

# **Woodland Public Schools**

## **Staff Survey Results**

Spring 2018

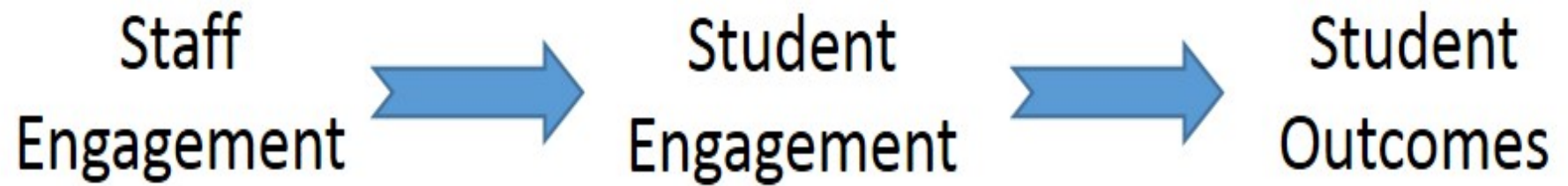
# SCHOOL PERCEPTIONS

**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 surveys for school improvement
- Helped more than 400 districts navigate the strategic planning and referendum planning process



# What We Know:

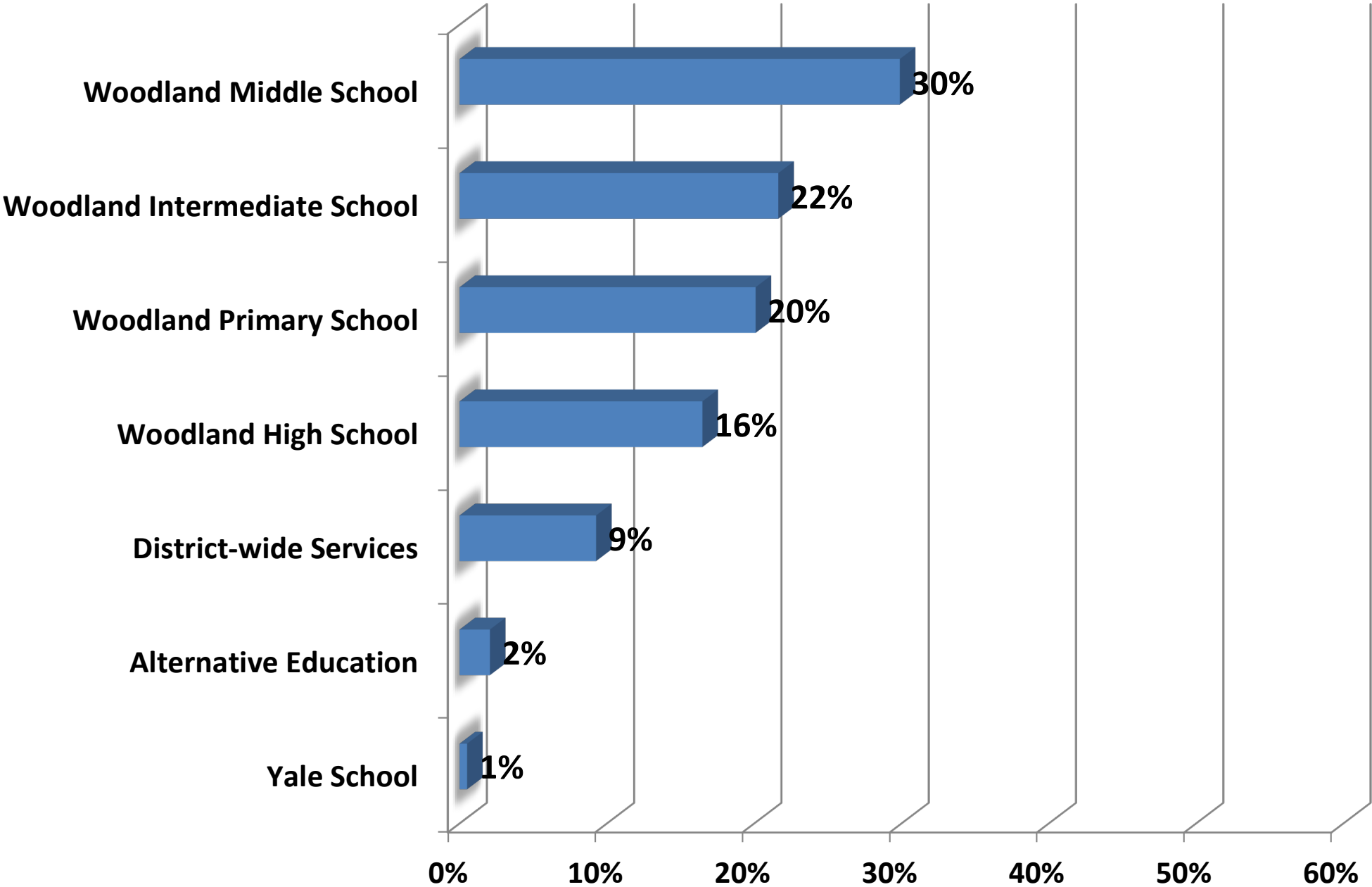


# Survey Summary

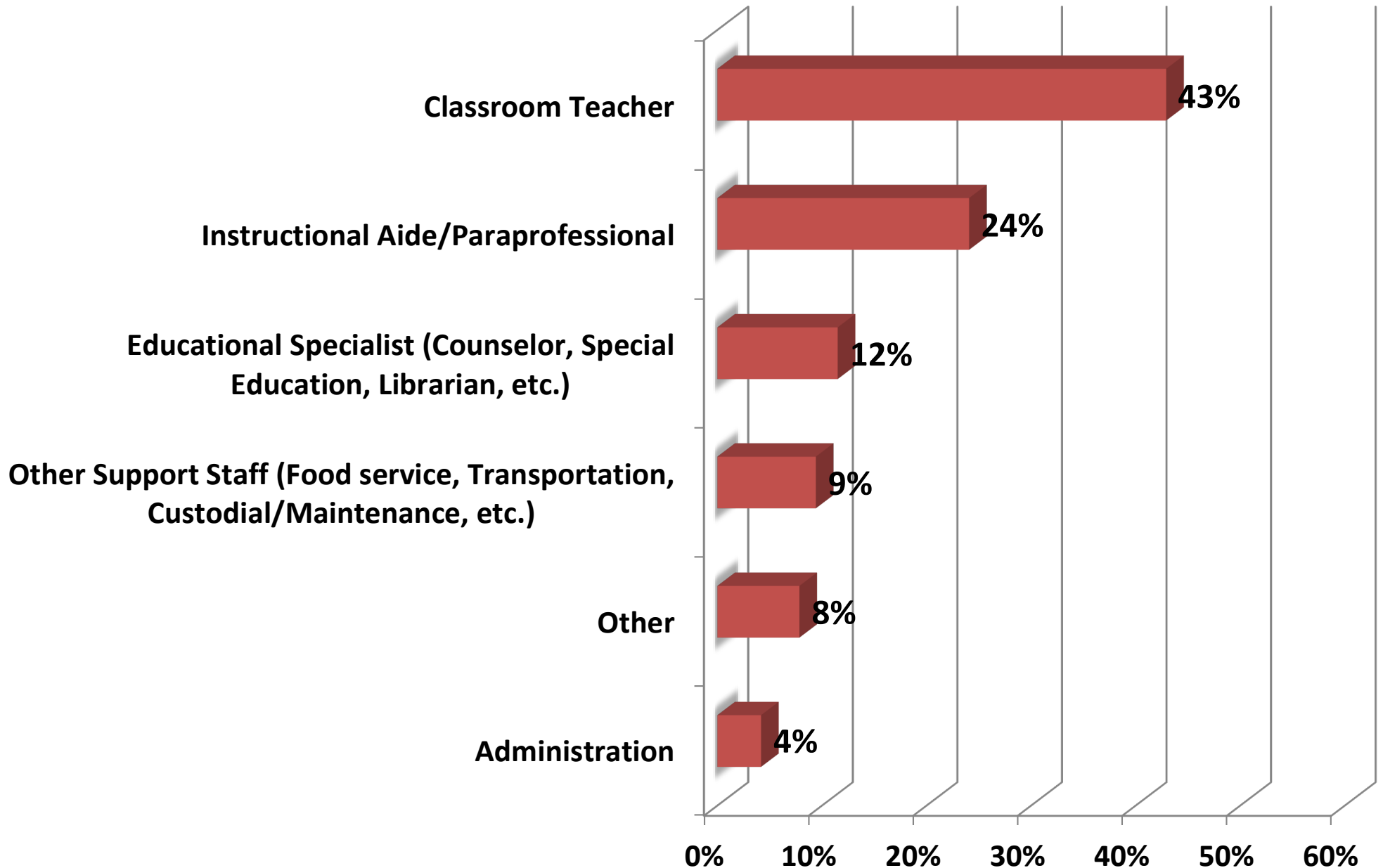
- The Staff Survey was conducted in April of 2018.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 197
- Participation rate: 58%

# **Respondent Information**

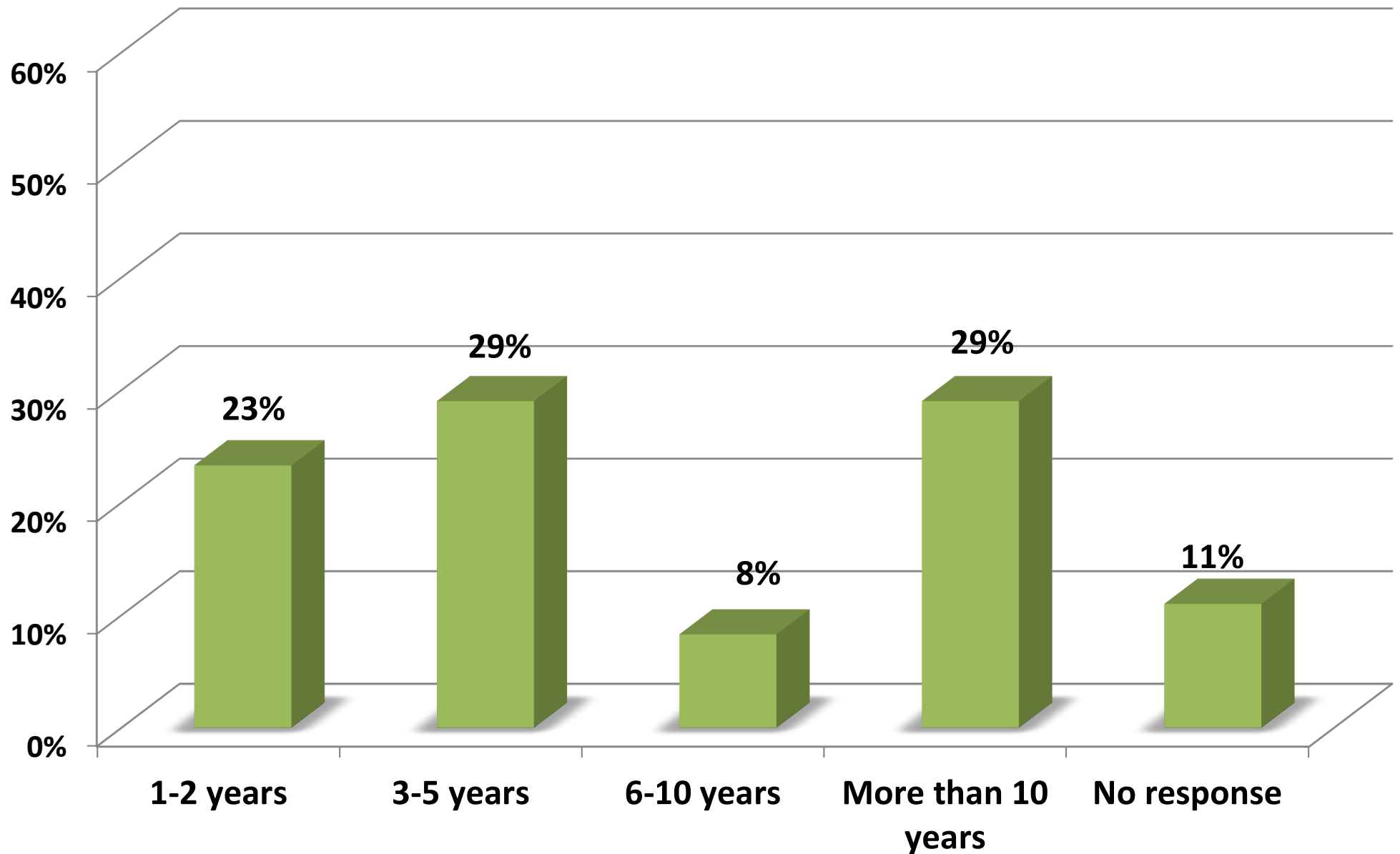
# At which location do you spend the most time?



# What best describes your position?



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





# Planning

To provide a quality education for all students, please check a maximum of five of your highest priorities:

Item	% Yes
Better prepare students for life after high school—whether this be college or career	65%
Provide additional intervention/support services for struggling students	54%
Develop innovative programs to improve student learning	53%
Increase the number of hands-on/project-based learning opportunities	42%
Receive training/development opportunities to enhance skills	38%
Provide additional counseling, psychologist and social work services	33%
Improve school safety and security	28%
Expand services to students with special needs	25%
Expand students and staff technology access	25%
Increase parents and community communications	24%
Increase STEM opportunities	19%
Increase co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	16%
Increase the number of AP/honors courses	11%
Develop additional community/business partnerships	8%

# Change Readiness

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
Our District has a culture of open dialogue.	74%	3.52 (168)	3.32	0.20
There is a process for evaluating the effectiveness of new initiatives.	59%	3.18 (133)	3.02	0.16
Our District strives to achieve consensus on areas that need improvement.	74%	3.46 (161)	3.31	0.15
Our District is committed to making needed improvements as they are identified.	78%	3.60 (164)	3.46	0.14

# Student Achievement

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
Student discipline is handled in a consistent manner by all staff.	40%	2.66 (128)	2.43	0.22
The social and emotional needs of students are being met.	61%	3.21 (128)	3.21	0.00
Students have access to additional support when needed.	71%	3.46 (125)	3.56	-0.11
Learning targets and curriculum objectives for my job assignment are clear.	82%	3.74 (129)	3.88	-0.13
I have been provided the resources to achieve District learning targets and curriculum objectives.	70%	3.48 (123)	3.62	-0.14
The academic needs of students are being met.	70%	3.40 (132)	3.75	-0.35
Overall, the school offers a high quality academic program.	73%	3.53 (125)	3.98	-0.45

# Engagement

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The amount of work I am asked to do is reasonable.	80%	3.74 (173)	3.41	0.33
It would take a lot to get me to leave this District.	74%	3.71 (163)	3.61	0.10
I would recommend this District to others seeking employment.	83%	3.91 (167)	3.86	0.05
My job is personally satisfying.	92%	4.23 (171)	4.20	0.03
My work contributes to the success of our District	97%	4.28 (170)	4.36	-0.08
I am proud of our District.	89%	3.97 (167)	4.06	-0.09
I enjoy being involved in District affiliated activities outside of the normal school day.	82%	3.80 (152)	3.93	-0.13

# Communication

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The District clearly communicates with me about important issues.	76%	3.59 (155)	3.47	0.12
School/department information is communicated effectively to me.	77%	3.64 (161)	3.53	0.11
I am kept informed about matters important to my work.	77%	3.66 (164)	3.57	0.10
I feel comfortable sharing my ideas and opinions.	71%	3.54 (164)	3.50	0.05
School board policies and procedures affecting me are available and clearly communicated.	76%	3.63 (153)	3.66	-0.04
I have a good understanding of the goals of the District.	79%	3.68 (157)	3.77	-0.09

# How would you rate the communication from:

*Great (4), Good (3), Fair (2), Poor (1)*

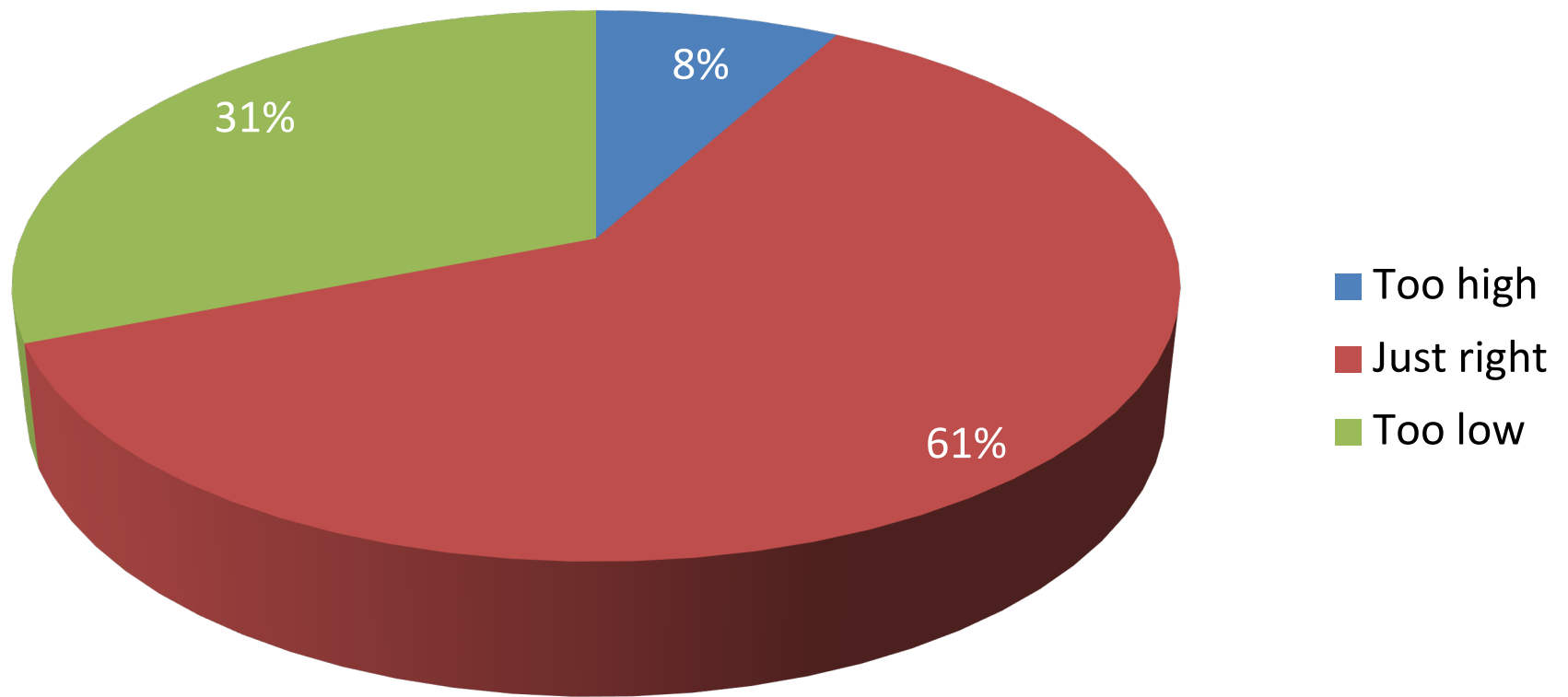
Item	% Great/ Good	Average (n)	Comparison	Difference
Technology Services	89%	3.30 (159)	3.02	0.28
Principal/Building Administration	76%	3.08 (160)	2.81	0.27
District Administration	64%	2.71 (163)	2.59	0.12
Custodians/Maintenance	74%	3.01 (142)	2.93	0.08
School Board	53%	2.47 (154)	2.50	-0.02
Food Service	71%	2.84 (128)	2.90	-0.06
Transportation	50%	2.52 (120)	2.71	-0.19

# Culture

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
Our school/department operates as a team.	79%	3.77 (163)	3.71	0.06
Our school/department works hard to find ways to improve.	87%	3.99 (161)	3.95	0.04
I have adequate opportunities to participate in decisions that affect me.	69%	3.52 (162)	3.49	0.04
Our school/department is effective at assimilating new employees.	77%	3.63 (151)	3.65	-0.02
My co-workers are willing to help me when I have a heavy workload.	90%	4.15 (159)	4.21	-0.05
I can bring about change in my school/department.	77%	3.75 (159)	3.81	-0.06

# 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)	Comparison	Difference
I am satisfied with the technology support available to me.	95%	4.27 (159)	3.99	0.28
I have enough time to do my job effectively.	65%	3.37 (161)	3.15	0.22
Our classrooms, building and grounds are well maintained.	81%	3.87 (162)	3.73	0.14
I feel supported by leadership when I make a decision.	80%	3.94 (160)	3.87	0.07
Based on my interactions with students, I feel safe at work.	91%	4.14 (162)	4.12	0.02
I feel valued by our community.	79%	3.75 (155)	3.74	0.02

# Work Environment (Slide 2/2)

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I have the flexibility to do my job the way that I think is most effective.	83%	3.91 (160)	3.97	-0.06
I have the materials and supplies I need to do my job effectively.	80%	3.79 (163)	3.90	-0.11
I am satisfied with the technology available to me.	76%	3.78 (158)	3.93	-0.15
Based on my interactions with other adults, I feel safe at work.	91%	4.23 (162)	4.40	-0.17
I receive the training I need to do my job effectively.	76%	3.67 (162)	3.86	-0.19

# Health and Wellness

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The pace of implementing new initiatives is appropriate.	78%	3.64 (140)	3.24	0.41
I am able to sustain a healthy work-life balance.	79%	3.67 (157)	3.44	0.22
I manage my stress well.	82%	3.73 (157)	3.65	0.09
I get enough sleep.	65%	3.38 (156)	3.36	0.02

# Development and Recognition

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The District's professional learning days are organized and well-planned.	78%	3.71 (133)	3.38	0.33
I receive meaningful and timely feedback that helps me improve my performance.	82%	3.80 (158)	3.47	0.33
I receive credit and recognition when I do a good job.	75%	3.68 (156)	3.43	0.25
I have adequate opportunities for training/professional development.	71%	3.54 (152)	3.53	0.01

# Compensation and Benefits

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
Pay practices are administered consistently for all employees.	83%	3.75 (128)	3.04	0.71
I am satisfied with my benefits.	76%	3.62 (154)	3.35	0.26
My benefits are competitive with similar jobs I might find elsewhere.	70%	3.47 (143)	3.29	0.17
I am satisfied with my pay.	44%	2.78 (158)	2.92	-0.13
My pay is fair in relation to my job responsibilities.	37%	2.63 (156)	2.76	-0.13

# Building Leadership

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
My principal is an effective leader.	88%	4.16 (127)	3.81	0.34
Building leadership is consistent when administering policies concerning employees.	83%	3.88 (131)	3.61	0.27
I trust the leadership in my building.	88%	4.06 (140)	3.81	0.24

# District Administration

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
District administration is responsive to major concerns of employees.	83%	3.86 (133)	3.43	0.43
District administration is consistent when administering policies concerning employees.	80%	3.75 (131)	3.47	0.27
I trust the District's leadership.	81%	3.77 (150)	3.55	0.22
The Superintendent/District Administrator presents a positive image to our community.	91%	4.20 (148)	3.99	0.20
District administration is doing what it takes to make our District successful.	82%	3.83 (137)	3.68	0.16

# School Board

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The School Board appropriately balances the mission of the District with fiscal responsibility.	98%	4.18 (101)	3.80	0.38
The School Board presents a positive image to our community.	96%	4.12 (121)	3.83	0.29
The School Board is doing what it takes to make our District successful.	91%	4.04 (109)	3.77	0.27



# Salary

Please rank the following factors based on their importance in a compensation system.

*Most important (1), Least important (10)*

Item	Average (n)
Advanced degrees (Master's, specialist, Ph.D., Ed. D.)	3.12
Length of service	3.68
Additional skills (certifications, foreign language proficiencies etc.)	4.48
Educator's evaluation	5.14
Additional work duties (coach, curriculum writing, research etc.)	5.16
National Board for Professional Teaching Standards/Master Teacher	5.64
Market demand (hard-to-staff assignment, certification in area of short supply)	5.88
Student Learning Outcomes	6.00
Professional Development Activities (Provided by the district)	6.33
Licensure for PI 34 (Initial Educator, Professional or Master)	6.66

# Job Satisfaction

Please check up to four of your most important job satisfaction factors:

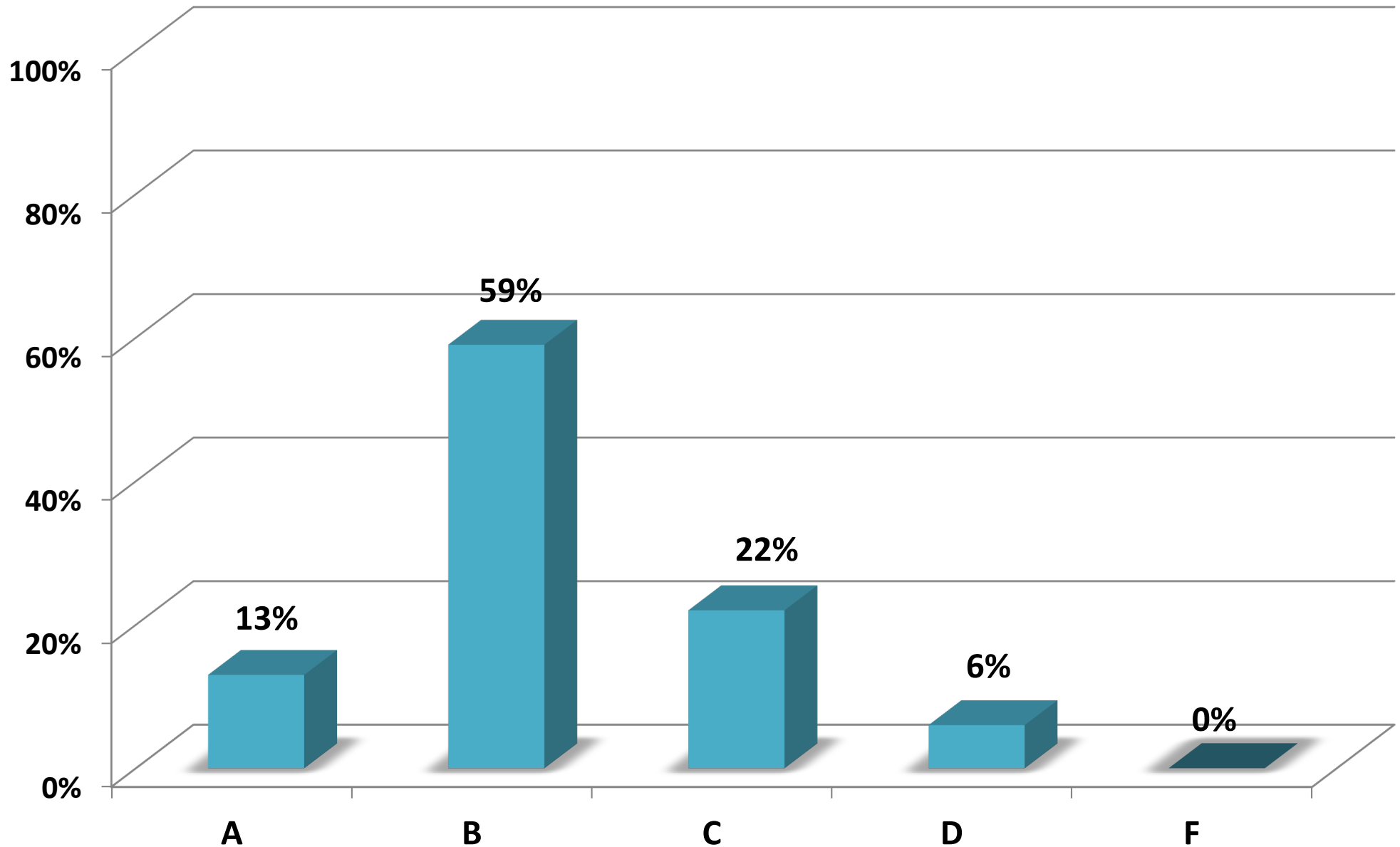
Item	% Yes
Compensation/Salary	60%
Good leadership	53%
Meaningful work	52%
Healthy culture/working conditions	43%
Benefits	32%
Support from supervisors	28%
Support from co-workers	27%
Personal growth	25%
Job security	21%
Effective communications	19%
Feeling safe in the workplace	15%
Job training/professional development	14%
Recognition	8%

# Overall Satisfaction

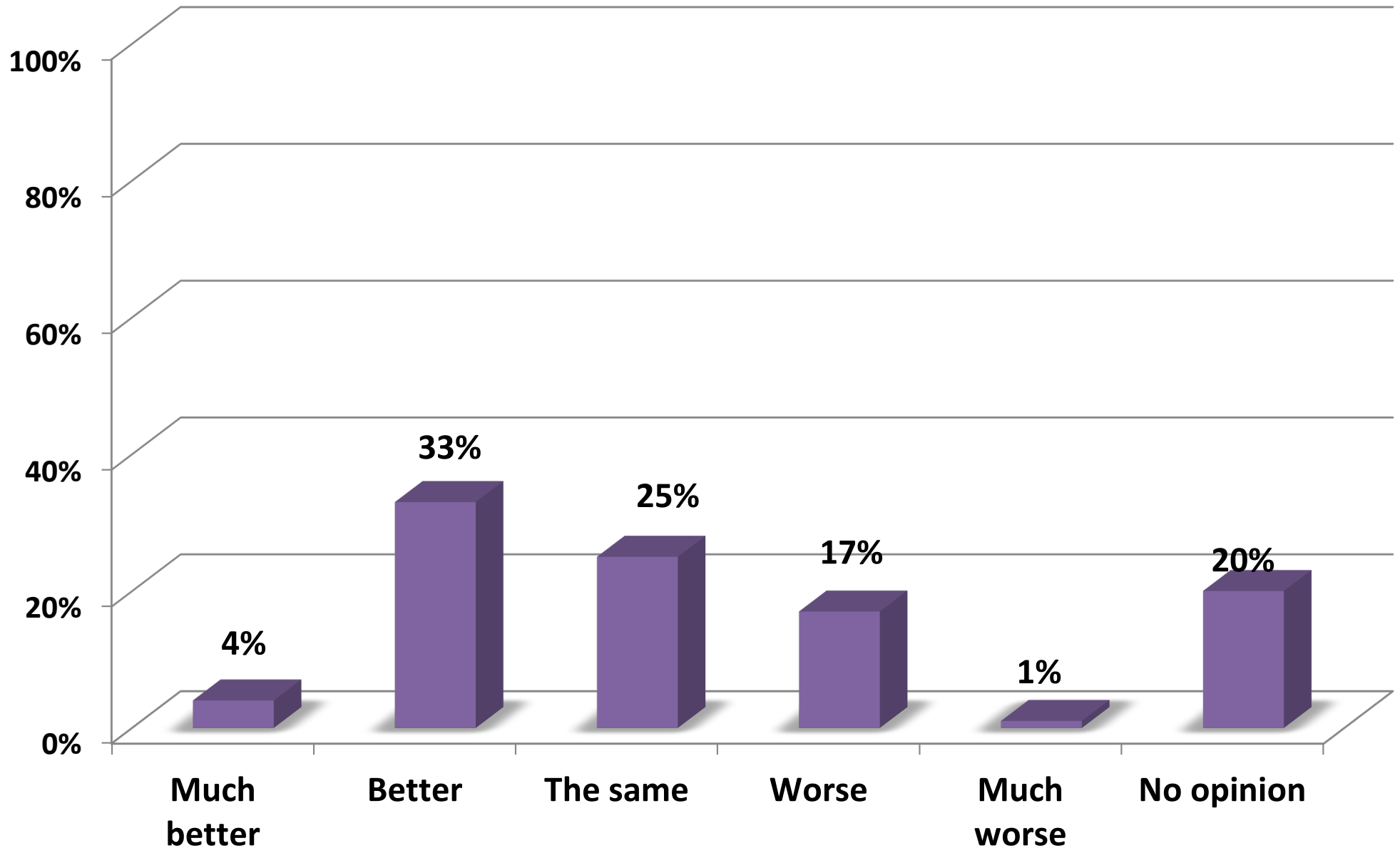
*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The District has improved in the past year.	87%	3.90 (122)	3.42	0.48
I am satisfied with the financial management of the District.	79%	3.65 (113)	3.43	0.21
All things considered, this District is a good place to work.	92%	4.04 (143)	4.04	0.00
Our community supports education.	80%	3.64 (136)	3.95	-0.31

# What grade would you give us?



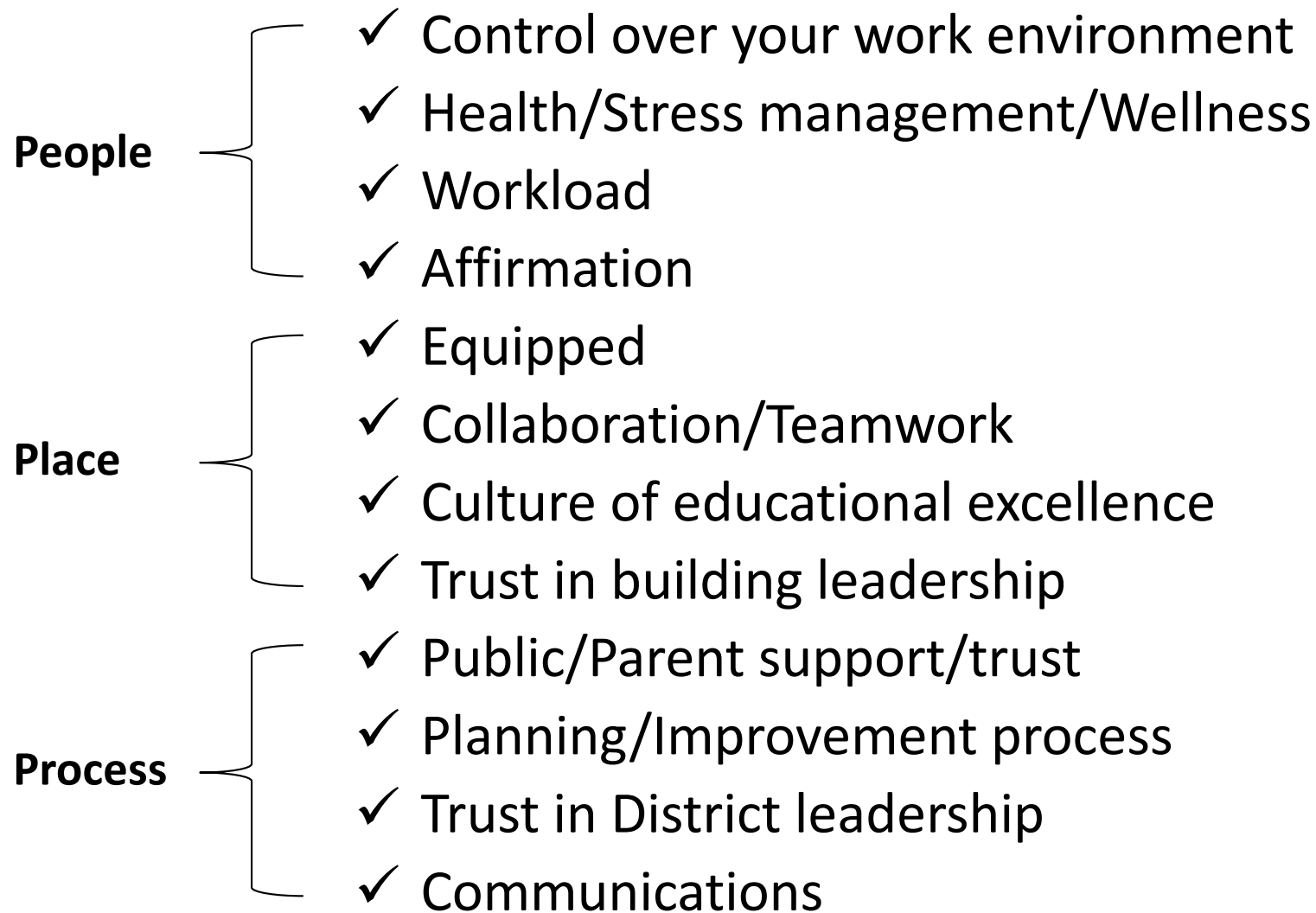
# How would you rate the District compared to neighboring public school districts?



# **School Perceptions Staff Engagement Indexes**

There are 12 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.

# 12 Indexes of Staff Engagement



# 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

# How do your index scores compare to similar schools?

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

Index	Average (n)	Comparison	Difference
Trust in building leadership	3.97 (158)	3.68	0.30
Trust in District leadership	3.95 (137)	3.68	0.27
Workload	3.75 (173)	3.55	0.20
Planning/Improvement process	3.44 (168)	3.28	0.16
Health/Stress management/Wellness	3.64 (157)	3.54	0.10
Affirmation	3.46 (158)	3.36	0.10
Public/Parent support/trust	3.90 (148)	3.80	0.10
Collaboration/Teamwork	3.86 (164)	3.84	0.02
Communications	3.64 (164)	3.62	0.02
Control over your work environment	3.78 (162)	3.79	0.00
Equipped	3.68 (163)	3.67	0.00
Culture of educational excellence	3.40 (132)	3.63	-0.23

**Thank you!**