

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)**
- **June 3, 2026 (April 2026 data added)**

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.

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.

School Name	Spring 2026 Participation
Total District	168 (-1)
Ames	41 (-2)
Blythe Park	21 (-3)
Central Elementary School	37 (even)
Hollywood Elementary School	18 (even)
Hauser Junior High School	51(+3)
District 96 Administration Center	0 (same)

	Spring 2025	Fall 2025	Winter 2026	Spring 2026 (Current)	Notes
District Participation	151	207	169	168	Participation is even since the winter survey.
District Overall Score	3.52	N/A	3.70	3.67	Your overall district score is roughly the same (very slightly lower) than in the winter, but still higher than spring of 2025.
Highest Disagreement Area	Time and Resources (24%)	Recognition and Value (23%)	Recognition and Value (20%)	Recognition and Value (19%)	Recognition and value continue to be the highest priority to address.
Highest Disagreement Question in General	I am treated fairly by my colleagues (48%)	Teachers are recognized for excellent work by district administrators (29%)	I see a path for professional advancement in my district (30% disagreement)	I see a path for professional advancement in my district (28% disagreement)	Professional advancement continues to be the highest priority question overall - some staff provide context around professional learning
Highest Disagreement in Priority Disagreement Area	Most days, I have a manageable workload (39% - Time and Resources)	Same as above	Teachers are recognized for excellent work by district leadership(27%)		Timely, specific recognition tends to move the needle.

Areas of Strength	Recognition and value is the best overall area.	Personal safety and belonging is the best overall area.	Personal safety and belonging (94% agreement), Leadership Trust and Values Alignment (88% agreement)	Personal safety and belonging (94%) and Leadership Trust and Values (91%)	Great work here!
“District leadership has communicated clear actions they will take in response to previous teacher survey results.”	~45% disagreed, 22% neutral, 32% agreed	Omitted	~38% disagreed		This is a strong improvement from previous years.

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.

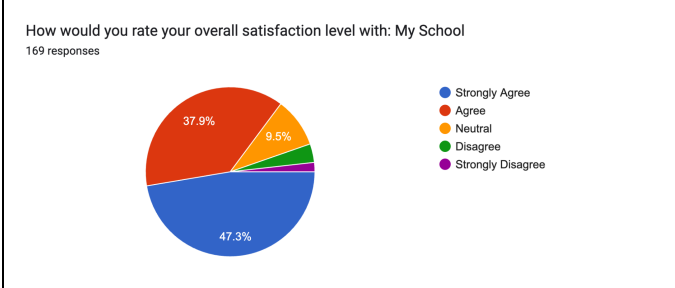
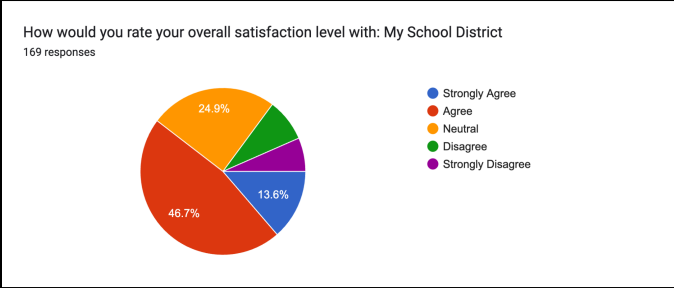
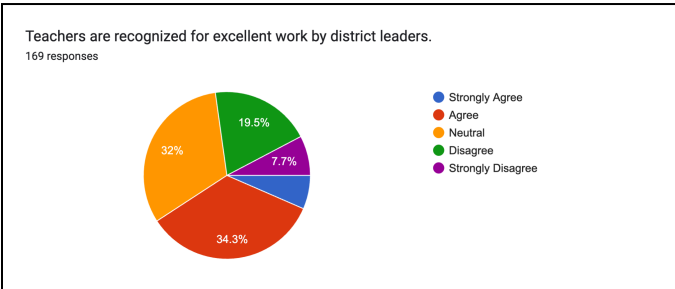
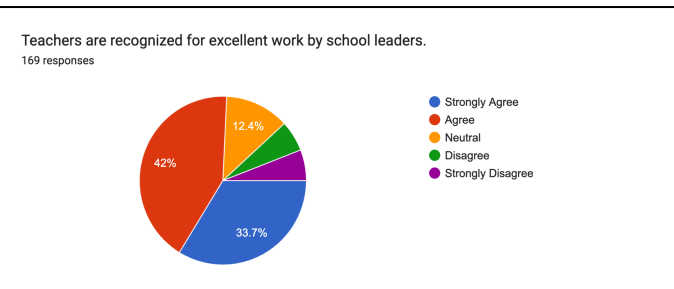
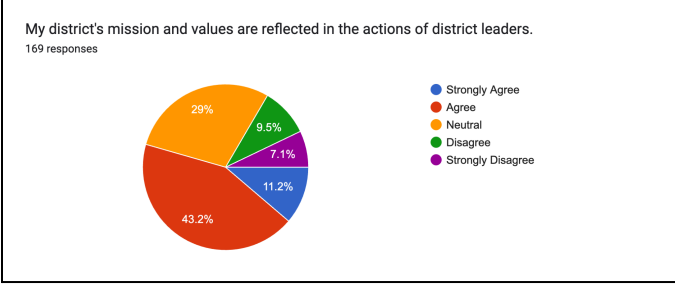
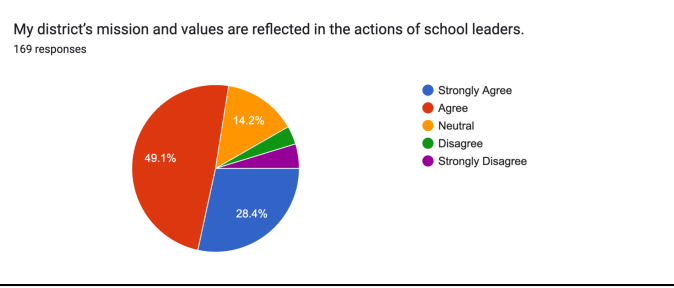
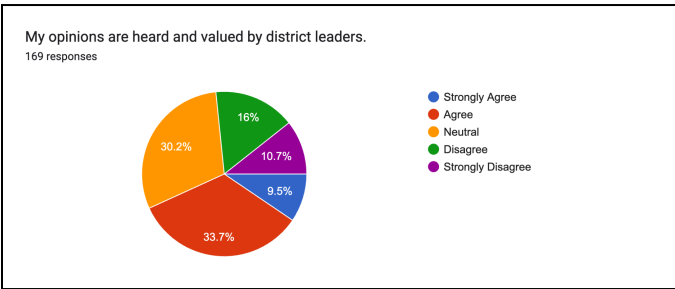
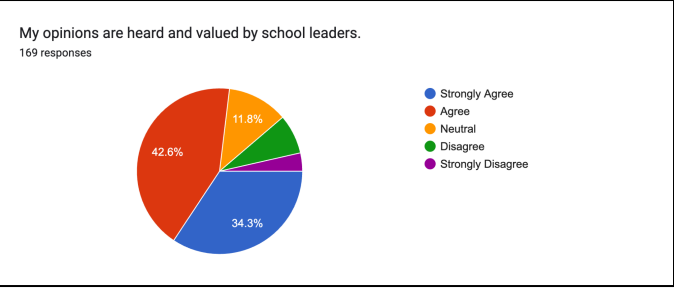
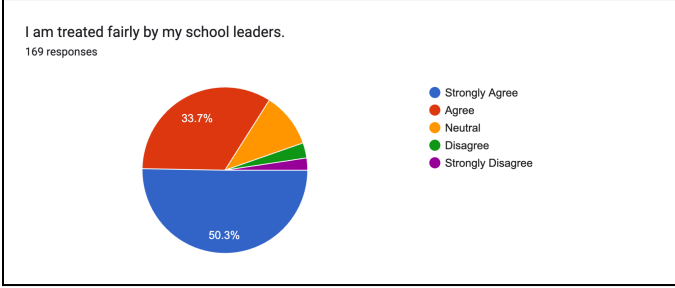
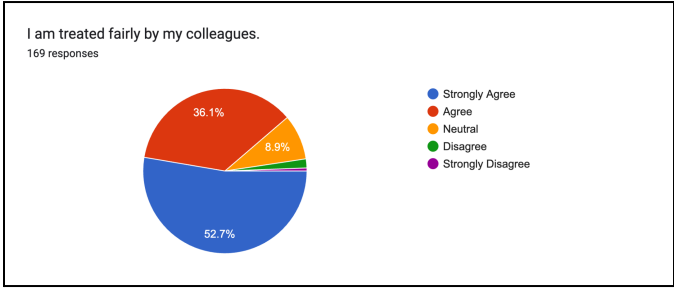
The most important service in the EAB agreement is the use of the morale survey. It is recommended that District 96 transition from the EAB Morale Survey to the Panorama Morale Survey. The Panorama survey has the potential to include staff, parents, and students. The Illinois State Board of Education has recently allowed for the Panorama Survey to replace the currently used 5Essentials survey. It is recommended that District 96 administer the Panorama Survey to parents, staff, and students as a one-year replacement to the 5Essentials survey. It is our impression that the Panorama Survey will offer a more user-friendly survey with results that lend themselves to actionable responses. It will be important to compare survey participation rates and also to compare the identified actions implemented in response to specific data (from previous 5Essentials surveys and from the Panorama Survey).

The shift in survey tools will be reviewed with the District Leadership Team, building leadership teams, the Goal 3 Action Team, and the Riverside Education Council.

District 96 Staff Morale Survey Results

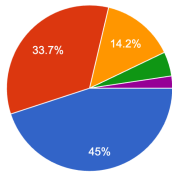
Feb. 13, 2026

EAB Overview		
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



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

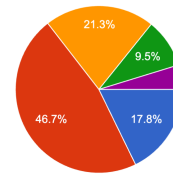
169 responses



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

I am treated fairly by district leaders.

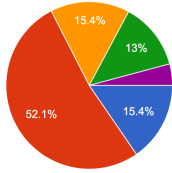
169 responses



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

Most days, I have a manageable workload.

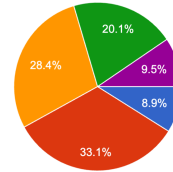
169 responses



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

I see a path for professional advancement in my district.

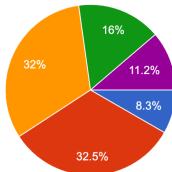
169 responses



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

My opinions are heard and valued by district leaders.

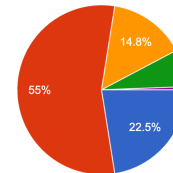
169 responses



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

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

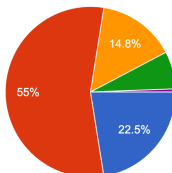
169 responses



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

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

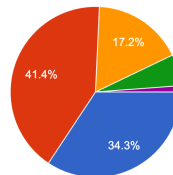
169 responses



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

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

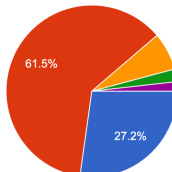
169 responses



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

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

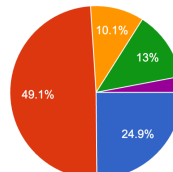
169 responses



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

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

169 responses



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

District 96 Staff Morale Survey Results

October 13th, 2025



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

Appendix: 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