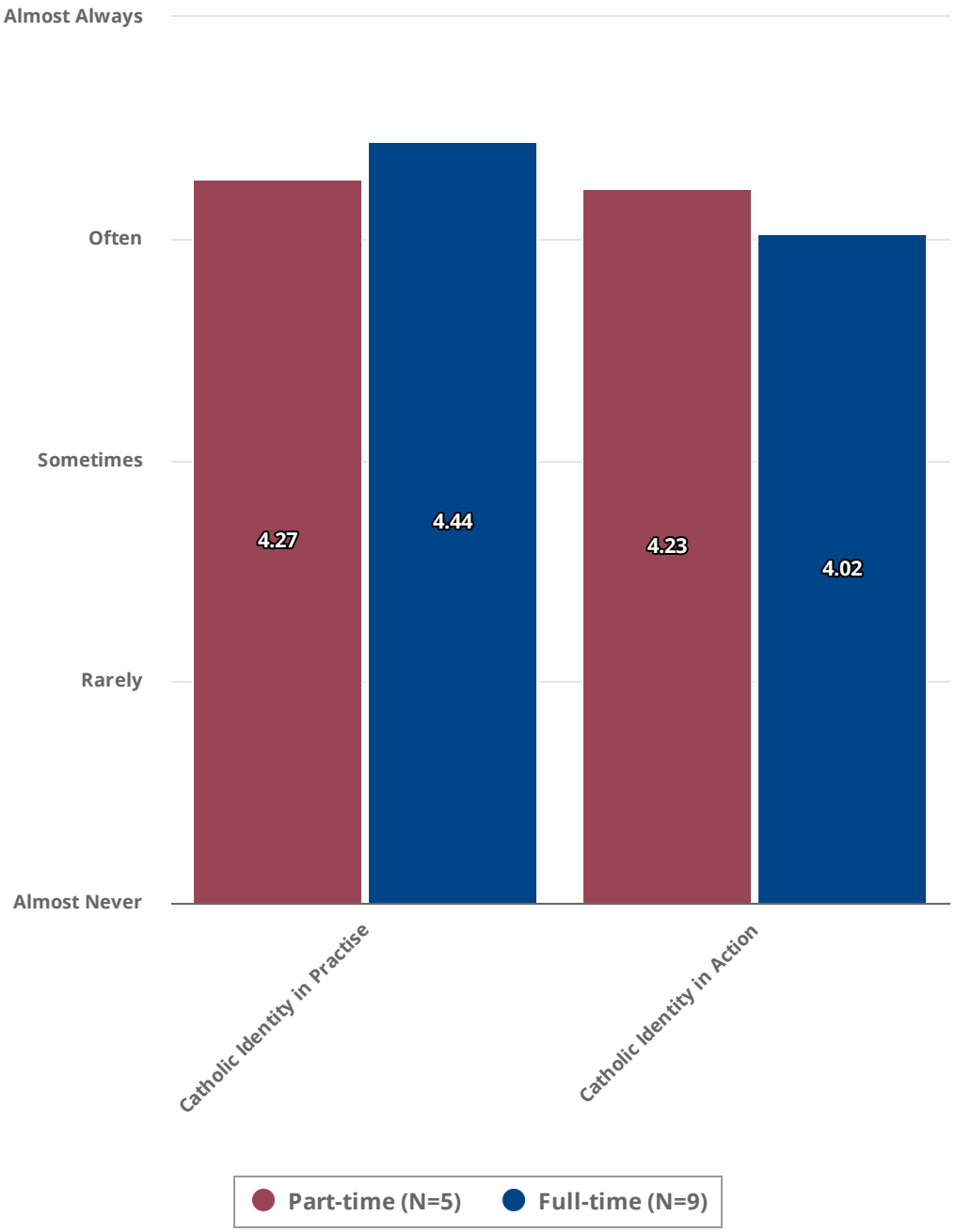
Catholic Identity



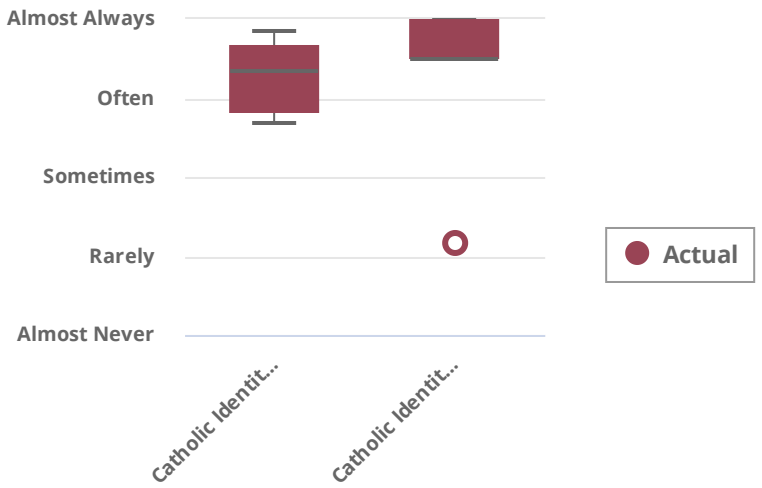
Category:
All



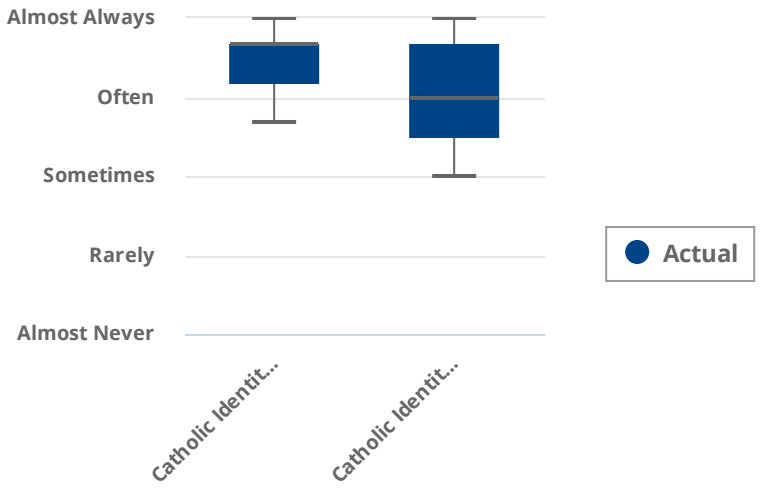
Catholic Identity: By Time Fraction



Category: Part-time (N=5)

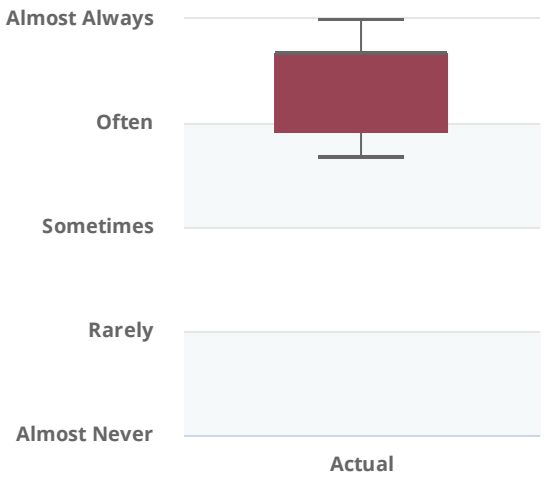


Category: Full-time (N=9)



Catholic Identity in Practise

The CATHOLIC IDENTITY IN PRACTISE construct assesses the extent to which the school promotes, develops and gives witness to the Catholic faith.



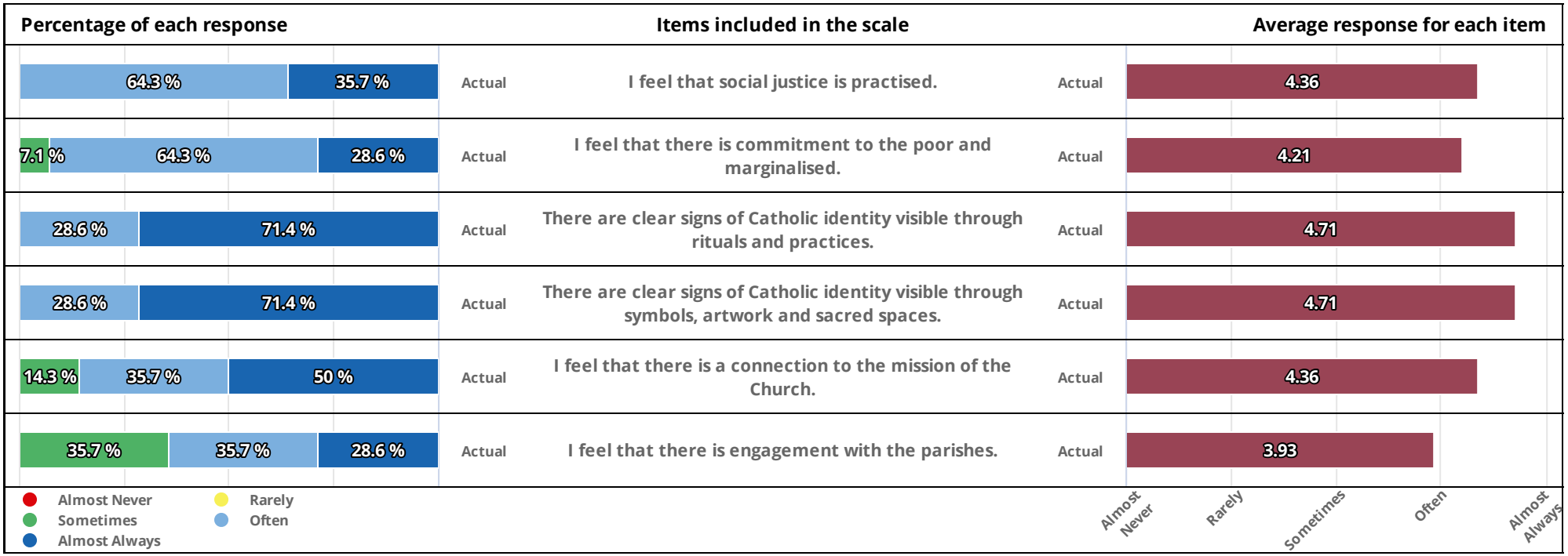
Mean and Standard Deviation: For the actual version, the average item mean for the Catholic Identity in Practise scale, was 4.38 with a standard deviation of 0.46.

Median Value (--): For the actual version, the median average item mean was 4.67.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.67.

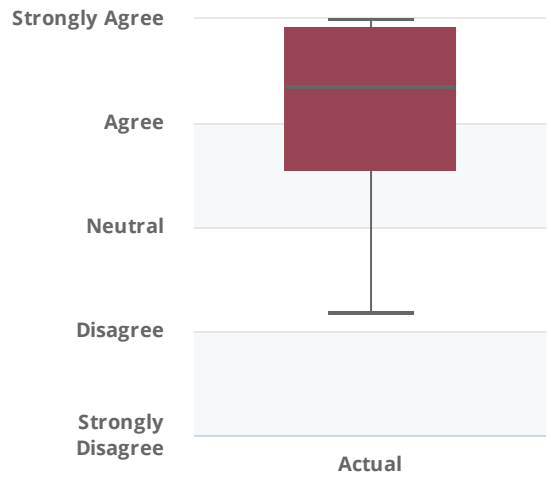
For the actual version, 50% of average item means fell between 3.92 and 4.67.

Note these figures do not include some extreme outliers.



Catholic Identity in Action

The CATHOLIC IDENTITY IN ACTION construct assesses the extent to which school staff feel that the teachings of the Catholic faith are important to them.



Mean and Standard Deviation: For the actual version, the average item mean for the Catholic Identity in Action scale, was 4.1 with a standard deviation of 0.89.

Median Value (--): For the actual version, the median average item mean was 4.34.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 2.17.

For the actual version, 50% of average item means fell between 3.54 and 4.92.

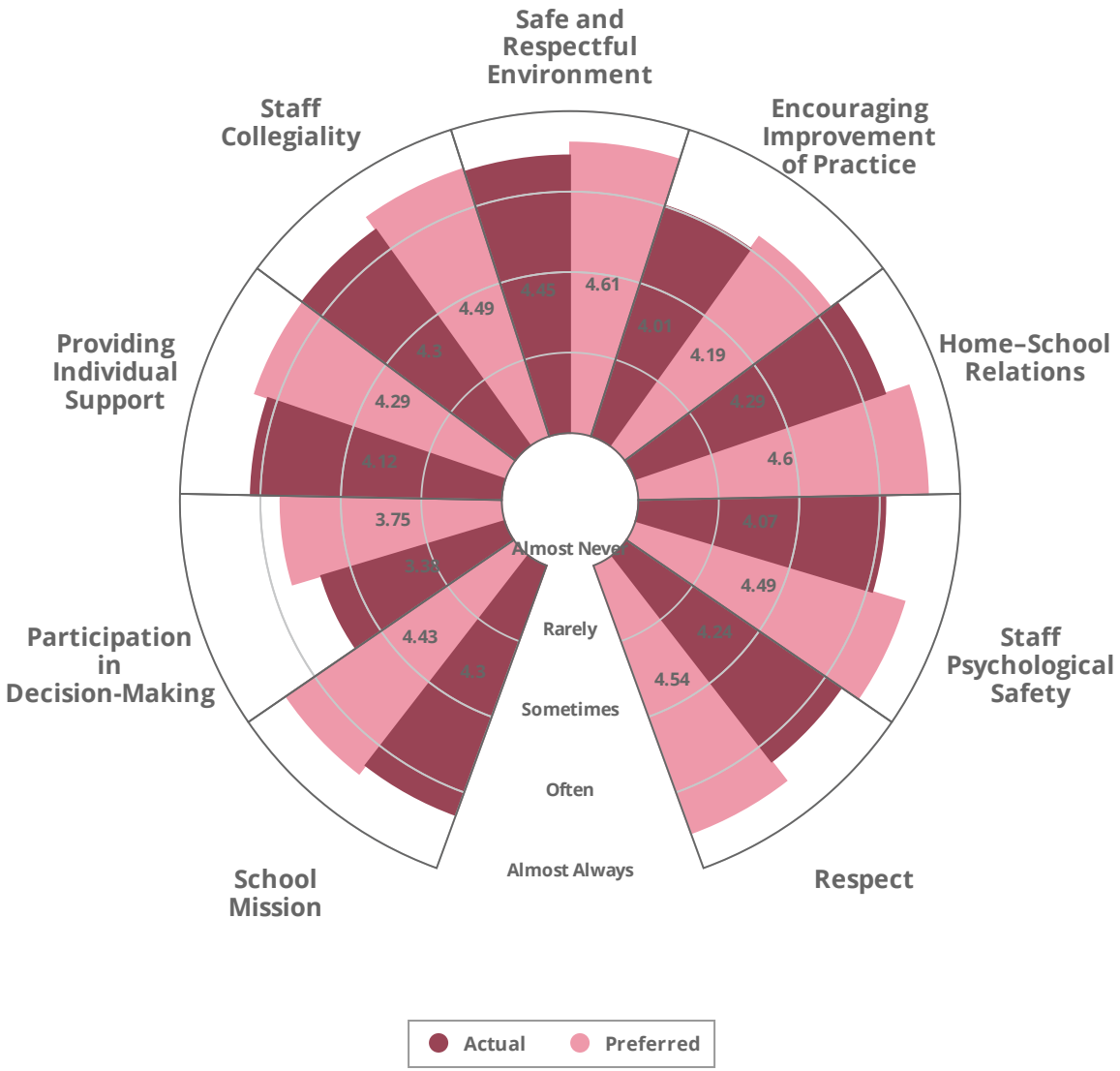
Note these figures do not include some extreme outliers.

Percentage of each response		Items included in the scale		Average response for each item
21.4 % 28.6 % 50 %	Actual	Learning about Catholic faith and tradition is important to me.	Actual	4.29
7.1 % 42.9 % 42.9 %	Actual	Participating in prayer is important to me.	Actual	4.21
7.1 % 28.6 % 28.6 % 35.7 %	Actual	Participating in the sacraments of the Eucharist (Mass) and Reconciliation is important to me.	Actual	3.93
14.3 % 35.7 % 42.9 %	Actual	Participating in Christian service activities is important to me.	Actual	4.14
14.3 % 21.4 % 21.4 % 42.9 %	Actual	Participating in activities of discipleship is important to me.	Actual	3.93
7.1 % 21.4 % 28.6 % 42.9 %	Actual	Participating in formation based on Scripture and Catholic theology is important to me.	Actual	4.07

Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree

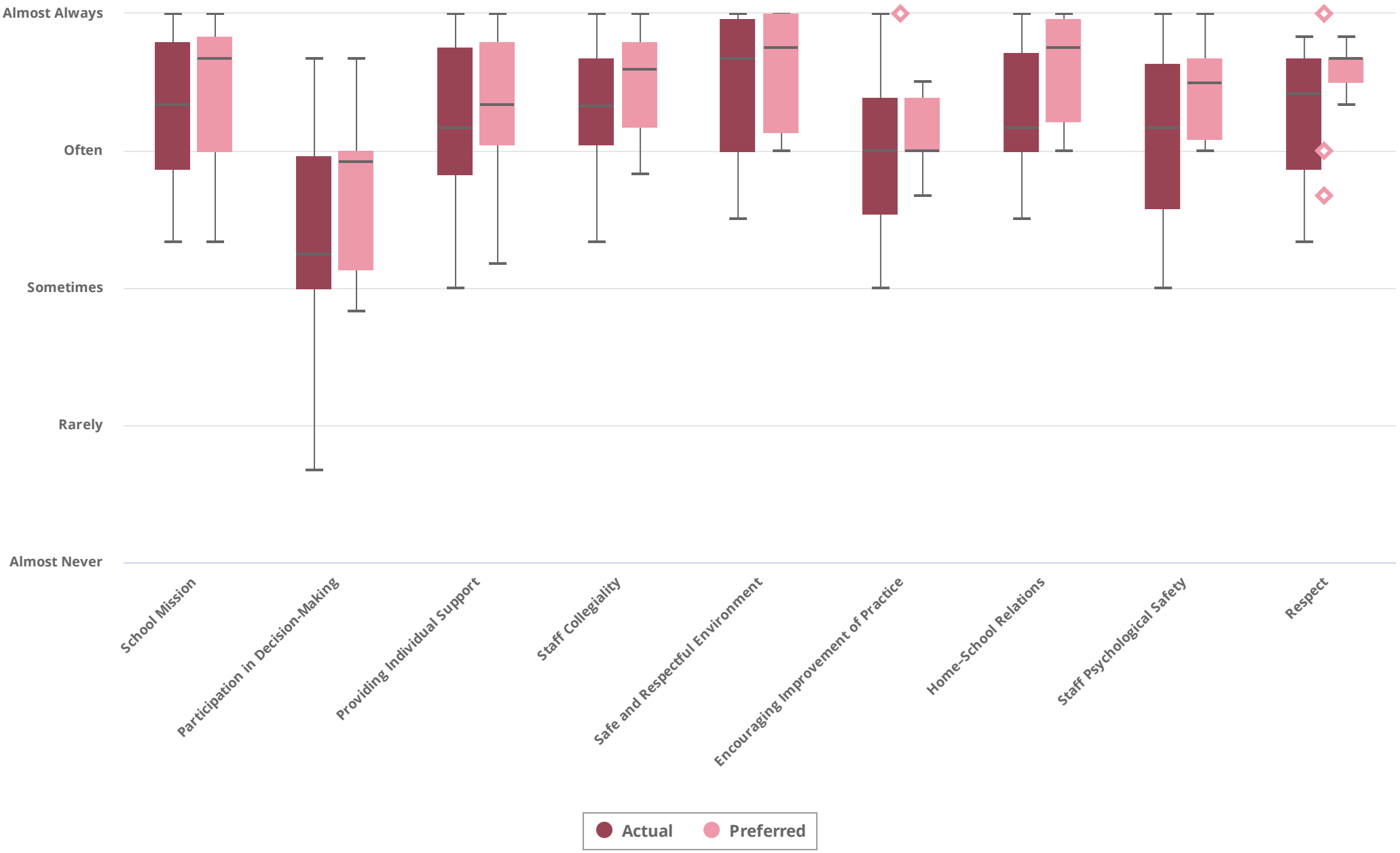
Organisational Climate

Means for each construct.



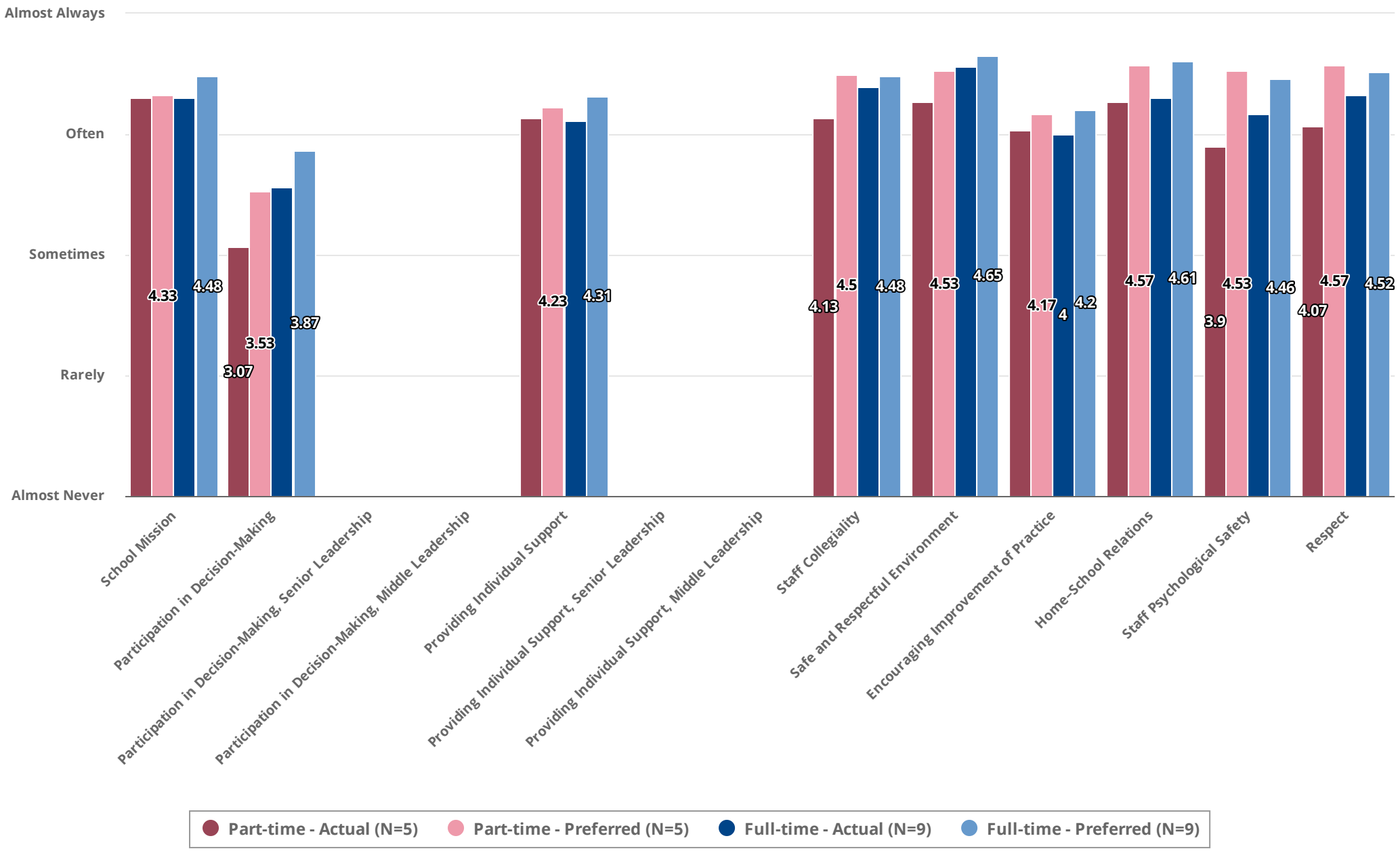
Organisational Climate

Variations for each construct.



Organisational Climate: By Time Fraction

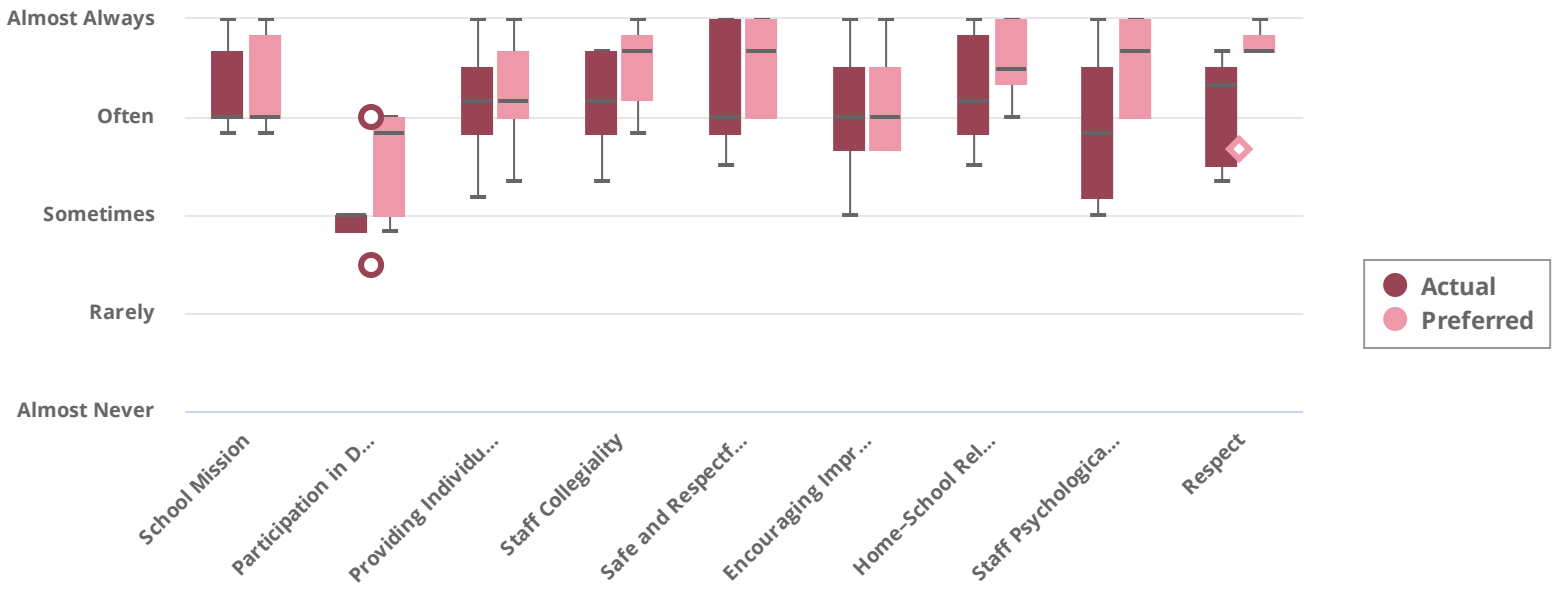
Means for each construct. Categories with less than four responses have been omitted.



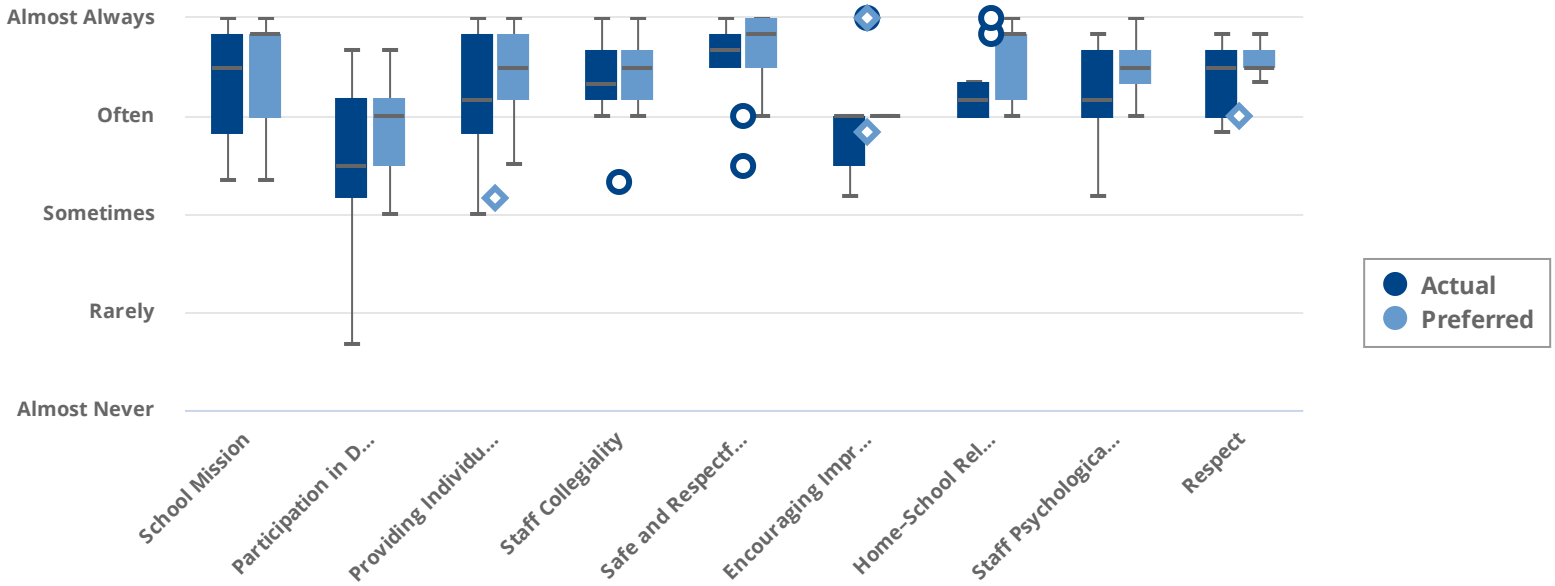
Organisational Climate: By Time Fraction

Variations for each construct. Categories with less than four responses have been omitted.

Category:
Part-time (N=5)

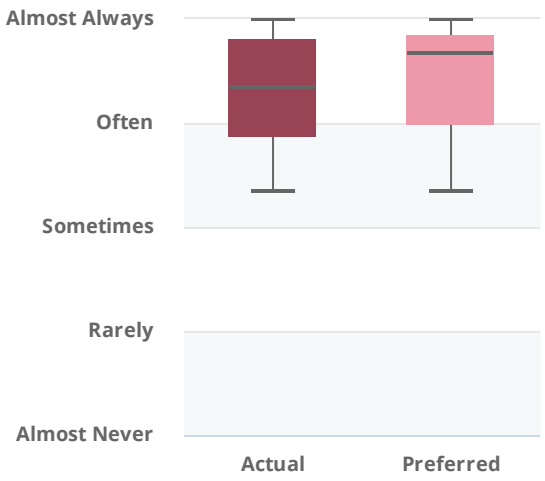


Category:
Full-time (N=9)



School Mission

The SCHOOL MISSION construct assesses the extent to which school staff understand, agree with and are committed to the mission and goals of the school.



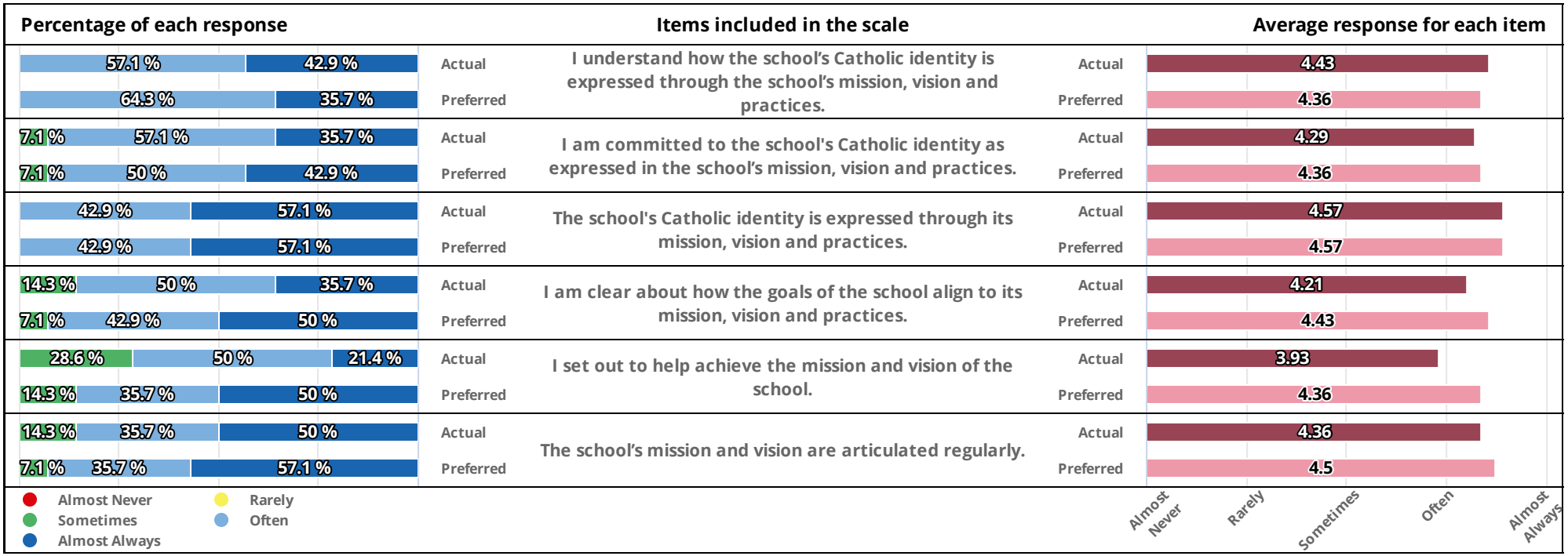
Mean and Standard Deviation: For the actual version, the average item mean for the School Mission scale, was 4.3 with a standard deviation of 0.57.

Median Value (--): For the actual version, the median average item mean was 4.34.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.33.

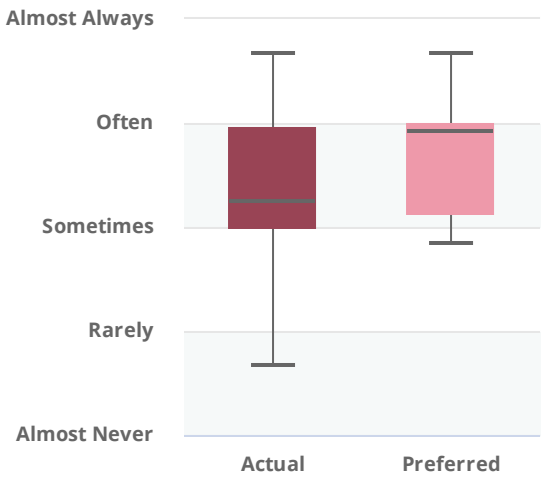
For the actual version, 50% of average item means fell between 3.87 and 4.79.

Note these figures do not include some extreme outliers.



Participation in Decision-Making

The PARTICIPATION IN DECISION-MAKING construct assesses the extent to which leadership involve school staff when making decisions.



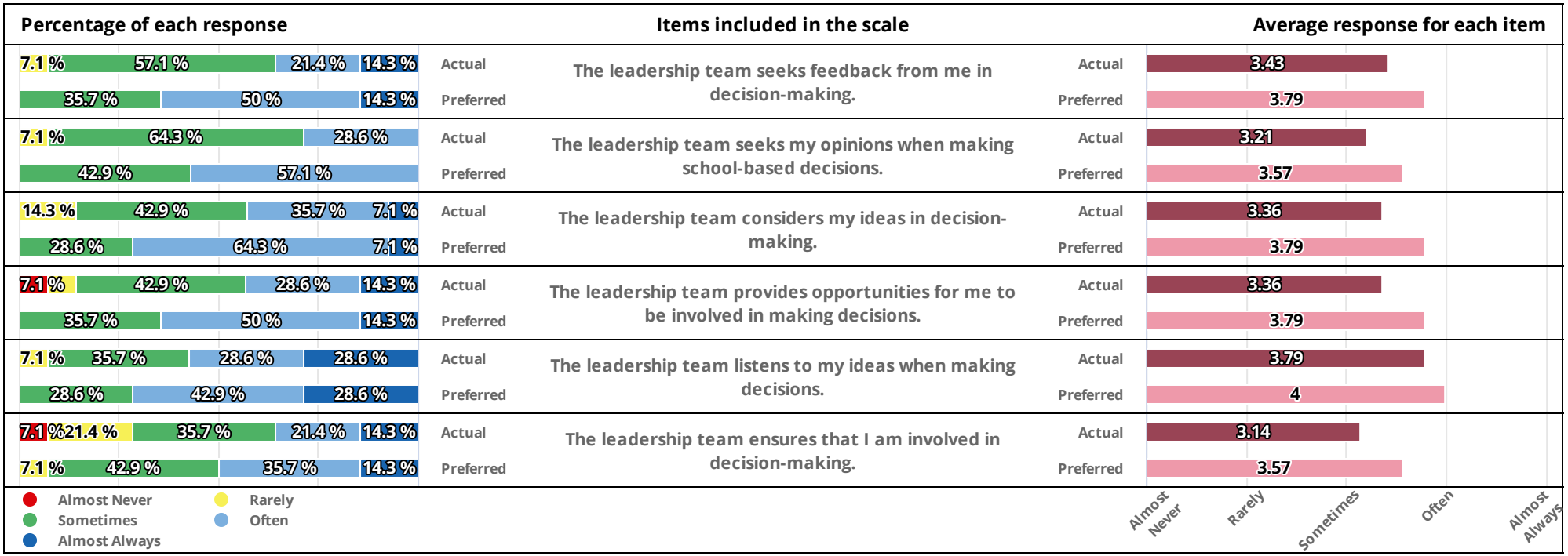
Mean and Standard Deviation: For the actual version, the average item mean for the Participation in Decision-Making scale, was 3.38 with a standard deviation of 0.83.

Median Value (--): For the actual version, the median average item mean was 3.25.

Range: For the actual version, the maximum average item mean was 4.67 and the minimum was 1.67.

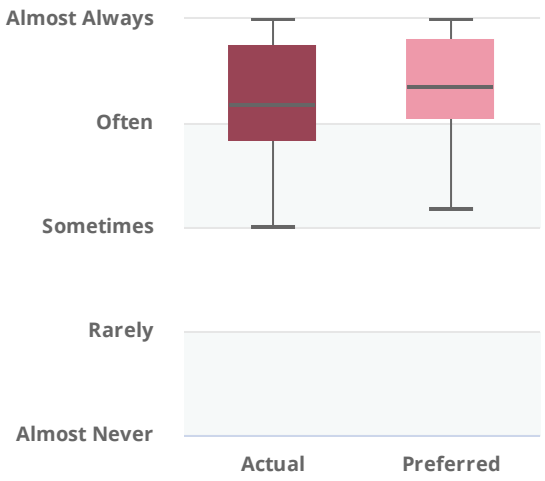
For the actual version, 50% of average item means fell between 3 and 3.96.

Note these figures do not include some extreme outliers.



Providing Individual Support

The PROVIDING INDIVIDUAL SUPPORT construct assesses the extent to which leadership respect school staff and are concerned about their personal feelings and needs.



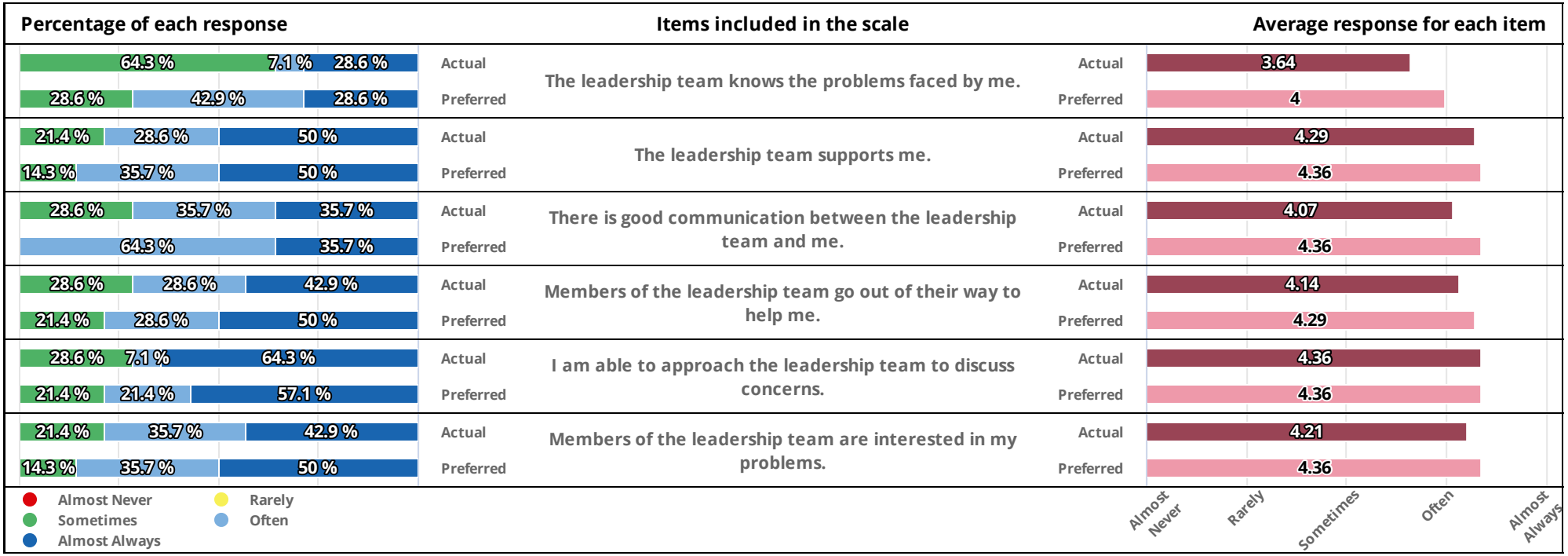
Mean and Standard Deviation: For the actual version, the average item mean for the Providing Individual Support scale, was 4.12 with a standard deviation of 0.71.

Median Value (--): For the actual version, the median average item mean was 4.17.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.

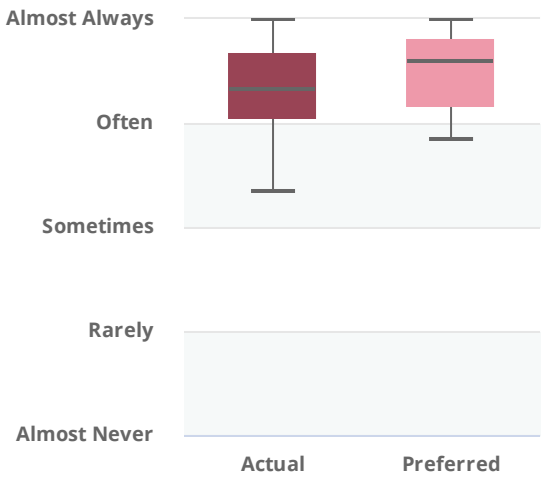
For the actual version, 50% of average item means fell between 3.83 and 4.75.

Note these figures do not include some extreme outliers.



Staff Collegiality

The STAFF COLLEGIALITY construct assesses the extent to which school staff work and learn together and obtain assistance, advice and encouragement from their colleagues.



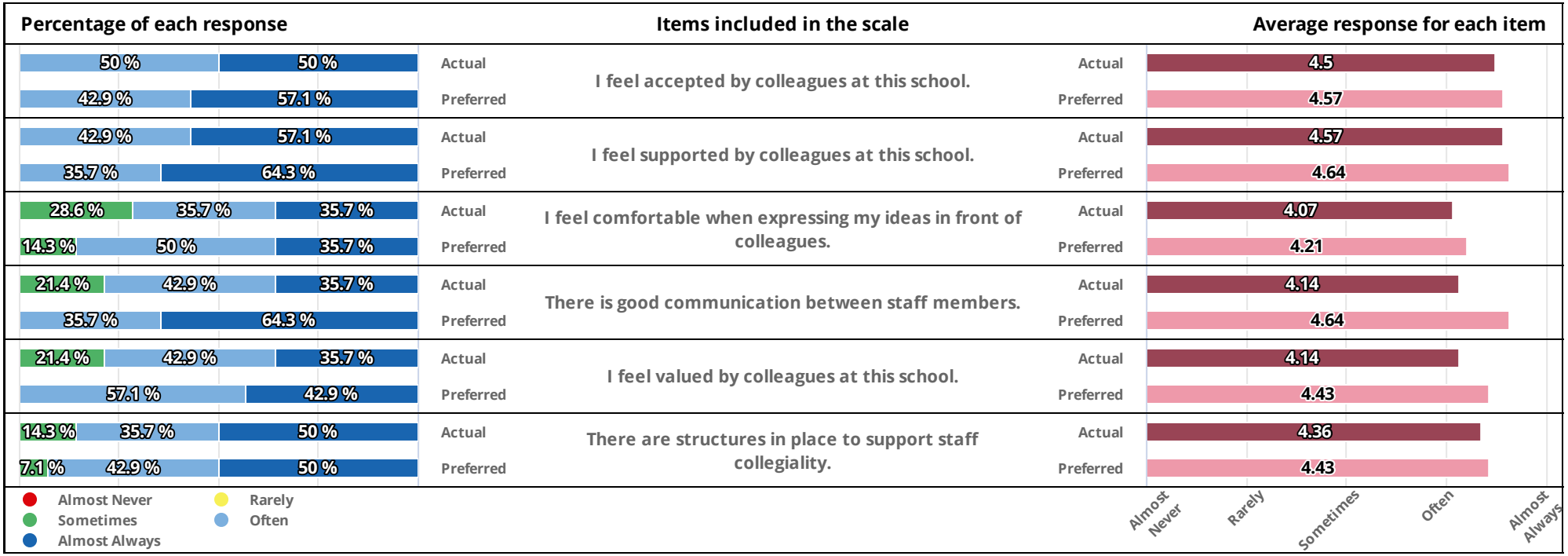
Mean and Standard Deviation: For the actual version, the average item mean for the Staff Collegiality scale, was 4.3 with a standard deviation of 0.54.

Median Value (--): For the actual version, the median average item mean was 4.33.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.33.

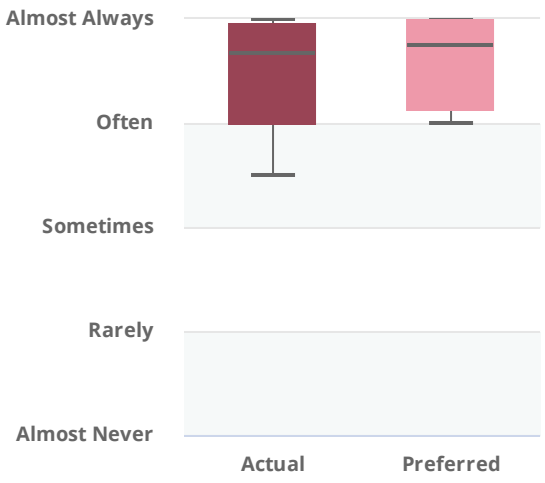
For the actual version, 50% of average item means fell between 4.04 and 4.67.

Note these figures do not include some extreme outliers.



Safe and Respectful Environment

The SAFE AND RESPECTFUL ENVIRONMENT construct assesses the extent to which the policies and rules in place help to create and maintain a safe, respectful and orderly environment that is consistent with Catholic social teaching.



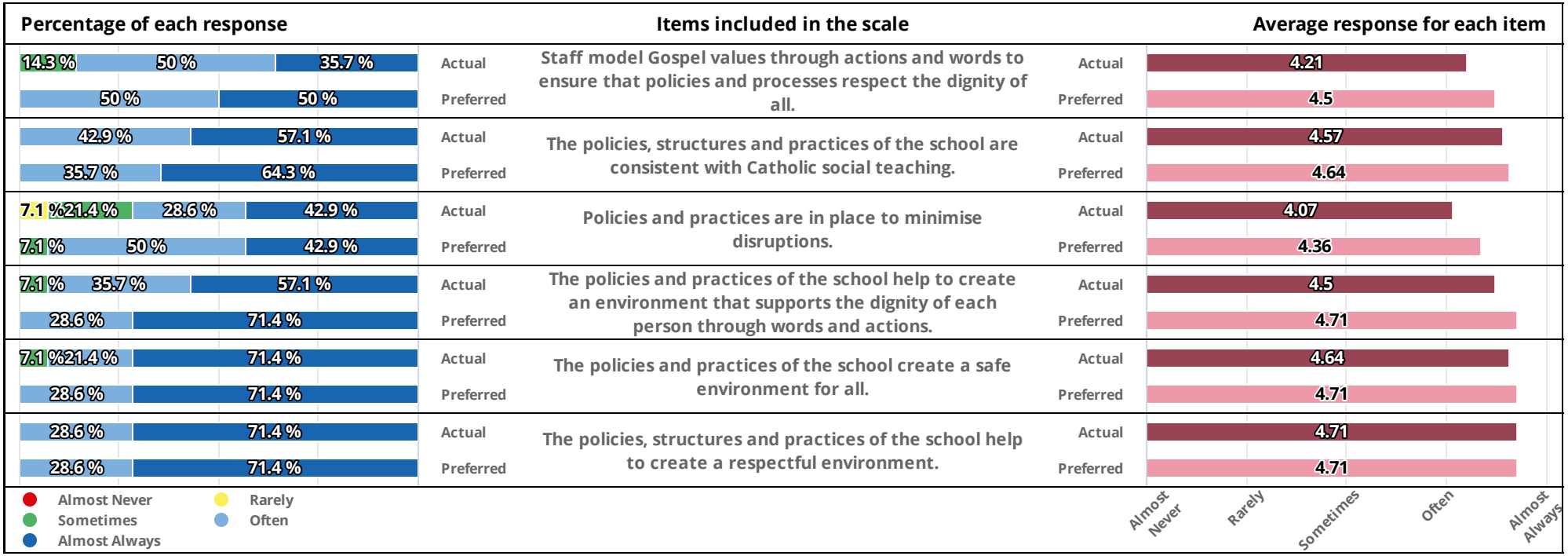
Mean and Standard Deviation: For the actual version, the average item mean for the Safe and Respectful Environment scale, was 4.45 with a standard deviation of 0.57.

Median Value (--): For the actual version, the median average item mean was 4.67.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.5.

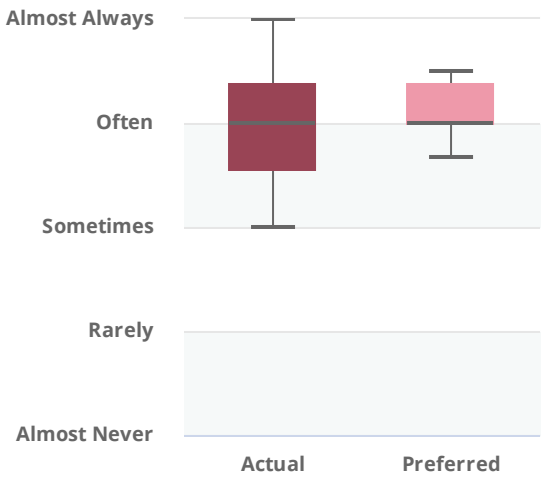
For the actual version, 50% of average item means fell between 4 and 4.96.

Note these figures do not include some extreme outliers.



Encouraging Improvement of Practice

The ENCOURAGING IMPROVEMENT OF PRACTICE construct assesses the extent to which school staff are encouraged to improve, evaluate and refine their practice.



Mean and Standard Deviation: For the actual version, the average item mean for the Encouraging Improvement of Practice scale, was 4.01 with a standard deviation of 0.65.

Median Value (--): For the actual version, the median average item mean was 4.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.

For the actual version, 50% of average item means fell between 3.54 and 4.38.

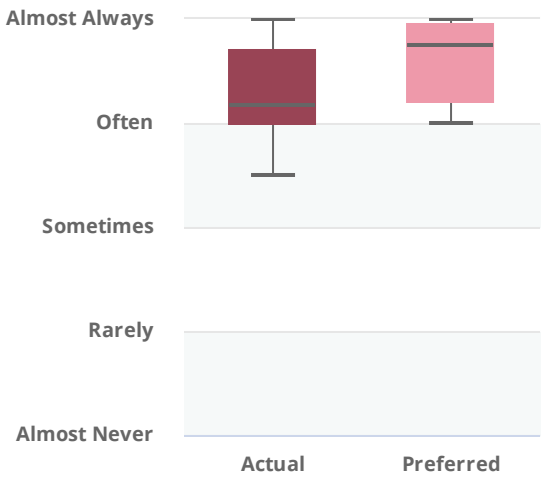
Note these figures do not include some extreme outliers.

Percentage of each response		Items included in the scale		Average response for each item
14.3 % / 64.3 % / 21.4 %	Actual	I am encouraged to think of ways to improve my practice.	Actual	4.07
7.1 % / 71.4 % / 21.4 %	Preferred		Preferred	4.14
28.6 % / 42.9 % / 28.6 %	Actual	I am encouraged to evaluate my practices.	Actual	4
14.3 % / 57.1 % / 28.6 %	Preferred		Preferred	4.14
21.4 % / 50 % / 28.6 %	Actual	I am supported in my attempts to refine my practice.	Actual	4.07
14.3 % / 57.1 % / 28.6 %	Preferred		Preferred	4.14
21.4 % / 50 % / 28.6 %	Actual	I am given time to improve my practice.	Actual	4.07
71.4 % / 28.6 %	Preferred		Preferred	4.29
35.7 % / 35.7 % / 28.6 %	Actual	I am encouraged to learn from others.	Actual	3.93
7.1 % / 64.3 % / 28.6 %	Preferred		Preferred	4.21
35.7 % / 35.7 % / 28.6 %	Actual	I am encouraged to be innovative.	Actual	3.93
7.1 % / 64.3 % / 28.6 %	Preferred		Preferred	4.21

Almost Never, Rarely, Sometimes, Often, Almost Always

Home–School Relations

The HOME-SCHOOL RELATIONS construct assesses the extent to which the relationships between parents, teachers, school staff and the school are positive.



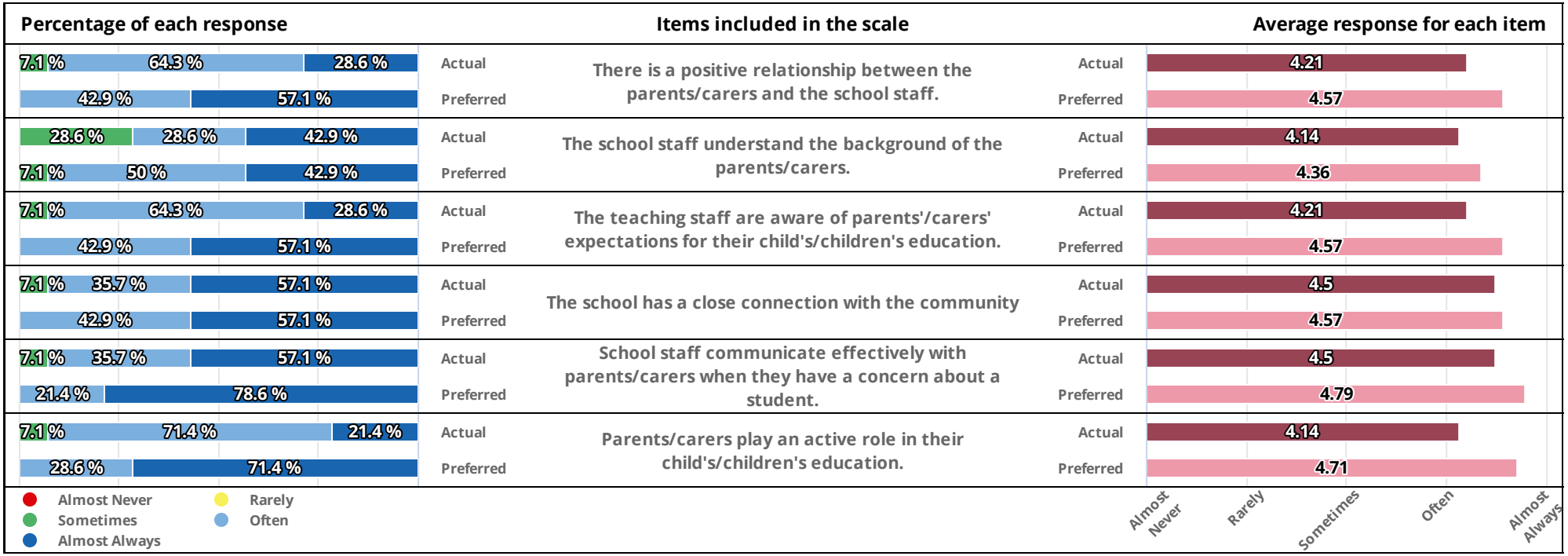
Mean and Standard Deviation: For the actual version, the average item mean for the Home–School Relations scale, was 4.29 with a standard deviation of 0.46.

Median Value (--): For the actual version, the median average item mean was 4.17.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.5.

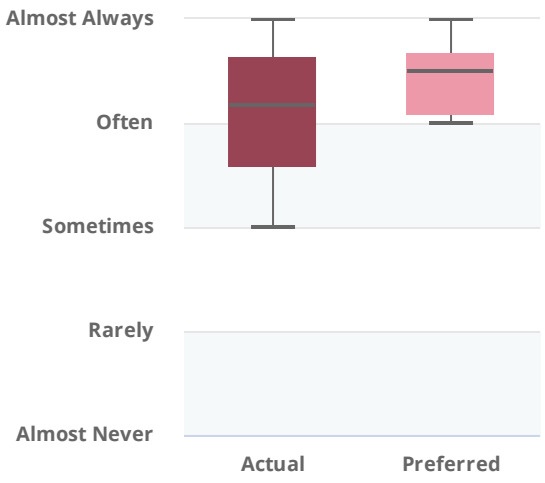
For the actual version, 50% of average item means fell between 4 and 4.71.

Note these figures do not include some extreme outliers.



Staff Psychological Safety

The STAFF PSYCHOLOGICAL SAFETY construct assesses the extent to which school staff feel that the school provides a psychologically safe working environment.



Mean and Standard Deviation: For the actual version, the average item mean for the Staff Psychological Safety scale, was 4.07 with a standard deviation of 0.66.

Median Value (--): For the actual version, the median average item mean was 4.17.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.

For the actual version, 50% of average item means fell between 3.58 and 4.63.

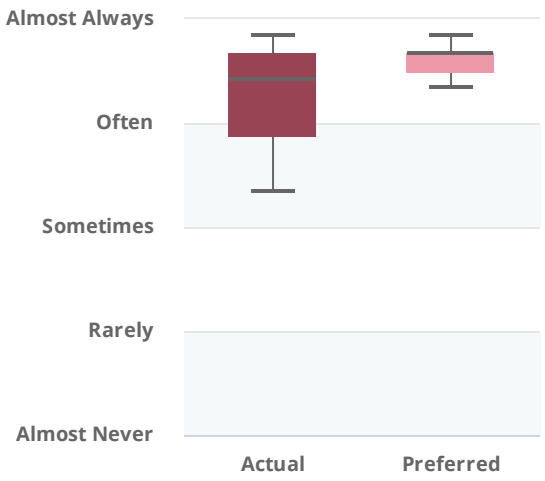
Note these figures do not include some extreme outliers.

Percentage of each response		Items included in the scale		Average response for each item
14.3 % / 50 % / 35.7 %	Actual	If you make a mistake, others are forgiving of you.	Actual	4.21
42.9 % / 57.1 %	Preferred		Preferred	4.57
35.7 % / 42.9 % / 21.4 %	Actual	People are able to bring up problems and tough issues.	Actual	3.86
35.7 % / 64.3 %	Preferred		Preferred	4.64
21.4 % / 42.9 % / 35.7 %	Actual	People accept others, even if they have different opinions or ideas.	Actual	4.14
57.1 % / 42.9 %	Preferred		Preferred	4.43
42.9 % / 28.6 % / 28.6 %	Actual	I feel safe to take a risk.	Actual	3.86
71.4 % / 28.6 %	Preferred		Preferred	4.29
21.4 % / 28.6 % / 50 %	Actual	It is easy to ask other staff members for help.	Actual	4.29
42.9 % / 57.1 %	Preferred		Preferred	4.57
28.6 % / 35.7 % / 35.7 %	Actual	My unique talents and skills are valued and utilised.	Actual	4.07
57.1 % / 42.9 %	Preferred		Preferred	4.43

Almost Never, Rarely, Sometimes, Often, Almost Always

Respect

The RESPECT construct assesses the extent to which staff members feel respected by leaders, other staff, and students and that their work is appreciated.



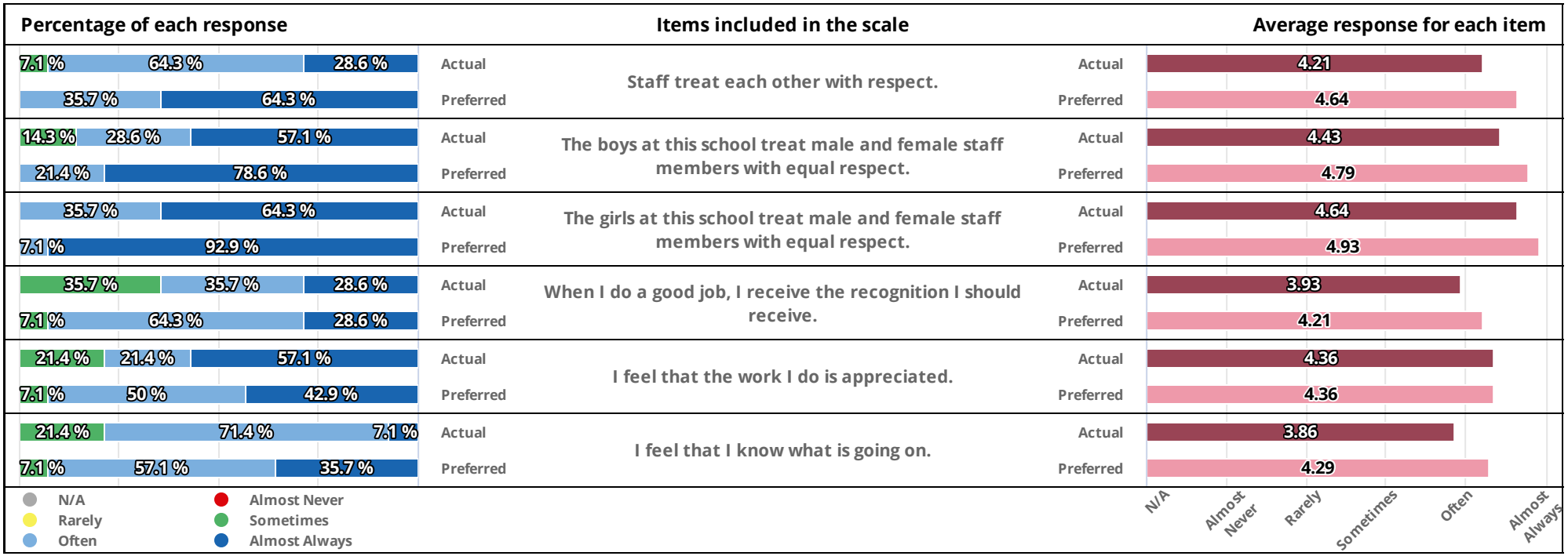
Mean and Standard Deviation: For the actual version, the average item mean for the Respect scale, was 4.24 with a standard deviation of 0.49.

Median Value (--): For the actual version, the median average item mean was 4.42.

Range: For the actual version, the maximum average item mean was 4.83 and the minimum was 3.33.

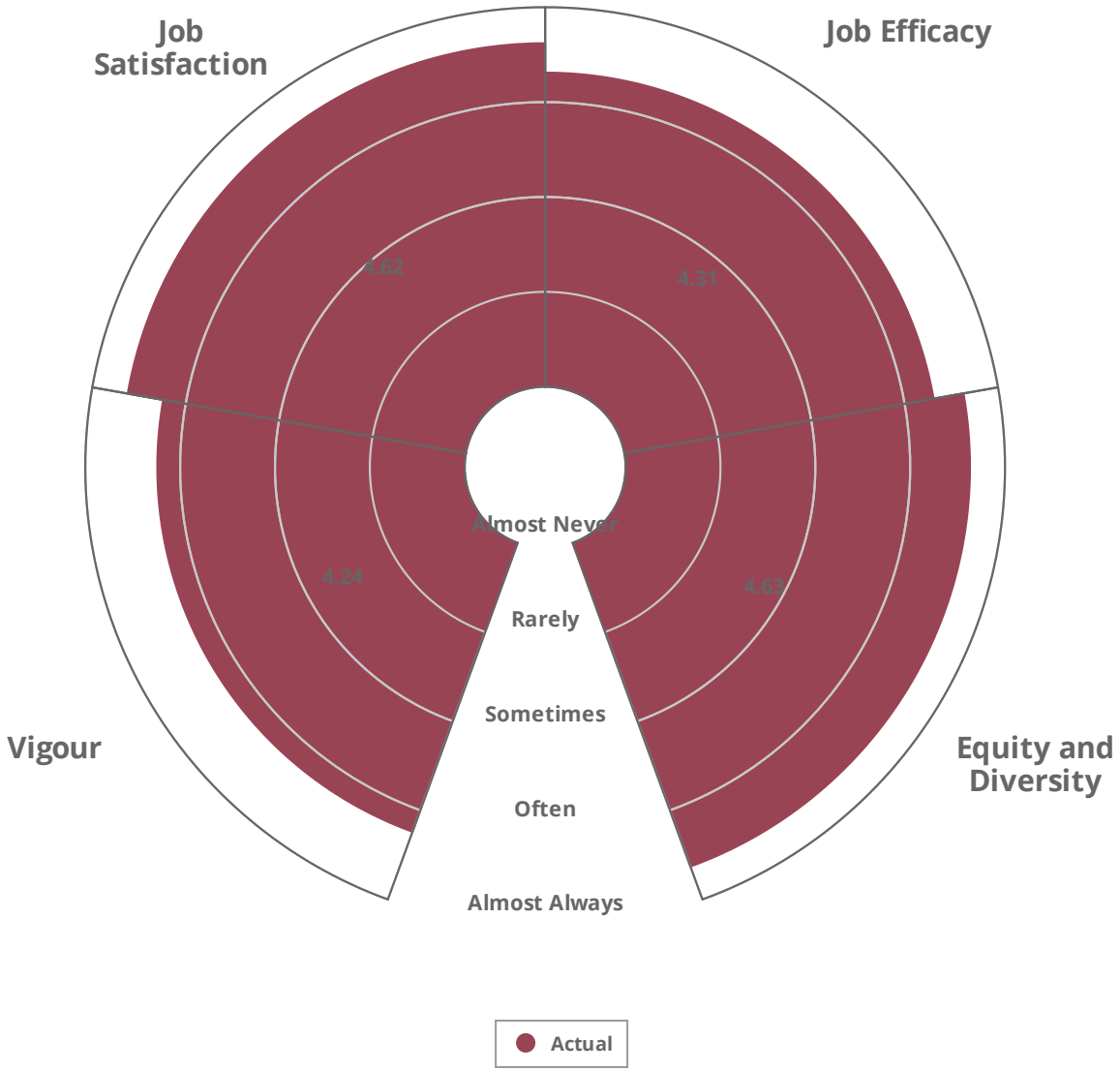
For the actual version, 50% of average item means fell between 3.87 and 4.67.

Note these figures do not include some extreme outliers.



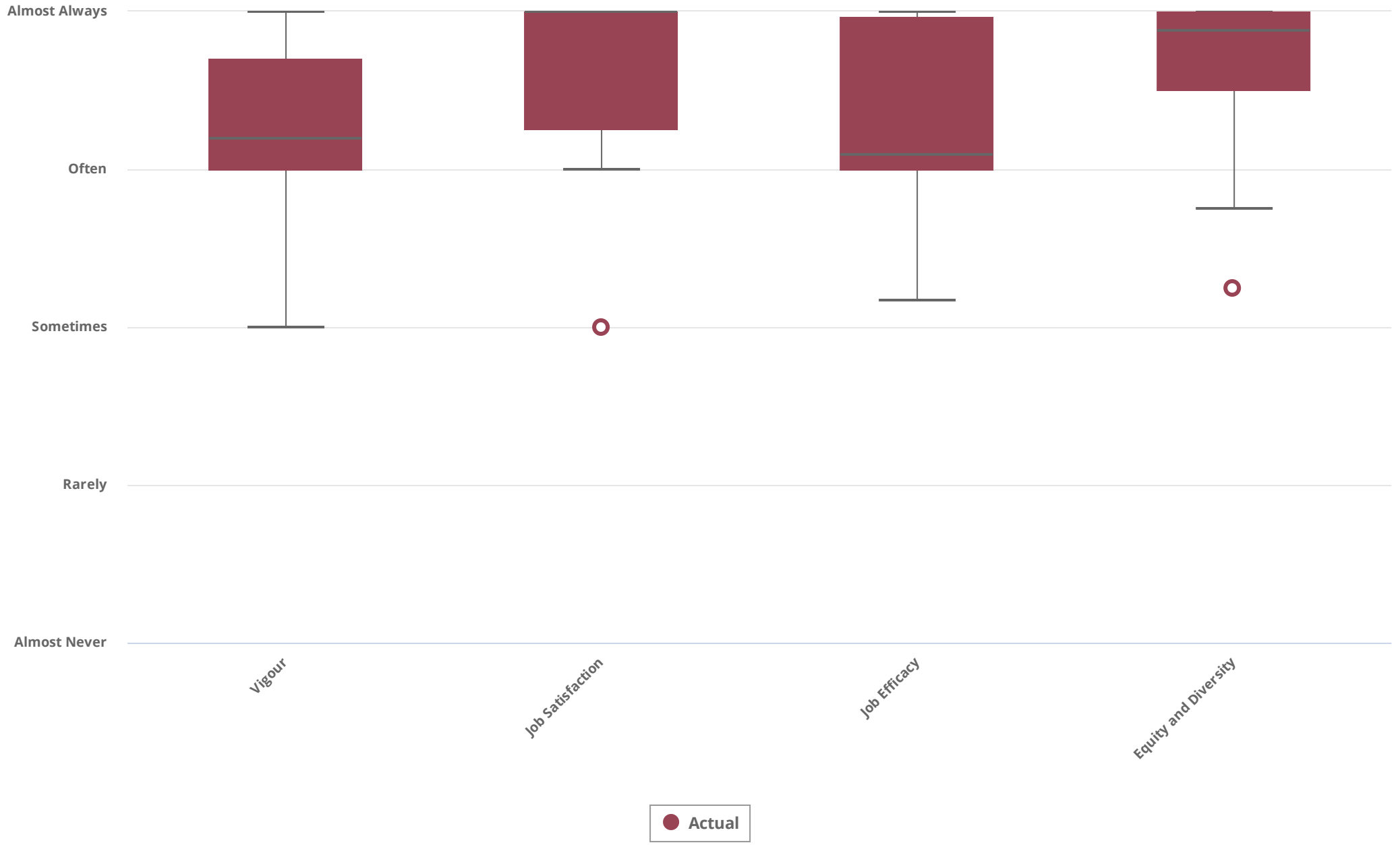
Work Engagement, Efficacy and Satisfaction

Wellbeing, Satisfaction and Efficacy



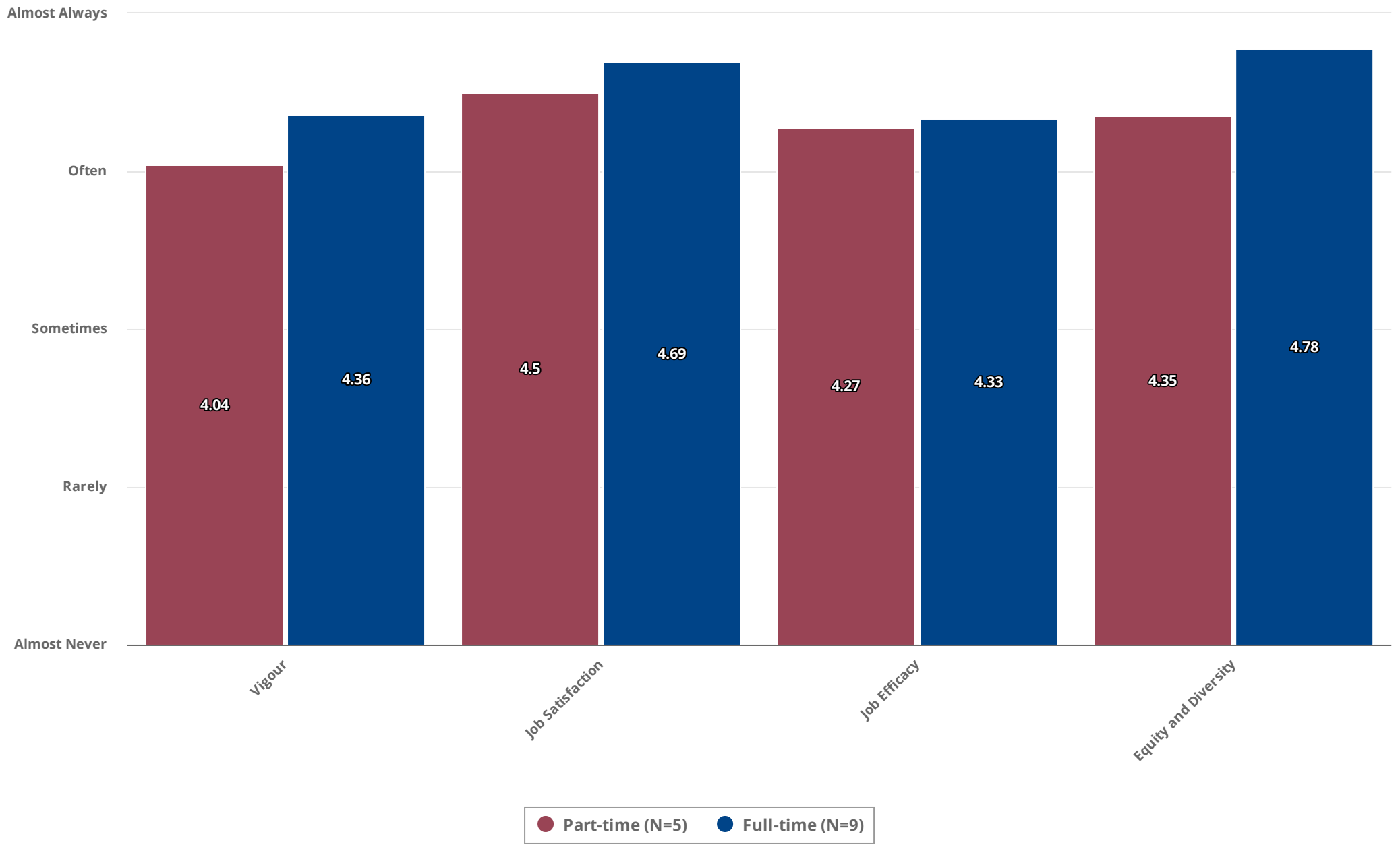
Work Engagement, Efficacy and Satisfaction

Variations for each construct.



Work Engagement, Efficacy and Satisfaction: By Time Fraction

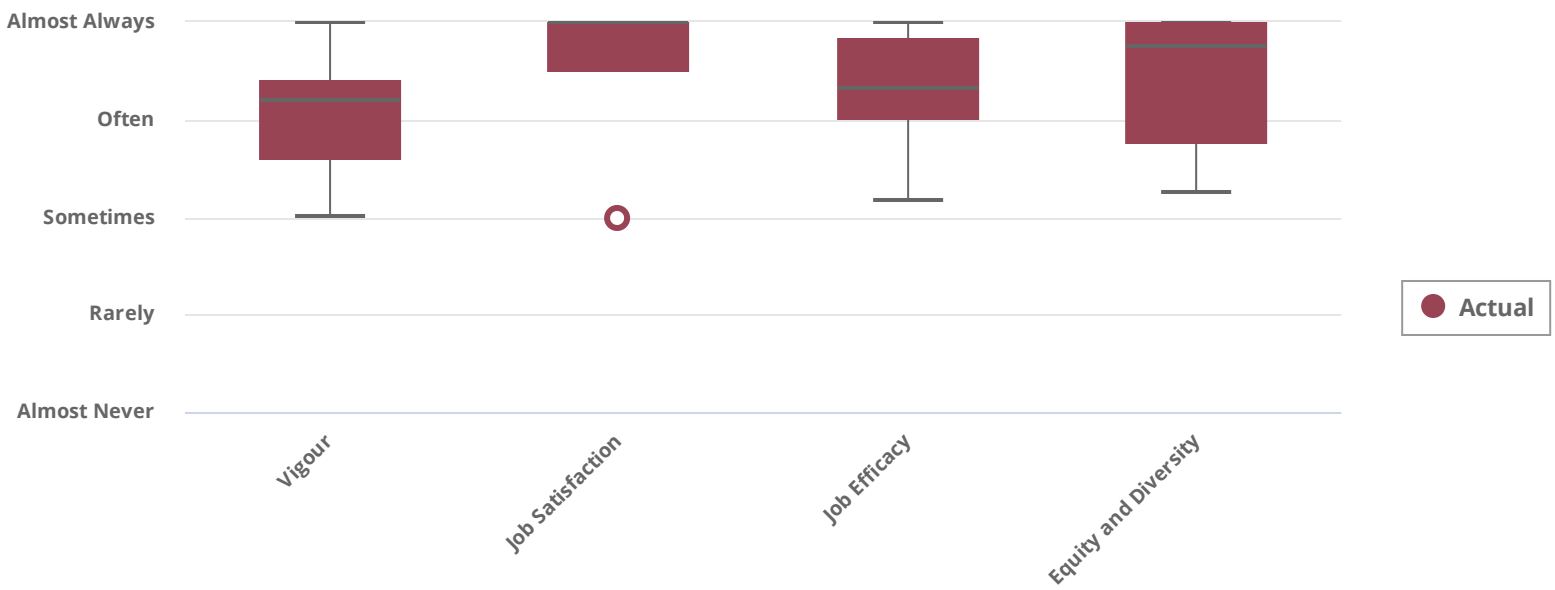
Means for each construct. Categories with less than four responses have been omitted.



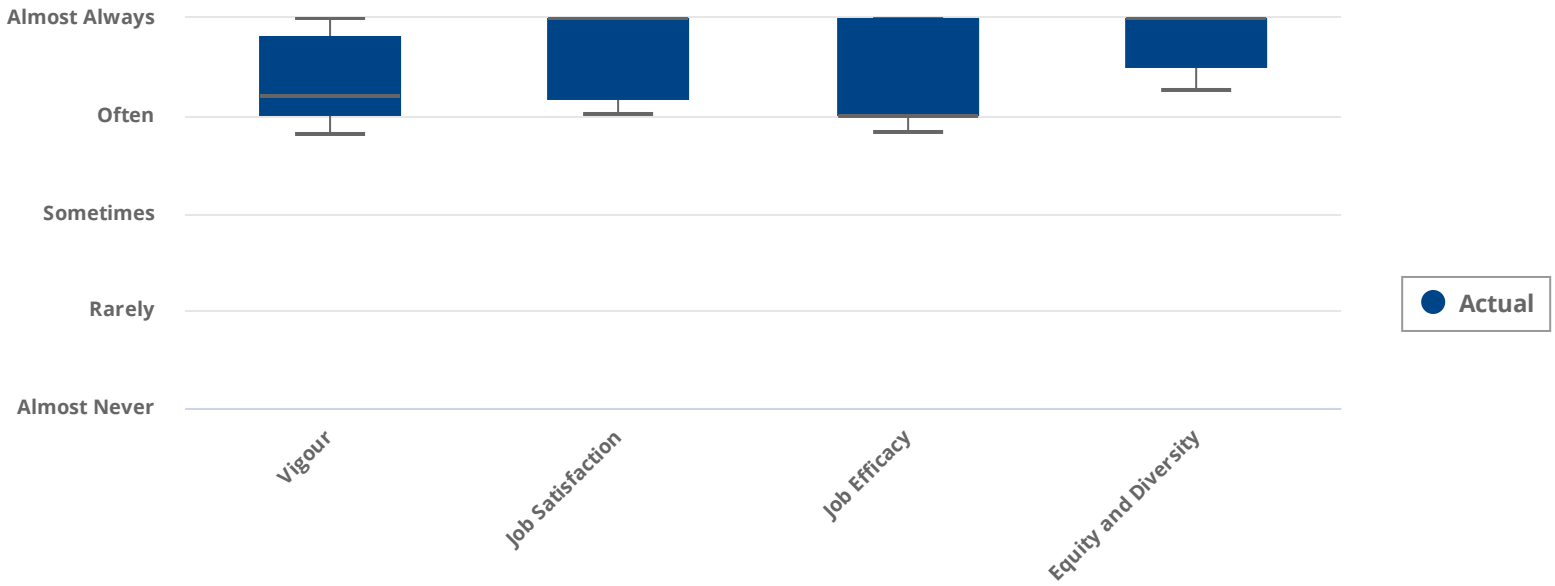
Work Engagement, Efficacy and Satisfaction: By Time Fraction

Variations for each construct. Categories with less than four responses have been omitted.

Category:
Part-time (N=5)

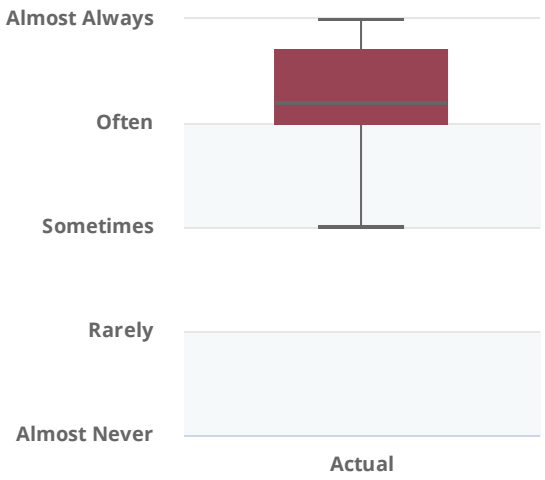


Category:
Full-time (N=9)



Vigour

The VIGOUR construct assesses the extent to which staff have high levels of energy and mental resilience while working.



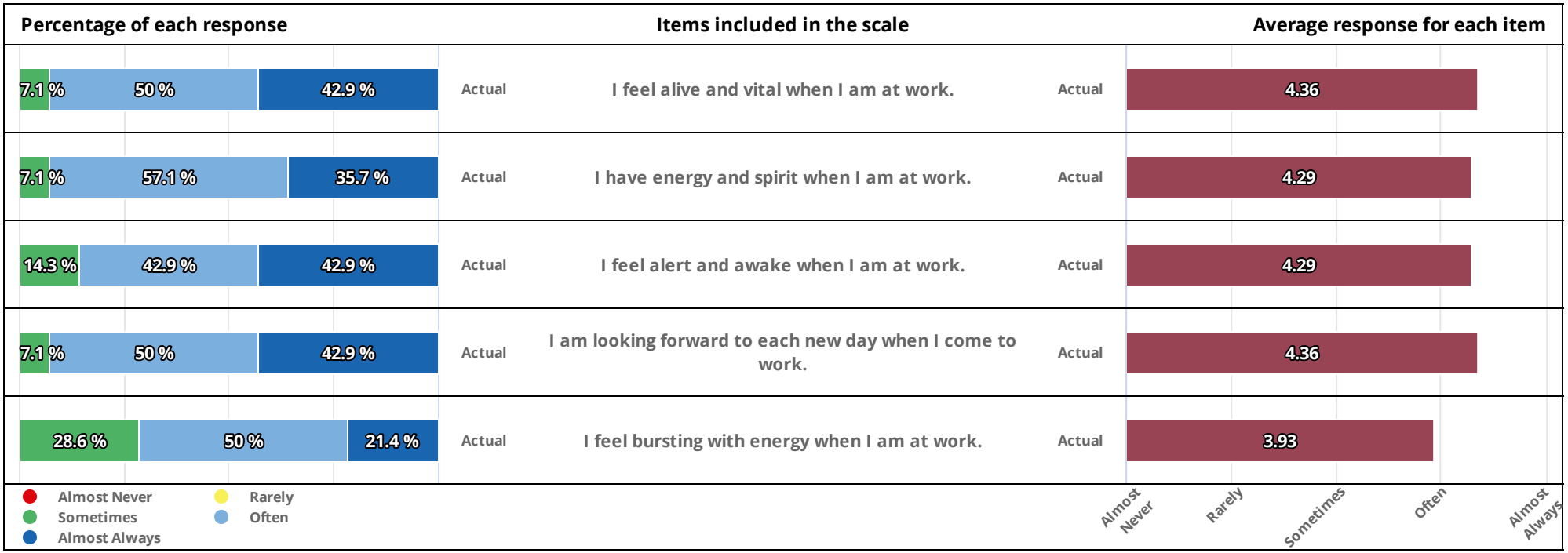
Mean and Standard Deviation: For the actual version, the average item mean for the Vigour scale, was 4.24 with a standard deviation of 0.58.

Median Value (--): For the actual version, the median average item mean was 4.2.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.

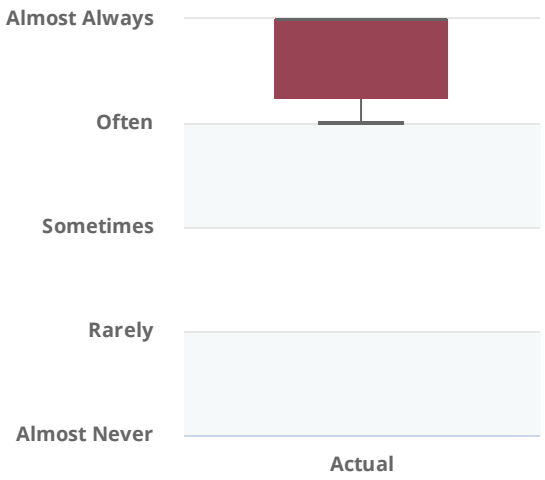
For the actual version, 50% of average item means fell between 4 and 4.7.

Note these figures do not include some extreme outliers.



Job Satisfaction

The JOB SATISFACTION construct assesses the extent to which school staff experience a sense of satisfaction, pride and purpose in their work.



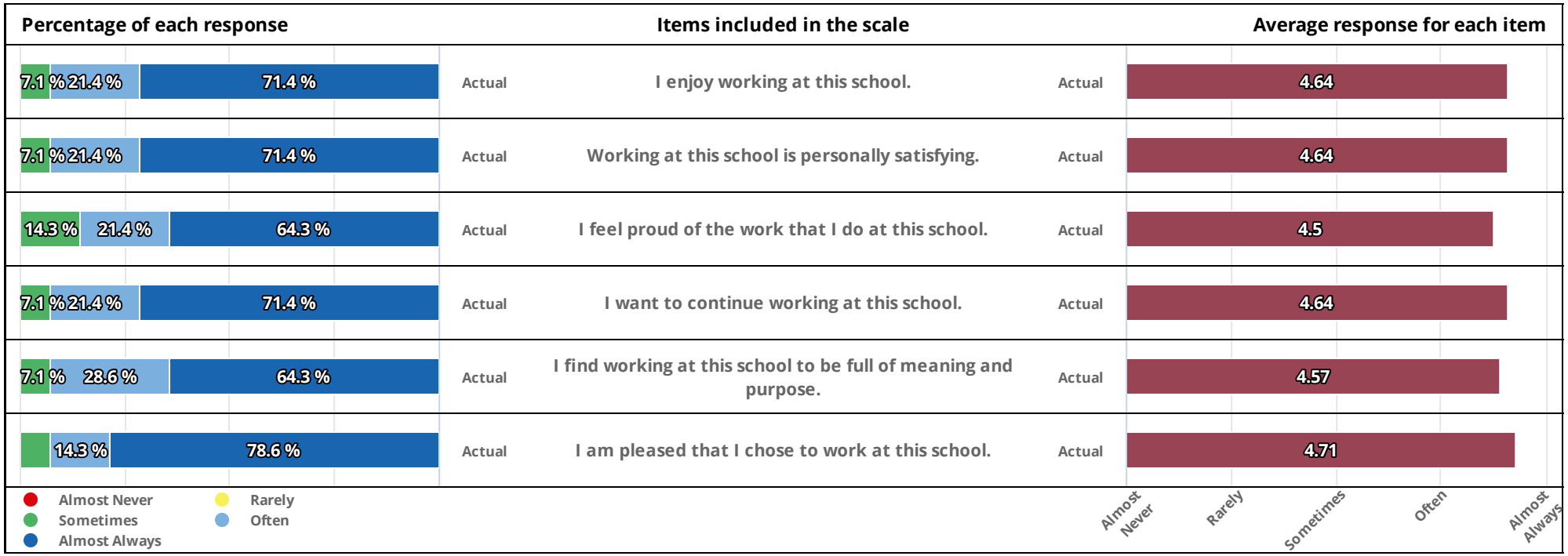
Mean and Standard Deviation: For the actual version, the average item mean for the Job Satisfaction scale, was 4.74 with a standard deviation of 0.42.

Median Value (--): For the actual version, the median average item mean was 5.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 4.

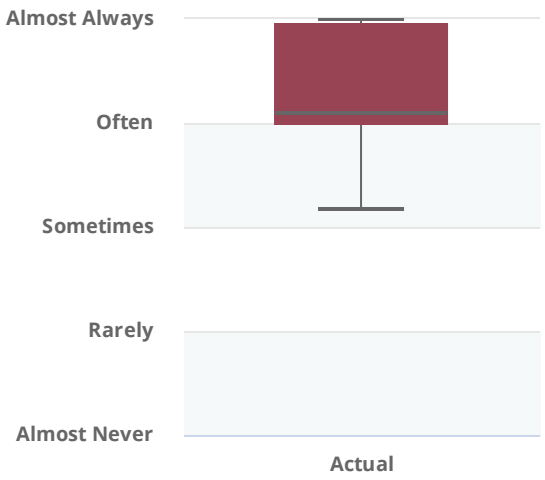
For the actual version, 50% of average item means fell between 4.25 and 5.

Note these figures do not include some extreme outliers.



Job Efficacy

The JOB EFFICACY construct assesses the extent to which non-teaching staff are confident in their preparedness and ability to perform well in their job.



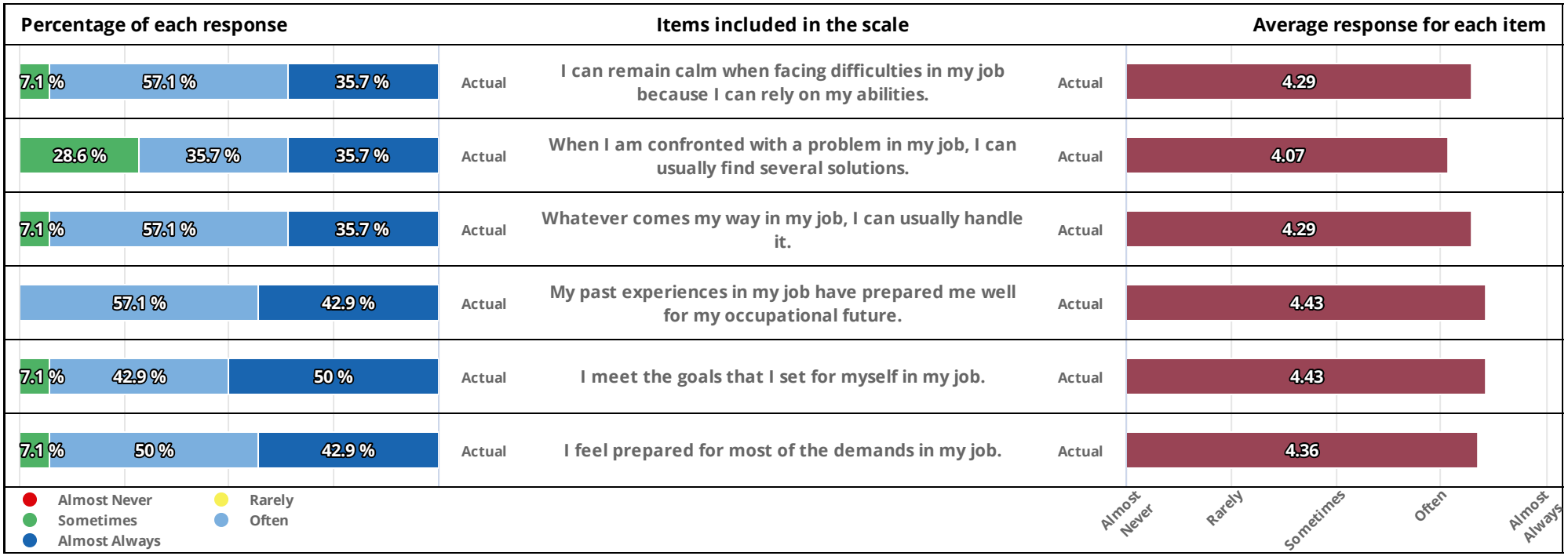
Mean and Standard Deviation: For the actual version, the average item mean for the Job Efficacy scale, was 4.31 with a standard deviation of 0.57.

Median Value (--): For the actual version, the median average item mean was 4.09.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.17.

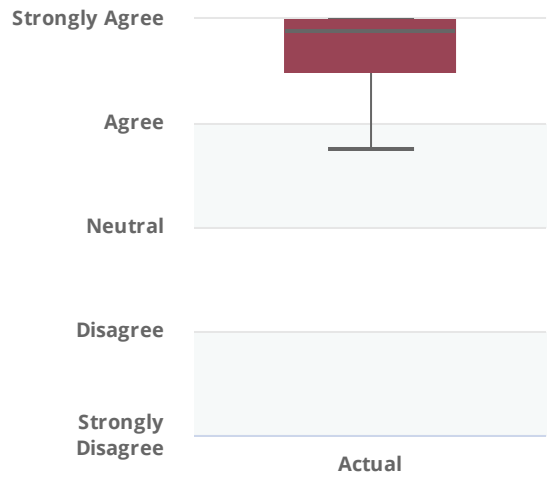
For the actual version, 50% of average item means fell between 4 and 4.96.

Note these figures do not include some extreme outliers.



Equity and Diversity

The EQUITY AND DIVERSITY construct assesses the extent to which school staff perceive that the school promotes an equitable and diverse workplace.



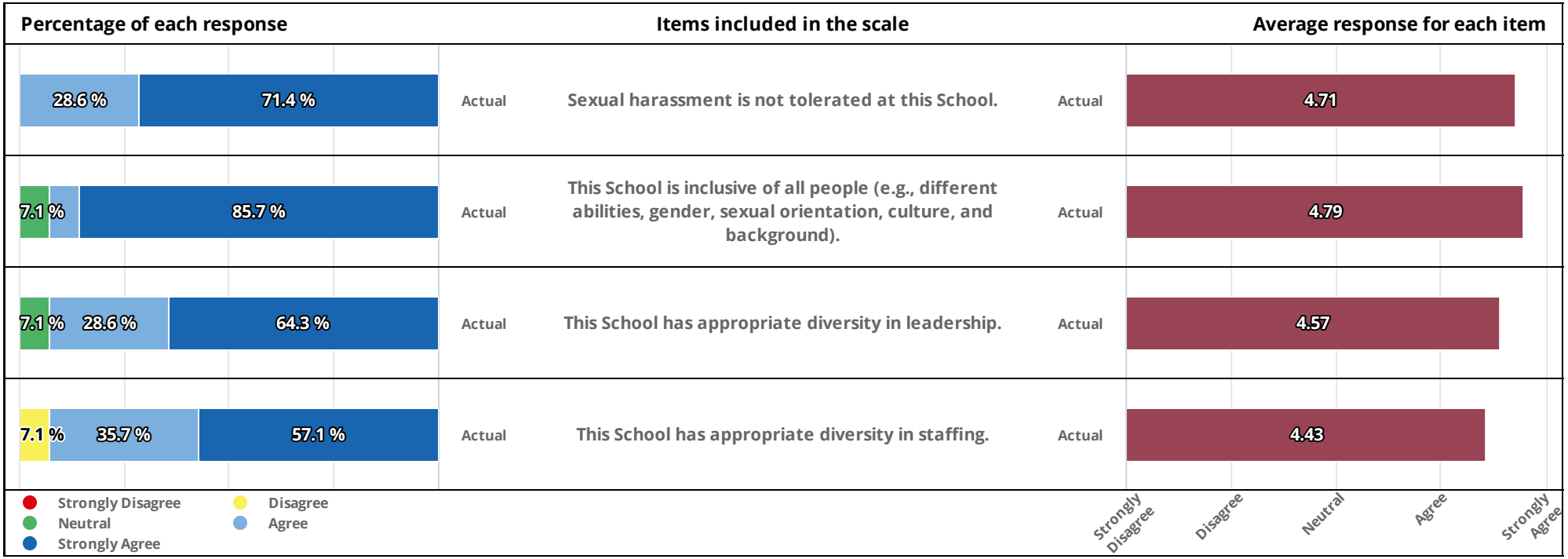
Mean and Standard Deviation: For the actual version, the average item mean for the Equity and Diversity scale, was 4.73 with a standard deviation of 0.39.

Median Value (--): For the actual version, the median average item mean was 4.88.

Range: For the actual version, the maximum average item mean was 5 and the minimum was 3.75.

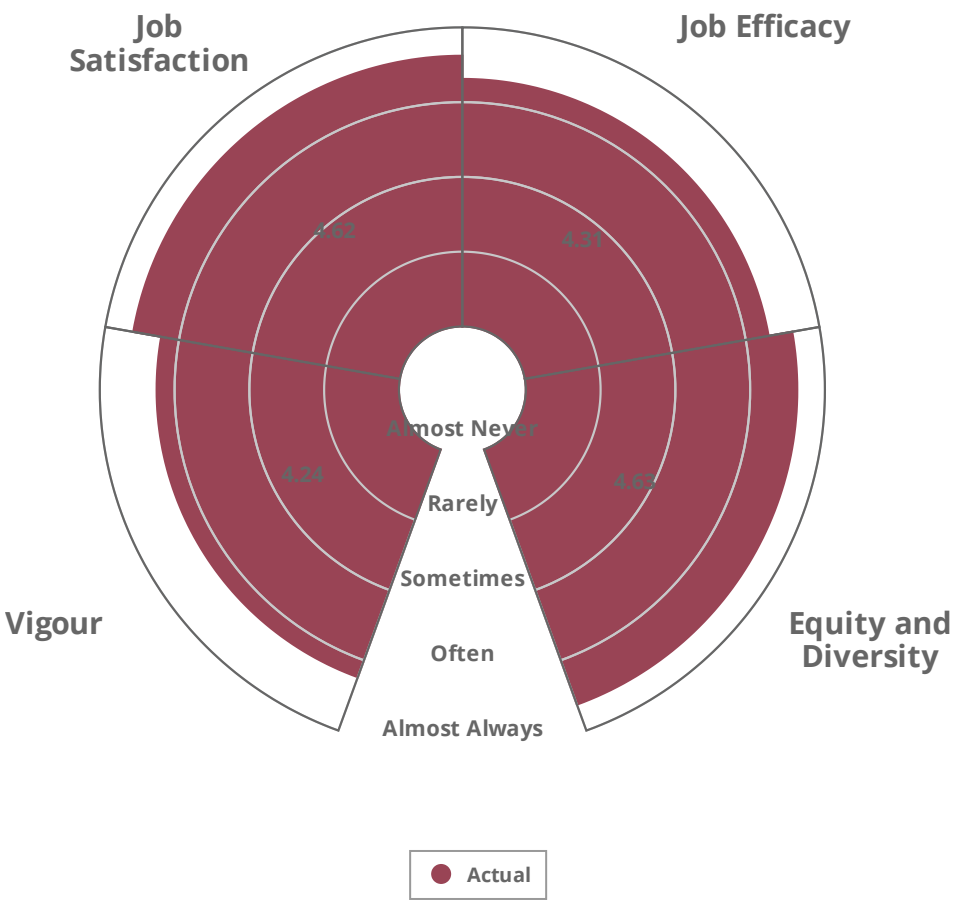
For the actual version, 50% of average item means fell between 4.5 and 5.

Note these figures do not include some extreme outliers.



Overview

Support Staff: Views of the Organisational Climate

Overview

Support Staff: Worker Engagement, Efficacy and Satisfaction