Staff Survey Results

Shorewood School District

Spring 2020

SCHOOL PERCEPTIONS
Measuring what matters

SCHOOL PERCEPTIONS

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

- Founded in 2002 to provide independent and unbiased research

- Conducted over 10,000 staff, parent, and student, and community surveys for school improvement

- Helped more than 600 districts navigate the strategic planning and referendum planning process

What We Know:

Staff Engagement → Student Engagement → Student Outcomes

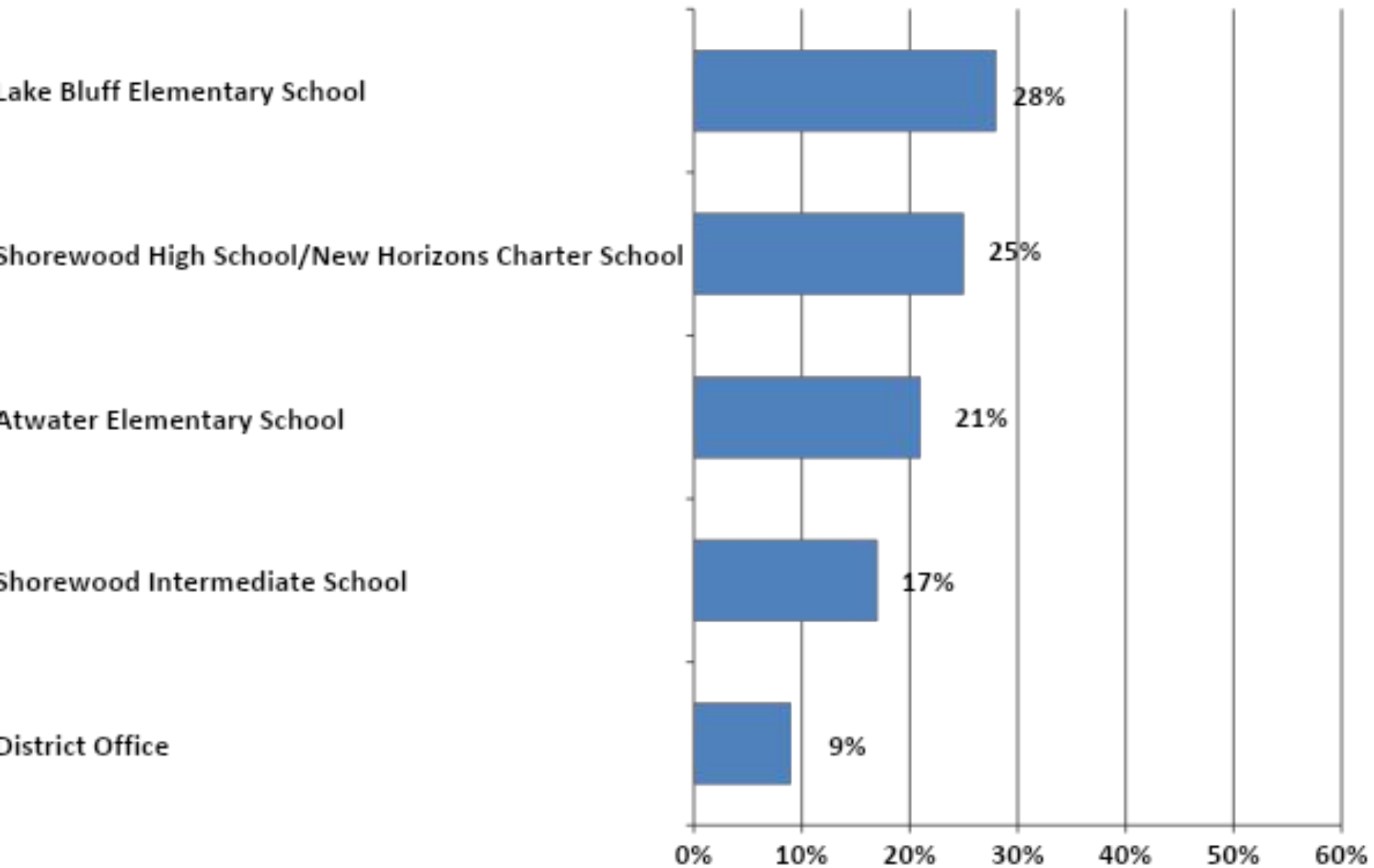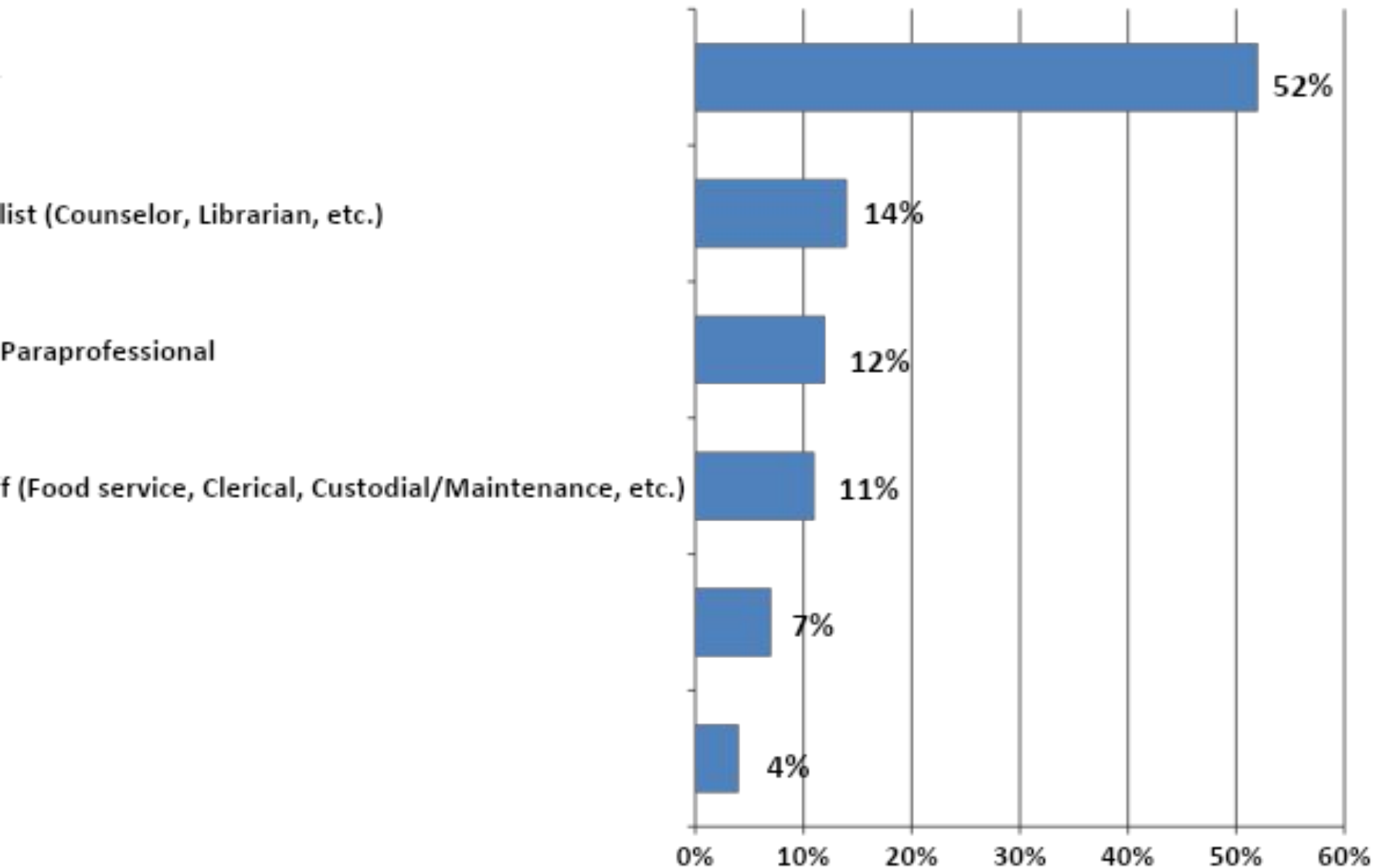SCHOOL PERCEPTIONS
Measuring what matters

Survey Summary

- The Staff Survey was conducted in May of 2020.

- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.

- Number of responses: 185

- Participation rate: 50%

Respondent Information
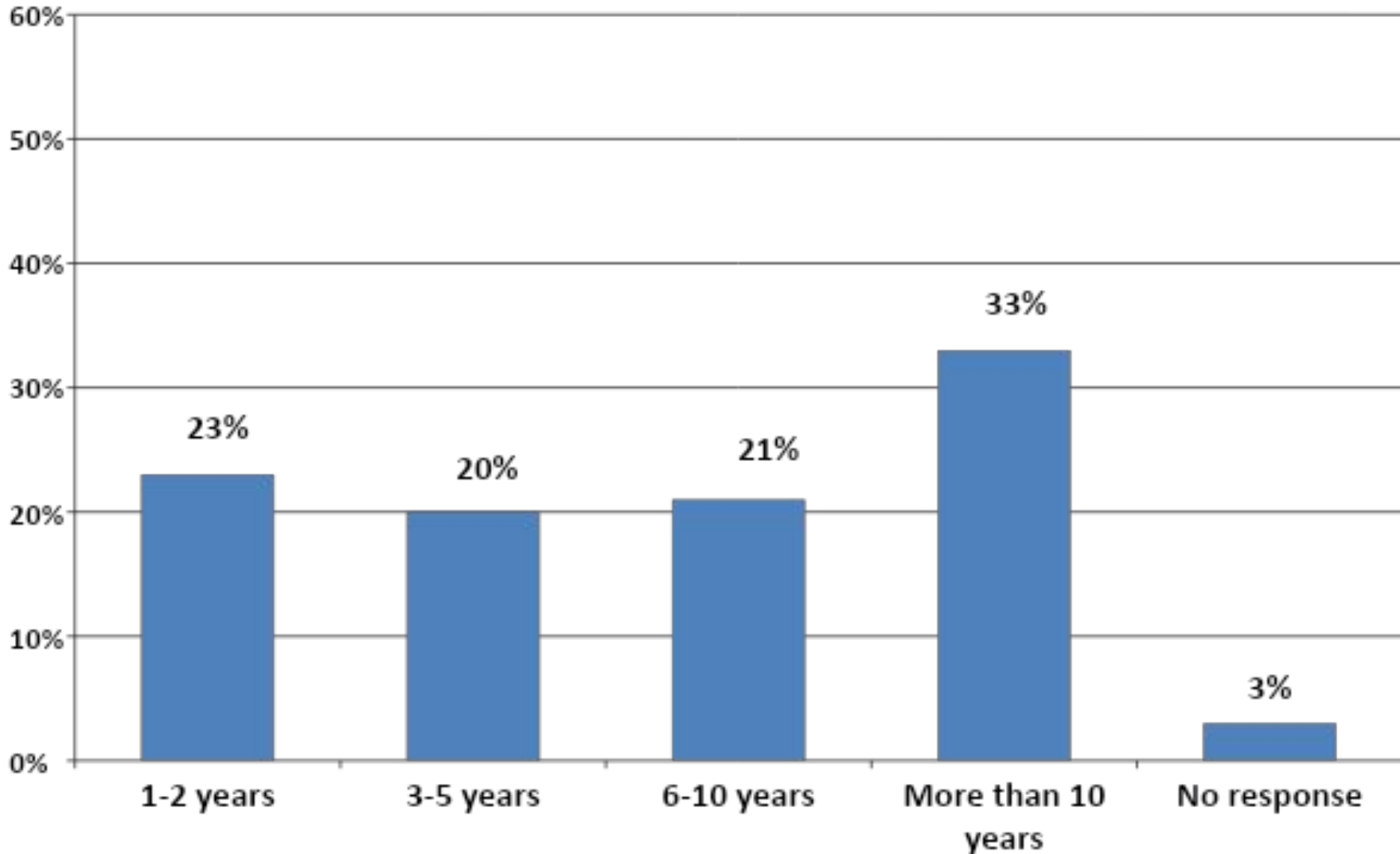
At which location do you spend the most time?

What best describes your position?

- 52%
- list (Counselor, Librarian, etc.) — 14%
- Paraprofessional — 12%
- f (Food service, Clerical, Custodial/Maintenance, etc.) — 11%
- 7%
- 4%

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

Survey Responses

Change Readiness

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
Our District has a culture of open dialogue.	63%	3.26 (174)	32
There is a process for evaluating the effectiveness of new initiatives.	51%	2.92 (156)	32
Our District is committed to making needed improvements as they are identified.	64%	3.31 (167)	20
Our District strives to achieve consensus on areas that need improvement.	58%	3.15 (169)	18

Achieving Excellence

To provide a quality education for all students, please check <u>a maximum of five</u> areas you believe the District should focus their resources:

Item	% Yes
Attract/engage/retain quality staff	76%
Provide additional intervention/support services for struggling students	62%
Provide additional counseling, psychologist and social work services	47%
Improve school safety and security	34%
Better prepare students for life after high school—whether this be college or career	33%
Develop innovative programs to improve student learning	33%
Modernize facilities	29%
Expand students technology access	27%
Expand services to students with special needs	26%
Increase the number of hands-on/project-based authentic learning opportunities	23%
Increase co-curricular and extra-curricular programs (e.g. music, arts, dance, athletics, robotics, etc.)	18%
Develop additional community/business partnerships	10%
Increase parent and community communications	8%
Increase the number of AP/honors courses and/or advanced learning opportunities	4%

Achieving Excellence
How are we doing?
Great (4), Good (3), Fair (2), Poor (1)

Item	% Great/ Good	Average (n)
Mastering Academics	87%	3.07 (146)
Communicating school district news and happenings	77%	2.91 (151)
Fostering students' physical wellness	72%	2.89 (146)
Building character and citizenship	71%	2.83 (150)
Fostering students' mental wellness	71%	2.82 (152)
Maintaining and modernizing facilities	49%	2.44 (151)
Attracting and retaining high-quality staff	45%	2.37 (153)

Student Achievement
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
The social and emotional needs of students are being met.	72%	3.50 (130)	78
Overall, the school offers a high quality academic program.	93%	4.02 (132)	59
The academic needs of students are being met.	84%	3.76 (130)	55
Students have access to additional support when needed.	72%	3.57 (127)	47
Student discipline is handled in a consistent manner by all staff.	29%	2.36 (127)	22
Learning targets and curriculum objectives for my job assignment are clear.	80%	3.72 (129)	16
I have been provided the resources to achieve District learning targets and curriculum objectives.	66%	3.35 (128)	9
The school's curriculum represents the diverse backgrounds of my students.	63%	3.29 (120)	N/A

Student Culture

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
Students are respected and treated fairly at school.	94%	4.09 (169)	N/A
Students help each other when they see a need.	91%	3.93 (169)	N/A
Students care about each other.	91%	3.92 (169)	N/A
Students know how to resolve conflict in a healthy way.	71%	3.42 (161)	N/A
Students follow the rules at school.	64%	3.27 (165)	N/A

Engagement

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
The amount of work I am asked to do is reasonable.	74%	3.63 (170)	74
My job is personally satisfying.	95%	4.29 (165)	68
My work contributes to the success of our District	99%	4.42 (170)	63
It would take a lot to get me to leave this District.	72%	3.63 (158)	52
I would recommend this District to others seeking employment.	79%	3.78 (162)	26
I am proud of our District.	82%	3.83 (167)	13
I enjoy being involved in District affiliated activities outside of the normal school day.	78%	3.73 (142)	12

Communication

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
School/department information is communicated effectively to me.	76%	3.67 (170)	48
I have a good understanding of the goals of the District.	80%	3.74 (167)	31
I am kept informed about matters important to my work.	73%	3.54 (169)	30
The District clearly communicates with me about important issues.	66%	3.41 (169)	27
School board policies and procedures affecting me are available and clearly communicated.	67%	3.41 (160)	18
I feel comfortable sharing my ideas and opinions.	61%	3.26 (168)	8

# How would you rate the communication from:
Great (4), Good (3), Fair (2), Poor (1)

Item	% Great/Good	Average (n)	Percentile
Principal/Building Administration	81%	3.12 (161)	73
Technology Services	80%	3.04 (158)	55
District Administration	55%	2.55 (160)	21
Custodians/Maintenance	65%	2.77 (151)	19

Culture

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
My co-workers are willing to help me when I have a heavy workload.	94%	4.35 (165)	94
Our school/department is effective at assimilating new employees.	80%	3.77 (157)	68
Our school/department works hard to find ways to improve.	87%	4.01 (166)	67
I have adequate opportunities to participate in decisions that affect me.	71%	3.53 (165)	49
I can bring about change in my school/department.	79%	3.73 (164)	33
Our school/department operates as a team.	70%	3.56 (167)	18

The academic expectations of our students are:
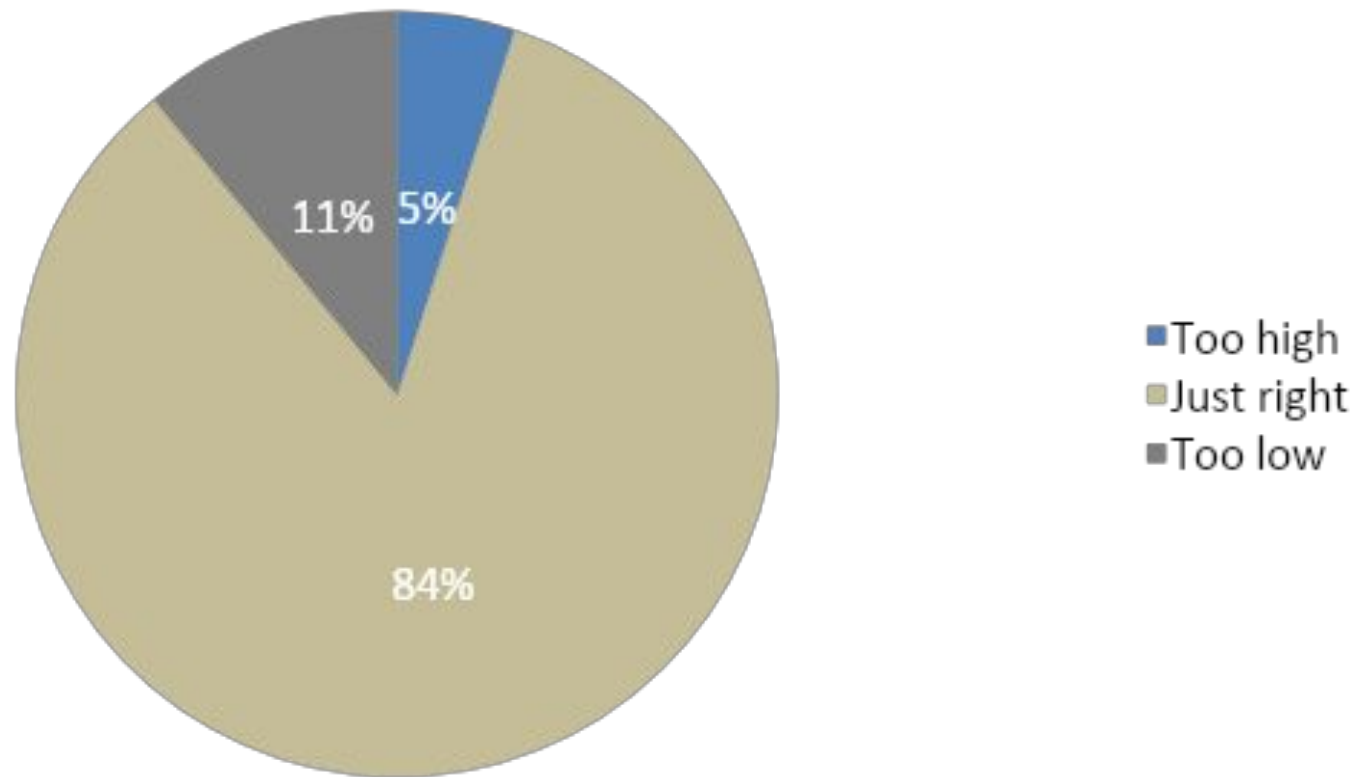
Work Environment (Slide 1/2)
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
I have the flexibility to do my job the way that I think is most effective.	91%	4.17 (168)	79
I feel valued by our community.	86%	4.01 (162)	76
I have enough time to do my job effectively.	65%	3.38 (168)	72
I am satisfied with the technology support available to me.	90%	4.14 (165)	63
I feel supported by leadership when I make a decision.	84%	3.94 (163)	55

Work Environment (Slide 2/2)
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
Our classrooms, building and grounds are well maintained.	61%	3.22 (167)	14
I am satisfied with the technology available to me.	71%	3.62 (165)	10
I have the materials and supplies I need to do my job effectively.	74%	3.66 (168)	5
I receive the training I need to do my job effectively.	73%	3.59 (165)	4
I am in a school environment that allows me to work in an environment of professional support and courtesy.	86%	3.96 (167)	N/A

Health and Wellness

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

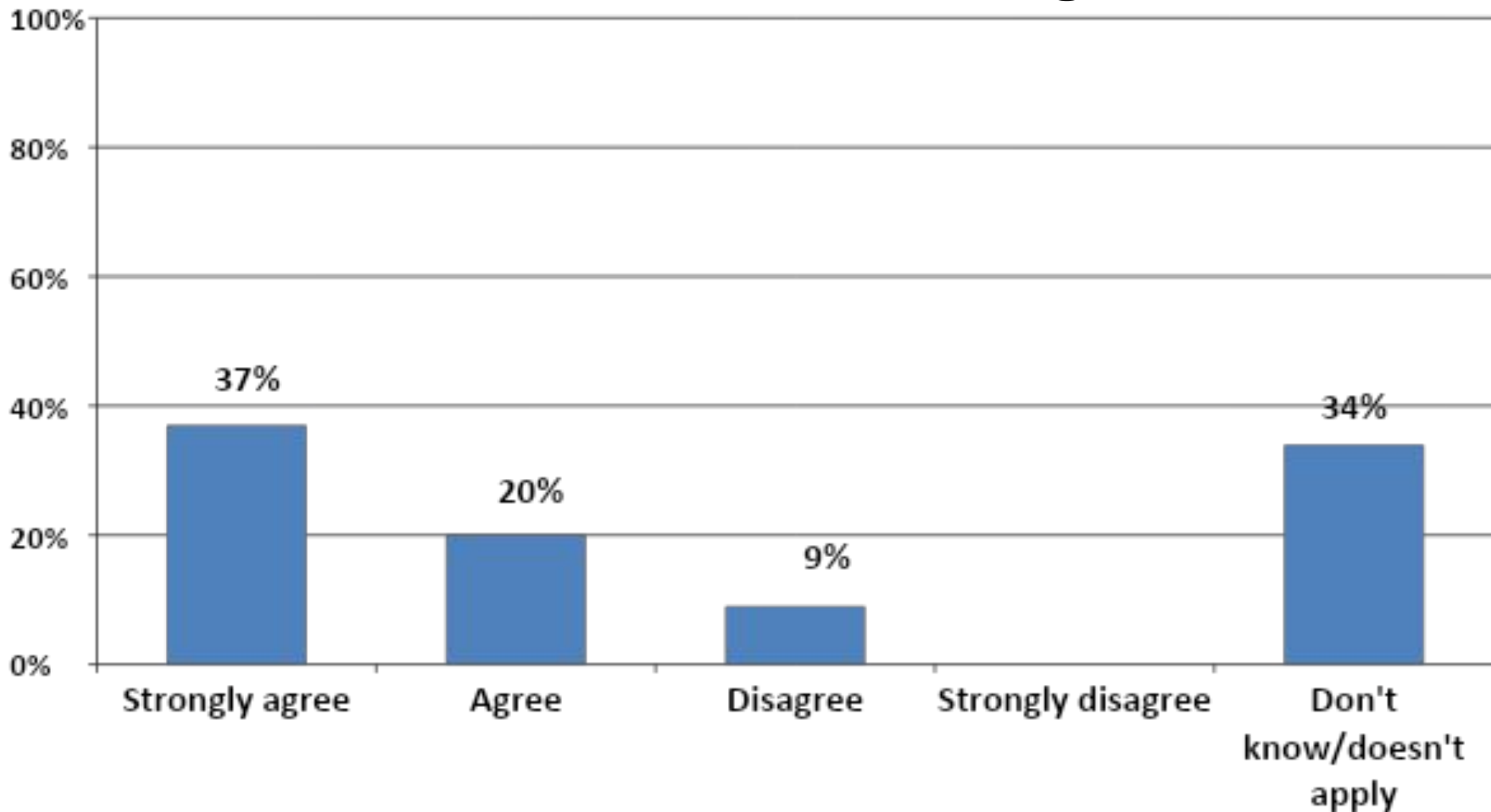| Item	% Strongly agree/ Agree	Average (n)	Percentile
I engage in 30 or more minutes of physical activity 3 or more times per week.	80%	3.88 (165)	99
I engage in healthy nutritional practices.	91%	4.09 (164)	96
I get enough sleep.	67%	3.40 (165)	59
I manage my stress well.	77%	3.67 (165)	50
The pace of implementing new initiatives is appropriate.	61%	3.20 (158)	37
I am able to sustain a healthy work-life balance.	63%	3.35 (165)	20

Development and Recognition

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
I receive credit and recognition when I do a good job.	70%	3.50 (161)	64
I receive meaningful and timely feedback that helps me improve my performance.	65%	3.32 (163)	18
I have adequate opportunities for training/professional development.	60%	3.25 (165)	9
The District's professional learning days are organized and well-planned.	57%	3.09 (156)	9
I apply professional development to my work.	89%	4.01 (160)	N/A

1ˢᵗ and 2ⁿᵈ Year Teachers

The mentoring program provided me with valuable training.

Compensation and Benefits
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
I am satisfied with my pay.	69%	3.45 (166)	89
My pay is fair in relation to my job responsibilities.	62%	3.23 (164)	87
My benefits are competitive with similar jobs I might find elsewhere.	81%	3.73 (140)	83
I am satisfied with my benefits.	83%	3.77 (155)	78
Pay practices are administered consistently for all employees.	68%	3.42 (134)	64

Building Leadership

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
Building leadership is consistent when administering policies concerning employees.	80%	3.79 (124)	63
I trust the leadership in my building.	78%	3.78 (141)	32
My principal is an effective leader.	73%	3.68 (135)	25
I have the opportunity to take on leadership roles in my building.	82%	3.86 (133)	N/A

District Administration

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
The Superintendent/District Administrator presents a positive image to our community.	71%	3.47 (157)	4
District administration is responsive to major concerns of employees.	48%	2.89 (147)	4
District administration is doing what it takes to make our District successful.	57%	3.13 (151)	2
District administration is consistent when administering policies concerning employees.	49%	2.91 (140)	1
I trust the District's leadership.	47%	2.86 (154)	1

Equity

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
All students in our school are accepted for their values and beliefs.	89%	4.07 (154)	N/A
All students in our school are treated with respect.	88%	3.99 (154)	N/A
Our school has a process to ensure every student has a connection with at least one adult in the school.	87%	3.99 (150)	N/A
Our school works to honor and celebrate the culture and background of our students.	83%	3.87 (156)	N/A
All students in our school are given equitable opportunities to learn and experience success.	77%	3.74 (154)	N/A
I have the training I need to understand the background and culture of the students with whom I work.	81%	3.74 (149)	N/A
All students in our school are treated fairly when disciplined.	60%	3.21 (130)	N/A

Tolerance

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/Agree	Average (n)
I feel comfortable interacting with people from backgrounds different than myself.	100%	4.58 (165)
I create opportunities for students to interact with people from backgrounds different than themselves.	94%	4.13 (163)
I would feel comfortable reporting harassment or racial abuse.	88%	4.07 (164)
I feel my ideas, opinions, and concerns are listened to by my colleagues.	86%	3.97 (163)
Our school is a safe and welcoming environment for all students.	80%	3.86 (163)
Students feel comfortable reporting harassment or racial abuse.	81%	3.71 (161)

Tolerance

During this school year, how many times have <u>YOU</u> experienced and/or witnessed the following problems in your school?

*Never (1), One or more times this year (2), One or more times per month (3), One or more times per week (4), Daily (5)*

Item	Average (n)
Staff using racial slurs, epithet or other derogatory put-downs	1.18 (155)
Graffiti or Vandalism with racial slurs or symbols	1.35 (154)
Students impacted by Cyber bullying	1.65 (153)
Students using racial slurs, epithet or other derogatory put-downs	1.91 (154)
Students impacted by bullying	2.23 (154)
Students impacted by Teasing or ridiculing	2.70 (155)

Overall Satisfaction

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Percentile
Our community supports education.	99%	4.50 (164)	91
All things considered, this District is a good place to work.	87%	3.97 (161)	34
I am satisfied with the financial management of the District.	60%	3.16 (134)	16
The District has improved in the past year.	49%	2.93 (147)	6
The Recreation Department provides high-quality programs and services.	100%	4.39 (133)	N/A
The District forms effective partnerships with businesses and community organizations.	84%	3.77 (111)	N/A
The District is heading in the right direction.	65%	3.36 (142)	N/A
The District is run effectively.	54%	3.08 (148)	N/A

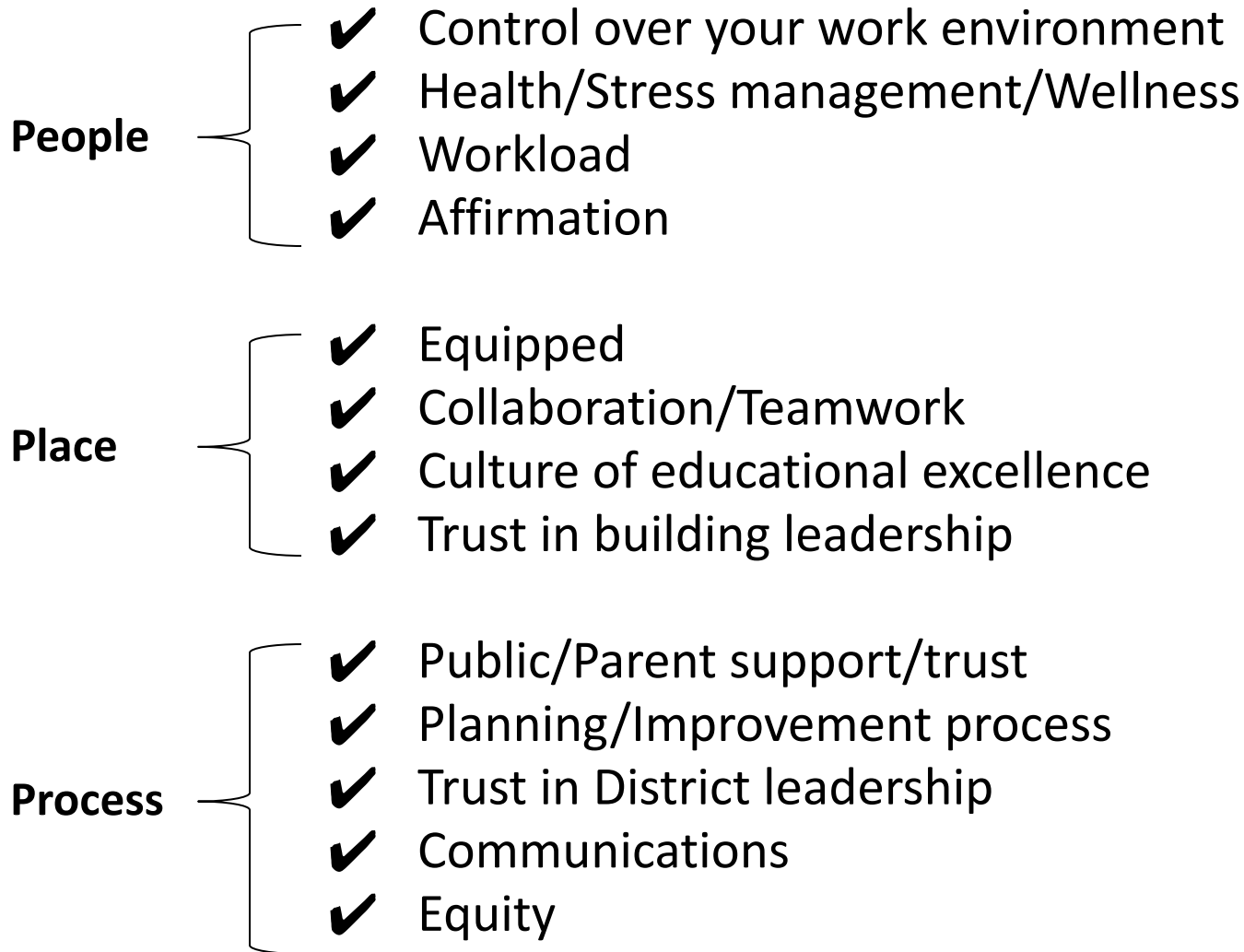Overall, how satisfied are you with the School District?
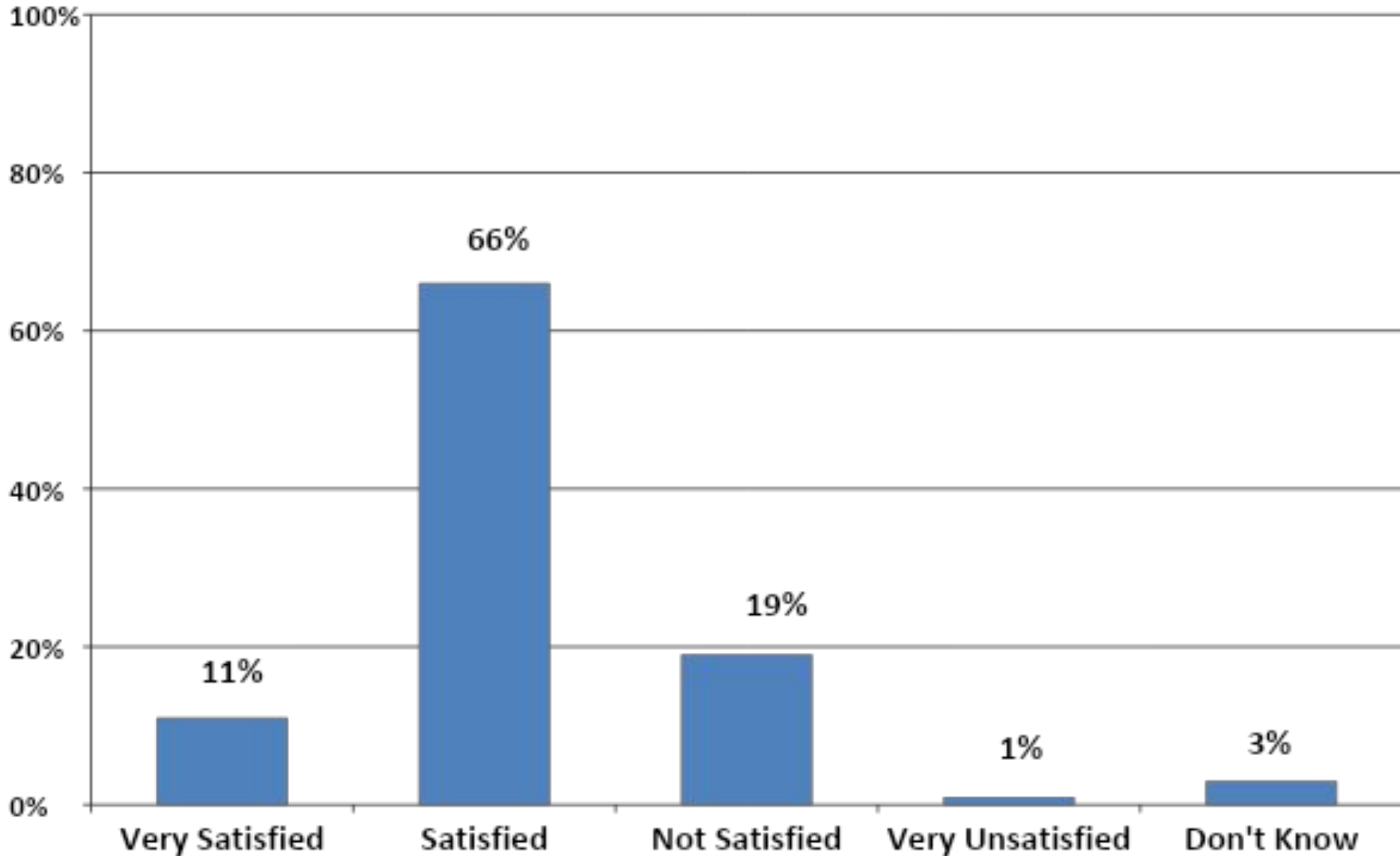
School Perceptions
Staff Engagement Indexes

There are 13* indexes of staff engagement. The Staff Engagement Survey has key questions that feed each one, thus, producing an index score. The score is the average of the responses from these key questions.

Due to survey customization, not all indexes may be available.

13 Indexes of Staff Engagement

People
- ✔ Control over your work environment
- ✔ Health/Stress management/Wellness
- ✔ Workload
- ✔ Affirmation

Place
- ✔ Equipped
- ✔ Collaboration/Teamwork
- ✔ Culture of educational excellence
- ✔ Trust in building leadership

Process
- ✔ Public/Parent support/trust
- ✔ Planning/Improvement process
- ✔ Trust in District leadership
- ✔ Communications
- ✔ Equity

People

- Control over your work environment
  I can control the variables that determine success

- Health/Stress Management/Wellness
  My stress level is sustainable

- Workload
  My workload/life balance is sustainable

- Affirmation
  I am valued, including compensation, recognition from leadership and supported by our community

Place

- Equipped

  I have the tools and training to be successful

- Collaboration/Teamwork

   I have the support of my coworkers and healthy working relationships

- Culture of educational excellence

  We have high expectations and pride in our work

- Trust in building leadership

   I trust our building leadership

Process

- ## Public/Parent Support/Trust

  We are supported and trusted by our parents/community

- ## Planning/Improvement Process

  We have an effective planning process with continuous feedback, review and adjustment

- ## Trust in District leadership

  I trust our District Administration and School Board

- ## Communications

  Information is shared with me in a timely and effective manner

- ## Equity

  All students and families are treated with respect, accepted for their values and beliefs, and provided what they need to learn

How do your index scores compare to similarly sized schools?

Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Index	Average (n)	Comparison	Percentile
Affirmation	3.68 (166)	3.43	77
Culture of educational excellence	3.71 (132)	3.63	60
Workload	3.66 (170)	3.60	59
Control over your work environment	3.84 (168)	3.81	54
Collaboration/Teamwork	3.80 (168)	3.87	47
Health/Stress management/Wellness	3.50 (165)	3.59	40
Public/Parent support/trust	3.71 (164)	3.93	37
Trust in building leadership	3.64 (163)	3.77	35
Communications	3.53 (169)	3.72	27
Planning/Improvement process	3.16 (174)	3.37	26
Equipped	3.40 (168)	3.71	7
Equity	3.75 (154)	N/A	N/A
Trust in District leadership	N/A	N/A	N/A

Thank you!

Parent Surveys - Staff Surveys - Student Surveys - Community Surveys
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