

### 2017 Spooner Area School District Staff Survey - Similar School Comparison

Each statement's Similar School Average Variance is displayed in rank order from the most positive to most negative variance. 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 do not use a 5-point rubric have not been color-coded.

| Page  | Statement  | 2017 Spooner Average | Similar School Average (SSA) | SSA Variance |
|---|--|----------------------|------------------------------|--------------|
| <b>Respondents were asked to rate their level of agreement for each item based on the following scale:</b><br><i>Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1), Don't know/doesn't apply (0)</i> |  |                      |                              |              |
| Change Readiness  | Our District strives to achieve consensus on areas that need improvement.                          | 3.45                 | 3.22                         | 0.22         |
| Change Readiness  | Our District has a culture of open dialogue.   | 3.34                 | 3.21                         | 0.13         |
| Change Readiness  | Our District is committed to making needed improvements as they are identified.                    | 3.46                 | 3.49                         | -0.03        |
| Change Readiness  | There is a process for evaluating the effectiveness of new initiatives.                            | 2.81                 | 2.98                         | -0.16        |
| Student Achievement   | The social and emotional needs of students are being met.  | 3.56                 | 3.36                         | 0.20         |
| Student Achievement   | Overall, the school offers a high quality academic program.  | 3.94                 | 3.98                         | -0.04        |
| Student Achievement   | The academic needs of students are being met.  | 3.70                 | 3.75                         | -0.05        |
| Student Achievement   | I have been provided the resources to achieve District learning targets and curriculum objectives. | 3.44                 | 3.61                         | -0.17        |
| Student Achievement   | Students have access to additional support when needed.  | 3.51                 | 3.68                         | -0.18        |
| Student Achievement   | Learning targets and curriculum objectives for my job assignment are clear.                        | 3.56                 | 3.82                         | -0.25        |
| Student Achievement   | Student discipline is handled in a consistent manner by all staff.                                 | 2.17                 | 2.69                         | -0.52        |
| Engagement  | The amount of work I am asked to do is reasonable.   | 3.64                 | 3.34                         | 0.30         |
| Engagement  | I enjoy being involved in District affiliated activities outside of the normal school day.         | 4.02                 | 3.92                         | 0.10         |
| Engagement  | It would take a lot to get me to leave this District.  | 3.54                 | 3.49                         | 0.04         |
| Engagement  | I would recommend this District to others seeking employment.                                      | 3.76                 | 3.73                         | 0.03         |
| Engagement  | My job is personally satisfying.   | 4.18                 | 4.20                         | -0.02        |
| Engagement  | My work contributes to the success of our District   | 4.31                 | 4.40                         | -0.09        |
| Engagement  | I am proud of our District.  | 3.89                 | 4.06                         | -0.17        |
| Communication   | School board policies and procedures affecting me are available and clearly communicated.          | 3.59                 | 3.51                         | 0.08         |
| Communication   | I feel comfortable sharing my ideas and opinions.  | 3.35                 | 3.39                         | -0.05        |

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|---|---|------|------|-------|
| Communication   | I am kept informed about matters important to my work.                      | 3.21 | 3.59 | -0.38 |
| Communication   | School/department information is communicated effectively to me.            | 3.02 | 3.59 | -0.58 |
| Communication   | Board policies and procedures are easy to understand.                       | 3.42 | N/A  | N/A   |
| Communication   | I feel our District honestly communicates with me about important issues.   | 3.28 | N/A  | N/A   |
| Communication   | I have a good understanding of the plans and goals of our District.         | 3.17 | N/A  | N/A   |
| <b>Respondents were asked to rate the communication from various groups based on the following scale:</b><br><i>Great (4), Good (3), Fair (2), Poor (1)</i>   |   |      |      |       |
| Communication   | School Board  | 2.77 | 2.34 | 0.42  |
| Communication   | District Administration   | 2.64 | 2.54 | 0.10  |
| Communication   | Technology Services   | 3.04 | 2.96 | 0.08  |
| Communication   | Custodians/Maintenance  | 3.03 | 2.98 | 0.05  |
| Communication   | Food Service  | 2.63 | 2.91 | -0.28 |
| Communication   | Principal/Building Administration   | 2.33 | 2.92 | -0.59 |
| <b>Respondents were asked to rate their level of agreement for each item based on the following scale:</b><br><i>Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1), Don't know/doesn't apply (0)</i> |   |      |      |       |
| Culture   | My co-workers are willing to help me when I have a heavy workload.          | 4.22 | 4.17 | 0.05  |
| Culture   | I can bring about change in my school/department.                           | 3.77 | 3.81 | -0.04 |
| Culture   | I have adequate opportunities to participate in decisions that affect me.   | 3.37 | 3.46 | -0.09 |
| Culture   | Our school/department operates as a team.                                   | 3.57 | 3.69 | -0.12 |
| Culture   | Our school/department works hard to find ways to improve.                   | 3.75 | 3.98 | -0.23 |
| Culture   | Our school/department is effective at assimilating new employees.           | 3.29 | 3.59 | -0.31 |
| Work Environment  | I have enough time to do my job effectively.                                | 3.37 | 3.06 | 0.32  |
| Work Environment  | I am satisfied with the technology support available to me.                 | 4.13 | 3.93 | 0.19  |
| Work Environment  | I am satisfied with the technology available to me.                         | 4.11 | 3.92 | 0.18  |
| Work Environment  | I receive the training I need to do my job effectively.                     | 3.80 | 3.81 | 0.00  |
| Work Environment  | I have the flexibility to do my job the way that I think is most effective. | 3.91 | 3.90 | 0.00  |
| Work Environment  | I have the materials and supplies I need to do my job effectively.          | 3.91 | 3.94 | -0.03 |
| Work Environment  | Based on my interactions with students, I feel safe at work.                | 4.20 | 4.24 | -0.05 |
| Work Environment  | Our classrooms, building and grounds are well maintained.                   | 3.84 | 3.91 | -0.06 |
| Work Environment  | Based on my interactions with other adults, I feel safe at work.            | 4.37 | 4.43 | -0.07 |
| Work Environment  | I feel supported by leadership when I make a decision.                      | 3.76 | 3.85 | -0.09 |

|                             |   |      |      |       |
|-----------------------------|---|------|------|-------|
| Work Environment            | I feel valued by our community.   | 3.50 | 3.65 | -0.15 |
| Health and Wellness         | I get enough sleep.   | 3.57 | 3.33 | 0.23  |
| Health and Wellness         | I am able to sustain a healthy work-life balance.   | 3.59 | 3.39 | 0.20  |
| Health and Wellness         | I manage my stress well.  | 3.67 | 3.65 | 0.02  |
| Health and Wellness         | The pace of implementing new initiatives is appropriate.  | 3.13 | 3.24 | -0.11 |
| Development and Recognition | I receive credit and recognition when I do a good job.  | 3.46 | 3.41 | 0.06  |
| Development and Recognition | I have adequate opportunities for training/professional development.                            | 3.45 | 3.44 | 0.00  |
| Development and Recognition | I receive meaningful and timely feedback that helps me improve my performance.                  | 3.19 | 3.45 | -0.26 |
| Development and Recognition | Our District's in-service days are organized and well-planned.                                  | 3.17 | N/A  | N/A   |
| Compensation and Benefits   | My pay is fair in relation to my job responsibilities.  | 2.69 | 2.87 | -0.18 |
| Compensation and Benefits   | I am satisfied with my pay.   | 2.73 | 3.00 | -0.26 |
| Compensation and Benefits   | My benefits are competitive with similar jobs I might find elsewhere.                           | 3.00 | 3.35 | -0.35 |
| Compensation and Benefits   | I am satisfied with my benefits.  | 2.95 | 3.39 | -0.44 |
| Compensation and Benefits   | Pay practices are administered consistently for all employees.                                  | 2.35 | 2.98 | -0.63 |
| Building Leadership         | My principal is an effective leader.  | 3.30 | 3.83 | -0.53 |
| Building Leadership         | I trust the members of the leadership team.   | 3.54 | N/A  | N/A   |
| Building Leadership         | The leadership team is consistent when administering policies concerning employees.             | 3.48 | N/A  | N/A   |
| District Administration     | District administration is responsive to major concerns of employees.                           | 3.84 | 3.31 | 0.53  |
| District Administration     | The Superintendent/District Administrator presents a positive image to our community.           | 4.32 | 3.86 | 0.46  |
| District Administration     | District administration is consistent when administering policies concerning employees.         | 3.62 | 3.34 | 0.28  |
| District Administration     | District administration is doing what it takes to make our District successful.                 | 3.81 | 3.53 | 0.28  |
| District Administration     | I trust our District's leadership.  | 3.87 | N/A  | N/A   |
| School Board                | The School Board is doing what it takes to make our District successful.                        | 3.96 | 3.62 | 0.34  |
| School Board                | The School Board strives to present a positive image to our community.                          | 4.19 | N/A  | N/A   |
| School Board                | The School Board appropriately balances the mission of our District with fiscal responsibility. | 4.04 | N/A  | N/A   |

|   |  |      |      |       |
|---|--|------|------|-------|
| Overall Satisfaction  | All things considered, this District is a good place to work.                    | 4.07 | 3.94 | 0.13  |
| Overall Satisfaction  | Our community supports education.  | 3.50 | 3.79 | -0.29 |
| Overall Satisfaction  | Overall, our District has improved over the past year.                           | 4.15 | N/A  | N/A   |
| Overall Satisfaction  | I am satisfied with the financial management of our District.                    | 3.49 | N/A  | N/A   |
| <b>Respondents were asked to rate the District based on the following scale:</b><br><i>Much better (5), Better (4), The same (3), Worse (2), Much worse (1)</i> |  |      |      |       |
| Overall Satisfaction  | What grade would you give us?  | 3.63 | 3.67 | -0.05 |
| <b>Respondents were asked to grade the District based on the following scale:</b><br><i>A (5), B (4), C (3), D (2), F (1)</i>                                   |  |      |      |       |
| Overall Satisfaction  | How would you rate our District compared to neighboring public school districts? | 3.11 | N/A  | N/A   |