



Spooner Staff Survey Results

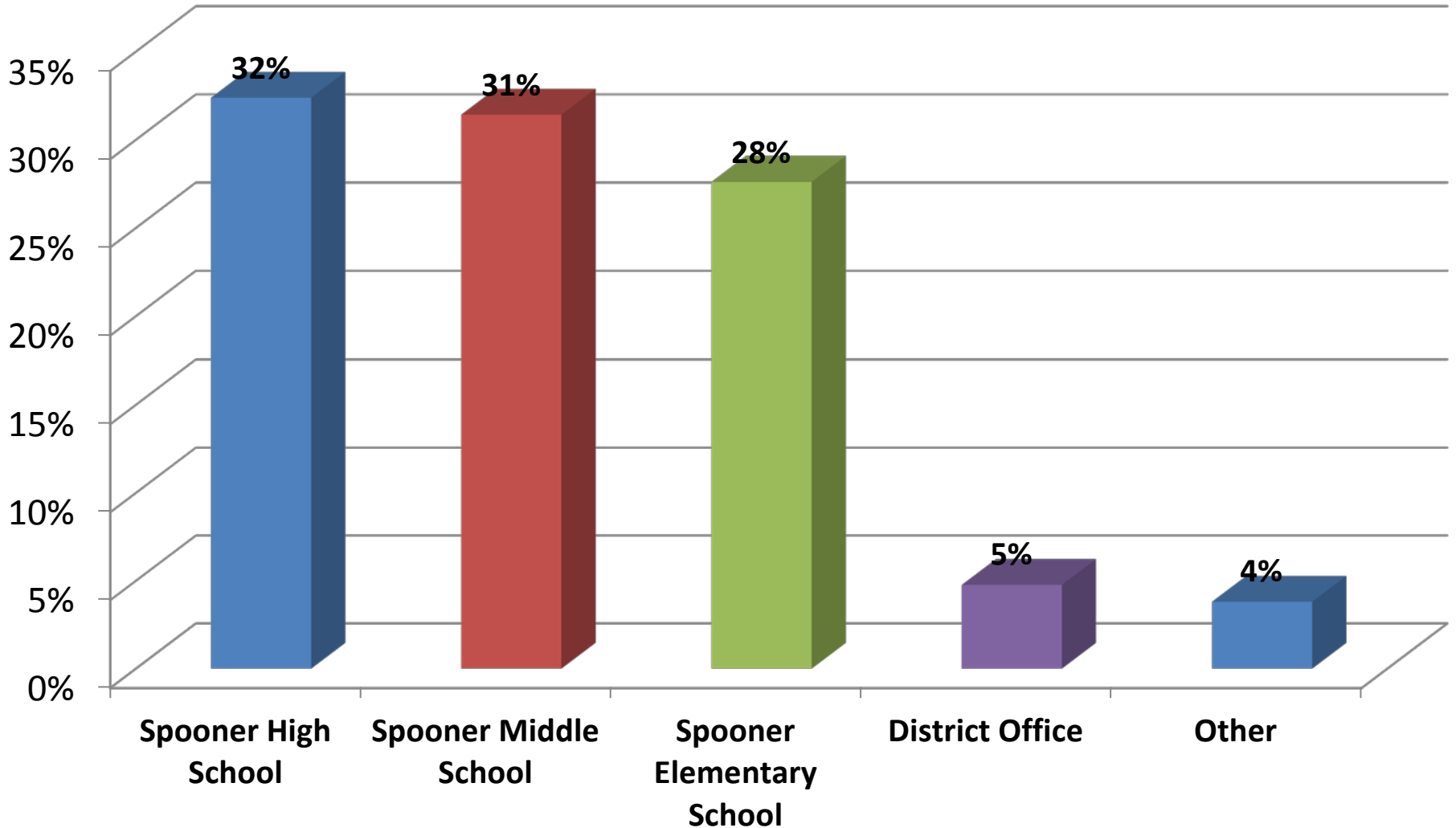
Spring 2012

Survey Summary

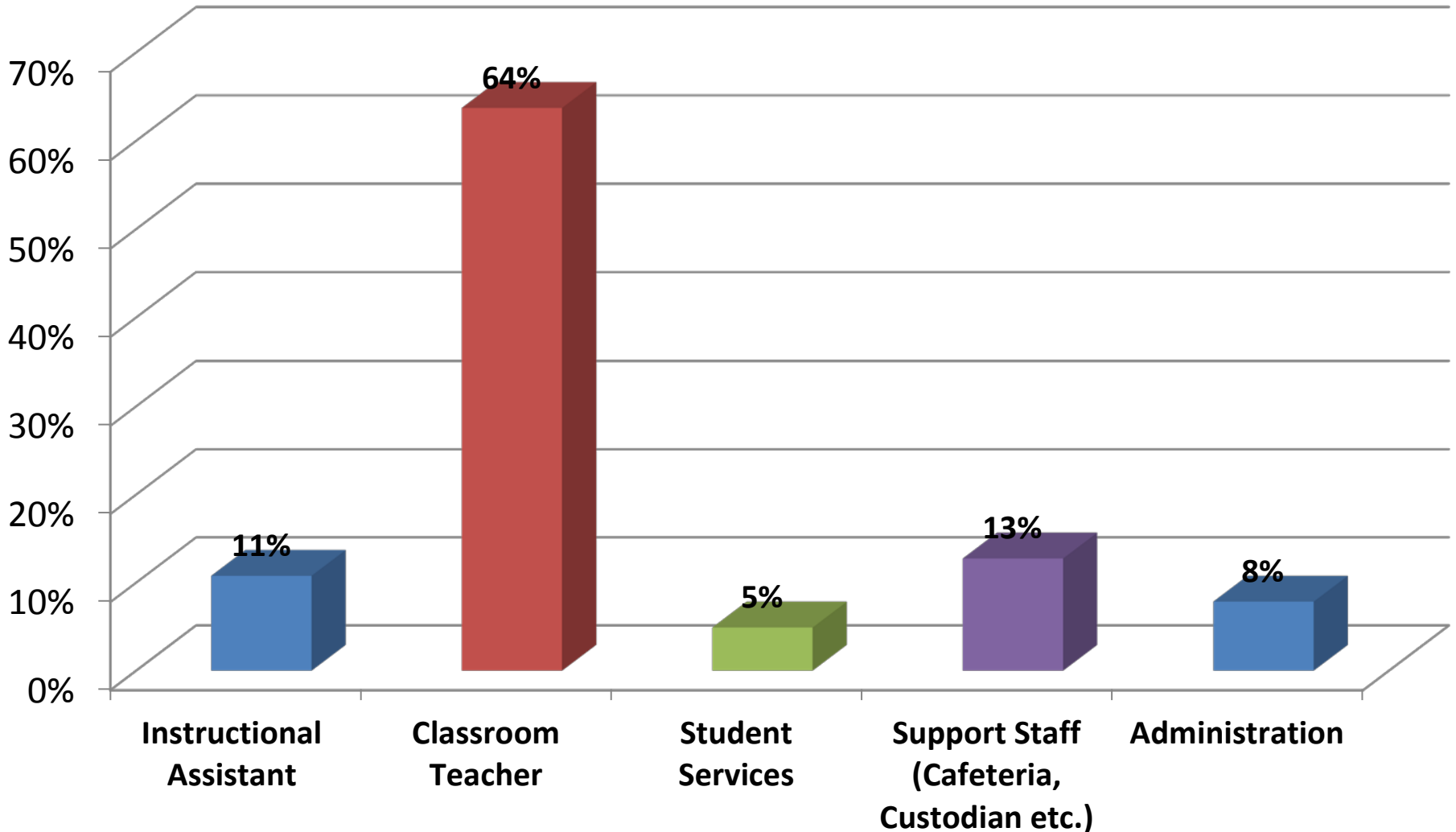
- Survey conducted in the spring of 2012
- Total responses = 105
- The confidence interval (also called margin of error) on the total data set is +/- 5% with a 95% confidence level.

Section I:
Respondent Information

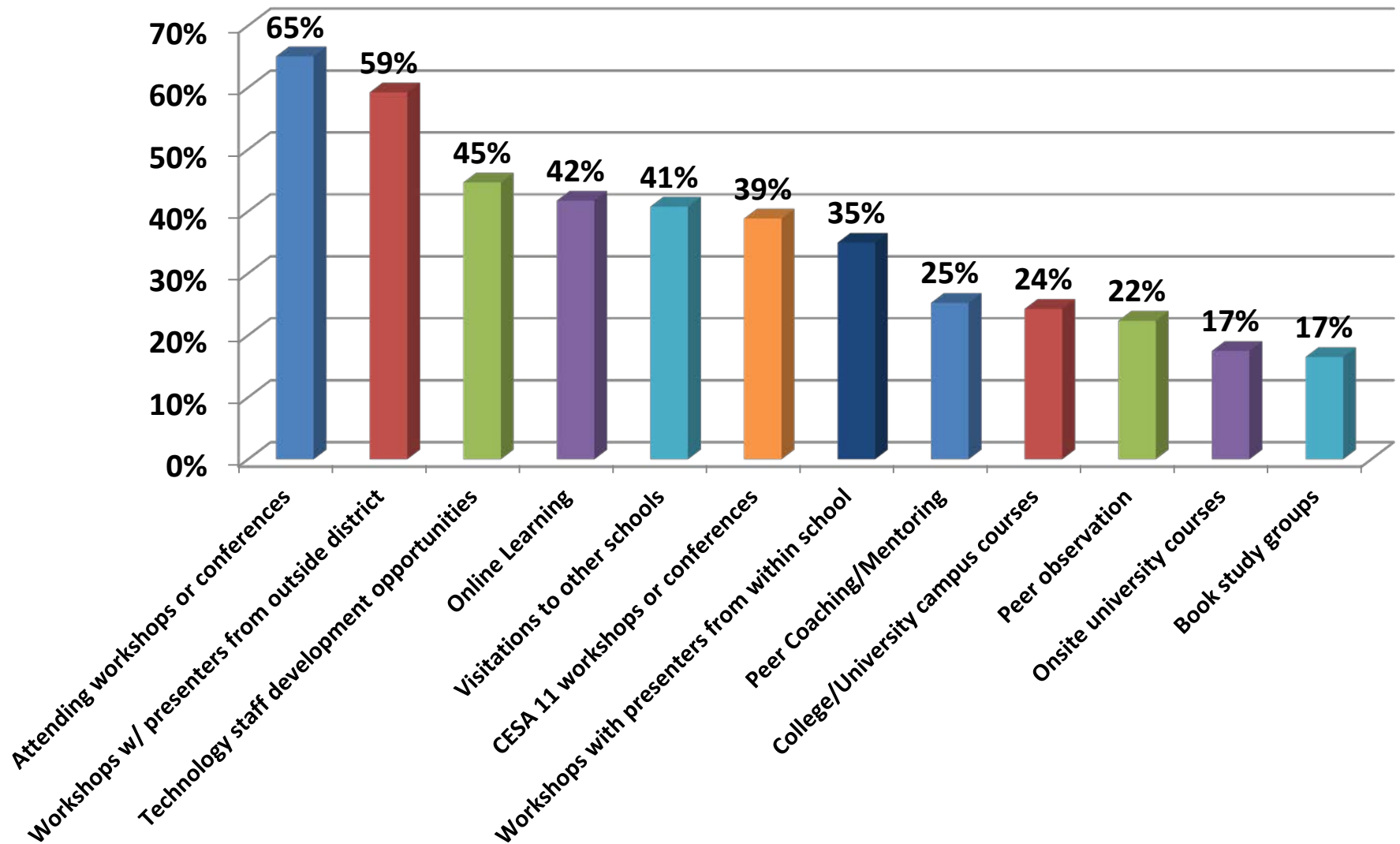
At which location do you spend most of your time?



What best describes your position?



Which of the following professional development activities do you prefer?



Section II:
Curriculum/Programs/Services

How important is this item to the success of our students?

Absolutely Critical (4), Important (3), Somewhat Important (2), Not Important (1)



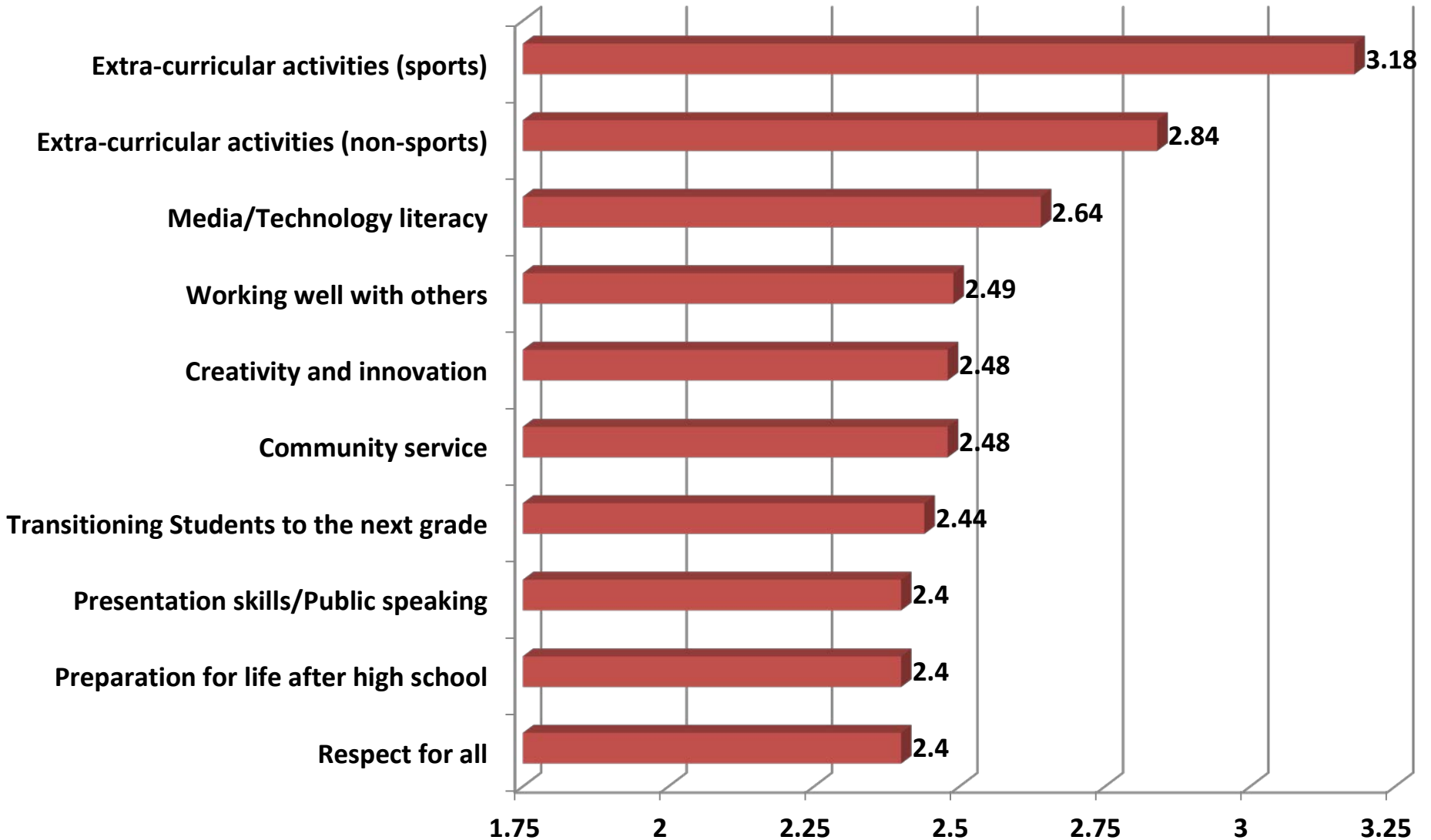
How important is this item to the success of our students? *(Continued)*

Absolutely Critical (4), Important (3), Somewhat Important (2), Not Important (1)



How is the District doing?

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



How is the District doing? *(Continued)*

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



Gap Analysis

Item	Importance	Performance	Gap
Problem solving skills	3.71	2.3	-1.41
Respect for all	3.74	2.4	-1.34
Study skills and habits	3.4	2.08	-1.32
Organizational skills	3.44	2.17	-1.27
Realizing education affects future success	3.59	2.37	-1.22
Time management skills	3.39	2.19	-1.2
Preparation for life after high school	3.57	2.4	-1.17
Working well with others	3.59	2.49	-1.1
Setting personal goals	3.33	2.26	-1.07
Note taking skills	3.06	2	-1.06

Gap Analysis

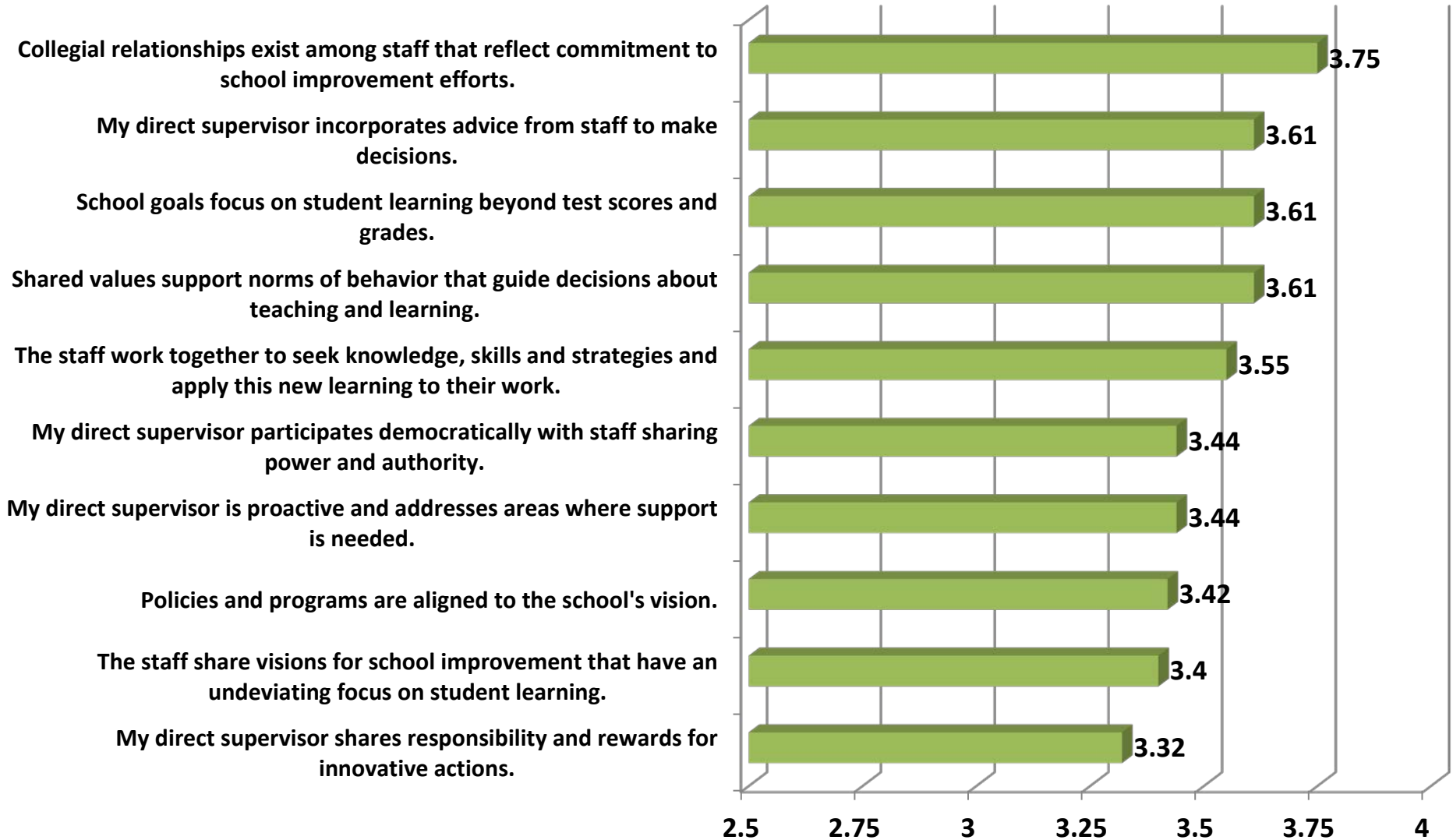
(Continued)

Item	Importance	Performance	Gap
Dealing with peer pressure	3.34	2.34	-1
Media/Technology literacy	3.52	2.64	-0.88
Career planning	3.19	2.38	-0.81
Test-taking skills	3.17	2.36	-0.81
Creativity and innovation	3.25	2.48	-0.77
Presentation skills/Public speaking	3	2.4	-0.6
Transitioning Students to the next grade	2.94	2.44	-0.5
Community service	2.94	2.48	-0.46
Extra-curricular activities (non-sports)	2.97	2.84	-0.13
Extra-curricular activities (sports)	2.95	3.18	0.23

Section III: Professional Learning Communities

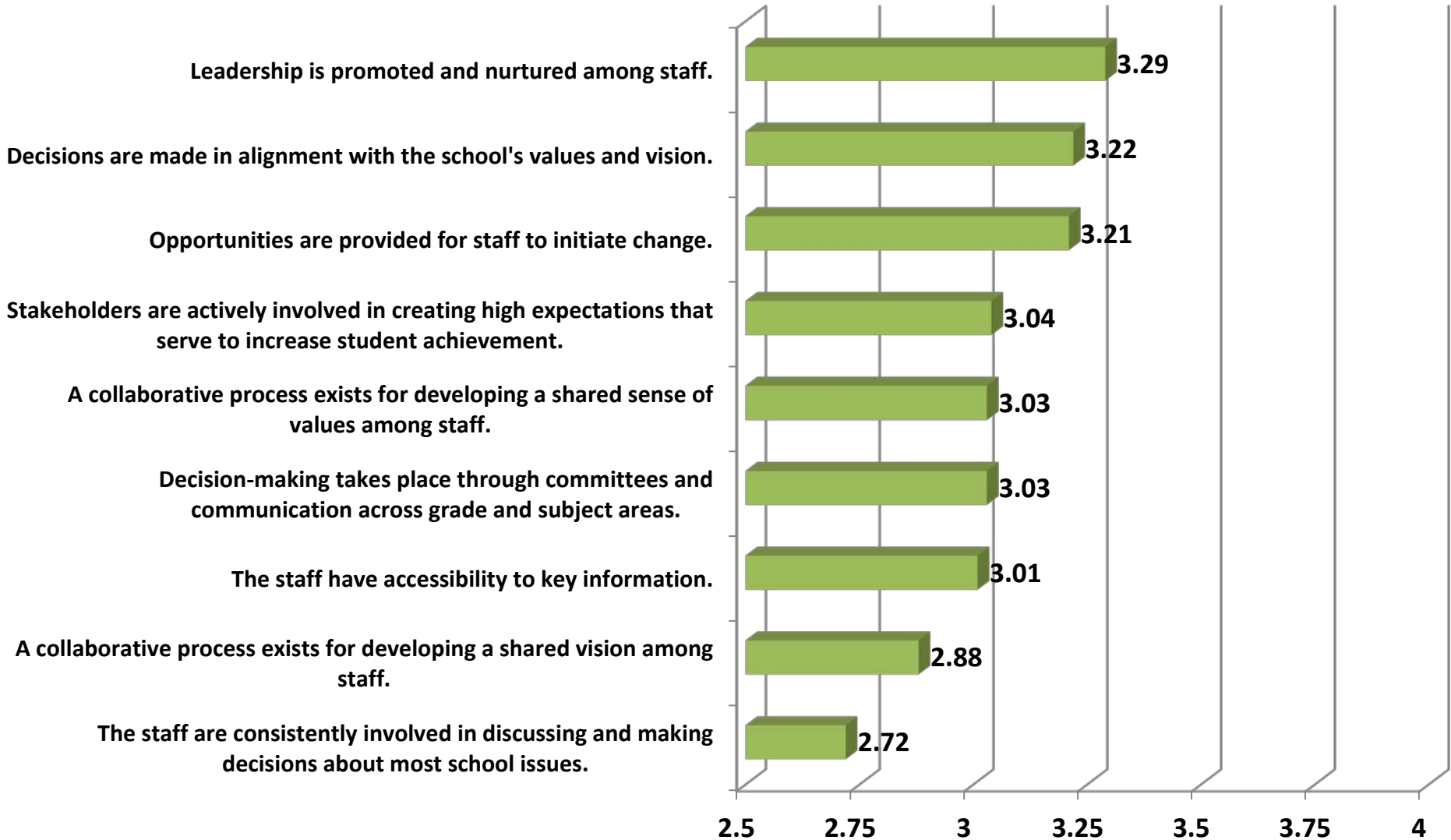
Please indicate your level of agreement for each item.

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



Please indicate your level of agreement for each item. *(Continued)*

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

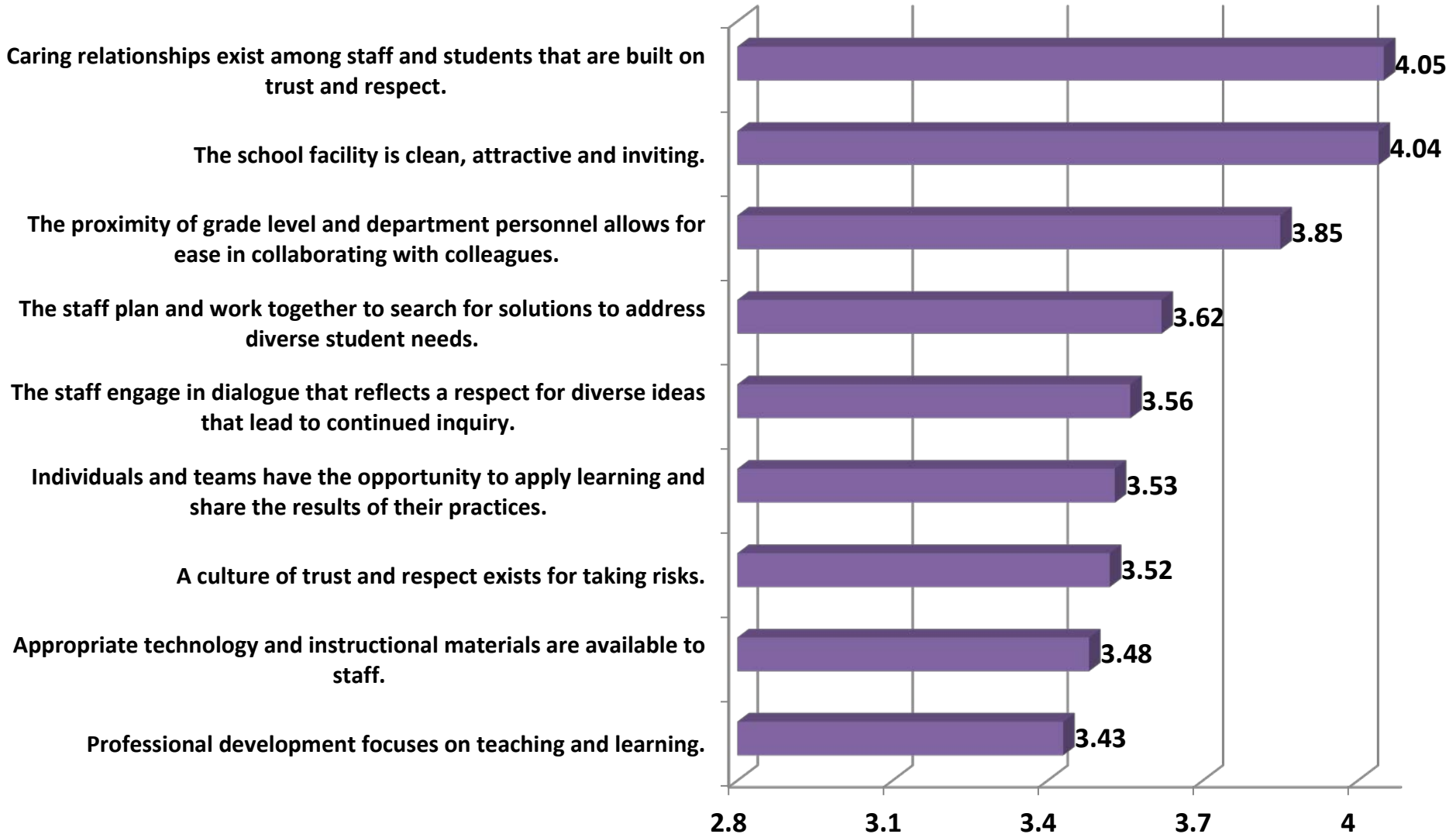


Section IV:

Professional Learning Communities 2

Please indicate your level of agreement for each item.

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



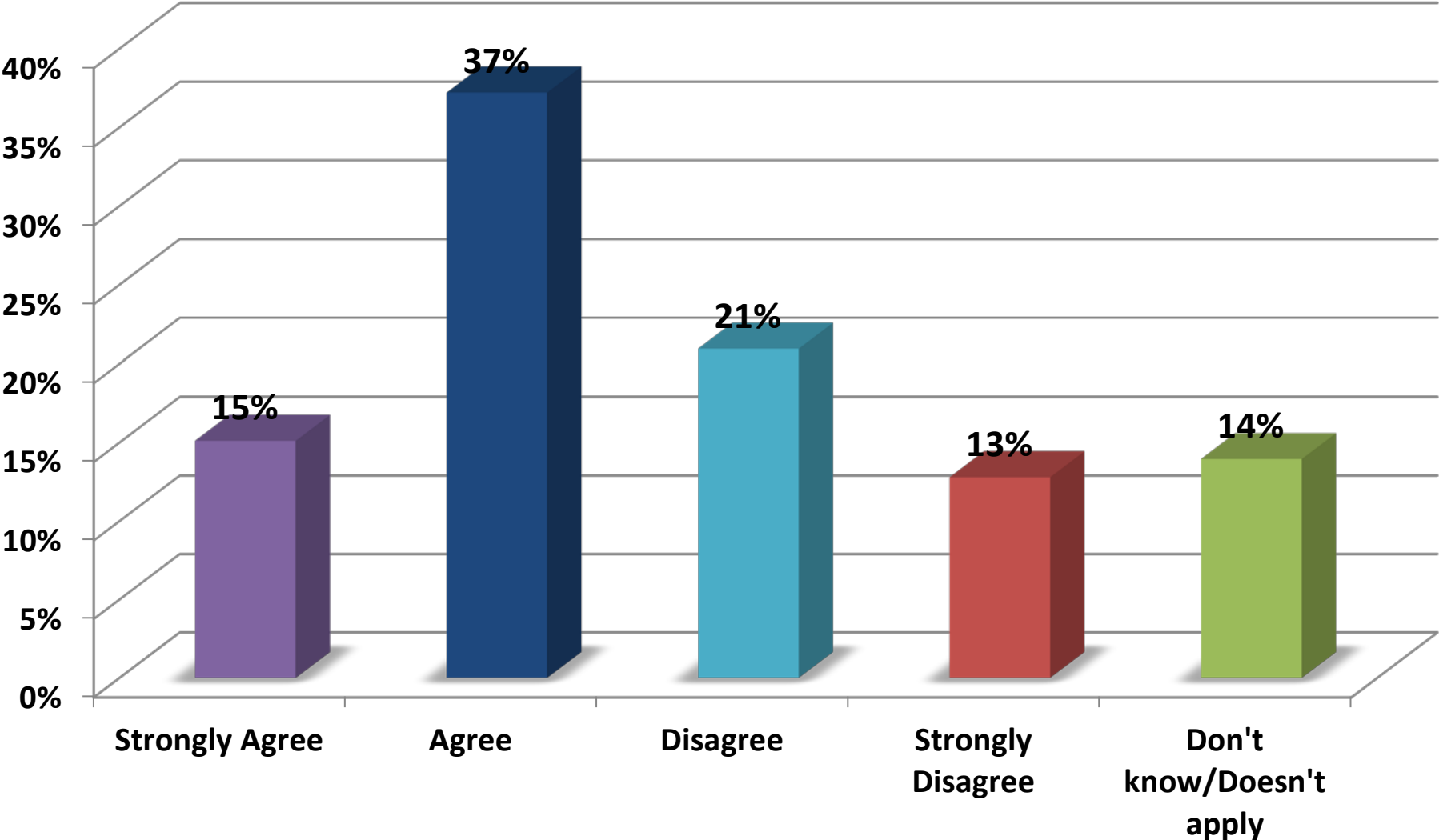
Please indicate your level of agreement for each item.

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

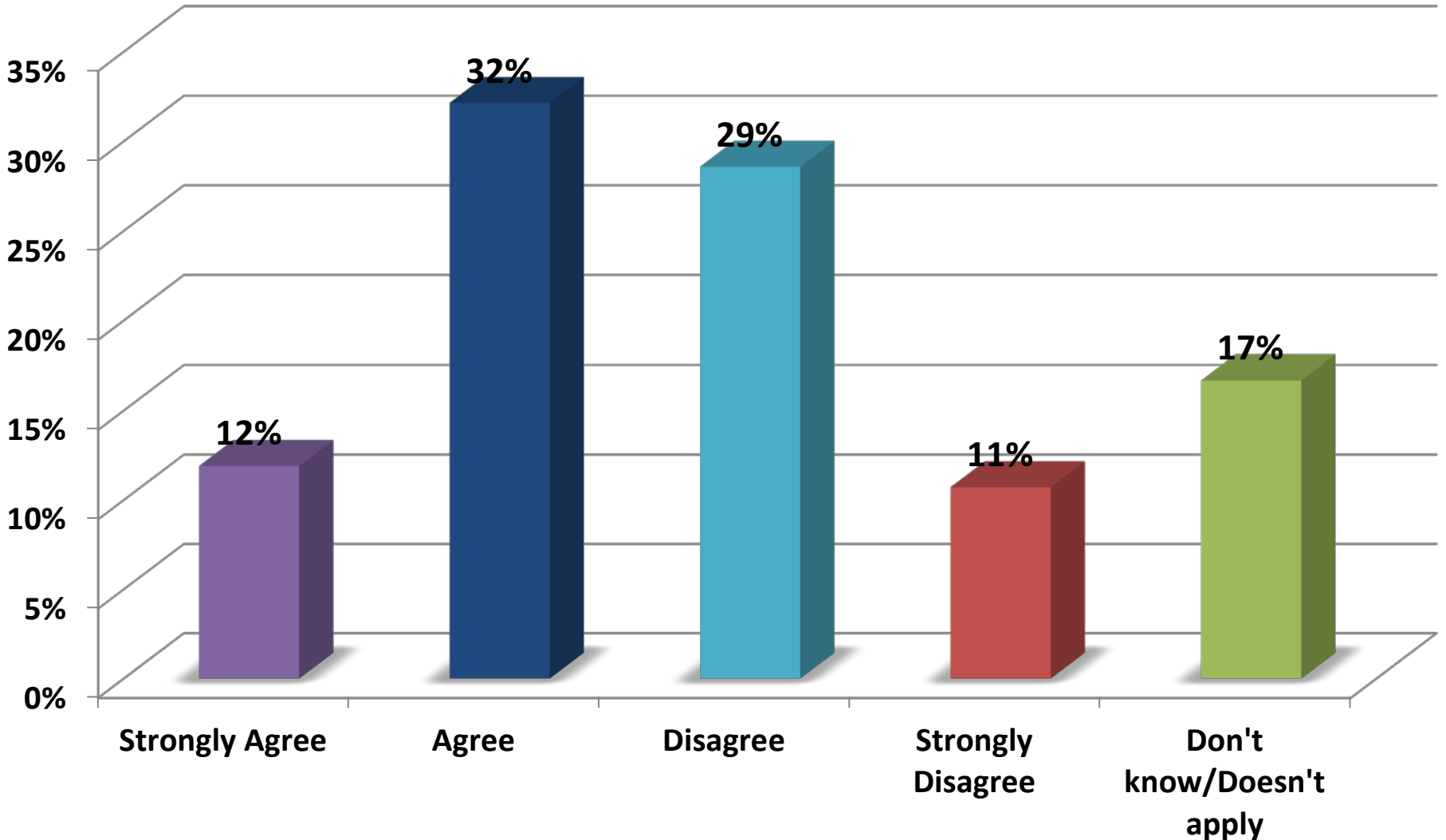


Section V:
Instruction (teachers only)

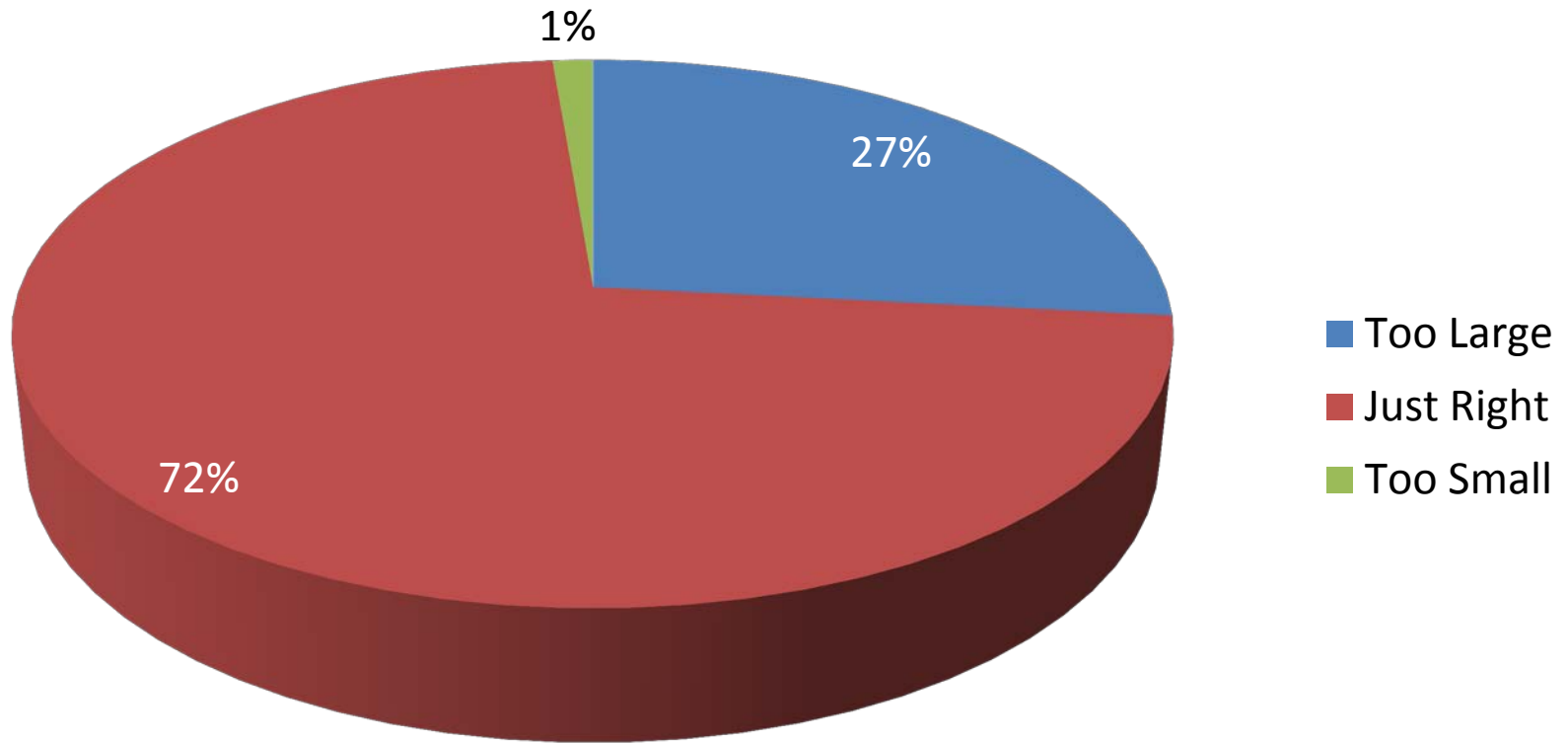
Teachers have time during the school day to prepare for class.



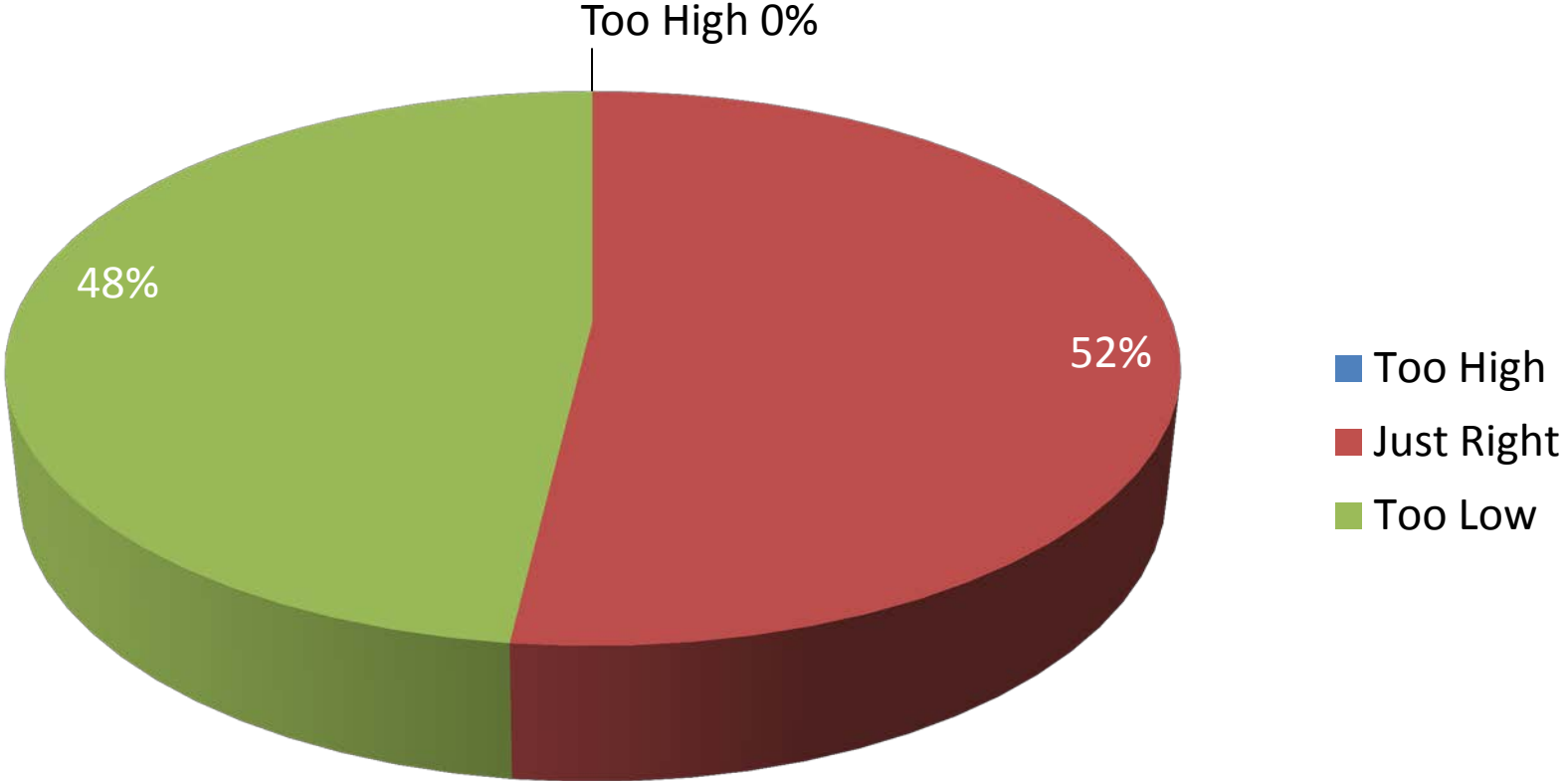
Teachers have time to personalize instruction.



Is your class size or case load:



Academic expectations in this school are:

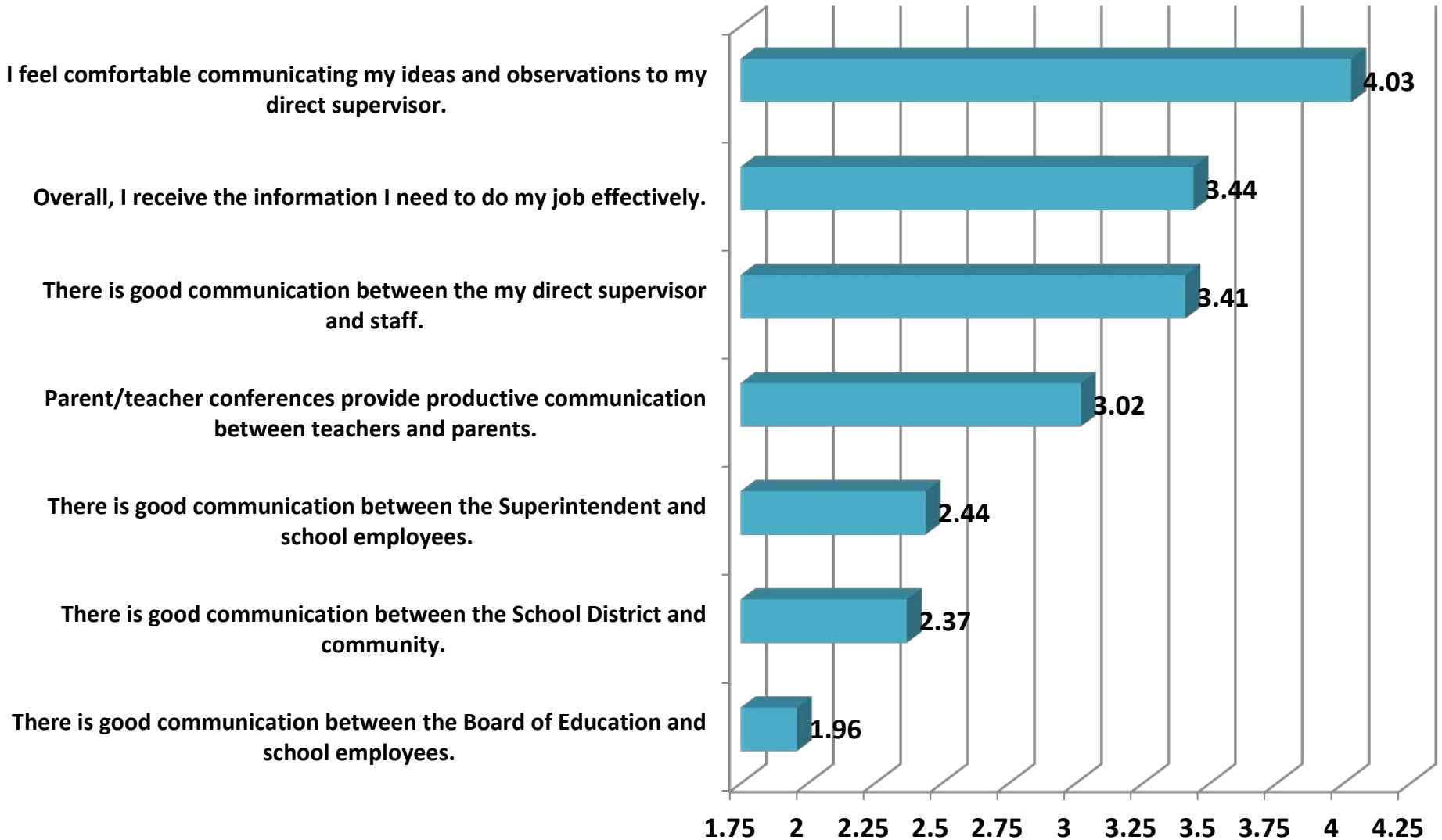


Section VI:

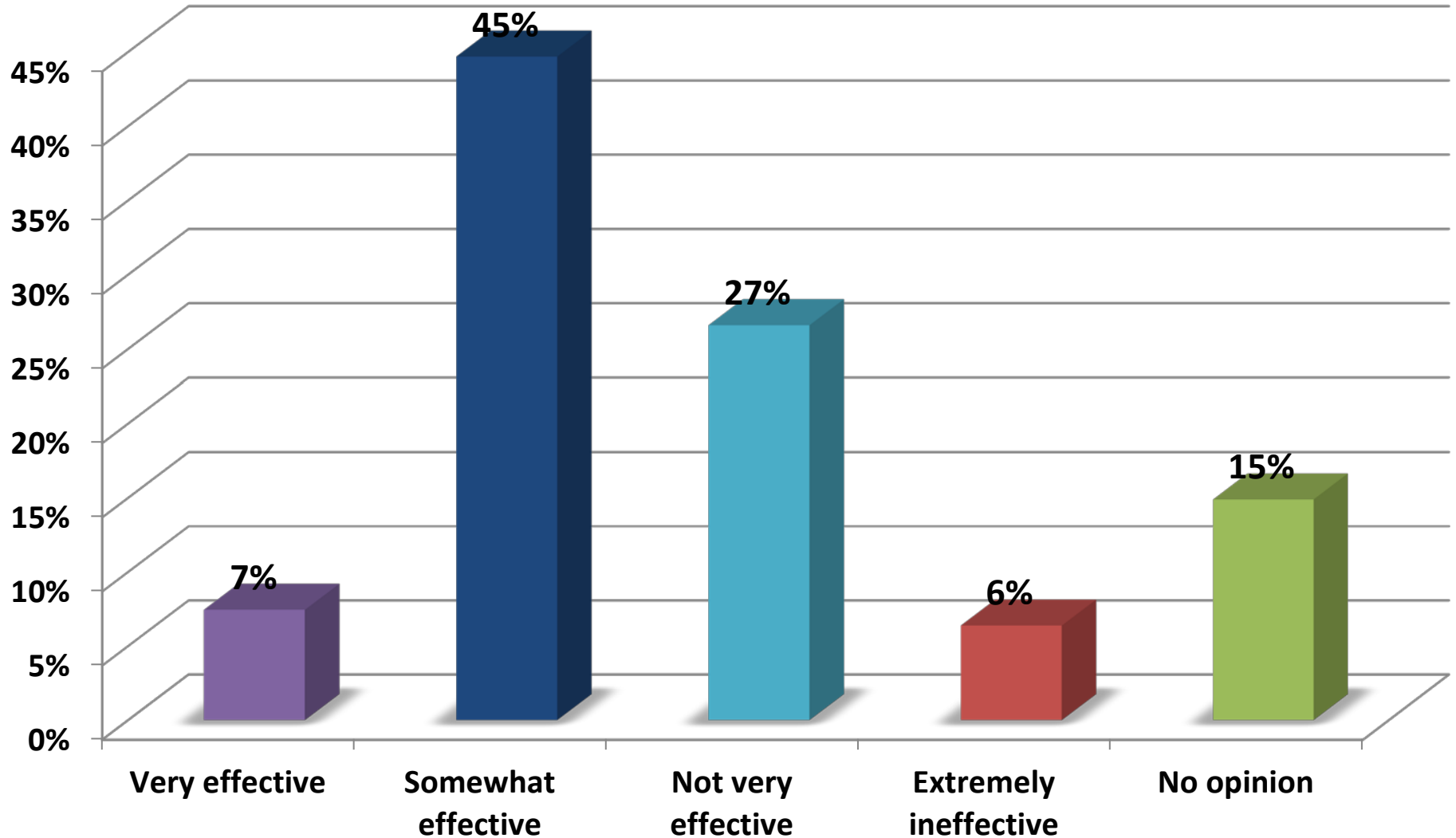
Communications

Please indicate your level of agreement for each item.

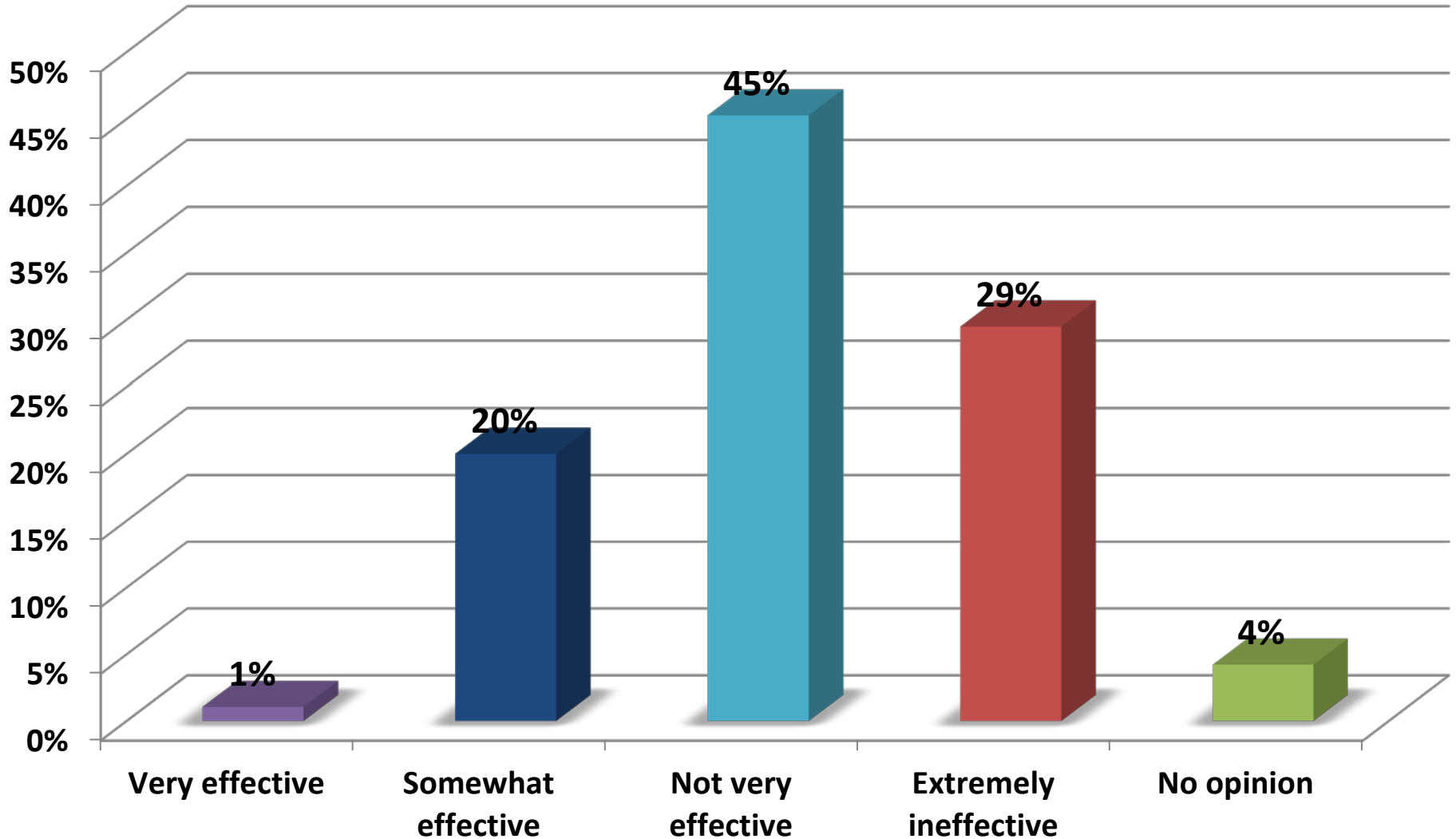
Strongly Agree (5), Agree (4), Disagree (2), Strongly Disagree (1)



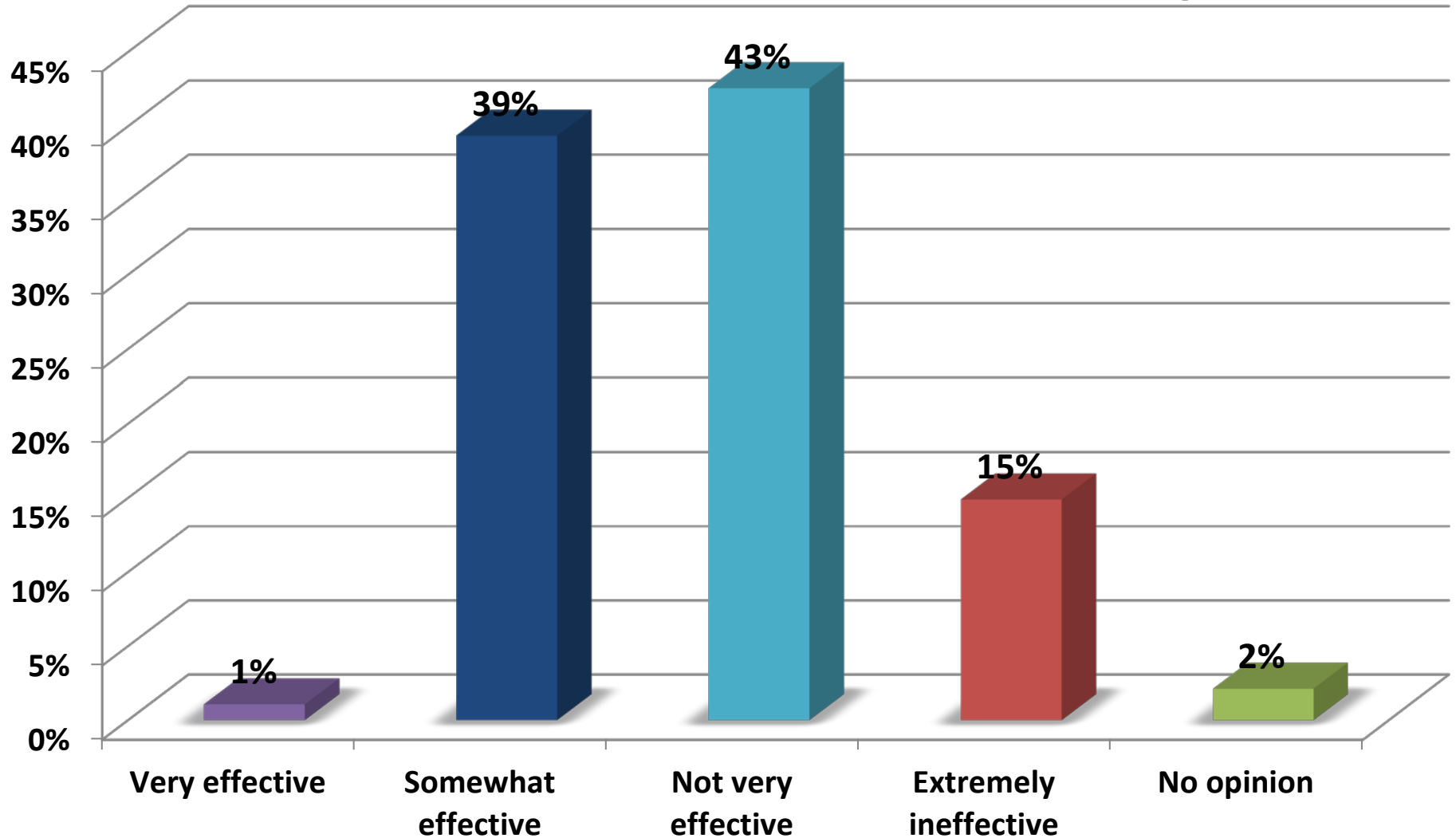
Overall, how effective is the communication between grade levels?



Overall, how effective is the communication between buildings?



Overall, how effective have the School District's internal communication efforts to the staff been over the last year?

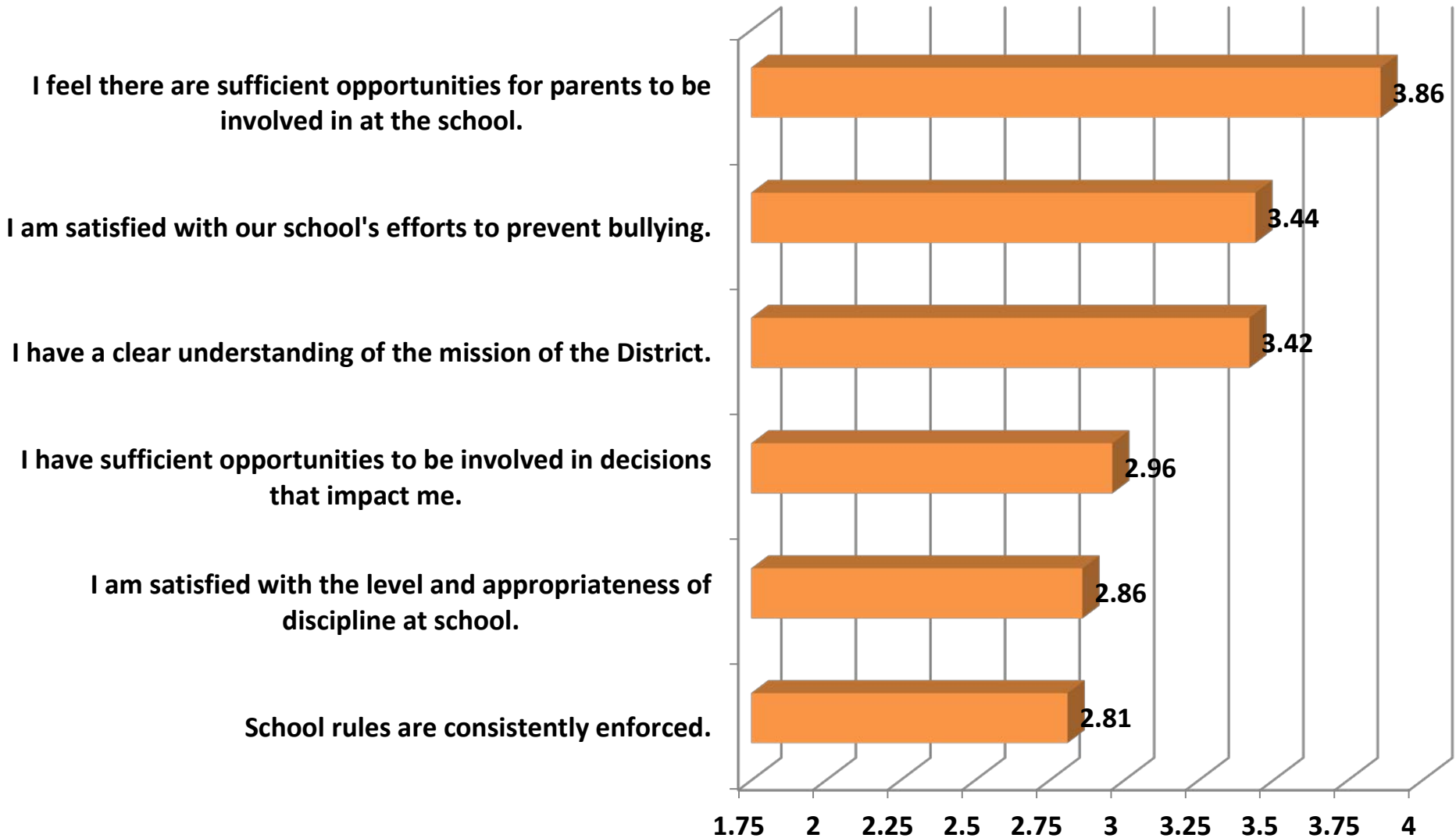


Section VII:

School Feedback

Please indicate your level of agreement for each item.

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

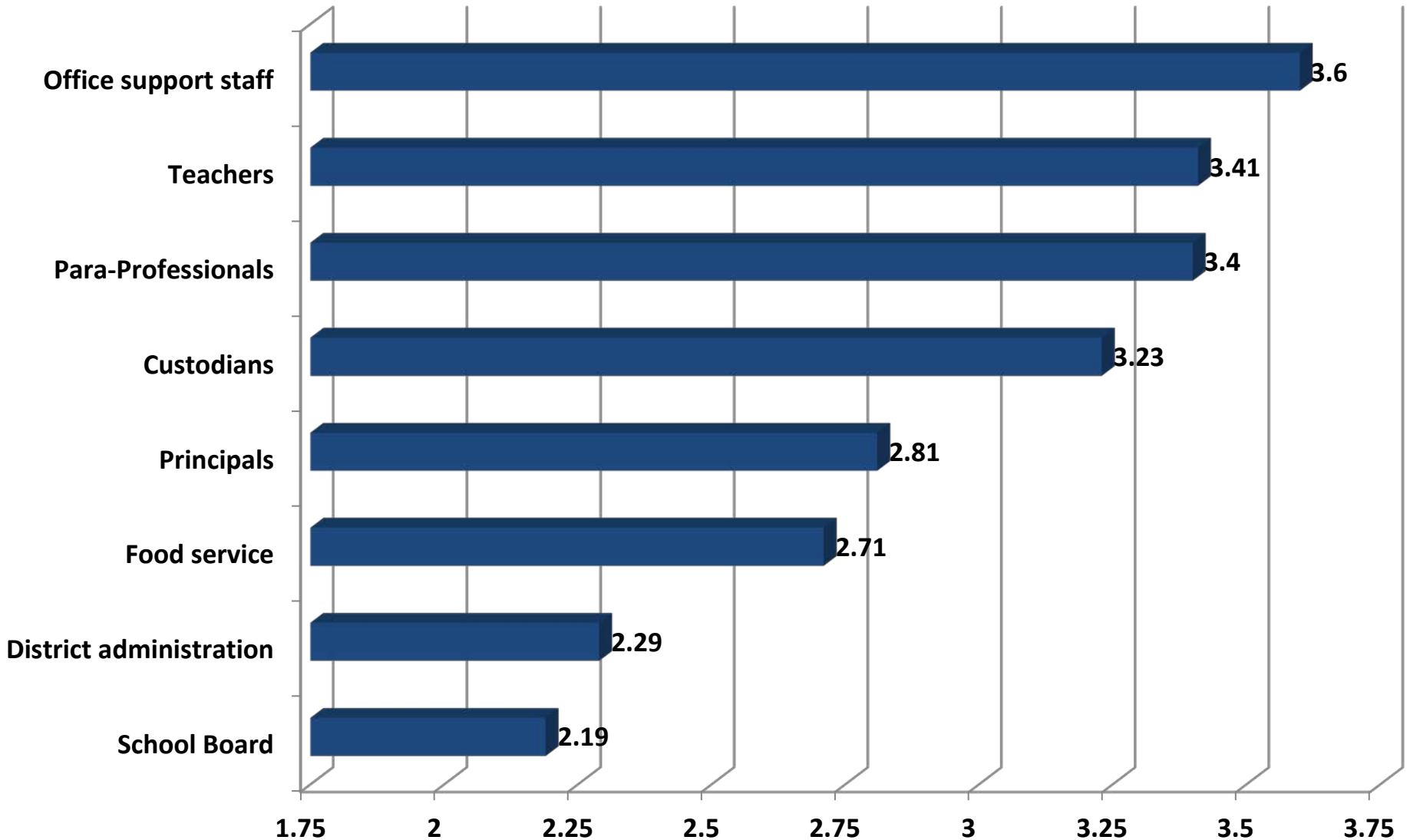


Section VIII:

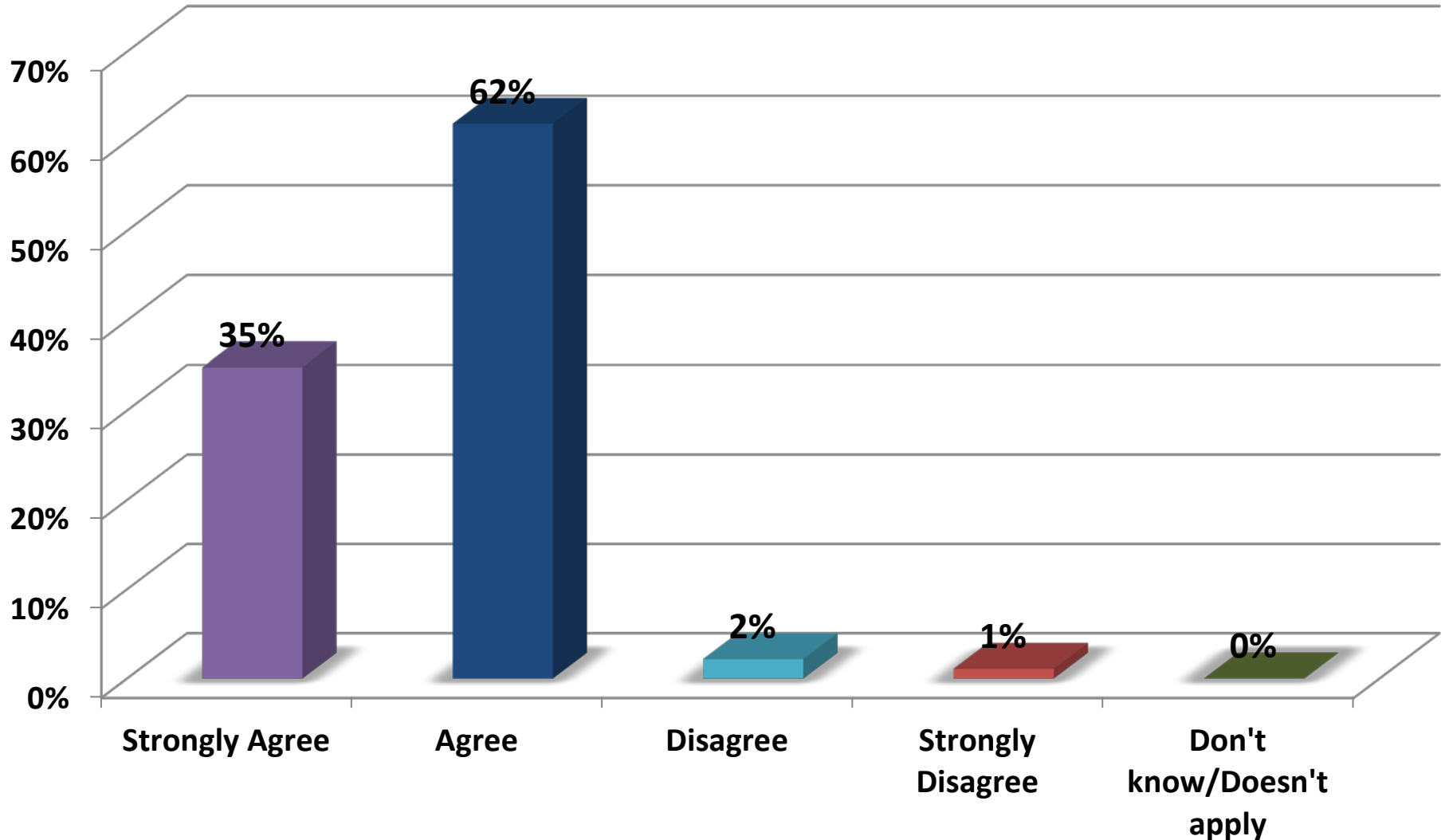
Overall Satisfaction

Please rate your overall perception of District in the following areas:

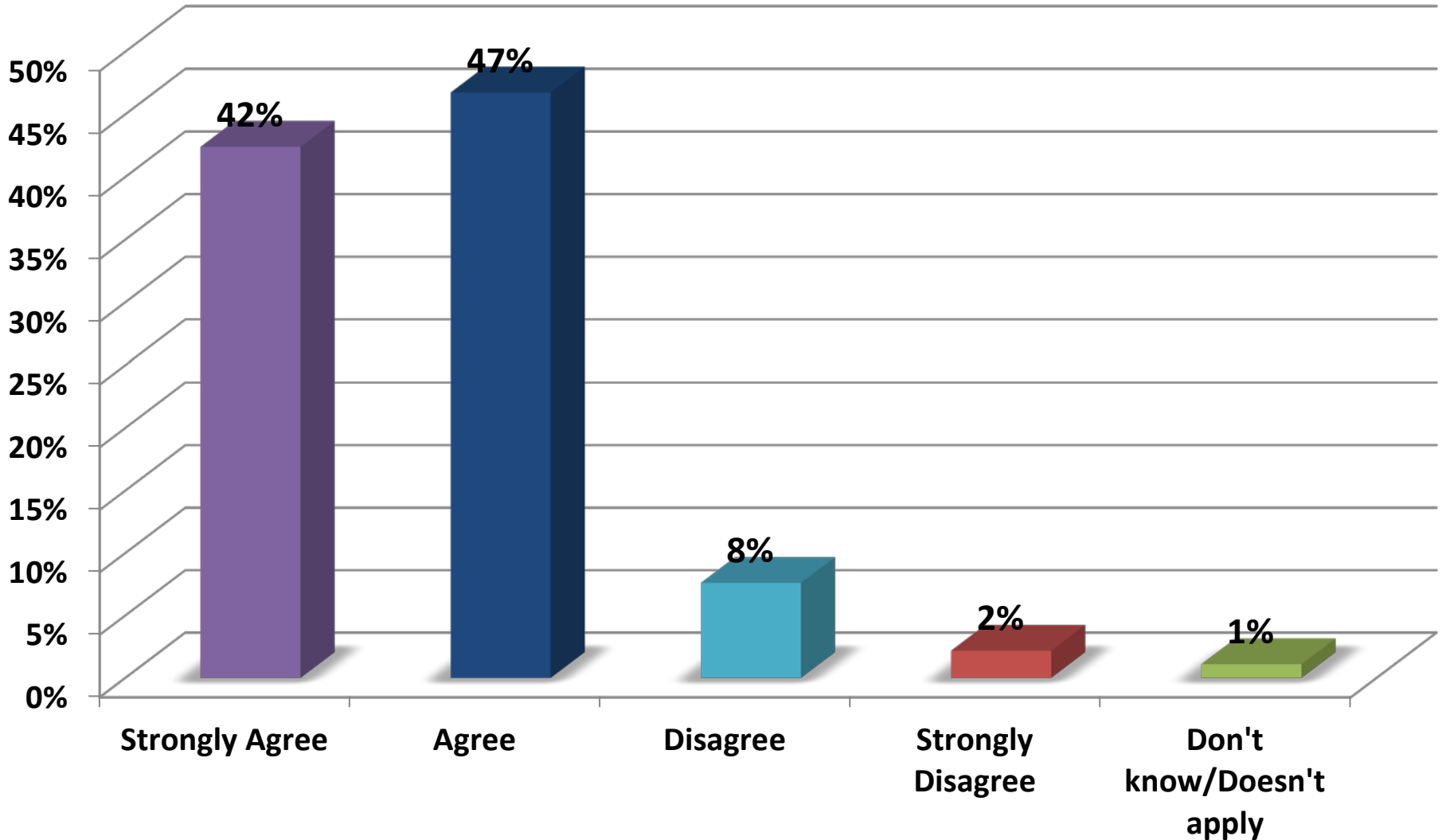
Excellent (4), Good (3), Fair (2), Poor (1)



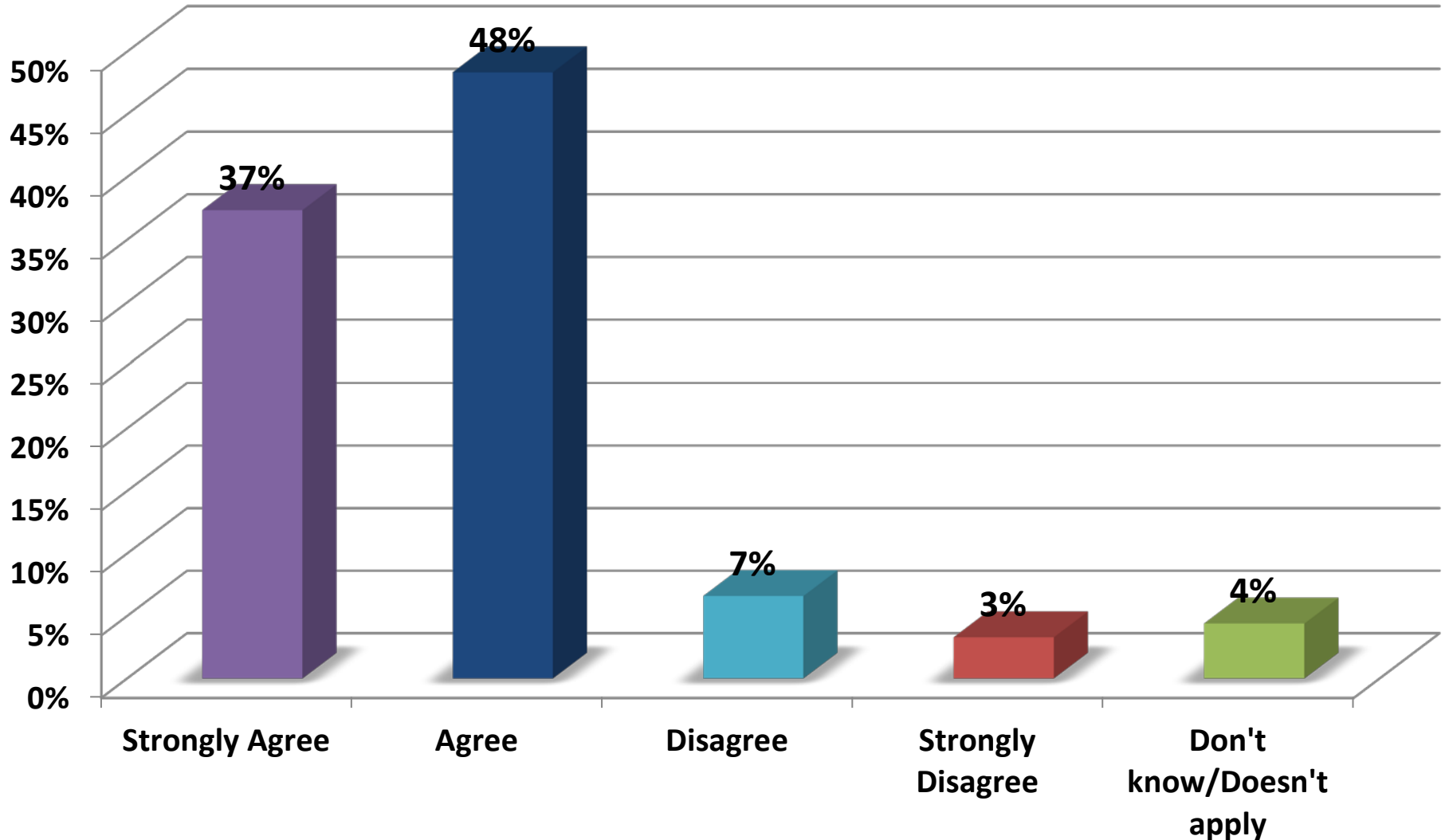
I have a good working relationship with my peers.



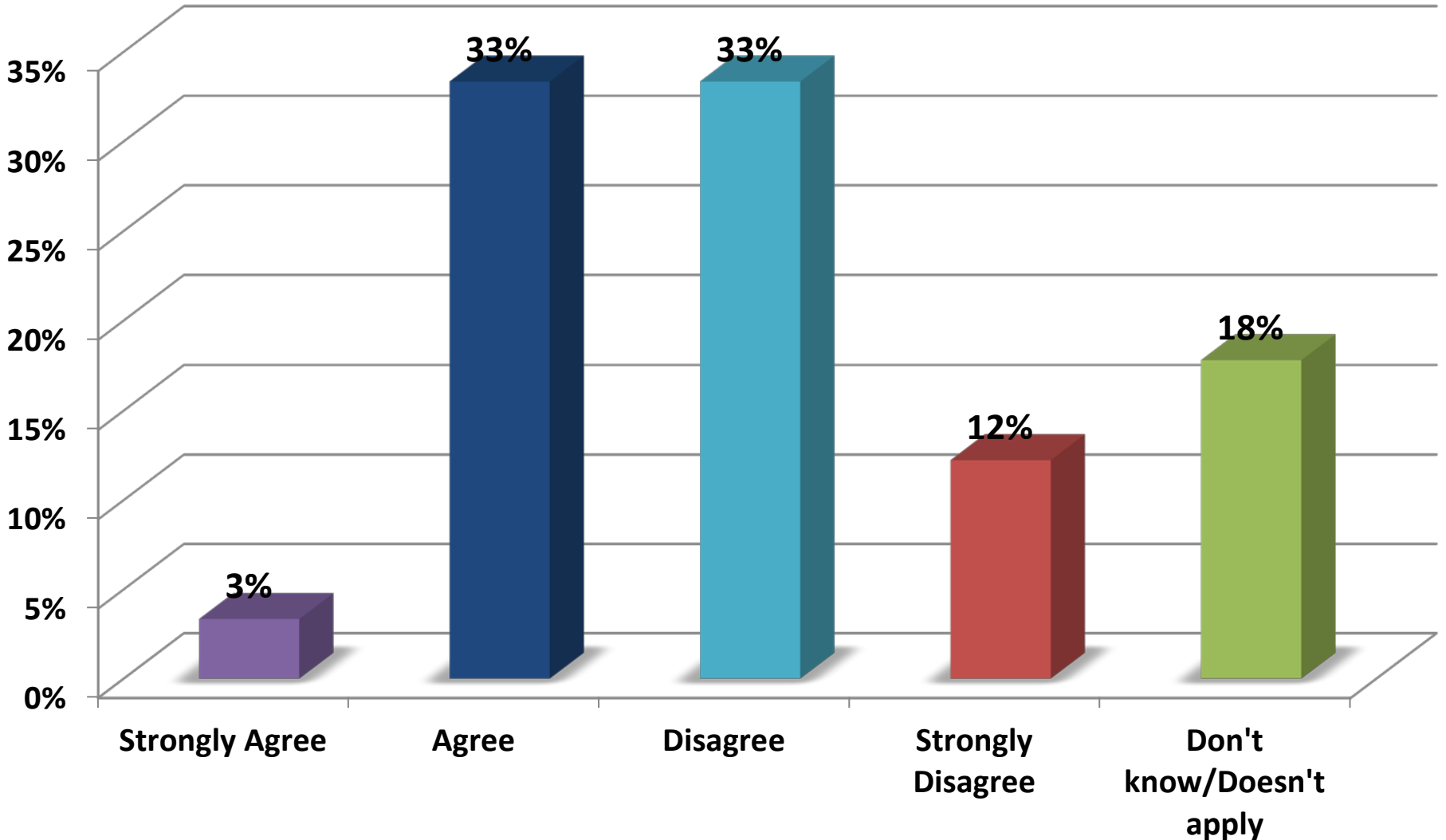
I enjoy going to work.



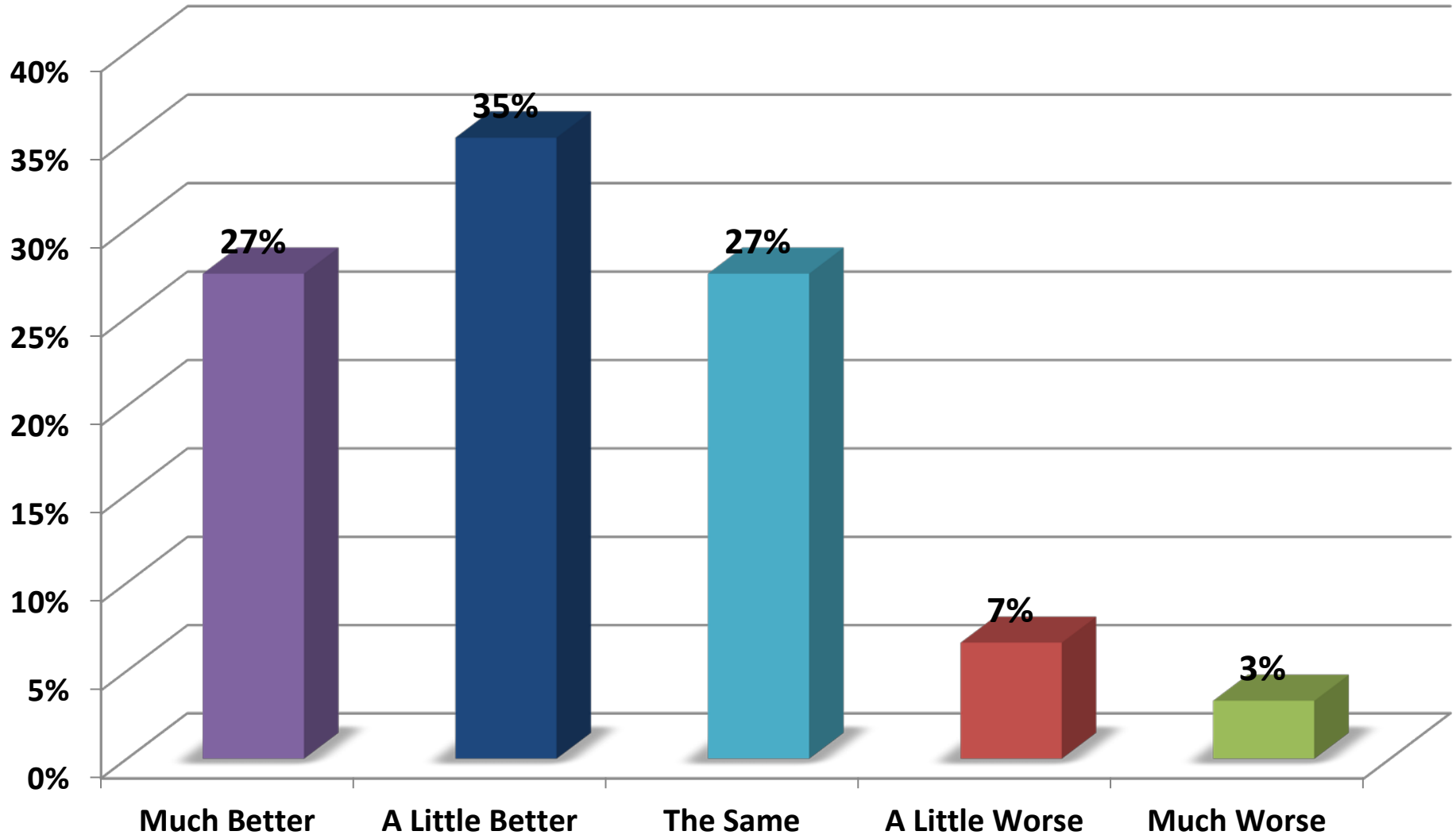
I would recommend this District to a friend moving into the area.



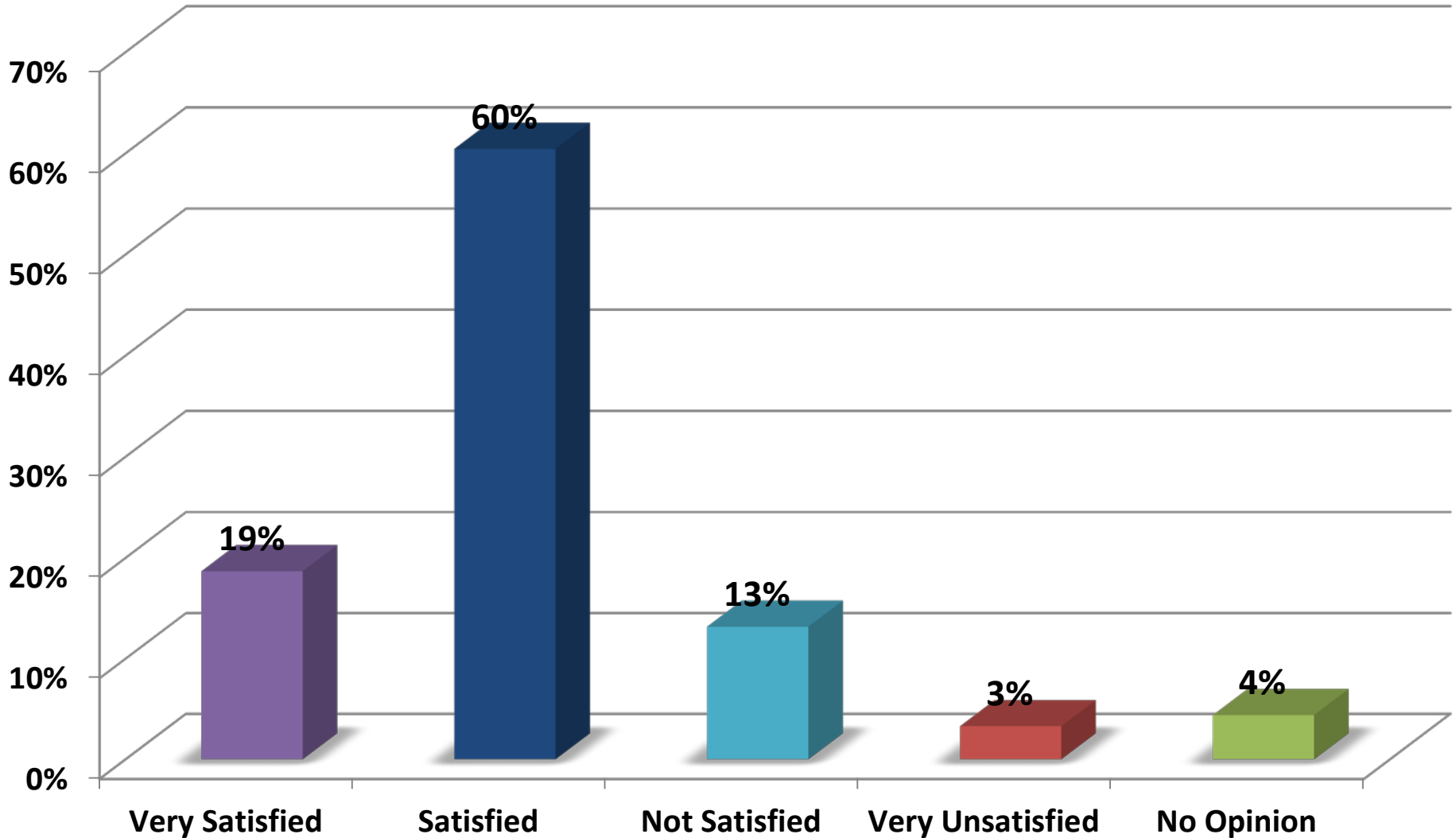
I am satisfied with the financial management of the District.



Overall, how would you rate SASD to neighboring districts?



Overall, how satisfied are you with Spooner Area School District?



Section IX:
Critical Items for School Focus

Critical Items for School Focus (% Yes)

Item	# of Responses	Importance
The staff are consistently involved in discussing and making decisions about most school issues.	58	55%
I am satisfied with the level and appropriateness of discipline at school.	49	47%
The staff plan and work together to search for solutions to address diverse student needs.	46	44%
My direct supervisor is proactive and addresses areas where support is needed.	44	42%
Teachers have time during the school day to prepare for class.	44	42%
My direct supervisor incorporates advice from staff to make decisions.	43	41%
The staff have accessibility to key information.	43	41%
I am satisfied with our school's efforts to prevent bullying.	41	39%
Opportunities are provided for staff to initiate change.	40	38%
There is good communication between the Superintendent and school employees.	39	37%
There is good communication between the Board of Education and school employees.	39	37%
Decision-making takes place through committees and communication across grade and subject areas.	38	36%
There is good communication between the School District and community.	38	36%
Maintaining high expectations for students	37	35%
Improving consistency of curriculum across grade levels	37	35%
School goals focus on student learning beyond test scores and grades.	36	34%

Critical Items for School Focus (% Yes)

Item	# of Responses	Importance
Teachers have time to personalize instruction.	36	34%
A collaborative process exists for developing a shared sense of values among staff.	35	33%
Appropriate technology and instructional materials are available to staff.	35	33%
The staff share visions for school improvement that have an undeviating focus on student learning.	34	32%
A collaborative process exists for developing a shared vision among staff.	34	32%
I feel comfortable communicating my ideas and observations to my direct supervisor.	34	32%
The staff work together to seek knowledge, skills and strategies and apply this new learning to their work.	33	31%
Leadership is promoted and nurtured among staff.	32	30%
Caring relationships exist among staff and students that are built on trust and respect.	32	30%
There is good communication between the my direct supervisor and staff.	32	30%
School rules are consistently enforced.	32	30%
Decisions are made in alignment with the school's values and vision.	31	30%
Professional development focuses on teaching and learning.	31	30%
Stakeholders are actively involved in creating high expectations that serve to increase student achievement.	30	29%
The school facility is clean, attractive and inviting.	30	29%
Overall, I receive the information I need to do my job effectively.	30	29%

Critical Items for School Focus (% Yes)

Item	# of Responses	Importance
I have sufficient opportunities to be involved in decisions that impact me.	30	29%
Collegial relationships exist among staff that reflect commitment to school improvement efforts.	29	28%
I feel there are sufficient opportunities for parents to be involved in at the school.	29	28%
Improving public relations with the community	29	28%
My direct supervisor participates democratically with staff sharing power and authority.	28	27%
Outstanding achievement is recognized and celebrated regularly in our school.	28	27%
Shared values support norms of behavior that guide decisions about teaching and learning.	27	26%
I have a clear understanding of the mission of the District.	27	26%
A variety of opportunities and structures exist for collective learning through open dialogue.	26	25%
A culture of trust and respect exists for taking risks.	26	25%
Parent/teacher conferences provide productive communication between teachers and parents.	26	25%
Policies and programs are aligned to the school's vision.	25	24%
School staff and stakeholders learn together and apply new knowledge to solve problems.	25	24%
Opportunities exist for staff to observe peers and offer encouragement.	25	24%
Fiscal resources are available for professional development.	25	24%
My direct supervisor shares responsibility and rewards for innovative actions	24	23%

Critical Items for School Focus (% Yes)

Item	# of Responses	Importance
The staff engage in dialogue that reflects a respect for diverse ideas that lead to continued inquiry.	24	23%
Individuals and teams have the opportunity to apply learning and share the results of their practices.	24	23%
The proximity of grade level and department personnel allows for ease in collaborating with colleagues.	24	23%
The school schedule promotes collective learning and shared practice.	22	21%
Resource people provide expertise and support for continuous learning.	22	21%
Opportunities exist for coaching and mentoring.	21	20%
Designing effective staff training/professional development	21	20%
Improving how we communicate with our parents and community	19	18%
Building trust among staff	19	18%
Improving in-service activities	18	17%
Setting/enforcing and effective attendance policy	15	14%
Integrating instructional technology into my classroom/work area	13	12%
Maintaining a diversity of curriculum choices	12	11%
Improving staff collaboration	12	11%
Encouraging homework/work outside of class	9	9%
Establishing a vision for the school district	7	7%
Developing/improving our employee handbook	4	4%

Thank you!

