

2016 Spooner Area School District Staff Survey - Similar School Analysis Report

Each statement's Similar School Average Variance is displayed in rank order from the most negative to most positive variance. A variance of 0.2 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 | Spooner Average | Similar School Average (SSA) | SSA Variance |
|--|--|-----------------|------------------------------|--------------|
| <p>Respondents were asked to rate their level of agreement for each item based on the following scale: <i>Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1), Don't know/doesn't apply (0)</i></p> | | | | |
| Change Readiness | Our District has a culture of open dialogue around difficult issues. | 2.15 | 2.95 | -0.80 |
| Change Readiness | I am confident that our District will be able to develop and execute an improvement plan. | 2.87 | 3.54 | -0.67 |
| Change Readiness | There is a process for evaluating the effectiveness of new initiatives. | 2.37 | 2.78 | -0.41 |
| Change Readiness | There is consensus on areas that need improvement in our District. | 2.92 | 3.13 | -0.21 |
| Student Achievement | Student discipline is handled in a consistent manner by all staff. | 2.22 | 2.77 | -0.55 |
| Student Achievement | Students have access to additional support when needed. | 3.32 | 3.68 | -0.36 |
| Student Achievement | Overall, the school offers a high quality academic program. | 3.63 | 3.97 | -0.34 |
| Student Achievement | The social and emotional needs of students are being met. | 3.19 | 3.45 | -0.26 |
| Student Achievement | Learning targets and curriculum objectives for my job assignment are clear. | 3.51 | 3.75 | -0.24 |
| Student Achievement | I have been provided the resources to achieve District learning targets and curriculum objectives. | 3.26 | 3.45 | -0.19 |
| Student Achievement | The academic needs of students are being met. | 3.67 | 3.67 | 0.00 |
| Engagement | I am proud of our District. | 2.94 | 4.01 | -1.07 |
| Engagement | I would recommend this District to others seeking employment. | 2.72 | 3.69 | -0.97 |
| Engagement | It would take a lot to get me to leave this District. | 2.90 | 3.46 | -0.56 |
| Engagement | The amount of work I am asked to do is reasonable. | 3.07 | 3.20 | -0.13 |
| Engagement | I enjoy being involved in events or activities beyond the normal school day. | 3.88 | 3.95 | -0.07 |
| Engagement | My work directly contributes to the overall success of our District. | 4.26 | 4.32 | -0.06 |
| Engagement | My job is personally satisfying. | 4.14 | 4.19 | -0.05 |

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|---------------|--|------|------|-------|
| Communication | I have a good understanding of the plans and goals of our District. | 2.30 | 3.40 | -1.10 |
| Communication | School/department information is communicated effectively to me. | 2.50 | 3.47 | -0.97 |
| Communication | Board policies and procedures affecting me and my work are available and clearly communicated. | 2.48 | 3.41 | -0.93 |
| Communication | Board policies and procedures are easy to understand. | 2.43 | 3.29 | -0.86 |
| Communication | I am kept informed about matters important to my work. | 2.69 | 3.51 | -0.82 |
| Communication | I feel comfortable sharing my ideas and opinions. | 2.73 | 3.34 | -0.61 |
| Communication | I feel our District honestly communicates with me about important issues. | 2.07 | N/A | N/A |

Respondents were asked to rate the communication from various groups based on the following scale:
Great (4), Good (3), Fair (2), Poor (1)

| | | | | |
|---------------|-----------------------------------|------|-----|-----|
| Communication | Custodians/Maintenance | 3.25 | N/A | N/A |
| Communication | Technology Services | 3.07 | N/A | N/A |
| Communication | Food Service | 2.81 | N/A | N/A |
| Communication | Principal/Building Administration | 2.30 | N/A | N/A |
| Communication | School Board | 1.78 | N/A | N/A |
| Communication | District Administration | 1.67 | N/A | N/A |

Respondents were asked to rate their level of agreement for each item based on the following scale:
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1), Don't know/doesn't apply (0)

| | | | | |
|---------|---|------|------|-------|
| Culture | Our school does a good job assimilating new employees. | 2.46 | 3.48 | -1.02 |
| Culture | I have adequate opportunities to participate in decisions that affect me. | 2.66 | 3.36 | -0.70 |
| Culture | Our school/department works hard to find ways to improve. | 3.61 | 4.10 | -0.49 |
| Culture | I can bring about change in my school/department. | 3.53 | 3.81 | -0.28 |
| Culture | Our school/department operates as a team. | 3.41 | 3.66 | -0.25 |
| Culture | My co-workers are willing to help me when I have a heavy workload. | 4.29 | 4.16 | 0.13 |

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|------------------|---|------|------|-------|
| Work Environment | I have the flexibility to do my job the way that I think is most effective. | 3.33 | 3.76 | -0.43 |
| Work Environment | I feel supported by leadership when I make a decision. | 3.32 | 3.75 | -0.43 |
| Work Environment | I feel valued by our community. | 3.29 | 3.53 | -0.24 |
| Work Environment | Based on my interactions with other adults, I feel safe at work. | 4.17 | 4.39 | -0.22 |
| Work Environment | Based on my interactions with students, I feel safe at work. | 4.04 | 4.25 | -0.21 |
| Work Environment | I have been given the materials and supplies I need to do my job effectively. | 3.73 | 3.83 | -0.10 |
| Work Environment | I receive the training I need to do my job well. | 3.61 | 3.69 | -0.08 |
| Work Environment | I have enough time to do my job effectively. | 2.87 | 2.94 | -0.07 |

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|-----------------------------|---|------|------|-------|
| Work Environment | Our classrooms, building and grounds are well maintained. | 4.01 | 3.97 | 0.04 |
| Work Environment | I am satisfied with the technology support available to me. | 3.99 | 3.95 | 0.04 |
| Work Environment | I am satisfied with the technology resources available to me. | 4.07 | 3.88 | 0.19 |
| Health and Wellness | The pace of implementing new initiatives is appropriate. | 2.48 | 2.92 | -0.44 |
| Health and Wellness | I am able to sustain a healthy work-life balance. | 3.18 | 3.24 | -0.06 |
| Health and Wellness | I manage my stress well. | 3.54 | 3.59 | -0.05 |
| Health and Wellness | I get enough sleep. | 3.30 | 3.26 | 0.04 |
| Development and Recognition | I receive ongoing and timely feedback that helps me improve my performance. | 2.62 | 3.39 | -0.77 |
| Development and Recognition | I receive credit and recognition when I do a good job. | 2.80 | 3.33 | -0.53 |
| Development and Recognition | Our District's in-service days are organized and well-planned. | 3.05 | 3.29 | -0.24 |
| Development and Recognition | I have adequate opportunities for training/professional development. | 3.44 | 3.30 | 0.14 |
| Compensation and Benefits | Pay practices are administered consistently for all employees. | 1.94 | 2.90 | -0.96 |
| Compensation and Benefits | Overall, I am satisfied with my benefits. | 2.71 | 3.45 | -0.74 |
| Compensation and Benefits | My benefits are competitive with similar jobs I might find elsewhere. | 2.85 | 3.45 | -0.60 |
| Compensation and Benefits | My pay is fair in relation to my job responsibilities. | 2.62 | 2.82 | -0.20 |
| Compensation and Benefits | Overall, I am satisfied with my pay. | 2.89 | 3.04 | -0.15 |
| Building Leadership | My principal is an effective leader. | 3.18 | 3.76 | -0.58 |
| Building Leadership | The leadership team is consistent when administering policies concerning employees. | 2.57 | N/A | N/A |
| Building Leadership | I trust the members of the leadership team. | 2.81 | N/A | N/A |
| District Administration | The Superintendent/District Administrator presents a positive image to our community. | 1.98 | 3.68 | -1.70 |
| District Administration | District administration is doing what it takes to make our District successful. | 2.08 | 3.36 | -1.28 |
| District Administration | I trust our District's leadership. | 2.11 | 3.30 | -1.19 |
| District Administration | District administration is consistent when administering policies concerning employees. | 2.12 | 3.21 | -1.09 |
| District Administration | District administration is aware of major concerns of employees. | 2.65 | 3.11 | -0.46 |
| School Board | The School Board is doing what it takes to make our District successful. | 2.71 | 3.60 | -0.89 |

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|---|---|------|------|-------|
| School Board | The School Board appropriately balances the mission of our District with fiscal responsibility. | 2.90 | 3.43 | -0.53 |
| School Board | The School Board strives to present a positive image to our community. | 2.93 | N/A | N/A |
| Overall Satisfaction | All things considered, this District is a good place to work. | 2.89 | 3.89 | -1.00 |
| Overall Satisfaction | I am satisfied with the financial management of our District. | 2.36 | 3.21 | -0.85 |
| Overall Satisfaction | Overall, our District has improved over the past year. | 2.57 | 3.16 | -0.59 |
| Overall Satisfaction | Our community supports education. | 3.52 | 3.71 | -0.19 |
| Respondents were asked to rate the District based on the following scale: <i>Much better (5), Better (4), The same (3), Worse (2), Much worse (1)</i> | | | | |
| Overall Satisfaction | How would you rate our District compared to neighboring public school districts? | 2.26 | 3.41 | -1.15 |
| Respondents were asked to grade the District based on the following scale: <i>A (5), B (4), C (3), D (2), F (1)</i> | | | | |
| Overall Satisfaction | What grade would you give us? | 2.82 | 3.61 | -0.79 |