



Turtle Lake School District

Staff Survey Report

November 20, 2024

Contents



Background



**Respondent
Information**



Results & Analysis



Wrap-up/Questions





Our mission is to help educational leaders gather, organize, and use data to make strategic decisions.

- Founded in **2002** to provide independent research
- Conducted over **3 million** staff, parent, student, and community surveys for school improvement
- Helped more than **1,000** school districts navigate the strategic planning and referendum planning process

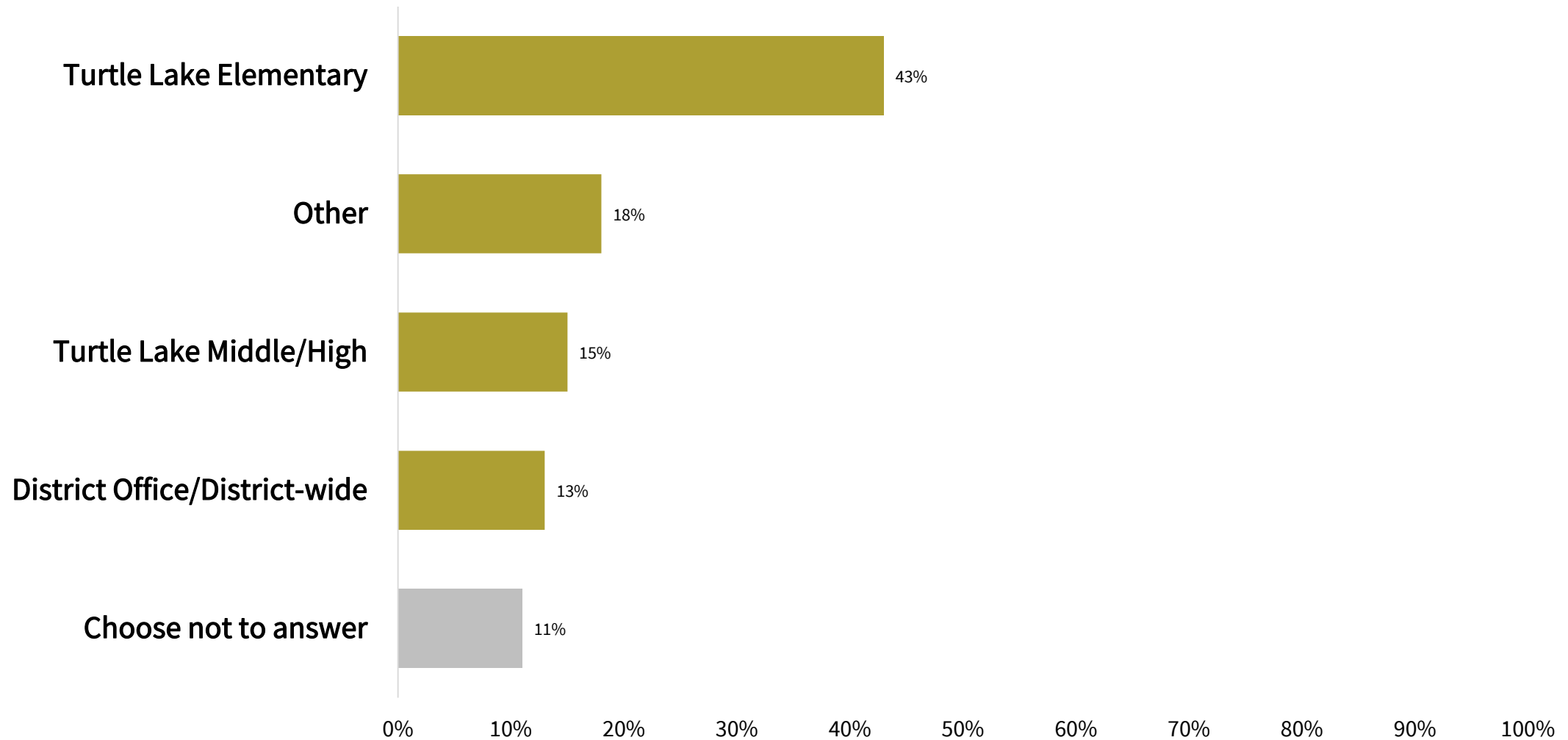


Staff Survey Information

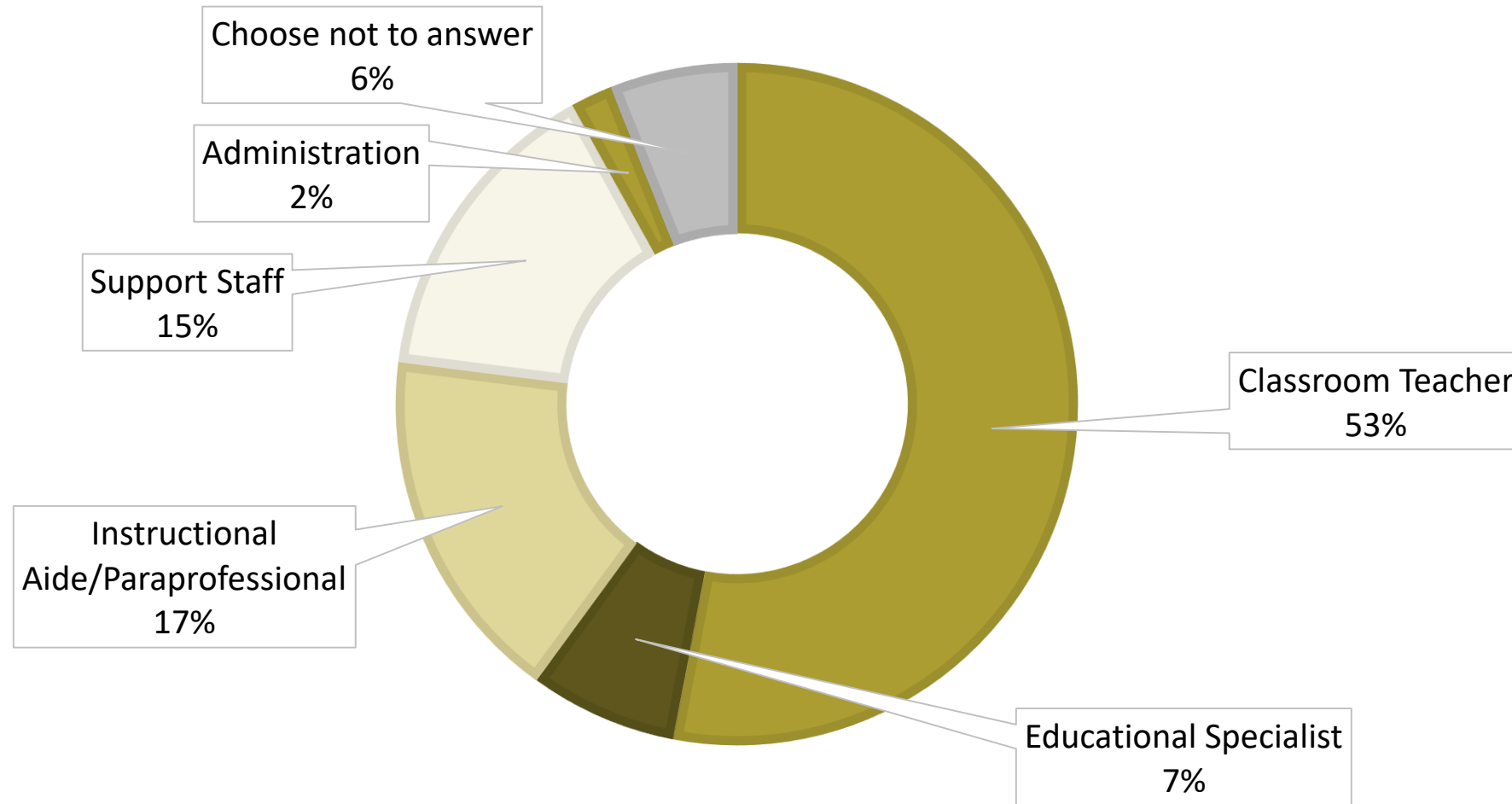
- **November 4, 2024** survey deadline
- **56** respondents
- **79%** participation rate



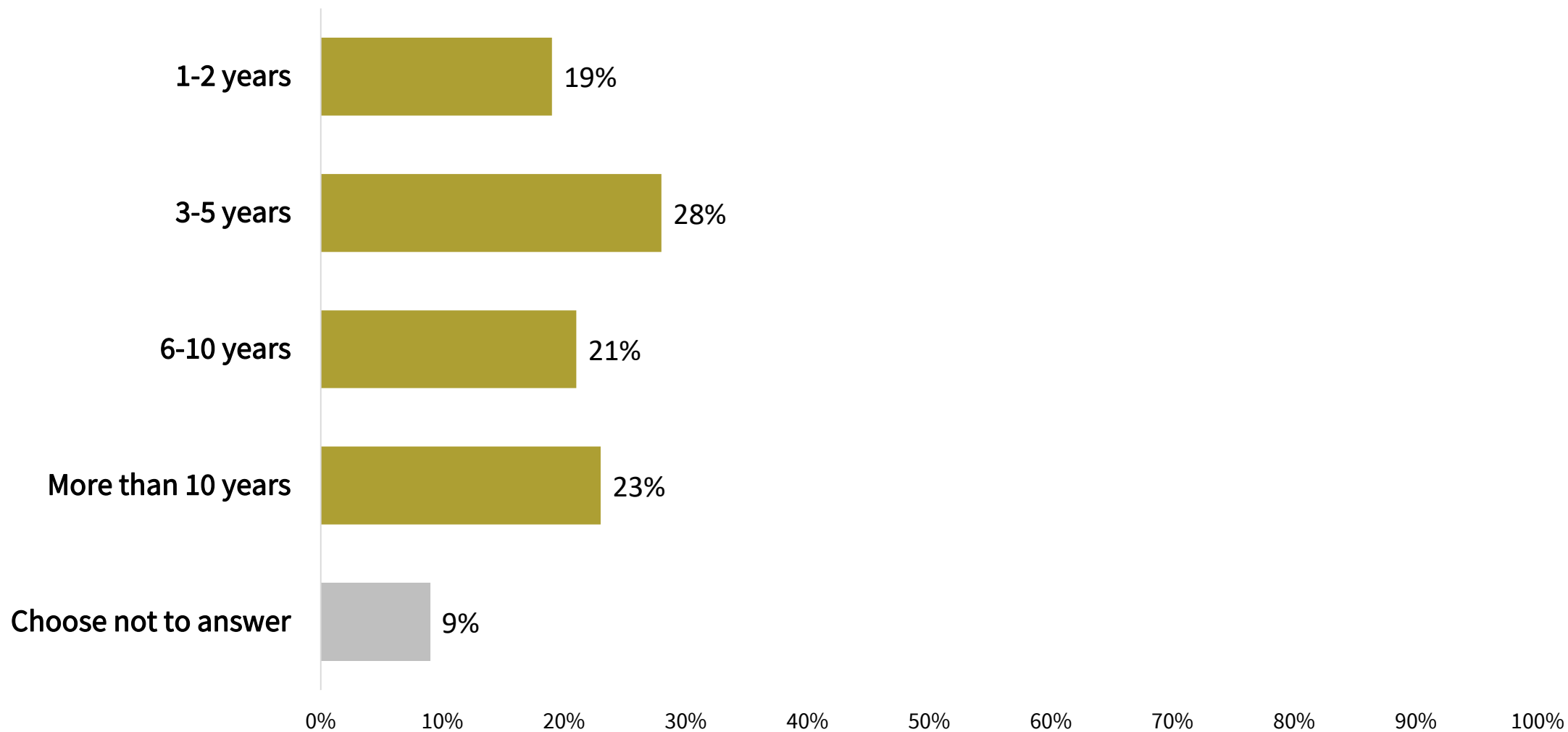
At which location do you spend the most time?



What best describes your position?



Including the current year, how many years have you worked for this district?










Index Analysis

Indexes are designed to provide education leaders with a snapshot of the results.

Staff Indexes

Scores are based on: *Strongly Agree=5, Agree=4, Disagree=2, Strongly Disagree=1.*
 “Don’t know/doesn’t apply” are not included in the calculation.



INDEX	CURRENT SCORE	PREVIOUS SCORE	% CHANGE	COMPARISON
 ACADEMICS We are effective in teaching and supporting our students.	3.56	-	-	49 th
 ENGAGEMENT I like working at this school because I am valued, heard, and can contribute.	3.83	-	-	56 th
 SUPPORT I have the support I need to help educate our students and work as a team.	3.97	-	-	63 rd
 STUDENT EXPERIENCE Students are accepted, respected, and supported at school.	3.71	-	-	50 th
 STAFF EXPERIENCE Staff are accepted, respected, and supported at school.	3.85	-	-	54 th



Item Analysis

Scores are based on:

Strongly Agree=5, Agree=4, Disagree=2, Strongly Disagree=1.

“Don’t know/doesn’t apply” are not included in the calculation.

Survey Section: **Workday**



Item	Percent Agree	Score	Comparison
I feel comfortable sharing input and concerns with my supervisor/administrator.	87%	4.00	62 nd
Our staff does a good job of educating our students.	100%	4.30	61 st
Our staff handles student discipline in a consistent manner.	53%	3.09	59 th
The amount of work I am asked to do is reasonable/manageable.	75%	3.60	49 th

Workday (continued)

Item	Percent Agree	Score	Comparison
Our school's student discipline practices and policies are effective.	47%	2.94	49 th
Most days, I look forward to going to work.	92%	4.02	49 th
Information important to my work is shared with me in a timely and effective manner.	77%	3.60	48 th
I feel supported by my supervisor/administrator when I make a decision.	89%	4.00	46 th
The District seeks input from a broad group of staff members.	59%	3.24	43 rd



Survey Section: Environment



Item	Percent Agree	Score	Comparison
I have opportunities for training/professional development to improve my work.	98%	4.25	94 th
I have training and support to work with students from different backgrounds.	83%	3.91	89 th
In the last year, I received useful feedback to help improve my work.	88%	3.94	88 th
I am recognized when I do a good job.	80%	3.76	79 th

Environment (continued)



Item	Percent Agree	Score	Comparison
The District is heading in the right direction.	82%	3.80	65 th
District administration is doing what it takes to make our district successful.	80%	3.74	52 nd
I feel safe at work.	96%	4.25	49 th
The school board is doing what it takes to make our district successful.	69%	3.52	37 th
All students in our school are respected for their values and beliefs.	74%	3.68	21 st

Survey Section: Support



Item	Percent Agree	Score	Comparison
I have the materials and supplies I need to do my job well.	94%	4.15	75 th
The District's pay practices are fair.	60%	3.27	70 th
Our parents and community support the school district.	87%	3.93	62 nd
I have the technology I need to do my job well.	94%	4.16	55 th

Support (continued)

Item	Percent Agree	Score	Comparison
All students in our school are given equal opportunities to learn and experience success.	84%	3.86	54 th
The social and emotional needs of all students are being met.	64%	3.26	53 rd
Staff input is valued.	71%	3.58	50 th
I have access to the technology support I need.	92%	4.14	45 th



Support (continued)

Item	Percent Agree/ Strongly Agree	Score	Comparison
I have healthy working relationships with my coworkers.	98%	4.29	37 th
Our school has a process to ensure every student has a connection with at least one adult in the school.	79%	3.74	34 th
Our school supports students from diverse backgrounds.	84%	3.84	30 th



Top Five Scores



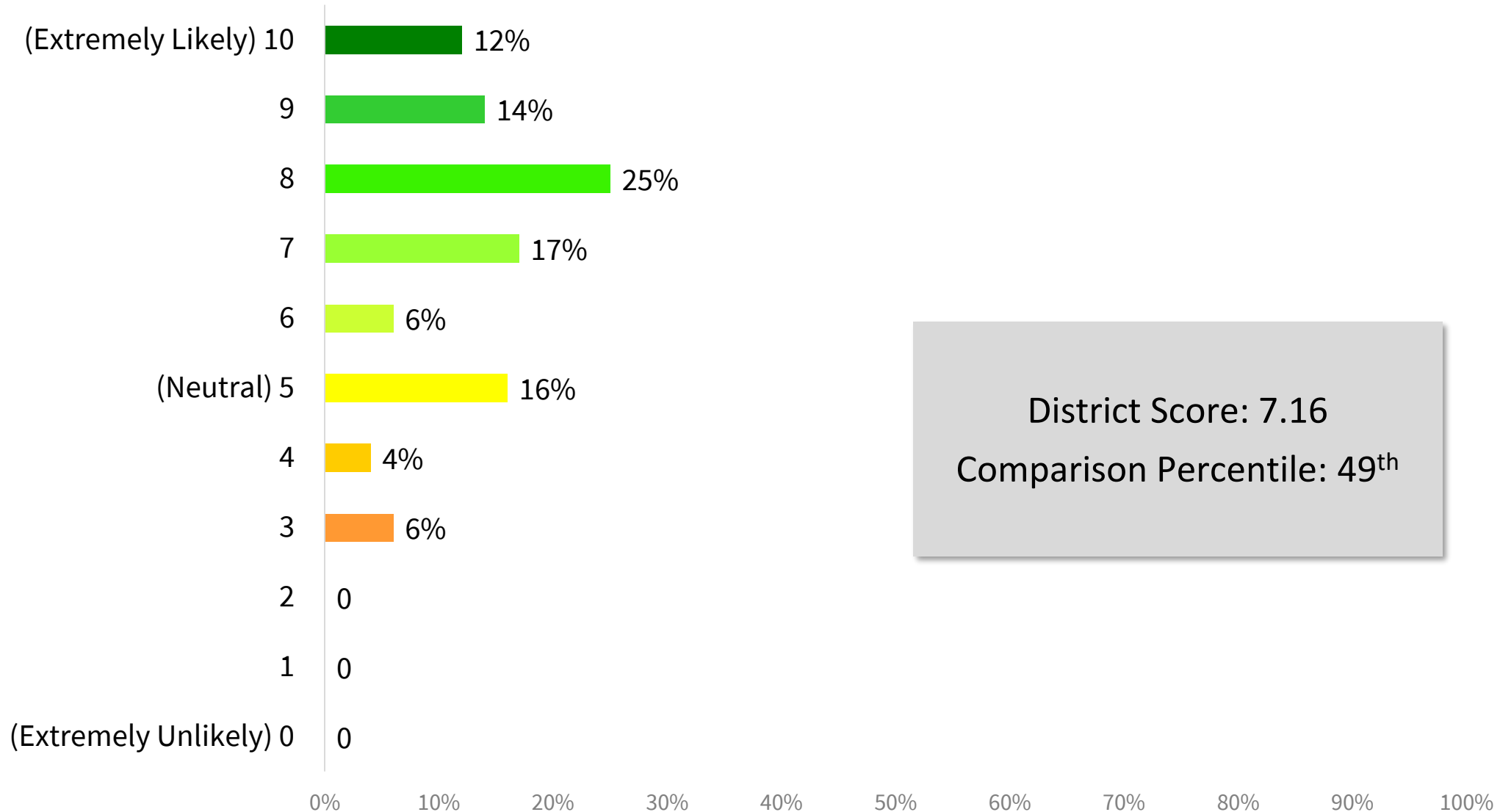
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Bottom Five Scores



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On a scale of 0 - 10, how likely are you to recommend the District as a place of employment?





SCHOOL PERCEPTIONS

Measuring what matters

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