

# **Verona Area School District**

## **Staff Survey Results**

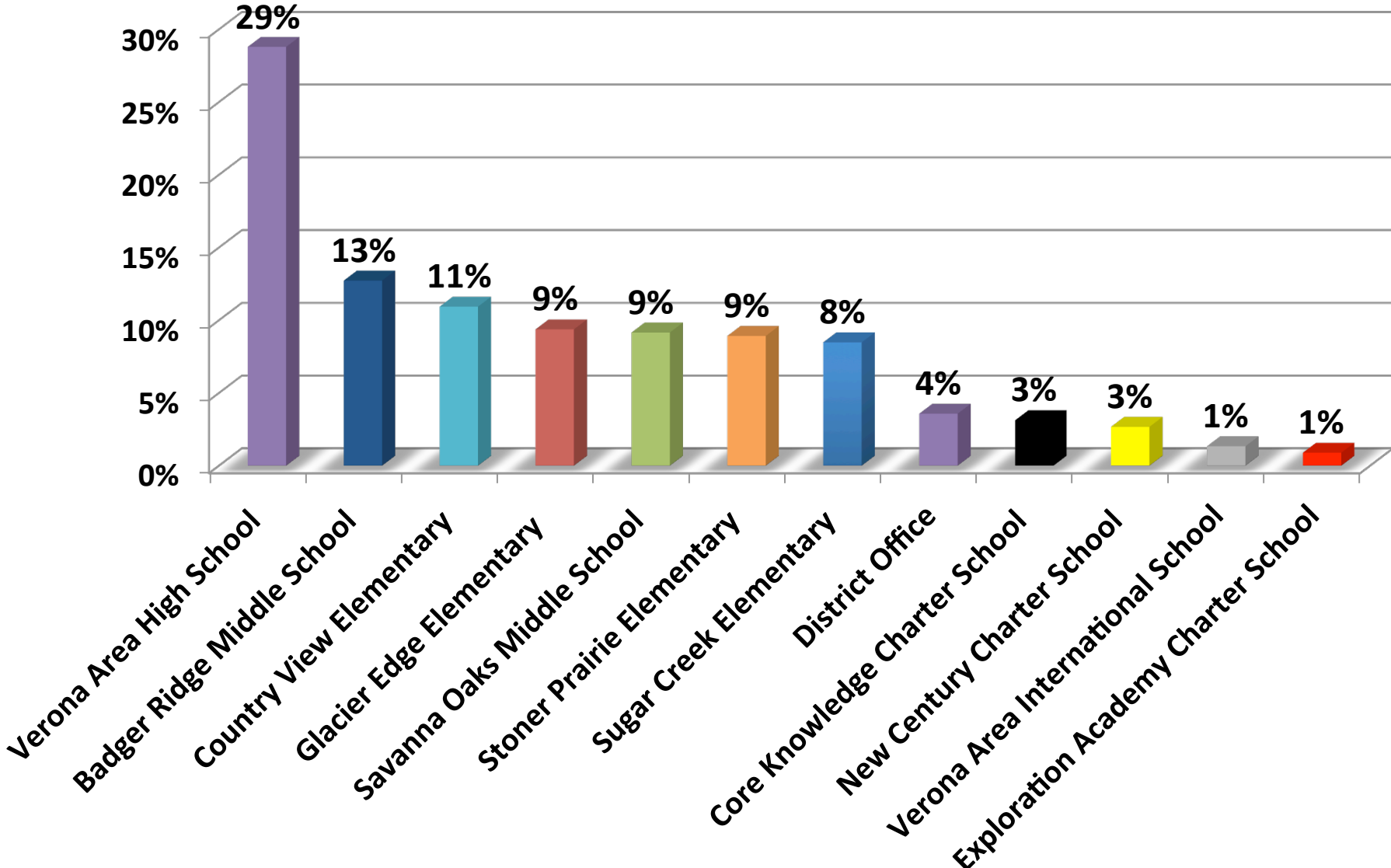
Spring 2016

# Survey Summary

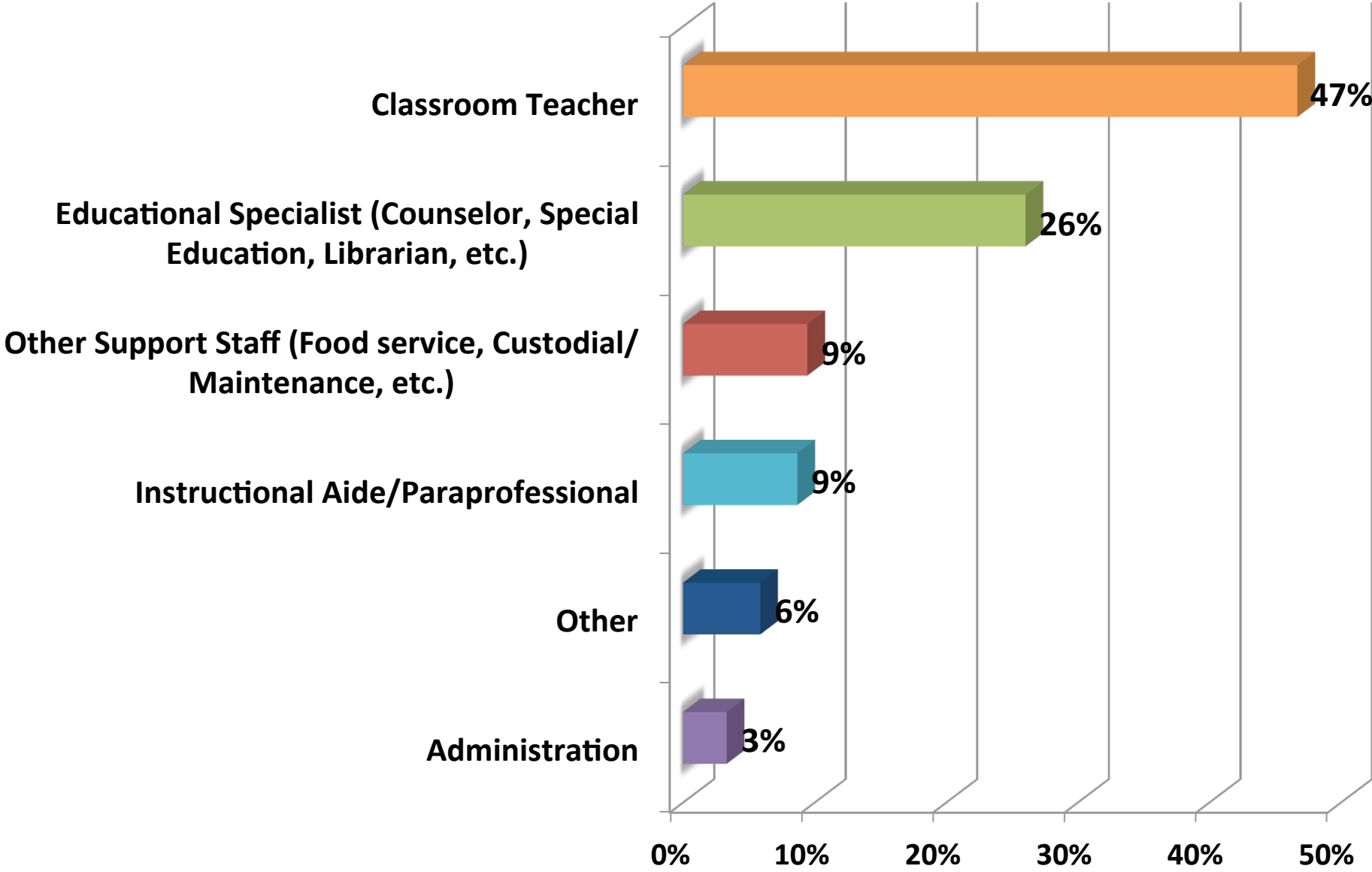
- The Staff Survey was conducted in May of 2016.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 453 (53% participation)

# Respondent Information

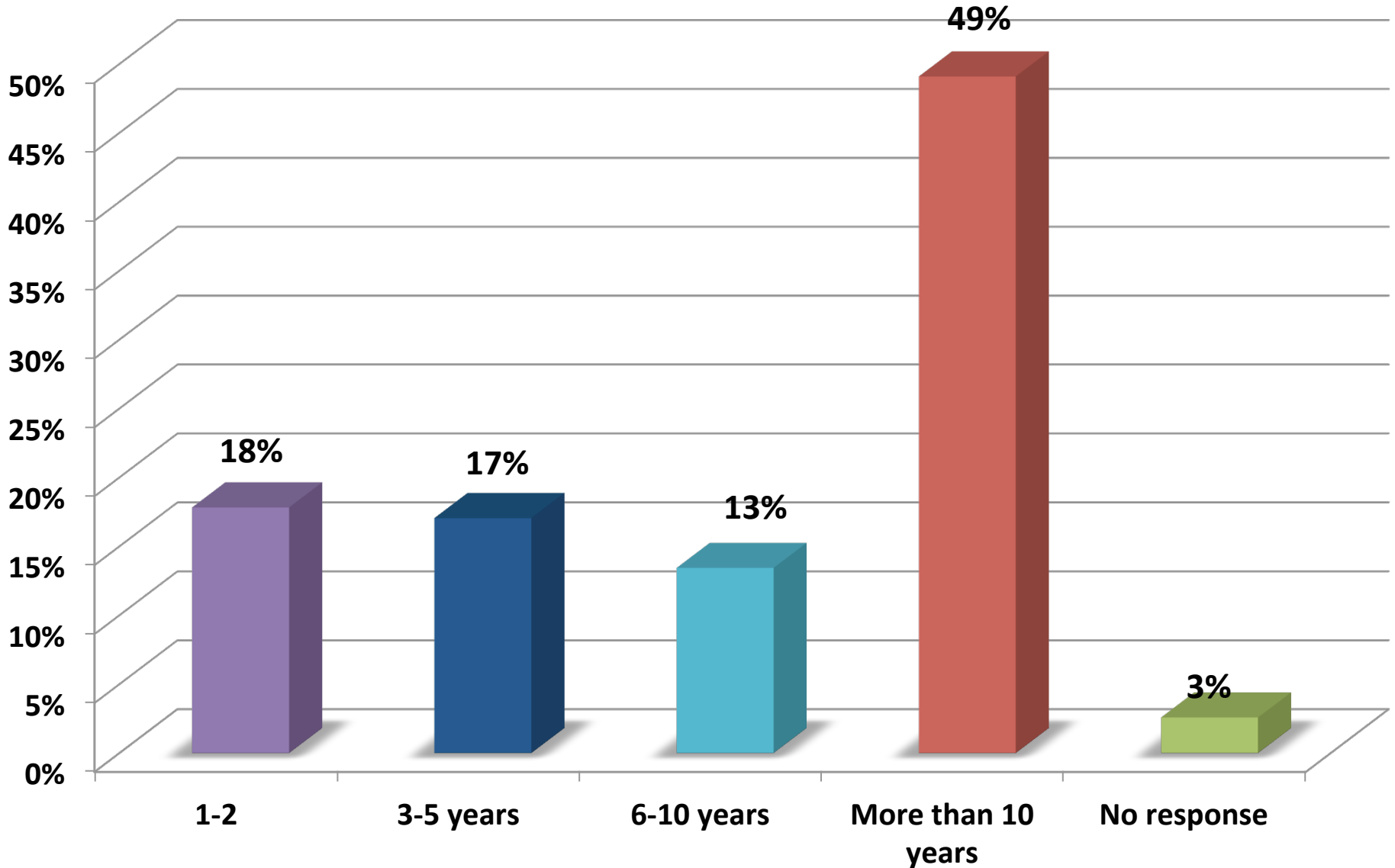
# At which location do you spend the most time?



# What best describes your position?



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



# Change Readiness

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
There is a process for evaluating the effectiveness of new initiatives.	30%	2.35 (377)	2.85	-0.50
I am confident that our District will be able to develop and execute an improvement plan.	58%	3.15 (393)	3.51	-0.36
There is consensus on areas that need improvement in our District.	48%	2.89 (402)	3.06	-0.16
Our District has a culture of open dialogue around difficult issues.	53%	2.98 (420)	3.05	-0.08

# Student Achievement

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
Student discipline is handled in a consistent manner by all staff.	20%	2.03 (292)	2.67	-0.65
I have been provided the resources to achieve District learning targets and curriculum objectives.	62%	3.22 (265)	3.47	-0.26
The social and emotional needs of students are being met.	58%	3.14 (296)	3.39	-0.25
The academic needs of students are being met.	72%	3.49 (294)	3.72	-0.23
Overall, the school offers a high quality academic program.	87%	3.87 (297)	3.96	-0.10
Students have access to additional support when needed.	71%	3.51 (298)	3.57	-0.06
Learning targets and curriculum objectives for my job assignment are clear.	79%	3.67 (278)	3.71	-0.05



# Engagement

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
I am proud of our District.	80%	3.75 (400)	3.90	-0.16
The amount of work I am asked to do is reasonable.	56%	3.08 (416)	3.25	-0.16
My job is personally satisfying.	87%	4.03 (415)	4.14	-0.11
My work directly contributes to the overall success of our District.	95%	4.22 (412)	4.32	-0.09
I would recommend this District to others seeking employment.	71%	3.57 (380)	3.63	-0.05
I enjoy being involved in events or activities beyond the normal school day.	86%	3.92 (398)	3.92	0.00
It would take a lot to get me to leave this District.	63%	3.37 (391)	3.38	0.00

# Communication

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
Board policies and procedures affecting me and my work are available and clearly communicated.	60%	3.15 (384)	3.49	-0.34
I am kept informed about matters important to my work.	61%	3.20 (402)	3.50	-0.30
School/department information is communicated effectively to me.	60%	3.19 (400)	3.46	-0.27
I feel the District honestly communicates with me about important issues.	53%	2.98 (389)	3.20	-0.22
I have a good understanding of the plans and goals of the District.	60%	3.19 (397)	3.40	-0.21
I feel comfortable sharing my ideas and opinions.	61%	3.19 (403)	3.39	-0.20

# How would you rate the communication from:

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

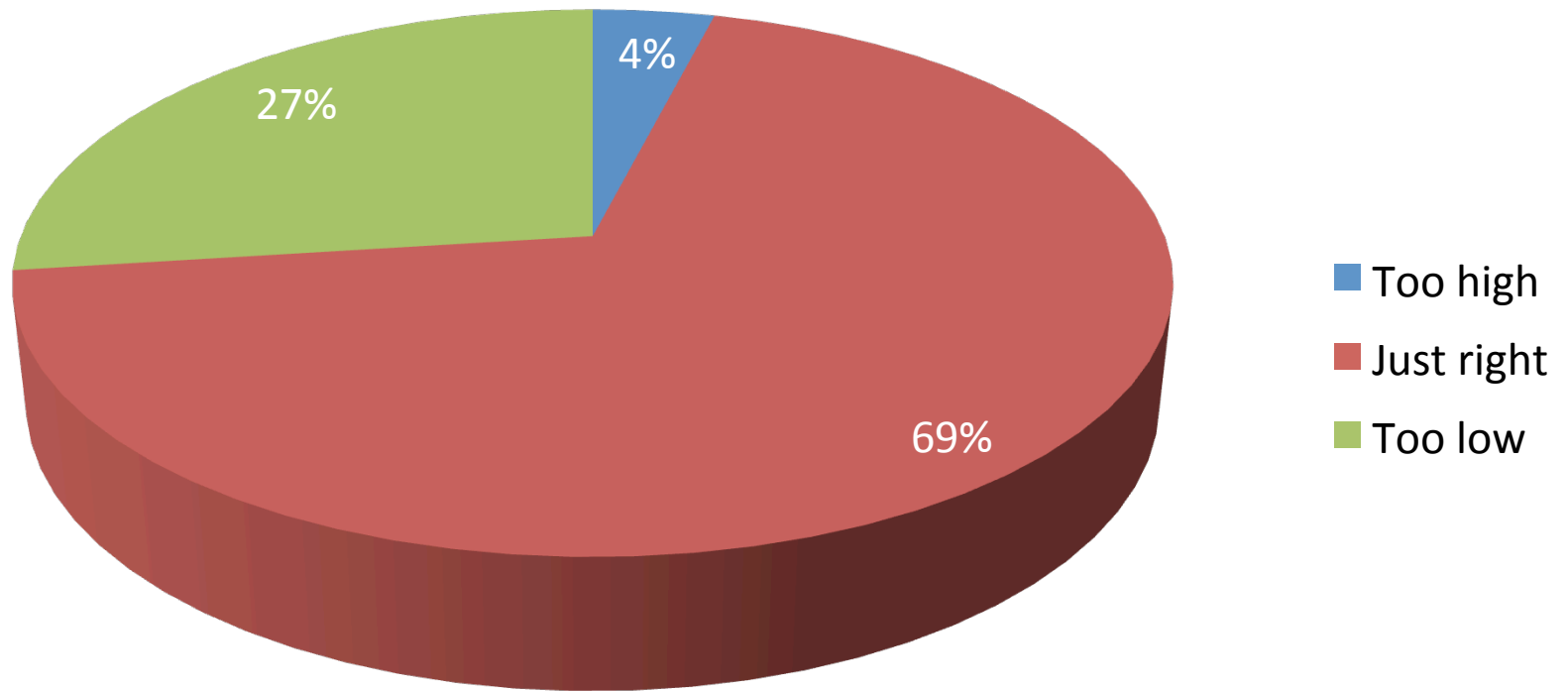
Item	% Great/ Good	Average	Similar School Average	Difference
Technology Services	86%	3.21	N/A	N/A
Custodians/Maintenance	82%	3.02	N/A	N/A
District Public Information Officer	77%	2.98	N/A	N/A
Food Service	77%	2.84	N/A	N/A
Principal/Building Administration	53%	2.51	N/A	N/A
Transportation	50%	2.43	N/A	N/A
District Administration	42%	2.27	N/A	N/A
School Board	41%	2.20	N/A	N/A

# Culture

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
Our school/department operates as a team.	67%	3.44 (398)	3.68	-0.24
Our school/department works hard to find ways to improve.	81%	3.79 (394)	3.98	-0.19
I can bring about change in my school/department.	72%	3.57 (391)	3.76	-0.19
I have adequate opportunities to participate in decisions that affect me.	58%	3.20 (391)	3.39	-0.19
Our school does a good job assimilating new employees.	71%	3.47 (386)	3.41	0.06
My co-workers are willing to help me when I have a heavy workload.	92%	4.29 (396)	4.18	0.11

# Academic expectations are:



*Too high (1), Just right (2), Too low (3)*  
**District Average: 2.23; Similar School Average: 2.08**

# Work Environment

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
Based on my interactions with students, I feel safe at work.	82%	3.86 (397)	4.19	-0.33
I feel supported by leadership when I make a decision.	70%	3.55 (387)	3.83	-0.28
I have been given the materials and supplies I need to do my job effectively.	71%	3.58 (404)	3.82	-0.24
I have enough time to do my job effectively.	47%	2.84 (402)	2.99	-0.14
I receive the training I need to do my job well.	73%	3.59 (399)	3.71	-0.13
Based on my interactions with other adults, I feel safe at work.	94%	4.30 (403)	4.42	-0.12

# Work Environment (continued)

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
I have the flexibility to do my job the way that I think is most effective.	78%	3.76 (399)	3.85	-0.09
Our classrooms, building and grounds are well maintained.	87%	4.09 (399)	3.85	0.24
I feel valued by our community.	78%	3.74 (387)	3.48	0.26
I am satisfied with the technology resources available to me.	89%	4.19 (401)	3.90	0.29
I am satisfied with the technology support available to me.	91%	4.24 (401)	3.90	0.34

# Health and Wellness

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
The pace of implementing new initiatives is appropriate.	38%	2.59 (380)	3.07	-0.49
I am able to sustain a healthy work-life balance.	57%	3.09 (396)	3.29	-0.20
I manage my stress well.	74%	3.54 (395)	3.61	-0.07
I get enough sleep.	63%	3.26 (398)	3.26	0.00



# Development and Recognition

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
I receive ongoing and timely feedback that helps me improve my performance.	48%	2.86 (395)	3.34	-0.48
I receive credit and recognition when I do a good job.	53%	3.02 (397)	3.29	-0.27
I have adequate opportunities for training/professional development.	62%	3.25 (395)	3.33	-0.08
The District's in-service days are organized and well-planned.	62%	3.22 (352)	3.15	0.07

# Compensation and Benefits

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
My pay is fair in relation to my job responsibilities.	53%	3.01 (387)	2.65	0.36
Overall, I am satisfied with my pay.	67%	3.34 (396)	2.88	0.47
Pay practices are administered consistently for all employees.	63%	3.26 (317)	2.74	0.52
Overall, I am satisfied with my benefits.	87%	3.85 (392)	3.24	0.61
My benefits are competitive with similar jobs I might find elsewhere.	88%	3.89 (352)	3.13	0.76

# Building Leadership

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
My principal is an effective leader.	59%	3.31 (309)	3.87	-0.56
I trust the leadership in my building.	62%	3.38 (327)	3.84	-0.45
Building leadership is consistent when administering policies concerning employees.	60%	3.31 (296)	3.67	-0.36
My associate principal(s) are effective leaders.	57%	3.19 (209)	N/A	N/A

# District Administration

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
I trust the District's leadership.	53%	2.98 (378)	3.50	-0.52
District administration is doing what it takes to make our District successful.	51%	2.97 (343)	3.45	-0.48
The Superintendent/District Administrator presents a positive image to our community.	72%	3.46 (362)	3.87	-0.41
District administration is aware of major concerns of employees.	46%	2.85 (339)	3.15	-0.30
District administration is consistent when administering policies concerning employees.	56%	3.04 (315)	3.29	-0.25

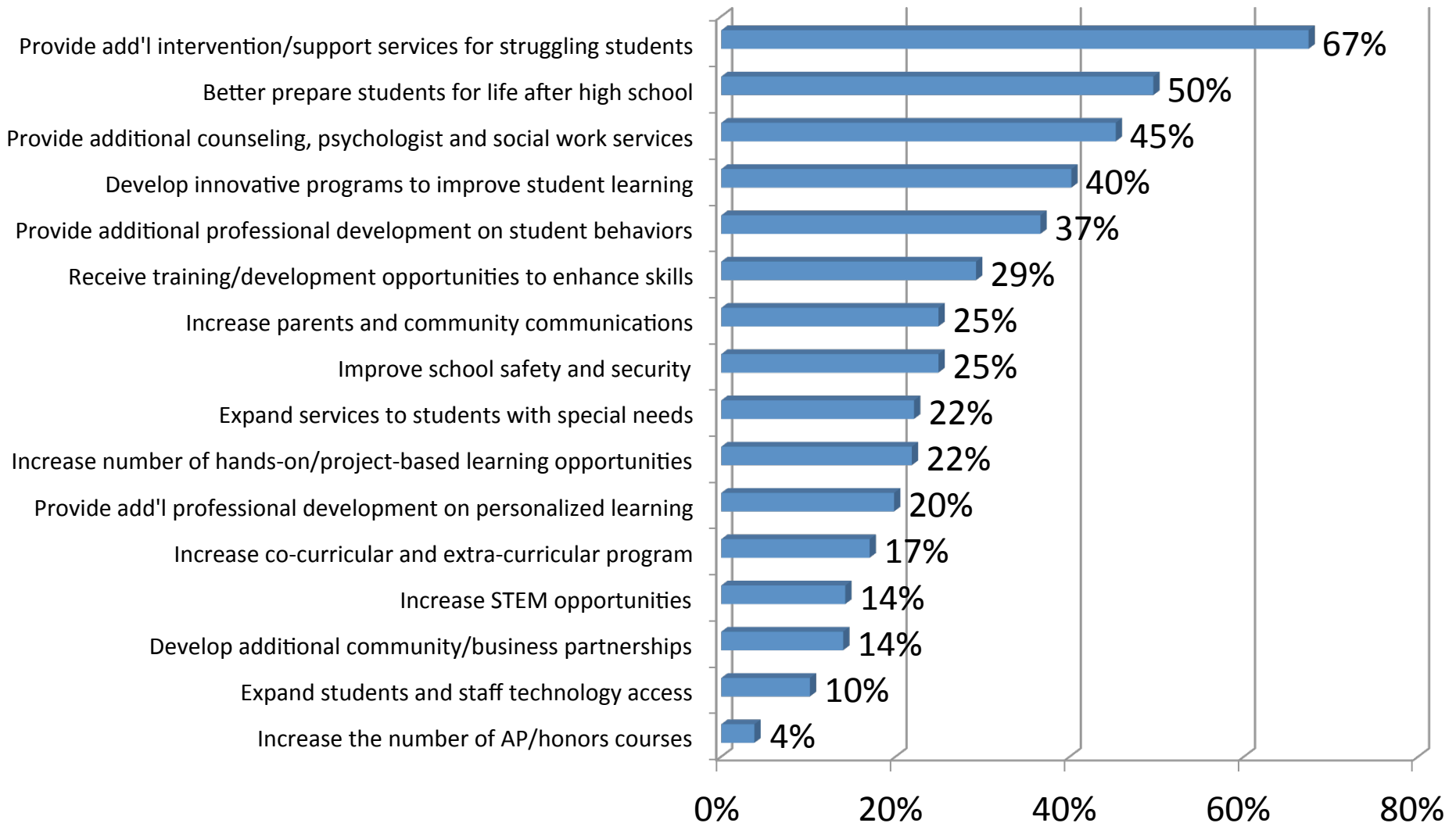
# School Board

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
The School Board presents a positive image to our community.	75%	3.53 (318)	3.80	-0.27
The School Board is doing what it takes to make our District successful.	65%	3.31 (322)	3.59	-0.28
The School Board appropriately balances the mission of the District with fiscal responsibility.	81%	3.67 (317)	3.71	-0.04

# Planning

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

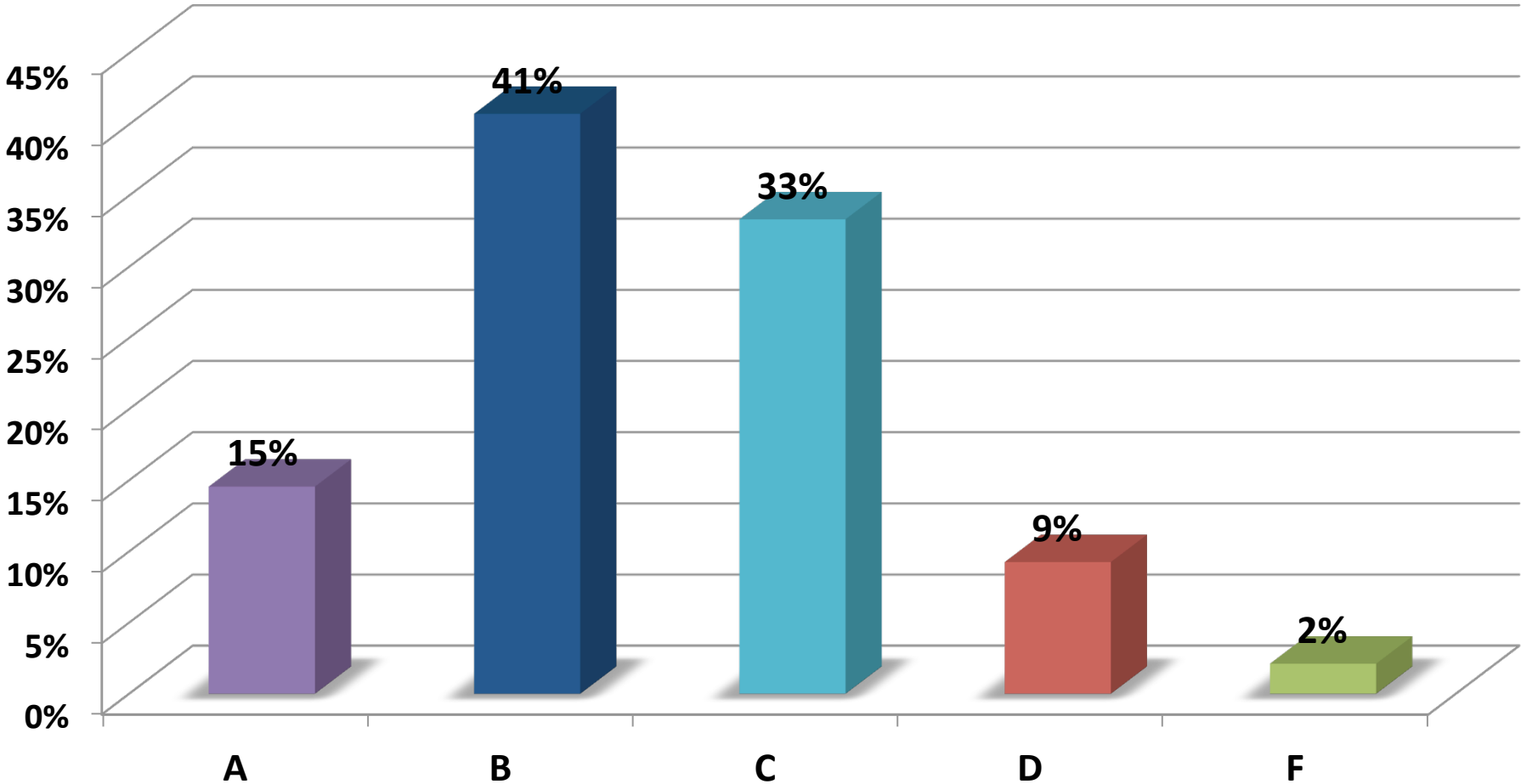


# Overall Satisfaction

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

Item	% Strongly agree/Agree	Average	Similar School Average	Difference
Overall, the District has improved over the past year.	49%	2.93 (340)	3.30	-0.37
All things considered, this District is a good place to work.	85%	3.84 (384)	3.83	0.00
I am satisfied with the financial management of the District.	78%	3.63 (319)	3.24	0.38
Our community supports education.	95%	4.12 (377)	3.62	0.50

# What letter grade would you give our school district?



*No comparison data available*



**Thank you!**