

# **Spooner Area School District**

## **Staff Survey Results**

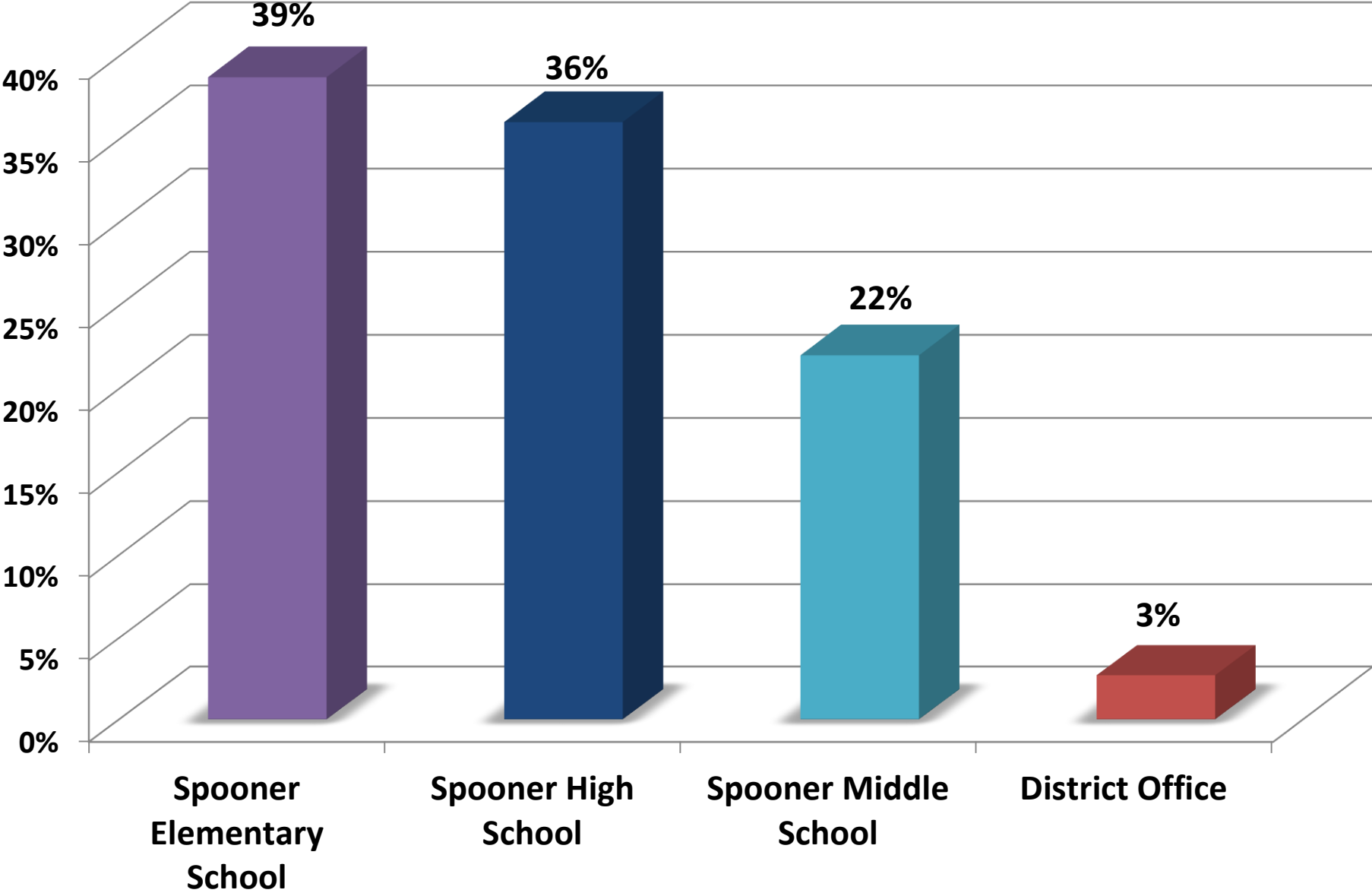
Spring 2016

# Survey Summary

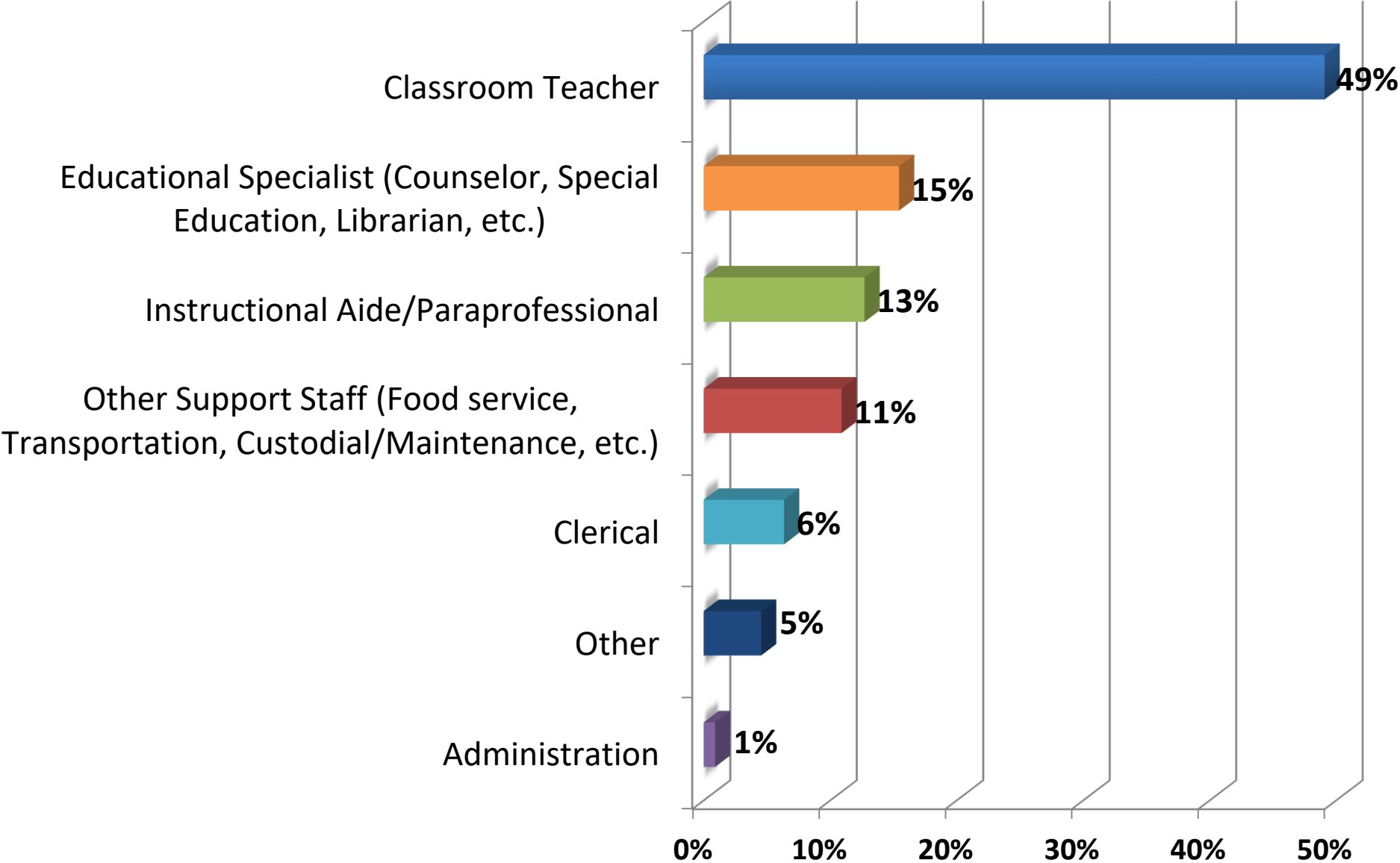
- The Staff Survey was conducted in May of 2016.
- Staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses = 111 (72% participation)

# Respondent Information

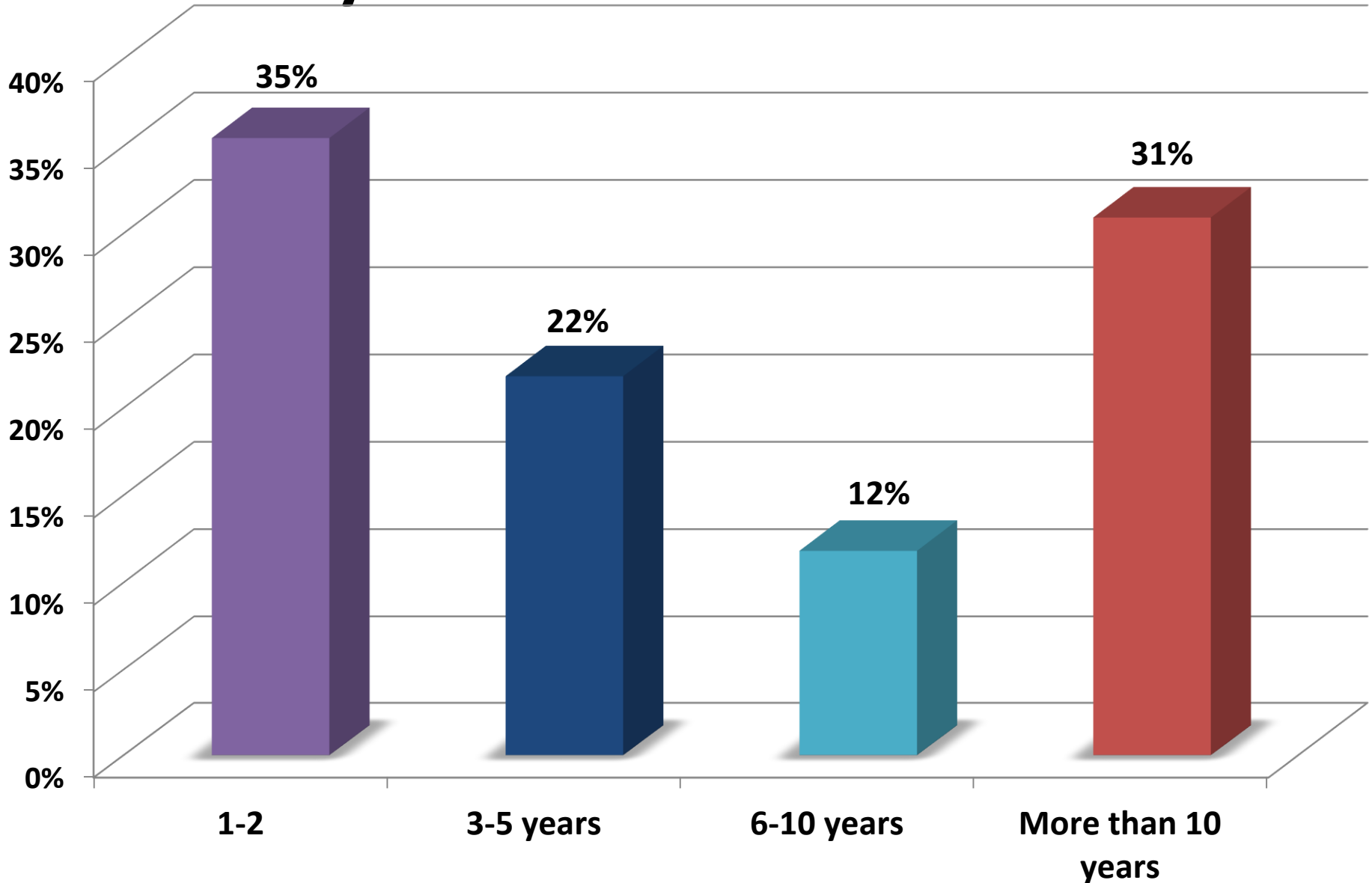
# At which location do you spend the most time?



# What best describes your position?



# Including the current year, how many years have you worked for this District?



# Change Readiness

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
There is consensus on areas that need improvement in our District.	51%	2.92
I am confident that our District will be able to develop and execute an improvement plan.	49%	2.87
There is a process for evaluating the effectiveness of new initiatives.	29%	2.37
Our District has a culture of open dialogue around difficult issues.	24%	2.15

# Student Achievement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
The academic needs of students are being met.	77%	3.67
Overall, the school offers a high quality academic program.	78%	3.63
Learning targets and curriculum objectives for my job assignment are clear.	71%	3.51
Students have access to additional support when needed.	63%	3.32
I have been provided the resources to achieve District learning targets and curriculum objectives.	66%	3.26
The social and emotional needs of students are being met.	61%	3.19
Student discipline is handled in a consistent manner by all staff.	24%	2.22



# Engagement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
My work directly contributes to the overall success of our District.	98%	4.26
My job is personally satisfying.	89%	4.14
I enjoy being involved in events or activities beyond the normal school day.	83%	3.88
The amount of work I am asked to do is reasonable.	55%	3.07
I am proud of our District.	49%	2.94
It would take a lot to get me to leave this District.	48%	2.90
I would recommend this District to others seeking employment.	42%	2.72

# Communication

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
I feel comfortable sharing my ideas and opinions.	47%	2.73
I am kept informed about matters important to my work.	44%	2.69
School/department information is communicated effectively to me.	34%	2.50
Board policies and procedures affecting me and my work are available and clearly communicated.	36%	2.48
Board policies and procedures are easy to understand.	32%	2.43
I have a good understanding of the plans and goals of our District.	25%	2.30
I feel our District honestly communicates with me about important issues.	20%	2.07

# How would you rate the communication from:

*Great (4), Good (3), Fair (2), Poor (1)*

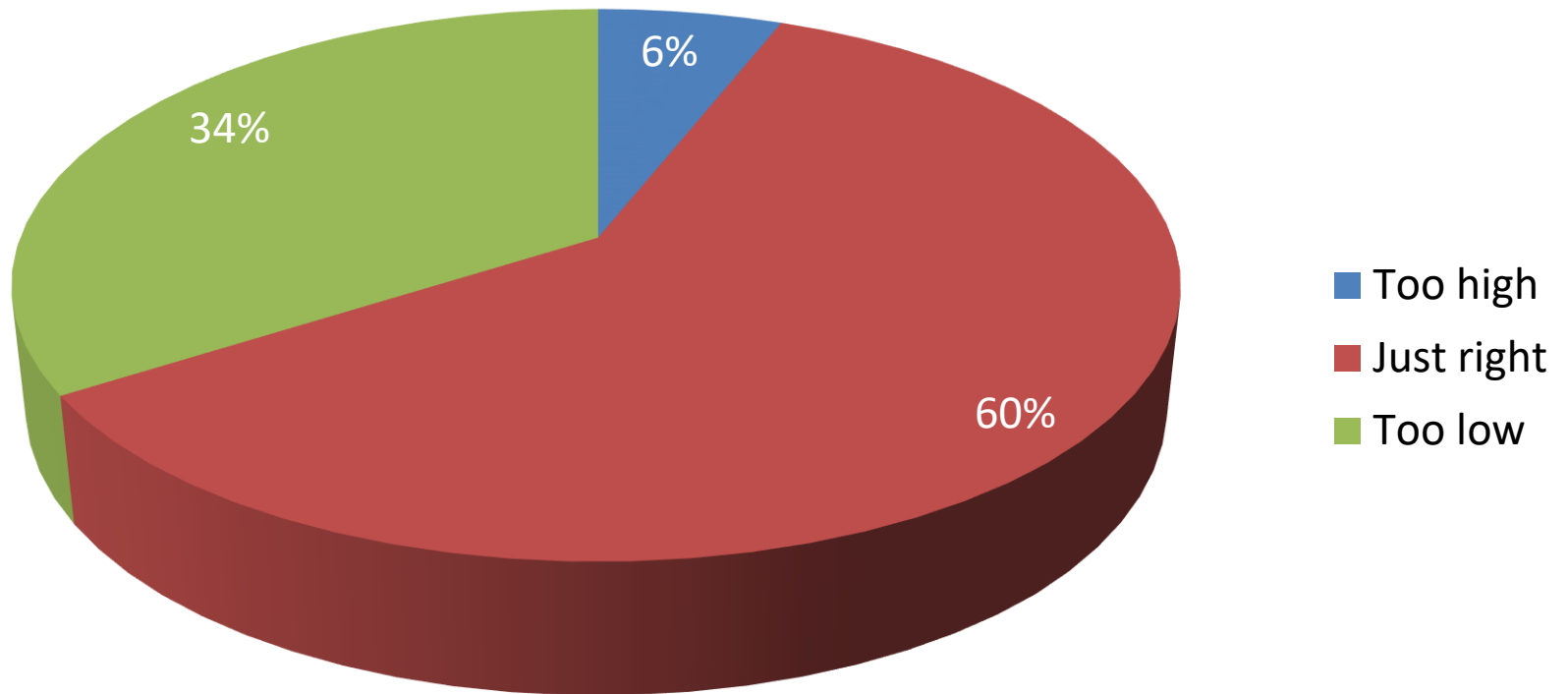
Item	% Great/ Good	Average
Custodians/Maintenance	89%	3.25
Technology Services	80%	3.07
Food Service	68%	2.81
Principal/Building Administration	50%	2.30
School Board	18%	1.78
District Administration	18%	1.67

# Culture

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
My co-workers are willing to help me when I have a heavy workload.	93%	4.29
Our school/department works hard to find ways to improve.	79%	3.61
I can bring about change in my school/department.	74%	3.53
Our school/department operates as a team.	69%	3.41
I have adequate opportunities to participate in decisions that affect me.	43%	2.66
Our school does a good job assimilating new employees.	36%	2.46

# Expectations for student achievement/performance are:



# Work Environment

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
Based on my interactions with other adults, I feel safe at work.	91%	4.17
I am satisfied with the technology resources available to me.	91%	4.07
Based on my interactions with students, I feel safe at work.	88%	4.04
Our classrooms, building and grounds are well maintained.	86%	4.01
I am satisfied with the technology support available to me.	87%	3.99
I have been given the materials and supplies I need to do my job effectively.	80%	3.73

# Work Environment (Continued)

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
I receive the training I need to do my job well.	76%	3.61
I have the flexibility to do my job the way that I think is most effective.	63%	3.33
I feel supported by leadership when I make a decision.	62%	3.32
I feel valued by our community.	62%	3.29
I have enough time to do my job effectively.	49%	2.87

# Health and Wellness

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
I manage my stress well.	76%	3.54
I get enough sleep.	67%	3.30
I am able to sustain a healthy work-life balance.	60%	3.18
The pace of implementing new initiatives is appropriate.	35%	2.48



# Development and Recognition

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
I have adequate opportunities for training/professional development.	71%	3.44
Our District's in-service days are organized and well-planned.	57%	3.05
I receive credit and recognition when I do a good job.	50%	2.80
I receive ongoing and timely feedback that helps me improve my performance.	42%	2.62

# Compensation and Benefits

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
Overall, I am satisfied with my pay.	51%	2.89
My benefits are competitive with similar jobs I might find elsewhere.	51%	2.85
Overall, I am satisfied with my benefits.	44%	2.71
My pay is fair in relation to my job responsibilities.	37%	2.62
Pay practices are administered consistently for all employees.	20%	1.94

# Building Leadership

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
My principal is an effective leader.	58%	3.18
I trust the members of the leadership team.	48%	2.81
The leadership team is consistent when administering policies concerning employees.	40%	2.57

# District Administration

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
District administration is aware of major concerns of employees.	45%	2.65
District administration is consistent when administering policies concerning employees.	26%	2.12
I trust our District's leadership.	26%	2.11
District administration is doing what it takes to make our District successful.	23%	2.08
The Superintendent/District Administrator presents a positive image to our community.	22%	1.98

# School Board

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
The School Board strives to present a positive image to our community.	54%	2.93
The School Board appropriately balances the mission of our District with fiscal responsibility.	52%	2.90
The School Board is doing what it takes to make our District successful.	45%	2.71

Salary

# Please rank the following factors based on their importance in a compensation system.

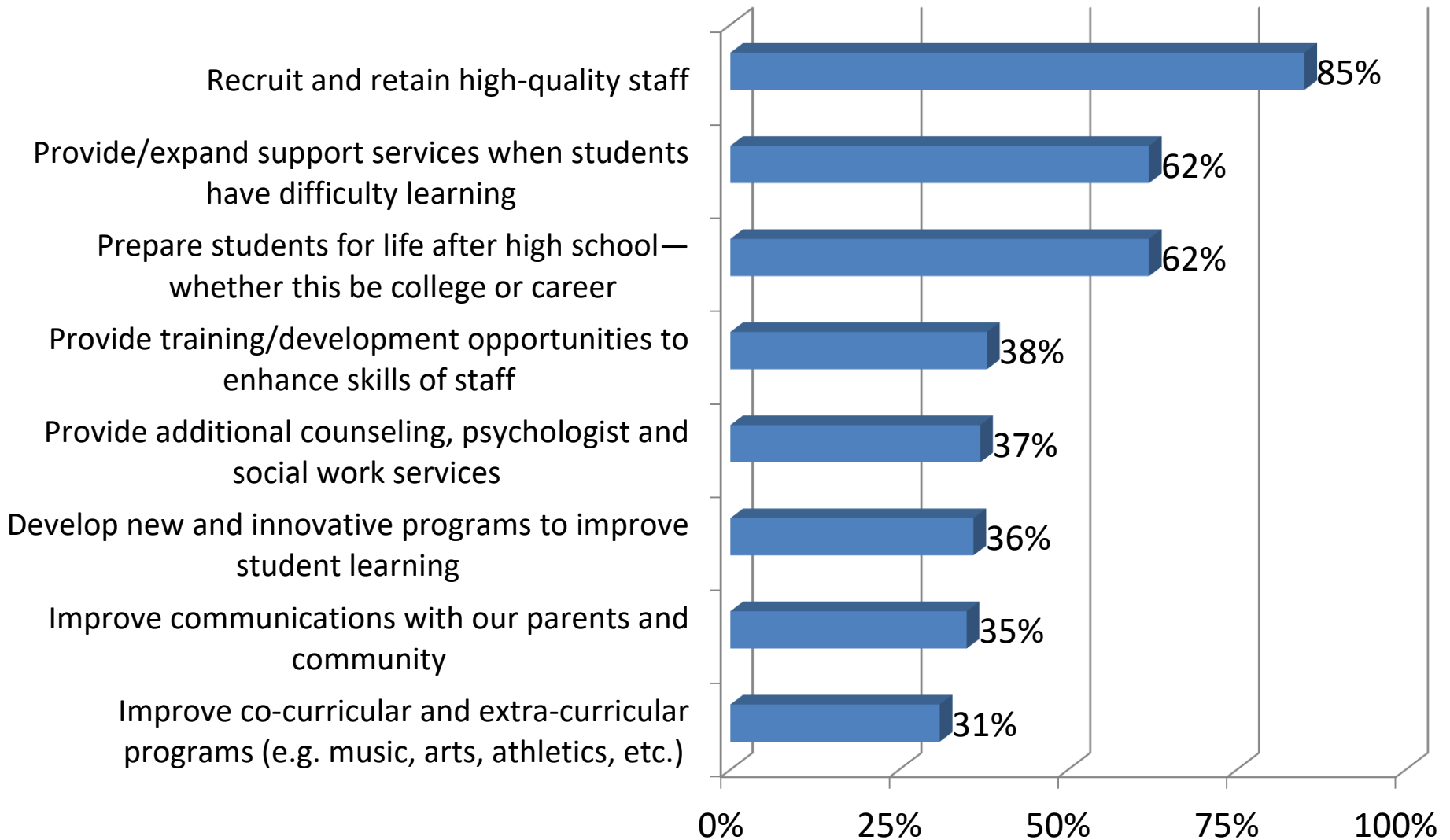
*(1 = Most important, 10 = least important)*

Item	Average
Advanced degrees (Master's, specialist, Ph.D., Ed. D.)	3.28
Length of service	4.01
Additional skills (certifications, foreign language proficiencies etc.)	4.71
Educator's evaluation	5.12
Additional work duties (coach, curriculum writing, research etc.)	5.42
Market demand (hard-to-staff assignment, certification in area of short supply)	5.45
Licensure for PI 34 (Initial Educator, Proccessional or Master)	5.76
Student Learning Outcomes	6.04
National Board for Professional Teaching Standards/Master Teacher	6.57
Professional Development Activities (Provided by our district)	7.27

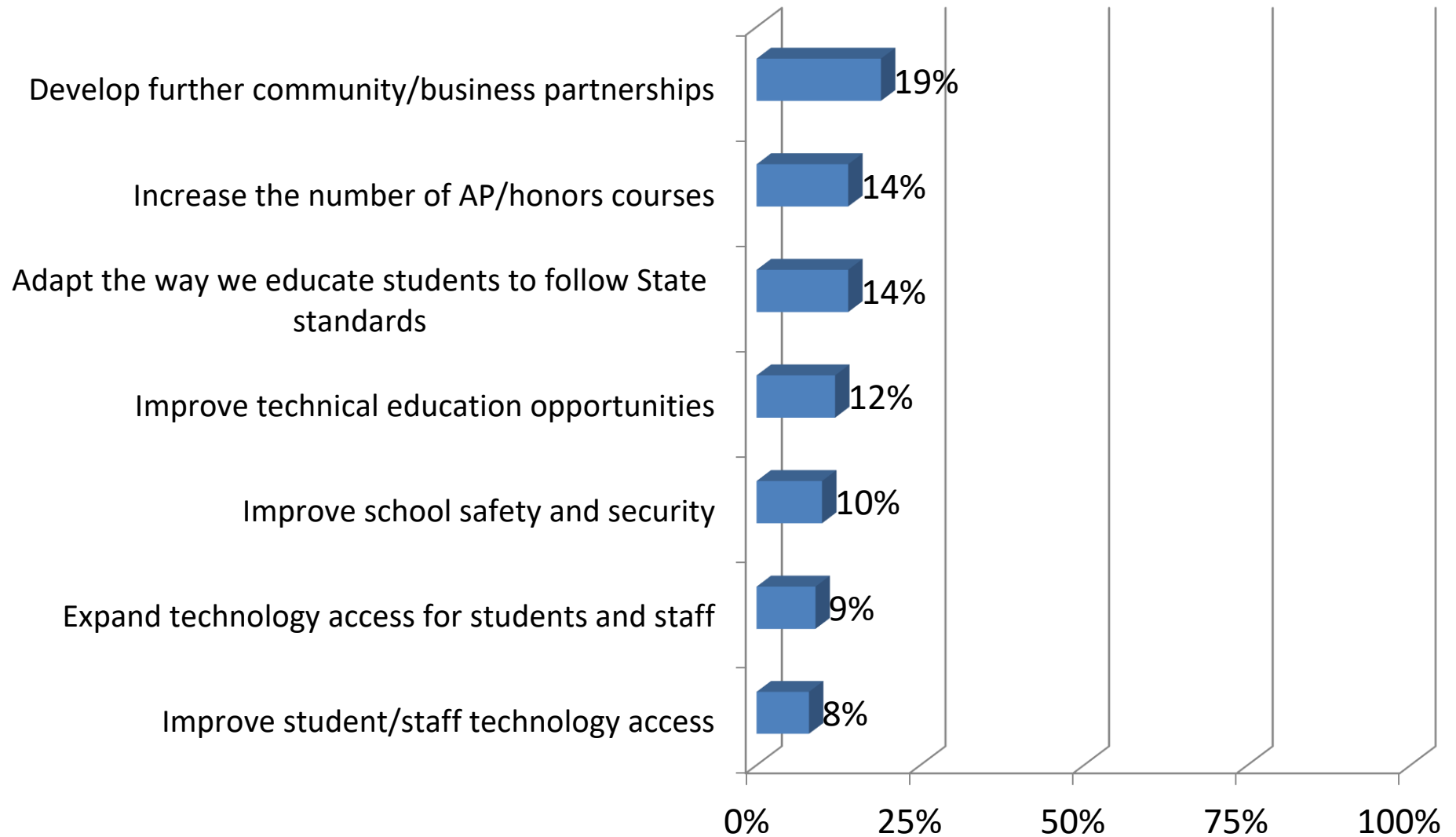
# Planning



# To provide a quality education for all students, please check a maximum of five of your highest priorities:

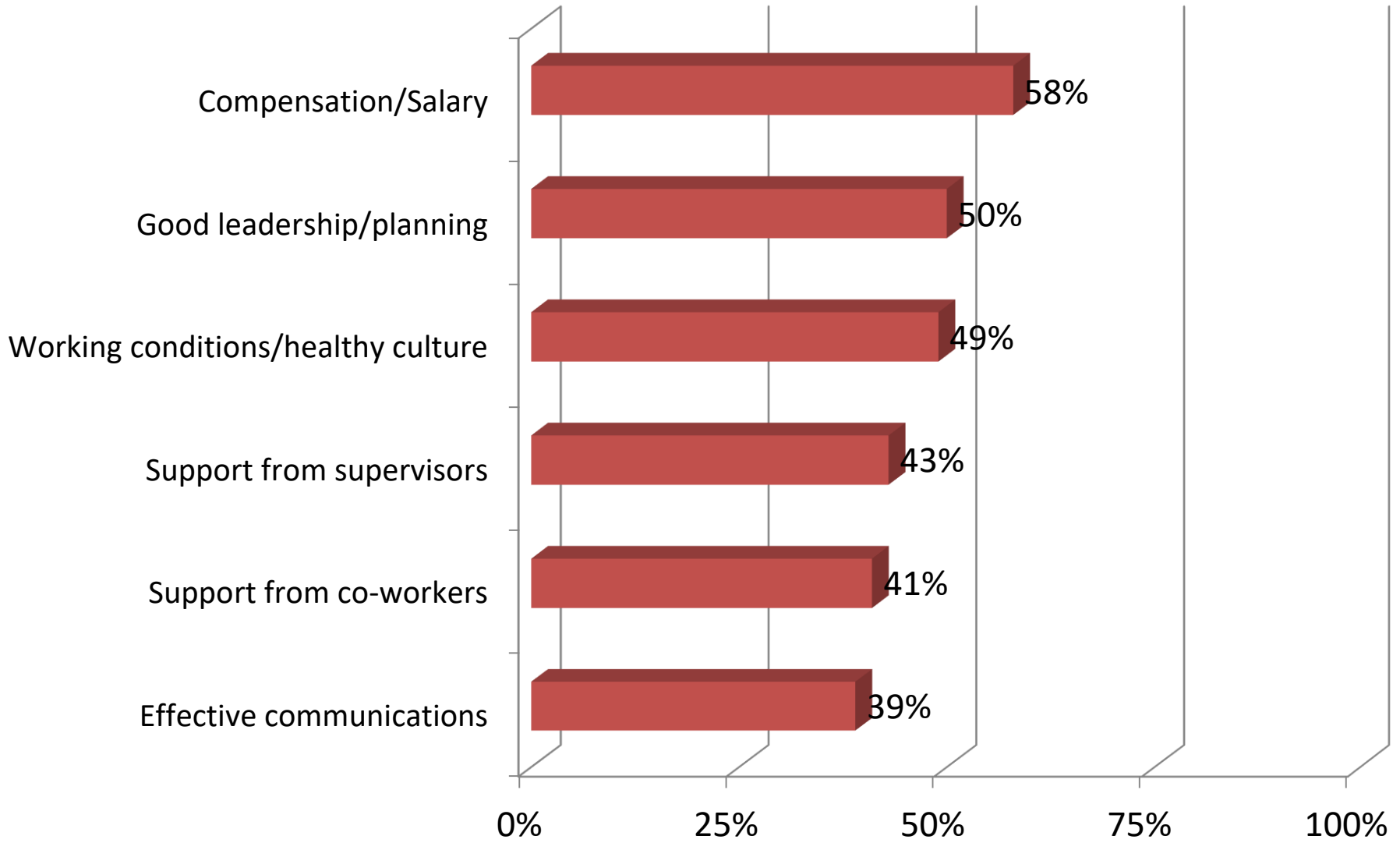


# To provide a quality education for all students, please check a maximum of five of your highest priorities: (Continued)

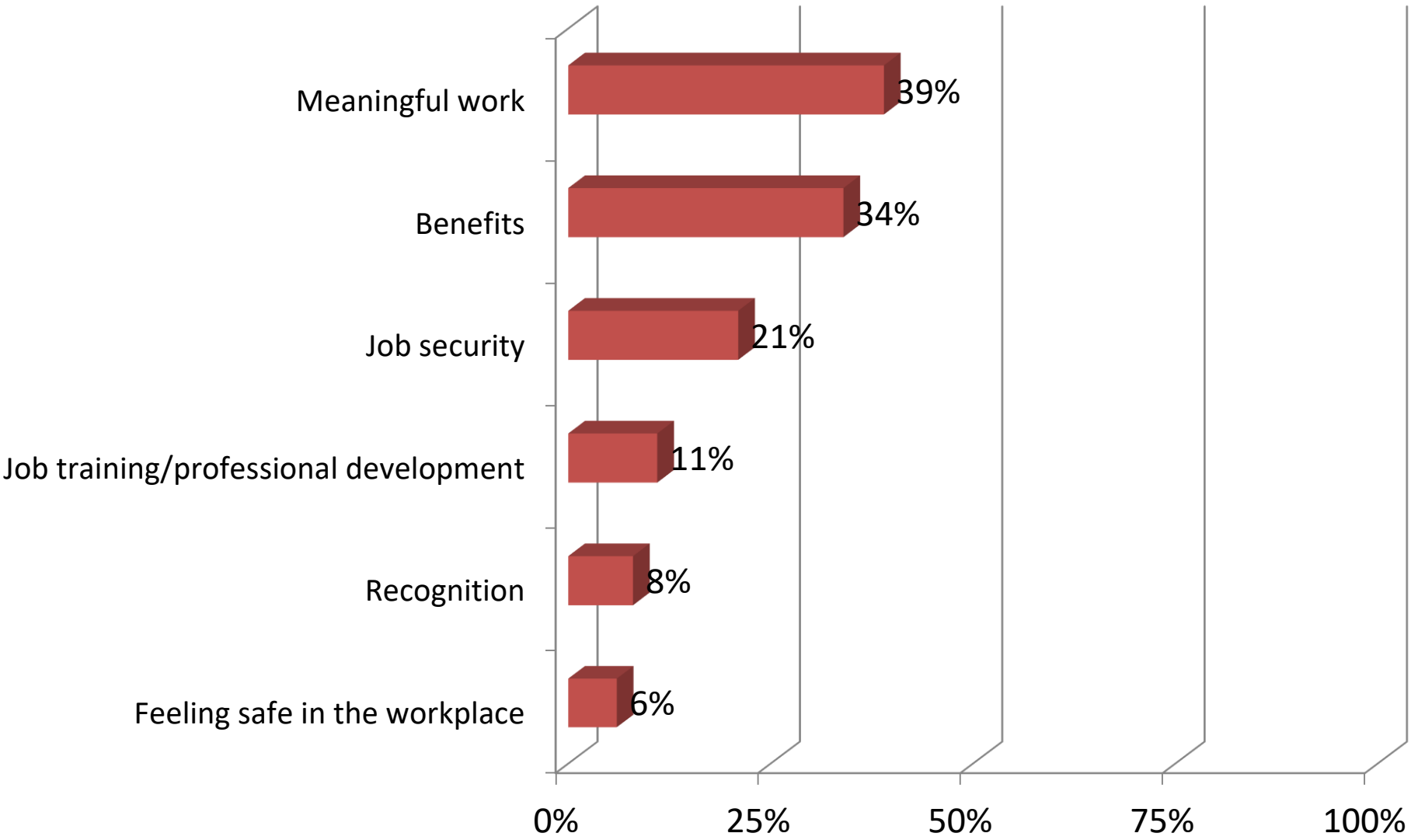


# Job Satisfaction

# Please check up to four of your most important job satisfaction factors:



# Please check up to four of your most important job satisfaction factors: (Continued)

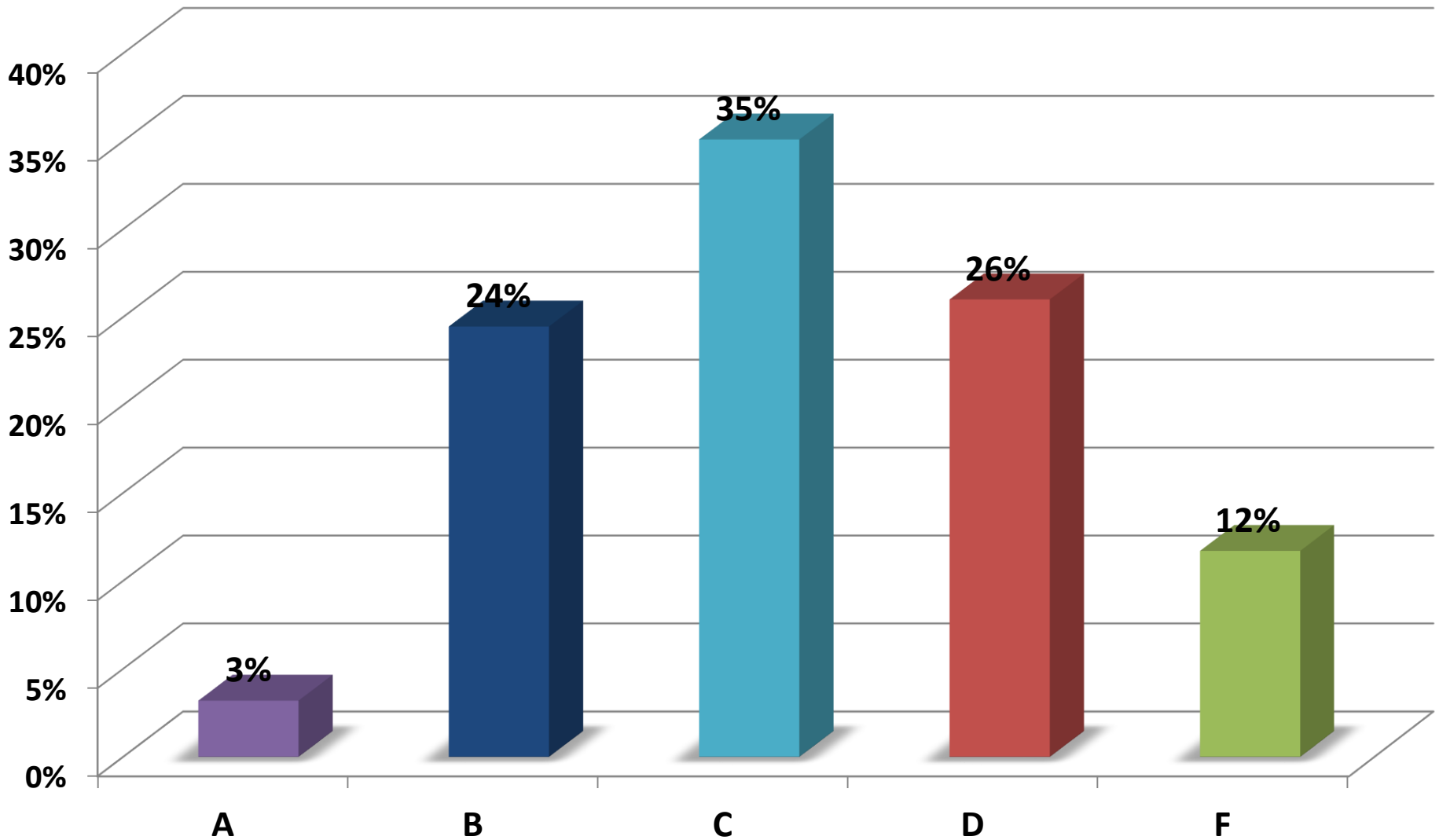


# Overall Satisfaction

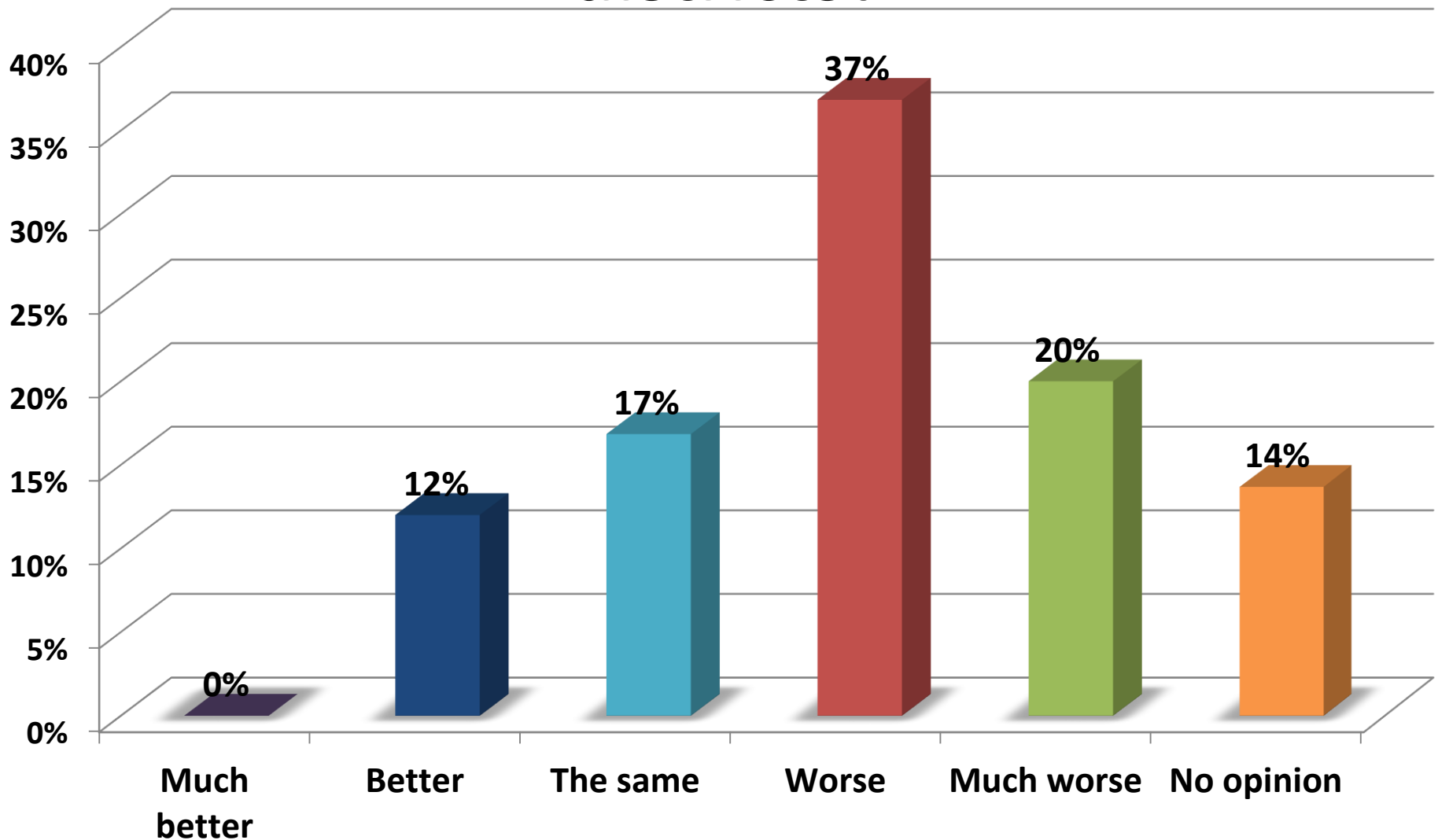
*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/Agree	Average
Our community supports education.	71%	3.52
All things considered, this District is a good place to work.	51%	2.89
Overall, our District has improved over the past year.	40%	2.57
I am satisfied with the financial management of our District.	31%	2.36

# What grade would you give us?



# How would you rate our District compared to neighboring public school districts?





**Thank you!**