

# **Spooner Area School District**

## **Staff Survey Results**

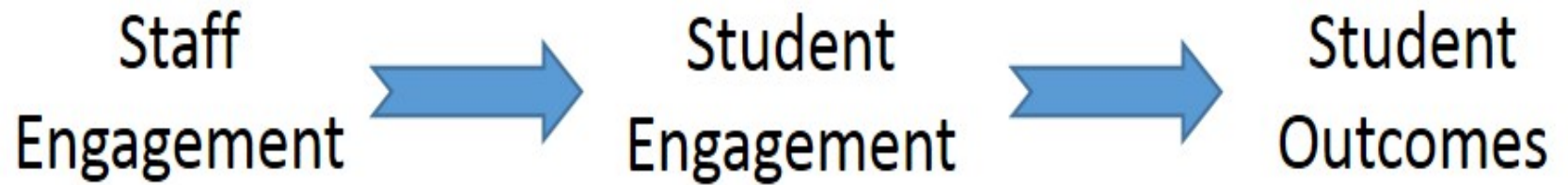
Spring 2017

# 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:

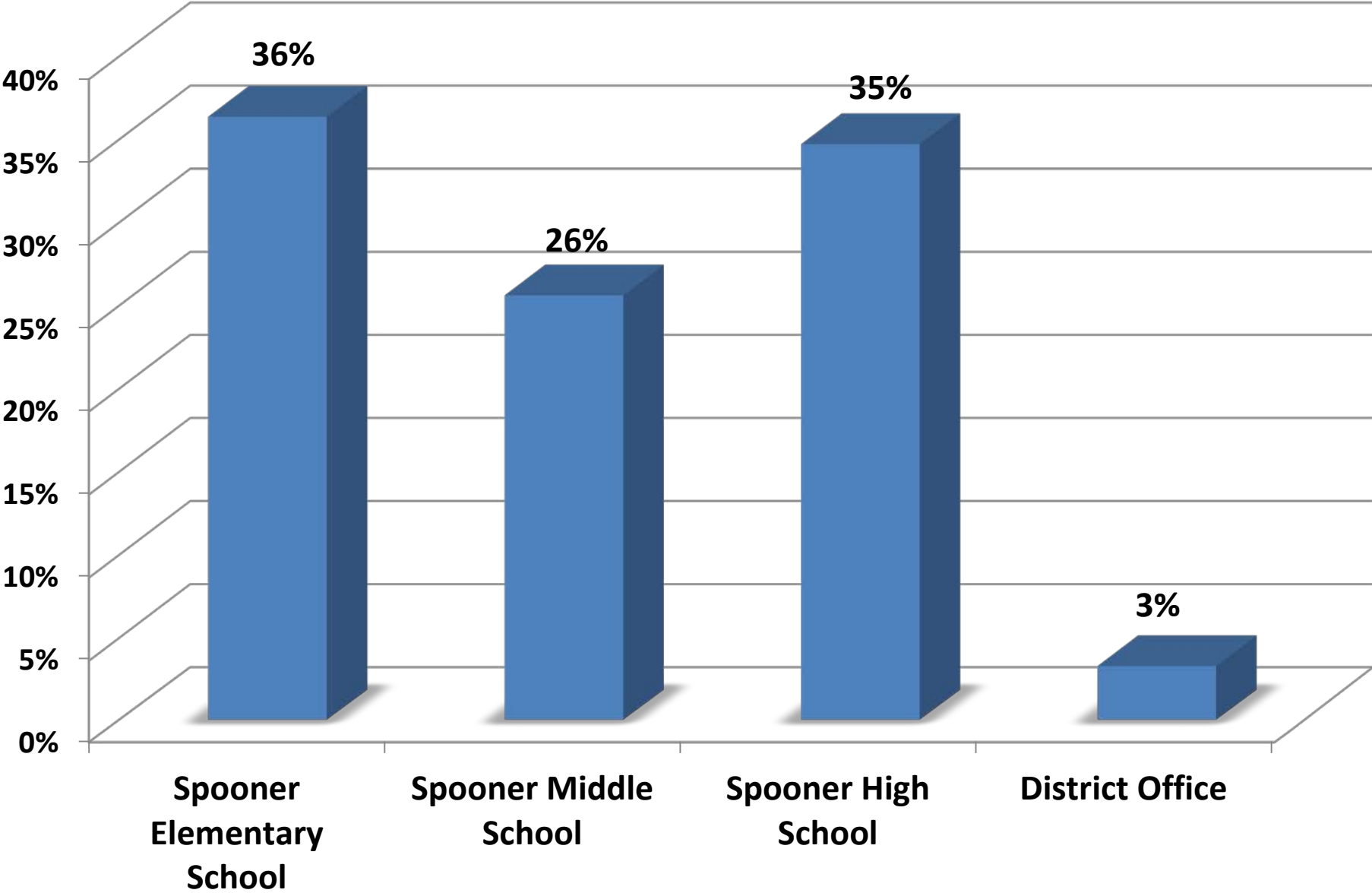


# Survey Summary

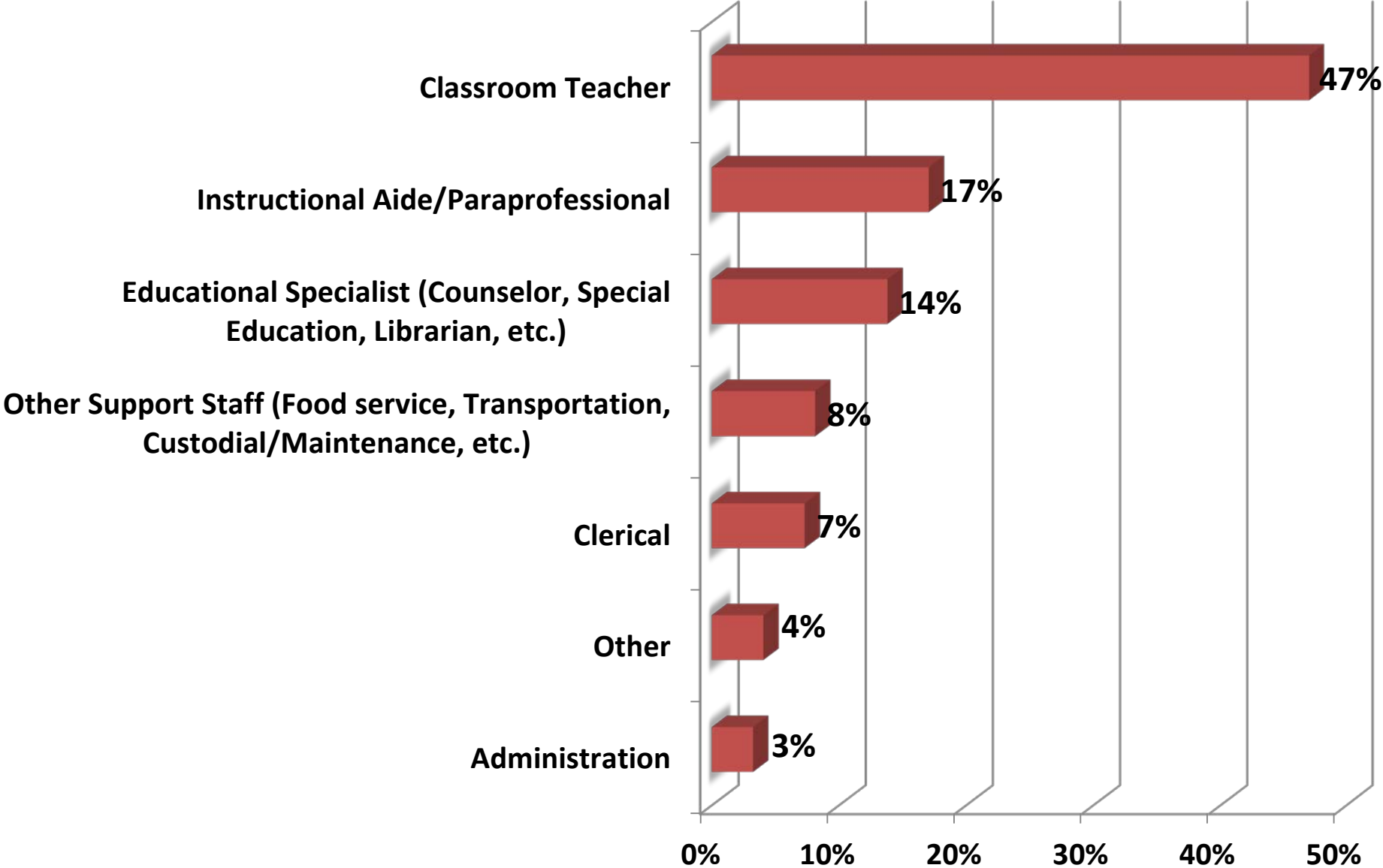
- The Staff Survey was conducted in May of 2017.
- Staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses = 123 (74% participation)

# Respondent Information

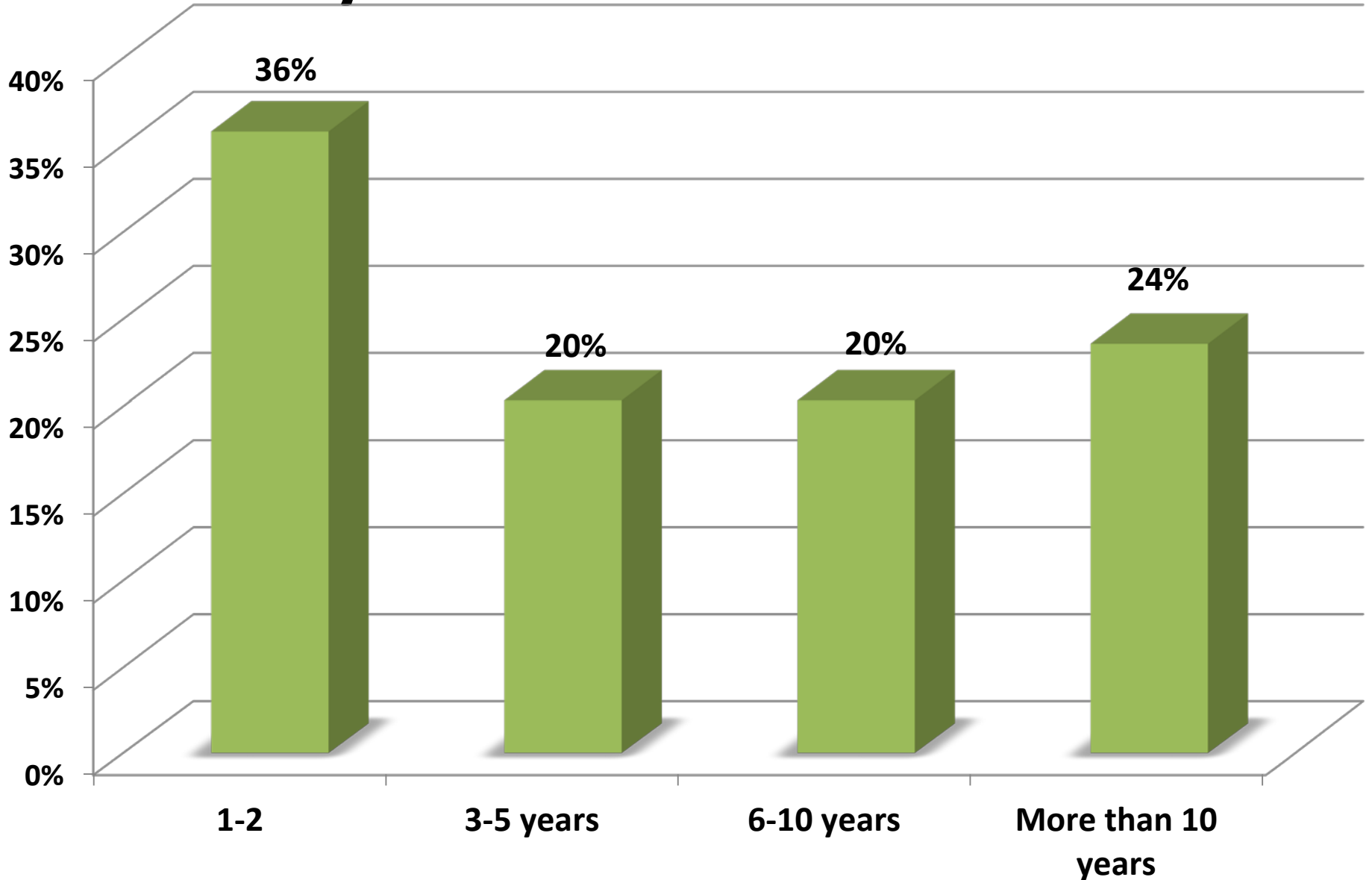
# At which location do you spend the most time?



# What best describes your position?



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





# Significant Growth

- Our District has a culture of open dialogue.
- I would recommend this District to others seeking employment.
- I feel our District honestly communicates with me about important issues.
- School board policies and procedures affecting me are available and clearly communicated.
- The Superintendent/District Administrator presents a positive image to our community.
- I trust our District's leadership.
- The School Board is doing what it takes to make our District successful.

# Year to year differences – what's significant?

- Each section displays various statements in rank order from the most positive to most negative variance.
- A variance of 0.20 or larger is considered significant.

# Change Readiness

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

| Item  | 2017 (n)   | 2016 (n)   | Variance | 2017<br>% Strongly<br>agree/Agree |
|---|------------|------------|----------|-----------------------------------|
| Our District has a culture of open dialogue.                                    | 3.34 (118) | 2.12 (101) | 1.22     | 68%                               |
| Our District is committed to making needed improvements as they are identified. | 3.46 (113) | 2.87 (92)  | 0.59     | 75%                               |
| Our District strives to achieve consensus on areas that need improvement.       | 3.45 (112) | 2.92 (99)  | 0.53     | 73%                               |
| There is a process for evaluating the effectiveness of new initiatives.         | 2.81 (97)  | 2.34 (91)  | 0.47     | 44%                               |

# Student Achievement

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

| Item   | 2017 (n)  | 2016 (n)  | Variance | 2017 % Strongly agree/Agree |
|--|-----------|-----------|----------|-----------------------------|
| The social and emotional needs of students are being met.  | 3.56 (85) | 3.17 (77) | 0.40     | 79%                         |
| Overall, the school offers a high quality academic program.  | 3.94 (84) | 3.63 (76) | 0.31     | 89%                         |
| Students have access to additional support when needed.  | 3.51 (87) | 3.30 (80) | 0.21     | 74%                         |
| I have been provided the resources to achieve District learning targets and curriculum objectives. | 3.44 (80) | 3.26 (74) | 0.18     | 72%                         |
| Learning targets and curriculum objectives for my job assignment are clear.                        | 3.56 (80) | 3.49 (77) | 0.07     | 72%                         |
| The academic needs of students are being met.  | 3.70 (87) | 3.65 (77) | 0.05     | 80%                         |
| Student discipline is handled in a consistent manner by all staff.                                 | 2.17 (89) | 2.19 (80) | -0.02    | 22%                         |

# Engagement

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

| Item   | 2017 (n)   | 2016 (n)   | Variance | 2017<br>% Strongly<br>agree/Agree |
|--|------------|------------|----------|-----------------------------------|
| I would recommend this District to others seeking employment.                              | 3.76 (111) | 2.72 (95)  | 1.04     | 81%                               |
| I am proud of our District.  | 3.89 (115) | 2.92 (100) | 0.97     | 87%                               |
| It would take a lot to get me to leave this District.                                      | 3.54 (108) | 2.90 (100) | 0.64     | 72%                               |
| The amount of work I am asked to do is reasonable.   | 3.64 (115) | 3.07 (104) | 0.58     | 78%                               |
| I enjoy being involved in District affiliated activities outside of the normal school day. | 4.02 (109) | 3.87 (100) | 0.15     | 92%                               |
| My work contributes to the success of our District   | 4.31 (115) | 4.25 (103) | 0.06     | 99%                               |
| My job is personally satisfying.   | 4.18 (116) | 4.14 (103) | 0.05     | 94%                               |

# Communication

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

| Item  | 2017 (n)   | 2016 (n)   | Variance | 2017<br>% Strongly<br>agree/Agree |
|---|------------|------------|----------|-----------------------------------|
| I feel our District honestly communicates with me about important issues.                 | 3.28 (109) | 2.07 (102) | 1.21     | 66%                               |
| School board policies and procedures affecting me are available and clearly communicated. | 3.59 (112) | 2.45 (99)  | 1.13     | 77%                               |
| Board policies and procedures are easy to understand.                                     | 3.42 (109) | 2.40 (99)  | 1.02     | 72%                               |
| I have a good understanding of the plans and goals of our District.                       | 3.17 (113) | 2.27 (99)  | 0.90     | 60%                               |
| I feel comfortable sharing my ideas and opinions.   | 3.35 (115) | 2.73 (103) | 0.62     | 69%                               |
| I am kept informed about matters important to my work.                                    | 3.21 (115) | 2.69 (100) | 0.52     | 61%                               |
| School/department information is communicated effectively to me.                          | 3.02 (113) | 2.50 (100) | 0.52     | 53%                               |

# How would you rate the communication from:

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

| Item                              | 2017 (n)   | 2016 (n)   | Variance | 2017 % Great/Good |
|-----------------------------------|------------|------------|----------|-------------------|
| School Board                      | 2.77 (107) | 1.78 (94)  | 0.99     | 66%               |
| District Administration           | 2.64 (112) | 1.67 (100) | 0.97     | 64%               |
| Principal/Building Administration | 2.33 (110) | 2.30 (101) | 0.03     | 47%               |
| Technology Services               | 3.04 (112) | 3.07 (99)  | -0.03    | 80%               |
| Food Service                      | 2.63 (94)  | 2.81 (73)  | -0.18    | 61%               |
| Custodians/Maintenance            | 3.03 (104) | 3.25 (85)  | -0.22    | 79%               |

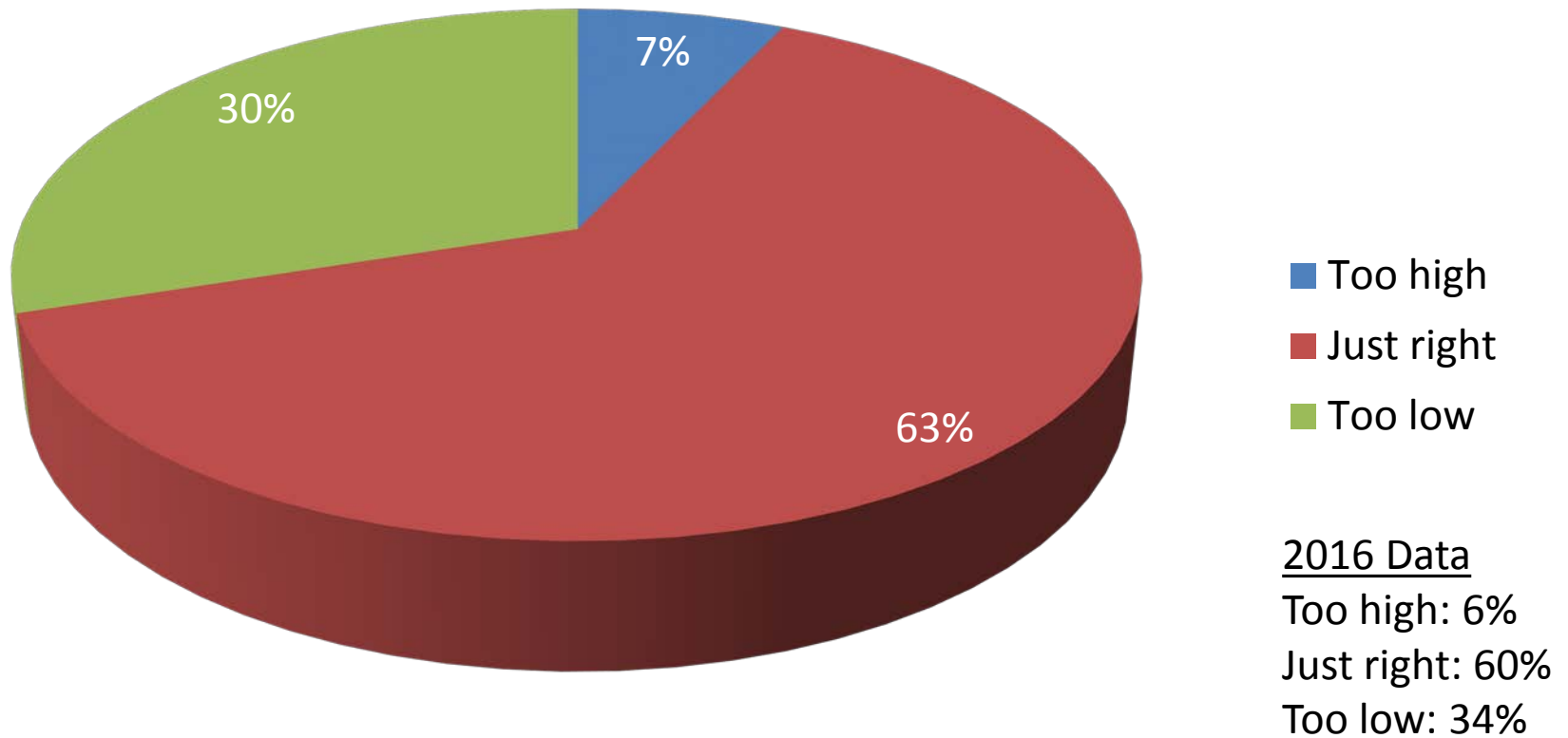
# Culture

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

| Item  | 2017 (n)   | 2016 (n)   | Variance | 2017<br>% Strongly<br>agree/Agree |
|---|------------|------------|----------|-----------------------------------|
| Our school/department is effective at assimilating new employees.         | 3.29 (108) | 2.46 (97)  | 0.82     | 64%                               |
| I have adequate opportunities to participate in decisions that affect me. | 3.37 (110) | 2.66 (101) | 0.71     | 68%                               |
| I can bring about change in my school/department.                         | 3.77 (109) | 3.53 (97)  | 0.24     | 84%                               |
| Our school/department operates as a team.                                 | 3.57 (115) | 3.41 (102) | 0.16     | 72%                               |
| Our school/department works hard to find ways to improve.                 | 3.75 (113) | 3.61 (99)  | 0.15     | 81%                               |
| My co-workers are willing to help me when I have a heavy workload.        | 4.22 (112) | 4.29 (102) | -0.07    | 93%                               |



# Expectations for student achievement/performance are:



# Work Environment (Slide 1/2)

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

| Item  | 2017 (n)   | 2016 (n)   | Variance | 2017 % Strongly agree/Agree |
|---|------------|------------|----------|-----------------------------|
| I have the flexibility to do my job the way that I think is most effective. | 3.91 (113) | 3.33 (102) | 0.58     | 85%                         |
| I have enough time to do my job effectively.                                | 3.37 (110) | 2.87 (99)  | 0.50     | 68%                         |
| I feel supported by leadership when I make a decision.                      | 3.76 (105) | 3.32 (93)  | 0.44     | 81%                         |
| I feel valued by our community.   | 3.50 (107) | 3.29 (98)  | 0.21     | 70%                         |
| Based on my interactions with other adults, I feel safe at work.            | 4.37 (115) | 4.17 (102) | 0.20     | 96%                         |
| I receive the training I need to do my job effectively.                     | 3.80 (112) | 3.61 (99)  | 0.20     | 79%                         |

# Work Environment (Slide 2/2)

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

| Item   | 2017 (n)   | 2016 (n)   | Variance | 2017 % Strongly agree/Agree |
|--|------------|------------|----------|-----------------------------|
| I have the materials and supplies I need to do my job effectively. | 3.91 (110) | 3.73 (102) | 0.18     | 86%                         |
| Based on my interactions with students, I feel safe at work.       | 4.20 (112) | 4.04 (100) | 0.16     | 94%                         |
| I am satisfied with the technology support available to me.        | 4.13 (112) | 3.99 (100) | 0.14     | 90%                         |
| I am satisfied with the technology available to me.                | 4.11 (113) | 4.07 (100) | 0.04     | 91%                         |
| Our classrooms, building and grounds are well maintained.          | 3.84 (114) | 4.01 (101) | -0.17    | 81%                         |

# Health and Wellness

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

| Item   | 2017 (n)   | 2016 (n)  | Variance | 2017 % Strongly agree/Agree |
|--|------------|-----------|----------|-----------------------------|
| The pace of implementing new initiatives is appropriate. | 3.13 (103) | 2.48 (89) | 0.64     | 58%                         |
| I am able to sustain a healthy work-life balance.        | 3.59 (112) | 3.18 (98) | 0.41     | 74%                         |
| I get enough sleep.                                      | 3.57 (113) | 3.30 (99) | 0.26     | 73%                         |
| I manage my stress well.                                 | 3.67 (112) | 3.54 (98) | 0.13     | 78%                         |

# Development and Recognition

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

| Item   | 2017 (n)   | 2016 (n)  | Variance | 2017 % Strongly agree/Agree |
|--|------------|-----------|----------|-----------------------------|
| I receive credit and recognition when I do a good job.                         | 3.46 (110) | 2.80 (94) | 0.67     | 71%                         |
| I receive meaningful and timely feedback that helps me improve my performance. | 3.19 (106) | 2.62 (90) | 0.57     | 61%                         |
| Our District's in-service days are organized and well-planned.                 | 3.17 (105) | 3.05 (95) | 0.12     | 61%                         |
| I have adequate opportunities for training/professional development.           | 3.45 (110) | 3.44 (94) | 0.00     | 71%                         |

# Compensation and Benefits

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

| Item  | 2017 (n)   | 2016 (n)  | Variance | 2017<br>% Strongly<br>agree/Agree |
|---|------------|-----------|----------|-----------------------------------|
| Pay practices are administered consistently for all employees.        | 2.35 (93)  | 1.94 (85) | 0.41     | 34%                               |
| I am satisfied with my benefits.                                      | 2.95 (104) | 2.71 (93) | 0.24     | 55%                               |
| My benefits are competitive with similar jobs I might find elsewhere. | 3.00 (98)  | 2.85 (87) | 0.15     | 57%                               |
| My pay is fair in relation to my job responsibilities.                | 2.69 (111) | 2.62 (99) | 0.08     | 43%                               |
| I am satisfied with my pay.   | 2.73 (113) | 2.89 (99) | -0.15    | 44%                               |

# Building Leadership

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

| Item  | 2017 (n)  | 2016 (n)  | Variance | 2017 % Strongly agree/Agree |
|---|-----------|-----------|----------|-----------------------------|
| The leadership team is consistent when administering policies concerning employees. | 3.48 (87) | 2.57 (82) | 0.91     | 71%                         |
| I trust the members of the leadership team.   | 3.54 (98) | 2.81 (85) | 0.73     | 73%                         |
| My principal is an effective leader.  | 3.30 (94) | 3.18 (89) | 0.12     | 64%                         |

# District Administration

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

| Item  | 2017 (n)   | 2016 (n)  | Variance | 2017 % Strongly agree/Agree |
|---|------------|-----------|----------|-----------------------------|
| The Superintendent/District Administrator presents a positive image to our community.   | 4.32 (103) | 1.98 (94) | 2.34     | 98%                         |
| I trust our District's leadership.  | 3.87 (102) | 2.11 (91) | 1.76     | 88%                         |
| District administration is doing what it takes to make our District successful.         | 3.81 (94)  | 2.08 (90) | 1.73     | 83%                         |
| District administration is consistent when administering policies concerning employees. | 3.62 (91)  | 2.12 (86) | 1.50     | 79%                         |
| District administration is responsive to major concerns of employees.                   | 3.84 (95)  | 2.65 (92) | 1.19     | 83%                         |



# School Board

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

| Item  | 2017 (n)   | 2016 (n)  | Variance | 2017<br>% Strongly<br>agree/Agree |
|---|------------|-----------|----------|-----------------------------------|
| The School Board strives to present a positive image to our community.                          | 4.19 (104) | 2.93 (82) | 1.27     | 94%                               |
| The School Board is doing what it takes to make our District successful.                        | 3.96 (96)  | 2.71 (76) | 1.25     | 85%                               |
| The School Board appropriately balances the mission of our District with fiscal responsibility. | 4.04 (96)  | 2.90 (73) | 1.14     | 91%                               |

# Salary

*(2017 Data)*

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

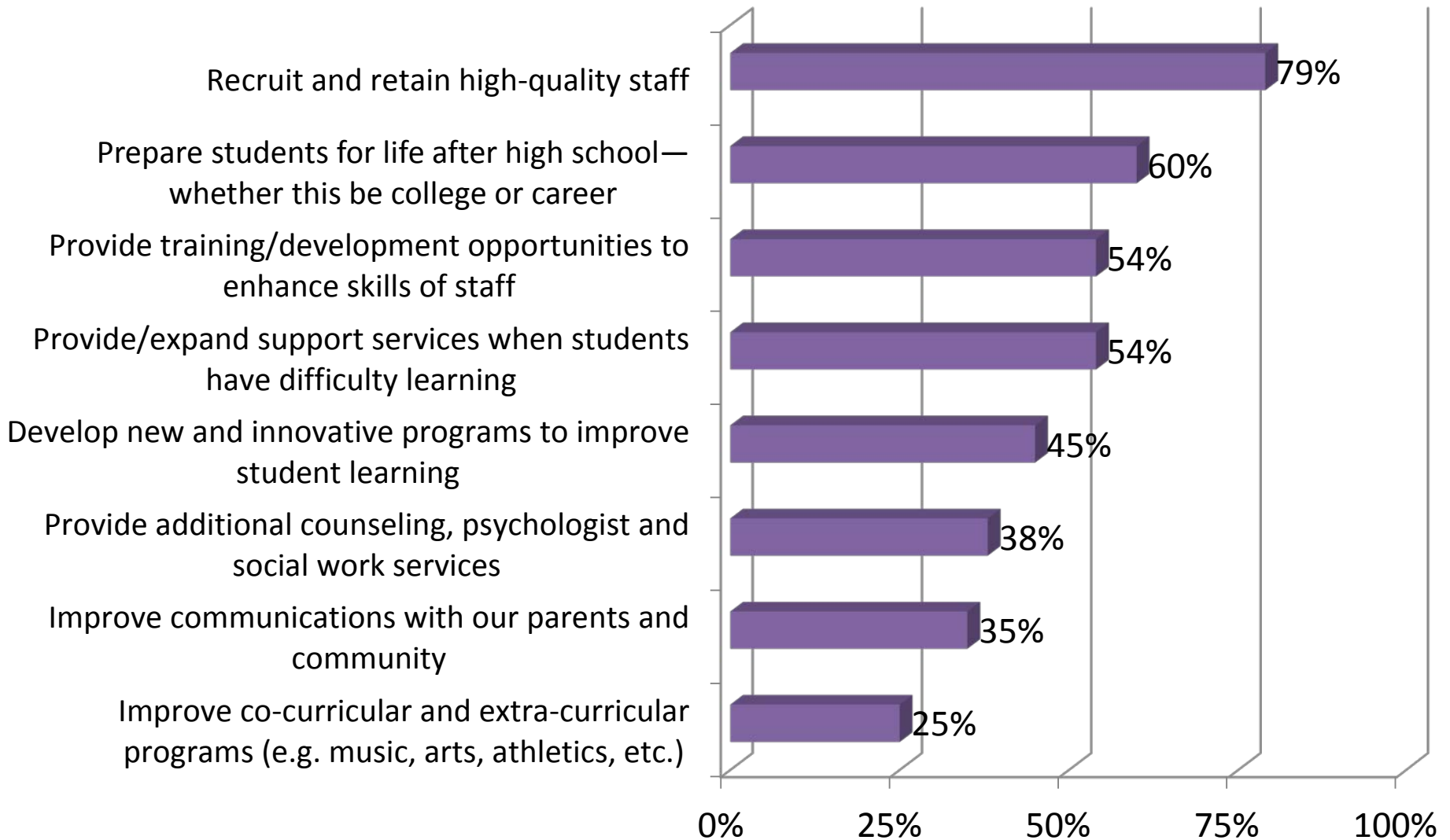
*(1 = Most important, 10 = least important)*

| Item  | Average |
|---|---------|
| Advanced degrees (Master's, specialist, Ph.D., Ed. D.)                          | 3.46    |
| Length of service   | 3.67    |
| Additional skills (certifications, foreign language proficiencies etc.)         | 4.57    |
| Educator's evaluation   | 5.18    |
| Additional work duties (coach, curriculum writing, research etc.)               | 5.19    |
| Market demand (hard-to-staff assignment, certification in area of short supply) | 5.39    |
| Student Learning Outcomes   | 5.67    |
| Licensure for PI 34 (Initial Educator, Proccessional or Master)                 | 5.71    |
| National Board for Professional Teaching Standards/Master Teacher               | 6.68    |
| Professional Development Activities (Provided by our district)                  | 7.03    |

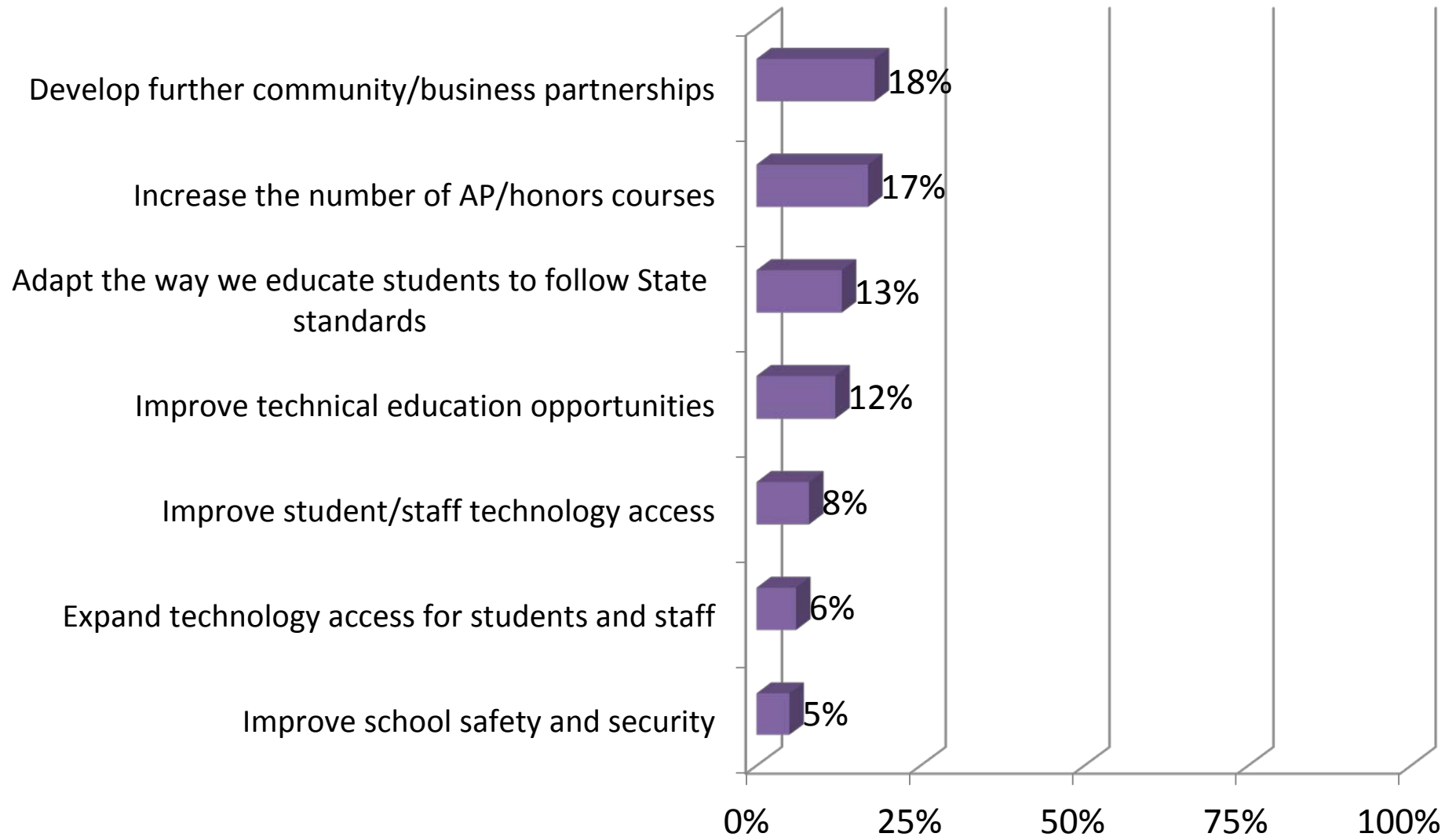
# Planning

*(2017 Data)*

# To provide a quality education for all students, please check a maximum of five of your highest priorities: (Slide 1/2)



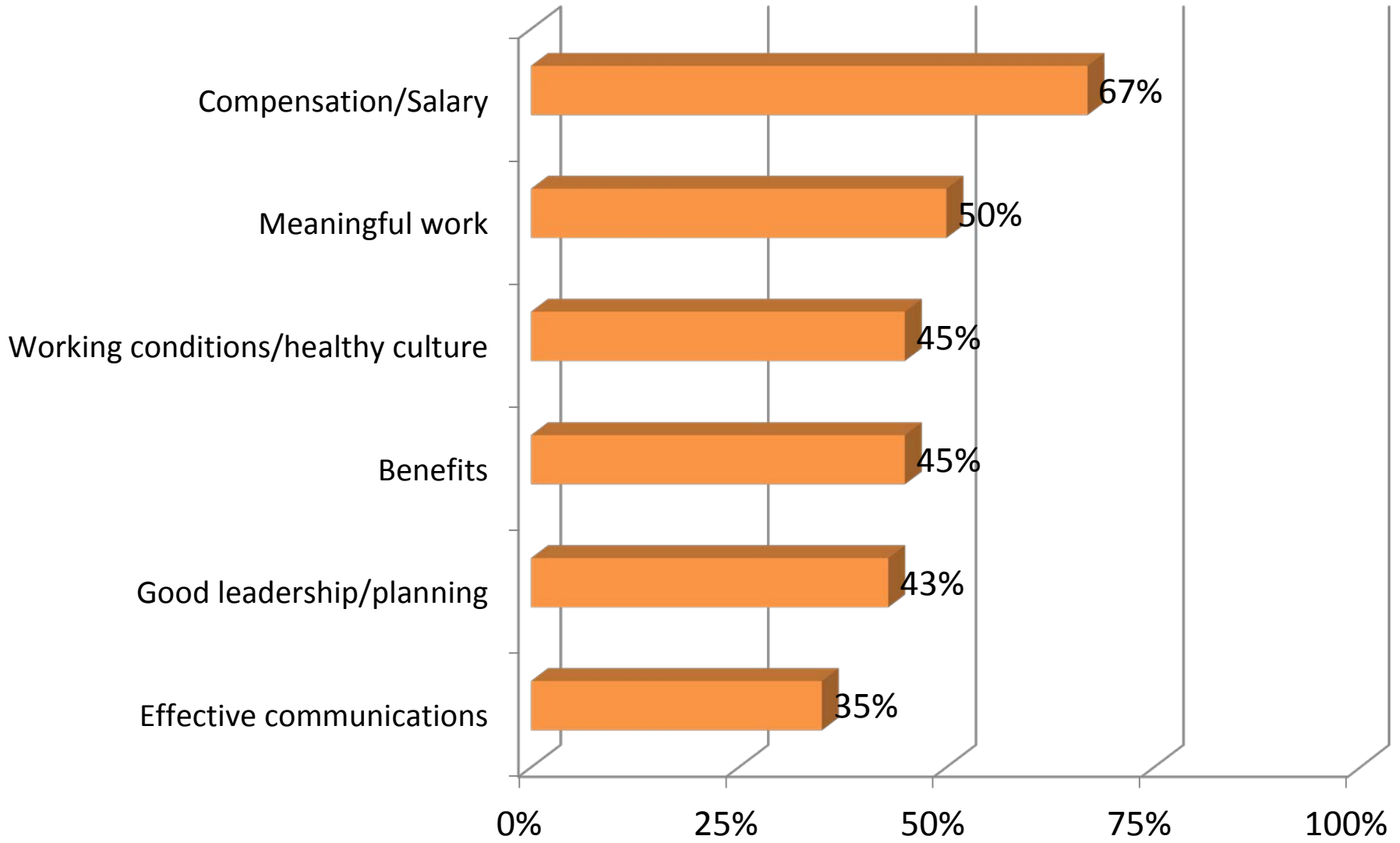
# To provide a quality education for all students, please check a maximum of five of your highest priorities: (Slide 2/2)



# Job Satisfaction

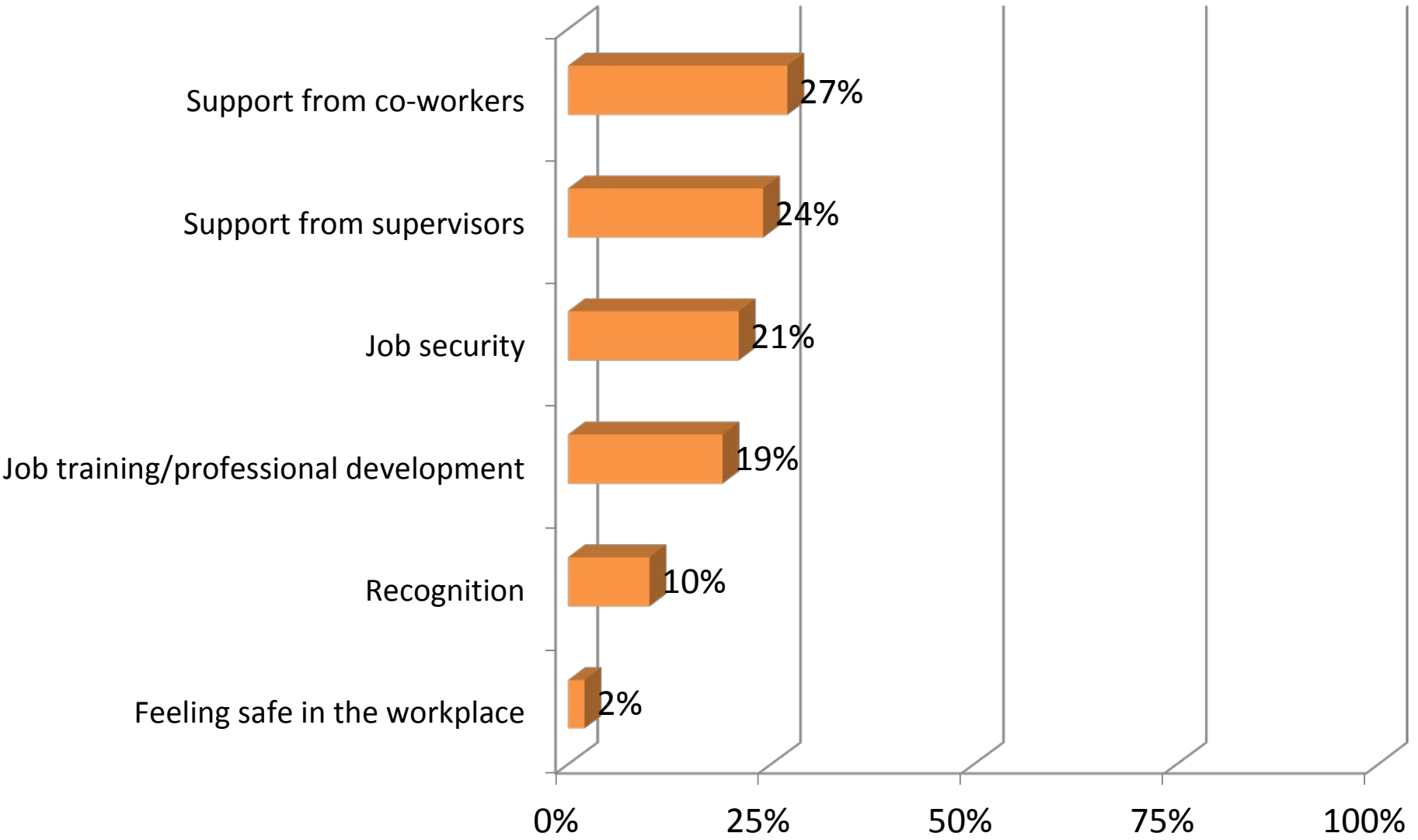
*(2017 Data)*

# Please check up to four of your most important job satisfaction factors: (Slide 1/2)





# Please check up to four of your most important job satisfaction factors: (Slide 2/2)

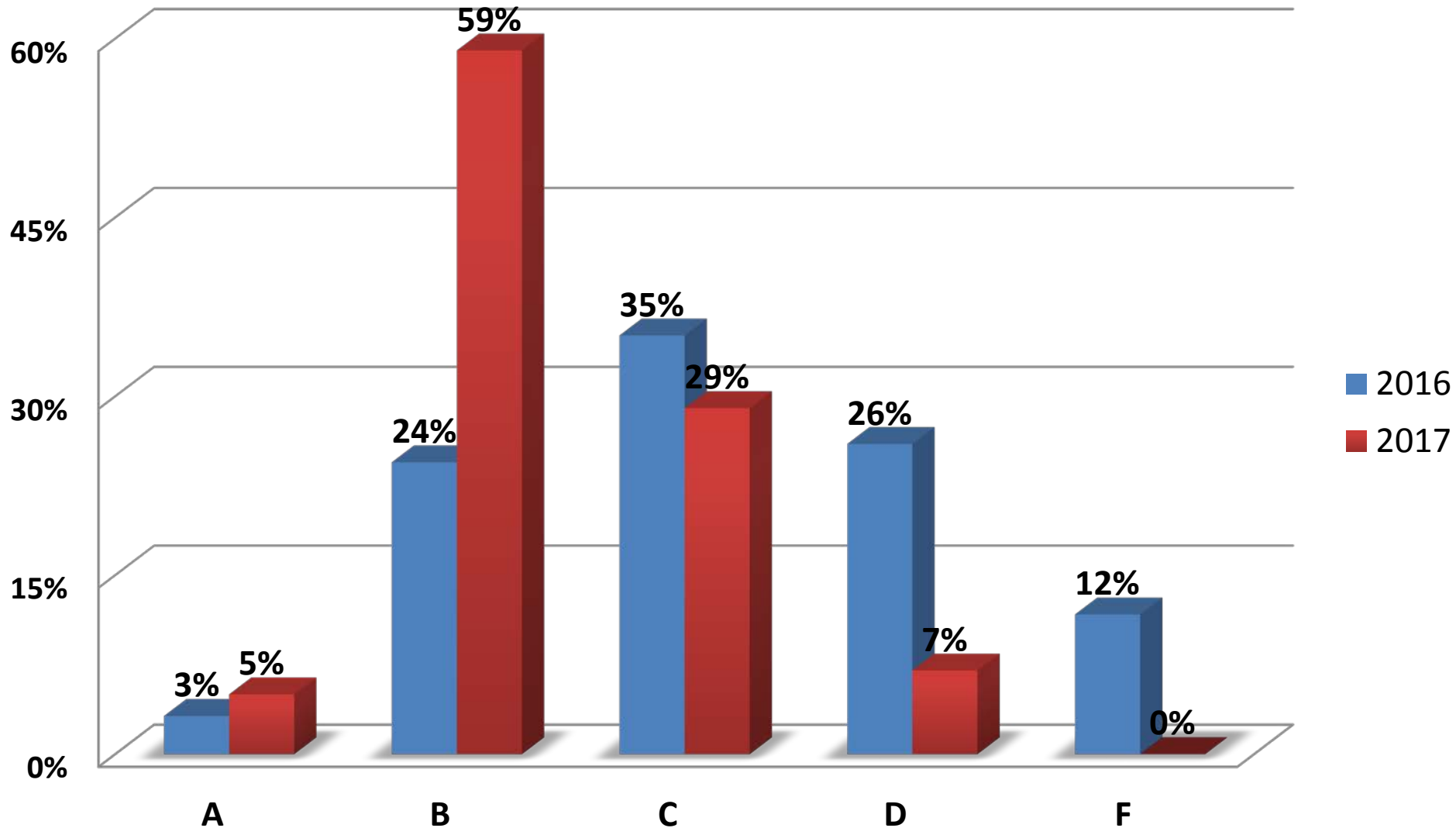


# Overall Satisfaction

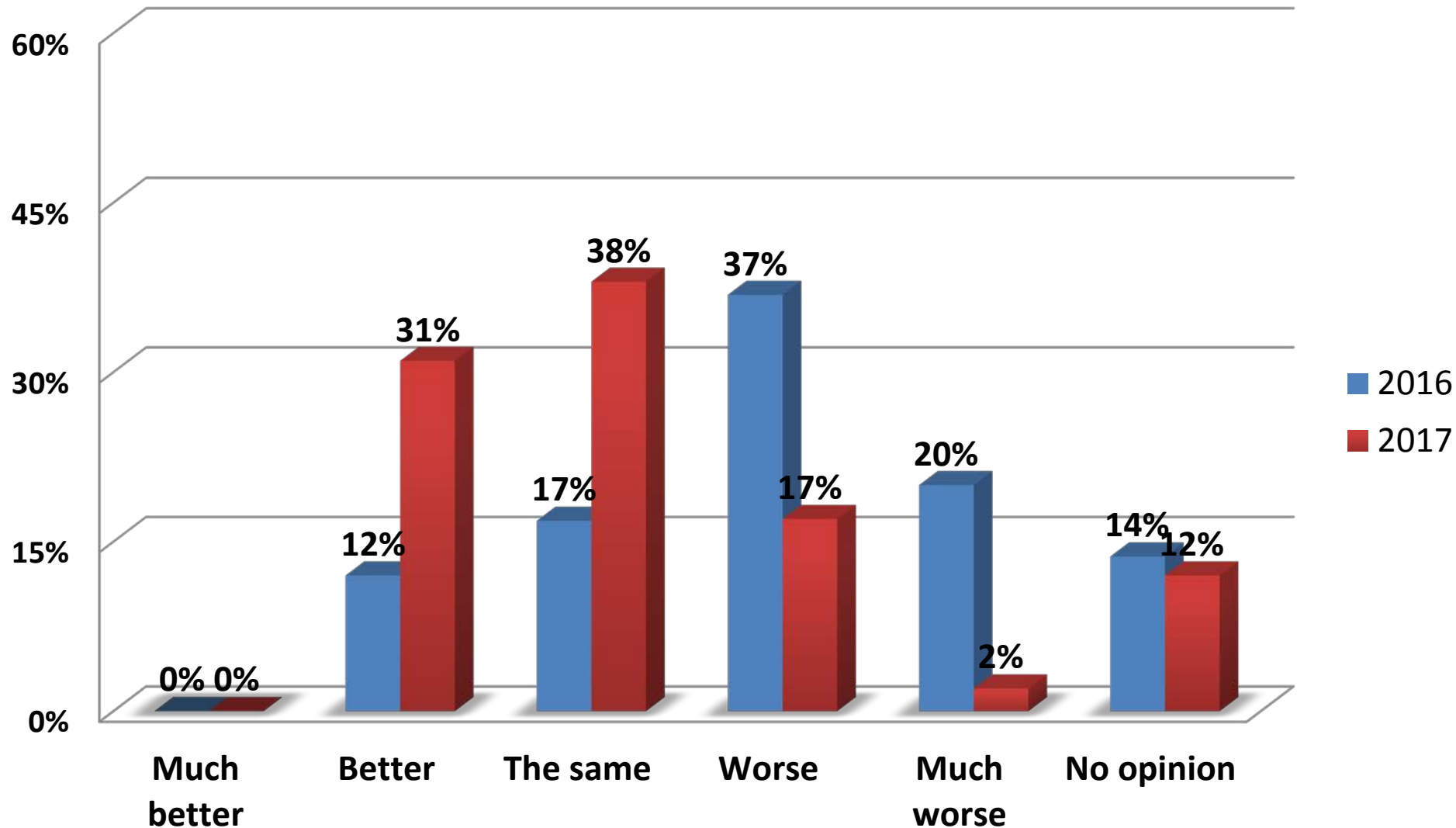
*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

| Item  | 2017 (n)   | 2016 (n)  | Variance | 2017<br>% Strongly<br>agree/Agree |
|---|------------|-----------|----------|-----------------------------------|
| Overall, our District has improved over the past year.        | 4.15 (106) | 2.57 (83) | 1.58     | 89%                               |
| All things considered, this District is a good place to work. | 4.07 (104) | 2.89 (94) | 1.17     | 94%                               |
| I am satisfied with the financial management of our District. | 3.49 (90)  | 2.36 (83) | 1.13     | 76%                               |
| Our community supports education.                             | 3.50 (96)  | 3.52 (92) | -0.02    | 74%                               |

# What grade would you give us?



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



**Thank you!**