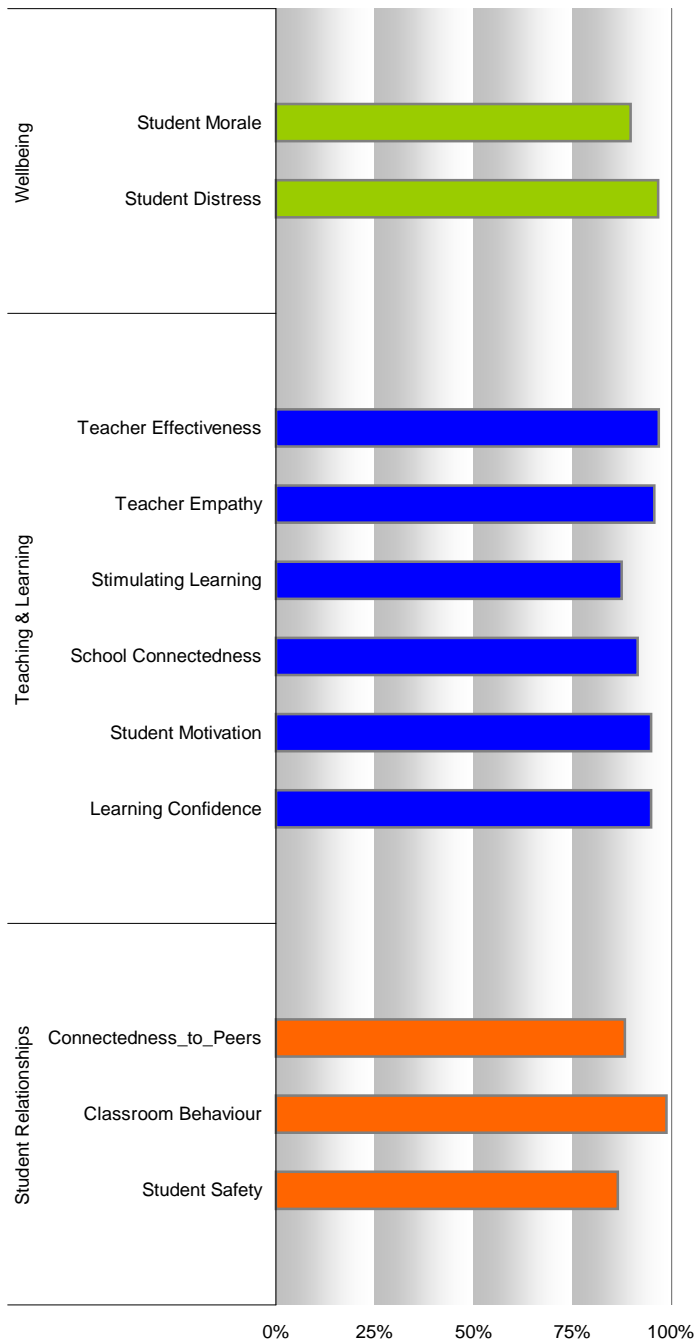


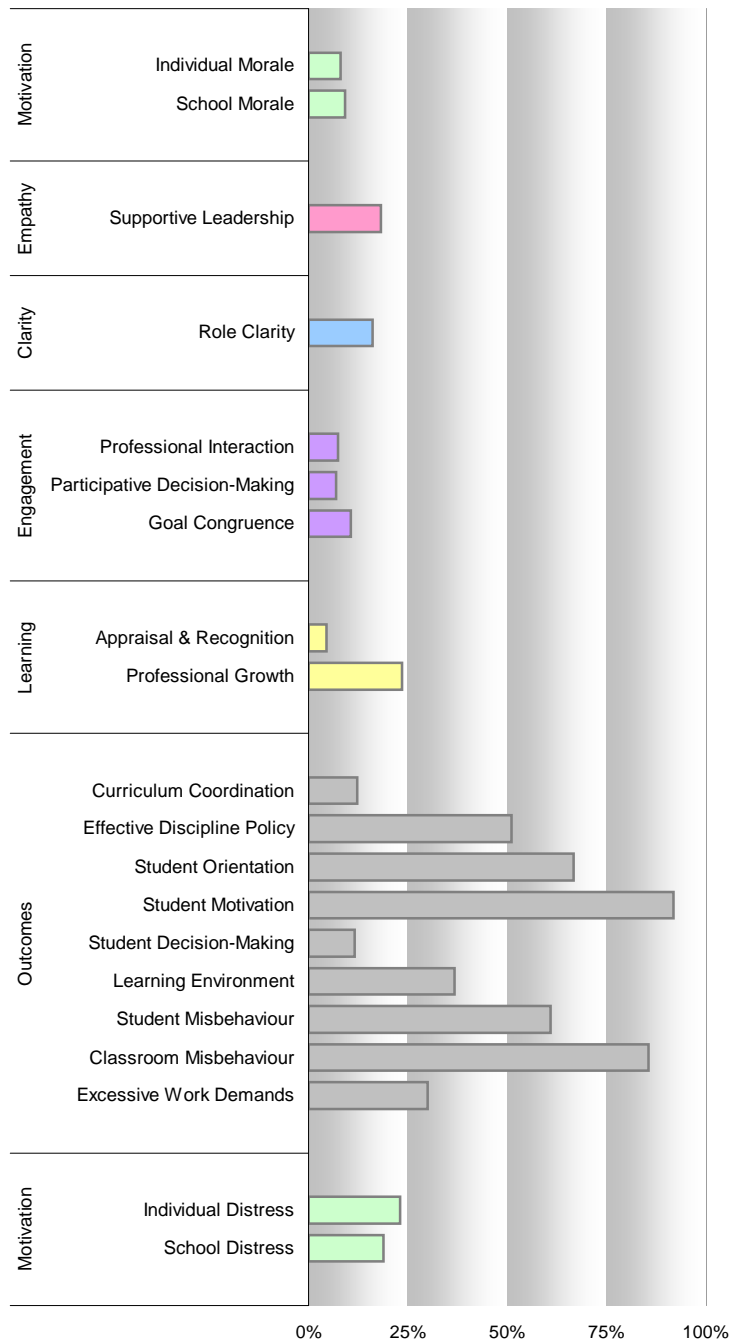
Attitudes to School (Student) Survey\*

Strengths and Weaknesses against all schools with yr5-6 data



Staff Opinion Survey

Strengths and Weaknesses against Primary schools



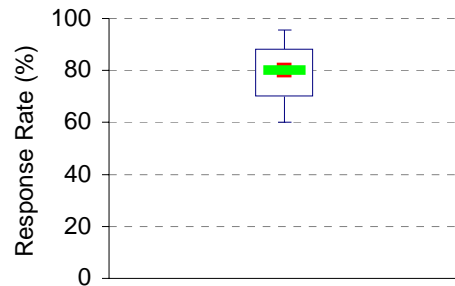
Parent Opinion Survey

Available in the 2008 Parent Opinion Survey report  
(from 27-Oct-2008)

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

School: Oxley Primary School (1399)

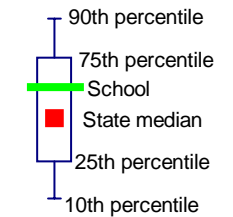
School response rate against Primary school distribution



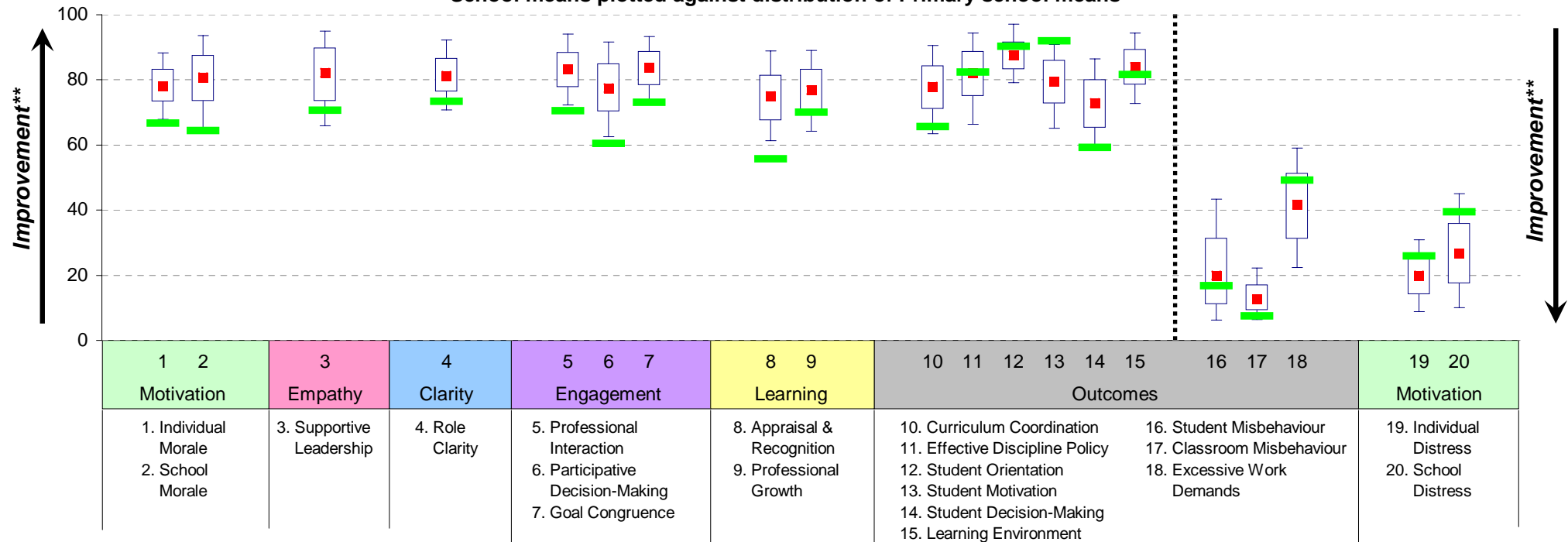
Number of respondents*	Number Invited	Response Rate
8	10	80.0%

Number of Primary schools participated: 1184

Legend



School means plotted against distribution of Primary school means



Notes:

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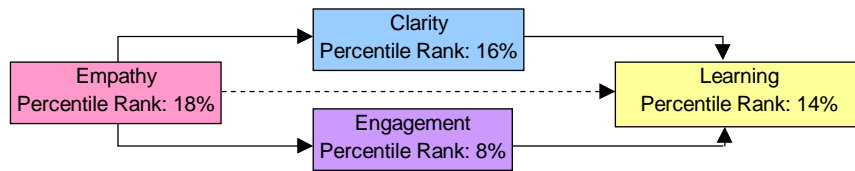
\* The number of respondents who answered 50% or more of the survey questions.

\*\* 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.

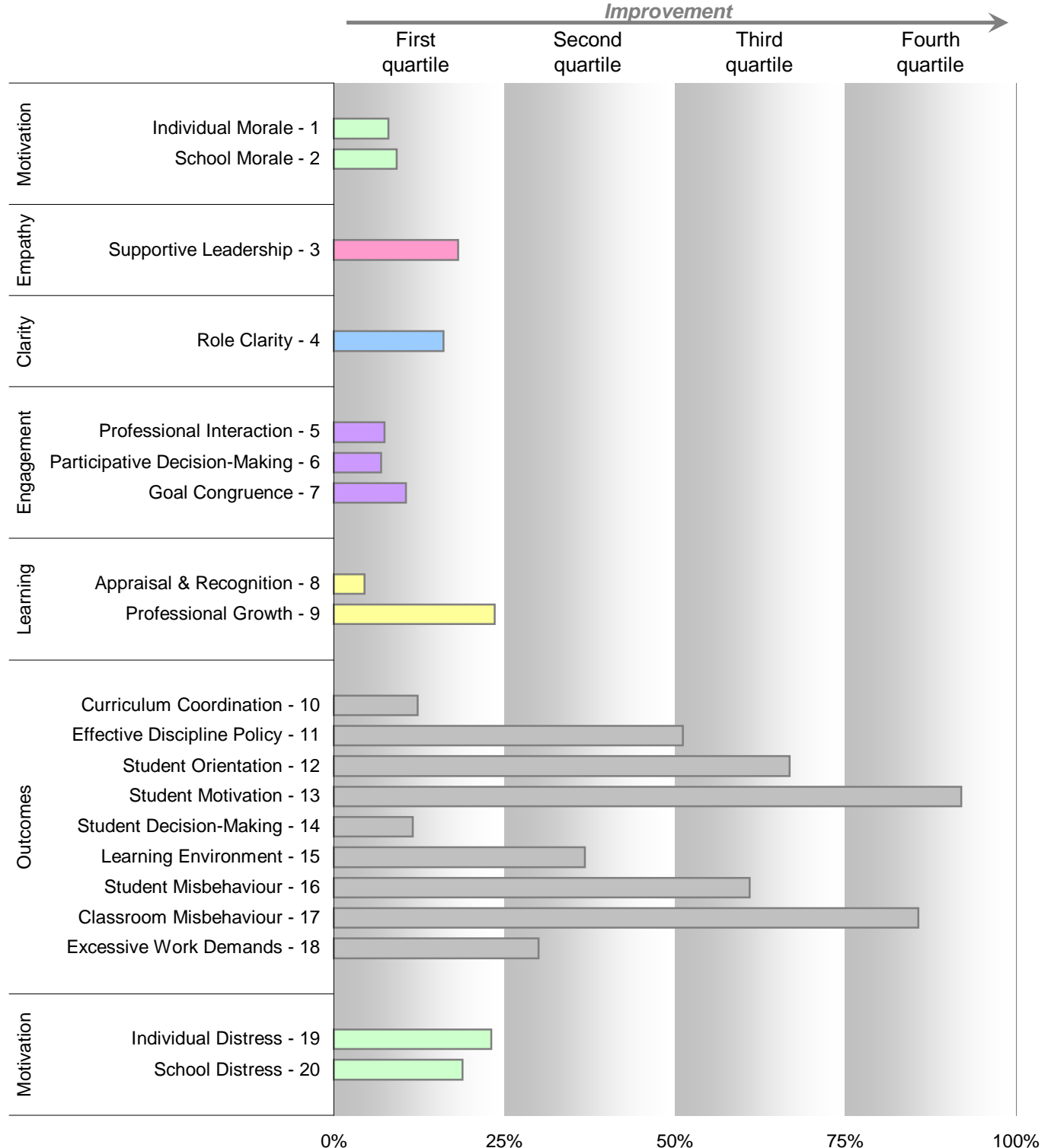
School: Oxley Primary School (1399)

**Four Key Elements**

(average percentage ranks against Primary school means)



**Your School's Strengths and Weaknesses relative to all Primary schools**



**Notes:**

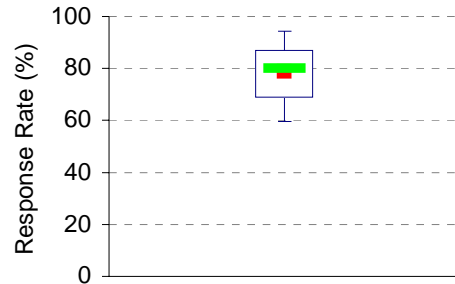
This chart contains school means plotted as percentage ranks against Primary school means.

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School: Oxley Primary School (1399)

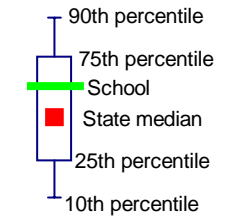
School response rate against state-wide school distribution



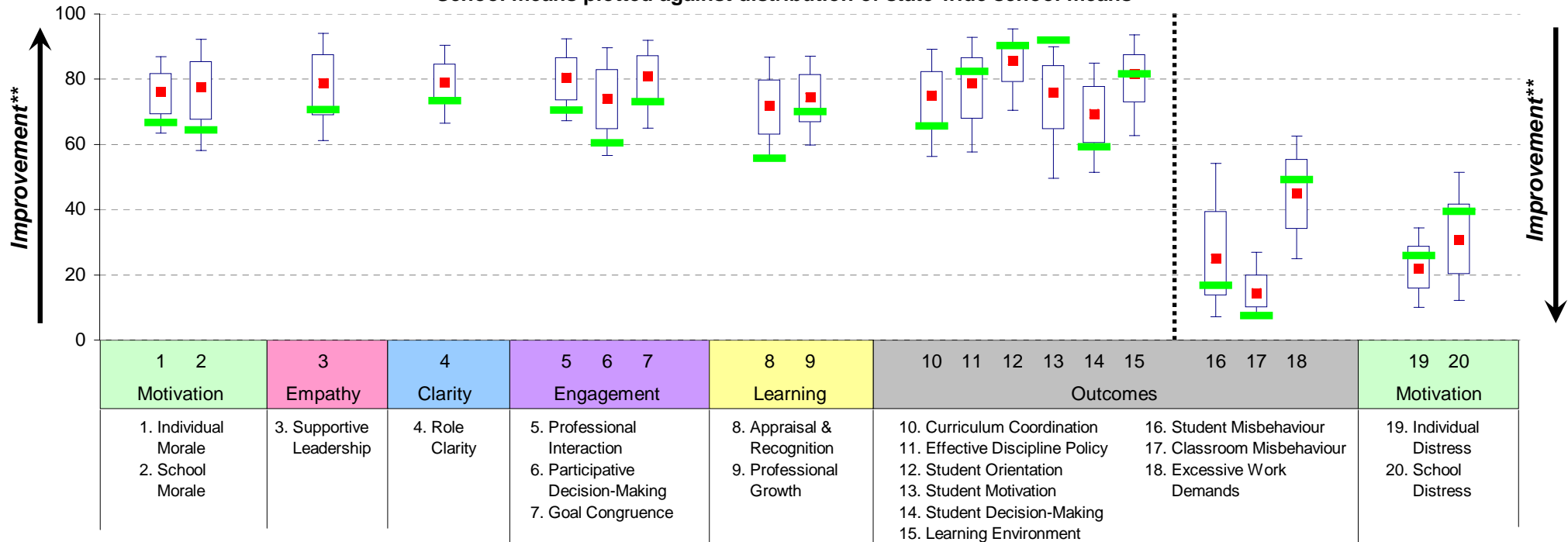
Number of respondents*	Number Invited	Response Rate
8	10	80.0%

Number of schools participated: 1578

Legend



School means plotted against distribution of state-wide school means



Notes:

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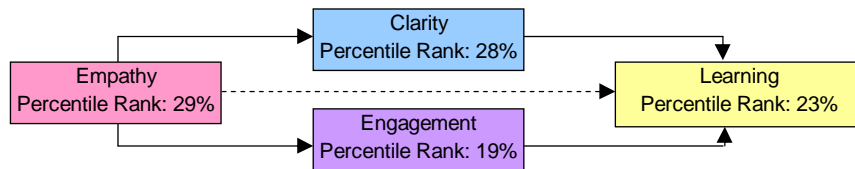
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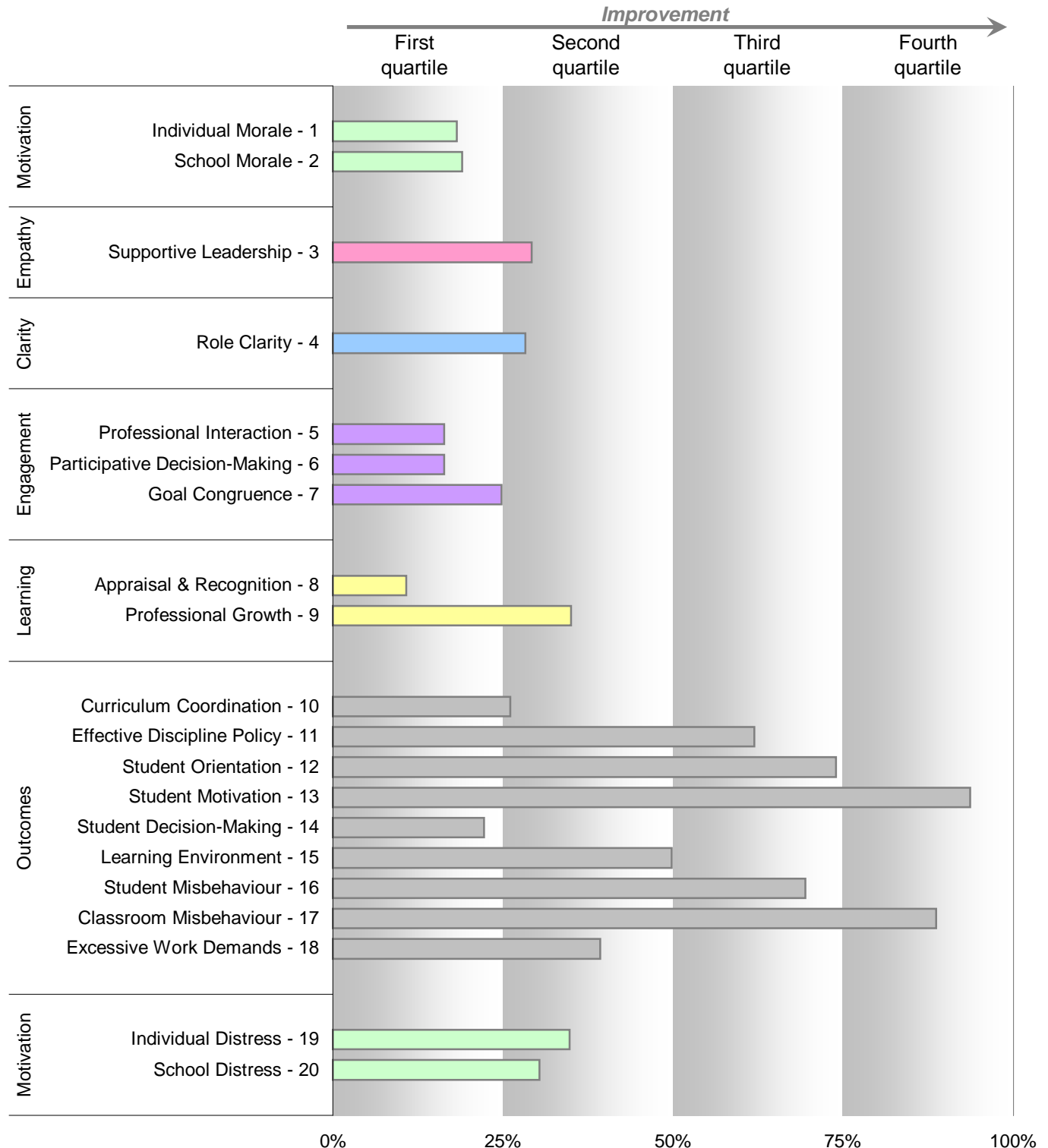
School: Oxley Primary School (1399)

**Four Key Elements**

(average percentage ranks against ALL school means)



**Your School's Strengths and Weaknesses relative to ALL schools**



**Notes:**

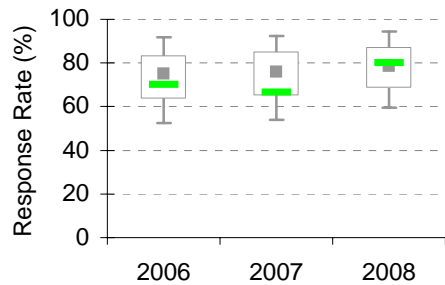
This chart contains school means plotted as percentage ranks against ALL school means.

This report contains aggregated data from all three versions (Teacher/Non-Teacher/Principal) of the School Organisational Health Questionnaire.

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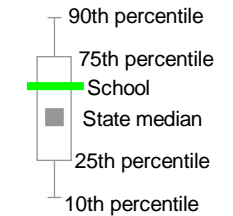
School: Oxley Primary School (1399)

School response rate against state-wide school distribution

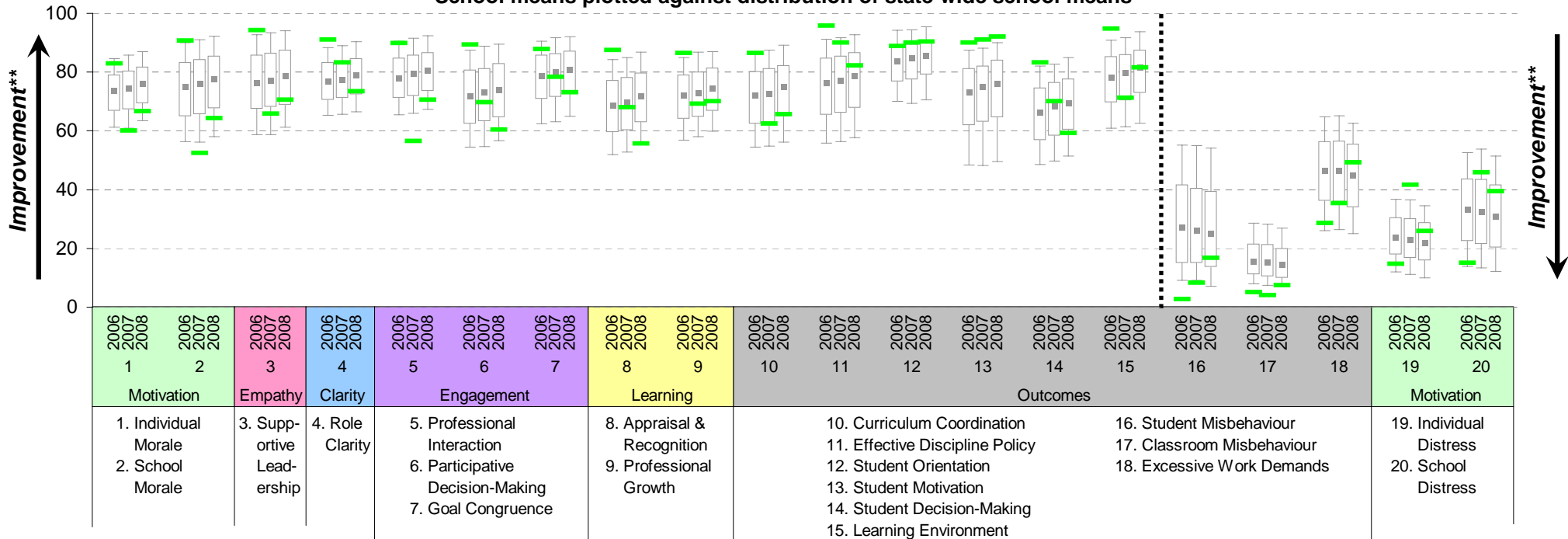


	Number of respondents*	Number Invited	Response Rate
2006	7	10	70.0%
2007	6	9	66.7%
2008	8	10	80.0%

Legend



School means plotted against distribution of state-wide school means



Notes:

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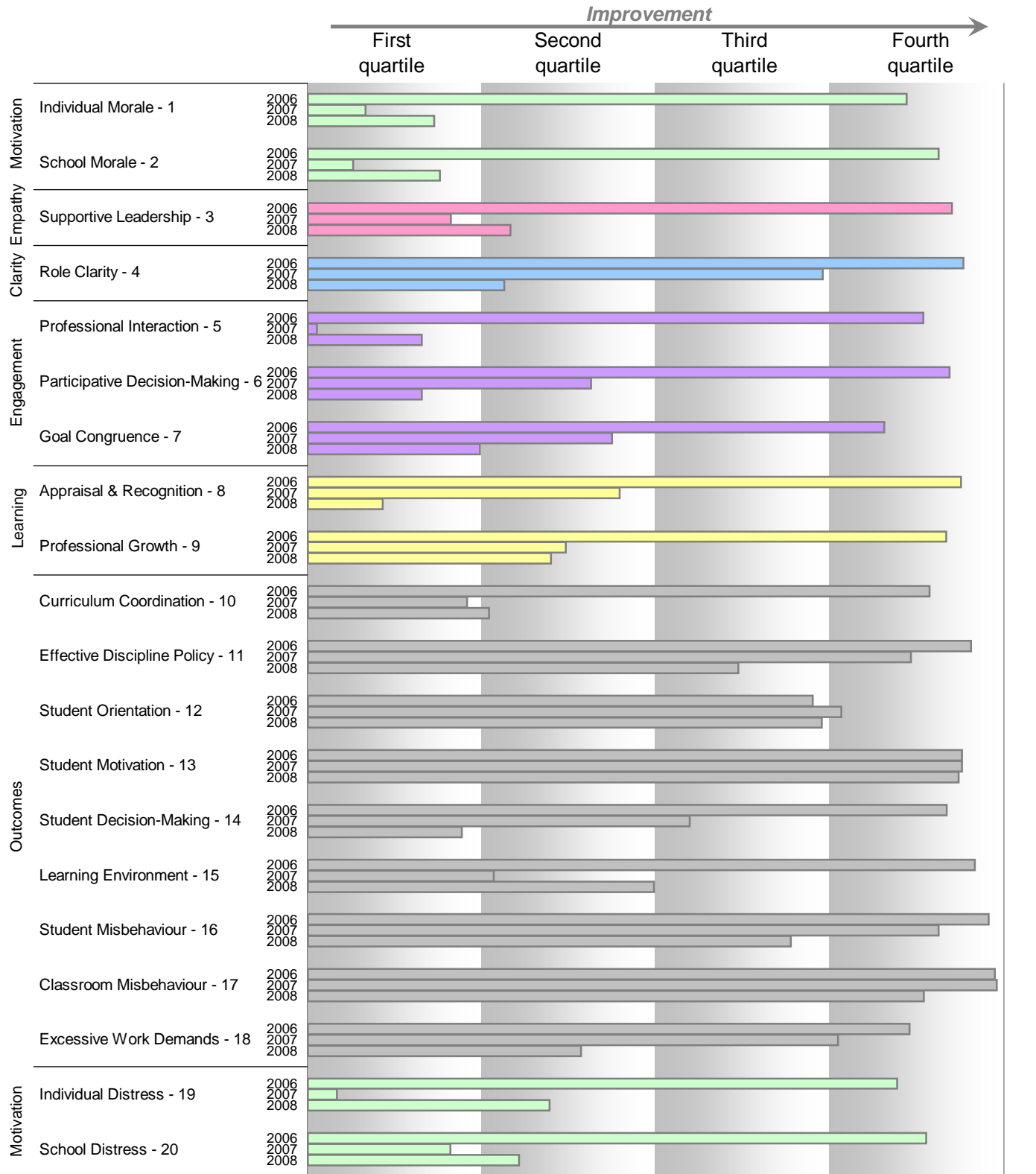
School: Oxley Primary School (1399)

**Four Key Elements**

(average percentage ranks against ALL school means)

	Empathy	Clarity	Engagement	Learning
2006	93%	94%	88%	93%
2007	21%	74%	29%	41%
2008	29%	28%	19%	23%

**Your School's Strengths and Weaknesses relative to ALL schools**



**Notes:** 0% 25% 50% 75% 100%  
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School: Oxley Primary School (1399)

## Survey Results

## Results by Variable and Question

Average Score  
Question 100-point  
Scale Scale

Individual Morale								variable score:	5.0	66.7
Questions	Not At All			All The Time				No Response		
	1	2	3	4	5	6	7			
- Feeling positive at school	0%	13% (1)	0%	13% (1)	13% (1)	50% (4)	13% (1)	0%	5.3	70.8
- Feeling enthusiastic at school	0%	13% (1)	13% (1)	0%	25% (2)	25% (2)	25% (2)	0%	5.1	68.8
- Feeling proud at school	0%	0%	13% (1)	0%	50% (4)	13% (1)	25% (2)	0%	5.4	72.9
- Feeling cheerful at school	13% (1)	0%	13% (1)	0%	13% (1)	50% (4)	13% (1)	0%	5.0	66.7
- Feeling energised at school	25% (2)	0%	0%	25% (2)	13% (1)	25% (2)	13% (1)	0%	4.3	54.2

School Morale						variable score:	3.6	64.4
Questions	Strongly Disagree			Strongly Agree		No Response		
	1	2	3	4	5			
- There is a good team spirit in this school	25% (2)	13% (1)	13% (1)	38% (3)	13% (1)	0%	3.0	50.0
- There is a lot of energy in this school	13% (1)	13% (1)	0%	38% (3)	38% (3)	0%	3.8	68.8
- The morale in this school is high	13% (1)	13% (1)	38% (3)	38% (3)	0%	0%	3.0	50.0
- Staff go about their work with enthusiasm	0%	0%	50% (4)	25% (2)	25% (2)	0%	3.8	68.8
- Staff take pride in this school	0%	0%	13% (1)	38% (3)	50% (4)	0%	4.4	84.4

Supportive Leadership						variable score:	3.8	70.6
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	25% (2)	0%	13% (1)	13% (1)	50% (4)	0%	3.6	65.6
- The school's leaders don't really know the problems faced by staff**	38% (3)	38% (3)	0%	13% (1)	13% (1)	0%	2.3	31.3
- There is support from the leaders in this school	13% (1)	13% (1)	0%	25% (2)	50% (4)	0%	3.9	71.9
- There is good communication between staff and the leaders in this school	13% (1)	13% (1)	25% (2)	13% (1)	38% (3)	0%	3.5	62.5
- The leaders in this school can be relied upon when things get tough	0%	13% (1)	0%	25% (2)	63% (5)	0%	4.4	84.4

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School: Oxley Primary School (1399)

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

Average Score  
Question 100-point  
Scale Scale

<b>Role Clarity</b>						<b>variable score:</b>	<b>3.9</b>	<b>73.4</b>
Questions	Strongly Disagree		3	Strongly Agree		No Response		
	1	2		4	5			
- I am always clear about what others at school expect of me	0%	25% (2)	25% (2)	13% (1)	38% (3)	0%	3.6	65.6
- My work objectives are always well defined	0%	13% (1)	25% (2)	25% (2)	38% (3)	0%	3.9	71.9
- I always know how much authority I have in this school	0%	13% (1)	13% (1)	13% (1)	63% (5)	0%	4.3	81.3
- I am clear about my professional responsibilities	0%	13% (1)	25% (2)	13% (1)	50% (4)	0%	4.0	75.0

<b>Professional Interaction</b>						<b>variable score:</b>	<b>3.8</b>	<b>70.5</b>
Questions	Strongly Disagree		3	Strongly Agree		No Response		
	1	2		4	5			
- I feel accepted by other staff in this school	0%	13% (1)	0%	25% (2)	63% (5)	0%	4.4	84.4
- I have the opportunity to be involved in cooperative work with other members of staff	0%	25% (2)	25% (2)	38% (3)	13% (1)	0%	3.4	59.4
- There is good communication between groups in this school	13% (1)	13% (1)	25% (2)	25% (2)	25% (2)	0%	3.4	59.4
- Staff in this school can rely on their colleagues for support and assistance when needed	0%	0%	25% (2)	25% (2)	50% (4)	0%	4.3	81.3
- Staff frequently discuss and share teaching methods and strategies with each other	0%	25% (2)	0%	38% (3)	38% (3)	0%	3.9	71.9
- There is good communication between staff in this school	0%	25% (2)	13% (1)	50% (4)	13% (1)	0%	3.5	62.5
- I receive support from my colleagues	0%	0%	25% (2)	50% (4)	25% (2)	0%	4.0	75.0

<b>Participative Decision-Making</b>						<b>variable score:</b>	<b>3.4</b>	<b>60.5</b>
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	13% (1)	25% (2)	25% (2)	25% (2)	13% (1)	0%	3.0	50.0
- I am happy with the decision-making processes used in this school	25% (2)	13% (1)	0%	25% (2)	38% (3)	0%	3.4	59.4
- Staff are frequently asked to participate in the decisions concerning administrative policies and procedures in this school	25% (2)	0%	25% (2)	0%	50% (4)	0%	3.5	62.5
- There is opportunity for staff to participate in school policy and decision making	0%	14% (1)	29% (2)	14% (1)	43% (3)	13% (1)	3.9	71.4

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School: Oxley Primary School (1399)

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

							Average Score		
							Question	100-point	
							Scale	Scale	
<b>Goal Congruence</b>							<b>variable score:</b>	<b>3.9</b>	<b>73.1</b>
Questions	Strongly Disagree		Strongly Agree			No			
	1	2	3	4	5	Response			
- The staff are committed to the school's goals and values	0%	0%	25% (2)	25% (2)	50% (4)	0%	4.3	81.3	
- The goals of this school are not easily understood**	25% (2)	38% (3)	0%	38% (3)	0%	0%	2.5	37.5	
- The school has a clearly stated set of objectives and goals	0%	0%	38% (3)	13% (1)	50% (4)	0%	4.1	78.1	
- My personal goals are in agreement with the goals of this school	0%	0%	25% (2)	50% (4)	25% (2)	0%	4.0	75.0	
- There is agreement about the teaching philosophy of this school	0%	13% (1)	25% (2)	38% (3)	25% (2)	0%	3.8	68.8	
<b>Appraisal and Recognition</b>							<b>variable score:</b>	<b>3.2</b>	<b>55.7</b>
Questions	Strongly Disagree		Strongly Agree			No			
	1	2	3	4	5	Response			
- I am encouraged in my work by praise, thanks or other recognition	25% (2)	0%	25% (2)	38% (3)	13% (1)	0%	3.1	53.1	
- I have the opportunity to discuss and receive feedback on my work performance	0%	25% (2)	13% (1)	38% (3)	25% (2)	0%	3.6	65.6	
- I am regularly given feedback on how I am performing my role	13% (1)	13% (1)	50% (4)	25% (2)	0%	0%	2.9	46.9	
- There is a structure and process that provides feedback on my work performance	0%	25% (2)	38% (3)	13% (1)	25% (2)	0%	3.4	59.4	
- I am happy with the quality of feedback I receive on my work performance	13% (1)	13% (1)	38% (3)	25% (2)	13% (1)	0%	3.1	53.1	
- Staff receive recognition for good work	25% (2)	0%	25% (2)	25% (2)	25% (2)	0%	3.3	56.3	
<b>Professional Growth</b>							<b>variable score:</b>	<b>3.8</b>	<b>70.0</b>
Questions	Strongly Disagree		Strongly Agree			No			
	1	2	3	4	5	Response			
- I am encouraged to pursue further professional development	0%	13% (1)	13% (1)	13% (1)	63% (5)	0%	4.3	81.3	
- Others in this school take an active interest in my career development and professional growth	0%	25% (2)	25% (2)	13% (1)	38% (3)	0%	3.6	65.6	
- The professional development planning in this school takes into account my individual needs and interests	13% (1)	25% (2)	13% (1)	25% (2)	25% (2)	0%	3.3	56.3	
- There are opportunities in this school for developing new skills	0%	13% (1)	13% (1)	38% (3)	38% (3)	0%	4.0	75.0	
- It is not difficult to gain access to training courses	0%	13% (1)	25% (2)	25% (2)	38% (3)	0%	3.9	71.9	

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School: Oxley Primary School (1399)

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

							Average Score		
							Question	100-point	
							Scale	Scale	
							variable score:	3.6	65.6
<b>Curriculum Coordination</b>									
Questions	Strongly Disagree			Strongly Agree		No			
	1	2	3	4	5	Response			
- There is sufficient contact between different sections of the school in curriculum planning		less than	7				3.3	58.3	
- There is effective coordination of the curriculum in this school		less than	7				3.5	62.5	
- The curriculum in this school is well planned		less than	7				3.8	70.8	
- There are structures and processes in this school which enable staff to be involved in curriculum planning		less than	7				3.8	70.8	
<b>Effective Discipline Policy</b>									
Questions	Strongly Disagree			Strongly Agree		No			
	1	2	3	4	5	Response			
- There is an agreed philosophy on discipline in the school		less than	7				4.0	75.0	
- My own expectations about discipline are the same as most other staff at this school		less than	7				4.5	87.5	
- The rules and sanctions relating to discipline in this school are well understood by both staff and students		less than	7				4.8	95.8	
- The rules and sanctions relating to discipline are not enforced in a consistent fashion in this school**		less than	7				2.2	29.2	
<b>Student Orientation</b>									
Questions	Strongly Disagree			Strongly Agree		No			
	1	2	3	4	5	Response			
- Students are treated as responsible people in this school		less than	7				5.0	100.0	
- This school promotes the concept of students being individuals		less than	7				4.2	79.2	
- Students in this school are encouraged to experience success		less than	7				4.7	91.7	

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

							variable score:	Average Score	Question 100-point
								4.7	Scale 92.0
Questions	Strongly Disagree		3	Strongly Agree		No Response			
	1	2		4	5				
<b>Student Motivation</b>									
- Students at this school are really motivated to learn		less than	7				4.5	87.5	
- Students are always keen to do well at this school		less than	7				4.7	91.7	
- Students at this school spend most of their time on task		less than	7				4.7	91.7	
- Doing well is important to the students at this school		less than	7				5.0	100.0	
- Students at this school put a lot of effort into their work		less than	7				4.6	90.0	
<b>Student Decision-Making</b>									
- Students in this school have opportunities to be involved in decision-making		less than	7				3.2	54.2	
- There are forums in this school where students can express their views and opinions		less than	7				3.8	70.8	
- I am happy with the way that students are involved in the decision-making processes used in this school		less than	7				4.0	75.0	
- Students are frequently asked to participate in the decisions concerning policies and procedures in this school		less than	7				3.0	50.0	
- There is opportunity for students to participate in school policy and decision making		less than	7				2.8	45.0	
<b>Learning Environment</b>									
- Staff at this school have created an environment that promotes excellence in the school's teaching and learning practices		less than	7				4.3	83.3	
- Staff at this school have created an environment that maximises the learning outcomes for students		less than	7				4.3	83.3	
- Staff at this school always focus on improving the quality of the school's teaching and learning practices		less than	7				4.5	87.5	
- Staff at this school always challenge each other to improve the quality of the school's teaching and learning practices		less than	7				3.8	70.0	

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School: Oxley Primary School (1399)

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

							Average Score		
							Question	100-point	
							Scale	Scale	
							variable score:	1.7	16.7
<b>Student Misbehaviour*</b>									
Questions	Strongly Disagree		Strongly Agree		No Response				
	1	2	3	4	5				
- The behaviour of students in this school is poor	less than		7				1.8	20.8	
- Students who do not want to learn are a problem in this school	less than		7				1.7	16.7	
- Students are generally well-behaved in this school***	less than		7				4.5	87.5	

								variable score:	
								7.5	7.5
<b>Classroom Misbehaviour*</b>									
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	less than		7						
Percent of class time	35%	40%	45%	50%	55%	60%	65%		
Responses	less than		7						
Percent of class time	70%	75%	80%	85%	90%	95%	100%		
Responses	less than		7						

							variable score:	
							3.0	49.2
<b>Excessive Work Demands*</b>								
Questions	Strongly Disagree		Strongly Agree		No Response			
	1	2	3	4	5			
- There is too much expected of staff in this school	25% (2)	13% (1)	0%	50% (4)	13% (1)	0%	3.1	53.1
- Staff are overloaded with work in this school	25% (2)	13% (1)	25% (2)	13% (1)	25% (2)	0%	3.0	50.0
- There is no time for staff to relax in this school	25% (2)	25% (2)	25% (2)	13% (1)	13% (1)	0%	2.6	40.6
- There is constant pressure for staff to keep working	13% (1)	13% (1)	38% (3)	25% (2)	13% (1)	0%	3.1	53.1

**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 \*\*\*\*).

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School: Oxley Primary School (1399)

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

Questions	Not At All							All The Time	No Response	Average Score		
	1	2	3	4	5	6	7			Question Scale	100-point Scale	
<b>Individual Distress*</b>										<b>variable score:</b>	<b>2.6</b>	<b>25.8</b>
- Feeling tense at school	0%	50% (4)	25% (2)	13% (1)	0%	0%	13% (1)	0%	3.1	35.4		
- Feeling anxious at school	38% (3)	25% (2)	13% (1)	0%	13% (1)	0%	13% (1)	0%	2.8	29.2		
- Feeling negative at school	38% (3)	25% (2)	13% (1)	13% (1)	13% (1)	0%	0%	0%	2.4	22.9		
- Feeling uneasy at school	38% (3)	25% (2)	25% (2)	0%	0%	0%	13% (1)	0%	2.5	25.0		
- Feeling depressed at school	50% (4)	25% (2)	13% (1)	0%	13% (1)	0%	0%	0%	2.0	16.7		

Questions	Strongly Disagree					Strongly Agree		No Response	Average Score			
	1	2	3	4	5	4	5		Question Scale	100-point Scale		
<b>School Distress*</b>										<b>variable score:</b>	<b>2.6</b>	<b>39.4</b>
- Staff in this school experience a lot of stress			13% (1)	38% (3)	25% (2)	13% (1)	13% (1)	0%	2.8	43.8		
- Staff in this school are frustrated with their job			25% (2)	38% (3)	25% (2)	0%	13% (1)	0%	2.4	34.4		
- Staff in this school feel anxious about their work			13% (1)	63% (5)	13% (1)	0%	13% (1)	0%	2.4	34.4		
- Staff in this school feel depressed about their job			38% (3)	25% (2)	25% (2)	0%	13% (1)	0%	2.3	31.3		
- There is a lot of tension in this school			0%	50% (4)	13% (1)	13% (1)	25% (2)	0%	3.1	53.1		

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