

## RIVERSIDE PUBLIC SCHOOL DISTRICT 96

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3340 S. Harlem Ave. Riverside, IL 60546  
708-447-5007  
708-447-3252 fax  
www.district96.org



**To: Board of Education**  
**From: Martha Ryan-Toye**  
**RE: Morale Survey Overview**  
**Date: November 5, 2025**

On October 14, 2025, District 96 administered the EAB Staff Morale Survey to all certified and non-certified staff members across our five schools. This marks the second year we have used the EAB platform, succeeding previous surveys administered by Eklund Consulting/Vital Network since 2021.

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 and district levels, 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.

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### Fall 2025 Survey Participation

The overall participation rate increased significantly this fall compared to the Spring 2025 survey, reflecting greater staff engagement.

School Name	Fall 2025 Total Responses	Change from Spring 2025
Total District	207	(+56)
Ames	57	(+16)
Blythe Park	23	(-1)

Central Elementary School	45	(+14)
Hollywood Elementary School	19	(+8)
Hauser Junior High School	63	(+20)
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 Fall 2025 results.

Metric	Fall 2024	Winter 2025	Spring 2025	Fall 2025 (Current)	Key Insight
District Participation	184	187	151	207	Significant increase in staff who responded to the survey.
District Overall Score	3.63	3.62	3.52	N/A	Data was omitted from the current survey, preventing comparison.

Highest Disagreement Area	Recognition and Value (32%)	Recognition and Value (30%)	Time and Resources (24%)	Recognition and Value (23%)	Recognition and Value remains the priority area, but the overall percentage of staff disagreeing is smaller than last year—indicating overall improvement .
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% disagreement)	I am treated fairly by my colleagues (48%)	Recognition questions are back at the forefront of staff concerns this fall.
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%)	Teacher recognition remains a key area for improving morale.

Area of Strength	Personal safety best overall	Personal safety and belonging	Recognition and value	Personal safety and belonging	Overall results are more positive than historically seen. Personal safety and belonging continue to lead as an area of strength.
"Leadership communicated actions..."	37% disagree / 34% agree	~49% disagree / 28% agree	~45% disagree / 32% agree	Omitted	This key question was omitted. We recommend adding it back to future surveys, as research suggests that staff morale decreases when participants don't feel their results are used (survey fatigue).

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## Survey Adjustments and Future Feedback

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. We will also add an open-ended question to gather richer, qualitative feedback.

The following questions will be included in the future surveys (February and May):

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.

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## 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 well-positioned to review and discuss data at the building level and implement 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, uses data to inform its district-level goals and strategies.
- 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.

# 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.

The survey will be open on October 14th from 7am to 8pm

*\* Indicates required question*

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## 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

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



12. Most days, I have a manageable workload. \*

*Mark only one oval.*

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

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

*Mark only one oval.*

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

14. My options are heard and valued by district leaders. \*

*Mark only one oval.*

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



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

*Mark only one oval.*

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

19. I feel valued for my work as a teacher. \*

*Mark only one oval.*

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

20. The benefits provided by my district meet my needs. \*

*Mark only one oval.*

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

24. In the past week, I've received recognition for doing my job well. \*

*Mark only one oval.*

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

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

*Mark only one oval.*

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

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Google Forms

# District 96 Staff Morale Survey Results



## EAB Overview

Overall District Score

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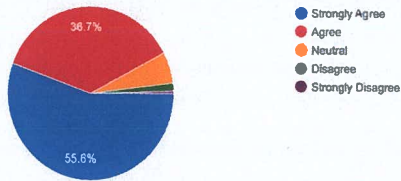
### Focus Areas Ranked by Highest Disagreement

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%

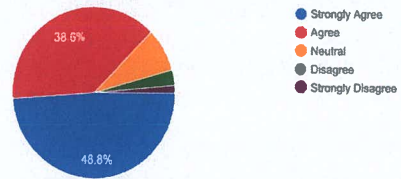
### Top Questions Scoring Highest In Disagreement

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

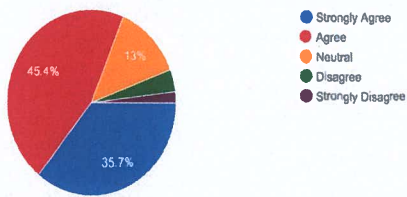
I am treated fairly by my colleagues.  
207 responses



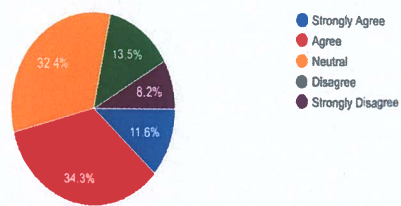
I am treated fairly by my school leaders.  
207 responses



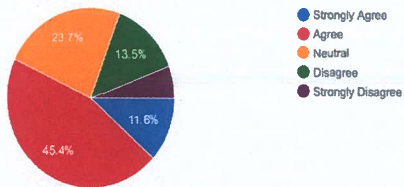
My opinions are heard and valued by school leaders.  
207 responses



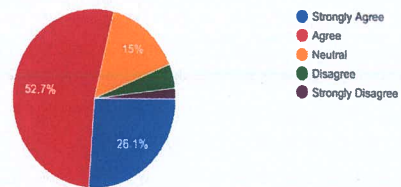
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207 responses



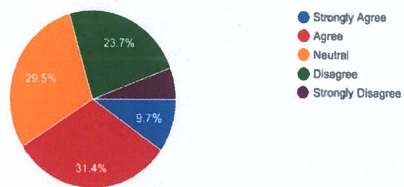
My district's mission and values are reflected in the actions of district leaders.  
207 responses



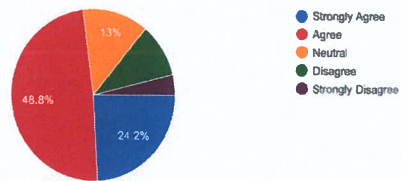
My district's mission and values are reflected in the actions of school leaders.  
207 responses



Teachers are recognized for excellent work by district leaders.  
207 responses

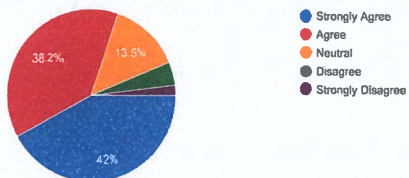


Teachers are recognized for excellent work by school leaders.  
207 responses

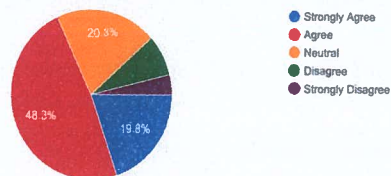




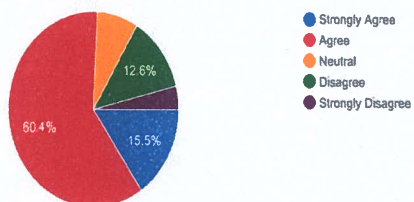
My school leader (or other district supervisor) supports my career aspirations and goals.  
207 responses



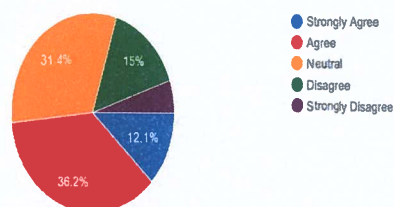
I am treated fairly by district leaders.  
207 responses



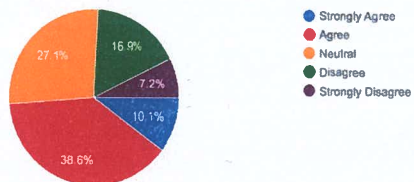
Most days, I have a manageable workload.  
207 responses



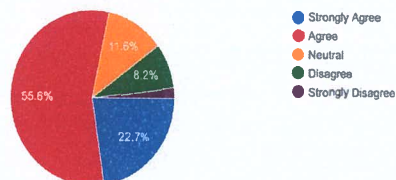
I see a path for professional advancement in my district.  
207 responses



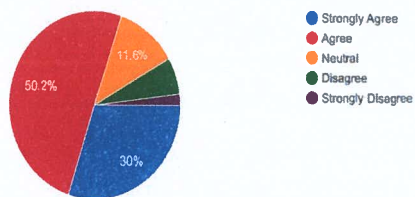
My opinions are heard and valued by district leaders.  
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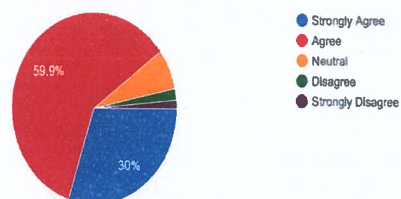
I have the training and skills I need to do my best work.  
207 responses



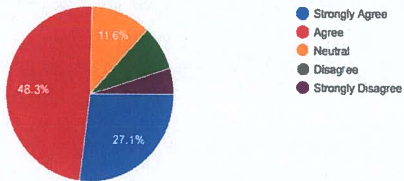
I have ownership and control over my teaching practice and classroom.  
207 responses



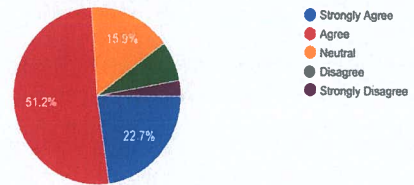
I understand how my daily work contributes to my school district's mission.  
207 responses



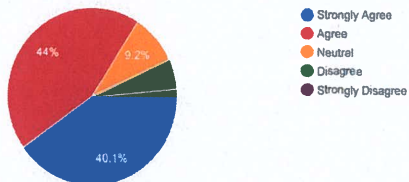
I have all the materials and resources needed to do my job well.  
207 responses



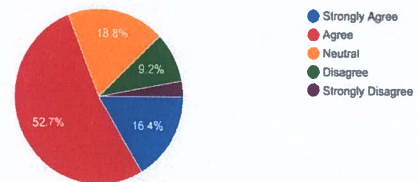
I feel valued for my work as a teacher.  
207 responses



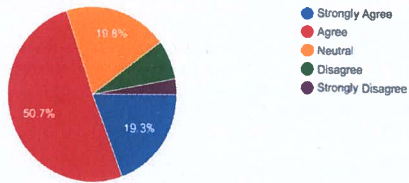
I feel safe at school.  
207 responses



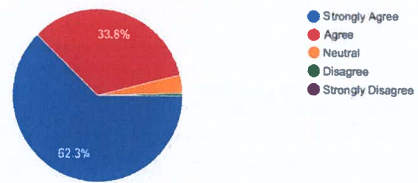
The benefits provided by my district meet my needs.  
207 responses



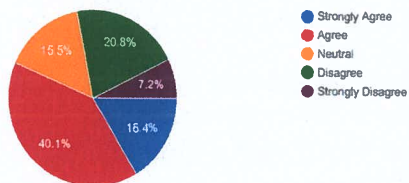
In the past year, my district has provided opportunities for me to learn and grow as a teacher.  
207 responses



Someone seems to care about me at school.  
207 responses



In the past week, I've received recognition for doing my job well.  
207 responses



In my current role, I get to do what I do best everyday.  
207 responses

