

# **Fairview School District 72**

## **Staff Survey Results**

Fall 2018

# What We Know:

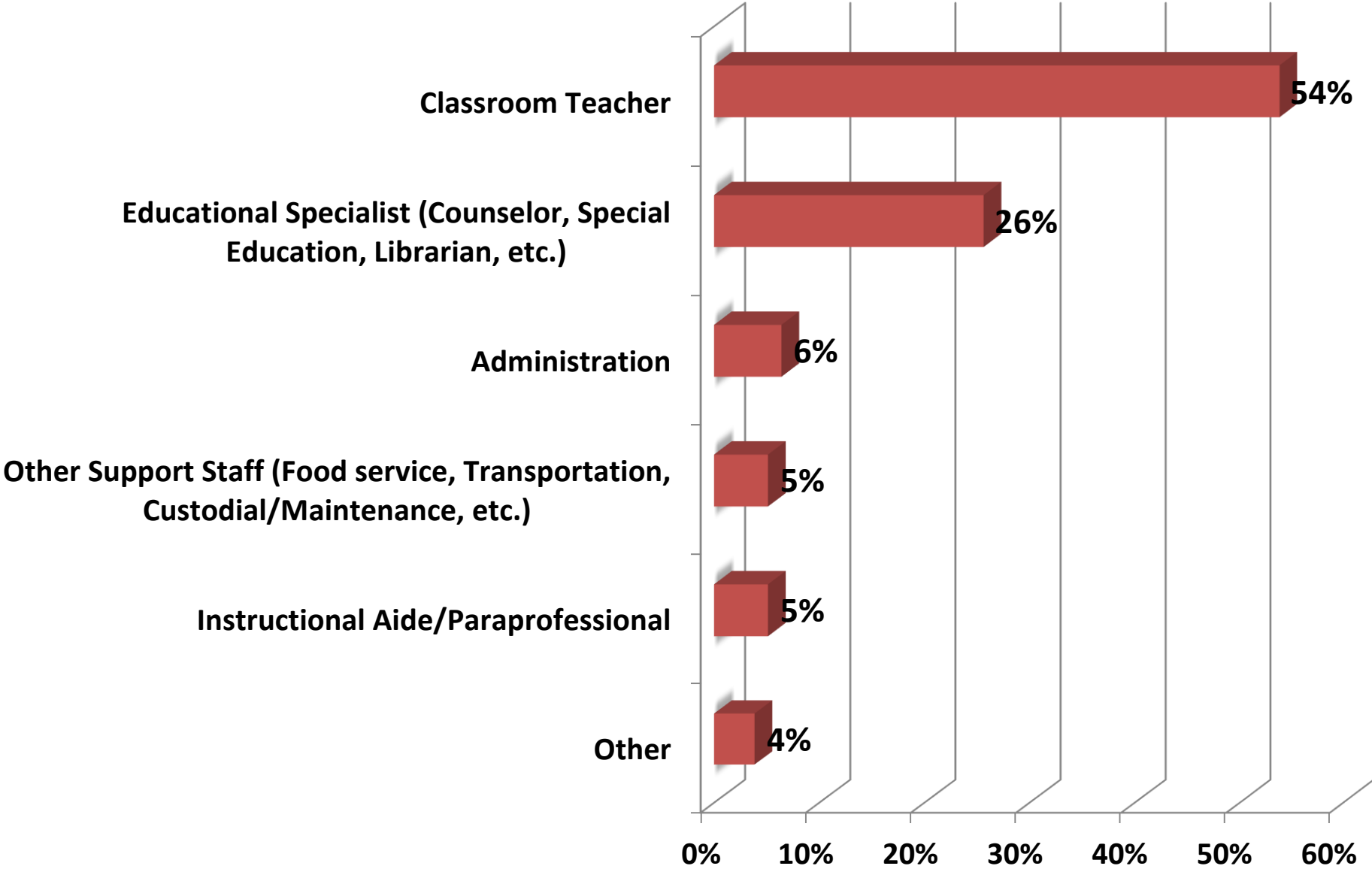


# Survey Summary

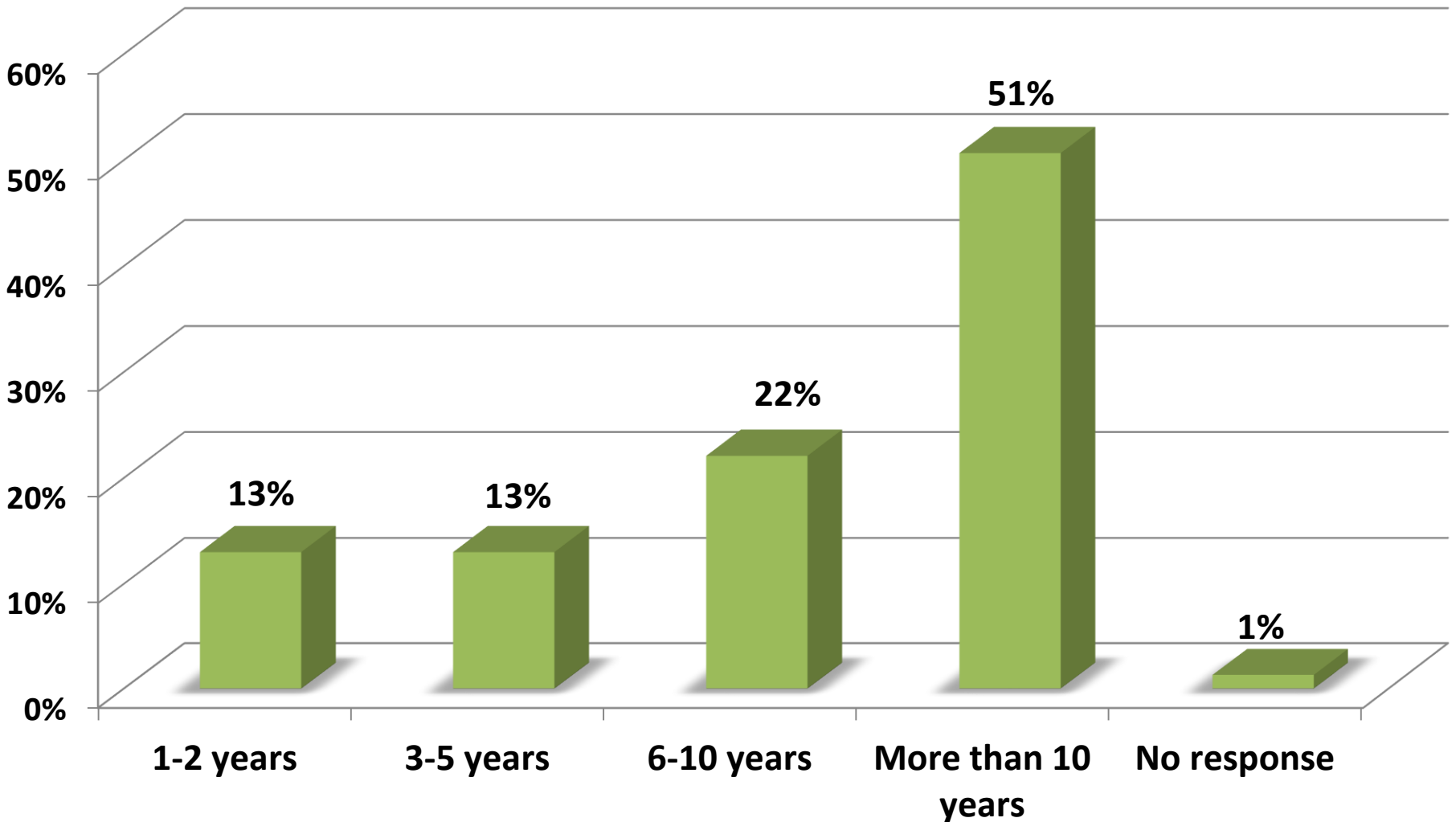
- The Staff Survey was conducted in October of 2018.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 78 (74% participation)

# **Respondent Information**

# 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
Develop new and innovative programs to improve student learning	75%
Provide support services when students have difficulty learning	73%
Maintain class sizes	57%
Provide training/development opportunities to enhance skills of staff	47%
Expand services to students with special needs	39%
Recruit and retain high-quality staff	35%
Prepare students for high school	24%
Increase communications with our parents and community	23%
Adapt the way we educate students to follow State standards	19%
Increase school safety and security	19%
Increase student/staff technology access	15%
Develop further community/business partnerships	11%
Increase co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	11%
Expand technology access for students and staff	9%

# 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.	96%	4.42 (74)	3.41	1.01
There is a process for evaluating the effectiveness of new initiatives.	90%	4.13 (69)	3.14	0.99
Our District strives to achieve consensus on areas that need improvement.	96%	4.38 (72)	3.46	0.91
Our District is committed to making needed improvements as they are identified.	100%	4.54 (72)	3.75	0.79



# 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.	75%	3.67 (60)	2.78	0.89
I have been provided the resources to achieve District learning targets and curriculum objectives.	95%	4.56 (61)	3.84	0.72
Learning targets and curriculum objectives for my job assignment are clear.	95%	4.46 (63)	3.84	0.62
The social and emotional needs of students are being met.	92%	4.19 (62)	3.70	0.49
Overall, the school offers a high quality academic program.	98%	4.73 (62)	4.38	0.35
Students have access to additional support when needed.	92%	4.21 (63)	4.05	0.15
The academic needs of students are being met.	96%	4.37 (63)	4.23	0.13

# Engagement

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I would recommend this District to others seeking employment.	99%	4.81 (74)	3.85	0.96
I am proud of our District.	99%	4.84 (74)	4.03	0.81
The amount of work I am asked to do is reasonable.	96%	4.52 (73)	3.73	0.79
It would take a lot to get me to leave this District.	98%	4.75 (73)	3.99	0.76
I enjoy being involved in District affiliated activities outside of the normal school day.	95%	4.54 (69)	3.99	0.54
My job is personally satisfying.	97%	4.72 (74)	4.36	0.36
My work contributes to the success of our District	99%	4.76 (74)	4.48	0.27

# Communication

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I am kept informed about matters important to my work.	97%	4.54 (71)	3.56	0.98
School/department information is communicated effectively to me.	95%	4.44 (72)	3.53	0.92
The District clearly communicates with me about important issues.	96%	4.44 (72)	3.53	0.91
I feel comfortable sharing my ideas and opinions.	91%	4.32 (71)	3.55	0.77
I have a good understanding of the goals of the District.	99%	4.60 (72)	3.85	0.74
School board policies and procedures affecting me are available and clearly communicated.	96%	4.34 (70)	3.79	0.55

# How would you rate the communication from:

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

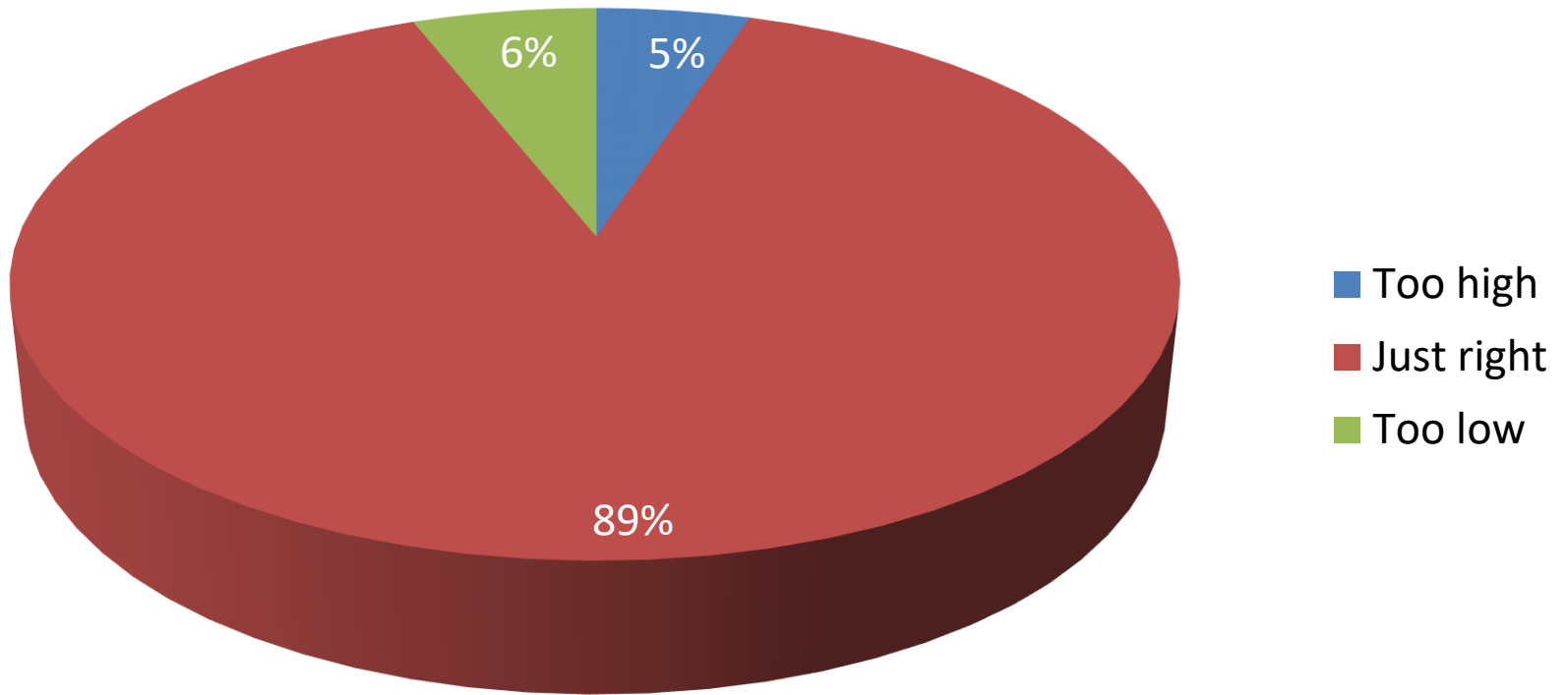
Item	% Great/ Good	Average (n)	Comparison	Difference
District Administration	97%	3.59 (66)	2.88	0.71
Custodians/Maintenance	98%	3.59 (63)	2.93	0.66
Principal/Building Administration	97%	3.63 (64)	2.98	0.64
Transportation	91%	3.42 (53)	2.77	0.64
Food Service	99%	3.57 (63)	3.08	0.49
School Board	82%	3.12 (60)	2.64	0.48
Technology Services	84%	3.22 (64)	2.94	0.28

# Culture

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I have adequate opportunities to participate in decisions that affect me.	93%	4.42 (71)	3.46	0.96
Our school/department is effective at assimilating new employees.	97%	4.56 (71)	3.76	0.81
Our school/department operates as a team.	91%	4.39 (71)	3.73	0.67
Our school/department works hard to find ways to improve.	99%	4.58 (71)	4.09	0.49
I can bring about change in my school/department.	94%	4.42 (72)	3.95	0.47
My co-workers are willing to help me when I have a heavy workload.	96%	4.51 (69)	4.41	0.09

# 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 have enough time to do my job effectively.	95%	4.46 (72)	3.61	0.85
Our classrooms, building and grounds are well maintained.	98%	4.90 (72)	4.07	0.83
I feel supported by leadership when I make a decision.	100%	4.72 (71)	3.96	0.75
I receive the training I need to do my job effectively.	94%	4.50 (70)	3.99	0.51
I have the materials and supplies I need to do my job effectively.	97%	4.71 (72)	4.22	0.48
I feel valued by our community.	95%	4.59 (71)	4.11	0.48

# 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.	98%	4.75 (71)	4.27	0.47
I am satisfied with the technology available to me.	98%	4.63 (70)	4.26	0.36
I am satisfied with the technology support available to me.	94%	4.54 (71)	4.19	0.35
Based on my interactions with students, I feel safe at work.	98%	4.86 (72)	4.52	0.34
Based on my interactions with other adults, I feel safe at work.	98%	4.79 (72)	4.52	0.27



# Technology

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I have had adequate time to integrate the necessary technology into my teaching practices.	92%	4.26 (61)	3.86	0.41
I keep up-to-date with emerging technologies and how they can be used for teaching and learning.	92%	4.27 (63)	3.91	0.36
I have received adequate professional development to integrate the necessary technology into my teaching practices.	86%	4.16 (64)	4.05	0.11
The technology in my classroom meets my teaching needs.	93%	4.46 (65)	4.40	0.06
I was able to provide input regarding the instructional technology purchased for my classroom.	72%	3.78 (58)	3.79	-0.01
Technical support is available to me in a timely manner to troubleshoot hardware and software problems.	85%	4.15 (66)	4.58	-0.43
I was able to provide input regarding the technology purchased for student use.	61%	3.53 (58)	4.00	-0.47
The technology provided helps my students meet their learning needs.	97%	4.44 (62)	N/A	N/A

# Please indicate the frequency with which you utilize each item.

*Frequently (3), Occasionally (2), Never (1)*

Item	Average (n)	Comparison	Difference
I utilize lessons that require students to access online resources.	2.72 (60)	2.35	0.37
I use technology to differentiate instruction.	2.73 (60)	2.44	0.29
I integrate technology into my lessons.	2.78 (59)	N/A	N/A
I work with fellow teachers in my school to create, modify and improve my practices for using technology as a learning tool.	2.55 (60)	N/A	N/A

# 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.	99%	4.40 (68)	3.39	1.01
I am able to sustain a healthy work-life balance.	93%	4.29 (70)	3.63	0.66
I get enough sleep.	85%	3.96 (69)	3.53	0.43
Our District's wellness committee is effective.	100%	4.51 (65)	4.19	0.32
I engage in healthy nutritional practices.	96%	4.39 (69)	4.08	0.31
I manage my stress well.	88%	4.10 (71)	3.83	0.27
I engage in 30 or more minutes of physical activity 3 or more times per week.	79%	4.04 (69)	3.85	0.19

# Development and Recognition

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I receive meaningful and timely feedback that helps me improve my performance.	94%	4.50 (70)	3.55	0.95
I receive credit and recognition when I do a good job.	94%	4.38 (72)	3.49	0.89
I have adequate opportunities for training/professional development.	97%	4.59 (68)	3.77	0.82
The District's professional learning days are organized and well-planned.	94%	4.38 (68)	3.61	0.77

# Compensation and Benefits

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
My pay is fair in relation to my job responsibilities.	94%	4.48 (69)	3.40	1.07
I am satisfied with my pay.	96%	4.51 (72)	3.49	1.02
My benefits are competitive with similar jobs I might find elsewhere.	97%	4.59 (70)	3.70	0.89
Pay practices are administered consistently for all employees.	96%	4.56 (66)	3.68	0.88
I am satisfied with my benefits.	98%	4.66 (71)	3.81	0.85

# Building Leadership

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I trust the leadership in my building.	95%	4.54 (69)	3.57	0.96
Building leadership is consistent when administering policies concerning employees.	91%	4.41 (70)	3.46	0.95
My principal is an effective leader.	94%	4.46 (65)	3.69	0.77

# District Administration

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
I trust the District's leadership.	94%	4.56 (70)	3.60	0.96
District administration is responsive to major concerns of employees.	97%	4.67 (69)	3.74	0.93
District administration is doing what it takes to make our District successful.	98%	4.70 (70)	3.81	0.89
District administration is consistent when administering policies concerning employees.	93%	4.47 (68)	3.59	0.88
The Superintendent/District Administrator presents a positive image to our community.	98%	4.75 (72)	4.10	0.65

# School Board

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

Item	% Strongly agree/ Agree	Average (n)	Comparison	Difference
The School Board is doing what it takes to make our District successful.	96%	4.52 (65)	3.88	0.64
The School Board appropriately balances the mission of the District with fiscal responsibility.	97%	4.56 (66)	3.98	0.58
The School Board presents a positive image to our community.	98%	4.60 (63)	4.05	0.55

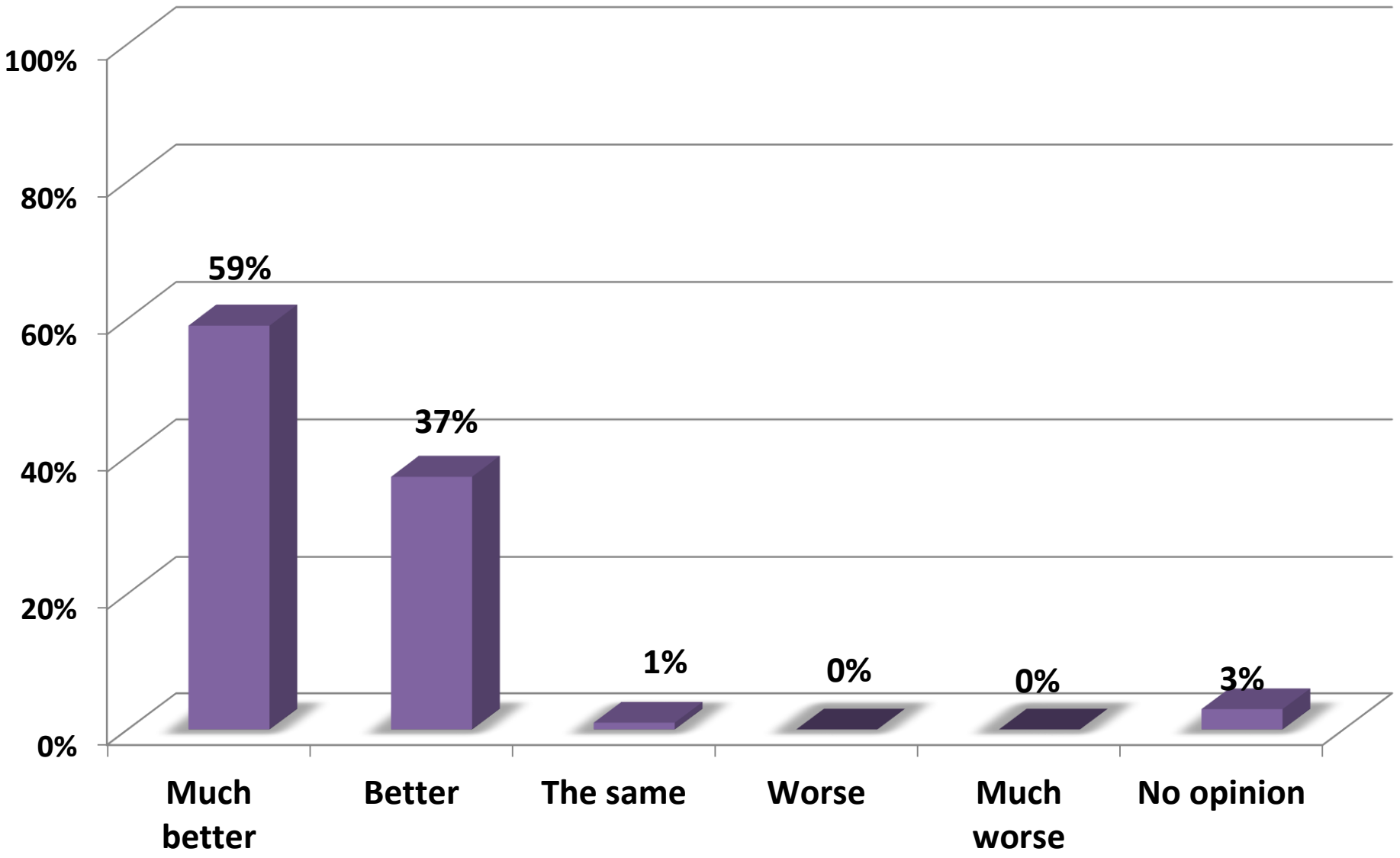


# Overall Satisfaction

*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.	96%	4.51 (61)	3.49	1.01
I am satisfied with the financial management of the District.	97%	4.43 (68)	3.73	0.70
All things considered, this District is a good place to work.	98%	4.76 (71)	4.10	0.66
Our community supports education.	99%	4.64 (70)	4.32	0.33

# 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
  - ✓ 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

# 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
Planning/Improvement process	4.37 (74)	3.44	0.93
Trust in building leadership	4.48 (70)	3.57	0.91
Affirmation	4.54 (72)	3.73	0.81
Communications	4.48 (72)	3.68	0.80
Trust in District leadership	4.56 (70)	3.82	0.75
Workload	4.50 (74)	3.83	0.66
Control over your work environment	4.58 (72)	3.91	0.66
Equipped	4.54 (72)	3.90	0.64
Health/Stress management/Wellness	4.25 (71)	3.69	0.56
Public/Parent support/trust	4.61 (72)	4.05	0.56
Collaboration/Teamwork	4.45 (71)	3.95	0.50
Culture of educational excellence	4.37 (63)	4.09	0.28



**Thank you!**