



## Behavior Education Plan Survey 2016

### Key Findings

1. Staff agreement with questions related to BEP implementation varies noticeably by question; some questions have high percentages of agreement, while others have more disagreement than agreement.
2. When disaggregated by job, Student Services staff consistently reported higher percentages of agreement on all questions relative to other job types.
3. Seventy-seven percent (77%) of staff *understand the approach to behavior outlined in the BEP*, compared to 71% last year, and 44% state *their beliefs and values align with the BEP*, compared to 42% last year.

### Background

The Madison Metropolitan School District designed a survey to measure staff perceptions of the implementation of the Behavior Education Plan (BEP). All staff members who regularly work in schools were invited to take the survey. The 2016 survey is the second year of administration, although questions differed greatly between years. The survey was deployed electronically to 4,144 staff and administered from April 8 to 20, 2016. Survey responses will be used to reflect on and further refine the implementation of the BEP.

### Questions and Analysis Methods

The 2016 survey consisted of 12 multiple choice items. Questions pertained to understanding of the BEP and its implementation. The specific questions are found in the Appendix. Respondents were asked to rate aspects of the Behavior Education Plan using a 5 point scale from strongly disagree to strongly agree with one neutral response.

Only a few survey questions were the same year-to-year. Both the 2015 and 2016 surveys contained two demographic questions and two questions measuring staff's understanding of the plan and beliefs about behavior. In addition, both surveys had a question about response time for behavior support, although the wording differed (e.g., 2015 version read: *I am able to get behavior support in a reasonable amount of time*, and the 2016 version read: *When I request behavior response, I am able to get support in a reasonable amount of time*).

Response distributions were calculated for each question. The distributions show the percentages of responses from strongly disagree to strongly agree. Responses also were disaggregated by respondents' job types. For questions that were repeated from 2015, we provide year-to-year comparisons by level.

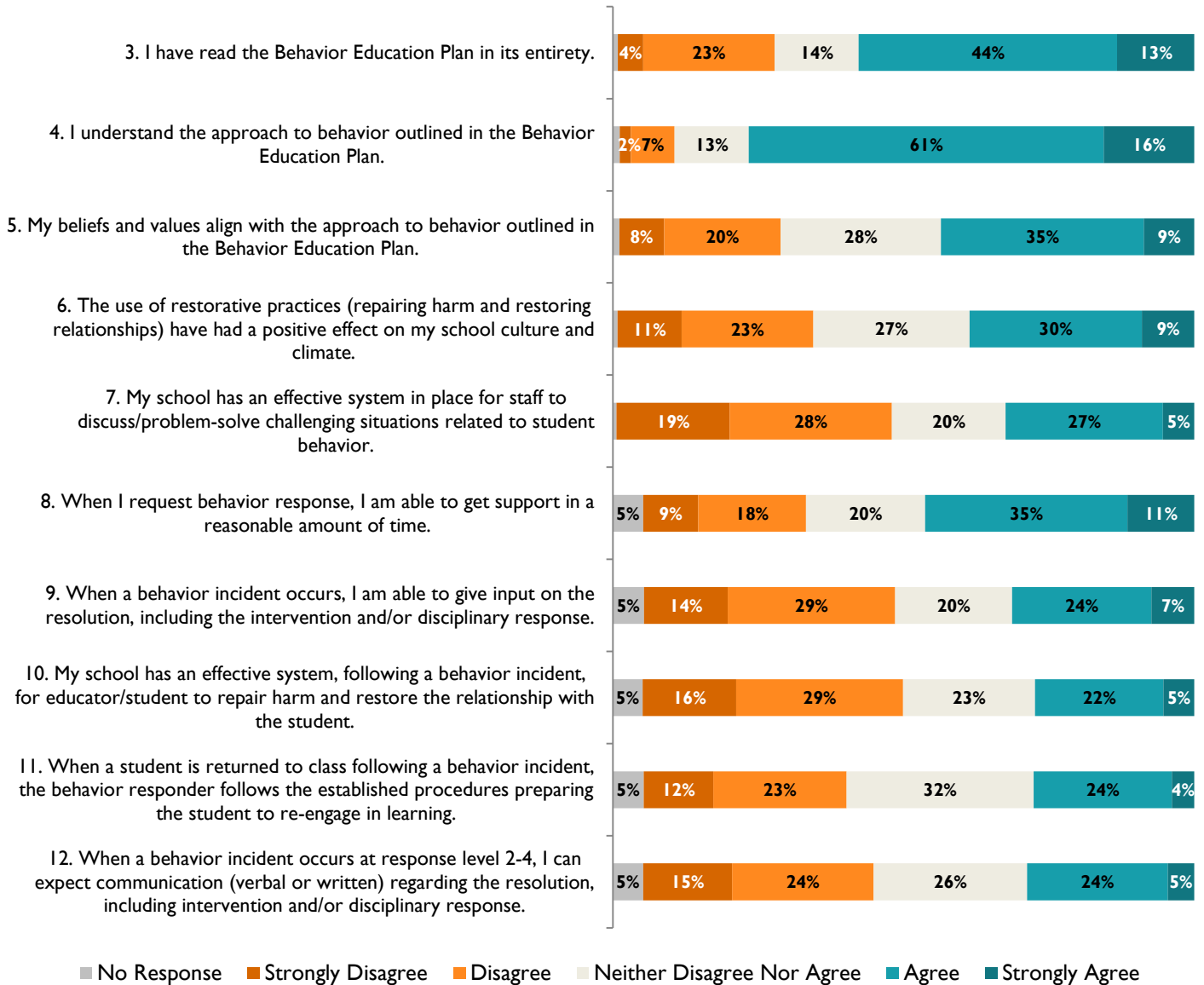
In 2016, 1,244 staff responded for an overall participation rate of 30%. Of those respondents, the majority were teachers (65%), followed by other school staff (15%), educational assistants (11%), and Student Service staff (11%). In 2015, 1,589 staff responded for an overall participation rate of 42%. This response rate is lower than in 2015 (1,589 staff for overall participation rate of 42%), but the distribution of job types remained consistent. Response counts were similar across levels between years, with about half of respondents at the elementary level and about a quarter each at the middle and high school levels in both years.



## Findings

### 2016 Responses by Question

The graph below shows a response distribution for each survey question for all respondents.

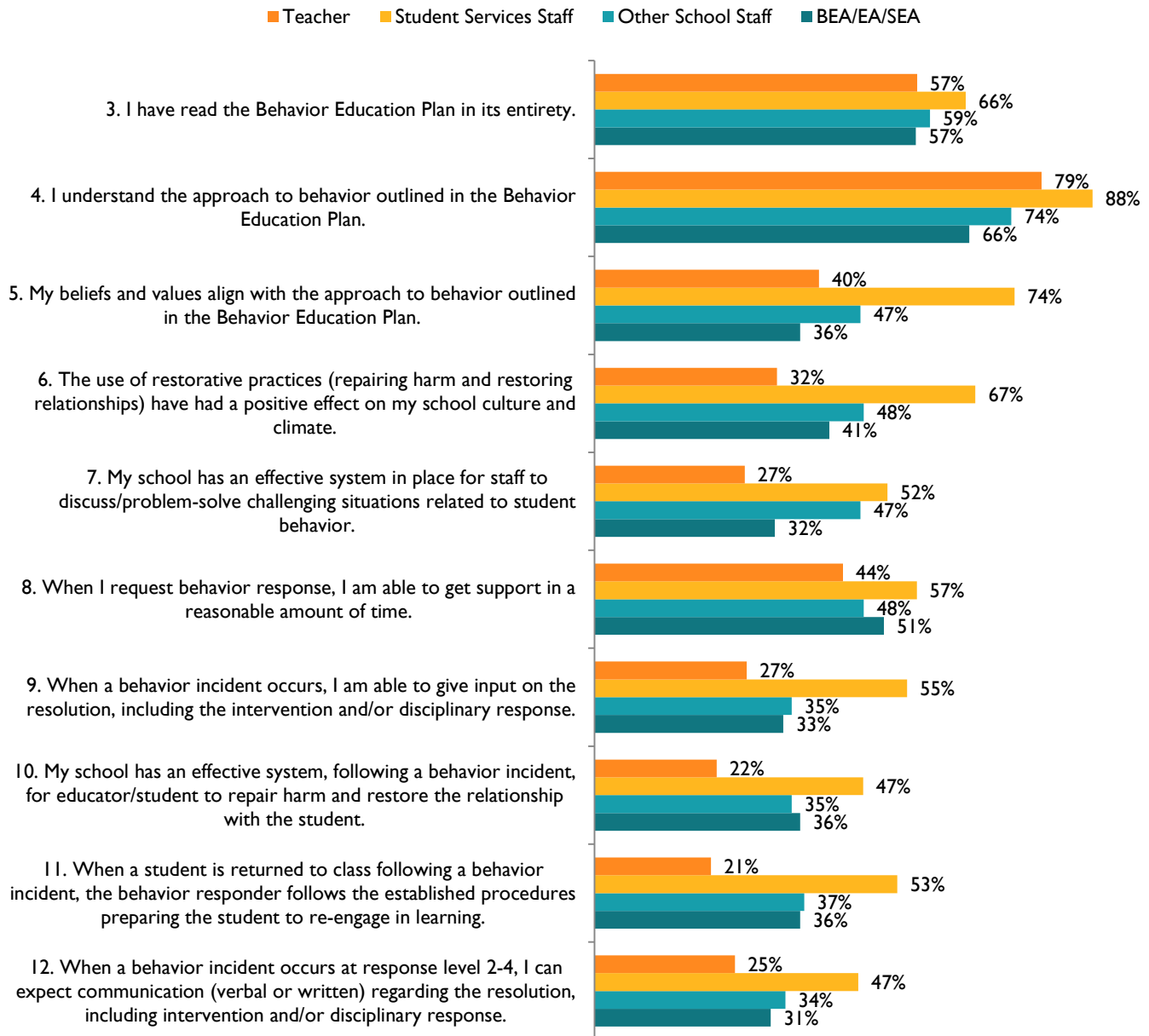


When we examine responses by question, we see some questions with overall positive results and others with more disagreement in responses. Of the 10 substantive questions, five had more agreement than disagreement, and five had more disagreement than agreement. For example, 77% of staff agreed that they *understand the approach to behavior outlined in the Behavior Education Plan*, with only 9% disagreement, and 46% agreed that they are able to get support in a reasonable amount of time, with only 27% disagreement. However, 47% of staff disagree their schools *have an effective system in place for staff to discuss/problem-solve challenging situations related to student behavior*, compared to 32% agreement, and 45% disagree their schools *have an effective system following a behavior incident, for educator/student to repair harm and restore the relationship with the student*, compared to 27% agreement.



### 2016 Responses by Question and Job Type

Responses to all questions by the percent agree/strongly agree are disaggregated by employee group in the graph below.

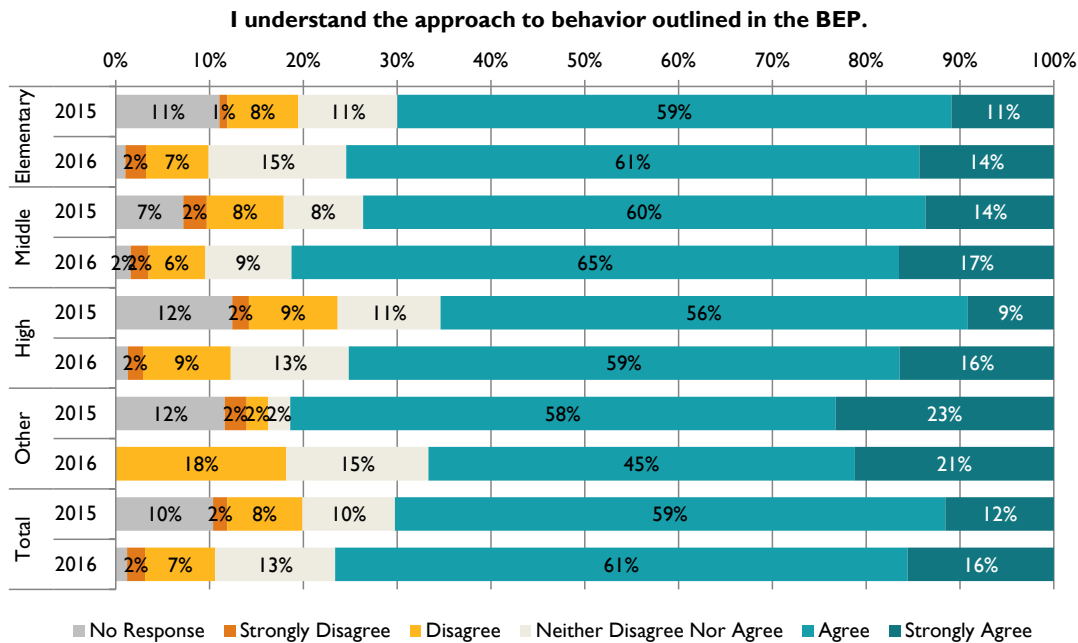


Across all job types, the question most respondents agreed with was *Question 2: I understand the approach to behavior outlined in the Behavior Education Plan*. When disaggregated by job, Student Services staff consistently reported higher percentages of agreement on all questions relative to other job types. Student Services staff was the largest group reporting that their *beliefs and values align with the approach to behavior outlined in the BEP*, 74%, compared to 47% of other school staff, 40% of teachers and 36% of educational assistants (BEA/EA/SEA). Student Services staff and teachers differed by more than 30 percentage points on multiple questions, including Questions 5, 6 and 11.

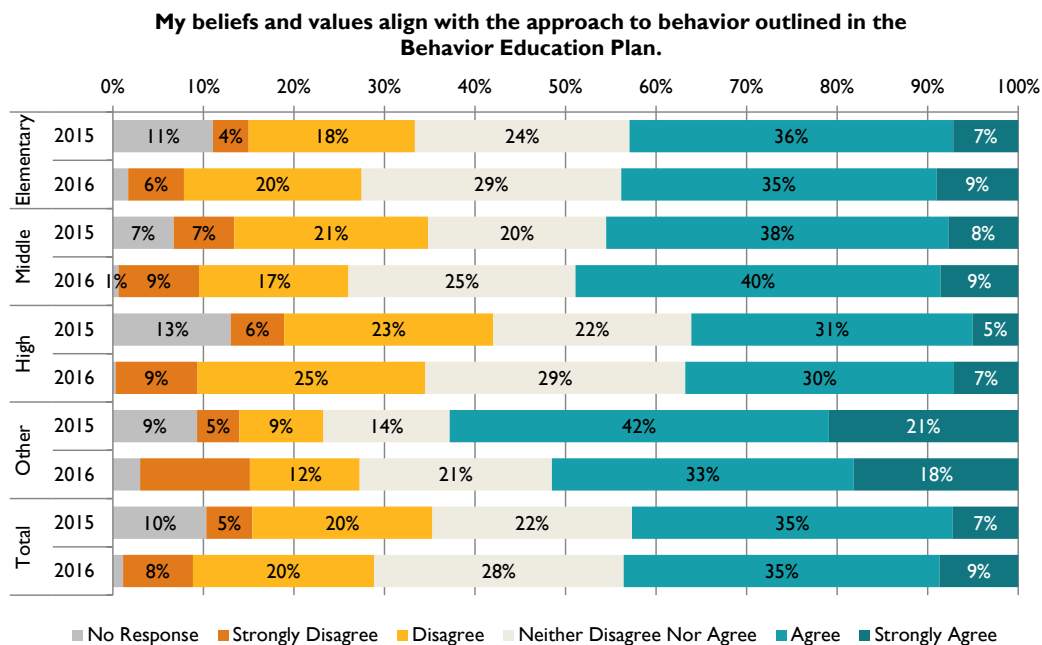


### Year-to-Year Change on Common Questions

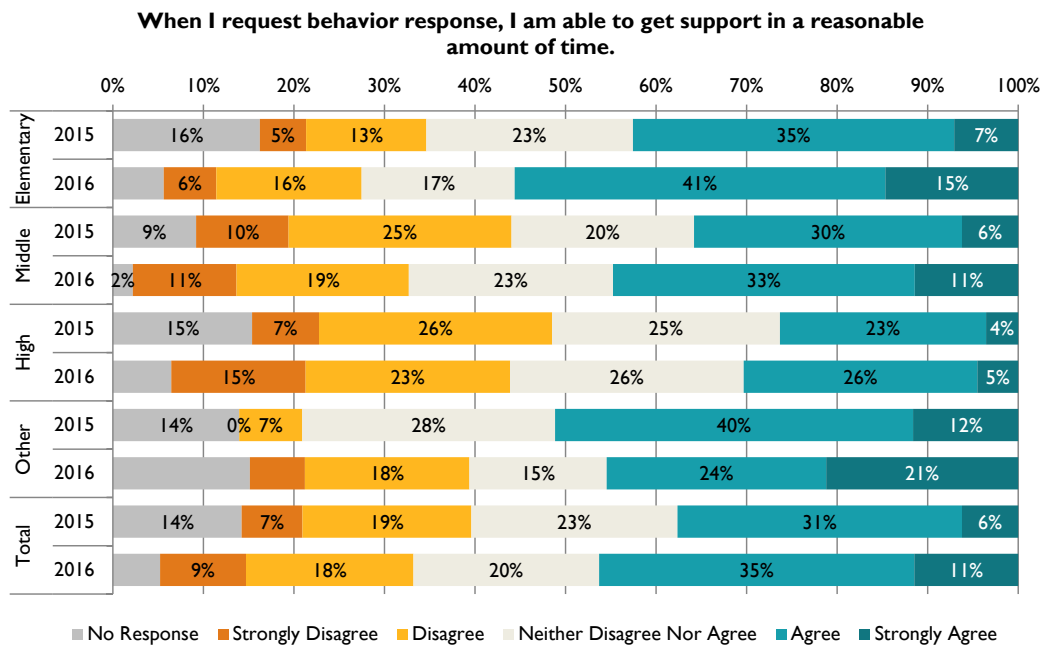
As mentioned earlier, three substantive questions were identical or nearly identical to those asked last year. The graphs below illustrate year-to-year changes on those three questions, disaggregated by level (elementary, middle, high, other). The “other” category includes school-based staff who work at multiple locations or who declined to answer where they worked.



The majority of all staff, 77%, understand the approach to behavior outlined in the BEP, compared to 71% in 2015. We observe an increase in understanding across elementary, middle, and high schools.



Forty-four percent (44%) of staff agree their beliefs and values align with the BEP, compared to 42% last year. This slight increase in alignment can be observed at the elementary, middle, and high school levels.



Finally, 46% of staff agreed that when they request behavior response, they are able to get support in a reasonable amount of time, compared to 37% last year. This increase is more pronounced at the elementary and middle school levels than at the high school level.



## Appendix – 2016 Behavior Education Plan Survey Questions

### Survey Questions

1. What is your work location?
2. Please indicate your position:
3. I have read the Behavior Education Plan in its entirety.
4. I understand the approach to behavior outlined in the Behavior Education Plan.
5. My beliefs and values align with the approach to behavior outlined in the Behavior Education Plan.
6. The use of restorative practices (repairing harm and restoring relationships) have had a positive effect on my school culture and climate.
7. My school has an effective system in place for staff to discuss/problem-solve challenging situations related to student behavior.
8. When I request behavior response, I am able to get support in a reasonable amount of time.
9. When a behavior incident occurs, I am able to give input on the resolution, including the intervention and/or disciplinary response.
10. My school has an effective system, following a behavior incident, for educator/student to repair harm and restore the relationship with the student.
11. When a student is returned to class following a behavior incident, the behavior responder follows the established procedures preparing the student to re-engage in learning.
12. When a behavior incident occurs at response level 2-4, I can expect communication (verbal or written) regarding the resolution, including intervention and/or disciplinary response.