

Attitudes to School (Student) Survey*

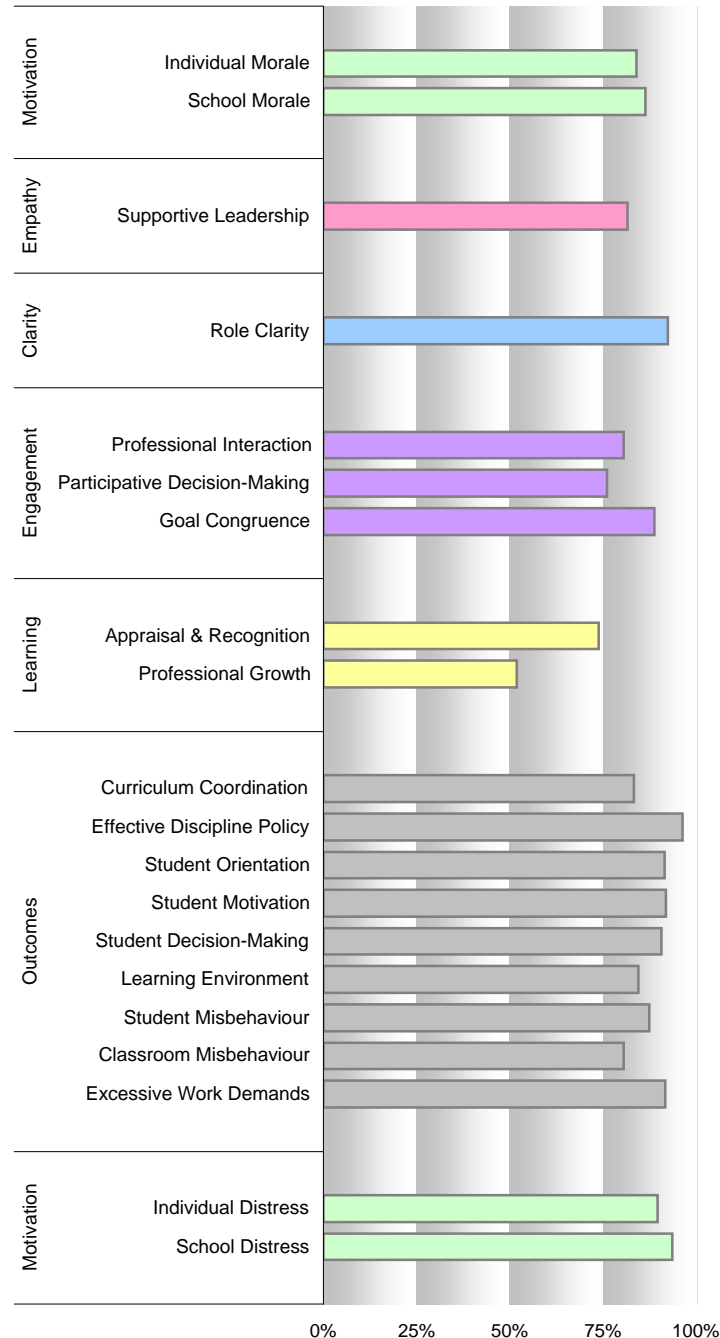
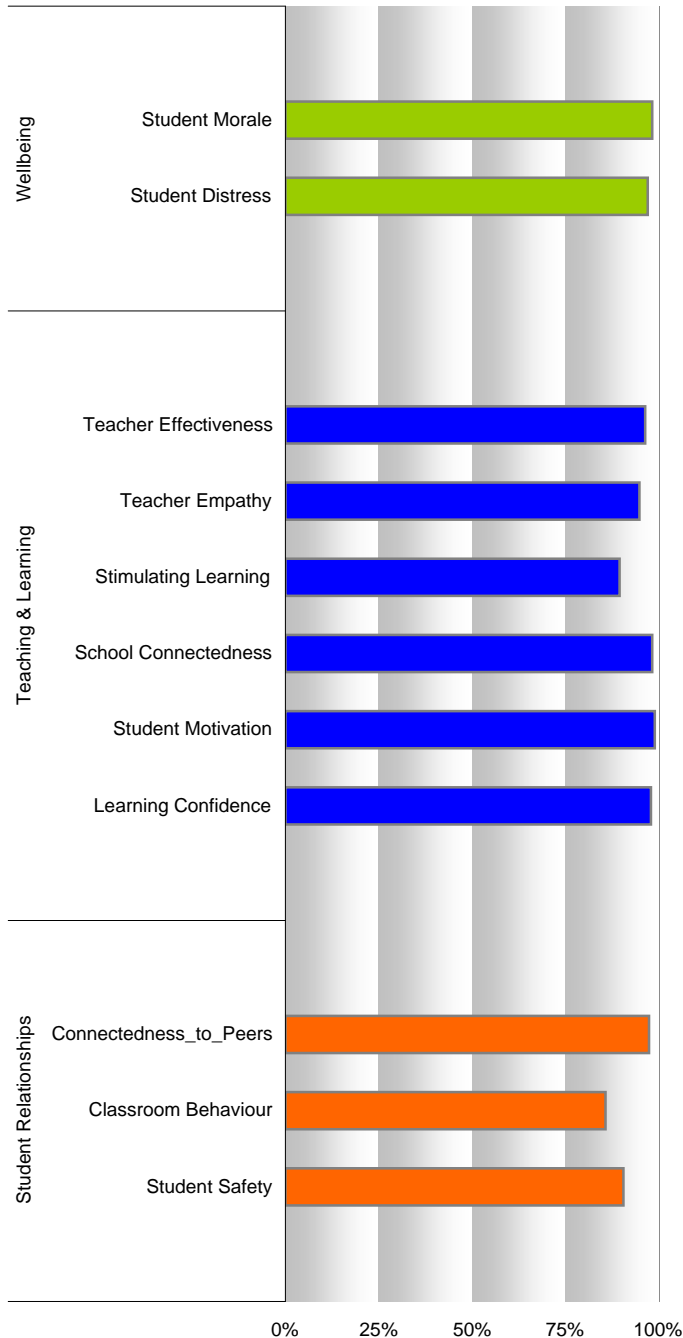
Staff Opinion Survey

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)



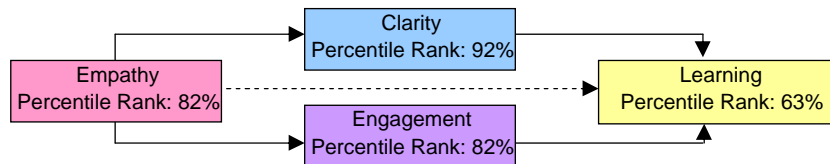
*Note: for detailed information on the student survey, refer to the Attitudes to School report



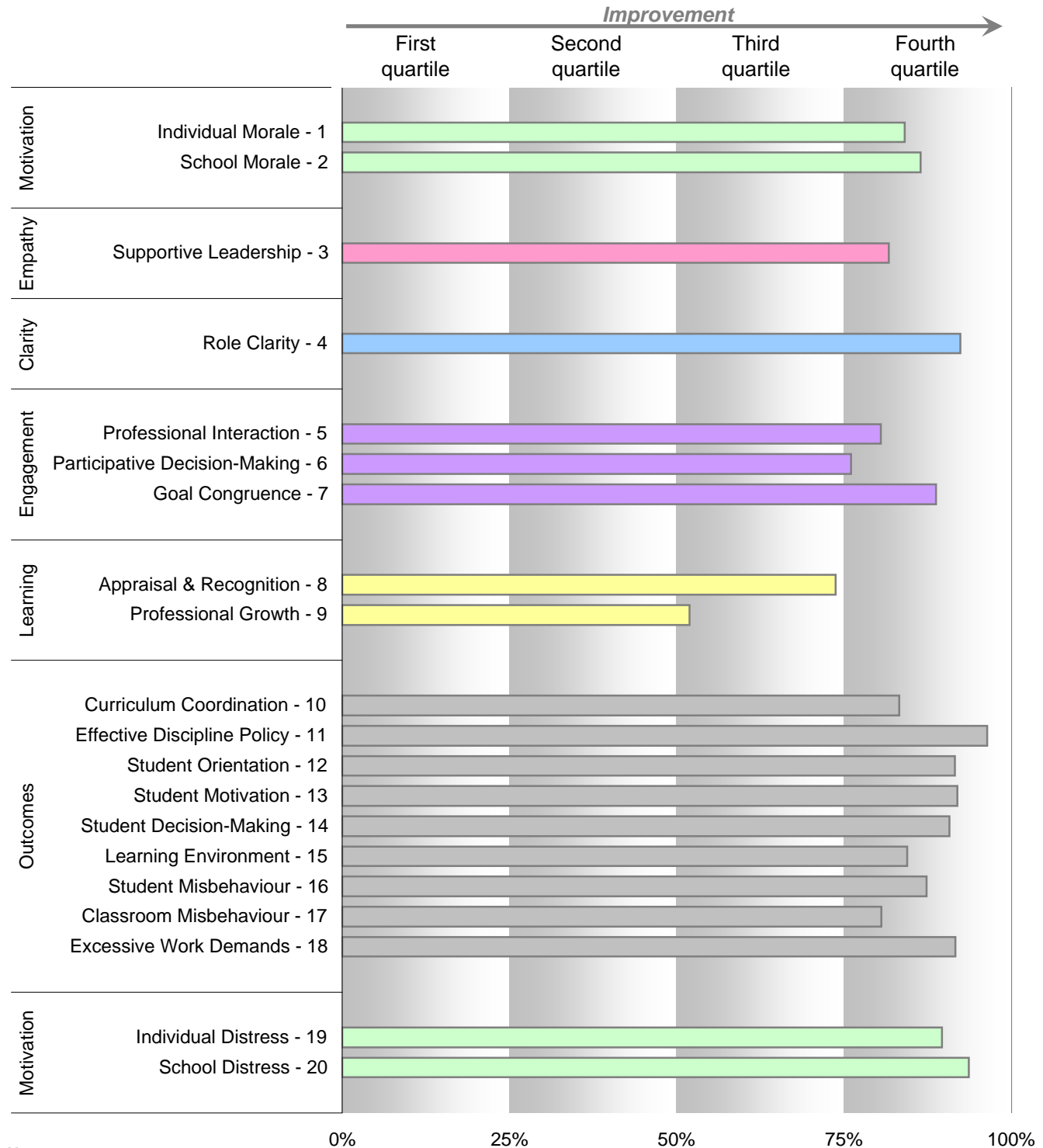
School: Thornbury High School (8797)

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:

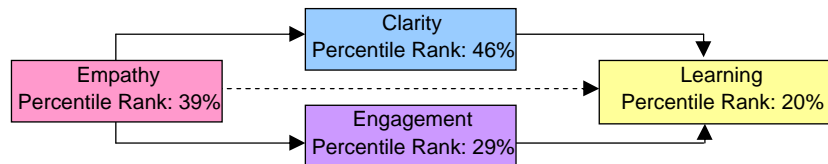
www.education.vic.gov.au/management/schoolimprovement/performance/surveys/staffsurvey.htm



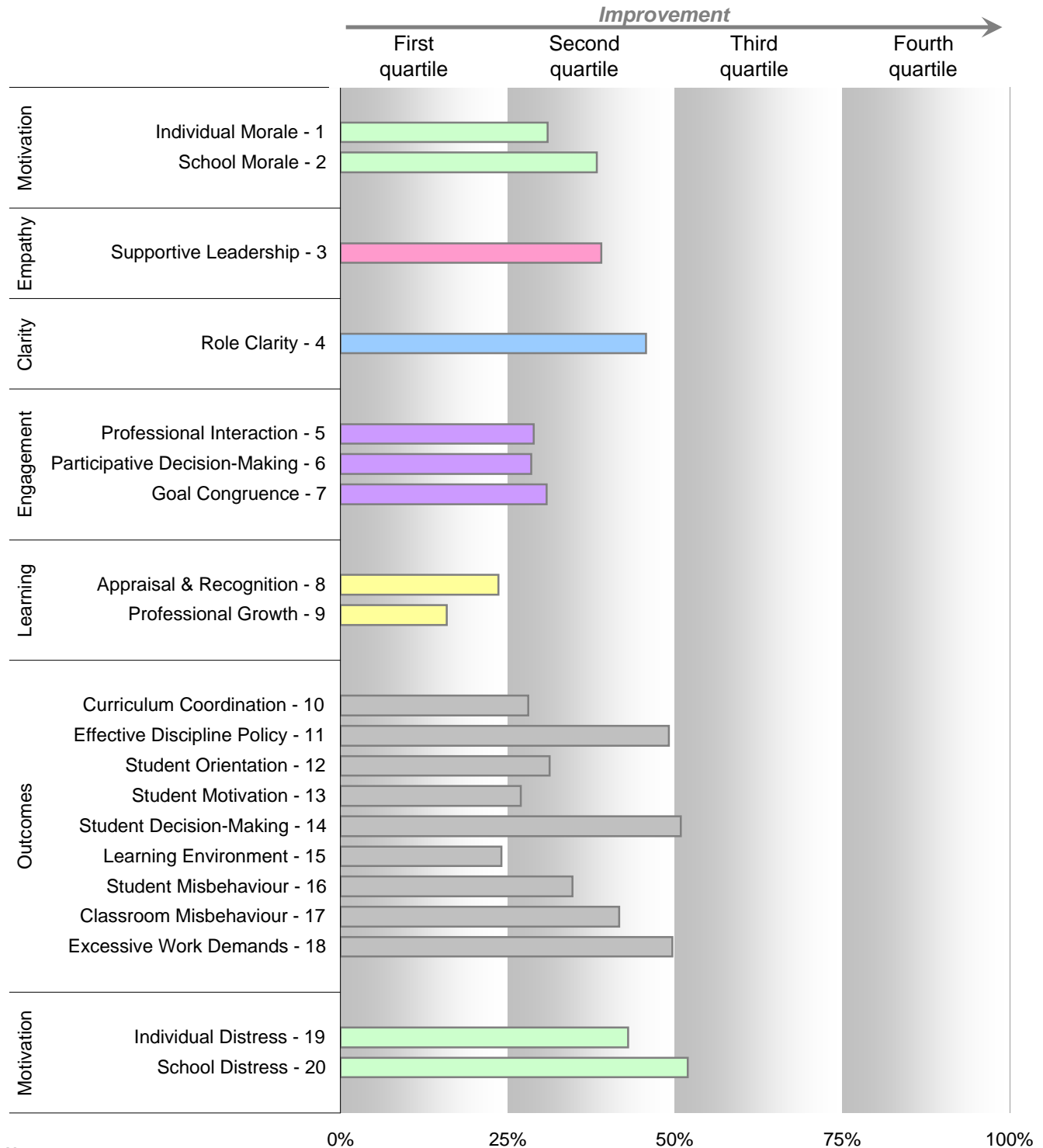
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Four Key Elements

(average percentage ranks against ALL school means)



Your School's Strengths and Weaknesses relative to ALL schools



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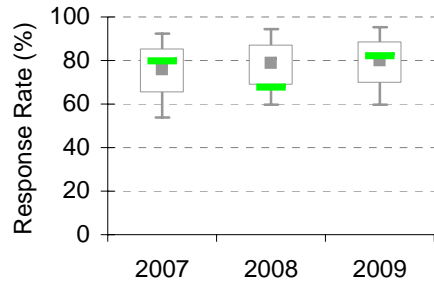
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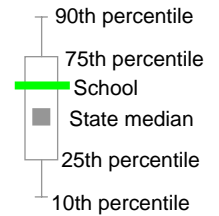
School: Thornbury High School (8797)

School response rate against state-wide school distribution

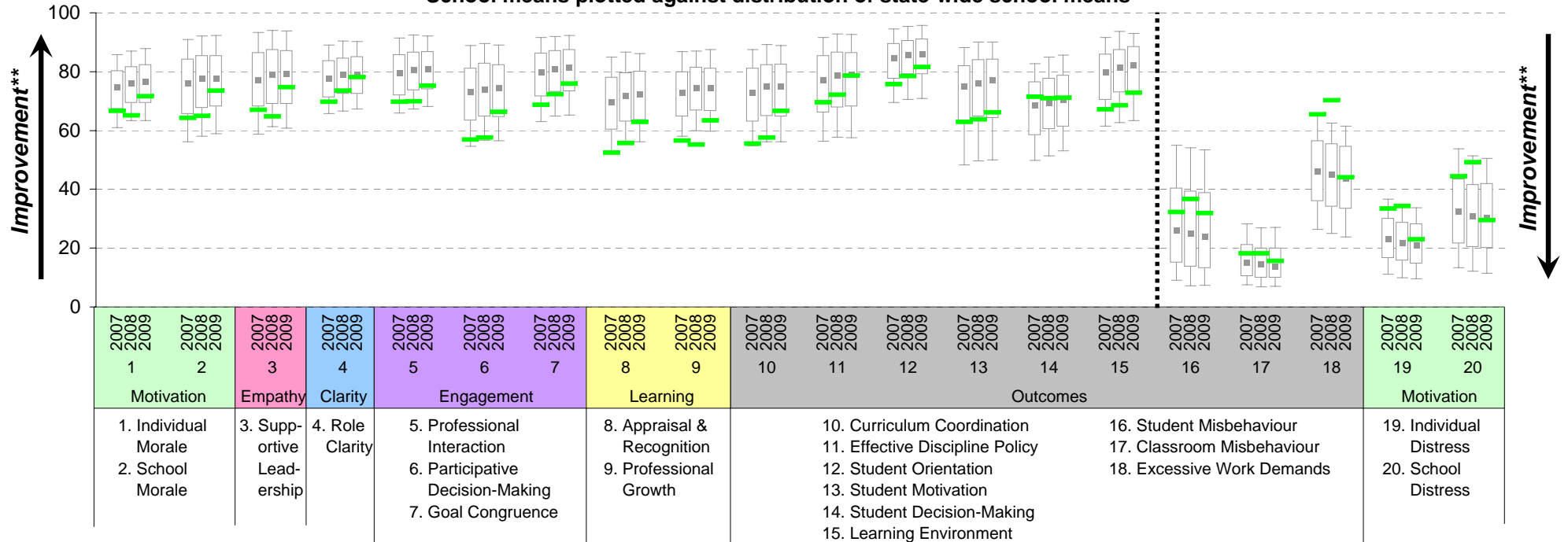


	Number of respondents*	Number Invited	Response Rate
2007	55	69	79.7%
2008	48	71	67.6%
2009	64	78	82.1%

Legend



School means plotted against distribution of state-wide school means



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* The number of respondents who answered 50% or more of the survey questions.

** The higher the school mean, the more positive the outcome for variables 1 to 15. The lower the school mean, the more positive the outcome for variables 16 to 20.



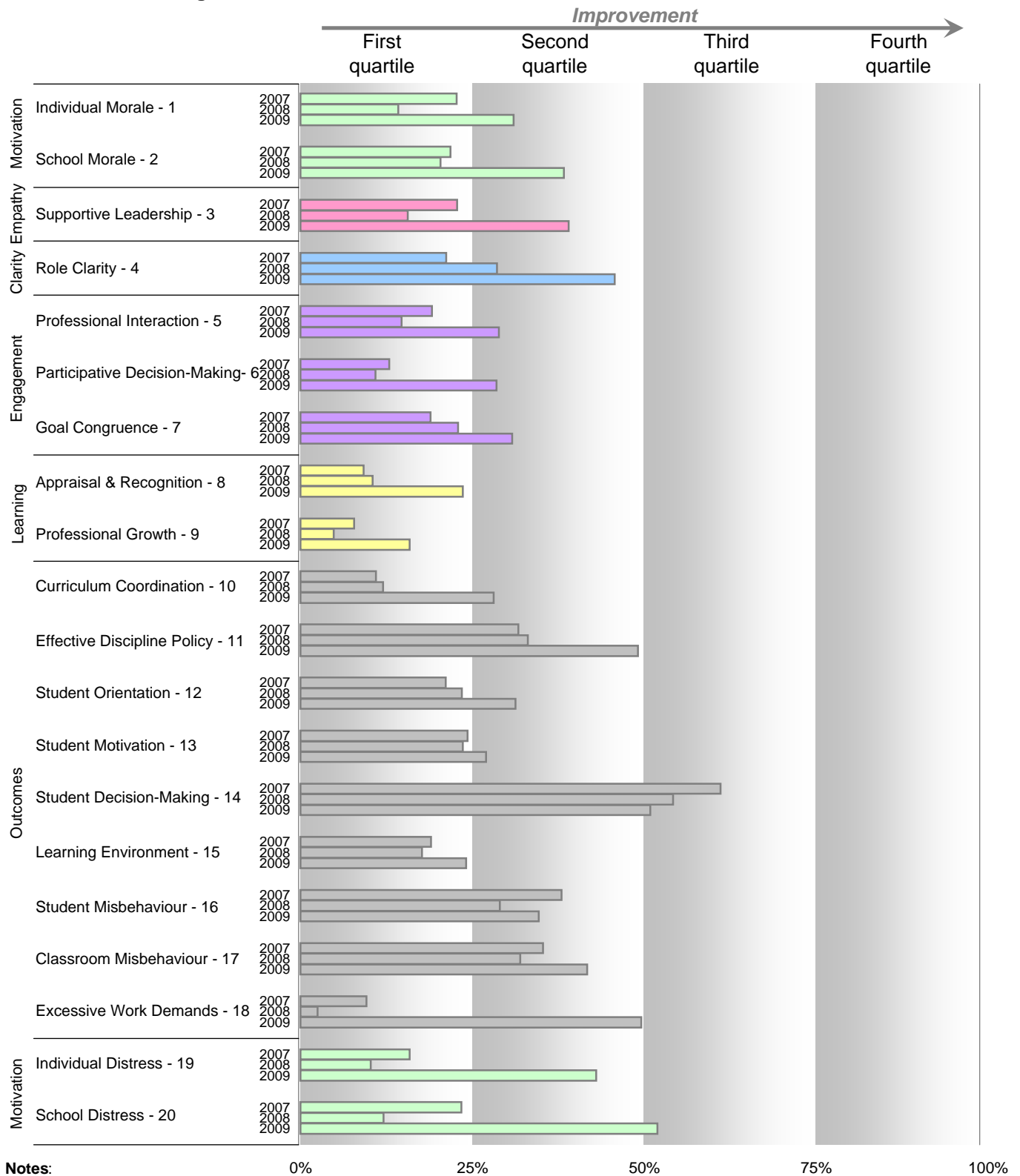
School: Thornbury High School (8797)

Four Key Elements

(average percentage ranks against ALL school means)

	Empathy	Clarity	Engagement	Learning
2007	23%	21%	17%	9%
2008	16%	29%	16%	8%
2009	39%	46%	29%	20%

Your School's Strengths and Weaknesses relative to ALL schools



Notes:

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School: Thornbury High School (8797)

Survey Results

Results by Variable and Question

Average Score
Question 100-point
Scale Scale

								variable score:	5.3	71.5
Individual Morale										
Questions	Not At All			All The Time				No Response		
	1	2	3	4	5	6	7			
- Feeling positive at school	3% (2)	2% (1)	3% (2)	9% (6)	28% (18)	36% (23)	19% (12)	0%	5.4	73.4
- Feeling enthusiastic at school	3% (2)	2% (1)	8% (5)	8% (5)	31% (20)	30% (19)	19% (12)	0%	5.3	71.1
- Feeling proud at school	5% (3)	0%	3% (2)	6% (4)	33% (21)	31% (20)	22% (14)	0%	5.4	74.0
- Feeling cheerful at school	3% (2)	2% (1)	3% (2)	13% (8)	23% (15)	33% (21)	23% (15)	0%	5.4	74.0
- Feeling energised at school	3% (2)	5% (3)	6% (4)	22% (14)	25% (16)	27% (17)	13% (8)	0%	4.9	65.1
School Morale								variable score:	3.9	73.5
Questions	Strongly Disagree			Strongly Agree				No Response		
	1	2	3	4	5					
- There is a good team spirit in this school			3% (2)	2% (1)	28% (18)	38% (24)	30% (19)	0%	3.9	72.3
- There is a lot of energy in this school			3% (2)	2% (1)	19% (12)	52% (33)	25% (16)	0%	3.9	73.4
- The morale in this school is high			3% (2)	3% (2)	20% (13)	50% (32)	23% (15)	0%	3.9	71.9
- Staff go about their work with enthusiasm			0%	3% (2)	30% (19)	47% (30)	20% (13)	0%	3.8	71.1
- Staff take pride in this school			0%	3% (2)	14% (9)	46% (29)	37% (23)	2% (1)	4.2	79.0
Supportive Leadership								variable score:	4.0	74.7
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			3% (2)	3% (2)	19% (12)	31% (20)	44% (28)	0%	4.1	77.3
- The school's leaders don't really know the problems faced by staff**			30% (19)	31% (20)	25% (16)	6% (4)	8% (5)	0%	2.3	32.8
- There is support from the leaders in this school			6% (4)	3% (2)	16% (10)	38% (24)	38% (24)	0%	4.0	74.2
- There is good communication between staff and the leaders in this school			3% (2)	3% (2)	25% (16)	36% (23)	33% (21)	0%	3.9	73.0
- The leaders in this school can be relied upon when things get tough			2% (1)	2% (1)	16% (10)	30% (19)	51% (32)	2% (1)	4.3	81.7

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

Average Score
Question 100-point
Scale Scale

Role Clarity							variable score:	4.1	78.1
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- I am always clear about what others at school expect of me	5% (3)	3% (2)	16% (10)	42% (27)	34% (22)	0%	4.0	74.6	
- My work objectives are always well defined	2% (1)	2% (1)	19% (12)	48% (31)	30% (19)	0%	4.0	75.8	
- I always know how much authority I have in this school	3% (2)	5% (3)	14% (9)	41% (26)	38% (24)	0%	4.0	76.2	
- I am clear about my professional responsibilities	0%	3% (2)	3% (2)	40% (25)	54% (34)	2% (1)	4.4	86.1	

Professional Interaction							variable score:	4.0	75.2
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- I feel accepted by other staff in this school	2% (1)	3% (2)	13% (8)	33% (21)	50% (32)	0%	4.3	81.6	
- I have the opportunity to be involved in cooperative work with other members of staff	0%	11% (7)	19% (12)	45% (29)	25% (16)	0%	3.8	71.1	
- There is good communication between groups in this school	2% (1)	9% (6)	30% (19)	44% (28)	16% (10)	0%	3.6	65.6	
- Staff in this school can rely on their colleagues for support and assistance when needed	2% (1)	0%	14% (9)	39% (25)	45% (29)	0%	4.3	81.6	
- Staff frequently discuss and share teaching methods and strategies with each other	0%	8% (5)	20% (13)	42% (27)	30% (19)	0%	3.9	73.4	
- There is good communication between staff in this school	2% (1)	0%	32% (20)	38% (24)	29% (18)	2% (1)	3.9	73.0	
- I receive support from my colleagues	0%	3% (2)	11% (7)	48% (30)	38% (24)	2% (1)	4.2	80.2	

Participative Decision-Making							variable score:	3.7	66.3
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- There are forums in this school where I can express my views and opinions	5% (3)	5% (3)	20% (13)	44% (28)	27% (17)	0%	3.8	70.7	
- I am happy with the decision-making processes used in this school	8% (5)	3% (2)	30% (19)	41% (26)	19% (12)	0%	3.6	64.8	
- Staff are frequently asked to participate in the decisions concerning administrative policies and procedures in this school	8% (5)	8% (5)	33% (21)	28% (18)	23% (15)	0%	3.5	62.9	
- There is opportunity for staff to participate in school policy and decision making	3% (2)	10% (6)	25% (16)	41% (26)	21% (13)	2% (1)	3.7	66.7	

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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	75.9
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- The staff are committed to the school's goals and values	2% (1)	3% (2)	22% (14)	47% (30)	27% (17)	0%	3.9	73.4	
- The goals of this school are not easily understood**	45% (29)	38% (24)	13% (8)	3% (2)	2% (1)	0%	1.8	19.5	
- The school has a clearly stated set of objectives and goals	2% (1)	3% (2)	11% (7)	44% (28)	41% (26)	0%	4.2	79.7	
- My personal goals are in agreement with the goals of this school	3% (2)	2% (1)	17% (11)	45% (29)	33% (21)	0%	4.0	75.8	
- There is agreement about the teaching philosophy of this school	2% (1)	5% (3)	22% (14)	56% (35)	16% (10)	2% (1)	3.8	69.8	

Appraisal and Recognition							variable score:	3.5	62.8
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- I am encouraged in my work by praise, thanks or other recognition	6% (4)	13% (8)	22% (14)	33% (21)	27% (17)	0%	3.6	65.2	
- I have the opportunity to discuss and receive feedback on my work performance	6% (4)	5% (3)	28% (18)	36% (23)	25% (16)	0%	3.7	67.2	
- I am regularly given feedback on how I am performing my role	9% (6)	19% (12)	33% (21)	22% (14)	17% (11)	0%	3.2	54.7	
- There is a structure and process that provides feedback on my work performance	8% (5)	13% (8)	31% (20)	25% (16)	23% (15)	0%	3.4	60.9	
- I am happy with the quality of feedback I receive on my work performance	6% (4)	11% (7)	30% (19)	32% (20)	21% (13)	2% (1)	3.5	62.3	
- Staff receive recognition for good work	3% (2)	10% (6)	30% (19)	33% (21)	24% (15)	2% (1)	3.7	66.3	

Professional Growth							variable score:	3.5	63.4
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- I am encouraged to pursue further professional development	11% (7)	6% (4)	20% (13)	27% (17)	36% (23)	0%	3.7	67.6	
- Others in this school take an active interest in my career development and professional growth	16% (10)	17% (11)	27% (17)	22% (14)	19% (12)	0%	3.1	52.7	
- The professional development planning in this school takes into account my individual needs and interests	8% (5)	14% (9)	30% (19)	27% (17)	22% (14)	0%	3.4	60.2	
- There are opportunities in this school for developing new skills	5% (3)	8% (5)	23% (15)	36% (23)	28% (18)	0%	3.8	68.8	
- It is not difficult to gain access to training courses	6% (4)	8% (5)	24% (15)	32% (20)	30% (19)	2% (1)	3.7	67.9	

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

Average Score
Question 100-point
Scale Scale

Curriculum Coordination							variable score:	3.7	66.6
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- There is sufficient contact between different sections of the school in curriculum planning	7% (4)	13% (7)	40% (22)	22% (12)	18% (10)	0%	3.3	57.7	
- There is effective coordination of the curriculum in this school	5% (3)	9% (5)	29% (16)	38% (21)	18% (10)	0%	3.5	63.6	
- The curriculum in this school is well planned	4% (2)	5% (3)	20% (11)	47% (26)	24% (13)	0%	3.8	70.5	
- There are structures and processes in this school which enable staff to be involved in curriculum planning	0%	4% (2)	22% (12)	46% (25)	28% (15)	2% (1)	4.0	74.5	

Effective Discipline Policy							variable score:	4.1	78.7
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- There is an agreed philosophy on discipline in the school	4% (2)	2% (1)	11% (6)	27% (15)	56% (31)	0%	4.3	82.7	
- My own expectations about discipline are the same as most other staff at this school	2% (1)	4% (2)	22% (12)	42% (23)	31% (17)	0%	4.0	74.1	
- The rules and sanctions relating to discipline in this school are well understood by both staff and students	2% (1)	0%	11% (6)	42% (23)	45% (25)	0%	4.3	82.3	
- The rules and sanctions relating to discipline are not enforced in a consistent fashion in this school**	43% (23)	31% (17)	13% (7)	11% (6)	2% (1)	2% (1)	2.0	24.5	

Student Orientation							variable score:	4.3	81.5
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- Students are treated as responsible people in this school	0%	4% (2)	13% (7)	49% (27)	35% (19)	0%	4.1	78.6	
- This school promotes the concept of students being individuals	0%	5% (3)	15% (8)	40% (22)	40% (22)	0%	4.1	78.6	
- Students in this school are encouraged to experience success	0%	2% (1)	2% (1)	42% (23)	55% (30)	0%	4.5	87.3	

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

Average Score
Question 100-point
Scale Scale

Student Motivation							variable score:	3.6	66.0
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- Students at this school are really motivated to learn	4% (2)	4% (2)	44% (24)	37% (20)	11% (6)	2% (1)	3.5	62.0	
- Students are always keen to do well at this school	4% (2)	2% (1)	41% (22)	43% (23)	11% (6)	2% (1)	3.6	63.9	
- Students at this school spend most of their time on task	0%	6% (3)	33% (18)	43% (23)	19% (10)	2% (1)	3.7	68.5	
- Doing well is important to the students at this school	0%	6% (3)	19% (10)	54% (29)	22% (12)	2% (1)	3.9	73.1	
- Students at this school put a lot of effort into their work	4% (2)	4% (2)	39% (21)	46% (25)	7% (4)	2% (1)	3.5	62.5	

Student Decision-Making							variable score:	3.8	71.0
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- Students in this school have opportunities to be involved in decision-making	4% (2)	7% (4)	20% (11)	44% (24)	24% (13)	2% (1)	3.8	69.4	
- There are forums in this school where students can express their views and opinions	2% (1)	2% (1)	19% (10)	48% (26)	30% (16)	2% (1)	4.0	75.5	
- I am happy with the way that students are involved in the decision-making processes used in this school	4% (2)	0%	30% (16)	37% (20)	30% (16)	2% (1)	3.9	72.2	
- Students are frequently asked to participate in the decisions concerning policies and procedures in this school	4% (2)	6% (3)	30% (16)	39% (21)	22% (12)	2% (1)	3.7	67.6	
- There is opportunity for students to participate in school policy and decision making	4% (2)	4% (2)	24% (13)	44% (24)	24% (13)	2% (1)	3.8	70.4	

Learning Environment							variable score:	3.9	72.8
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- Staff at this school have created an environment that promotes excellence in the school's teaching and learning practices	2% (1)	6% (3)	15% (8)	52% (28)	26% (14)	2% (1)	3.9	73.6	
- Staff at this school have created an environment that maximises the learning outcomes for students	2% (1)	6% (3)	11% (6)	52% (28)	30% (16)	2% (1)	4.0	75.5	
- Staff at this school always focus on improving the quality of the school's teaching and learning practices	2% (1)	6% (3)	11% (6)	48% (26)	33% (18)	2% (1)	4.1	76.4	
- Staff at this school always challenge each other to improve the quality of the school's teaching and learning practices	4% (2)	6% (3)	33% (18)	39% (21)	19% (10)	2% (1)	3.6	65.7	

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Average Score
Question 100-point
Scale Scale

Student Misbehaviour*							variable score:	2.3	31.9
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- The behaviour of students in this school is poor	38% (21)	40% (22)	13% (7)	7% (4)	2% (1)	0%	1.9	23.6	
- Students who do not want to learn are a problem in this school	15% (8)	20% (11)	25% (14)	33% (18)	7% (4)	0%	3.0	49.5	
- Students are generally well-behaved in this school***	2% (1)	2% (1)	13% (7)	50% (27)	33% (18)	2% (1)	4.1	77.8	

Classroom Misbehaviour*								variable score:	15.7	15.7
Question - Average percentage of class time spent dealing with student misbehaviour								No Response		
Percent of class time	0%	5%	10%	15%	20%	25%	30%			
Responses	4% (2)	36% (19)	23% (12)	11% (6)	8% (4)	2% (1)	6% (3)	2% (1)		
Percent of class time	35%	40%	45%	50%	55%	60%	65%			
Responses	4% (2)	2% (1)	0%	0%	0%	0%	2% (1)			
Percent of class time	70%	75%	80%	85%	90%	95%	100%			
Responses	2% (1)	0%	0%	2% (1)	0%	0%	0%			

Excessive Work Demands*							variable score:	2.8	44.0
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
- There is too much expected of staff in this school	23% (15)	19% (12)	25% (16)	25% (16)	8% (5)	0%	2.8	43.8	
- Staff are overloaded with work in this school	19% (12)	27% (17)	27% (17)	20% (13)	8% (5)	0%	2.7	43.0	
- There is no time for staff to relax in this school	23% (15)	28% (18)	23% (15)	20% (13)	5% (3)	0%	2.5	38.7	
- There is constant pressure for staff to keep working	14% (9)	22% (14)	17% (11)	38% (24)	8% (5)	2% (1)	3.0	50.8	

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



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

Average Score
Question 100-point
Scale Scale

Individual Distress*								variable score:	2.4	22.9
Questions	Not At All			All The Time				No Response		
	1	2	3	4	5	6	7			
- Feeling tense at school	22% (14)	34% (22)	19% (12)	9% (6)	5% (3)	8% (5)	3% (2)	0%	2.8	29.4
- Feeling anxious at school	33% (21)	31% (20)	11% (7)	14% (9)	5% (3)	5% (3)	2% (1)	0%	2.5	24.5
- Feeling negative at school	33% (21)	33% (21)	19% (12)	9% (6)	5% (3)	0%	2% (1)	0%	2.3	21.1
- Feeling uneasy at school	41% (26)	28% (18)	13% (8)	9% (6)	5% (3)	3% (2)	2% (1)	0%	2.3	20.8
- Feeling depressed at school	52% (33)	17% (11)	14% (9)	8% (5)	6% (4)	2% (1)	2% (1)	0%	2.1	18.5

School Distress*						variable score:	2.2	29.5		
Questions	Strongly Disagree			Strongly Agree		No Response				
	1	2	3	4	5					
- Staff in this school experience a lot of stress			20% (13)	25% (16)	36% (23)	16% (10)	3% (2)	0%	2.6	39.1
- Staff in this school are frustrated with their job			25% (16)	45% (29)	25% (16)	5% (3)	0%	0%	2.1	27.3
- Staff in this school feel anxious about their work			28% (18)	28% (18)	31% (20)	11% (7)	2% (1)	0%	2.3	32.4
- Staff in this school feel depressed about their job			38% (24)	35% (22)	14% (9)	13% (8)	0%	2% (1)	2.0	25.4
- There is a lot of tension in this school			44% (28)	29% (18)	19% (12)	6% (4)	2% (1)	2% (1)	1.9	23.0

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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