

2015 Staff Survey

Woodland Public Schools

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Printed: May 7, 2015, 12:20 pm

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Thank you for taking time to share your feedback with the Woodland Public Schools Board of Directors. We're interested in learning more about your working environment in our schools and District so we can move forward in a positive and productive manner.

This survey is being conducted on our behalf by a Wisconsin-based company, School Perceptions. All responses will be received and tabulated by School Perceptions. Data will be reported for groups of respondents and individual names will never be used. Your answers are completely anonymous and confidential.

The survey is organized into sections and typically takes less than 15 minutes to complete. You will be able to easily move back and forth through the sections.

At points in the survey you will have an opportunity to make comments. Please be concise and avoid mentioning individuals by name or by other specifics that could identify them. If you have sensitive comments, consider talking with your principal or administrator and reviewing your District policy regarding how issues and concerns should be addressed.

Thank you for participating in this survey.

Sincerely,

Janice Watts, Board President

Jim Bays

Tina Cayton

Matt Donald

Jeremy Stuart

Kurtis Patterson, Student Representative

Woodland Public Schools Board of Directors

Respondent Information

1. At which location do you spend the most time?

- ☐ District level (represents all school levels) and/or District Office
- ☐ Primary school level
- ☐ Yale Elementary School and Lewis River Academy
- ☐ Intermediate School
- ☐ Middle School
- ☐ High School (including TEAM)
- ☐ Transportation

2. What best describes your position?

- ☐ Classroom Teacher
- ☐ Educational Specialist (Counselor, Special Education, Librarian, etc.)
- ☐ Instructional Aide/Paraprofessional
- ☐ Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.)
- ☐ Administration
- ☐ Other

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

- ☐ 1-5 years
- ☐ 6-10 years
- ☐ More than 10 years

Individual Performance					
1. Please indicate your level of agreement for each item.					
My responsibilities are well-defined.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am able to get the training that is necessary to do my job.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am given the support I need to do a good job.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. Is there a change you, your school or District could make that would improve individual performance?					

Leadership

For this set of questions, “supervisor” refers to building-level leadership to whom you report. “District administration” refers to managers who serve across the District.

1. Please indicate your level of agreement for each item.

I have confidence in the leadership provided by my supervisor.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have confidence in the leadership provided by District administration.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have confidence in the leadership provided by the School Board.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My supervisor pays attention to employee suggestions.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
District administration pays attention to employee suggestions.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My employer supports work-life balance.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I trust what my supervisor tells me.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My supervisor addresses my workplace needs.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel I can voice concerns to my supervisor without fearing negative consequences.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My supervisor addresses my concerns.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The District addresses my concerns.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am treated fairly.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am treated with respect.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Is there a change you, your school or District could make that would improve leadership?

Community Focus					
1. Please indicate your level of agreement for each item.					
I feel part of the Woodland community.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel the District is customer-focused (focused on students and parents).	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
People think positively when they hear about Woodland Schools.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. Is there a change you, your school or District could make that would improve community focus?					

Culture					
1. Please indicate your level of agreement for each item.					
My workplace is a fun place to work.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel my opinions matter.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Growth opportunities are encouraged.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am encouraged to be part of finding solutions.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am encouraged to invent new ways of doing things.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel included in decision-making.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel safe expressing my opinions in my workplace.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am familiar with my school's mission.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My school is working toward fulfilling its mission.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am familiar with the District's mission.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I believe the culture in my workplace has changed for the better over the past year.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Our current principal and staff have a good working relationship.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
It would take a lot for me to leave this District.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. Is there a change you, your school or District could make that would improve culture?					

Communication					
1. Please indicate your level of agreement for each item.					
Information in the District is communicated accurately.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Information in the District is communicated in a timely manner.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Information in the District is communicated in a way I understand it.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Communication is encouraged with my principal.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Communication is encouraged with District administration.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Communication is encouraged with the School Board.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I know the process by which to report concerns about my students.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I know the process by which to report concerns about my superiors.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I know the process by which to report concerns about my colleagues.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have been oriented to the policies and procedures the District has in place for reporting concerns.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I know where to find the policies and procedures the District has for reporting concerns.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. How would you rate the communication from:					
School Board	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
District Administration	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
Principal/Building Administration	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
Food Service	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
Transportation	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
Custodians/Maintenance	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
Technology Services	<input type="radio"/> Great	<input type="radio"/> Good	<input type="radio"/> Fair	<input type="radio"/> Poor	<input type="radio"/> Don't know
3. Is there a change you, your school or District could make that would improve communication?					

Working Together					
1. Please indicate your level of agreement for each item.					
My colleagues exhibit a spirit of teamwork.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My colleagues behave in an ethical manner.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My colleagues support me when I need assistance.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I support my colleagues when they need assistance.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. Is there a change you, your school or District could make that would improve your work with colleagues?					

Safety

1. Please indicate your level of agreement for each item.

Students feel safe in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
My colleagues care about students' well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I care about students' well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I feel safe in my classroom/work place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I feel safe in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply

2. Is there a change you, your school or District could make that would improve safety?

Facilities

1. Please indicate your level of agreement for each item.

My workplace is clean.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
Equipment in my workplace is in good repair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
The technology in my workplace is up to date.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
My workplace is presentable to the public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I am proud of the facility in which I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply

2. Is there a change you, your school or District could make that would improve facilities?

School Board					
1. Please indicate your level of agreement for each item.					
The School Board presents a positive image to our community.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The School Board appropriately balances the mission of the District with fiscal responsibility.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The School Board is doing what it takes to make our District successful.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. Comments/suggestions:					