

# **Spooner Area School District Staff Survey**

**Longitudinal Report  
2016 – 2017**

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## Year to year differences – what’s significant?

Each section displays various statements in rank order from the most positive to most negative difference. A variance of 0.20 or larger is considered significant. Cells containing significant positive variances are color-coded in green and those containing significant negative variances are in red. Cells containing variances that are not significant are gray. Items that are not scored on a 5-point rubric scale are not colored.

## Respondent Information – 2017

<b>At which location do you spend the most time?</b>	
Spooner Elementary School	36%
Spooner High School	35%
Spooner Middle School	26%
District Office	3%

<b>Including the current year, how many years have you worked for this District?</b>	
1-2	36%
3-5 years	20%
6-10 years	20%
More than 10 years	24%

<b>What best describes your position?</b>	
Classroom Teacher	47%
Instructional Aide/Paraprofessional	17%
Educational Specialist (Counselor, Special Education, Librarian, etc.)	14%
Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.)	8%
Clerical	7%
Other	4%
Administration	3%

## Change Readiness

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: ***Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)***

<b>Please indicate your level of agreement for each item.</b>	<b>2017</b>	<b>2016</b>	<b>Difference</b>
Our District has a culture of open dialogue.	3.34	2.12	1.22
Our District is committed to making needed improvements as they are identified.	3.46	2.87	0.59
Our District strives to achieve consensus on areas that need improvement.	3.45	2.92	0.53
There is a process for evaluating the effectiveness of new initiatives.	2.81	2.34	0.47

## Student Achievement

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: ***Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)***

<b>Please indicate your level of agreement for each item.</b>	<b>2017</b>	<b>2016</b>	<b>Difference</b>
The social and emotional needs of students are being met.	3.56	3.17	0.40
Overall, the school offers a high quality academic program.	3.94	3.63	0.31
Students have access to additional support when needed.	3.51	3.30	0.21
I have been provided the resources to achieve District learning targets and curriculum objectives.	3.44	3.26	0.18
Learning targets and curriculum objectives for my job assignment are clear.	3.56	3.49	0.07
The academic needs of students are being met.	3.70	3.65	0.05
Student discipline is handled in a consistent manner by all staff.	2.17	2.19	-0.02

## Engagement

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2017	2016	Difference
I would recommend this District to others seeking employment.	3.76	2.72	1.04
I am proud of our District.	3.89	2.92	0.97
It would take a lot to get me to leave this District.	3.54	2.90	0.64
The amount of work I am asked to do is reasonable.	3.64	3.07	0.58
I enjoy being involved in District affiliated activities outside of the normal school day.	4.02	3.87	0.15
My work contributes to the success of our District	4.31	4.25	0.06
My job is personally satisfying.	4.18	4.14	0.05

## Communication

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2017	2016	Difference
I feel our District honestly communicates with me about important issues.	3.28	2.07	1.21
School board policies and procedures affecting me are available and clearly communicated.	3.59	2.45	1.13
Board policies and procedures are easy to understand.	3.42	2.40	1.02
I have a good understanding of the plans and goals of our District.	3.17	2.27	0.90
I feel comfortable sharing my ideas and opinions.	3.35	2.73	0.62
I am kept informed about matters important to my work.	3.21	2.69	0.52
School/department information is communicated effectively to me.	3.02	2.50	0.52

## Communication (Continued)

The following table displays each item in rank order after a simple average calculation based on the following scale: **Great (4), Good (3), Fair (2), Poor (1)**

<b>How would you rate the communication from:</b>	<b>2017</b>	<b>2016</b>	<b>Difference</b>
School Board	2.77	1.78	0.99
District Administration	2.64	1.67	0.97
Principal/Building Administration	2.33	2.30	0.03
Technology Services	3.04	3.07	-0.03
Food Service	2.63	2.81	-0.18
Custodians/Maintenance	3.03	3.25	-0.22

## Culture

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2017</b>	<b>2016</b>	<b>Difference</b>
Our school/department is effective at assimilating new employees.	3.29	2.46	0.82
I have adequate opportunities to participate in decisions that affect me.	3.37	2.66	0.71
I can bring about change in my school/department.	3.77	3.53	0.24
Our school/department operates as a team.	3.57	3.41	0.16
Our school/department works hard to find ways to improve.	3.75	3.61	0.15
My co-workers are willing to help me when I have a heavy workload.	4.22	4.29	-0.07

The following table displays an item after a simple average calculation based on the following scale: **Too high (1), Just right (2), Too low (3)**

Expectations for student achievement/performance are:	2.23	2.27	-0.04
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## Work Environment

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2017	2016	Difference
I have the flexibility to do my job the way that I think is most effective.	3.91	3.33	0.58
I have enough time to do my job effectively.	3.37	2.87	0.50
I feel supported by leadership when I make a decision.	3.76	3.32	0.44
I feel valued by our community.	3.50	3.29	0.21
Based on my interactions with other adults, I feel safe at work.	4.37	4.17	0.20
I receive the training I need to do my job effectively.	3.80	3.61	0.20
I have the materials and supplies I need to do my job effectively.	3.91	3.73	0.18
Based on my interactions with students, I feel safe at work.	4.20	4.04	0.16
I am satisfied with the technology support available to me.	4.13	3.99	0.14
I am satisfied with the technology available to me.	4.11	4.07	0.04
Our classrooms, building and grounds are well maintained.	3.84	4.01	-0.17

## Health and Wellness

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2017	2016	Difference
The pace of implementing new initiatives is appropriate.	3.13	2.48	0.64
I am able to sustain a healthy work-life balance.	3.59	3.18	0.41
I get enough sleep.	3.57	3.30	0.26
I manage my stress well.	3.67	3.54	0.13

## Development and Recognition

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2017	2016	Difference
I receive credit and recognition when I do a good job.	3.46	2.80	0.67
I receive meaningful and timely feedback that helps me improve my performance.	3.19	2.62	0.57
Our District's in-service days are organized and well-planned.	3.17	3.05	0.12
I have adequate opportunities for training/professional development.	3.45	3.44	0.00

## Compensation and Benefits

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2017	2016	Difference
Pay practices are administered consistently for all employees.	2.35	1.94	0.41
I am satisfied with my benefits.	2.95	2.71	0.24
My benefits are competitive with similar jobs I might find elsewhere.	3.00	2.85	0.15
My pay is fair in relation to my job responsibilities.	2.69	2.62	0.08
I am satisfied with my pay.	2.73	2.89	-0.15



## Building Leadership

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: ***Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)***

Please indicate your level of agreement for each item.	2017	2016	Difference
The leadership team is consistent when administering policies concerning employees.	3.48	2.57	0.91
I trust the members of the leadership team.	3.54	2.81	0.73
My principal is an effective leader.	3.30	3.18	0.12

## District Administration

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: ***Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)***

Please indicate your level of agreement for each item.	2017	2016	Difference
The Superintendent/District Administrator presents a positive image to our community.	4.32	1.98	2.34
I trust our District's leadership.	3.87	2.11	1.76
District administration is doing what it takes to make our District successful.	3.81	2.08	1.73
District administration is consistent when administering policies concerning employees.	3.62	2.12	1.50
District administration is responsive to major concerns of employees.	3.84	2.65	1.19

## School Board

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2017</b>	<b>2016</b>	<b>Difference</b>
The School Board strives to present a positive image to our community.	4.19	2.93	1.27
The School Board is doing what it takes to make our District successful.	3.96	2.71	1.25
The School Board appropriately balances the mission of our District with fiscal responsibility.	4.04	2.90	1.14

## Salary

The following table displays each item in rank order after a simple average calculation based on the following scale: **Most important (1), Least important (10)**

<b>Please rank the following factors based on their importance in a compensation system.</b>	<b>2017</b>	<b>2016</b>	<b>Difference</b>
Advanced degrees (Master's, specialist, Ph.D., Ed. D.)	3.46	3.29	0.17
National Board for Professional Teaching Standards/Master Teacher	6.69	6.58	0.11
Educator's evaluation	5.18	5.13	0.06
Licensure for PI 34 (Initial Educator, Professional or Master)	5.71	5.77	-0.05
Market demand (hard-to-staff assignment, certification in area of short supply)	5.39	5.46	-0.07
Additional skills (certifications, foreign language proficiencies etc.)	4.58	4.71	-0.14
Additional work duties (coach, curriculum writing, research etc.)	5.20	5.42	-0.22
Professional Development Activities (Provided by our district)	7.03	7.27	-0.24
Length of service	3.68	4.01	-0.34
Student Learning Outcomes	5.68	6.05	-0.37

## Planning

<b>To provide a quality education for all students, please check <u>a maximum of five</u> of your <u>highest priorities</u>:</b>	<b>2017</b>	<b>2016</b>
Recruit and retain high-quality staff	79%	85%
Prepare students for life after high school—whether this be college or career	60%	62%
Provide training/development opportunities to enhance skills of staff	54%	38%
Provide/expand support services when students have difficulty learning	54%	62%
Develop new and innovative programs to improve student learning	45%	36%
Provide additional counseling, psychologist and social work services	38%	37%
Improve communications with our parents and community	35%	35%
Improve co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	25%	31%
Develop further community/business partnerships	18%	19%
Increase the number of AP/honors courses	17%	14%
Adapt the way we educate students to follow State standards	13%	14%
Improve technical education opportunities	12%	12%
Improve student/staff technology access	8%	8%
Expand technology access for students and staff	6%	9%
Improve school safety and security	5%	10%

## Job Satisfaction

Please check <u>up to four</u> of your most important job satisfaction factors:	2017	2016
Compensation/Salary	67%	58%
Meaningful work	50%	39%
Benefits	45%	34%
Working conditions/healthy culture	45%	49%
Good leadership/planning	43%	50%
Effective communications	35%	39%
Support from co-workers	27%	41%
Support from supervisors	24%	43%
Job security	21%	21%
Job training/professional development	19%	11%
Recognition	10%	8%
Feeling safe in the workplace	2%	6%

## Overall Satisfaction

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: <b>Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)</b>			
Item	2017	2016	Difference
Overall, our District has improved over the past year.	4.15	2.57	1.58
All things considered, this District is a good place to work.	4.07	2.89	1.17
I am satisfied with the financial management of our District.	3.49	2.36	1.13
Our community supports education.	3.50	3.52	-0.02
The following table displays an item after a simple average calculation based on the following scale: <b>A (5), B (4), C (3), D (2), F (1)</b>			
What grade would you give us?	3.63	2.82	0.81
The following table displays an item after a simple average calculation based on the following scale: <b>Much better (5), Better (4), The same (3), Worse (2), Much worse (1)</b>			
How would you rate our District compared to neighboring public school districts?	3.11	2.26	0.85