

RIVERSIDE PUBLIC SCHOOL DISTRICT 96

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Morale Survey Overview: Presented to the Board of Education

Dates: November 5, 2025 (tabled and rescheduled: Presented December 3, 2025)

April 15, 2026 (includes February 2026 data)

On October 14, 2025, District 96 administered the EAB Staff Morale Survey to all certified and non-certified staff members across our five schools. On February 13, 2026 the survey was re-administered to gather mid year data using the same survey instrument.

This marks the second year we have used the EAB platform for a staff morale survey. In preceding years (since 2021) we utilized a staff morale survey developed by Eklund Consulting/Vital Network.

Note: An addendum prepared by Educational Leadership Solutions was added to this document for December 3, 2025. This document provides an overview and comparison of 2025 5Essentials District Report, 2025 EAB Morale Survey and 2022 Family Engagement Survey. This comparison was supported by ChatGPT.

The shift to the EAB survey was a collaborative decision involving teachers, staff, and administrators. The EAB tool was selected for two key reasons:

1. Differentiated Feedback: It specifically allows us to gather and analyze feedback at both the building level and the district level, providing a more granular understanding of morale.
2. Cost-Effectiveness: Our existing partnership with EAB made this the most cost-effective option for the district.

February 2026 Survey Participation

School Name	Fall 2025 Total Responses	February 2026 Total Responses
Total District	207	169

Ames	57	42
Blythe Park	23	24
Central Elementary School	45	38
Hollywood Elementary School	19	17
Hauser Junior High School	63	48
District 96 Administration Center	0	(-1)

Initial Comparisons and Key Findings

This table compares key data points across the last four survey administrations, including the current February 2026 results.

Metric	Fall 2024	Winter 2025	Spring 2025	Fall 2025	February 2026 (Current)	Key Insight
District Participation	184	187	151	207	169	
District Overall Score	3.63	3.62	3.52	N/A	3.70	

Highest Disagreement Area	Recognition and Value (32%)	Recognition and Value (30%)	Time and Resources (24%)	Recognition and Value (23%)	Recognition and Value (20%)	Recognition and Value remains the priority area, but the overall percentage of staff disagreeing is smaller.
Top Disagreement Question (General)	In the past week, I've received recognition for doing my job well (41%)	Teachers are recognized for excellent work by district leaders (41%)	My opinions are heard and valued by district leaders (40%)	I am treated fairly by my colleagues (48%)	I see a path for professional advancement in my district (30%)	
Top Disagreement in Priority Area	Teachers are recognized for excellent work by district leaders (38%)	Teachers are recognized for excellent work by district leaders (41%)	Most days, I have a manageable workload (39% - Time and Resources)	Teachers are recognized for excellent work by district administrators (29%)	Teachers are recognized for excellent work by district leaders (27%)	

Area of Strength	Personal safety best overall	Personal safety and belonging	Recognition and value	Personal safety and belonging	Personal safety and belonging	Overall results are more positive. Personal safety and belonging continues to lead as an area of strength.
"Leadership communicated actions..."	37% disagree / 34% agree	~49% disagree / 28% agree	~45% disagree / 32% agree	Omitted	20% Disagree/27% Agree	

Survey Adjustments

In comparing the Spring 2025 and Fall 2025 survey results, we noted that three key comparison questions were omitted and will be added back for the mid-year and end-of-year administrations. The omitted questions were added for the February 2026 administration of the survey.

The following questions were included in February 2026.

1. How would you rate your overall satisfaction level with: My School District
2. How would you rate your overall satisfaction level with: My School
3. District leadership has communicated clear actions they will take in response to previous staff survey results.
4. Is there anything else you would like to share about morale in District 96 or at your school?
(Open-ended)

In addition to this tri-annual survey (Fall, February, May), the district gathers morale-based feedback through multiple formal and informal channels, including: exit interviews, "stay" interviews with newly tenured staff (new this year), specific feedback after each professional development session, and the required 5Essentials survey.

Review Process and Action Planning

The review and utilization of these morale survey results occur through a collaborative, multi-tiered approach:

- Building Leadership Teams (BLTs): These teams are in a key position to review and discuss data at the building level and make actionable changes within their respective schools.
- Riverside Education Council (REC): This representative group reviews the data for broader implications.
- Goal 3 Action Team (High-Quality Staff): This team, which focuses on recruiting, retaining, and developing exceptional staff, utilizes the data to inform its goals and strategies at the district level.
- District Leadership Team (DLT): The DLT reviews the combined findings and tracks progress across the district.

Each team reviewing the data is encouraged to identify **two specific areas for focus and improvement**. These targeted action items are then discussed and tracked throughout the year across all review teams.


Communication and visibility with district office team was an identified area for action. This area was agreed to with the Goal 3 Action Team and the Riverside Education Council. Based on this survey feedback, a staff communication “hub” was developed by Molly Marquardt and was shared with staff. The staff communication hub provides key resources for staff. In addition, it provides for a regular update from committees and action teams. The superintendent has added “Thursday office hours” at the schools for the spring trimester. District office continues to make additional strides with communication and connection with District 96 staff.

The Goal 3 Action Team has identified a need to unify the process steps involved in working on a district committee or action team. We identified improving a more unified process as the next strategic plan is approved and new action teams are formed.

Additional Recommendation: EAB is a professional partnership that involves a paid membership fee. The annual fee has been part of a three year membership agreement expiring in Sept. 2026. Given the planned leadership transition, it is recommended that District 96 discontinue the current membership with EAB. The most important service in the EAB agreement is the use of the morale survey. It is recommended that District 96 shift from the EAB morale survey to the Panorama Morale Survey. The Panorama survey has the potential to include staff, parents and students. The Illinois State Board of Education has recently allowed for the Panorama Survey to replace the currently used 5Essentials survey. The district will consider administering both surveys and/or discontinuing the 5Essentials survey. The shift in survey tools will be reviewed with the District Leadership Team and building leadership teams, the Goal 3 Action Team and the Riverside Education Council. A final decision will be made by the end of the 2025-2026 school year.

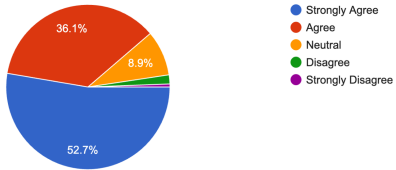
District 96 Staff Morale Survey Results

Feb. 13, 2026

		
Overall District Score		3.70
Focus Areas Ranked by Highest Disagreement		
Threat Area	Average of Total % of Disagree & Strongly Disagree Per Question	
Recognition & Value	20%	
Professional Growth	17%	
Ownership & Input	13%	
Time & Resources	14%	
Leadership Trust & Values Alignment	12%	
Personal Safety & Belonging	6%	
Top Questions Scoring Highest In Disagreement		
Question	Sum of % of Disagree & Strongly Disagree Responses per Question	Morale Focus Area
*My district's mission and values are reflected in the actions of district leaders.	17%	Leadership Trust and Values Alignment
*I am treated fairly by district leaders.	14%	Leadership Trust and Values Alignment
*I understand how my daily work contributes to my school district's mission.	4%	Leadership Trust and Values Alignment
*My opinions are heard and valued by district leaders.	27%	Ownership and Input
*I have ownership and control over my	7%	Ownership and Input
*In my current role, I get to do what I do best every day.	4%	Ownership and Input
*The benefits provided by my district meet my needs.	16%	Personal Safety and Belonging
*I feel safe at school.	5%	Personal Safety and Belonging
*I am treated fairly by my colleagues.	2%	Personal Safety and Belonging
*Someone seems to care about me at school.	1%	Personal Safety and Belonging
*I see a path for professional advancement in my district.	30%	Professional Growth
*In the past year, my district has provided opportunities for me to learn and grow as a teacher.	15%	Professional Growth
*My school leader (or other direct supervisor) supports my career aspirations and goals.	7%	Professional Growth
*Teachers are recognized for excellent work by district leaders.	27%	Recognition and Value
*In the past week, I've received recognition for doing my job well.	17%	Recognition and Value
*I feel valued for my work as a teacher.	14%	Recognition and Value
*Most days, I have a manageable workload.	17%	Time and Resources
*I have the materials and resources needed to do my job well.	16%	Time and Resources
*I have the training and skills I need to do my best at work.	8%	Time and Resources

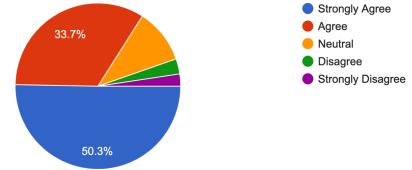
I am treated fairly by my colleagues.

169 responses



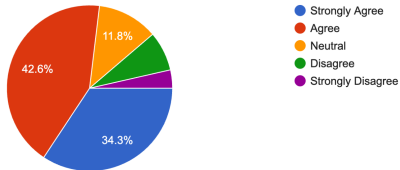
I am treated fairly by my school leaders.

169 responses



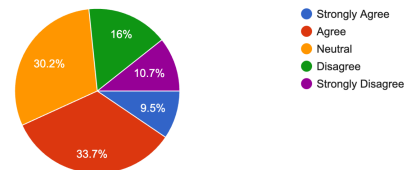
My opinions are heard and valued by school leaders.

169 responses



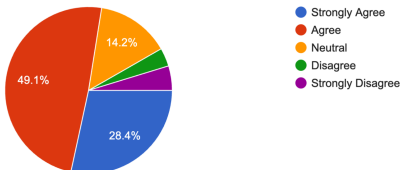
My opinions are heard and valued by district leaders.

169 responses



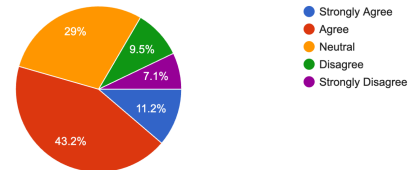
My district's mission and values are reflected in the actions of school leaders.

169 responses



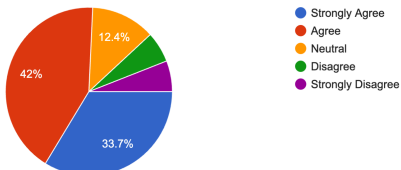
My district's mission and values are reflected in the actions of district leaders.

169 responses



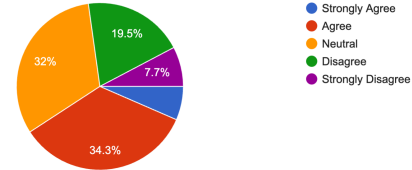
Teachers are recognized for excellent work by school leaders.

169 responses



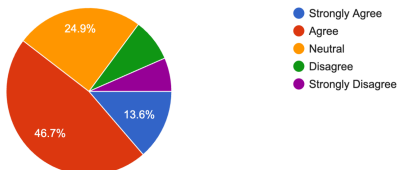
Teachers are recognized for excellent work by district leaders.

169 responses



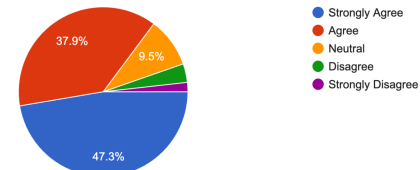
How would you rate your overall satisfaction level with: My School District

169 responses

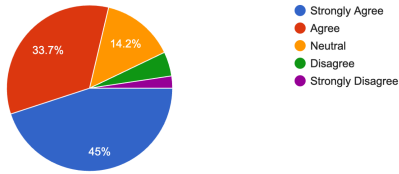


How would you rate your overall satisfaction level with: My School

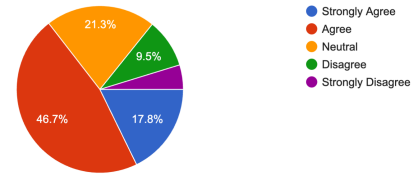
169 responses



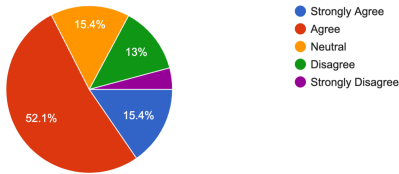
My school leader (or other district supervisor) supports my career aspirations and goals.
169 responses



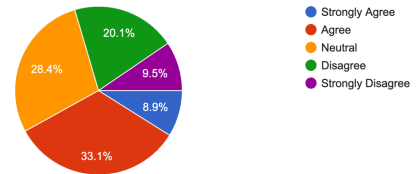
I am treated fairly by district leaders.
169 responses



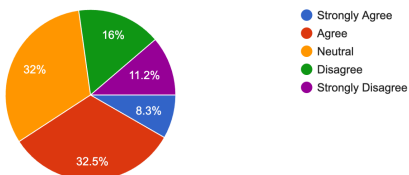
Most days, I have a manageable workload.
169 responses



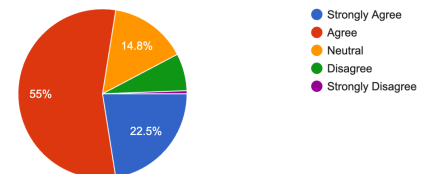
I see a path for professional advancement in my district.
169 responses



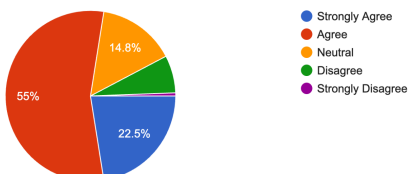
My opinions are heard and valued by district leaders.
169 responses



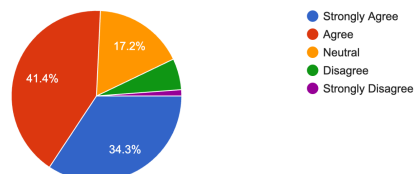
I have the training and skills I need to do my best work.
169 responses



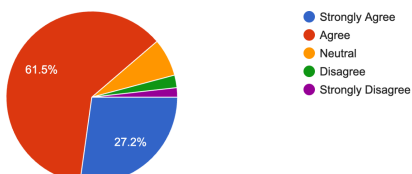
I have the training and skills I need to do my best work.
169 responses



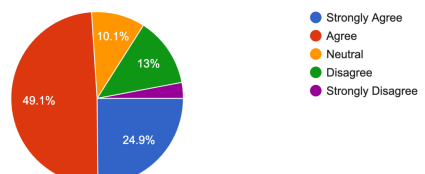
I have ownership and control over my teaching practice and classroom.
169 responses



I understand how my daily work contributes to my school district's mission.
169 responses



I have all the materials and resources needed to do my job well.
169 responses



Appendix A: EAB Survey Questions

Staff Morale Survey

Please fill out all questions. This survey is completely confidential and you will not be required to provide any personally identifying information.

If you are a staff member that travels between buildings, you can fill out the form more than once for each building.

The survey will be open on February 13th from 7am to 8pm

* Indicates required question

1. Home Building *

Mark only one oval.

- Ames
- Blythe
- Central
- Hollywood
- Hauser

2. I am treated fairly by my colleagues. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

3. I am treated fairly by my school leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

4. My opinions are heard and valued by school leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

5. My opinions are heard and valued by district leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

6. My district's mission and values are reflected in the actions of school leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

7. My district's mission and values are reflected in the actions of district leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

8. Teachers are recognized for excellent work by school leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. Teachers are recognized for excellent work by district leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. How would you rate your overall satisfaction level with: My School District *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

11. How would you rate your overall satisfaction level with: My School *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

12. My school leader (or other district supervisor) supports my career aspirations and goals. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

13. I am treated fairly by district leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. Most days, I have a manageable workload. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

15. I see a path for professional advancement in my district. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16. My opinions are heard and valued by district leaders. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

17. I have the training and skills I need to do my best work. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

18. I have ownership and control over my teaching practice and classroom. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

19. I understand how my daily work contributes to my school district's mission. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

20. I have all the materials and resources needed to do my job well. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

21. I feel valued for my work as a teacher. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

22. The benefits provided by my district meet my needs. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

23. I feel safe at school. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

24. In the past year, my district has provided opportunities for me to learn and grow as a teacher. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

25. Someone seems to care about me at school. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

26. In the past month, I've received recognition for doing my job well. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

27. In my current role, I get to do what I do best everyday. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Appendix B: October 2025 EAB Morale Survey Results

Overall District Score

#DIV/0!

Focus Areas Ranked by Highest Disagreement

Threat Area	Average of Total % of Disagree & Strongly Disagree Per Question
Recognition & Value	23%
Time & Resources	13%
Professional Growth	12%
Leadership Trust & Values Alignment	11%
Ownership & Input	11%
Personal Safety & Belonging	5%

Top Questions Scoring Highest In Disagreement

Question	Sum of % of Disagree & Strongly Disagree Responses per Question	Morale Focus Area
*Teachers are recognized for excellent work by district leaders.	29%	Recognition and Value
*In the past week, I've received recognition for doing my job well.	28%	Recognition and Value
*My opinions are heard and valued by district leaders.	22%	Ownership and Input
*I see a path for professional advancement in my district.	20%	Professional Growth
*My district's mission and values are reflected in the actions of district leaders.	19%	Leadership Trust and Values Alignment
*Most days, I have a manageable workload.	16%	Time and Resources
*I have the materials and resources needed to do my job well.	13%	Time and Resources
*The benefits provided by my district meet my needs.	12%	Personal Safety and Belonging
*I am treated fairly by district leaders.	12%	Leadership Trust and Values Alignment
*I have the training and skills I need to do my best at work.	10%	Time and Resources
*I feel valued for my work as a teacher.	10%	Recognition and Value
*In the past year, my district has provided opportunities for me to learn and grow as a teacher.	10%	Professional Growth
*I have ownership and control over my teaching practice and my classroom.	8%	Ownership and Input
*I feel safe at school.	7%	Personal Safety and Belonging
*My school leader (or other direct supervisor) supports my career aspirations and goals.	6%	Professional Growth
*I understand how my daily work contributes to my school district's mission.	3%	Leadership Trust and Values Alignment
*In my current role, I get to do what I do best every day.	3%	Ownership and Input
*I am treated fairly by my colleagues.	2%	Personal Safety and Belonging
*Someone seems to care about me at school.	0%	Personal Safety and Belonging