MI Student VOICE

Educator Perception Survey

Raising voices to drive school quality

2023-2024

District Level

Baraga Area Schools

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We are excited to share with you the results of the MI Educator Perception Survey that was recently administered in your district. The purpose of the survey is to create a holistic view of the student experience based on feedback from educators in the domains of educator well-being, resources and school support, school climate, and belonging.

This final report provides a breakdown of results across your district administration selection, as well as a comprehensive aggregate report for comparison purposes.

We thank you for your partnership and shared belief that not only does student voice matter, but the voices of educators in the district as well. Students who are engaged, feel a connection and belonging in school and have social-emotional needs that are being met, is crucial to creating a supportive school culture that promotes academic success and overall well-being.

Our team looks forward to working with you to elevate your community's voices to support the success and well-being of students across the state.

Understanding the Survey

Domains

The pilot MI Student Voice: Educator Perception Survey consists of four domains: Educator Well-Being, Resources & School Support, School Climate, and Belonging.

The Domain-level report shows an overview of domain responses while the Question-level report breaks down each domain into their individual questions.

Scale

Educators answered questions using two different scales: Frequency Scale and Perception Scale.

A frequency scale measures the rate at which something occurs. The five-point scale is associated with a numerical value in order to find the average response to each question and domain. The higher the average, the better the student experience.

(1) Almost Never   (2) Rarely   (3) Sometimes
(4) Often   (5) Almost Always

A perception scale measures how a student feels about a subject. The five-point scale is associated with a numerical value in order to find the average response to each question and domain. The higher the average, the better the student experience.

(1) Not At All   (2) Slightly   (3) Somewhat
(4) Quite   (5) Extremely

Next to each bar chart are several key insights.

- **Average:** The mean of responses for the school/district is calculated by adding all student responses for the question/domain and dividing by the total number of respondents (*n*).

- **% Positive:** The percent of positive responses (any student who answered 4 or 5) are added together.

- **Consortium Avg.:** The mean of responses for all participating districts within the consortium is calculated by adding all student responses across the state and dividing by the total number of respondents in the state (*n*).

Why is my data aggregated?

In the Student survey, responses are disaggregated by their demographic information. In this report, however, you will see a breakdown of respondent demographics first. Then all responses will be reported together for each question and domain to protect the anonymity of your educators.

Demographics

Racial or Ethnic Heritage	
American Indian or Alaska Native	n = 2
White	n = 18

What is your current primary role?	
Teacher	n = 13
Classified/Other Staff Member	n = 3
Prefer not to answer	n = 1
Other (Prefer to self-describe)	n = 2

What is your highest degree earned?	
Bachelor's Degree	n = 9
Master's Degree	n = 7
Other (Please specify)	n = 1
Prefer not to answer	n = 1

If you are a teacher, please indicate which level you teach.	
Elementary	n = 6
Middle	n = 2
High	n = 4
Other (please describe)	n = 1
Prefer not to answer	n = 3

How long have you been employed in education?	
1-2 years	n = 1
3-5 years	n = 3
6-10 years	n = 4
11-15 years	n = 1
16-20 years	n = 4
21-25 years	n = 2
Over 25 years	n = 2
Prefer not to answer	n = 2

How long have you been employed in this district?	
Less than a year	n = 1
1-2 years	n = 3
3-5 years	n = 4
6-10 years	n = 3
11-15 years	n = 2
16-20 years	n = 2
21-25 years	n = 1
Over 25 years	n = 2
Prefer not to answer	n = 1

How many years do you anticipate working in this district?	
1-2 years	n = 2
6-10 years	n = 3
11-15 years	n = 2
16-20 years	n = 3
21-25 years	n = 2
Over 25 years	n = 4
Prefer not to answer	n = 2

Do you feel connected to the students at your school?

Educator Well-Being

■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

	All Educators			Average	% Positive	Consortium Avg.
All Educators	16%	53%	32%	**4.16** n=19	**84.2%**	**4.11** n=2828

Do you feel connected to your colleagues at school?

Educator Well-Being

■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

	All Educators				Average	% Positive	Consortium Avg.
All Educators	21%	42%	26%	11%	**3.26** n=19	**36.8%**	**3.63** n=2835

Do you feel like you belong at your school?

Educator Well-Being

■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

	All Educators				Average	% Positive	Consortium Avg.
All Educators	21%	37%	16%	26%	**3.47** n=19	**42.1%**	**3.87** n=2831

Does your job matter to you?

Educator Well-Being

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

	All Educators			Average	% Positive	Consortium Avg.
All Educators	5% 5%	32%	58%	**4.42** n=19	**89.5%**	**4.63** n=2833
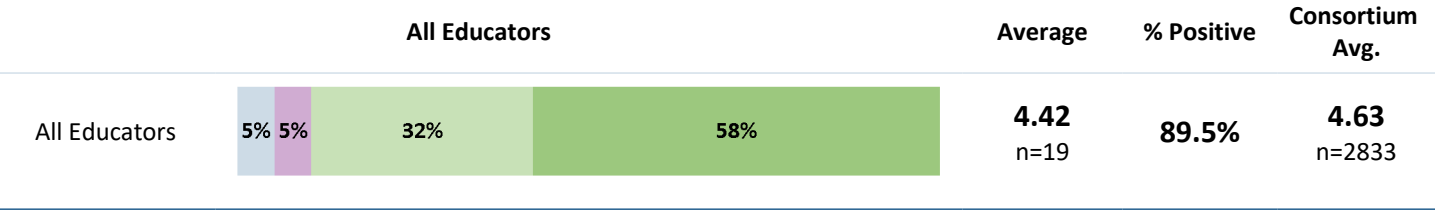
Do your school leaders understand you as a person?

Educator Well-Being

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

	All Educators					Average	% Positive	Consortium Avg.
All Educators	16%	26%	16%	21%	21%	**3.05** n=19	**42.1%**	**3.51** n=2833
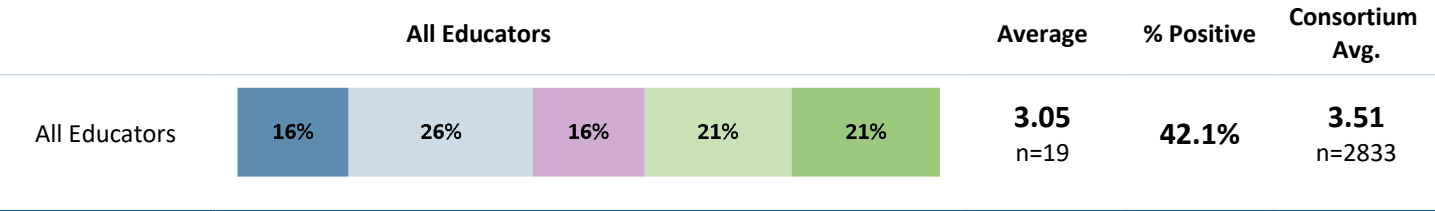
Do you get along well with other staff members at your school?

Educator Well-Being

■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

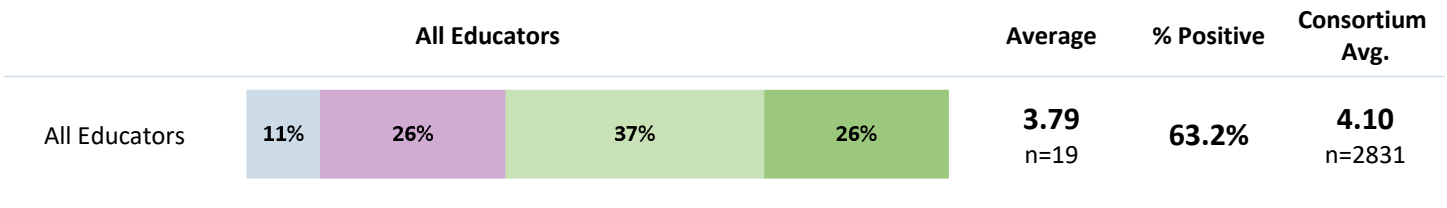|	All Educators			Average	% Positive	Consortium Avg.
All Educators	11%	58%	32%	**4.21** n=19	**89.5%**	**4.55** n=2835
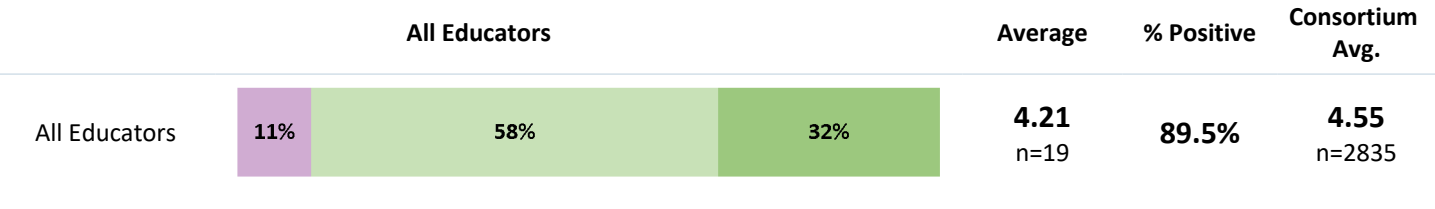
Do other adults in your school respect your point of view, even when they disagree with you?

Educator Well-Being

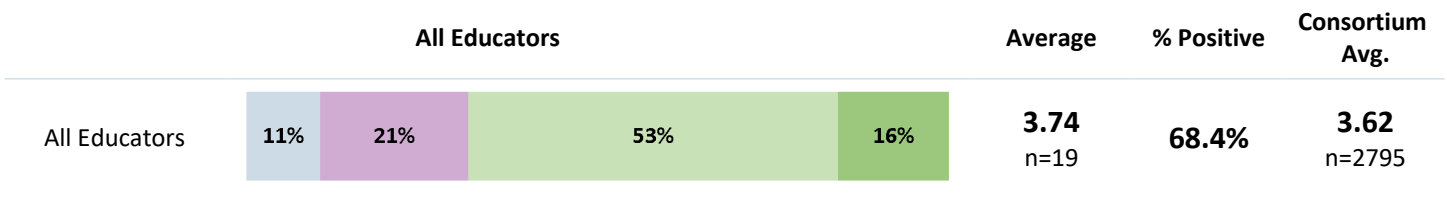| ■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

	All Educators				Average	% Positive	Consortium Avg.
All Educators	11%	26%	37%	26%	**3.79** n=19	**63.2%**	**4.10** n=2831

How well are your current instructional resources working to support your students' achievement and growth?

Resources & School Support

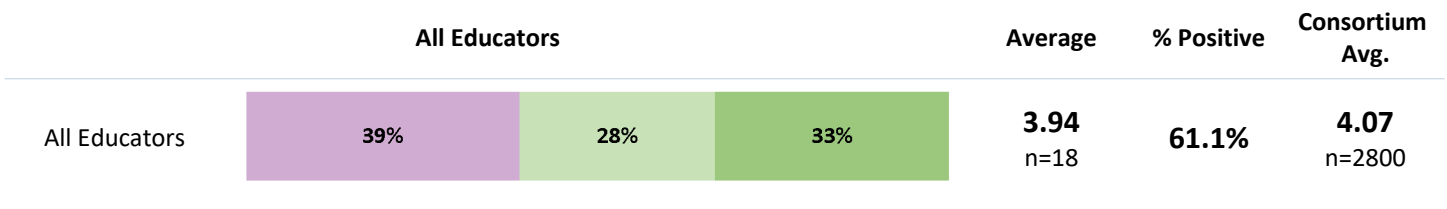| ■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

	All Educators				Average	% Positive	Consortium Avg.
All Educators	11%	21%	53%	16%	**3.74** n=19	**68.4%**	**3.62** n=2795

Are you comfortable integrating technology in your curriculum environment?

Resources & School Support

■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

	All Educators			Average	% Positive	Consortium Avg.
All Educators	39%	28%	33%	**3.94** n=18	**61.1%**	**4.07** n=2800

Do you feel like your school's leadership values a positive environment for students, teachers, or staff?

Resources & School Support

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

	All Educators					Average	% Positive	Consortium Avg.
All Educators	11%	16%	26%	32%	16%	3.26 n=19	47.4%	3.90 n=2828

Do you feel like the culture of your school supports collaboration between colleagues?

Resources & School Support

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

	All Educators					Average	% Positive	Consortium Avg.
All Educators	11%	16%	26%	32%	16%	3.26 n=19	47.4%	3.62 n=2825

Do you have high quality instructional resources to support your students' learning?

Resources & School Support

■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

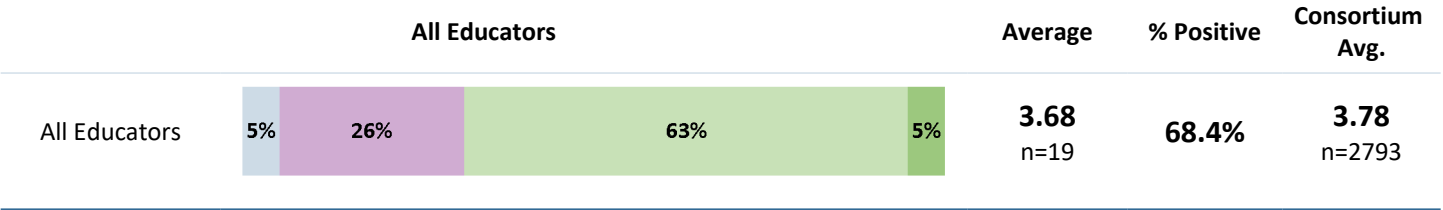|	All Educators				Average	% Positive	Consortium Avg.
All Educators	5%	21%	58%	16%	3.79 n=19	73.7%	3.76 n=2795

Do you have enough instructional resources to positively affect student performance?
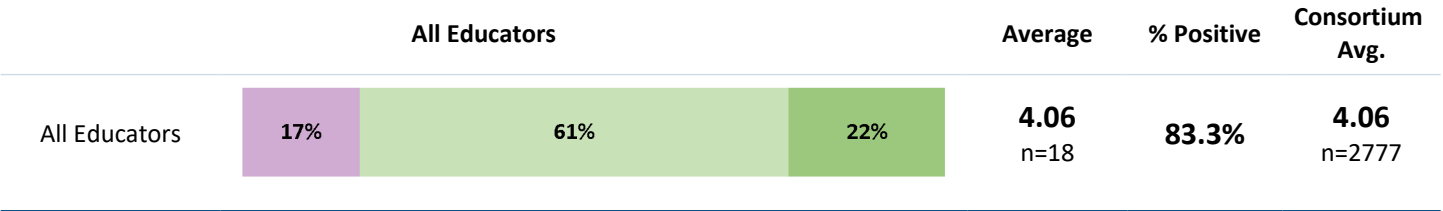
Resources & School Support

■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

	All Educators				Average	% Positive	Consortium Avg.
All Educators	5%	26%	63%	5%	**3.68** n=19	**68.4%**	**3.78** n=2793

Are you able to give quality feedback on students' work?

Resources & School Support

■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

	All Educators			Average	% Positive	Consortium Avg.
All Educators	17%	61%	22%	**4.06** n=18	**83.3%**	**4.06** n=2777

Are the parents of your students supportive towards their children's learning?

Resources & School Support

■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

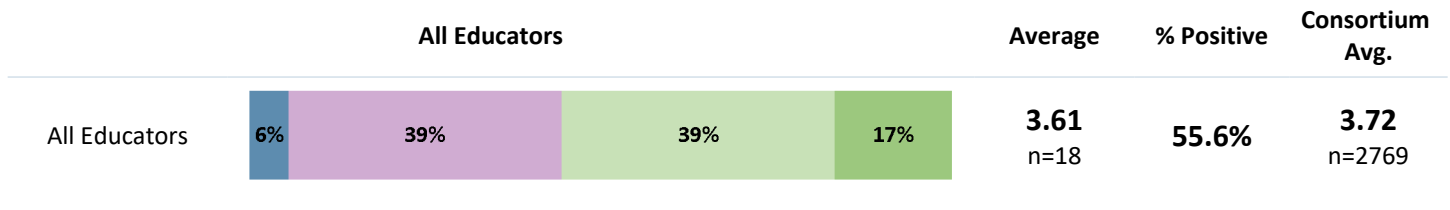|	All Educators				Average	% Positive	Consortium Avg.
All Educators	11%	32%	47%	11%	**3.58** n=19	**57.9%**	**3.44** n=2786
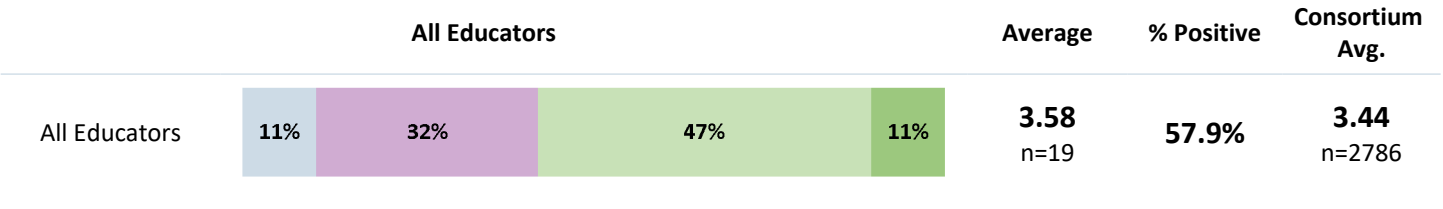
Do you communicate with parents about how they can help their children learn?

Resources & School Support

■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

All Educators		Average	% Positive	Consortium Avg.
All Educators — 6% / 39% / 39% / 17%		3.61 n=18	55.6%	3.72 n=2769

Do you receive specific professional learning opportunities that are tailored to your instructional needs?

Resources & School Support

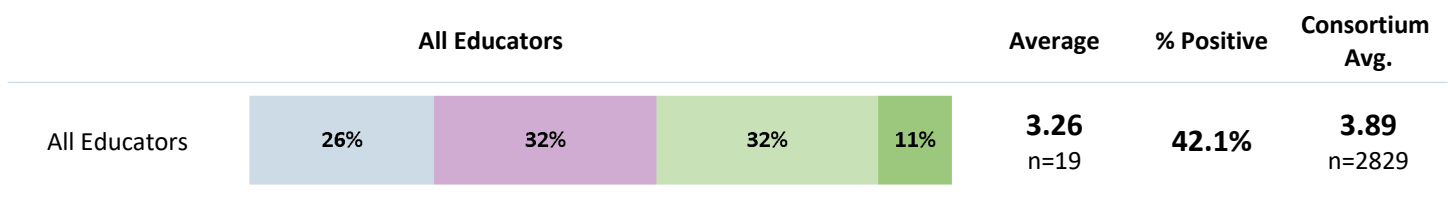■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

All Educators		Average	% Positive	Consortium Avg.
All Educators — 11% / 16% / 21% / 42% / 11%		3.26 n=19	52.6%	3.22 n=2803
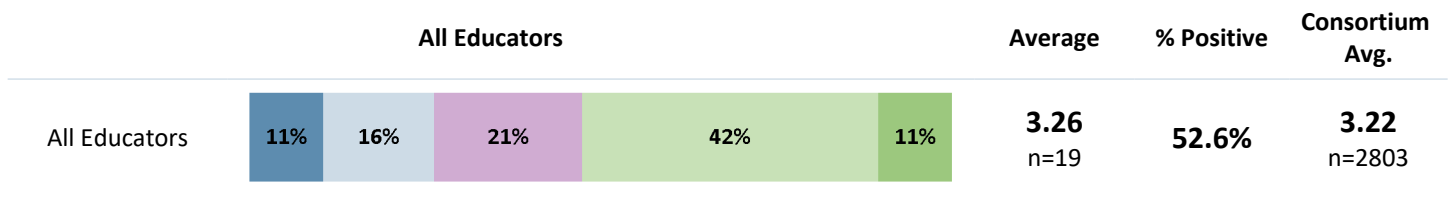
Do the actions of your school's leadership demonstrate that they have the best interest of the school most of the time?

Resources & School Support

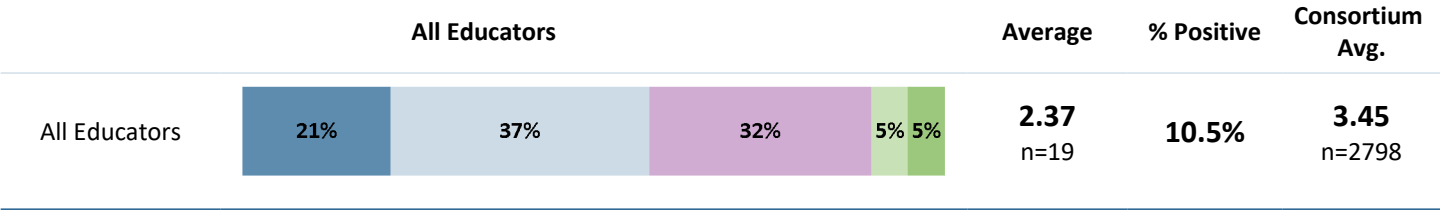■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

All Educators		Average	% Positive	Consortium Avg.
All Educators — 26% / 32% / 32% / 11%		3.26 n=19	42.1%	3.89 n=2829

Does your school leadership give feedback on your instruction?

Resources & School Support

■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

	All Educators	Average	% Positive	Consortium Avg.
All Educators	21% 37% 32% 5% 5%	2.37 n=19	10.5%	3.45 n=2798

Does the influence of your school leadership have a positive impact on the quality of your work?

Resources & School Support

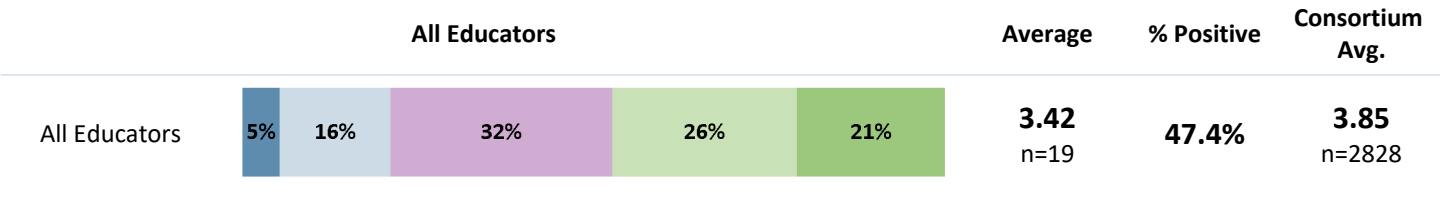■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

	All Educators	Average	% Positive	Consortium Avg.
All Educators	21% 11% 32% 21% 16%	3.00 n=19	36.8%	3.62 n=2820
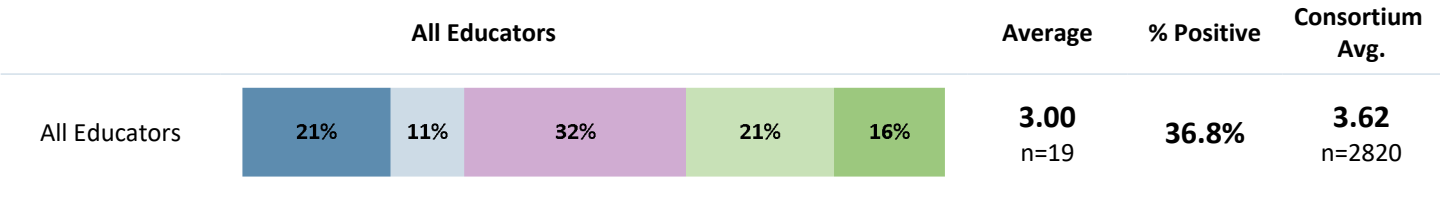
Is your school leadership supportive when you face challenges at work?

Resources & School Support

■ Almost Never   ■ Rarely   ■ Sometimes   ■ Often   ■ Almost Always

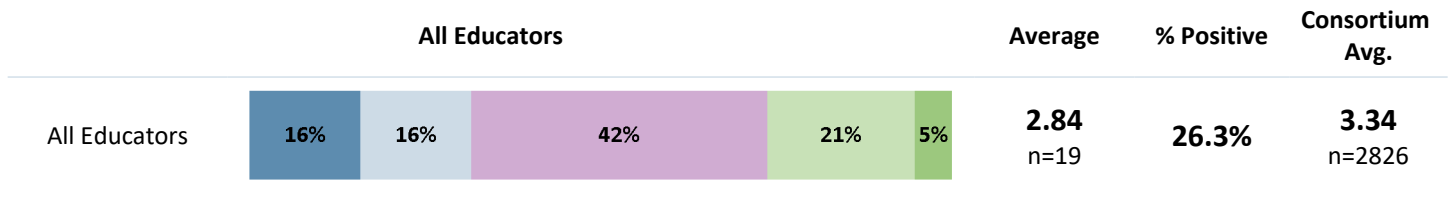|	All Educators	Average	% Positive	Consortium Avg.
All Educators	5% 16% 32% 26% 21%	3.42 n=19	47.4%	3.85 n=2828

Is your school leadership effective in handling student discipline and behavioral problems?

Resources & School Support

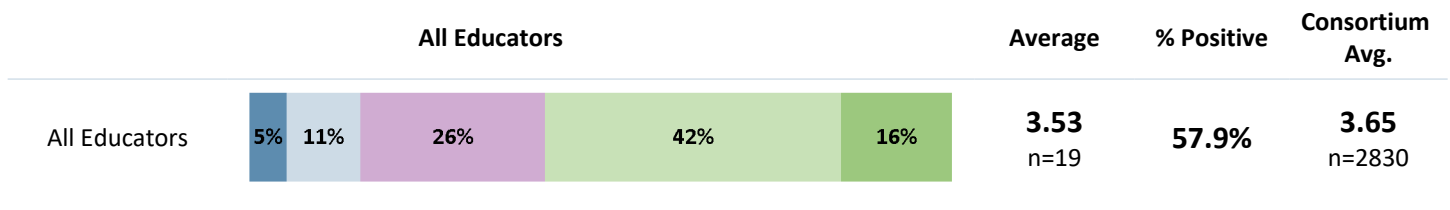| Almost Never	Rarely	Sometimes	Often	Almost Always

	All Educators		Average	% Positive	Consortium Avg.
All Educators	16% 16% 42% 21% 5%		2.84 n=19	26.3%	3.34 n=2826

Does your school feel like a learning community where ideas and suggestions for improvement are encouraged?

School Climate

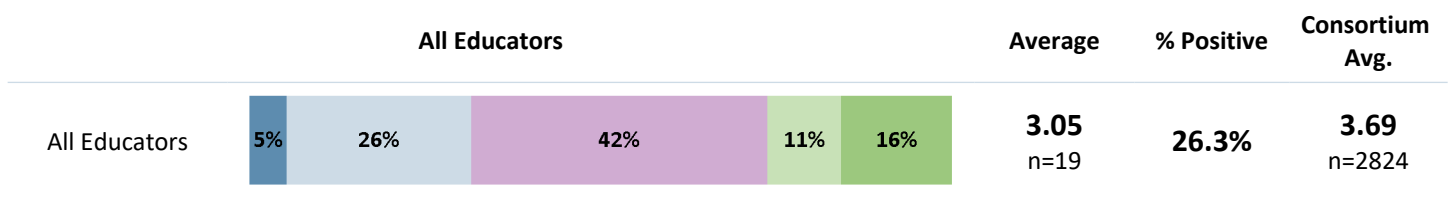| Almost Never	Rarely	Sometimes	Often	Almost Always

	All Educators		Average	% Positive	Consortium Avg.
All Educators	5% 11% 26% 42% 16%		3.53 n=19	57.9%	3.65 n=2830

Is your school leadership clear with their communication about expectations for teachers and staff?

School Climate

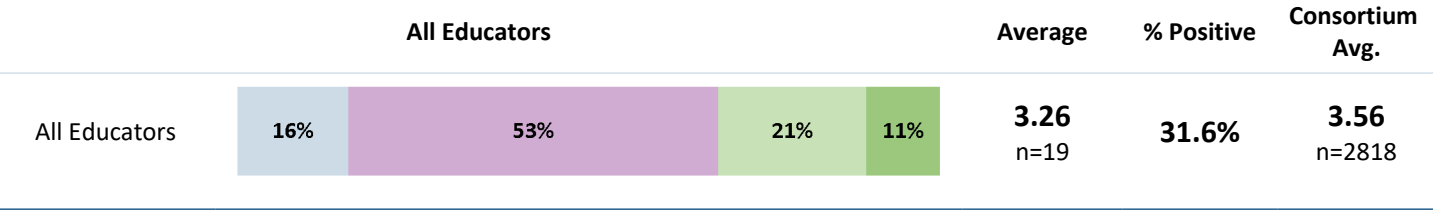| Almost Never	Rarely	Sometimes	Often	Almost Always

	All Educators		Average	% Positive	Consortium Avg.
All Educators	5% 26% 42% 11% 16%		3.05 n=19	26.3%	3.69 n=2824

Do you have opportunities to contribute to the development of goals in your school?

School Climate

Legend: Almost Never | Rarely | Sometimes | Often | Almost Always

	All Educators				Average	% Positive	Consortium Avg.
All Educators	16%	53%	21%	11%	3.26 n=19	31.6%	3.56 n=2818

Do you see students helping each other without being prompted to do so?

School Climate

Legend: Almost Never | Rarely | Sometimes | Often | Almost Always

	All Educators					Average	% Positive	Consortium Avg.
All Educators	6%	6%	33%	44%	11%	3.50 n=18	55.6%	3.59 n=2821
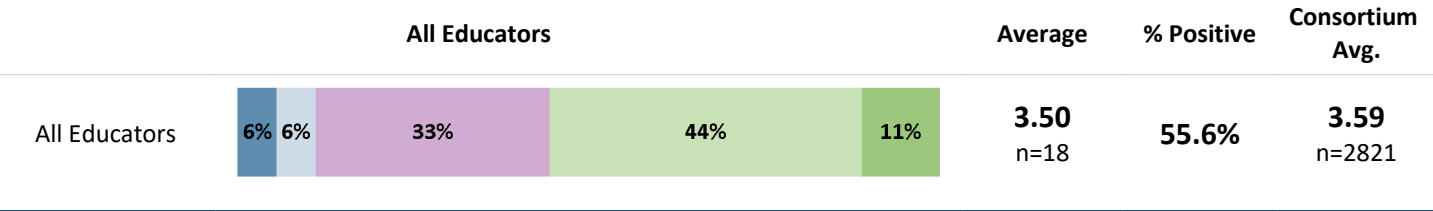
How enthusiastic do you feel about being at school on most days?

School Climate

Legend: Not At All | Slightly | Somewhat | Quite | Extremely

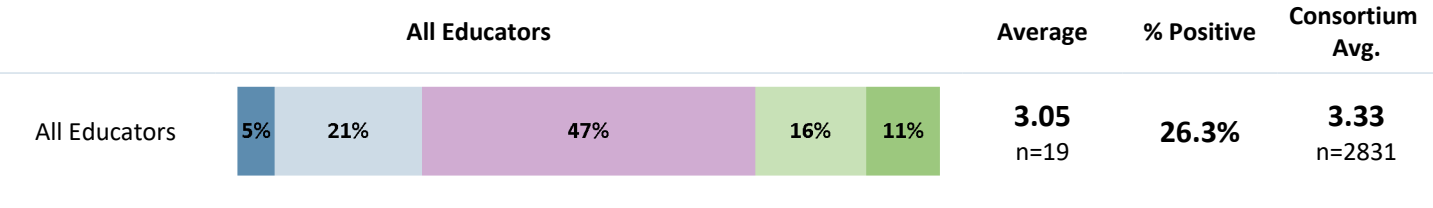|	All Educators					Average	% Positive	Consortium Avg.
All Educators	5%	11%	37%	32%	16%	3.42 n=19	47.4%	3.66 n=2834
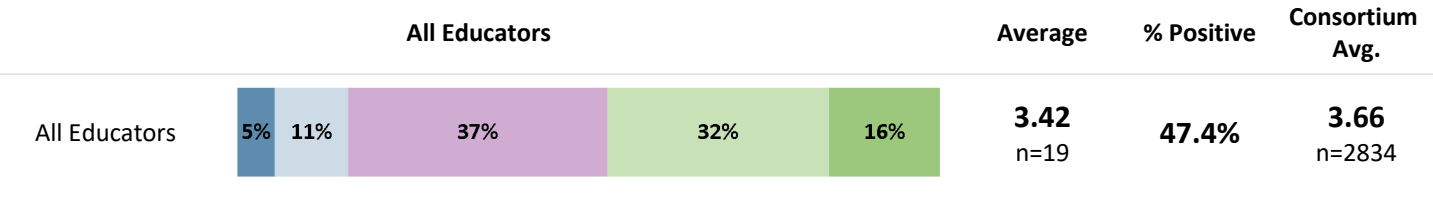
How positive are the attitudes of other teachers or staff in your school?

School Climate

■ Not At All   □ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	5% 21% 47% 16% 11%	3.05 n=19	26.3%	3.33 n=2831

How effective do you think you are at managing disruptive students?

School Climate

■ Not At All   □ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	6% 17% 78%	3.72 n=18	77.8%	3.90 n=2797
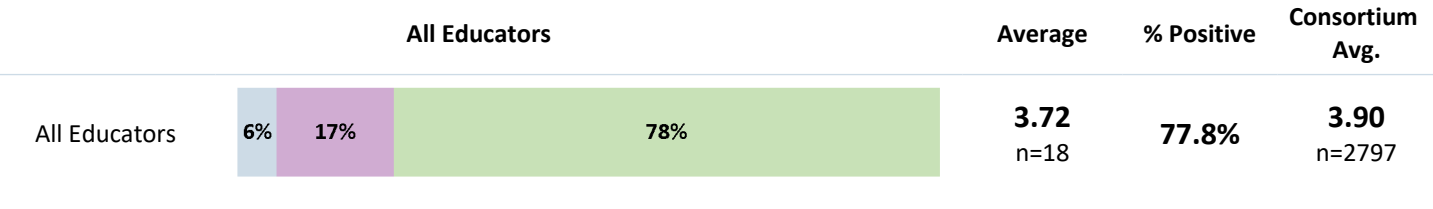
How comfortable are you with helping the most academically challenged students to learn in your classroom?

School Climate

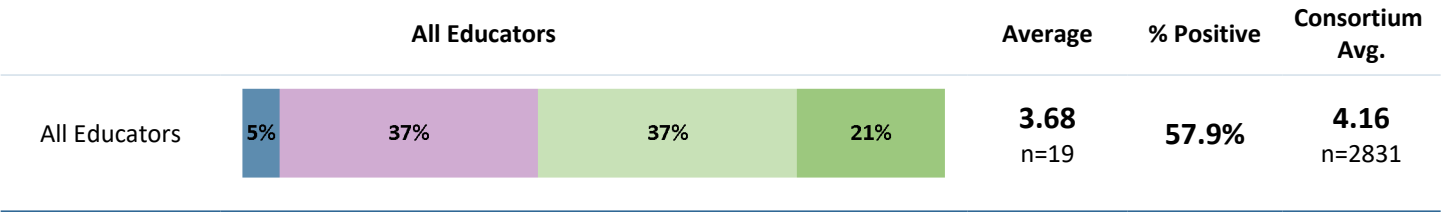■ Not At All   □ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	6% 11% 78% 6%	3.78 n=18	83.3%	3.93 n=2784
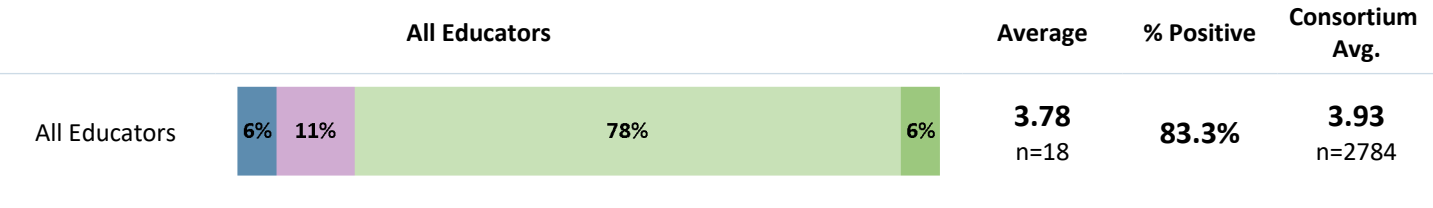
How respectful is your school's leadership towards you?

School Climate

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

All Educators				Average	% Positive	Consortium Avg.
All Educators	5%	37%	37%	21%	**3.68** n=19	**57.9%**	**4.16** n=2831

How respectful are your colleagues towards you?

School Climate

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

All Educators				Average	% Positive	Consortium Avg.
All Educators	11%	21%	42%	26%	**3.84** n=19	**68.4%**	**4.24** n=2831
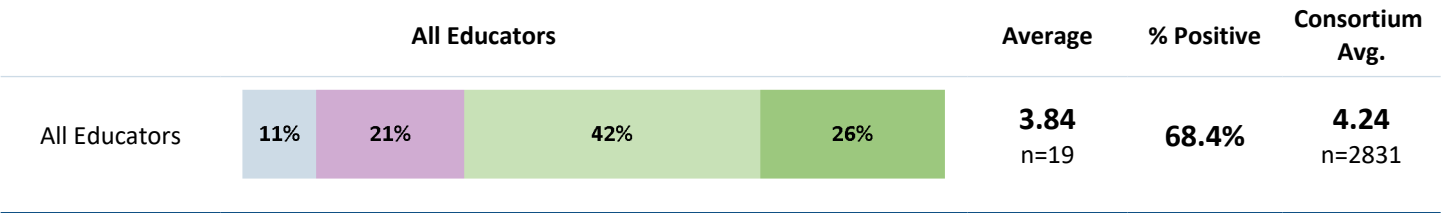
How respectful are your students towards you?

School Climate

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

All Educators			Average	% Positive	Consortium Avg.
All Educators	26%	68%	5%	**3.79** n=19	**73.7%**	**3.75** n=2816
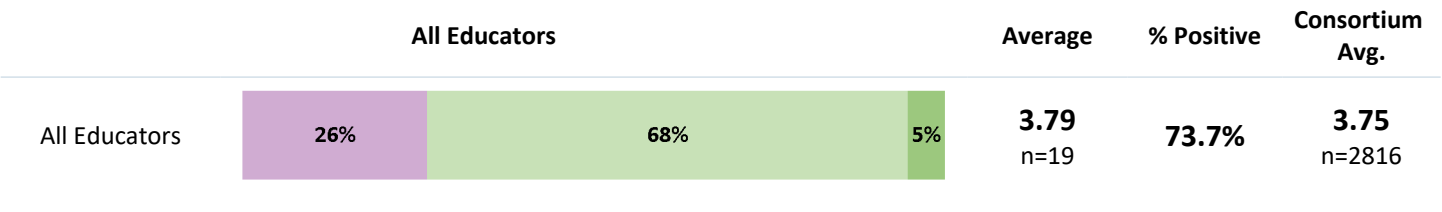
How respectful are the parents towards you?

School Climate

	Not At All		Slightly		Somewhat		Quite		Extremely

	All Educators	Average	% Positive	Consortium Avg.
All Educators	22% 61% 17%	**3.94** n=18	**77.8%**	**3.83** n=2802
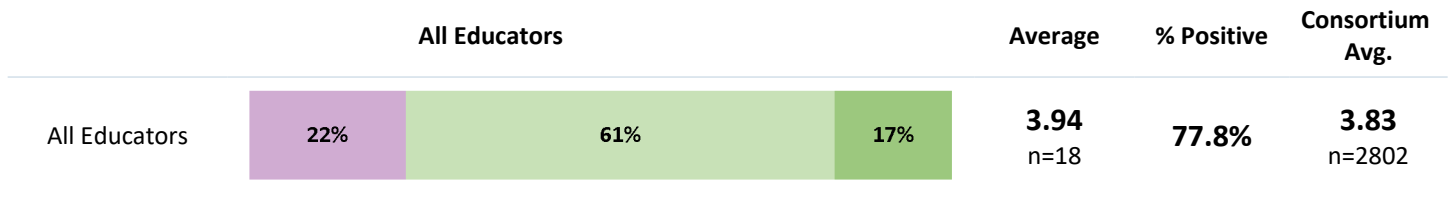
How comfortable do teachers or staff feel in raising issues and concerns that are important to them with school leadership?

School Climate

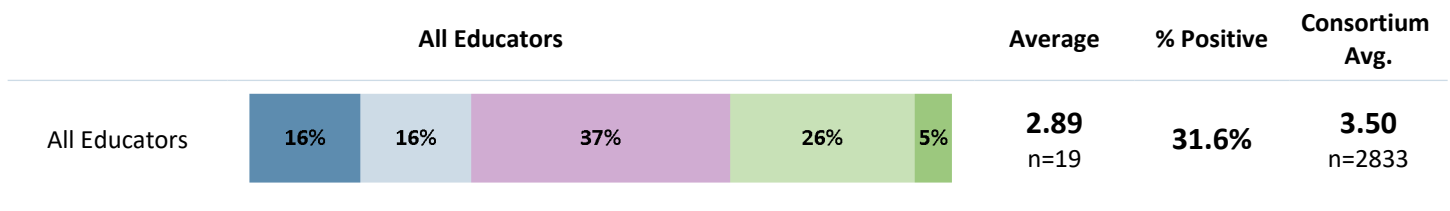|	Not At All		Slightly		Somewhat		Quite		Extremely

	All Educators	Average	% Positive	Consortium Avg.
All Educators	5% 37% 21% 26% 11%	**3.00** n=19	**36.8%**	**3.37** n=2824
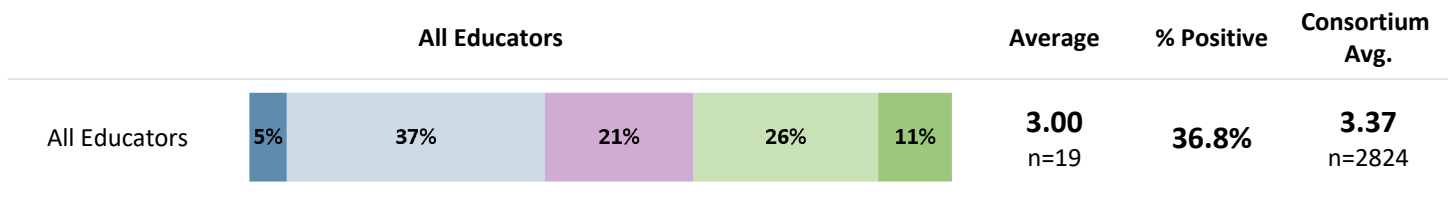
How confident do you feel that there is an atmosphere of trust and mutual respect among adults within your school?

School Climate

	Not At All		Slightly		Somewhat		Quite		Extremely

	All Educators	Average	% Positive	Consortium Avg.
All Educators	16% 16% 37% 26% 5%	**2.89** n=19	**31.6%**	**3.50** n=2833

How confident are you that students are safe in your school?

School Climate

Not At All	Slightly	Somewhat	Quite	Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	16% · 26% · 37% · 21%	3.63 n=19	57.9%	3.93 n=2833

How likely are you to recommend this school to parents seeking a place for their child?

School Climate

Not At All	Slightly	Somewhat	Quite	Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	5% · 37% · 26% · 32%	3.79 n=19	57.9%	3.82 n=2824

How likely are you to return to this school next year?

School Climate

Not At All	Slightly	Somewhat	Quite	Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	5% · 11% · 42% · 42%	4.16 n=19	84.2%	4.34 n=2826

How effective do you think you are at engaging with students who are less motivated to learn?

School Climate

■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

All Educators		Average	% Positive	Consortium Avg.
All Educators	6% 22% 67% 6%	**3.72** n=18	**72.2%**	**3.83** n=2799

Do adults treat people from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. in your school with respect?

Belonging

■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

All Educators		Average	% Positive	Consortium Avg.
All Educators	5% 16% 47% 32%	**4.05** n=19	**79.0%**	**4.36** n=2831

Do students treat people from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. in your school with respect?

Belonging

■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

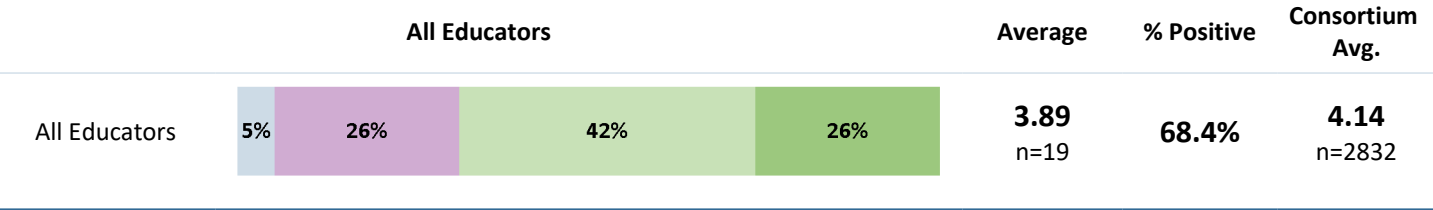| All Educators		Average	% Positive	Consortium Avg.
All Educators	16% 32% 42% 11%	**3.47** n=19	**52.6%**	**3.73** n=2825

Does your school make all types of people feel welcomed and included?

Belonging

■ Almost Never	■ Rarely	■ Sometimes	■ Often	■ Almost Always

	All Educators	Average	% Positive	Consortium Avg.
All Educators	5% 26% 42% 26%	3.89 n=19	68.4%	4.14 n=2832

How confident are you that students at your school can have open and honest conversations with one another about different cultures, backgrounds, races/ethnicities, religions, abilities, etc.?
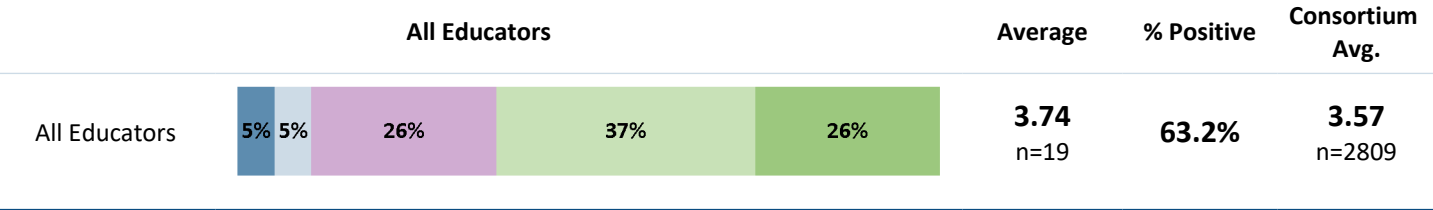
Belonging

■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

	All Educators	Average	% Positive	Consortium Avg.
All Educators	21% 26% 37% 16%	3.47 n=19	52.6%	3.57 n=2815
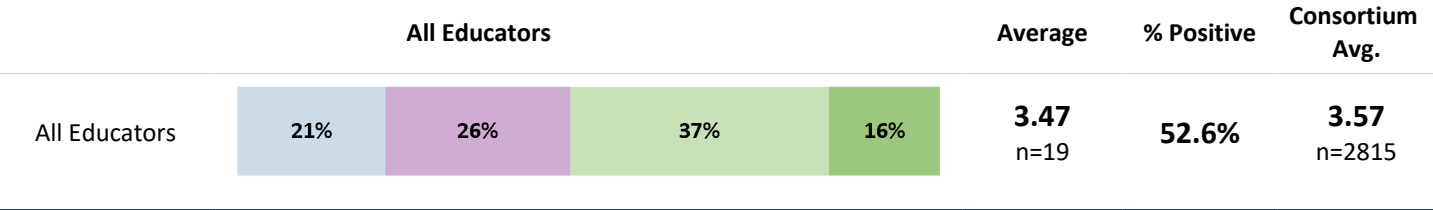
How well does your school prepare students to be open and respectful of diverse perspectives from different cultures, backgrounds, races/ethnicities, religions, abilities, etc.?

Belonging

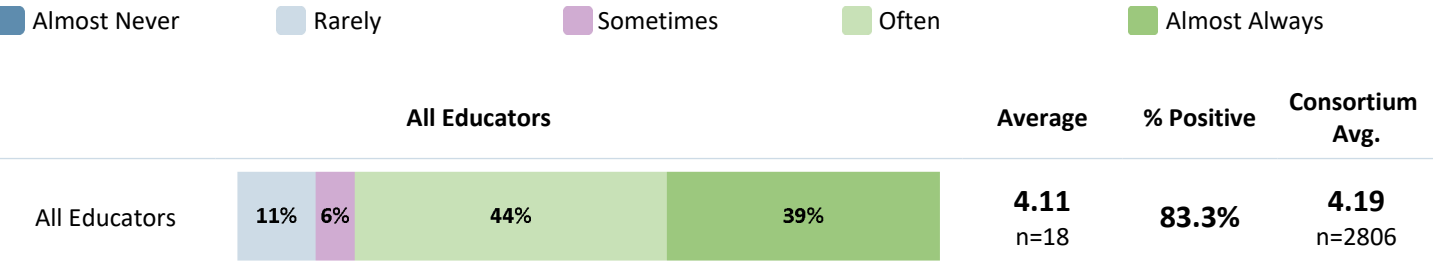| ■ Not At All	■ Slightly	■ Somewhat	■ Quite	■ Extremely

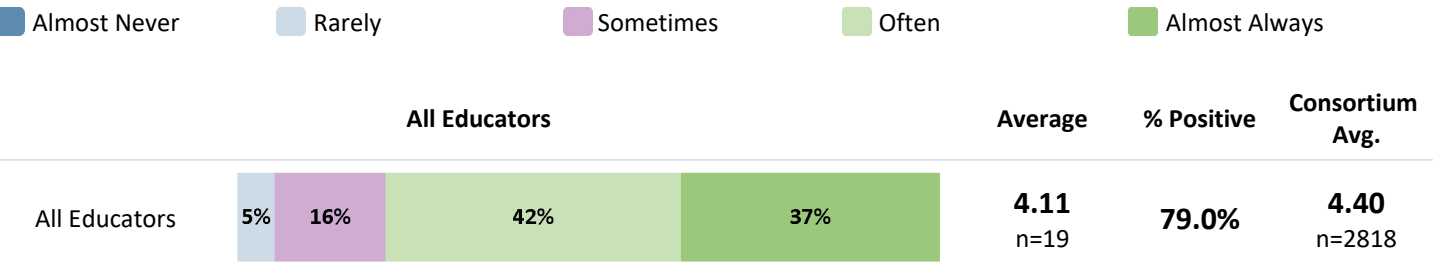|	All Educators	Average	% Positive	Consortium Avg.
All Educators	5% 5% 26% 37% 26%	3.74 n=19	63.2%	3.57 n=2809

Do you provide experiences to students from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. to help them be successful in your school?

Belonging

■ Almost Never ■ Rarely ■ Sometimes ■ Often ■ Almost Always

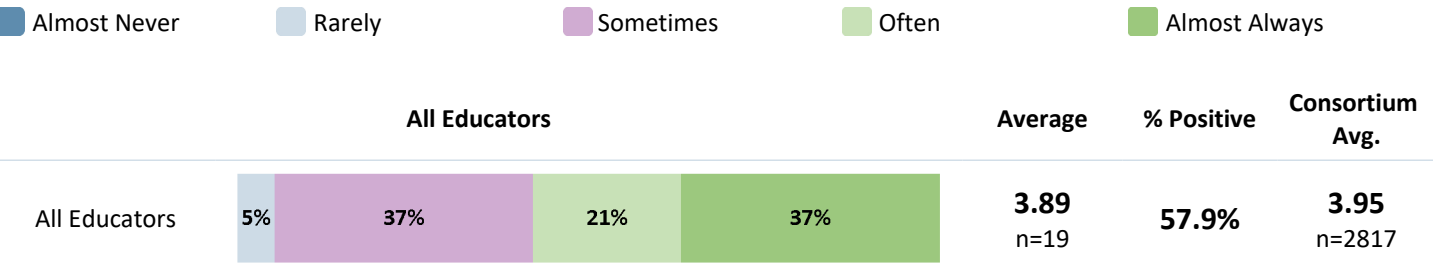| All Educators	Average	% Positive	Consortium Avg.
All Educators — 11% / 6% / 44% / 39%	4.11 n=18	83.3%	4.19 n=2806

Do students from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. have the same opportunities to do well in your school?

Belonging

■ Almost Never ■ Rarely ■ Sometimes ■ Often ■ Almost Always

All Educators	Average	% Positive	Consortium Avg.
All Educators — 5% / 16% / 42% / 37%	4.11 n=19	79.0%	4.40 n=2818

Does your school provide enough resources for students from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. to do well?

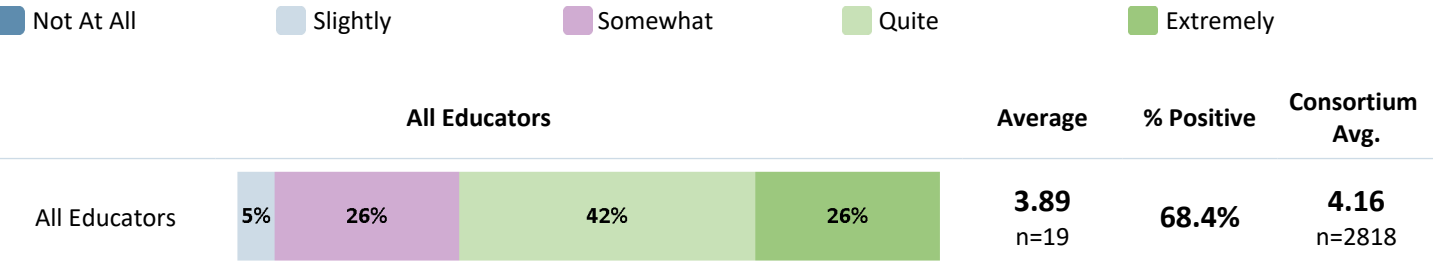*Belonging*

■ Almost Never ■ Rarely ■ Sometimes ■ Often ■ Almost Always

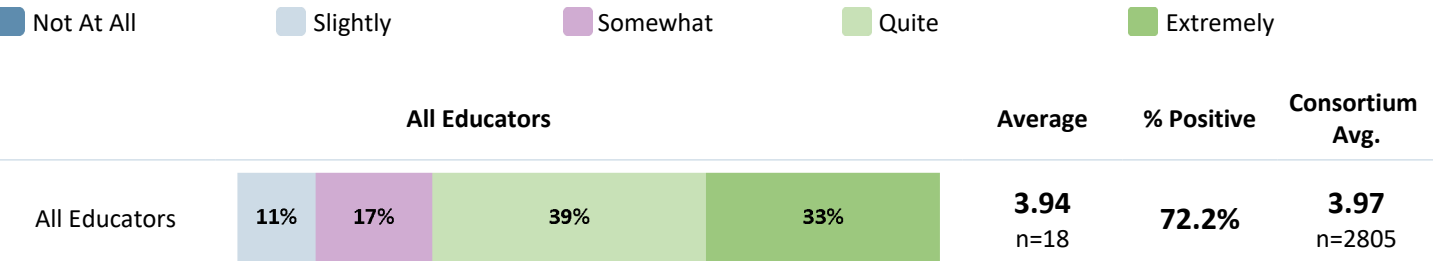| All Educators	Average	% Positive	Consortium Avg.
All Educators — 5% / 37% / 21% / 37%	3.89 n=19	57.9%	3.95 n=2817

Is your school a place where students from all cultures, backgrounds, races/ethnicities, religions, abilities, etc. are able to try and do their best?

Belonging

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

	All Educators				Average	% Positive	Consortium Avg.
All Educators	5%	26%	42%	26%	**3.89** n=19	**68.4%**	**4.16** n=2818

Do you feel that you are well prepared to teach or work with students from all cultures, backgrounds, races/ethnicities, religions, abilities, etc.?

Belonging

■ Not At All   ■ Slightly   ■ Somewhat   ■ Quite   ■ Extremely

	All Educators				Average	% Positive	Consortium Avg.
All Educators	11%	17%	39%	33%	**3.94** n=18	**72.2%**	**3.97** n=2805

MI Student VOICE

2023-2024

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