

Woodland Public Schools

Staff Survey Results

Spring 2019



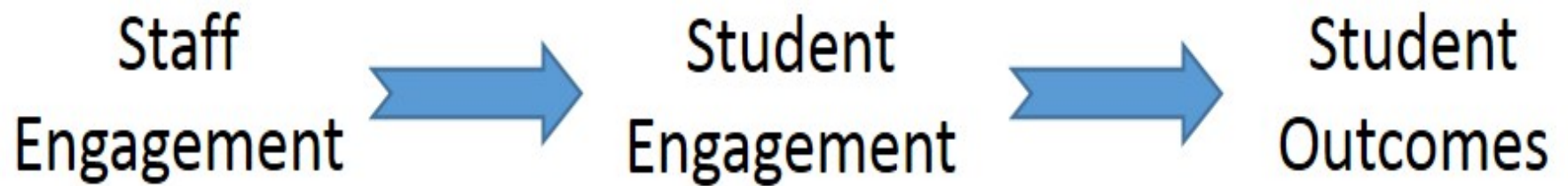
SCHOOL PERCEPTIONS

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 500 districts navigate the strategic planning and referendum planning process



What We Know:

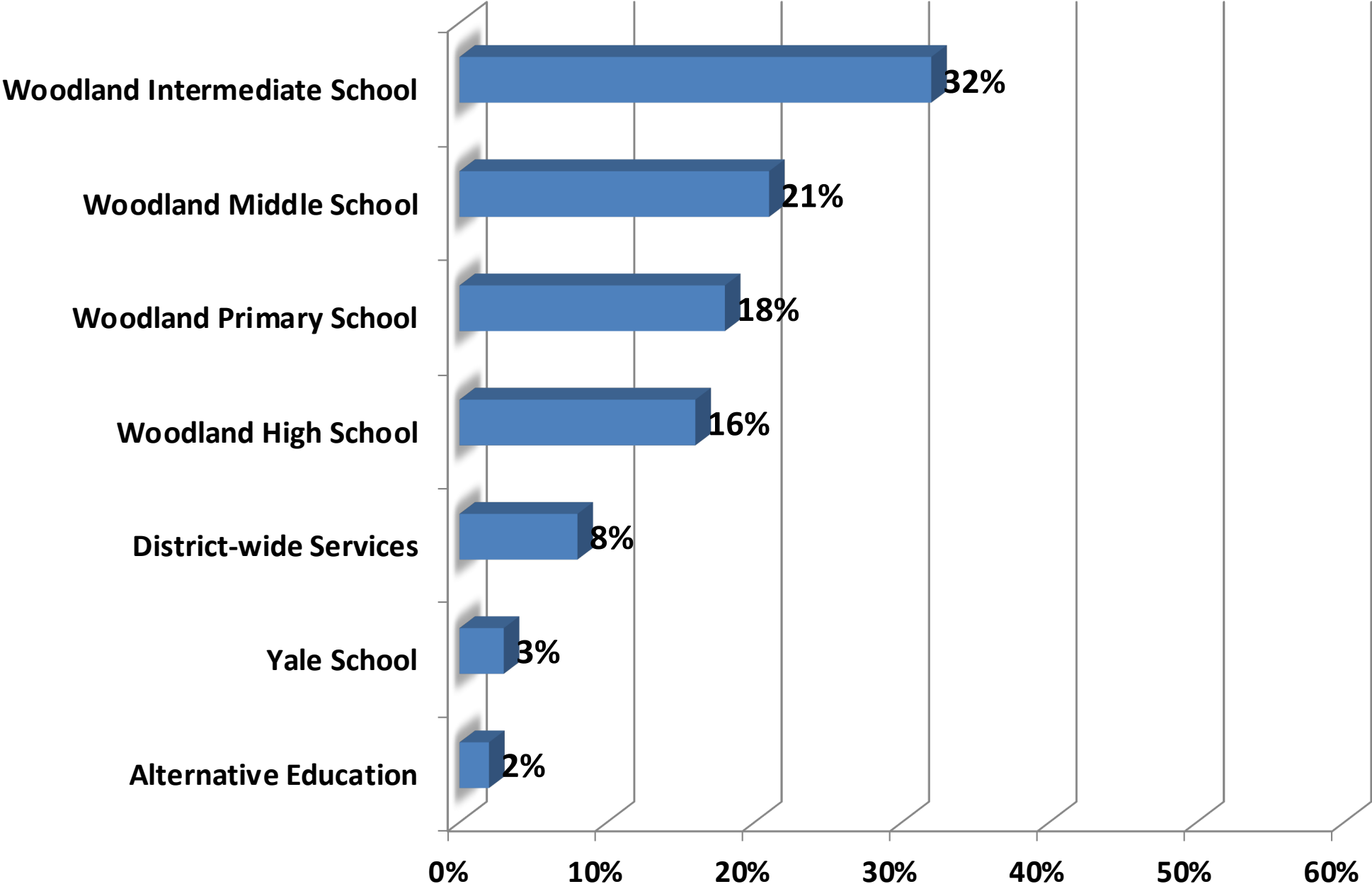


Survey Summary

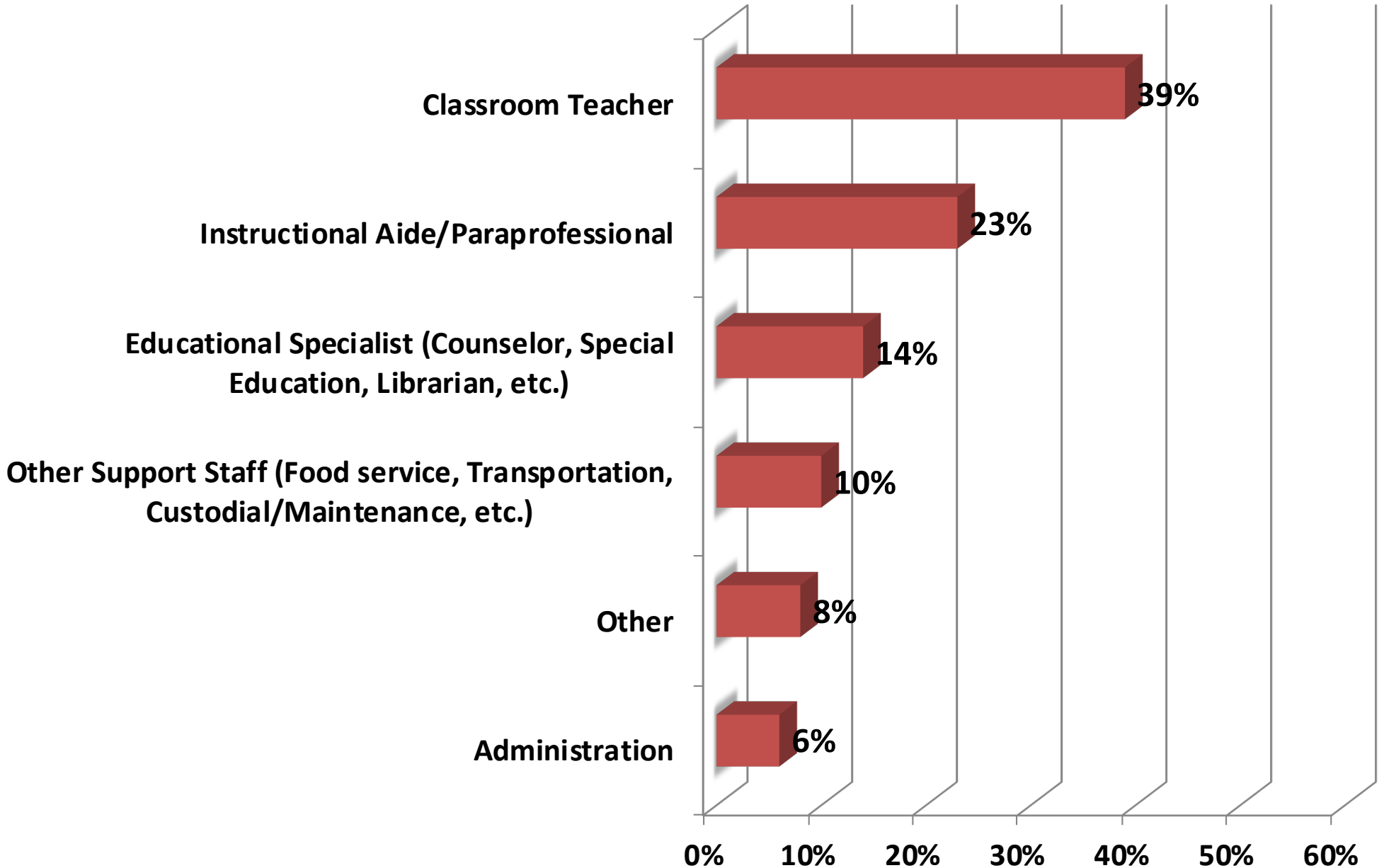
- The Staff Survey was conducted in April of 2019.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 225
- Participation rate: 64%

Respondent Information

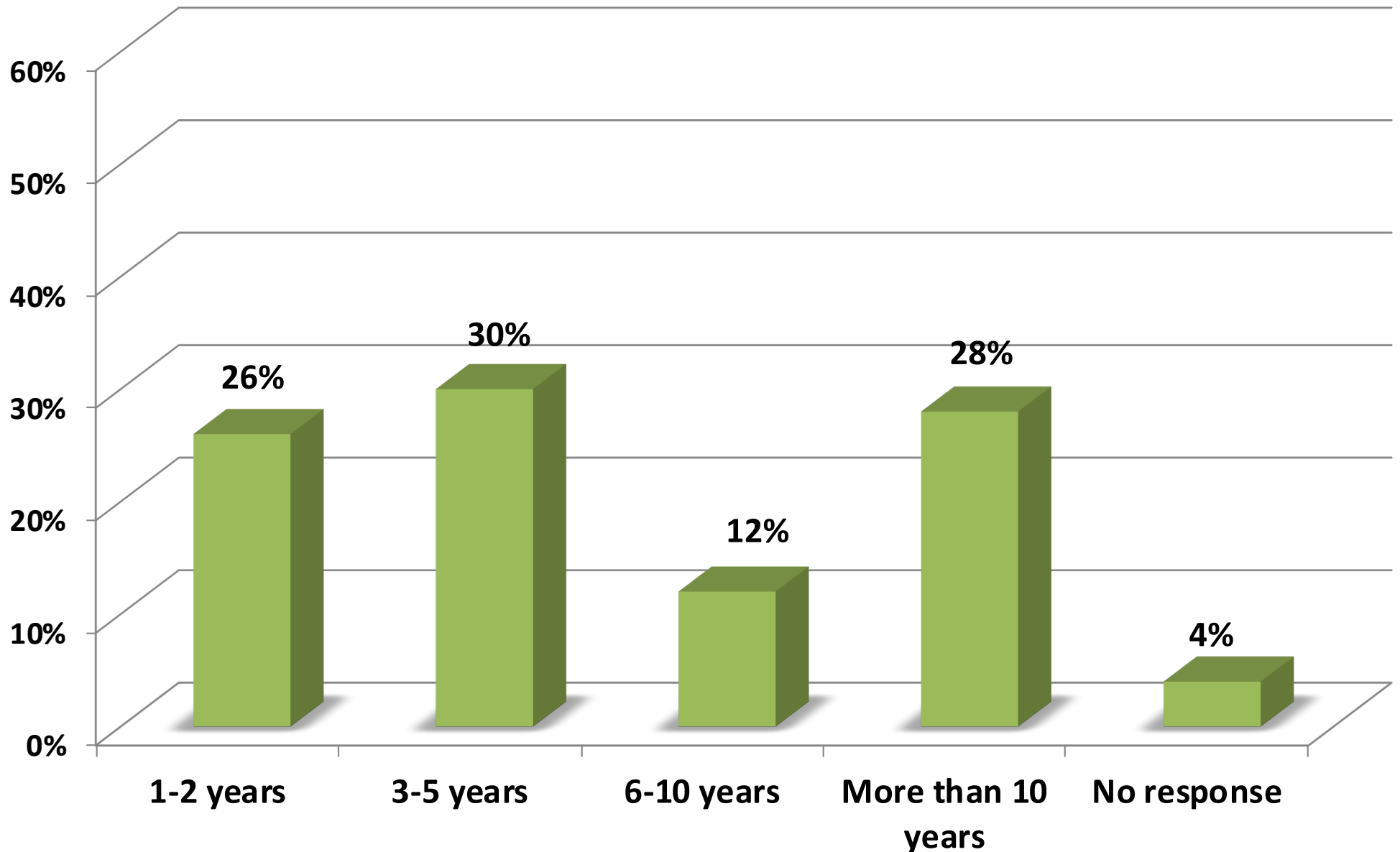
At which location do you spend the most time?



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
Provide additional intervention/support services for struggling students	59%
Better prepare students for life after high school—whether this be college or career	55%
Receive training/development opportunities to enhance skills	52%
Develop innovative programs to improve student learning	47%
Increase the number of hands-on/project-based learning opportunities	41%
Provide additional counseling, psychologist and social work services	35%
Expand services to students with special needs	28%
Increase co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	28%
Improve school safety and security	24%
Increase parents and community communications	21%
Increase STEM opportunities	20%
Expand students and staff technology access	19%
Develop additional community/business partnerships	12%
Increase the number of AP/honors courses	8%

Change Readiness

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
There is a process for evaluating the effectiveness of new initiatives.	79%	3.63 (160)	3.08	0.55
Our District strives to achieve consensus on areas that need improvement.	85%	3.77 (181)	3.43	0.34
Our District has a culture of open dialogue.	83%	3.79 (202)	3.52	0.28
Our District is committed to making needed improvements as they are identified.	83%	3.77 (194)	3.58	0.20

Student Achievement

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
Student discipline is handled in a consistent manner by all staff.	61%	3.20 (148)	2.77	0.43
I have been provided the resources to achieve District learning targets and curriculum objectives.	83%	3.83 (145)	3.65	0.18
Learning targets and curriculum objectives for my job assignment are clear.	90%	4.04 (146)	3.87	0.17
Students have access to additional support when needed.	81%	3.69 (146)	3.56	0.13
The social and emotional needs of students are being met.	63%	3.19 (148)	3.15	0.04
The academic needs of students are being met.	84%	3.72 (149)	3.73	-0.01
Overall, the school offers a high quality academic program.	86%	3.87 (147)	3.97	-0.10

Engagement

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
It would take a lot to get me to leave this District.	86%	4.06 (201)	3.68	0.38
The amount of work I am asked to do is reasonable.	84%	3.84 (208)	3.53	0.31
I would recommend this District to others seeking employment.	92%	4.24 (199)	3.99	0.25
My job is personally satisfying.	96%	4.37 (209)	4.23	0.14
I am proud of our District.	94%	4.19 (207)	4.12	0.07
I enjoy being involved in District affiliated activities outside of the normal school day.	89%	4.04 (178)	3.99	0.06
My work contributes to the success of our District	99%	4.37 (205)	4.37	0.00

Communication

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
School/department information is communicated effectively to me.	88%	3.95 (195)	3.65	0.31
The District clearly communicates with me about important issues.	80%	3.78 (199)	3.58	0.20
I feel comfortable sharing my ideas and opinions.	80%	3.77 (200)	3.59	0.17
I am kept informed about matters important to my work.	81%	3.78 (200)	3.65	0.13
I have a good understanding of the goals of the District.	85%	3.93 (194)	3.80	0.13
School board policies and procedures affecting me are available and clearly communicated.	79%	3.71 (187)	3.66	0.05

How would you rate the communication from:

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

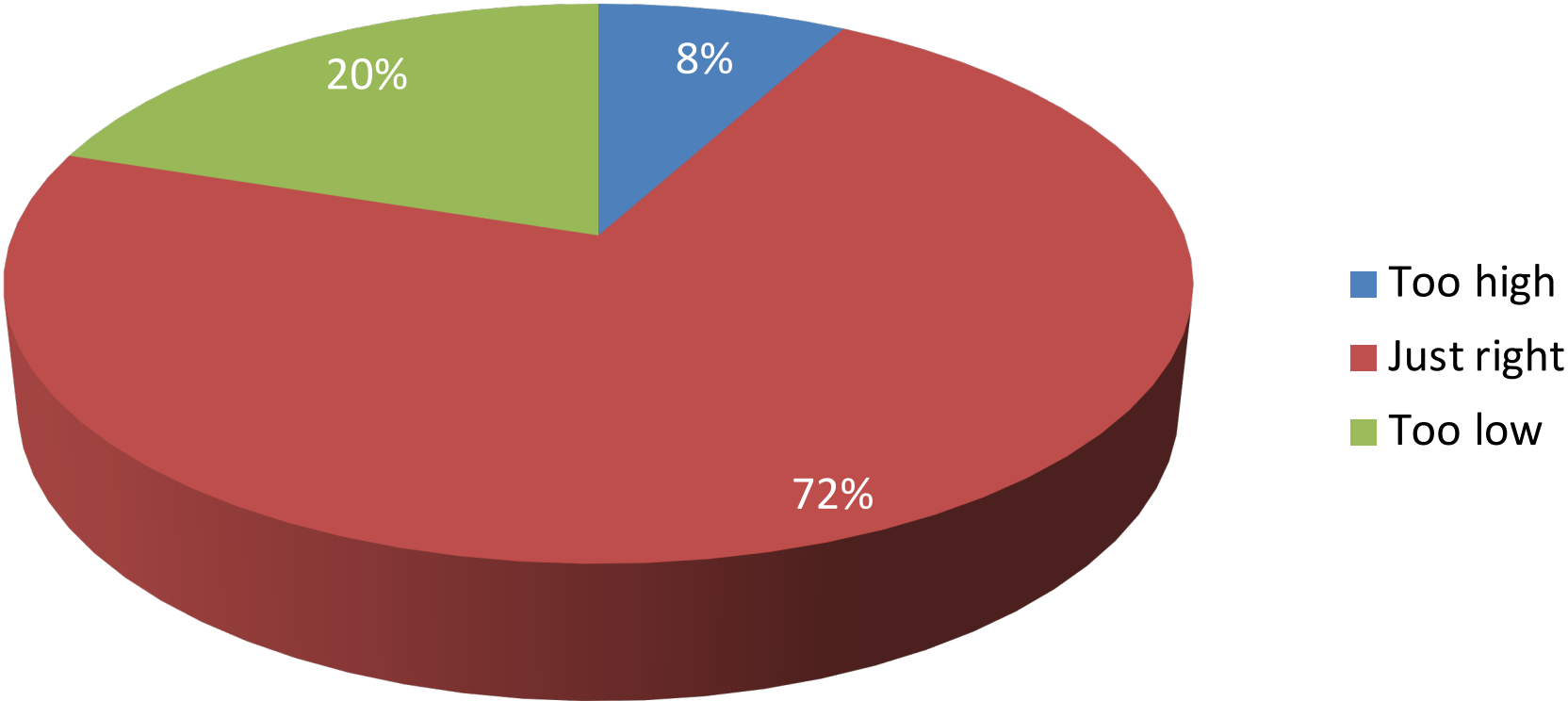
Item	% Great/ Good	Average (n)	Similar School Comparison	Difference
Principal/Building Administration	90%	3.39 (192)	3.06	0.33
Technology Services	91%	3.39 (187)	3.07	0.31
Food Service	86%	3.20 (151)	2.98	0.22
Custodians/Maintenance	84%	3.20 (179)	3.02	0.18
District Administration	75%	2.93 (191)	2.80	0.13
Transportation	71%	2.85 (140)	2.77	0.08
School Board	63%	2.64 (168)	2.59	0.05

Culture

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
Our school/department operates as a team.	89%	4.06 (203)	3.79	0.27
Our school/department is effective at assimilating new employees.	86%	3.91 (191)	3.68	0.23
I can bring about change in my school/department.	86%	4.04 (198)	3.82	0.22
I have adequate opportunities to participate in decisions that affect me.	80%	3.80 (197)	3.59	0.21
Our school/department works hard to find ways to improve.	93%	4.14 (200)	4.03	0.11
My co-workers are willing to help me when I have a heavy workload.	91%	4.23 (195)	4.21	0.03

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)	Similar School Comparison	Difference
I have enough time to do my job effectively.	72%	3.58 (195)	3.29	0.29
I am satisfied with the technology support available to me.	97%	4.28 (198)	4.03	0.25
I feel supported by leadership when I make a decision.	90%	4.18 (195)	3.96	0.22
Our classrooms, building and grounds are well maintained.	87%	4.06 (199)	3.86	0.20
I have the flexibility to do my job the way that I think is most effective.	92%	4.21 (197)	4.04	0.17
I feel valued by our community.	88%	4.00 (190)	3.83	0.17

Work Environment (Slide 2/2)

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
I have the materials and supplies I need to do my job effectively.	91%	4.11 (200)	3.95	0.16
Based on my interactions with students, I feel safe at work.	93%	4.25 (197)	4.18	0.07
Based on my interactions with other adults, I feel safe at work.	97%	4.49 (198)	4.45	0.04
I receive the training I need to do my job effectively.	81%	3.85 (197)	3.84	0.01
I am satisfied with the technology available to me.	83%	3.90 (198)	4.04	-0.14

Health and Wellness

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
The pace of implementing new initiatives is appropriate.	89%	3.90 (168)	3.32	0.58
I am able to sustain a healthy work-life balance.	84%	3.85 (193)	3.56	0.30
I get enough sleep.	74%	3.57 (191)	3.40	0.17
I manage my stress well.	84%	3.85 (193)	3.70	0.15

Development and Recognition

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
The District's professional learning days are organized and well-planned.	89%	3.98 (160)	3.47	0.51
I receive meaningful and timely feedback that helps me improve my performance.	88%	3.96 (196)	3.57	0.39
I receive credit and recognition when I do a good job.	85%	3.89 (195)	3.51	0.39
I have adequate opportunities for training/professional development.	72%	3.61 (185)	3.49	0.12

Compensation and Benefits

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
Pay practices are administered consistently for all employees.	80%	3.66 (173)	3.00	0.67
I am satisfied with my pay.	66%	3.27 (197)	2.85	0.42
My benefits are competitive with similar jobs I might find elsewhere.	80%	3.69 (182)	3.29	0.40
I am satisfied with my benefits.	84%	3.79 (196)	3.43	0.36
My pay is fair in relation to my job responsibilities.	57%	3.06 (195)	2.74	0.32

Building Leadership

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
My principal is an effective leader.	93%	4.37 (169)	4.03	0.34
Building leadership is consistent when administering policies concerning employees.	86%	4.14 (166)	3.83	0.31
I trust the leadership in my building.	93%	4.27 (172)	4.01	0.26

District Administration

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
District administration is consistent when administering policies concerning employees.	90%	4.04 (172)	3.70	0.34
District administration is responsive to major concerns of employees.	87%	4.03 (172)	3.69	0.33
I trust the District's leadership.	91%	4.10 (187)	3.79	0.30
District administration is doing what it takes to make our District successful.	91%	4.10 (180)	3.89	0.21
The Superintendent/District Administrator presents a positive image to our community.	96%	4.29 (187)	4.19	0.10

School Board

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

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
The School Board appropriately balances the mission of the District with fiscal responsibility.	96%	4.24 (138)	3.91	0.33
The School Board presents a positive image to our community.	95%	4.21 (146)	3.91	0.29
The School Board is doing what it takes to make our District successful.	94%	4.16 (146)	3.87	0.29

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.)	3.10 (125)
Length of service	3.74 (152)
Additional skills (certifications, foreign language proficiencies etc.)	4.63 (131)
Educator's evaluation	5.19 (129)
Additional work duties (coach, curriculum writing, research etc.)	5.42 (125)
National Board for Professional Teaching Standards/Master Teacher	5.58 (119)
Market demand (hard-to-staff assignment, certification in area of short supply)	5.71 (127)
Student Learning Outcomes	5.93 (124)
Professional Development Activities (Provided by the district)	6.20 (137)
Licensure for PI 34 (Initial Educator, Professional or Master)	6.25 (102)

Job Satisfaction

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

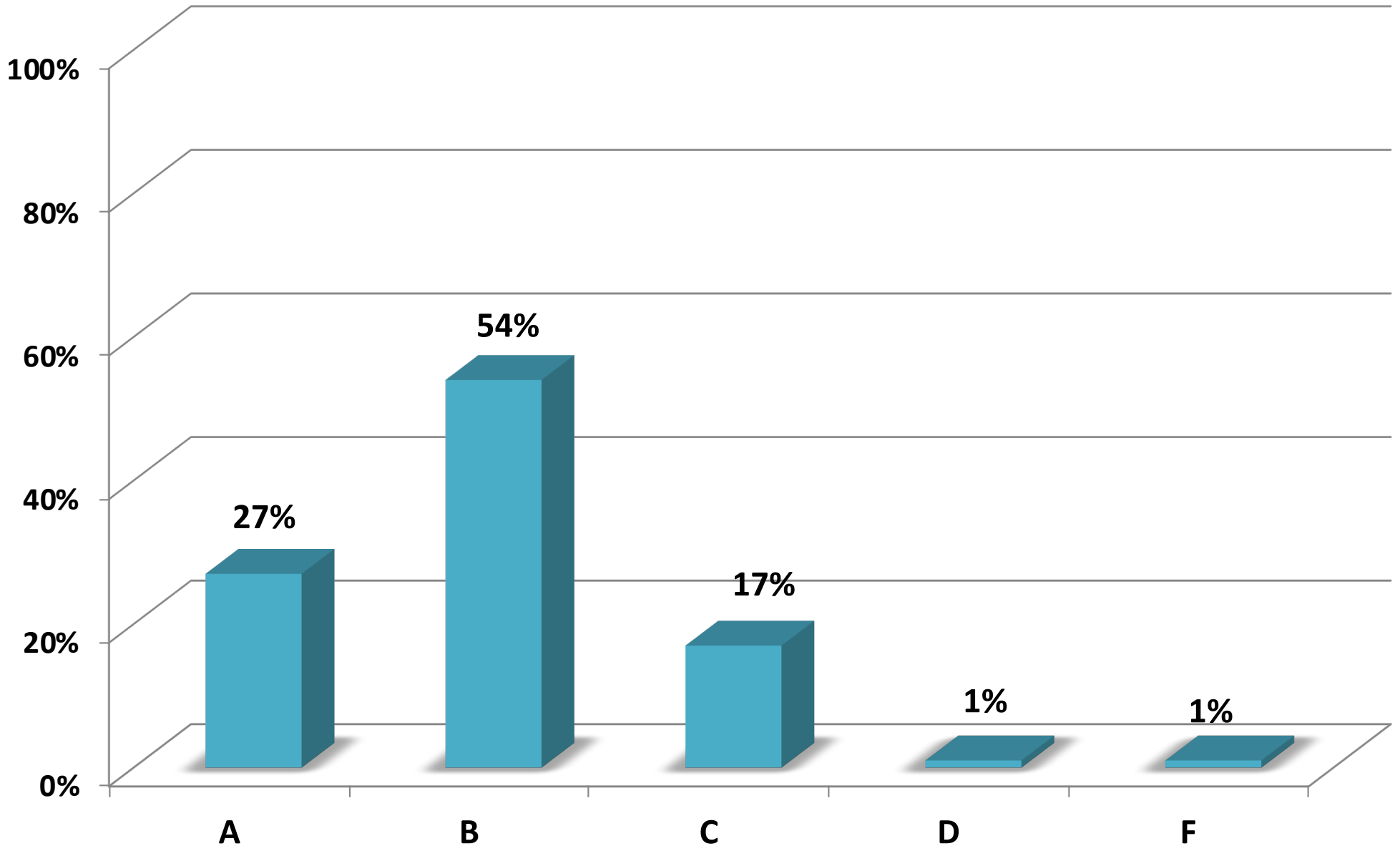
Item	% Yes
Compensation/Salary	66%
Meaningful work	51%
Good leadership	49%
Healthy culture/working conditions	43%
Benefits	36%
Support from supervisors	25%
Job security	23%
Support from co-workers	23%
Effective communications	21%
Personal growth	21%
Job training/professional development	18%
Feeling safe in the workplace	12%
Recognition	5%

Overall Satisfaction

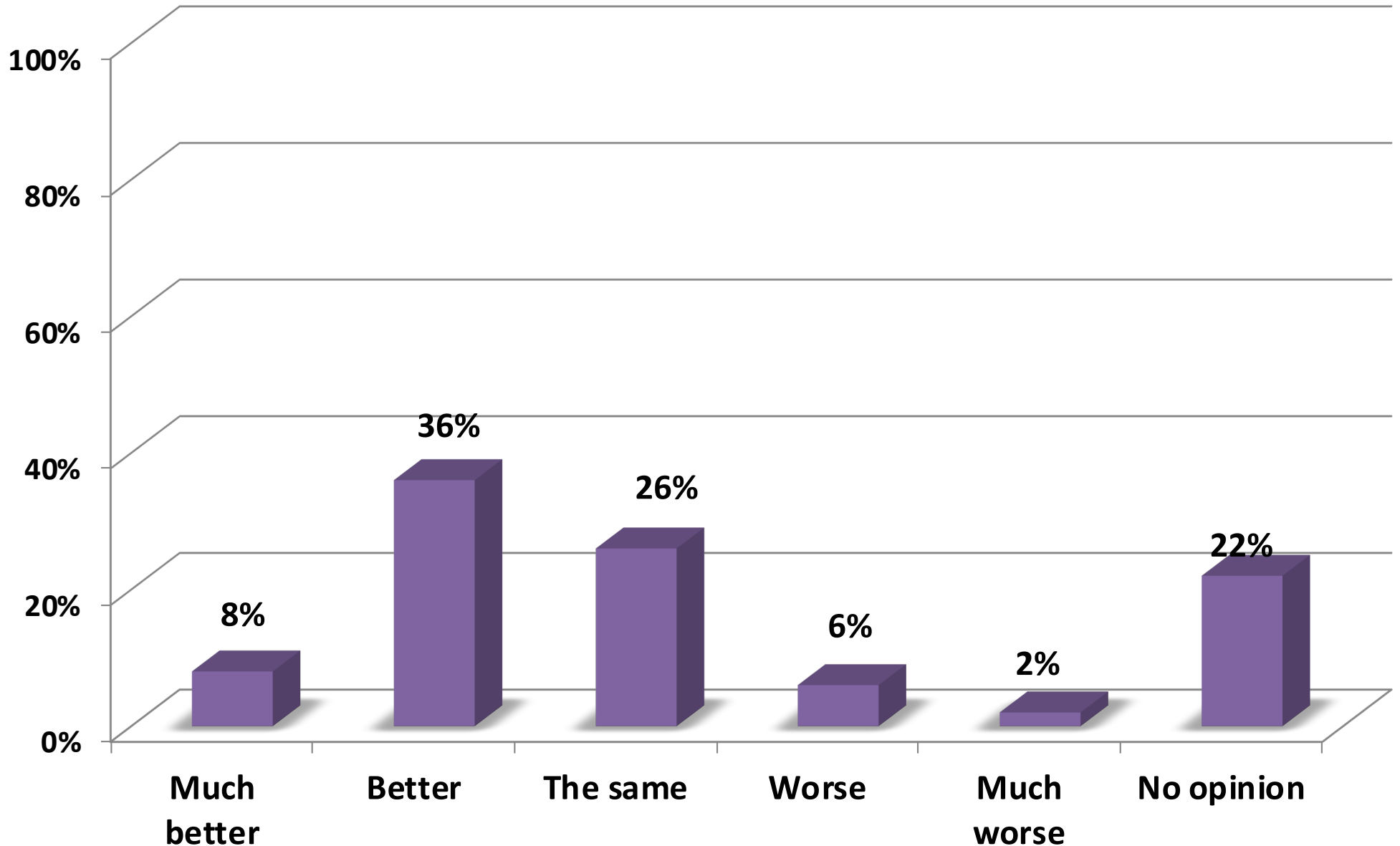
Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)

Item	% Strongly agree/ Agree	Average (n)	Similar School Comparison	Difference
The District has improved in the past year.	90%	3.98 (160)	3.67	0.31
I am satisfied with the financial management of the District.	85%	3.84 (149)	3.54	0.30
All things considered, this District is a good place to work.	97%	4.24 (187)	4.12	0.12
Our community supports education.	89%	3.91 (181)	4.00	-0.09

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
 - ✓ 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)	Similar School Comparison	Difference
Planning/Improvement process	3.74 (202)	3.40	0.34
Affirmation	3.74 (197)	3.40	0.33
Trust in building leadership	4.19 (196)	3.86	0.33
Trust in District leadership	4.14 (180)	3.84	0.30
Workload	3.91 (209)	3.65	0.26
Health/Stress management/Wellness	3.84 (193)	3.60	0.24
Control over your work environment	4.05 (198)	3.85	0.20
Equipped	3.89 (200)	3.69	0.20
Collaboration/Teamwork	4.05 (203)	3.90	0.15
Public/Parent support/trust	4.06 (187)	3.91	0.15
Communications	3.80 (200)	3.67	0.13
Culture of educational excellence	3.62 (149)	3.60	0.02

Thank you!

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PERCEPTIONS