



# **BAHAMAS CATHOLIC BOARD OF EDUCATION (CBE)**

## **2016-2017 TEACHER SURVEY KEY FINDINGS**

**August 2017**

On behalf of the Catholic Board of Education (CBE) I would like to express a heartfelt thank you to all teachers that took the time to participate in the CBE Teacher Survey. In total one hundred and seventy (170) teachers participated in the survey which represents an eighty-nine percent (89%) response rate.

The survey responses have been analyzed and shared with CBE Principals. Your responses will be used to help us to better serve all our stakeholders and ensure the growth and sustainability of our system now and for future generations.

This document outlines the key findings from the survey and the actions CBE will take to address the issues arising most often from the responses. A full analysis of the survey results can be found on the Catholic Board of Education website.

Thank you for your commitment and your tireless work to inspire and educate all of our students.

Claudette A. Rolle  
Director of Catholic Education

### **Key Strengths** (Where 60% or more teachers strongly agree or agree)

It is extremely pleasing that teachers largely agree that the school is performing well in fundamentally important areas key to the mission and vision of the Catholic Board of Education (CBE). We are delighted that Catholic Board of Education (CBE) teachers feel that the facilities at their school are clean, neat, safe and comfortable. The majority of respondents also concur that the Catholic values of CBE schools are understood, visible and practiced. Many respondents also agree or strongly agree that the academic demands of their school are appropriate and that teachers receive adequate support to implement their curriculum.

Here is a small sample of the many positive comments received.

- Aquinas College places the advancement of staff and students as their number one priority. They make everyone feel appreciated.
- Aquinas College has a good Performing Arts program inclusive of band, drama, song, dance, etc. Also, Aquinas has an ability to problem solve to find our cause and reaction whenever there is a misunderstanding between students or student & teacher.
- Mary, Star of the Sea Catholic Academy offers a solid, well-rounded, challenging course of study.
- Mary, Star of the Sea Catholic Academy does well in Language areas such as speech competitions and debates.
- My St. Francis de Sales community exhibits great team spirit. They also perform extremely well in debate and speech competitions.
- St. Francis de Sales celebrates our students when they excel and in their various activities in the community.
- St. Cecilia's aims to accommodate the diverse needs of all students in our care.
- St. Cecilia's does well trying to teach kids how to be well rounded students, teaching them about life outside of school and how to respect others.
- Sts. Francis & Joseph are good at motivating students and have an excellent display of school pride.
- Sts. Francis & Joseph do well in areas that highlight students' talents (sports, choral speaking, etc.).
- One thing St. Thomas More does well is comradeship for the students. We all join together for the common good of all of our students.
- St. Thomas More participates in a lot of extracurricular activities; for example: Brownies, Sunflowers, Male Mentoring, Discovery Club, Art Club, etc.

- Xavier's Lower School maintains a standard that allows the majority of graduates to enter and succeed in the high school of their choice.
- Xavier's Lower School does well with encouraging each other and working together as a team. We also give the students many opportunities to shine and showcase their strengths.

**Areas for Improvement** (Where less than 50% of teachers strongly disagree or disagree)

A large percentage of teachers responding to the survey, forty one percent (41%), disagree that they have sufficient resources to achieve the goals and objectives set out for them.

In terms of professional development courses the majority of teachers would like an opportunity to participate in workshops focused on strategies for struggling learners (57% of respondents) and technology Integration - Bring Your Own Device (44% of respondents).

A sample of comments on issues within the CBE schools which need addressing follows:

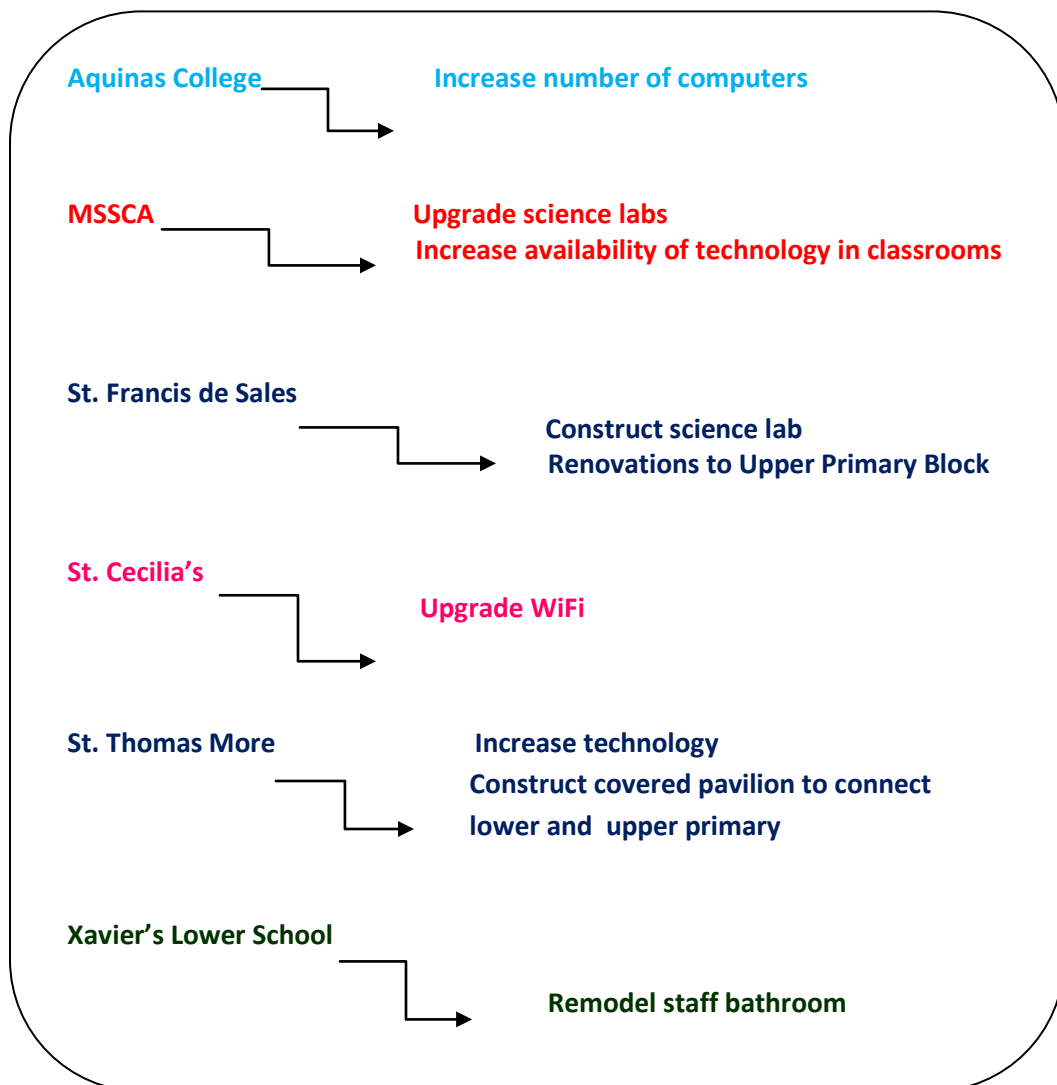
- Aquinas College can do better at having teachers attend professional training within their field to keep up to date with the changes and to provide a better internet connection.
- Aquinas College can do better at developing a comprehensive sports programme.
- Mary, Star of the Sea Catholic Academy can improve upon highlighting and celebrating the achievements of our students in a more significant way. The Grand Bahama community, and by extension The Bahamas, should be aware of the caliber of students produced by Catholic education.
- Mary, Star of the Sea needs to improve its recruitment of new students. We need to be very selective in the types of students we bring into the school system.
- St. Francis de Sales can do better at encouraging collaboration of grade level subject matter to determine cut off points and avoid overlaps.
- St. Francis de Sales could improve by offering technical subjects to cater for less academically inclined students.
- St. Cecilia's should try to encourage more school spirit and pride, #team spirit. Also the classrooms are not being cleaned properly. There is too much visible dirt and dust. The school can be cleaner, especially the classrooms.
- St. Cecilia's needs to develop programs for challenged readers and a well organized library.
- In my opinion Sts. Francis & Joseph needs a greater focus placed on having manners, building character and discipline.
- In all honesty I would change the practice of homework at Sts. Francis & Joseph. It should be given to improve/enhance learning.

- St. Thomas More can improve the time in which information (i.e. letters and notes to go home with students) is distributed to the staff.
- St. Thomas More can work on the bell system, ringing the bell on time.
- Xavier’s Lower School can increase the level of community involvement through community service. Also increase social interactions (not just competitive) with sister schools.
- Xavier’s Lower School can improve by planning monthly workshops for students.

### School Development Projects

School development projects was not an official category on the survey, but in the ‘General Comments’ section many teachers made reference to school facility developments which they feel should be addressed. In terms of school development the chart below shows the development projects, by school, mentioned most frequently in the CBE Teacher Survey. Teachers from Sts. Francis & Joseph were the only group of teachers who did not indicate a need for any school development projects.

Chart 1



## **Next Steps**

Overall, the data from the survey was extremely positive and constructive. Members of the Catholic Board of Education, the Director of Catholic Education and CBE Principals are grateful for the time taken by teachers to complete the questionnaire.

The issues which arose most often throughout the CBE Teacher Survey as requiring further efforts were:

### **1. Discipline**

#### **Catholic Board of Education Response:**

- Review discipline policy with all teachers.

### **2. Need for More Teacher Resources**

#### **Catholic Board of Education Response:**

- Principals will request a list of resources teachers are asking for and Director will review and assess viability of requests.

### **3. Assisting Struggling Learners**

#### **Catholic Board of Education Response:**

- Conduct Professional Development workshop to address working with struggling learners.

### **4. Improved Facilities particularly at St. Thomas More & St. Francis de Sales**

#### **Catholic Board of Education Response:**

- A CBE Strategic Plan and Facility Master Plan will be produced. These documents will outline the overall goals for the CBE system for the next five (5) years. It will also outline all proposed development projects, using the information from all surveys distributed (CBE Teacher Survey, CBE Parent Survey and CBE Administrator Survey). Projects will be categorized by size, length of time and cost.
- CBE will seek new sources of funding including grant foundations, the local business community and alumni.

## 5. Lack of Parental Involvement

### **Catholic Board of Education Response:**

- Administration will make a greater effort to outline and share with parents the range of activities they can participate in and encourage them to partner in the development of their school.