

Spooner Area School District

Staff Survey Results

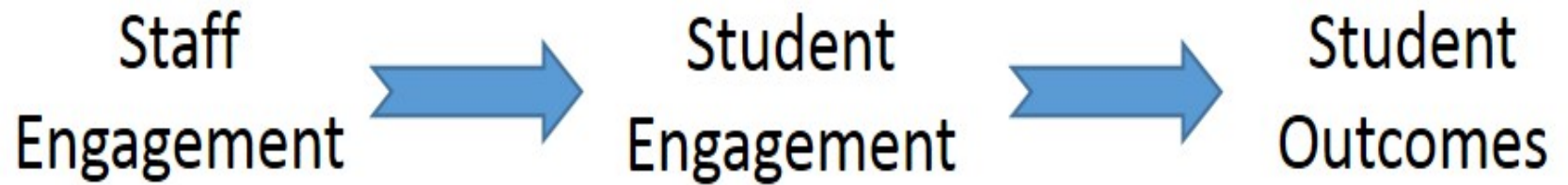
Spring 2018

SCHOOL PERCEPTIONS

Our mission is to help educational leaders gather, organize and use data to make strategic decisions.

- Founded in 2002 to provide independent and unbiased research
- Conducted over 10,000 surveys for school improvement
- Helped more than 400 districts navigate the strategic planning and referendum planning process

What We Know:



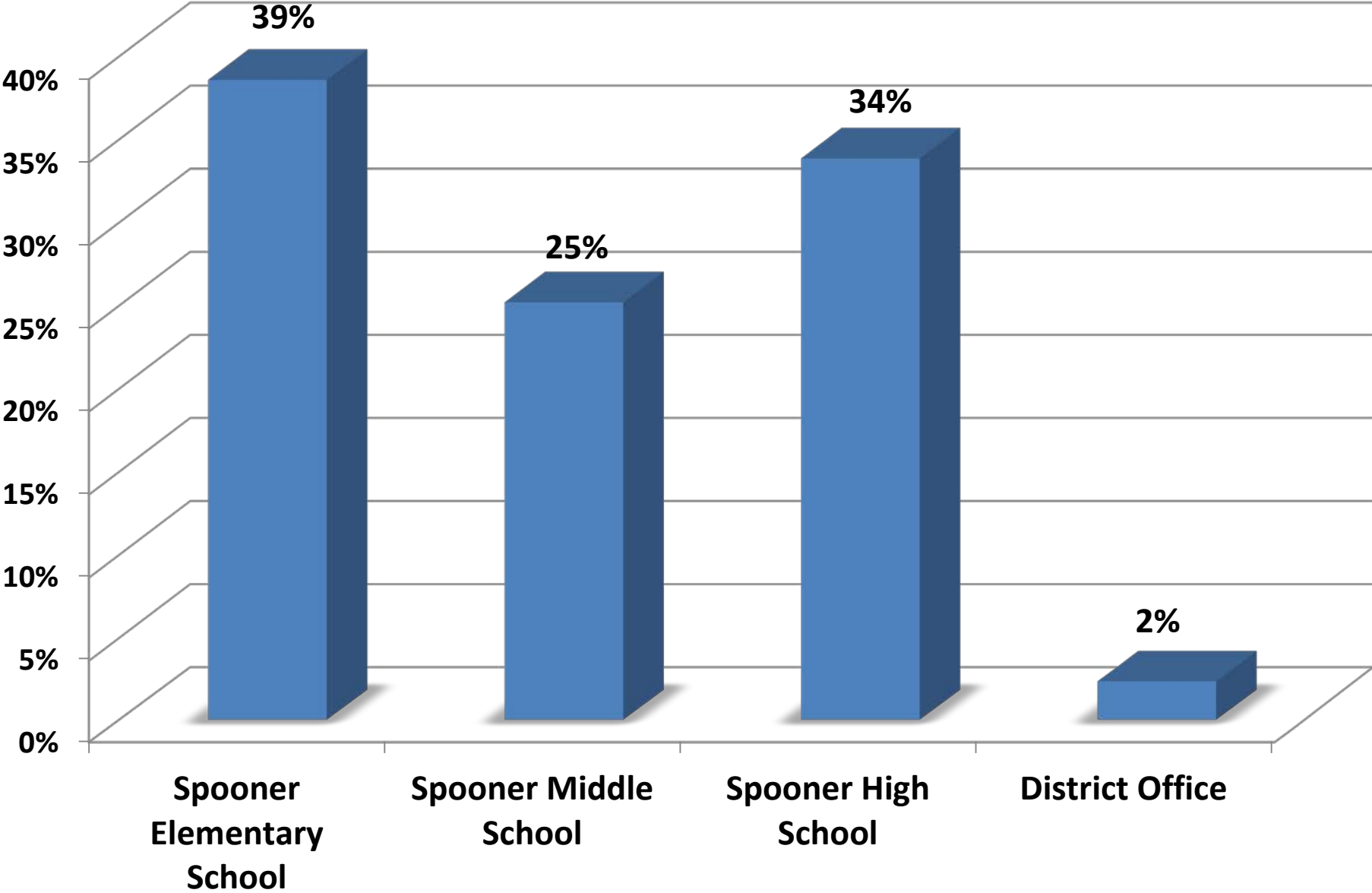
Survey Summary

- The Staff Survey was conducted in May of 2018.
- 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 = 128 (76% participation)

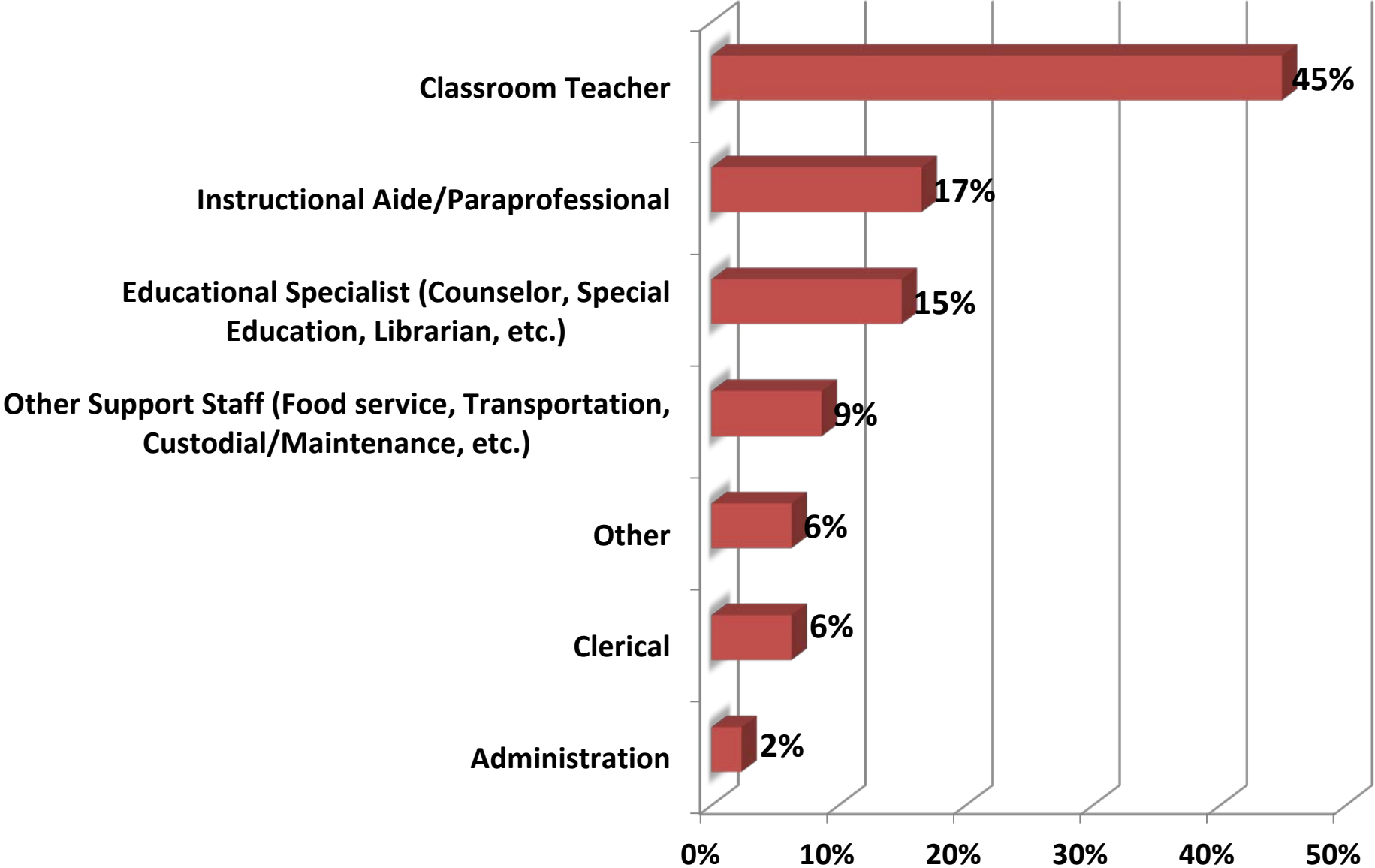
Respondent Information

(2018 Data)

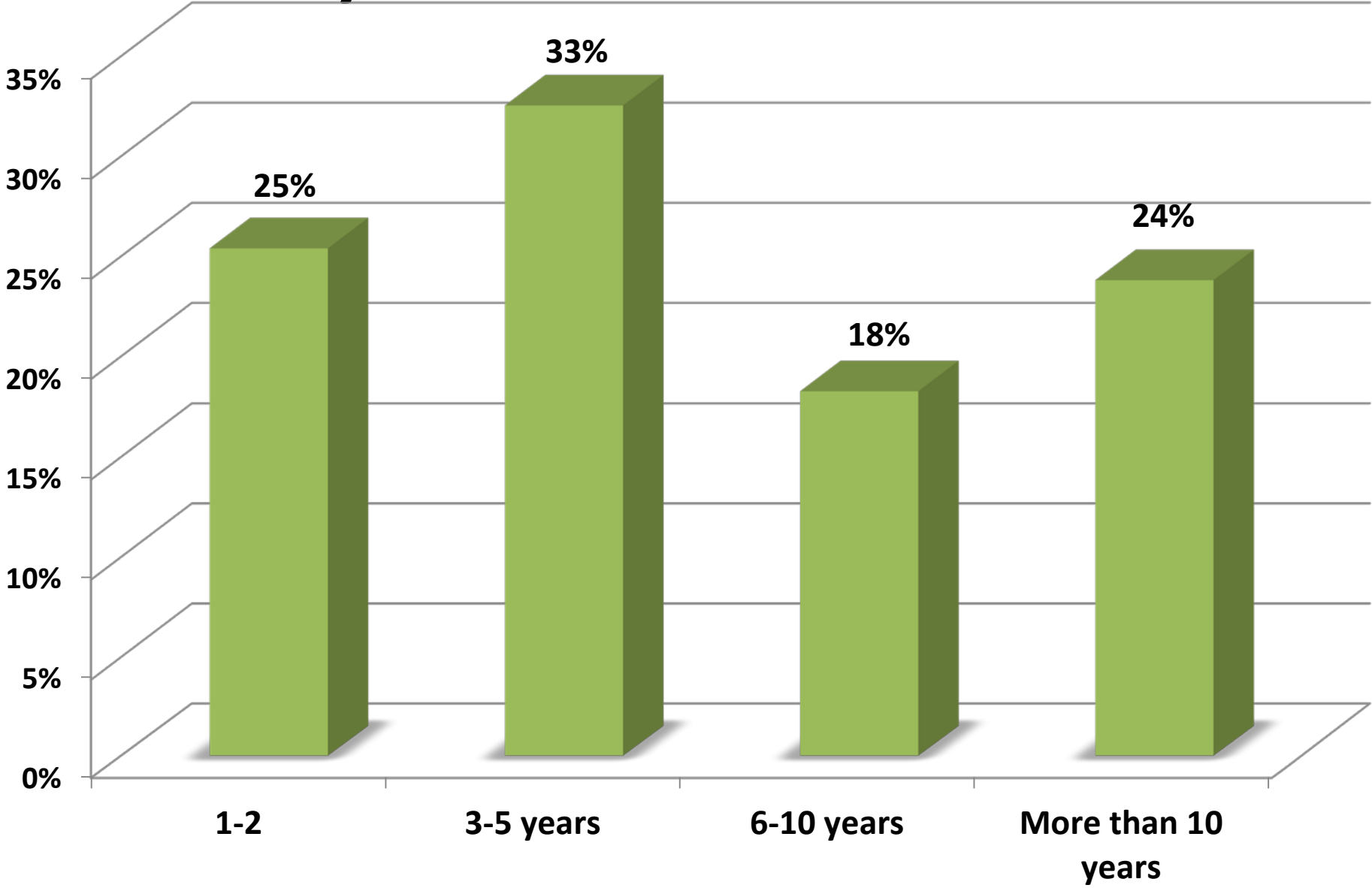
At which location do you spend the most time?



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	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
There is a process for evaluating the effectiveness of new initiatives.	51%	2.94 (109)	2.81	0.12
Our District has a culture of open dialogue.	66%	3.30 (122)	3.34	-0.04
Our District strives to achieve consensus on areas that need improvement.	67%	3.30 (118)	3.45	-0.15
Our District is committed to making needed improvements as they are identified.	67%	3.31 (118)	3.46	-0.16

Student Achievement

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
Learning targets and curriculum objectives for my job assignment are clear.	77%	3.69 (87)	3.56	0.13
Student discipline is handled in a consistent manner by all staff.	21%	2.14 (91)	2.17	-0.03
Students have access to additional support when needed.	70%	3.40 (91)	3.51	-0.11
I have been provided the resources to achieve District learning targets and curriculum objectives.	64%	3.30 (86)	3.44	-0.14
The social and emotional needs of students are being met.	58%	3.09 (90)	3.56	-0.48
Overall, the school offers a high quality academic program.	68%	3.40 (88)	3.94	-0.54
The academic needs of students are being met.	58%	3.08 (90)	3.70	-0.62

Engagement

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
My work contributes to the success of our District	98%	4.44 (119)	4.31	0.12
My job is personally satisfying.	91%	4.27 (121)	4.18	0.09
I would recommend this District to others seeking employment.	81%	3.79 (109)	3.76	0.03
I enjoy being involved in District affiliated activities outside of the normal school day.	90%	4.00 (115)	4.02	-0.02
I am proud of our District.	83%	3.85 (119)	3.89	-0.04
It would take a lot to get me to leave this District.	68%	3.46 (114)	3.54	-0.08
The amount of work I am asked to do is reasonable.	67%	3.39 (121)	3.64	-0.26

Communication

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
Board policies and procedures are easy to understand.	81%	3.66 (116)	3.42	0.23
School board policies and procedures affecting me are available and clearly communicated.	85%	3.78 (119)	3.59	0.19
I feel our District honestly communicates with me about important issues.	72%	3.42 (115)	3.28	0.14
I have a good understanding of the plans and goals of our District.	65%	3.30 (115)	3.17	0.13
I feel comfortable sharing my ideas and opinions.	67%	3.39 (118)	3.35	0.04
I am kept informed about matters important to my work.	62%	3.21 (115)	3.21	0.00
School/department information is communicated effectively to me.	54%	2.96 (119)	3.02	-0.06

How would you rate the communication from:

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

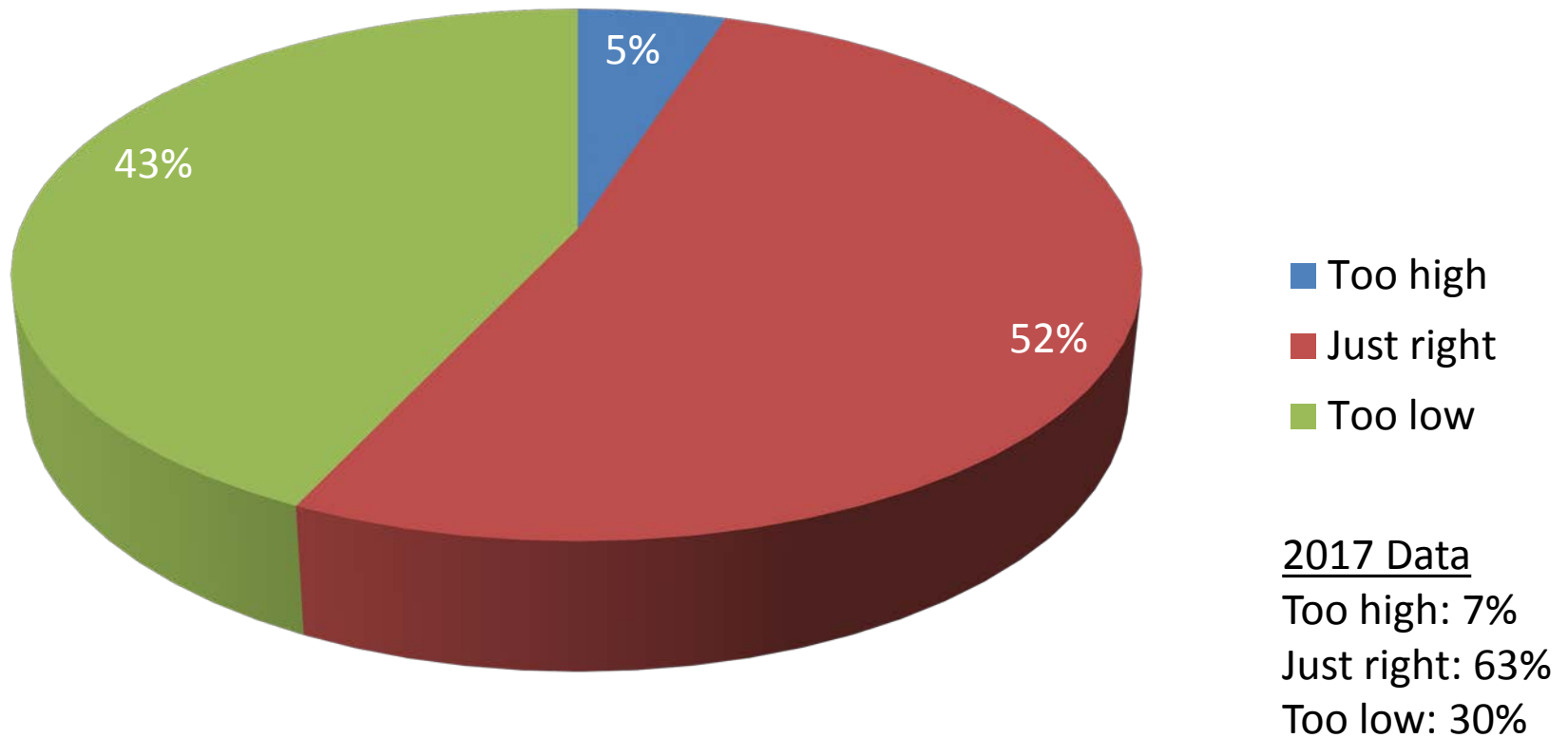
Item	2018 % Great/ Good	2018 (n)	2017	Difference
District Administration	68%	2.81 (118)	2.64	0.16
Technology Services	84%	3.10 (118)	3.04	0.06
Custodians/Maintenance	82%	3.07 (107)	3.03	0.04
Food Service	62%	2.67 (99)	2.63	0.04
Principal/Building Administration	49%	2.35 (119)	2.33	0.03
School Board	63%	2.64 (115)	2.77	-0.12

Culture

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
My co-workers are willing to help me when I have a heavy workload.	92%	4.22 (116)	4.22	0.00
I have adequate opportunities to participate in decisions that affect me.	65%	3.35 (116)	3.37	-0.02
I can bring about change in my school/department.	80%	3.73 (115)	3.77	-0.04
Our school/department works hard to find ways to improve.	78%	3.71 (112)	3.75	-0.05
Our school/department is effective at assimilating new employees.	53%	3.03 (119)	3.29	-0.25
Our school/department operates as a team.	64%	3.32 (116)	3.57	-0.25

Expectations for student achievement/performance are:



Work Environment (Slide 1/2)

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
Based on my interactions with other adults, I feel safe at work.	98%	4.43 (119)	4.37	0.06
I am satisfied with the technology support available to me.	94%	4.14 (118)	4.13	0.01
I have the flexibility to do my job the way that I think is most effective.	83%	3.92 (119)	3.91	0.00
I am satisfied with the technology available to me.	91%	4.08 (119)	4.11	-0.02
I feel valued by our community.	72%	3.47 (112)	3.50	-0.02
Our classrooms, building and grounds are well maintained.	79%	3.79 (118)	3.84	-0.05

Work Environment (Slide 2/2)

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
I feel supported by leadership when I make a decision.	76%	3.66 (116)	3.76	-0.11
Based on my interactions with students, I feel safe at work.	90%	4.08 (119)	4.20	-0.12
I have enough time to do my job effectively.	60%	3.22 (116)	3.37	-0.16
I have the materials and supplies I need to do my job effectively.	77%	3.74 (118)	3.91	-0.17
I receive the training I need to do my job effectively.	71%	3.62 (116)	3.80	-0.18

Health and Wellness

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
The pace of implementing new initiatives is appropriate.	64%	3.26 (109)	3.13	0.13
I manage my stress well.	74%	3.65 (115)	3.67	-0.02
I get enough sleep.	68%	3.49 (116)	3.57	-0.07
I am able to sustain a healthy work-life balance.	72%	3.51 (118)	3.59	-0.08

Development and Recognition

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
Our District's in-service days are organized and well-planned.	60%	3.17 (111)	3.17	0.00
I receive meaningful and timely feedback that helps me improve my performance.	60%	3.15 (117)	3.19	-0.04
I receive credit and recognition when I do a good job.	66%	3.29 (117)	3.46	-0.17
I have adequate opportunities for training/professional development.	63%	3.26 (117)	3.45	-0.18

Compensation and Benefits

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
Pay practices are administered consistently for all employees.	34%	2.46 (97)	2.35	0.11
I am satisfied with my pay.	45%	2.74 (118)	2.73	0.00
My pay is fair in relation to my job responsibilities.	43%	2.66 (115)	2.69	-0.03
My benefits are competitive with similar jobs I might find elsewhere.	45%	2.75 (103)	3.00	-0.25
I am satisfied with my benefits.	42%	2.59 (114)	2.95	-0.36

Building Leadership

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
I trust the members of the leadership team.	75%	3.55 (113)	3.54	0.00
The leadership team is consistent when administering policies concerning employees.	70%	3.42 (104)	3.48	-0.06
My principal is an effective leader.	63%	3.19 (106)	3.30	-0.11

District Administration

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
District administration is consistent when administering policies concerning employees.	82%	3.77 (101)	3.62	0.16
District administration is doing what it takes to make our District successful.	87%	3.94 (106)	3.81	0.13
The Superintendent/District Administrator presents a positive image to our community.	98%	4.44 (114)	4.32	0.12
I trust our District's leadership.	86%	3.91 (111)	3.87	0.04
District administration is responsive to major concerns of employees.	81%	3.75 (106)	3.84	-0.09

School Board

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

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
The School Board appropriately balances the mission of our District with fiscal responsibility.	90%	4.00 (106)	4.04	-0.04
The School Board is doing what it takes to make our District successful.	80%	3.80 (105)	3.96	-0.16
The School Board strives to present a positive image to our community.	85%	3.95 (112)	4.19	-0.25

Salary

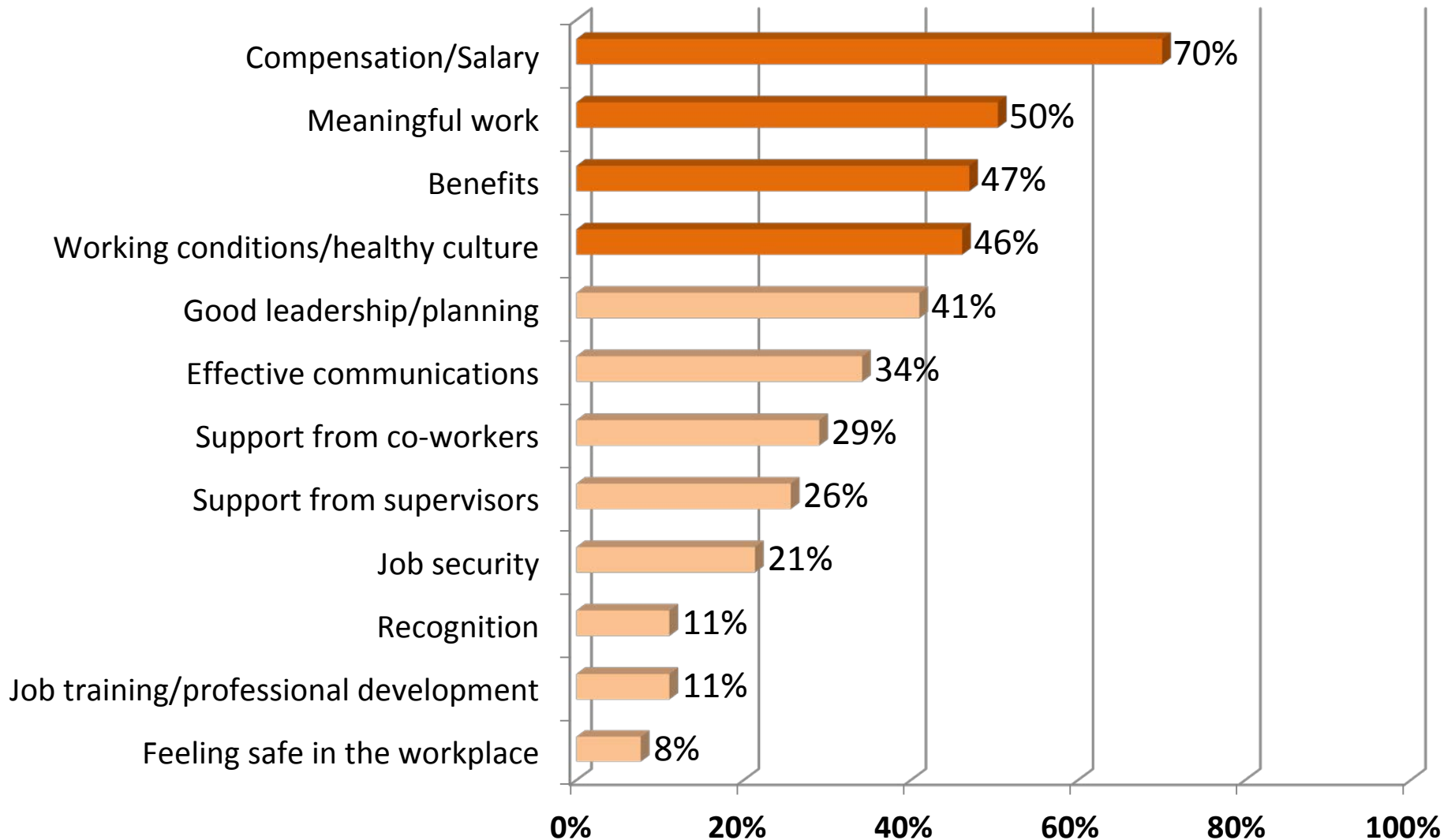
Please rank the following factors based on their importance in a compensation system. (2018 Data)

Most important (1), Least important (10)

Item	Average
Advanced degrees (Master's, specialist, Ph.D., Ed. D.)	3.59
Length of service	3.83
Additional skills (certifications, foreign language proficiencies etc.)	5.00
Additional work duties (coach, curriculum writing, research etc.)	5.17
Licensure for PI 34 (Initial Educator, Professional or Master)	5.20
Educator's evaluation	5.32
Market demand (hard-to-staff assignment, certification in area of short supply)	5.68
Student Learning Outcomes	6.05
Professional Development Activities (Provided by our district)	6.69
National Board for Professional Teaching Standards/Master Teacher	6.97

Job Satisfaction

Please check up to four of your most important job satisfaction factors: (2018 Data)

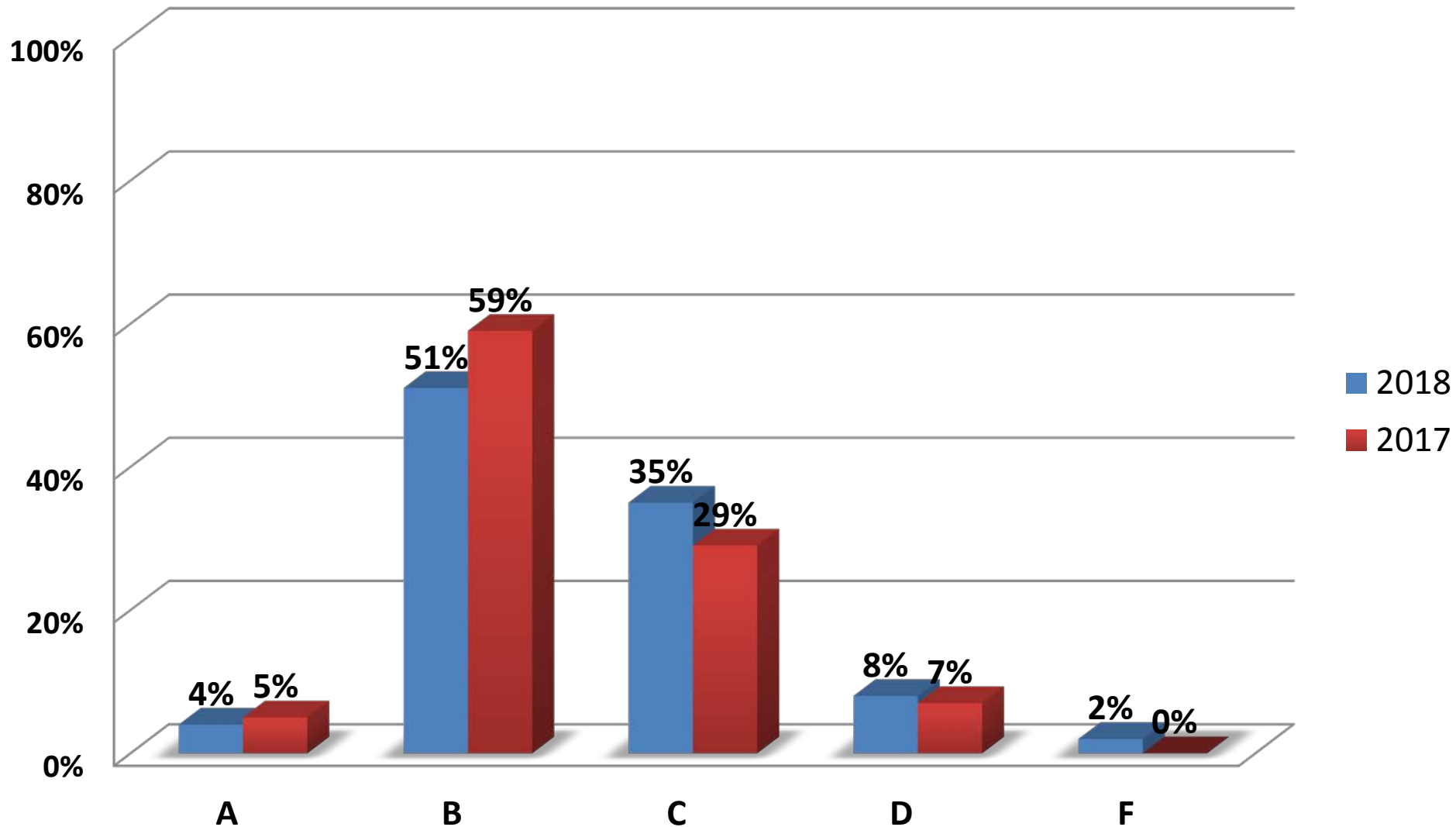


Overall Satisfaction

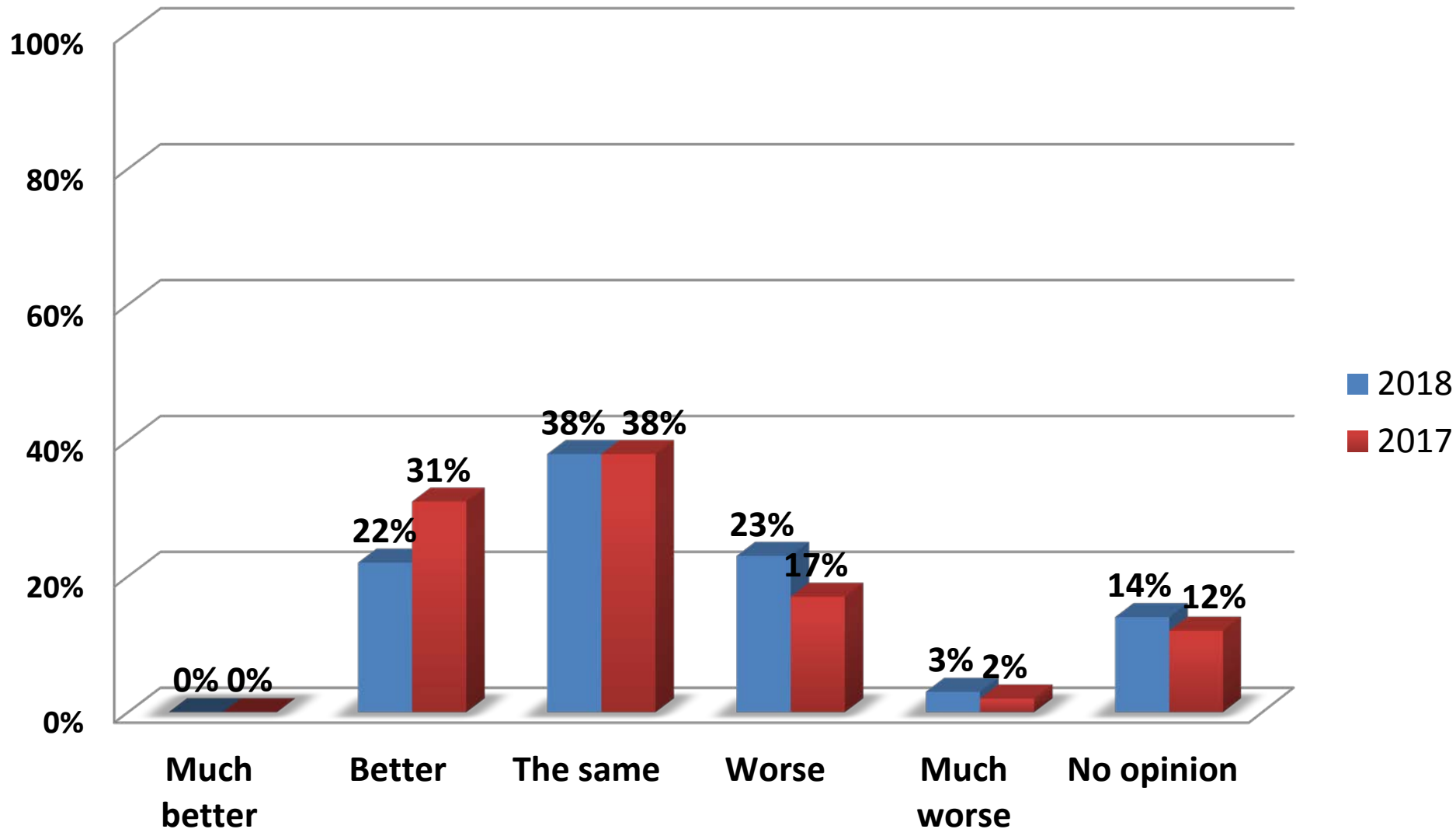
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	2018 % Strongly agree/Agree	2018 (n)	2017	Difference
I am satisfied with the financial management of our District.	87%	3.85 (101)	3.49	0.36
Overall, our District has improved over the past year.	90%	4.08 (109)	4.15	-0.07
Our community supports education.	70%	3.41 (105)	3.50	-0.09
All things considered, this District is a good place to work.	92%	3.96 (110)	4.07	-0.10

What grade would you give us?



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



School Perceptions Staff Engagement Indexes

There are 12 indexes of staff engagement. The Staff Engagement Survey has key questions that feed each one, thus, producing an index score. The score is the average of the responses from these key questions.

12 Indexes of Staff Engagement

- People**
 - ✓ Control over your work environment
 - ✓ Health/Stress management/Wellness
 - ✓ Workload
 - ✓ Affirmation
- Place**
 - ✓ Equipped
 - ✓ Collaboration/Teamwork
 - ✓ Culture of educational excellence
 - ✓ Trust in building leadership
- Process**
 - ✓ Public/Parent support/trust
 - ✓ Planning/Improvement process
 - ✓ Trust in District leadership
 - ✓ Communications

People

- **Control over your work environment**
I can control the variables that determine success
- **Health/Stress Management/Wellness**
My stress level is sustainable
- **Workload**
My workload/life balance is sustainable
- **Affirmation**
I am valued, including compensation, recognition from leadership and supported by our community

Place

- **Equipped**

I have the tools and training to be successful

- **Collaboration/Teamwork**

I have the support of my coworkers and healthy working relationships

- **Culture of educational excellence**

We have high expectations and pride in our work

- **Trust in building leadership**

I trust our building leadership

Process

- **Public/Parent Support/Trust**

We are supported and trusted by our parents/community

- **Planning/Improvement Process**

We have an effective planning process with continuous feedback, review and adjustment

- **Trust in District leadership**

I trust our District Administration and School Board

- **Communications**

Information is shared with me in a timely and effective manner

How do your index scores compare to your District's 2017 data?

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

Index	2018 (n)	2017	Difference
Communications	3.50 (119)	3.40	0.10
Trust in District leadership	3.84 (106)	3.79	0.04
Public/Parent support/trust	3.92 (114)	3.91	0.01
Health/Stress management/Wellness	3.60 (116)	3.60	0.00
Control over your work environment	3.66 (119)	3.70	-0.04
Planning/Improvement process	3.21 (122)	3.27	-0.05
Collaboration/Teamwork	3.66 (118)	3.72	-0.06
Trust in building leadership	3.17 (117)	3.24	-0.08
Workload	3.60 (121)	3.70	-0.10
Affirmation	3.02 (118)	3.16	-0.14
Equipped	3.54 (118)	3.72	-0.18
Culture of educational excellence	3.24 (91)	3.68	-0.44

Thank you!