The Sherman School
State Of The District Survey Results

September 2022

HYA | HAZARD YOUNG ATTEA ASSOCIATES

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METHODOLOGY

The survey results contained in this document are based on HYA's research. The survey addresses district performance and equity. The State of District summary reports responses in four performance areas:

• Vision and Values (VV) - Leadership's ability to provide a clear and compelling vision for the future, align district programs to the broader vision of the district, and uphold high expectations for all stakeholders

• Teaching and Learning (TL) - Leadership's ability to guide educational programs, make data-driven decisions, and implement effective instructional change

• Community Engagement (CE) - Leadership's ability to be the voice of the district, engage with the community, and involve stakeholders in realizing the district's vision

• Management (M) - Leadership's ability to guide operations, manage resources, recruit and retain highly effective personnel, and create an equitable accountability system for all employees

EXECUTIVE SUMMARY

The State of the District Survey was completed by 334 stakeholders. The largest stakeholder group surveyed were parents of students attending school. Parents of students attending school represented 38.6 percent of all respondents. A third of respondents were community members. They made up the second most populous stakeholder group at 33.2 percent of all respondents. The third largest participant group were sherman school student, class of 2020-2023 at 12.0 percent of all respondents.

Regarding the State of the District, the following statements were perceived to be district strengths:

- Technology is integrated into the classroom.
- District schools are safe.
- The district employs effective teachers, administrators and support staff in its schools.
- The district provides a well-rounded educational experience for all students.
- Teachers personalize instructional strategies to address individual learning needs.

The top-rated priorities for the future are:

- Preparing students to be ready for the next grade and ultimately college and career ready
- Hiring and retaining quality teachers and administrators
- Providing a safe environment for students and employees
- Ensuring a well-rounded experience for all students
- Ensuring facilities can support a modern learning environment

The top-rated programs in the district are:

- Fine arts (visual arts, music, theatre)
- Social studies/history
- Math
- Science
- Library and other resource centers

Regarding equity efforts, the following statements received the most "Strongly Agree" and "Agree" responses:

- Students have at least one trusted adult in the building that they can rely on for help.
- Discipline practices that avoid suspension and expulsion are practiced.
- The district allocates resources to ensure struggling students receive support.
- Under-represented minority students have equal opportunity to participate in advanced programming.
- Minority students are encouraged to participate in extra-curricular sports and activities.

ANALYSIS

Overall Quality of Education Rating

Respondents were asked to rate the overall quality of education in the District on a scale of 1 (Unsatisfactory) to 5 (Exellent). Percent of constituent groups responding "Good" or "Excellent" are presented below.
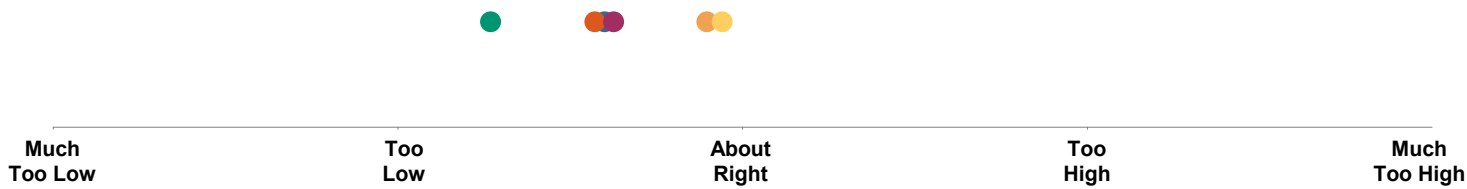

% Good or Excellent

State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching &Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.
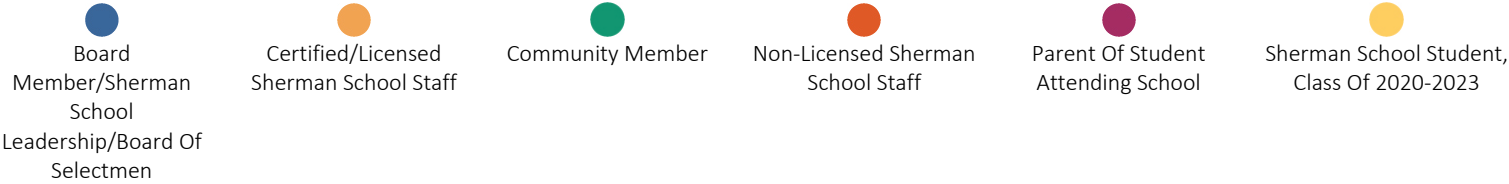

Average % Strongly Agree or Agree
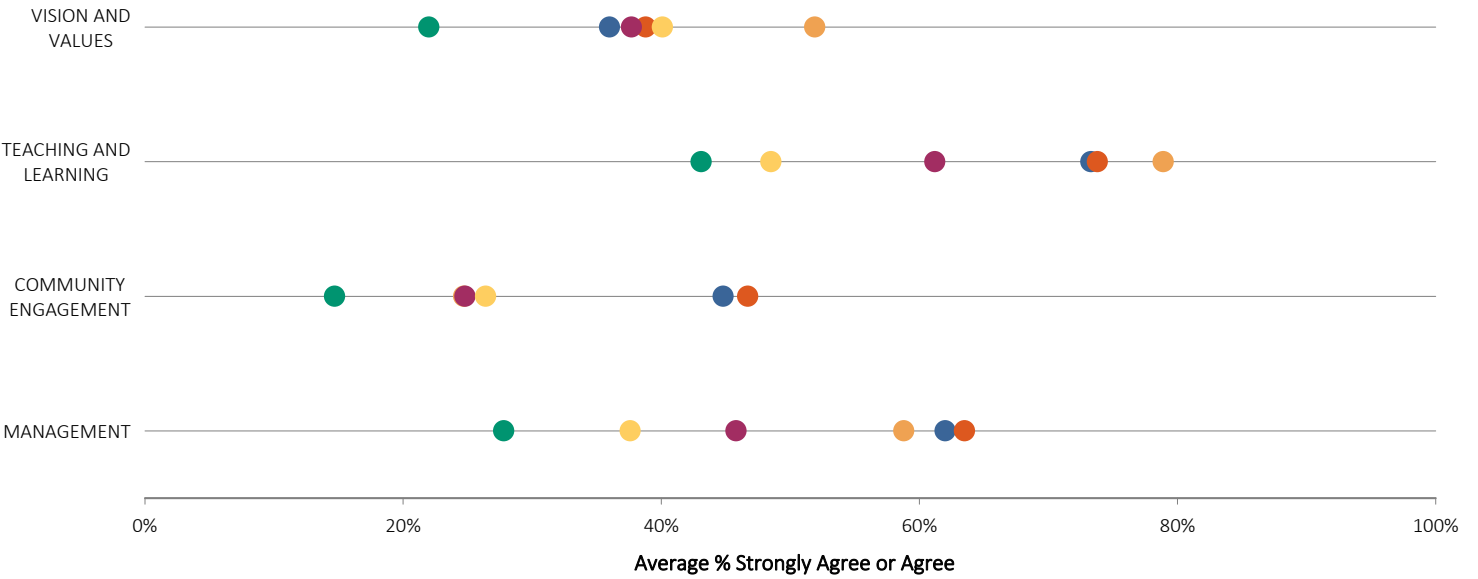
Academic Expectations in the District

Respondents rated the academic expectations in the district on a scale of 1 (Much too low) to 5 (Much too high). Each constituent group's mean is presented below.

| Much Too Low | Too Low | About Right | Too High | Much Too High |

Constituent Group Legend

| Board Member/Sherman School Leadership/Board Of Selectmen | Certified/Licensed Sherman School Staff | Community Member | Non-Licensed Sherman School Staff | Parent Of Student Attending School | Sherman School Student, Class Of 2020-2023 |

PRIORITIES FOR THE FUTURE DETAILS

Respondents were asked to select 4 statements that best represent what they believe should be the priority and focus of the Board of Education and Superintendent in the next 3-5 years. Results by constituent group are presented below. Each constituent group's top 4 most frequently selected statements are depicted by blue cells (reading the chart vertically); consensus is illustrated as multiple constituent groups selected the same statements (reading the chart horizontally).

■ Top 4

	All (319)	Board Member/Sherman School … (10)	Certified/Licensed Sherman School … (32)	Community Member (104)	Non-Licensed Sherman School Staff (11)	Parent Of Student Attending School (124)	Sherman School Student, Class Of … (38)
Preparing students to be ready for the next grade and ultimately college and career ready	56%	□	□	■	■	■	■
Hiring and retaining quality teachers and administrators	54%	■	■	■	■	■	■
Providing a safe environment for students and employees	52%	□	■	■	□	■	■
Ensuring a well-rounded experience for all students	45%	■	■	■	■	■	□
Ensuring facilities can support a modern learning environment	33%	■	□	□	□	□	■
Addressing students' social and emotional needs	33%	□	■	□	■	□	□
Providing personalized instruction for students	28%	■	□	□	□	□	□
Maintaining a positive relationship with the community	27%	□	□	□	□	□	□
Ensuring fiscal health	22%	□	□	□	□	□	□
Addressing achievement and opportunity gaps	20%	□	□	□	□	□	□
Integrating current technology into teaching and learning	11%	□	□	□	□	□	□
Ensuring high student achievement on standardized tests	10%	□	□	□	□	□	□

APPENDIX I: STATE OF THE DISTRICT ITEM ANALYSIS

Percentages of respondents selecting 5 (Strongly Agree) or 4 (Agree) for each item are presented below.

	All (334)	Board Member/Sherman School … (10)	Certified/Licensed Sherman School … (33)	Community Member (111)	Non-Licensed Sherman School Staff (11)	Parent Of Student Attending School (129)	Sherman School Student, Class Of … (40)
OVERALL							
Please rate the overall quality of education in the District. (5 - Excellent or 4 - Good)	56%	50%	84%	44%	60%	62%	49%
VISION AND VALUES							
The district has a clear and compelling shared vision for the future.	34%	40%	58%	16%	56%	39%	44%
The district is heading in the right direction.	34%	50%	50%	19%	40%	37%	45%
The district has high performance standards for all students.	40%	30%	67%	26%	30%	42%	50%
The district makes decisions based on information from data and research.	32%	20%	39%	22%	40%	38%	29%
The district is working to close achievement and opportunity gaps.	32%	40%	45%	28%	30%	33%	33%
TEACHING AND LEARNING							
The district provides a well-rounded educational experience for all students.	53%	90%	84%	38%	70%	53%	49%
Teachers personalize instructional strategies to address individual learning needs.	51%	50%	88%	30%	70%	55%	51%
District schools are safe.	70%	80%	82%	69%	91%	71%	56%
The social and emotional needs of students are being addressed.	41%	60%	50%	28%	60%	51%	26%
Students are on track to be ready for the next grade and ultimately college and career ready.	51%	80%	81%	38%	50%	56%	36%
Technology is integrated into the classroom.	73%	80%	88%	54%	100%	80%	74%
COMMUNITY ENGAGEMENT							
The district engages the community as a partner to improve the school system.	28%	40%	45%	19%	50%	31%	15%
There is transparent communication from the District.	20%	60%	9%	14%	40%	20%	27%
The district engages with diverse racial, cultural and socio-economic groups.	22%	33%	20%	11%	50%	24%	36%
MANAGEMENT							
Facilities are well maintained.	24%	40%	27%	14%	64%	22%	36%
The district is fiscally responsible.	32%	60%	29%	29%	44%	37%	19%
The district employs effective teachers, administrators and support staff in its schools.	58%	90%	81%	40%	64%	66%	45%
Employees are held accountable to high standards.	45%	60%	88%	26%	82%	46%	41%
District technology infrastructure is sufficient to support use of technology in the classroom.	50%	60%	69%	31%	60%	59%	46%

APPENDIX II: PRIORITIES FOR THE FUTURE ITEM ANALYSIS

Respondents were asked to select 4 statements that best represent what they believe should be the priorities and focus of the Board of Education and Superintendent in the next 3-5 years. Results are presented below by constituent group.

	All (319)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (32)	Community Member (104)	Non-Licensed Sherman School Staff (11)	Parent Of Student Attending School (124)	Sherman School Student, Class Of ... (38)
Preparing students to be ready for the next grade and ultimately college and career ready	56%	30%	34%	66%	64%	58%	47%
Hiring and retaining quality teachers and administrators	54%	60%	53%	53%	55%	58%	42%
Providing a safe environment for students and employees	52%	30%	59%	48%	55%	54%	53%
Ensuring a well-rounded experience for all students	45%	50%	53%	44%	55%	45%	34%
Ensuring facilities can support a modern learning environment	33%	60%	44%	20%	27%	38%	37%
Addressing students' social and emotional needs	33%	30%	66%	22%	55%	33%	26%
Providing personalized instruction for students	28%	40%	9%	15%	9%	43%	29%
Maintaining a positive relationship with the community	27%	30%	34%	30%	27%	20%	34%
Ensuring fiscal health	22%	10%	13%	38%	18%	13%	18%
Addressing achievement and opportunity gaps	20%	20%	16%	24%	18%	17%	24%
Integrating current technology into teaching and learning	11%	0%	13%	12%	0%	10%	21%
Ensuring high student achievement on standardized tests	10%	10%	3%	18%	0%	6%	11%

APPENDIX III: QUALITY OF PROGRAMS ITEM ANALYSIS

Percentages of respondents selecting 5 (Excellent) or 4 (Good) for each program listed below.

	All (283)	Board Member/Sherman School … (10)	Certified/Licensed Sherman School … (31)	Community Member (80)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School (116)	Sherman School Student, Class Of … (36)
Fine arts (visual arts, music, theatre)	72%	100%	97%	54%	67%	75%	73%
Social studies/history	52%	40%	79%	19%	57%	60%	72%
Math	50%	50%	79%	22%	57%	55%	67%
Science	49%	40%	96%	21%	38%	63%	30%
Library and other resource centers	48%	80%	83%	35%	29%	45%	45%
Special education	47%	56%	89%	37%	50%	46%	31%
World languages (foreign language)	46%	50%	80%	23%	71%	43%	63%
English/language arts/reading and writing	45%	40%	70%	28%	43%	51%	42%
Student services (guidance counselors, counseling, social work, nursing)	44%	50%	86%	38%	38%	44%	23%
Extra-curricular	39%	56%	72%	32%	67%	29%	39%
Physical education (PE) and health	38%	50%	79%	32%	50%	33%	26%
Intramurals and/or athletics	37%	67%	83%	32%	56%	23%	34%
English Language Learners (ELL)	24%	13%	19%	21%	50%	27%	24%
Career education	14%	11%	17%	9%	29%	15%	19%
Advanced Placement, talented and/or gifted	13%	0%	13%	15%	13%	8%	25%

Respondents were asked to rate the academic expectations in the district:

	All (300)	Board Member/Sherman School … (10)	Certified/Licensed Sherman School … (30)	Community Member (93)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School (119)	Sherman School Student, Class Of … (38)
Much too low	23	0	0	16	0	6	1
	8%	0%	0%	17%	0%	5%	3%
Too low	75	4	3	28	3	30	7
	25%	40%	10%	30%	30%	25%	18%
About right	158	6	26	32	4	69	21
	53%	60%	87%	34%	40%	58%	55%
Too high	6	0	0	1	0	2	3
	2%	0%	0%	1%	0%	2%	8%
Much too high	3	0	0	1	0	0	2
	1%	0%	0%	1%	0%	0%	5%
Don't know	35	0	1	15	3	12	4
	12%	0%	3%	16%	30%	10%	11%

APPENDIX IV: EQUITY

Percentages of constituents selecting 5 (Strongly Agree) or 4 (Agree) for each item are presented below.

	All (272)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (29)	Community Member (82)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School (108)	Sherman School Student, Class Of ... (33)
Students have at least one trusted adult in the building that they can rely on for help.	61%	67%	93%	35%	70%	73%	45%
Discipline practices that avoid suspension and expulsion are practiced.	49%	63%	58%	41%	86%	48%	48%
The district allocates resources to ensure struggling students receive support.	46%	60%	67%	42%	56%	42%	41%
Under-represented minority students have equal opportunity to participate in advanced programming.	44%	44%	54%	41%	50%	48%	34%
Minority students are encouraged to participate in extra-curricular sports and activities.	41%	50%	48%	33%	75%	39%	43%
The district has eliminated practices that place under-represented minority students in lower level programming.	35%	25%	57%	22%	50%	39%	39%
Programs/partnerships exist to feed, clothe, and address the physical and mental health needs of students without these basic needs.	28%	29%	33%	29%	67%	24%	19%
Discipline policies are equitably applied to all students.	24%	29%	15%	31%	44%	20%	23%
Minority student voices are sought out for representation on school committees.	23%	14%	19%	14%	75%	27%	25%
The diversity of the student population is represented in the teaching faculty and administration.	21%	14%	22%	22%	13%	21%	25%

Respondents were asked how they self-identify:

	All (286)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (28)	Community Member (92)	Non-Licensed Sherman School Staff (11)	Parent Of Student Attending School (113)	Sherman School Student, Class Of ... (32)
Asian	3 / 1%	0 / 0%	0 / 0%	1 / 1%	0 / 0%	0 / 0%	2 / 6%
Black or African American	4 / 1%	0 / 0%	0 / 0%	1 / 1%	0 / 0%	1 / 1%	2 / 6%
Hispanic or Latino/a	6 / 2%	0 / 0%	0 / 0%	1 / 1%	0 / 0%	2 / 2%	3 / 9%
Prefer not to respond	71 / 25%	0 / 0%	5 / 18%	28 / 30%	2 / 18%	26 / 23%	10 / 31%
Two or More Races	9 / 3%	0 / 0%	0 / 0%	2 / 2%	0 / 0%	5 / 4%	2 / 6%
White or Caucasian	193 / 67%	10 / 100%	23 / 82%	59 / 64%	9 / 82%	79 / 70%	13 / 41%

APPENDIX V: CUSTOM ITEMS

This section includes custom survey items. The first record in each cell is response count. The second record in the cell is the response percent per role.

What is your opinion regarding the effectiveness of communication from the **Board of Education** in the recently completed school year?

	All (283)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (27)	Community Member (91)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School	Sherman School Student, Class Of ... (29)
Average	81 29%	4 40%	12 44%	19 21%	5 50%	31 27%	10 34%
Excellent	8 3%	0 0%	2 7%	1 1%	0 0%	4 3%	1 3%
Good	33 12%	3 30%	5 19%	6 7%	1 10%	14 12%	4 14%
N/A	11 4%	1 10%	0 0%	6 7%	0 0%	3 3%	1 3%
Poor	77 27%	2 20%	5 19%	23 25%	2 20%	39 34%	6 21%
Unsatisfactory	73 26%	0 0%	3 11%	36 40%	2 20%	25 22%	7 24%

What is your opinion regarding the effectiveness of communication from **Sherman School Administrators** in the recently completed school year?

	All (282)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (27)	Community Member (89)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School	Sherman School Student, Class Of ... (30)
Average	59 21%	4 40%	2 7%	16 18%	0 0%	27 23%	10 33%
Excellent	27 10%	2 20%	0 0%	5 6%	1 10%	17 15%	2 7%
Good	38 13%	2 20%	1 4%	4 4%	1 10%	27 23%	3 10%
N/A	14 5%	0 0%	1 4%	9 10%	0 0%	3 3%	1 3%
Poor	66 23%	0 0%	9 33%	27 30%	4 40%	17 15%	9 30%
Unsatisfactory	78 28%	2 20%	14 52%	28 31%	4 40%	25 22%	5 17%

What is your opinion regarding the effectiveness of communication from **Sherman School Teachers** in the recently completed school year?

	All (277)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (27)	Community Member (86)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School	Sherman School Student, Class Of ... (29)
Average	57 21%	3 30%	2 7%	20 23%	3 30%	23 20%	6 21%
Excellent	68 25%	4 40%	12 44%	3 3%	0 0%	43 37%	6 21%
Good	65 23%	0 0%	11 41%	13 15%	2 20%	29 25%	10 34%
N/A	42 15%	2 20%	1 4%	32 37%	1 10%	4 3%	2 7%
Poor	21 8%	1 10%	0 0%	5 6%	3 30%	9 8%	3 10%
Unsatisfactory	24 9%	0 0%	1 4%	13 15%	1 10%	7 6%	2 7%

How would you rate Sherman School's website and your ability to easily find information online at shermanschool.com?

	All (281)	Board Member/Sherman School … (10)	Certified/Licensed Sherman School … (27)	Community Member (89)	Non-Licensed Sherman School Staff (9)	Parent Of Student Attending School	Sherman School Student, Class Of … (30)
Average	101 36%	5 50%	13 48%	29 33%	4 44%	43 37%	7 23%
Excellent	18 6%	1 10%	2 7%	4 4%	0 0%	7 6%	4 13%
Good	90 32%	3 30%	12 44%	16 18%	4 44%	43 37%	12 40%
N/A	23 8%	0 0%	0 0%	19 21%	0 0%	3 3%	1 3%
Poor	33 12%	0 0%	0 0%	12 13%	1 11%	16 14%	4 13%
Unsatisfactory	16 6%	1 10%	0 0%	9 10%	0 0%	4 3%	2 7%

What is your most preferred channel of getting information from The Sherman School?

	All (274)	Board Member/Sherman School … (10)	Certified/Licensed Sherman School … (25)	Community Member (88)	Non-Licensed Sherman School Staff (9)	Parent Of Student Attending School	Sherman School Student, Class Of … (26)
Email newsletter/announcements	158 58%	7 70%	21 84%	26 30%	7 78%	90 78%	7 27%
Facebook/Twitter	9 3%	0 0%	0 0%	2 2%	1 11%	5 4%	1 4%
Mailer sent via USPS	7 3%	0 0%	0 0%	2 2%	0 0%	4 3%	1 4%
Sherman School website	53 19%	2 20%	4 16%	13 15%	1 11%	17 15%	16 62%
Town Tribune/Sherman Sentinel	47 17%	1 10%	0 0%	45 51%	0 0%	0 0%	1 4%

Do you support continuing to maintain a locally controlled school in Sherman for Grades PreK-8, with the option of high school choice?
Currently, students in Grades 9-12 can choose to attend New Fairfield, New Milford, or Region 12 - Shepaug (Abbot Tech, Shepaug AgriScience, and Private School are additional options).

	All (287)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (26)	Community Member (96)	Non-Licensed Sherman School Staff (11)	Parent Of Student Attending School	Sherman School Student, Class Of ... (29)
Agree	59 21%	4 40%	6 23%	19 20%	5 45%	14 12%	11 38%
Disagree	7 2%	0 0%	0 0%	5 5%	0 0%	1 1%	1 3%
N/A	5 2%	0 0%	3 12%	1 1%	0 0%	0 0%	1 3%
Neither disagree nor agree	21 7%	0 0%	2 8%	5 5%	2 18%	7 6%	5 17%
Strongly agree	177 62%	6 60%	15 58%	55 57%	4 36%	88 77%	9 31%
Strongly disagree	18 6%	0 0%	0 0%	11 11%	0 0%	5 4%	2 7%

How would you rate the current overall condition of Sherman School's facility and site?

	All (288)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (27)	Community Member (91)	Non-Licensed Sherman School Staff (11)	Parent Of Student Attending School	Sherman School Student, Class Of ... (32)
Average	73 25%	3 30%	8 30%	31 34%	4 36%	18 15%	9 28%
Excellent	7 2%	0 0%	0 0%	3 3%	0 0%	2 2%	2 6%
Good	63 22%	1 10%	3 11%	20 22%	4 36%	26 22%	9 28%
N/A	10 3%	0 0%	1 4%	5 5%	0 0%	2 2%	2 6%
Poor	79 27%	2 20%	12 44%	23 25%	3 27%	35 30%	4 13%
Unsatisfactory	56 19%	4 40%	3 11%	9 10%	0 0%	34 29%	6 19%

Would you support students from area towns attending Sherman School starting in Kindergarten if any cost was subsidized through tuition program payments?

	All (286)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (27)	Community Member (96)	Non-Licensed Sherman School Staff (9)	Parent Of Student Attending School	Sherman School Student, Class Of ... (28)
Agree	99 35%	5 50%	15 56%	36 38%	2 22%	32 28%	9 32%
Disagree	41 14%	0 0%	0 0%	13 14%	3 33%	24 21%	1 4%
N/A	6 2%	1 10%	1 4%	0 0%	0 0%	0 0%	4 14%
Neither disagree nor agree	44 15%	2 20%	4 15%	12 13%	3 33%	16 14%	7 25%
Strongly agree	45 16%	2 20%	6 22%	11 11%	1 11%	21 18%	4 14%
Strongly disagree	51 18%	0 0%	1 4%	24 25%	0 0%	23 20%	3 11%

Would you support needed repairs and improvements in Sherman School's **existing facility and site** that have a guaranteed cost, if you paid a similar amount of property taxes as you did in 2018?

	All (285)	Board Member/Sherman School ... (10)	Certified/Licensed Sherman School ... (26)	Community Member (93)	Non-Licensed Sherman School Staff (10)	Parent Of Student Attending School	Sherman School Student, Class Of ... (30)
Agree	90 32%	5 50%	5 19%	31 33%	8 80%	31 27%	10 33%
Disagree	11 4%	0 0%	0 0%	9 10%	0 0%	2 2%	0 0%
N/A	23 8%	1 10%	9 35%	2 2%	0 0%	4 3%	7 23%
Neither disagree nor agree	22 8%	0 0%	2 8%	6 6%	2 20%	6 5%	6 20%
Strongly agree	109 38%	3 30%	10 38%	25 27%	0 0%	66 57%	5 17%
Strongly disagree	30 11%	1 10%	0 0%	20 22%	0 0%	7 6%	2 7%