

# **Spooner Area School District Staff Survey**

**Longitudinal Report  
2015 – 2016**

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# Contents

- Respondent Information – 2016..... 3
- Change Readiness ..... 4
- Student Achievement ..... 4
- Engagement ..... 5
- Communication..... 5
- Communication (Continued)..... 6
- Culture ..... 6
- Work Environment..... 7
- Health and Wellness ..... 7
- Development and Recognition ..... 8
- Compensation and Benefits..... 8
- Building Leadership..... 9
- District Administration..... 9
- School Board ..... 10
- Salary..... 10
- Planning ..... 11
- Job Satisfaction ..... 12
- Overall Satisfaction ..... 12

## Year to year differences – what’s significant?

Each section displays various statements in rank order from the most negative to most positive difference. 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 are not scored on a 5-point rubric scale are not colored.

## Respondent Information – 2016

<b>At which location do you spend the most time?</b>	
Spooner Elementary School	39%
Spooner High School	36%
Spooner Middle School	22%
District Office	3%

<b>Including the current year, how many years have you worked for this District?</b>	
1-2	35%
3-5 years	22%
6-10 years	12%
More than 10 years	31%

<b>What best describes your position?</b>	
Classroom Teacher	49%
Educational Specialist (Counselor, Special Education, Librarian, etc.)	15%
Instructional Aide/Paraprofessional	13%
Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.)	11%
Clerical	6%
Other	5%
Administration	1%

## Change Readiness

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
Our District strives to achieve consensus on areas that need improvement.	2.92	2.57	0.35
There is a process for evaluating the effectiveness of new initiatives.	2.37	2.01	0.36
Our District has a culture of open dialogue.	2.15	1.72	0.43
Our District is committed to making needed improvements as they are identified.	2.87	2.42	0.45

## Student Achievement

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
Student discipline is handled in a consistent manner by all staff.	2.22	2.67	-0.45
The social and emotional needs of students are being met.	3.19	3.64	-0.45
Students have access to additional support when needed.	3.32	3.71	-0.39
Learning targets and curriculum objectives for my job assignment are clear.	3.51	3.51	0.00
The academic needs of students are being met.	3.67	3.66	0.01
Overall, the school offers a high quality academic program.	3.63	3.64	-0.01
I have been provided the resources to achieve District learning targets and curriculum objectives.	3.26	3.08	0.18

## Engagement

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
My work contributes to the success of our District	4.26	4.35	-0.09
The amount of work I am asked to do is reasonable.	3.07	3.01	0.06
My job is personally satisfying.	4.14	4.02	0.12
I enjoy being involved in District affiliated activities outside of the normal school day.	3.88	3.73	0.15
I am proud of our District.	2.94	2.63	0.31
I would recommend this District to others seeking employment.	2.72	2.20	0.52
It would take a lot to get me to leave this District.	2.90	2.27	0.63

## Communication

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
School/department information is communicated effectively to me.	2.50	2.59	-0.09
I am kept informed about matters important to my work.	2.69	2.66	0.03
Board policies and procedures are easy to understand.	2.43	2.06	0.37
School board policies and procedures affecting me are available and clearly communicated.	2.48	2.08	0.40
I feel comfortable sharing my ideas and opinions.	2.73	2.12	0.61
I feel our District honestly communicates with me about important issues.	2.07	N/A	N/A
I have a good understanding of the plans and goals of our District.	2.30	N/A	N/A

## Communication (Continued)

The following table displays each item in rank order after a simple average calculation based on the following scale: **Great (4), Good (3), Fair (2), Poor (1)**

<b>How would you rate the communication from:</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
Technology Services	3.07	3.24	-0.17
Principal/Building Administration	2.30	2.40	-0.10
Custodians/Maintenance	3.25	3.26	-0.01
Food Service	2.81	2.81	0.00
District Administration	1.67	1.51	0.16
School Board	1.78	1.46	0.32

## Culture

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
Our school/department works hard to find ways to improve.	3.61	4.02	-0.41
Our school/department is effective at assimilating new employees.	2.46	2.82	-0.36
I can bring about change in my school/department.	3.53	3.71	-0.18
My co-workers are willing to help me when I have a heavy workload.	4.29	4.40	-0.11
I have adequate opportunities to participate in decisions that affect me.	2.66	2.53	0.13
Our school/department operates as a team.	3.41	3.27	0.14

The following table displays an item after a simple average calculation based on the following scale: **Too high (1), Just right (2), Too low (3)**

Expectations for student achievement/performance are:	2.27	2.23	0.04
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## Work Environment

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
I am satisfied with the technology support available to me.	3.99	4.19	-0.20
I have the flexibility to do my job the way that I think is most effective.	3.33	3.46	-0.13
Based on my interactions with students, I feel safe at work.	4.04	4.13	-0.09
Our classrooms, building and grounds are well maintained.	4.01	4.05	-0.04
I have enough time to do my job effectively.	2.87	2.90	-0.03
I am satisfied with the technology resources available to me.	4.07	4.10	-0.03
I have the materials and supplies I need to do my job effectively.	3.73	3.69	0.04
I receive the training I need to do my job effectively.	3.61	3.53	0.08
I feel supported by leadership when I make a decision.	3.32	3.04	0.28
Based on my interactions with other adults, I feel safe at work.	4.17	3.76	0.41
I feel valued by our community.	3.29	2.70	0.59

## Health and Wellness

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
The pace of implementing new initiatives is appropriate.	2.48	2.47	0.01
I get enough sleep.	3.30	3.14	0.16
I manage my stress well.	3.54	3.35	0.19
I am able to sustain a healthy work-life balance.	3.18	2.91	0.27

## Development and Recognition

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2016	2015	Difference
I receive credit and recognition when I do a good job.	2.80	2.83	-0.03
I receive meaningful and timely feedback that helps me improve my performance.	2.62	2.64	-0.02
I have adequate opportunities for training/professional development.	3.44	3.21	0.23
Our District's in-service days are organized and well-planned.	3.05	N/A	N/A

## Compensation and Benefits

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2016	2015	Difference
Pay practices are administered consistently for all employees.	1.94	2.91	-0.97
I am satisfied with my pay.	2.89	3.29	-0.40
My pay is fair in relation to my job responsibilities.	2.62	2.99	-0.37
My benefits are competitive with similar jobs I might find elsewhere.	2.85	3.05	-0.20
I am satisfied with my benefits.	2.71	2.80	-0.09



## Building Leadership

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2016	2015	Difference
My principal is an effective leader.	3.18	3.28	-0.10
The leadership team is consistent when administering policies concerning employees.	2.57	2.21	0.36
I trust the members of the leadership team.	2.81	2.24	0.57

## District Administration

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

Please indicate your level of agreement for each item.	2016	2015	Difference
District Administration is responsive to major concerns of employees.	2.65	2.77	-0.12
The Superintendent/District Administrator presents a positive image to our community.	1.98	2.08	-0.10
District administration is doing what it takes to make our District successful.	2.08	1.97	0.11
District administration is consistent when administering policies concerning employees.	2.12	1.99	0.13
I trust our District's leadership.	2.11	N/A	N/A

## School Board

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: **Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)**

<b>Please indicate your level of agreement for each item.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
The School Board strives to present a positive image to our community.	2.93	2.31	0.62
The School Board is doing what it takes to make our District successful.	2.71	1.96	0.75
The School Board appropriately balances the mission of our District with fiscal responsibility.	2.90	N/A	N/A

## Salary

The following table displays each item in rank order after a simple average calculation based on the following scale: **Most important (1), Least important (10)**

<b>Please rank the following factors based on their importance in a compensation system.</b>	<b>2016</b>	<b>2015</b>	<b>Difference</b>
National Board for Professional Teaching Standards/Master Teacher	6.57	6.86	-0.29
Educator's evaluation	5.12	5.34	-0.22
Additional skills (certifications, foreign language proficiencies etc.)	4.71	4.85	-0.14
Market demand (hard-to-staff assignment, certification in area of short supply)	5.45	5.55	-0.10
Advanced degrees (Master's, specialist, Ph.D., Ed. D.)	3.28	3.28	0.00
Additional work duties (coach, curriculum writing, research etc.)	5.42	5.32	0.10
Licensure for PI 34 (Initial Educator, Processional or Master)	5.76	5.56	0.20
Length of service	4.01	3.75	0.26
Student Learning Outcomes	6.04	5.62	0.42
Professional Development Activities (Provided by our district)	7.27	N/A	N/A

## Planning

<b>To provide a quality education for all students, please check a maximum of five of your highest priorities:</b>	<b>2016</b>	<b>2015</b>
Recruit and retain high-quality staff	85%	67%
Prepare students for life after high school—whether this be college or career	62%	65%
Provide/expand support services when students have difficulty learning	62%	55%
Provide training/development opportunities to enhance skills of staff	38%	42%
Provide additional counseling, psychologist and social work services	37%	30%
Develop new and innovative programs to improve student learning	36%	42%
Improve communications with our parents and community	35%	38%
Improve co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	31%	32%
Develop further community/business partnerships	19%	15%
Adapt the way we educate students to follow State standards	14%	10%
Increase the number of AP/honors courses	14%	18%
Improve technical education opportunities	12%	18%
Improve school safety and security	10%	5%
Expand technology access for students and staff	9%	13%
Improve student/staff technology access	8%	5%

## Job Satisfaction

Please check <u>up to four</u> of your most important job satisfaction factors:	2016	2015
Compensation/Salary	58%	51%
Good leadership/planning	50%	42%
Working conditions/healthy culture	49%	48%
Support from supervisors	43%	36%
Support from co-workers	41%	28%
Effective communications	39%	40%
Meaningful work	39%	43%
Benefits	34%	33%
Job security	21%	35%
Job training/professional development	11%	9%
Recognition	8%	11%
Feeling safe in the workplace	6%	7%

## Overall Satisfaction

The following table displays each item in rank order after a simple average calculation for various statements based on the following scale: <b>Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)</b>			
Item	2016	2015	Difference
I am satisfied with the financial management of our District.	2.36	2.06	0.30
All things considered, this District is a good place to work.	2.89	2.30	0.59
Our community supports education.	3.52	2.84	0.68
Overall, our District has improved over the past year.	2.57	1.71	0.86
The following table displays an item after a simple average calculation based on the following scale: <b>A (5), B (4), C (3), D (2), F (1)</b>			
What grade would you give us?	2.82	2.56	0.26
The following table displays an item after a simple average calculation based on the following scale: <b>Much better (5), Better (4), The same (3), Worse (2), Much worse (1)</b>			
How would you rate our District compared to neighboring public school districts?	2.26	2.09	0.17