

Page	Woodland Public Schools (District)	Teachers (n)	Comparison	Variance	Ed. Specialist (n)	Comparison	Variance	Aide (n)	Comparison	Variance	Support (n)	Comparison	Variance	All Staff (n)	Comparison	Variance
Change Readiness	Our District has a culture of open dialogue around difficult issues.	3.07 (87)	2.79	0.28	3.18 (28)	2.94	0.24	3.32 (34)	3.19	0.14	3.00 (11)	3.11	-0.11	3.20 (194)	2.98	0.22
Change Readiness	There is a process for evaluating the effectiveness of new initiatives.	2.75 (76)	2.62	0.13	3.21 (24)	2.86	0.35	3.17 (30)	3.38	-0.21	3.50 (8)	3.25	0.25	3.04 (168)	2.89	0.15
Change Readiness	There is consensus on areas that need improvement in our District.	2.88 (77)	2.93	-0.05	3.04 (27)	3.18	-0.14	3.76 (33)	3.35	0.41	3.18 (11)	3.52	-0.34	3.14 (181)	3.15	0
Change Readiness	I am confident that our District will be able to develop and execute an improvement plan.	3.42 (84)	3.31	0.11	3.37 (27)	3.61	-0.24	3.83 (30)	3.65	0.19	3.92 (13)	3.65	0.27	3.60 (188)	3.52	0.08
Student Achievement	The social and emotional needs of students are being met.	3.28 (89)	3.33	-0.05	3.22 (27)	3.35	-0.13	3.35 (37)	3.62	-0.27	N/A	N/A	N/A	3.29 (153)	3.36	-0.07
Student Achievement	The academic needs of students are being met.	3.64 (89)	3.7	-0.06	3.78 (27)	3.7	0.08	3.28 (36)	3.6	-0.32	N/A	N/A	N/A	3.58 (152)	3.69	-0.11
Student Achievement	Students have access to additional support when needed.	3.51 (89)	3.53	-0.02	3.81 (27)	3.65	0.17	3.78 (36)	3.66	0.12	N/A	N/A	N/A	3.63 (152)	3.55	0.07
Student Achievement	Student discipline is handled in a consistent manner by all staff.	2.58 (84)	2.68	-0.1	2.41 (27)	2.7	-0.29	2.46 (37)	2.9	-0.44	N/A	N/A	N/A	2.52 (148)	2.74	-0.22
Student Achievement	Learning targets and curriculum objectives for my job assignment are clear.	3.99 (91)	3.71	0.28	3.80 (25)	3.68	0.12	3.81 (36)	3.83	-0.03	N/A	N/A	N/A	3.91 (152)	3.73	0.19
Student Achievement	I have been provided the resources to achieve District learning targets and curriculum objectives.	3.52 (89)	3.44	0.08	3.67 (24)	3.35	0.32	3.63 (32)	3.62	0	N/A	N/A	N/A	3.57 (145)	3.46	0.1
Student Achievement	Overall, the school offers a high quality academic program.	3.84 (89)	3.85	-0.01	3.93 (27)	3.89	0.03	3.64 (33)	3.88	-0.24	N/A	N/A	N/A	3.81 (149)	3.87	-0.06
Engagement	I am proud of our District.	3.71 (84)	3.74	-0.02	3.89 (28)	3.9	0	3.68 (34)	3.93	-0.25	3.92 (13)	4.01	-0.09	3.84 (193)	3.88	-0.03
Engagement	I enjoy being involved in events or activities beyond the normal school day.	3.85 (87)	3.96	-0.1	4.00 (24)	3.93	0.07	3.78 (32)	4	-0.22	3.73 (11)	3.85	-0.13	3.95 (184)	3.98	-0.04
Engagement	My work directly contributes to the overall success of our District.	4.33 (86)	4.33	0	4.11 (27)	4.32	-0.21	4.03 (37)	4.25	-0.22	4.31 (13)	4.35	-0.04	4.28 (198)	4.34	-0.05
Engagement	My job is personally satisfying.	4.17 (86)	4.03	0.15	4.41 (27)	4.06	0.35	4.29 (38)	4.36	-0.07	4.54 (13)	4.19	0.35	4.32 (199)	4.13	0.19
Engagement	The amount of work I am asked to do is reasonable.	3.09 (86)	2.97	0.12	3.48 (27)	3.24	0.24	4.29 (38)	4.03	0.26	4.00 (13)	3.77	0.23	3.57 (198)	3.36	0.2
Engagement	I would recommend this District to others seeking employment.	3.61 (84)	3.31	0.29	3.88 (26)	3.68	0.2	3.63 (35)	3.83	-0.2	4.31 (13)	3.94	0.37	3.82 (192)	3.62	0.2
Engagement	It would take a lot to get me to leave this District.	3.48 (82)	3.18	0.3	3.80 (25)	3.32	0.48	3.69 (36)	3.75	-0.06	4.31 (13)	3.63	0.67	3.75 (190)	3.43	0.32
Communication	School Board	2.39 (79)	2.13	0.26	2.48 (25)	2.23	0.25	2.52 (29)	2.36	0.16	N/A	2.36	0.14	2.49 (177)	2.26	0.23
Communication	Board policies and procedures affecting me and my work are available and clearly communicated.	3.32 (77)	3.42	-0.1	3.36 (25)	3.4	-0.04	2.96 (27)	3.5	-0.54	3.73 (11)	3.57	0.15	3.40 (173)	3.51	-0.11
Communication	I have a good understanding of the plans and goals of the District.	3.20 (84)	3.27	-0.06	3.15 (26)	3.39	-0.24	3.07 (30)	3.34	-0.27	3.33 (12)	3.4	-0.06	3.20 (186)	3.38	-0.19
Communication	District Administration	2.18 (87)	2.35	-0.17	2.30 (27)	2.61	-0.31	2.33 (33)	2.46	-0.13	2.42 (12)	2.64	-0.23	2.33 (192)	2.5	-0.17
Communication	I feel the District honestly communicates with me about important issues.	3.11 (80)	2.93	0.18	3.19 (26)	3.18	0	2.74 (31)	3.18	-0.44	3.33 (12)	3.18	0.15	3.13 (179)	3.13	0
Communication	Principal/Building Administration	2.97 (88)	2.84	0.12	2.96 (27)	2.99	-0.03	2.66 (35)	2.8	-0.14	2.92 (12)	2.75	0.17	2.91 (193)	2.88	0.03
Communication	Food Service	2.53 (58)	2.73	-0.2	2.58 (19)	2.76	-0.18	2.76 (33)	2.88	-0.12	3.00 (11)	3.02	-0.02	2.68 (148)	2.81	-0.13
Communication	School/department information is communicated effectively to me.	3.51 (86)	3.5	0.01	3.60 (25)	3.51	0.09	3.37 (35)	3.25	0.12	3.55 (11)	3.35	0.2	3.57 (189)	3.49	0.08
Communication	I am kept informed about matters important to my work.	3.51 (84)	3.41	0.1	3.89 (27)	3.51	0.38	3.41 (37)	3.41	0	3.58 (12)	3.58	0	3.60 (194)	3.48	0.12
Communication	Transportation	2.33 (51)	2.29	0.04	2.33 (18)	2.53	-0.19	2.78 (23)	2.81	-0.03	2.80 (10)	2.47	0.33	2.60 (126)	2.46	0.14
Communication	I feel comfortable sharing my ideas and opinions.	3.43 (87)	3.08	0.35	3.69 (26)	3.33	0.36	3.51 (35)	3.48	0.03	4.17 (12)	3.6	0.57	3.63 (194)	3.31	0.32
Communication	Custodians/Maintenance	2.83 (75)	2.87	-0.05	2.76 (25)	3.07	-0.31	3.07 (28)	2.97	0.1	2.83 (12)	3.1	-0.27	2.90 (169)	2.95	-0.05
Communication	Technology Services	3.28 (86)	2.97	0.31	3.22 (27)	3.01	0.21	3.12 (34)	2.92	0.19	3.17 (12)	2.92	0.24	3.26 (190)	2.98	0.29
Culture	Our school does a good job assimilating new employees.	3.30 (83)	3.47	-0.17	3.19 (26)	3.38	-0.19	2.91 (33)	3.39	-0.48	3.83 (12)	3.3	0.53	3.30 (188)	3.46	-0.17
Culture	Academic expectations are:	2.00 (85)	2.15	-0.15	1.96 (25)	2.08	-0.12	1.77 (35)	2.03	-0.26	1.70 (10)	2.25	-0.55	1.94 (185)	2.14	-0.2
Culture	Our school/department operates as a team.	3.53 (86)	3.61	-0.08	4.00 (27)	3.57	0.43	3.71 (35)	3.56	0.15	3.75 (12)	3.67	0.08	3.71 (194)	3.62	0.09
Culture	Our school/department works hard to find ways to improve.	3.93 (87)	4.1	-0.17	4.07 (27)	4	0.07	4.12 (34)	3.86	0.25	4.25 (12)	3.95	0.3	4.07 (194)	4.04	0.03
Culture	I can bring about change in my school/department.	3.77 (86)	3.91	-0.14	4.00 (27)	3.74	0.26	3.67 (33)	3.55	0.12	4.08 (12)	3.7	0.38	3.90 (192)	3.83	0.06
Culture	I have adequate opportunities to participate in decisions that affect me.	3.42 (84)	3.26	0.15	3.70 (27)	3.38	0.33	3.16 (32)	3.23	-0.07	3.58 (12)	3.43	0.15	3.53 (190)	3.36	0.17
Culture	My co-workers are willing to help me when I have a heavy workload.	4.09 (80)	4.26	-0.17	4.19 (27)	4.13	0.06	4.49 (35)	4.26	0.23	4.36 (11)	4.07	0.3	4.25 (187)	4.23	0.02
Work Environment	Based on my interactions with other adults, I feel safe at work.	4.34 (88)	4.32	0.02	4.37 (27)	4.42	-0.05	4.28 (36)	4.36	-0.08	4.33 (12)	4.33	0	4.37 (198)	4.37	0
Work Environment	Based on my interactions with students, I feel safe at work.	4.00 (88)	4.19	-0.19	4.15 (27)	4.26	-0.11	3.88 (34)	4.15	-0.27	4.25 (12)	4.18	0.07	4.08 (192)	4.21	-0.13
Work Environment	I have been given the materials and supplies I need to do my job effectively.	3.53 (87)	3.66	-0.13	4.19 (27)	3.71	0.47	4.08 (36)	3.95	0.13	4.08 (12)	4.05	0.03	3.88 (197)	3.81	0.07
Work Environment	I receive the training I need to do my job well.	3.68 (87)	3.65	0.02	4.19 (26)	3.75	0.44	3.64 (36)	3.66	-0.02	3.75 (12)	3.78	-0.03	3.83 (196)	3.74	0.09
Work Environment	I have the flexibility to do my job the way that I think is most effective.	3.92 (88)	3.67	0.25	4.41 (27)	3.84	0.57	4.03 (35)	3.98	0.05	4.25 (12)	4.02	0.23	4.05 (197)	3.85	0.2
Work Environment	I feel supported by leadership when I make a decision.	3.82 (85)	3.64	0.18	4.38 (26)	3.83	0.55	3.85 (34)	3.89	-0.04	3.83 (12)	3.93	-0.1	3.99 (192)	3.79	0.21
Work Environment	I have enough time to do my job effectively.	2.97 (87)	2.69	0.27	3.50 (26)	3.02	0.48	3.62 (34)	3.61	0	3.50 (12)	3.49	0	3.28 (193)	3.06	0.22
Work Environment	Our classrooms, building and grounds are well maintained.	3.97 (86)	3.84	0.12	4.11 (27)	3.86	0.25	3.42 (36)	3.94	-0.53	3.33 (12)	3.91	-0.58	3.78 (195)	3.9	-0.12
Work Environment	I am satisfied with the technology support available to me.	4.19 (88)	3.94	0.25	4.33 (27)	3.97	0.36	4.18 (34)	3.97	0.21	4.33 (12)	4.11	0.23	4.24 (195)	3.99	0.25
Work Environment	I am satisfied with the technology resources available to me.	3.66 (87)	3.88	-0.22	4.11 (27)	3.98	0.13	4.06 (34)	3.92	0.14	4.17 (12)	4.06	0.1	3.90 (195)	3.97	-0.07
Work Environment	I feel valued by our community.	3.99 (82)	3.27	0.71	4.04 (24)	3.6	0.44	3.91 (34)	3.85	0.06	3.91 (11)	3.57	0.34	3.97 (184)	3.49	0.48
Health and Wellness	The pace of implementing new initiatives is appropriate.	3.34 (77)	2.84	0.5	3.61 (23)	3.07	0.53	3.44 (32)	3.54	-0.1	3.30 (10)	3.65	-0.35	3.48 (171)	3.14	0.34
Health and Wellness	I am able to sustain a healthy work-life balance.	3.17 (86)	3.02	0.15	3.85 (27)	3.43	0.42	4.15 (33)	3.9	0.25	3.83 (12)	3.92	-0.09	3.55 (193)	3.37	0.18
Health and Wellness	I manage my stress well.	3.72 (87)	3.45	0.27	3.85 (27)	3.63	0.22	4.03 (34)	3.91	0.12	4.00 (12)	3.89	0.11	3.85 (194)	3.63	0.22
Health and Wellness	I get enough sleep.	3.28 (87)	3.14	0.14	3.63 (27)	3.33	0.3	3.85 (34)	3.66	0.19	3.08 (12)	3.67	-0.59	3.42 (194)	3.34	0.08
Development and Recognition	The District's in-service days are organized and well-planned.	3.53 (83)	3.31	0.22	3.46 (26)	3.41	0.05	3.80 (20)	3.58	0.22	4.00 (8)	3.91	0.09	3.66 (166)	3.46	0.2
Development and Recognition	I have adequate opportunities for training/professional development.	3.42 (85)	3.39	0.03	3.65 (26)	3.44	0.21	3.45 (29)	3.24	0.21	3.45 (11)	3.45	0	3.54 (184)	3.44	0.1
Development and Recognition	I receive ongoing and timely feedback that helps me improve my performance.	3.49 (85)	3.32	0.18	3.65 (26)	3.4	0.26	3.66 (32)	3.4	0.25	3.83 (12)	3.53	0.31	3.66 (189)	3.4	0.26

Development and Recognition	I receive credit and recognition when I do a good job.	3.57 (86)	3.23	0.34	3.74 (27)	3.43	0.31	3.59 (32)	3.46	0.13	4.17 (12)	3.65	0.52	3.70 (191)	3.36	0.34
Compensation and Benefits	Overall, I am satisfied with my pay.	3.10 (88)	2.94	0.17	3.00 (27)	3.08	-0.08	2.94 (36)	3.27	-0.32	3.25 (12)	3.25	0	3.08 (197)	3.12	-0.05
Compensation and Benefits	Overall, I am satisfied with my benefits.	3.60 (85)	3.34	0.26	4.00 (27)	3.45	0.55	4.06 (35)	3.24	0.82	3.67 (12)	3.63	0.03	3.78 (192)	3.44	0.34
Compensation and Benefits	My pay is fair in relation to my job responsibilities.	2.76 (87)	2.67	0.09	2.92 (26)	2.84	0.09	2.61 (36)	3.02	-0.41	2.75 (12)	3.09	-0.34	2.78 (194)	2.89	-0.11
Compensation and Benefits	My benefits are competitive with similar jobs I might find elsewhere.	3.59 (80)	3.31	0.28	4.00 (25)	3.35	0.65	3.86 (29)	3.33	0.53	4.00 (12)	3.61	0.39	3.70 (176)	3.4	0.3
Compensation and Benefits	Pay practices are administered consistently for all employees.	3.76 (70)	2.87	0.88	3.48 (23)	2.93	0.55	3.58 (26)	3.04	0.53	3.50 (10)	3.2	0.3	3.63 (156)	2.99	0.64
Building Leadership	I trust the leadership in my building.	3.78 (86)	3.68	0.1	4.04 (25)	3.7	0.34	3.79 (33)	4	-0.22	4.18 (11)	4.01	0.17	3.87 (169)	3.79	0.08
Building Leadership	Building leadership is consistent when administering policies concerning employees.	3.56 (79)	3.53	0.03	4.00 (23)	3.62	0.38	3.84 (25)	3.86	-0.02	3.90 (10)	3.8	0.1	3.73 (147)	3.63	0.09
Building Leadership	My principal is an effective leader.	3.93 (83)	3.71	0.22	3.88 (25)	3.8	0.08	3.88 (32)	3.95	-0.07	4.22 (9)	3.91	0.31	3.92 (159)	3.8	0.13
District Administration	I trust the District's leadership.	3.41 (80)	3.09	0.32	3.61 (23)	3.35	0.25	3.60 (30)	3.49	0.11	3.50 (12)	3.55	-0.05	3.54 (178)	3.34	0.2
District Administration	District administration is consistent when administering policies concerning employees.	3.36 (69)	3.05	0.32	3.43 (21)	3.29	0.14	3.38 (21)	3.42	-0.04	3.82 (11)	3.32	0.5	3.47 (153)	3.26	0.21
District Administration	The Superintendent/District Administrator presents a positive image to our community.	3.68 (73)	3.56	0.12	3.83 (24)	3.79	0.04	3.74 (31)	3.79	-0.05	3.75 (12)	3.9	-0.15	3.77 (172)	3.72	0.05
District Administration	District administration is aware of major concerns of employees.	2.94 (64)	3.06	-0.13	3.17 (23)	3.28	-0.1	3.36 (25)	3.18	0.18	3.50 (12)	3.37	0.13	3.22 (149)	3.24	-0.01
District Administration	District administration is doing what it takes to make our District successful.	3.25 (75)	3.21	0.04	3.46 (24)	3.5	-0.04	3.54 (26)	3.5	0.04	3.55 (11)	3.65	-0.1	3.45 (166)	3.43	0.01
School Board	The School Board presents a positive image to our community.	4.16 (63)	3.6	0.56	4.15 (20)	3.82	0.33	4.15 (27)	3.92	0.22	4.11 (9)	3.79	0.33	4.17 (143)	3.75	0.42
School Board	The School Board appropriately balances the mission of the District with fiscal responsibility.	4.02 (52)	3.44	0.58	4.00 (17)	3.65	0.35	4.05 (22)	3.57	0.47	4.00 (8)	3.66	0.34	4.09 (120)	3.58	0.51
School Board	The School Board is doing what it takes to make our District successful.	4.07 (57)	3.27	0.8	3.95 (21)	3.54	0.41	4.08 (24)	3.56	0.53	3.60 (10)	3.47	0.13	4.06 (134)	3.46	0.6
Overall Satisfaction	Overall, the District has improved over the past year.	3.40 (65)	3.08	0.32	3.50 (20)	3.26	0.24	3.41 (29)	3.27	0.14	3.27 (11)	3.32	-0.05	3.50 (155)	3.24	0.26
Overall Satisfaction	I am satisfied with the financial management of the District.	3.63 (48)	3.19	0.44	3.50 (20)	3.39	0.11	3.67 (21)	3.29	0.37	3.67 (9)	3.38	0.28	3.65 (127)	3.35	0.3
Overall Satisfaction	Students are often given the grades A, B, C, D or F to denote the quality of their work. Suppose our District was graded in the same way. What grade would you give us?	3.59 (82)	3.33	0.25	3.76 (25)	3.5	0.26	3.55 (33)	3.45	0.09	3.73 (11)	3.54	0.18	3.70 (181)	3.43	0.27
Overall Satisfaction	Our community supports education.	4.04 (77)	3.33	0.71	3.92 (24)	3.62	0.3	3.87 (31)	3.86	0.01	3.91 (11)	3.81	0.1	4.01 (176)	3.54	0.47
Overall Satisfaction	How would you rate the District compared to neighboring public school districts?	3.19 (69)	3.21	-0.02	3.55 (22)	3.39	0.16	2.96 (24)	3.29	-0.33	3.29 (7)	3.33	-0.05	3.31 (148)	3.31	0
Overall Satisfaction	All things considered, this District is a good place to work.	3.84 (77)	3.63	0.21	4.17 (24)	3.79	0.38	4.06 (32)	3.92	0.14	4.25 (12)	4.06	0.19	4.06 (174)	3.81	0.25
Salary (Optional)	Additional work duties (coach, curriculum writing, research etc.)	4.75 (55)	4.71	0.04	4.69 (13)	5	-0.31	5.00 (6)	4.89	0.11	5.00 (4)	5.22	-0.22	4.63 (93)	4.82	-0.18
Salary (Optional)	Additional skills (certifications, foreign language proficiencies etc.)	5.16 (58)	N/A	N/A	4.40 (15)	N/A	N/A	3.14 (7)	N/A	N/A	4.20 (5)	N/A	N/A	4.67 (101)	N/A	N/A
Salary (Optional)	Advanced degrees (Master's, specialist, Ph.D., Ed. D.)	3.24 (59)	2.64	0.6	2.92 (12)	2.23	0.69	4.25 (4)	3.73	0.52	7.00 (2)	3.35	3.65	3.43 (92)	2.97	0.47
Salary (Optional)	Educator's evaluation	5.94 (54)	4.48	1.47	6.19 (16)	4.92	1.26	4.17 (6)	3.5	0.67	5.00 (4)	3.5	1.5	5.56 (96)	4.18	1.38
Salary (Optional)	Length of service	4.11 (57)	3.37	0.74	4.20 (15)	4.08	0.12	3.80 (10)	3.49	0.31	3.50 (6)	3.53	-0.03	4.29 (105)	3.68	0.61
Salary (Optional)	Licensure for PI 34 (Initial Educator, Processional or Master)	7.15 (46)	4.54	2.62	6.50 (8)	5.75	0.75	5.75 (4)	4.71	1.04	4.50 (2)	3.88	0.63	6.90 (72)	4.69	2.21
Salary (Optional)	Market demand (hard-to-staff assignment, certification in area of short supply)	5.98 (53)	5.59	0.39	5.00 (11)	5.46	-0.46	4.80 (5)	4.35	0.45	4.25 (4)	4	0.25	5.43 (88)	5.03	0.4
Salary (Optional)	National Board for Professional Teaching Standards/Master Teacher	4.79 (61)	5.42	-0.63	4.75 (12)	7.42	-2.67	4.67 (3)	4.58	0.08	2.50 (2)	4.13	-1.63	4.73 (88)	5.15	-0.42
Salary (Optional)	Student Learning Outcomes	6.79 (58)	5.38	1.41	6.85 (13)	5.25	1.6	3.29 (7)	4.09	-0.8	5.50 (2)	3.44	2.06	6.22 (95)	4.81	1.41
Salary (Optional)	Professional Development Activities (Provided by the district)	5.44 (62)	N/A	N/A	4.88 (16)	N/A	N/A	4.43 (7)	N/A	N/A	6.00 (3)	N/A	N/A	5.45 (106)	N/A	N/A
	SP Overall: 3.72 (Comparable: 3.55)	3.67	3.43	0.24	3.78	3.59	0.19	3.64	3.59	0.04	3.8	3.6	0.2	3.74	3.54	0.21