







**Spooner Area School District**  
**2015 Staff Survey**  
**Results Summary**  
**Respondent Information**

<b>Question: At which location do you spend the most time?</b>			
	count	percentage n = 142	
Spooner Elementary School	52	36.61	
Spooner Middle School	36	25.35	
Spooner High School	51	35.91	
District Office	3	2.11	

<b>Question: What best describes your position?</b>			
	count	percentage n = 142	
Classroom Teacher	71	50.0	
Educational Specialist (Counselor, Special Education, Librarian, etc.)	19	13.38	
Instructional Aide/Paraprofessional	22	15.49	
Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.)	10	7.04	
Clerical	9	6.33	
Administration	6	4.22	
Other	5	3.52	

**Question: Including the current year, how many years have you worked for this District?**

	count	percentage n = 141	
1-2	34	24.11	
3-5 years	31	21.98	
6-10 years	19	13.47	
More than 10 years	57	40.42	



## Spooner Area School District 2015 Staff Survey Results Summary Communication

**Question: Please indicate your level of agreement for each item.**

(items are sorted by average highest to lowest)

Item	Response	Count	%	
I am kept informed about matters important to my work. percentages based on n=138	Strongly agree	6	4.34	
	Agree	54	39.13	
	Disagree	41	29.71	
	Strongly disagree	35	25.36	
	Don't know/doesn't apply	2	1.44	
Average Response: 2.66 s= 1.33				
School/department information is communicated effectively to me. percentages based on n=138	Strongly agree	3	2.17	
	Agree	51	36.95	
	Disagree	45	32.6	
	Strongly disagree	33	23.91	
	Don't know/doesn't apply	6	4.34	
Average Response: 2.59 s= 1.26				
I feel comfortable sharing my ideas and opinions. percentages based on n=139	Strongly agree	6	4.31	
	Agree	29	20.86	
	Disagree	37	26.61	
	Strongly disagree	60	43.16	
	Don't know/doesn't apply	7	5.03	
Average Response: 2.12 s= 1.29				

I have a good understanding of the plans and goals of the District. percentages based on n=140	Strongly agree	4	2.85	
	Agree	27	19.28	
	Disagree	51	36.42	
	Strongly disagree	51	36.42	
	Don't know/doesn't apply	7	5.0	

Average Response: 2.11 s= 1.18

Board policies and procedures affecting me and my work are available and clearly communicated. percentages based on n=140	Strongly agree	3	2.14	
	Agree	25	17.85	
	Disagree	59	42.14	
	Strongly disagree	48	34.28	
	Don't know/doesn't apply	5	3.57	

Average Response: 2.08 s= 1.12

Board policies and procedures are easy to understand. percentages based on n=140	Strongly agree	2	1.42	
	Agree	24	17.14	
	Disagree	58	41.42	
	Strongly disagree	46	32.85	
	Don't know/doesn't apply	10	7.14	

Average Response: 2.06 s= 1.07



I feel the District honestly communicates with me about important issues. percentages based on n=136	Strongly agree	4	2.94	
	Agree	22	16.17	
	Disagree	31	22.79	
	Strongly disagree	71	52.2	
	Don't know/doesn't apply	8	5.88	

Average Response: 1.88 s= 1.2

**Question: How would you rate the communication from:**  
(items are sorted by average highest to lowest)










Item	Response	Count	%	
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Custodians/Maintenance percentages based on n=132	Great	47	35.6	
	Good	62	46.96	
	Fair	13	9.84	
	Poor	1	0.75	
	Don't know	9	6.81	
Average Response: 3.26 s= 0.65				
Technology Services percentages based on n=131	Great	49	37.4	
	Good	65	49.61	
	Fair	13	9.92	
	Poor	2	1.52	
	Don't know	2	1.52	
Average Response: 3.24 s= 0.69				
Food Service percentages based on n=131	Great	21	16.03	
	Good	62	47.32	
	Fair	25	19.08	
	Poor	9	6.87	
	Don't know	14	10.68	
Average Response: 2.81 s= 0.77				
Principal/Building Administration percentages based on n=131	Great	18	13.74	
	Good	49	37.4	
	Fair	31	23.66	
	Poor	32	24.42	
	Don't know	1	0.76	
Average Response: 2.4 s= 1.01				
District Administration percentages based on n=130	Great	4	3.07	
	Good	18	13.84	
	Fair	17	13.07	
	Poor	88	67.69	
	Don't know	3	2.3	
Average Response: 1.51 s= 0.84				
School Board percentages based on n=131	Great	3	2.29	
	Good	9	6.87	
	Fair	28	21.37	

Poor	78	59.54	
Don't know	13	9.92	
Average Response: 1.46 s= 0.71			



## Spooner Area School District 2015 Staff Survey Results Summary Development and Recognition

<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
<b>Item</b>	<b>Response</b>	<b>Count</b>	<b>%</b>	
I have adequate opportunities for training/professional development. <i>percentages based on n=139</i>	Strongly agree	13	9.35	
	Agree	65	46.76	
	Disagree	41	29.49	
	Strongly disagree	11	7.91	
	Don't know/doesn't apply	9	6.47	
Average Response: 3.21 s= 1.19				
The District's in-service days are organized and well-planned. <i>percentages based on n=139</i>	Strongly agree	4	2.87	
	Agree	59	42.44	
	Disagree	39	28.05	
	Strongly disagree	21	15.1	
	Don't know/doesn't apply	16	11.51	
Average Response: 2.88 s= 1.19				
I receive credit and recognition when I do a good job. <i>percentages based on n=139</i>	Strongly agree	7	5.03	
	Agree	58	41.72	
	Disagree	36	25.89	
	Strongly disagree	29	20.86	
	Don't know/doesn't apply	9	6.47	
Average Response: 2.83 s= 1.3				

I receive ongoing and timely feedback that helps me improve my performance. percentages based on n=138	Strongly agree	5	3.62	
	Agree	49	35.5	
	Disagree	43	31.15	
	Strongly disagree	31	22.46	
	Don't know/doesn't apply	10	7.24	
Average Response: 2.64 s= 1.27				






## Spooner Area School District 2015 Staff Survey Results Summary School Board
















If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.






<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
Item	Response	Count	%	
The School Board strives to present a positive image to our community. <i>percentages based on n=137</i>	Strongly agree	4	2.91	
	Agree	34	24.81	
	Disagree	35	25.54	
	Strongly disagree	43	31.38	
	Don't know/doesn't apply	21	15.32	
Average Response: 2.31 s= 1.22				
The School Board appropriately balances the mission of the District with fiscal responsibility. <i>percentages based on n=137</i>	Strongly agree	4	2.91	
	Agree	29	21.16	
	Disagree	42	30.65	
	Strongly disagree	36	26.27	
	Don't know/doesn't apply	26	18.97	
Average Response: 2.3 s= 1.14				
The School Board is doing what it takes to make our District successful.	Strongly agree	6	4.37	
	Agree	16	11.67	
	Disagree	41	29.92	
	Strongly disagree	54	39.41	

percentages based on n=137	Don't know/doesn't apply	20	14.59	
Average Response: 1.96 s= 1.12				








## Spooner Area School District 2015 Staff Survey Results Summary Overall Satisfaction

<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
<b>Item</b>	<b>Response</b>	<b>Count</b>	<b>%</b>	
Our community supports education. percentages based on n=137	Strongly agree	12	8.75	
	Agree	48	35.03	
	Disagree	41	29.92	
	Strongly disagree	25	18.24	
	Don't know/doesn't apply	11	8.02	
Average Response: 2.84 s= 1.31				
All things considered, this District is a good place to work. percentages based on n=135	Strongly agree	5	3.7	
	Agree	37	27.4	
	Disagree	30	22.22	
	Strongly disagree	51	37.77	
	Don't know/doesn't apply	12	8.88	
Average Response: 2.3 s= 1.32				
I am satisfied with the financial management of the District. percentages based on n=136	Strongly agree	7	5.14	
	Agree	18	13.23	
	Disagree	35	25.73	
	Strongly disagree	50	36.76	
	Don't know/doesn't apply	26	19.11	
Average Response: 2.06 s= 1.17				







Overall, the District has improved over the past year. percentages based on n=135	Strongly agree	6	4.44	
	Agree	13	9.62	
	Disagree	26	19.25	
	Strongly disagree	79	58.51	
	Don't know/doesn't apply	11	8.14	
Average Response: 1.71 s= 1.14				

**Question: Students are often given the grades A, B, C, D or F to denote the quality of their work. Suppose our District was graded in the same way.**

**What grade would you give us?**

	count	percentage n = 132	
A	4	3.03	
B	25	18.93	
C	38	28.78	
D	40	30.3	
F	25	18.93	
Total: 132			Average Response: 2.56 s= 1.09

**Question: How would you rate the District compared to neighboring public school districts?**

	count	percentage n = 132	
Much better	3	2.27	
Better	12	9.09	
The same	16	12.12	
Worse	40	30.3	
Much worse	39	29.54	
No opinion	22	16.66	
Total: 132			Average Response: 2.09 s= 0.99



## Spooner Area School District 2015 Staff Survey Results Summary Change Readiness

**Question: Please indicate your level of agreement for each item.**

(items are sorted by average highest to lowest)

Item	Response	Count	%	
There is consensus on areas that need improvement in our District. <i>percentages based on n=139</i>	Strongly agree	12	8.63	
	Agree	38	27.33	
	Disagree	49	35.25	
	Strongly disagree	35	25.17	
	Don't know/doesn't apply	5	3.59	
Average Response: 2.57 s= 1.35				
I am confident that our District will be able to develop and execute an improvement plan. <i>percentages based on n=138</i>	Strongly agree	8	5.79	
	Agree	37	26.81	
	Disagree	30	21.73	
	Strongly disagree	46	33.33	
	Don't know/doesn't apply	17	12.31	
Average Response: 2.42 s= 1.33				
There is a process for evaluating the effectiveness of new initiatives. <i>percentages based on n=140</i>	Strongly agree	2	1.42	
	Agree	20	14.28	
	Disagree	44	31.42	
	Strongly disagree	44	31.42	
	Don't know/doesn't apply	30	21.42	
Average Response: 2.01 s= 1.01				

Our District has a culture of open dialogue around difficult issues. percentages based on n=140	Strongly agree	1	0.71	
	Agree	16	11.42	
	Disagree	44	31.42	
	Strongly disagree	72	51.42	
	Don't know/doesn't apply	7	5.0	
Average Response: 1.72 s= 0.98				



## Spooner Area School District 2015 Staff Survey Results Summary Culture

<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
Item	Response	Count	%	
My co-workers are willing to help me when I have a heavy workload. percentages based on n=139	Strongly agree	66	47.48	
	Agree	62	44.6	
	Disagree	3	2.15	
	Strongly disagree	2	1.43	
	Don't know/doesn't apply	6	4.31	
Average Response: 4.4 s= 0.73				
Our department works hard to find ways to improve. percentages based on n=140	Strongly agree	41	29.28	
	Agree	77	55.0	
	Disagree	11	7.85	
	Strongly disagree	5	3.57	
	Don't know/doesn't apply	6	4.28	
Average Response: 4.02 s= 0.97				
I can bring about change in my school/department. percentages based on n=140	Strongly agree	27	19.28	
	Agree	77	55.0	
	Disagree	17	12.14	
	Strongly disagree	10	7.14	
	Don't know/doesn't apply	9	6.42	
Average Response: 3.71 s= 1.12				

Our school/department operates as a team. percentages based on n=139	Strongly agree	23	16.54	
	Agree	59	42.44	
	Disagree	38	27.33	
	Strongly disagree	15	10.79	
	Don't know/doesn't apply	4	2.87	

Average Response: 3.27 s= 1.32

Our school does a good job assimilating new employees. percentages based on n=137	Strongly agree	3	2.18	
	Agree	54	39.41	
	Disagree	36	26.27	
	Strongly disagree	22	16.05	
	Don't know/doesn't apply	22	16.05	

Average Response: 2.82 s= 1.17











I have adequate opportunities to participate in decisions that affect me. percentages based on n=140	Strongly agree	13	9.28	
	Agree	35	25.0	
	Disagree	46	32.85	
	Strongly disagree	38	27.14	
	Don't know/doesn't apply	8	5.71	

Average Response: 2.53 s= 1.36

**Question: Expectations for student achievement/performance are:**

	count	percentage n = 124	
Too high	11	8.87	
Just right	73	58.87	
Too low	40	32.25	
	Total: 124		Average Response: 2.23 s= 0.6



Pay practices are administered consistently for all employees. percentages based on n=137	Strongly agree	5	3.64	
	Agree	48	35.03	
	Disagree	26	18.97	
	Strongly disagree	20	14.59	
	Don't know/doesn't apply	38	27.73	
Average Response: 2.91 s= 1.13				
Overall, I am satisfied with my benefits. percentages based on n=136	Strongly agree	2	1.47	
	Agree	56	41.17	
	Disagree	35	25.73	
	Strongly disagree	24	17.64	
	Don't know/doesn't apply	19	13.97	
Average Response: 2.8 s= 1.19				



## Spooner Area School District 2015 Staff Survey Results Summary Salary

<b>Question: Please rank the following factors based on their importance in a compensation system. (1 = Most important, 10 = least important)</b> (items are sorted by average highest to lowest)				
Item	Response	Count	%	
Professional Development Activities (Provided by the district) <i>percentages based on n=114</i>	1 (Most important)	4	3.5	
	2	3	2.63	
	3	5	4.38	
	4	8	7.01	
	5	12	10.52	
	6	15	13.15	
	7	10	8.77	
	8	13	11.4	
	9	23	20.17	
	10 (Least important)	17	14.91	
	Don't know/Doesn't apply	4	3.5	
Average Response: 6.89 s= 2.47				
National Board for Professional Teaching	1 (Most important)	2	1.92	
	2	5	4.8	
	3	4	3.84	
	4	12	11.53	
	5	7	6.73	
	6	7	6.73	

























Standards/Master Teacher percentages based on n=104	7	10	9.61	
	8	19	18.26	
	9	18	17.3	
	10 (Least important)	14	13.46	
	Don't know/Doesn't apply	6	5.76	

Average Response: 6.86 s= 2.45

Student Learning Outcomes percentages based on n=107	1 (Most important)	18	16.82	
	2	6	5.6	
	3	6	5.6	
	4	7	6.54	
	5	9	8.41	
	6	6	5.6	
	7	19	17.75	
	8	18	16.82	
	9	12	11.21	
	10 (Least important)	6	5.6	
	Don't know/Doesn't apply	0	0.0	

Average Response: 5.62 s= 2.94

Licensure for PI 34 (Initial Educator, Processional or Master) percentages based on n=99	1 (Most important)	3	3.03	
	2	7	7.07	
	3	13	13.13	
	4	11	11.11	
	5	16	16.16	
	6	12	12.12	
	7	11	11.11	
	8	8	8.08	
	9	13	13.13	
	10 (Least important)	3	3.03	
	Don't			

	know/Doesn't apply	2	2.02	
Average Response: 5.56 s= 2.38				
Market demand (hard-to-staff assignment, certification in area of short supply) percentages based on n=97	1 (Most important)	12	12.37	
	2	5	5.15	
	3	7	7.21	
	4	13	13.4	
	5	9	9.27	
	6	12	12.37	
	7	8	8.24	
	8	10	10.3	
	9	6	6.18	
	10 (Least important)	12	12.37	
	Don't know/Doesn't apply	3	3.09	
Average Response: 5.55 s= 2.85				
Educator's evaluation percentages based on n=107	1 (Most important)	7	6.54	
	2	18	16.82	
	3	14	13.08	
	4	7	6.54	
	5	10	9.34	
	6	10	9.34	
	7	8	7.47	
	8	10	9.34	
	9	8	7.47	
	10 (Least important)	13	12.14	
	Don't know/Doesn't apply	2	1.86	
Average Response: 5.34 s= 2.93				
	1 (Most important)	5	4.54	






Additional work duties (coach, curriculum writing, research etc.) percentages based on n=110	2	9	8.18	
	3	16	14.54	
	4	11	10.0	
	5	11	10.0	
	6	17	15.45	
	7	10	9.09	
	8	4	3.63	
	9	7	6.36	
	10 (Least important)	9	8.18	
	Don't know/Doesn't apply	11	10.0	

Average Response: 5.32 s= 2.45












Additional skills (certifications, foreign language proficiencies etc.) percentages based on n=102	1 (Most important)	4	3.92	
	2	13	12.74	
	3	19	18.62	
	4	17	16.66	
	5	9	8.82	
	6	11	10.78	
	7	10	9.8	
	8	8	7.84	
	9	5	4.9	
	10 (Least important)	4	3.92	
	Don't know/Doesn't apply	2	1.96	

Average Response: 4.85 s= 2.39

Length of service	1 (Most important)	18	16.51	
	2	26	23.85	
	3	12	11.0	
	4	15	13.76	
	5	17	15.59	
	6	3	2.75	

percentages based on n=109	7	4	3.66	
	8	3	2.75	
	9	3	2.75	
	10 (Least important)	5	4.58	
	Don't know/Doesn't apply	3	2.75	

Average Response: 3.75 s= 2.43

Advanced degrees (Master's, specialist, Ph.D., Ed. D.) percentages based on n=105	1 (Most important)	36	34.28	
	2	15	14.28	
	3	14	13.33	
	4	8	7.61	
	5	8	7.61	
	6	5	4.76	
	7	6	5.71	
	8	8	7.61	
	9	1	0.95	
	10 (Least important)	1	0.95	
	Don't know/Doesn't apply	3	2.85	















Average Response: 3.28 s= 2.44























## Spooner Area School District 2015 Staff Survey Results Summary Student Achievement

**Question: Please indicate your level of agreement for each item.**

(items are sorted by average highest to lowest)

Item	Response	Count	%	
Students have access to additional support when needed. percentages based on n=109	Strongly agree	20	18.34	
	Agree	64	58.71	
	Disagree	18	16.51	
	Strongly disagree	5	4.58	
	Don't know/doesn't apply	2	1.83	
Average Response: 3.71 s= 1.09				
The academic needs of students are being met. percentages based on n=109	Strongly agree	16	14.67	
	Agree	70	64.22	
	Disagree	16	14.67	
	Strongly disagree	7	6.42	
	Don't know/doesn't apply	0	0.0	
Average Response: 3.66 s= 1.1				
The social and emotional needs of students are being met. percentages based on n=109	Strongly agree	18	16.51	
	Agree	62	56.88	
	Disagree	22	20.18	
	Strongly disagree	4	3.66	
	Don't know/doesn't apply	3	2.75	
Average Response: 3.64 s= 1.09				

Overall, the school offers a high quality academic program. percentages based on n=108	Strongly agree	15	13.88	
	Agree	67	62.03	
	Disagree	19	17.59	
	Strongly disagree	5	4.62	
	Don't know/doesn't apply	2	1.85	
Average Response: 3.64 s= 1.07				
Learning targets and curriculum objectives for my job assignment are clear. percentages based on n=109	Strongly agree	14	12.84	
	Agree	59	54.12	
	Disagree	18	16.51	
	Strongly disagree	9	8.25	
	Don't know/doesn't apply	9	8.25	
Average Response: 3.51 s= 1.15				
I have been provided the resources to achieve District learning targets and curriculum objectives. percentages based on n=109	Strongly agree	9	8.25	
	Agree	47	43.11	
	Disagree	31	28.44	
	Strongly disagree	13	11.92	
	Don't know/doesn't apply	9	8.25	
Average Response: 3.08 s= 1.24				
Student discipline is handled in a consistent manner by all staff. percentages based on n=109	Strongly agree	6	5.5	
	Agree	35	32.11	
	Disagree	47	43.11	
	Strongly disagree	17	15.59	
	Don't know/doesn't apply	4	3.66	
Average Response: 2.67 s= 1.23				



























## Spooner Area School District 2015 Staff Survey Results Summary Work Environment

**Question: Please indicate your level of agreement for each item.**

(items are sorted by average highest to lowest)

Item	Response	Count	%	
I am satisfied with the technology support available to me. percentages based on n=137	Strongly agree	48	35.03	
	Agree	79	57.66	
	Disagree	5	3.64	
	Strongly disagree	4	2.91	
	Don't know/doesn't apply	1	0.72	
Average Response: 4.19 s= 0.85				
Based on my interactions with students, I feel safe at work. percentages based on n=139	Strongly agree	46	33.09	
	Agree	78	56.11	
	Disagree	8	5.75	
	Strongly disagree	4	2.87	
	Don't know/doesn't apply	3	2.15	
Average Response: 4.13 s= 0.9				
I am satisfied with the technology resources available to me. percentages based on n=135	Strongly agree	48	35.55	
	Agree	69	51.11	
	Disagree	14	10.37	
	Strongly disagree	2	1.48	
	Don't know/doesn't apply	2	1.48	
Average Response: 4.1 s= 0.95				

Our classrooms, building and grounds are well maintained. percentages based on n=138	Strongly agree	41	29.71	
	Agree	83	60.14	
	Disagree	8	5.79	
	Strongly disagree	6	4.34	
	Don't know/doesn't apply	0	0.0	
Average Response: 4.05 s= 0.96				
Based on my interactions with other adults, I feel safe at work. percentages based on n=140	Strongly agree	36	25.71	
	Agree	76	54.28	
	Disagree	10	7.14	
	Strongly disagree	16	11.42	
	Don't know/doesn't apply	2	1.42	
Average Response: 3.76 s= 1.24				
I have been given the materials and supplies I need to do my job effectively. percentages based on n=139	Strongly agree	26	18.7	
	Agree	80	57.55	
	Disagree	25	17.98	
	Strongly disagree	6	4.31	
	Don't know/doesn't apply	2	1.43	
Average Response: 3.69 s= 1.1				
I receive the training I need to do my job well. percentages based on n=139	Strongly agree	18	12.94	
	Agree	78	56.11	
	Disagree	28	20.14	
	Strongly disagree	8	5.75	
	Don't know/doesn't apply	7	5.03	
Average Response: 3.53 s= 1.12				
I have the flexibility to do my job the way that I think	Strongly agree	22	15.82	
	Agree	71	51.07	
	Disagree	29	20.86	


is most effective. percentages based on n=139	Strongly disagree	12	8.63	
	Don't know/doesn't apply	5	3.59	
Average Response: 3.46 s= 1.23				
I feel supported by leadership when I make a decision. percentages based on n=137	Strongly agree	14	10.21	
	Agree	54	39.41	
	Disagree	36	26.27	
	Strongly disagree	20	14.59	
	Don't know/doesn't apply	13	9.48	
Average Response: 3.04 s= 1.29				
I have enough time to do my job effectively. percentages based on n=136	Strongly agree	8	5.88	
	Agree	60	44.11	
	Disagree	43	31.61	
	Strongly disagree	23	16.91	
	Don't know/doesn't apply	2	1.47	
Average Response: 2.9 s= 1.29				
I feel valued by our community. percentages based on n=136	Strongly agree	14	10.29	
	Agree	39	28.67	
	Disagree	42	30.88	
	Strongly disagree	31	22.79	
	Don't know/doesn't apply	10	7.35	
Average Response: 2.7 s= 1.36				



## Spooner Area School District 2015 Staff Survey Results Summary Building Leadership

If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.











<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
Item	Response	Count	%	
My principal is an effective leader. percentages based on n=129	Strongly agree	28	21.7	
	Agree	43	33.33	
	Disagree	20	15.5	
	Strongly disagree	23	17.82	
	Don't know/doesn't apply	15	11.62	
Average Response: 3.28 s= 1.42				
I trust the members of the leadership team. percentages based on n=127	Strongly agree	2	1.57	
	Agree	31	24.4	
	Disagree	32	25.19	
	Strongly disagree	42	33.07	
	Don't know/doesn't apply	20	15.74	
Average Response: 2.24 s= 1.19				
The leadership team is consistent when administering policies concerning employees.	Strongly agree	2	1.58	
	Agree	27	21.42	
	Disagree	34	26.98	
	Strongly disagree	38	30.15	






percentages based on n=126	Don't know/doesn't apply	25	19.84	
Average Response: 2.21 s= 1.13				



## Spooner Area School District 2015 Staff Survey Results Summary Planning

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

	count	percentage n = 136	
Adapt the way we educate students to follow State standards	14	10.29	
Develop further community/business partnerships	21	15.44	
Develop new and innovative programs to improve student learning	57	41.91	
Expand technology access for students and staff	18	13.23	
Improve co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	43	31.61	
Improve communications with our parents and community	51	37.5	
Improve school safety and security	7	5.14	
Improve student/staff technology access	7	5.14	
Improve technical education opportunities	25	18.38	
Increase the number of AP/honors courses	24	17.64	

Prepare students for life after high school—whether this be college or career	88	64.7	
Provide additional counseling, psychologist and social work services	41	30.14	
Provide/expand support services when students have difficulty learning	75	55.14	
Provide training/development opportunities to enhance skills of staff	57	41.91	
Recruit and retain high-quality staff	91	66.91	























## Spooner Area School District 2015 Staff Survey Results Summary Engagement

**Question: Please indicate your level of agreement for each item.**

(items are sorted by average highest to lowest)
















Item	Response	Count	%	
My work directly contributes to the overall success of our District. percentages based on n=138	Strongly agree	52	37.68	
	Agree	80	57.97	
	Disagree	1	0.72	
	Strongly disagree	1	0.72	
	Don't know/doesn't apply	4	2.89	
Average Response: 4.35 s= 0.6				
My job is personally satisfying. percentages based on n=139	Strongly agree	45	32.37	
	Agree	72	51.79	
	Disagree	12	8.63	
	Strongly disagree	6	4.31	
	Don't know/doesn't apply	4	2.87	
Average Response: 4.02 s= 1.03				
I enjoy being involved in events or activities beyond the normal school day. percentages based on n=138	Strongly agree	26	18.84	
	Agree	75	54.34	
	Disagree	18	13.04	
	Strongly disagree	8	5.79	
	Don't know/doesn't apply	11	7.97	
Average Response: 3.73 s= 1.08				








The amount of work I am asked to do is reasonable. percentages based on n=138	Strongly agree	13	9.42	
	Agree	61	44.2	
	Disagree	39	28.26	
	Strongly disagree	23	16.66	
	Don't know/doesn't apply	2	1.44	
Average Response: 3.01 s= 1.33				
I am proud of our District. percentages based on n=138	Strongly agree	15	10.86	
	Agree	35	25.36	
	Disagree	43	31.15	
	Strongly disagree	34	24.63	
	Don't know/doesn't apply	11	7.97	
Average Response: 2.63 s= 1.37				
It would take a lot to get me to leave this District. percentages based on n=136	Strongly agree	11	8.08	
	Agree	26	19.11	
	Disagree	45	33.08	
	Strongly disagree	49	36.02	
	Don't know/doesn't apply	5	3.67	
Average Response: 2.27 s= 1.34				
I would recommend this District to others seeking employment. percentages based on n=136	Strongly agree	9	6.61	
	Agree	26	19.11	
	Disagree	41	30.14	
	Strongly disagree	53	38.97	
	Don't know/doesn't apply	7	5.14	
Average Response: 2.2 s= 1.31				



## Spooner Area School District 2015 Staff Survey Results Summary Health and Wellness















<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
<b>Item</b>	<b>Response</b>	<b>Count</b>	<b>%</b>	
I manage my stress well. percentages based on n=138	Strongly agree	19	13.76	
	Agree	67	48.55	
	Disagree	34	24.63	
	Strongly disagree	12	8.69	
	Don't know/doesn't apply	6	4.34	
Average Response: 3.35 s= 1.23				
I get enough sleep. percentages based on n=139	Strongly agree	17	12.23	
	Agree	60	43.16	
	Disagree	41	29.49	
	Strongly disagree	17	12.23	
	Don't know/doesn't apply	4	2.87	
Average Response: 3.14 s= 1.3				
I am able to sustain a healthy work-life balance. percentages based on n=138	Strongly agree	8	5.79	
	Agree	58	42.02	
	Disagree	47	34.05	
	Strongly disagree	19	13.76	
	Don't know/doesn't apply	6	4.34	
Average Response: 2.91 s= 1.24				

The pace of implementing new initiatives is appropriate. percentages based on n=136	Strongly agree	4	2.94	
	Agree	40	29.41	
	Disagree	45	33.08	
	Strongly disagree	34	25.0	
	Don't know/doesn't apply	13	9.55	
			Average Response: 2.47 s= 1.23	



## Spooner Area School District 2015 Staff Survey Results Summary District Administration

If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.

<b>Question: Please indicate your level of agreement for each item.</b> (items are sorted by average highest to lowest)				
Item	Response	Count	%	
District administration is aware of major concerns of employees. <i>percentages based on n=136</i>	Strongly agree	16	11.76	
	Agree	44	32.35	
	Disagree	26	19.11	
	Strongly disagree	39	28.67	
	Don't know/doesn't apply	11	8.08	
Average Response: 2.77 s= 1.45				
The Superintendent/District Administrator presents a positive image to our community. <i>percentages based on n=137</i>	Strongly agree	9	6.56	
	Agree	24	17.51	
	Disagree	27	19.7	
	Strongly disagree	64	46.71	
	Don't know/doesn't apply	13	9.48	
Average Response: 2.08 s= 1.33				
District administration is consistent when administering policies concerning employees.	Strongly agree	4	2.96	
	Agree	23	17.03	
	Disagree	28	20.74	
	Strongly disagree	59	43.7	

percentages based on n=135	Don't know/doesn't apply	21	15.55	
Average Response: 1.99 s= 1.18				
District administration is doing what it takes to make our District successful. percentages based on n=136	Strongly agree	7	5.14	
	Agree	18	13.23	
	Disagree	35	25.73	
	Strongly disagree	60	44.11	
	Don't know/doesn't apply	16	11.76	
Average Response: 1.97 s= 1.2				
I trust the District's leadership. percentages based on n=137	Strongly agree	4	2.91	
	Agree	18	13.13	
	Disagree	31	22.62	
	Strongly disagree	69	50.36	
	Don't know/doesn't apply	15	10.94	
Average Response: 1.82 s= 1.13				



**Spoooner Area School District**  
**2015 Staff Survey**  
**Results Summary**  
**Job Satisfaction**

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

	count	percentage n = 138	
Benefits	45	32.6	
Compensation/Salary	71	51.44	
Effective communications	55	39.85	
Feeling safe in the workplace	9	6.52	
Good leadership/planning	58	42.02	
Job security	48	34.78	
Job training/professional development	12	8.69	
Meaningful work	59	42.75	
Recognition	15	10.86	
Support from co-workers	38	27.53	
Support from supervisors	50	36.23	
Working conditions/healthy culture	66	47.82	