

Verona Area School District

Staff Survey Results

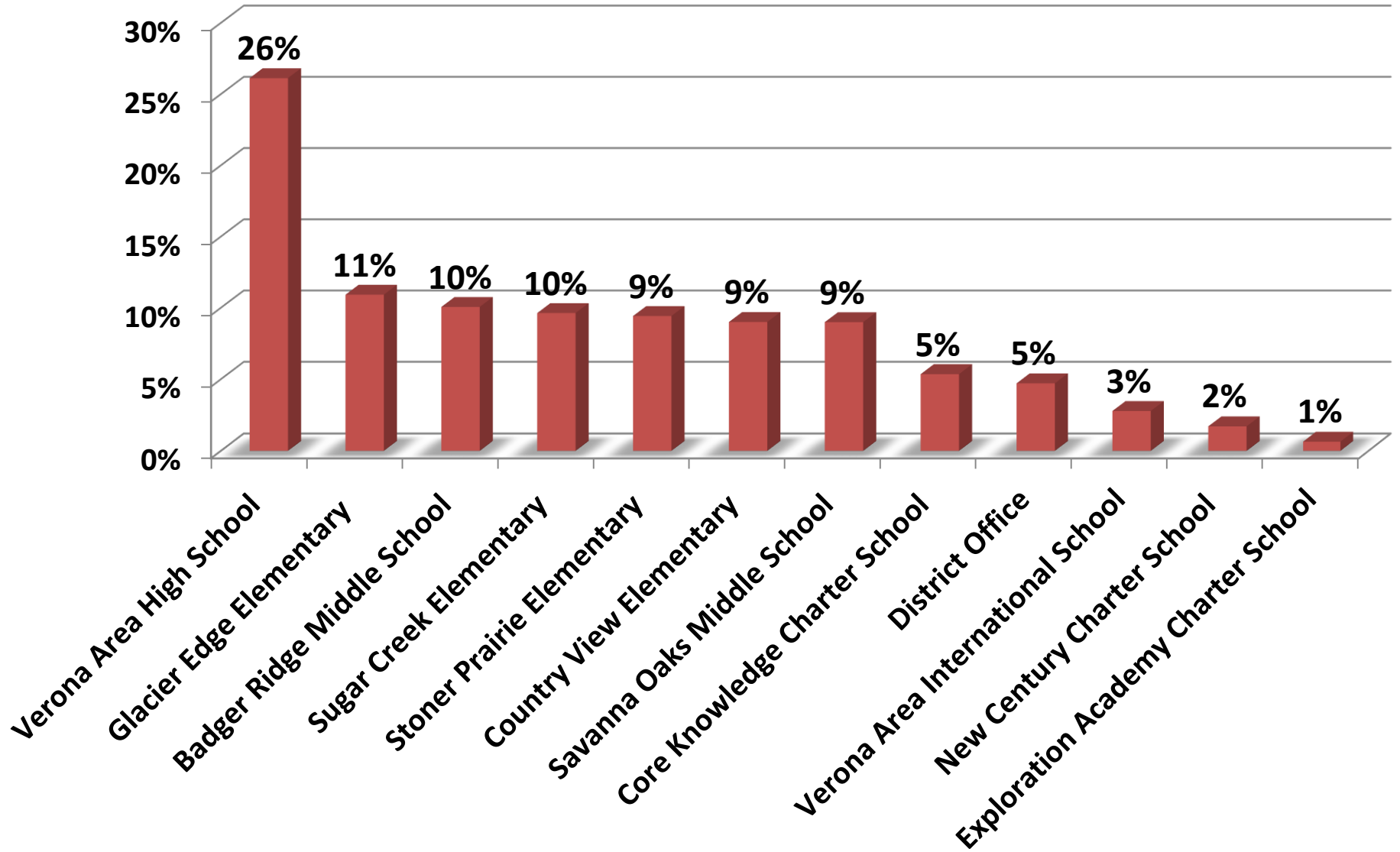
Winter 2017

Survey Summary

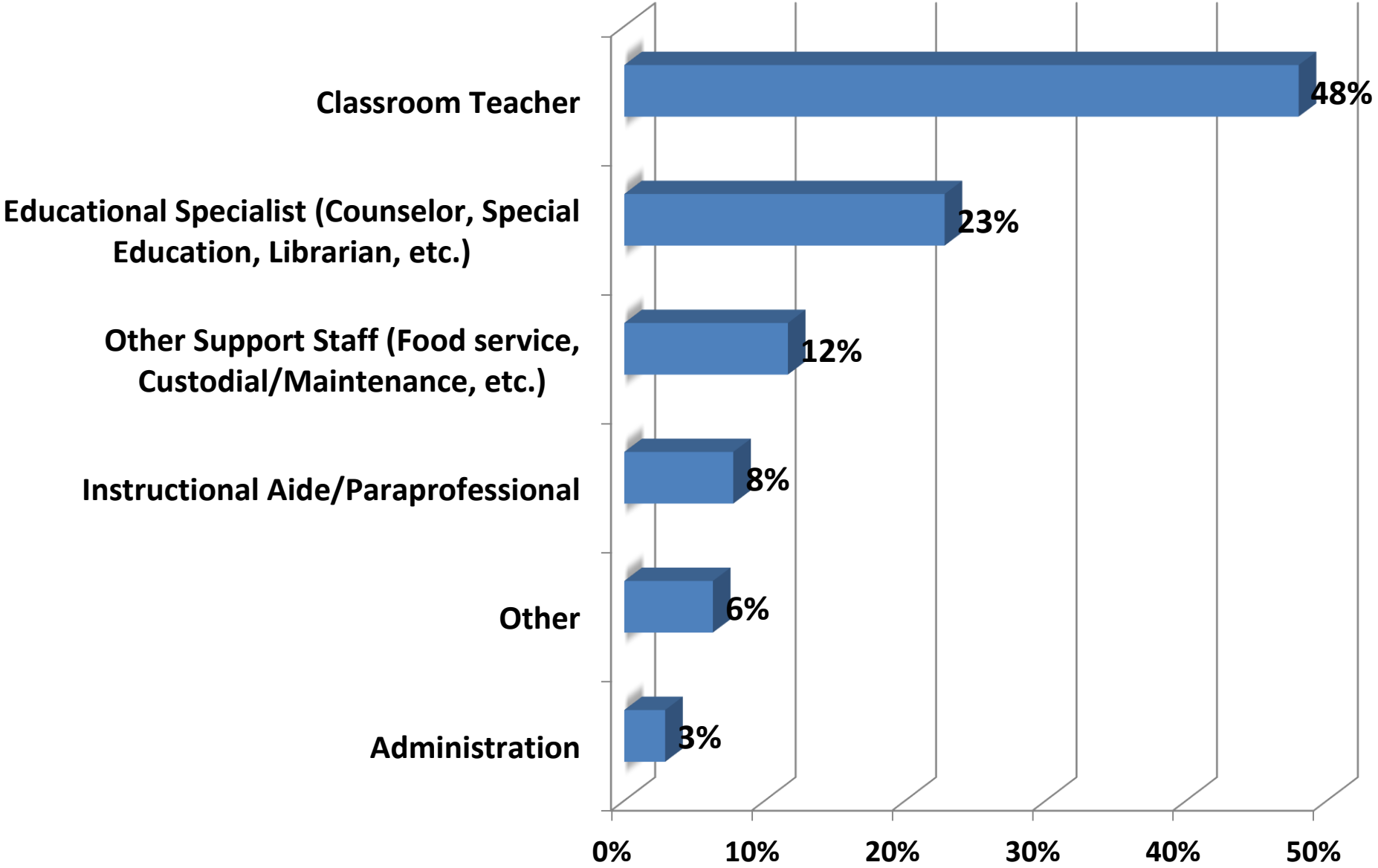
- The Staff Survey was conducted in late February/early March of 2017.
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 470 (62% participation)

Respondent Information

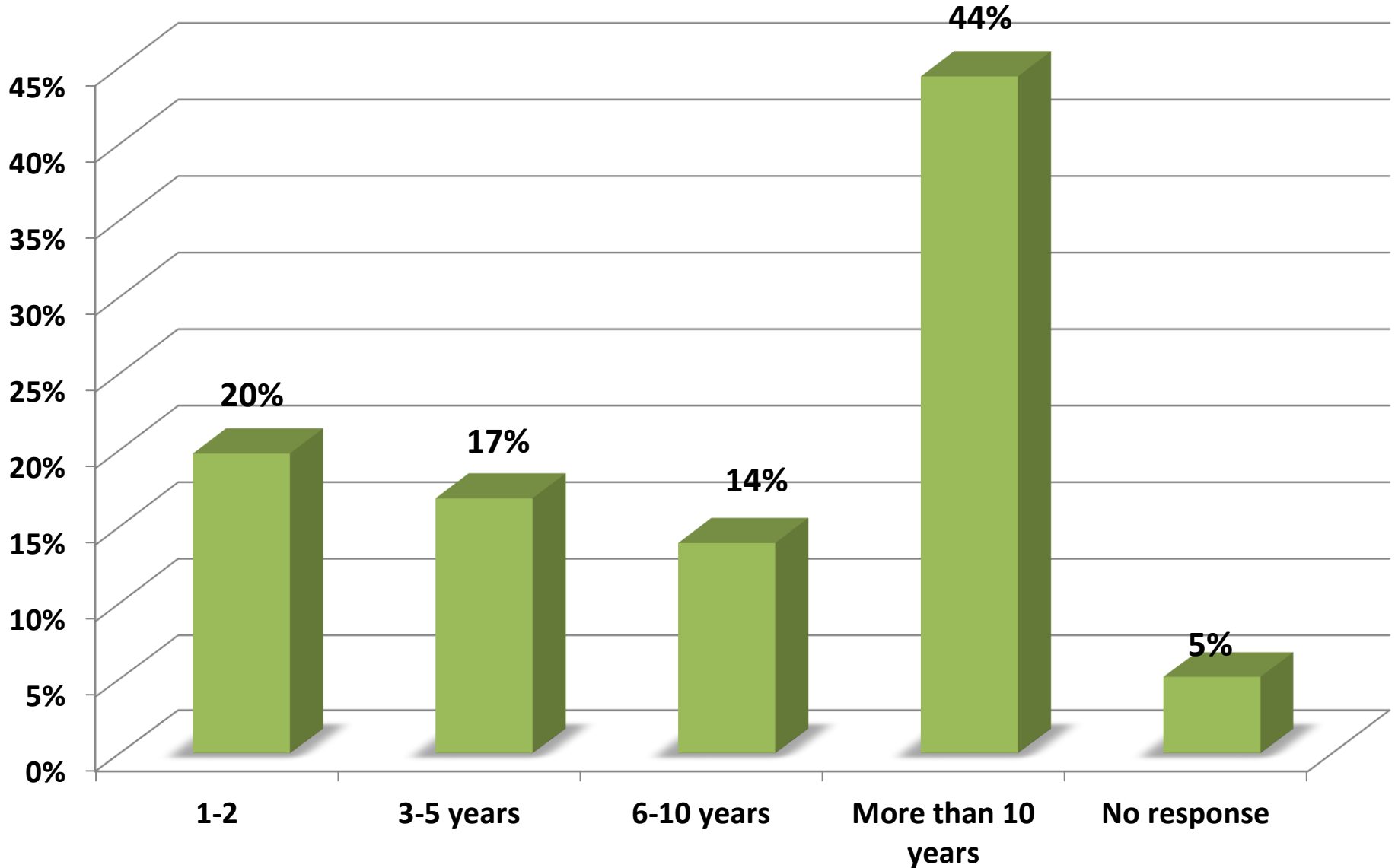
At which location do you spend the most time?



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
Our District has a culture of open dialogue.	75%	3.58
Our District is committed to making needed improvements as they are identified.	76%	3.57
Our District strives to achieve consensus on areas that need improvement.	64%	3.28
There is a process for evaluating the effectiveness of new initiatives.	46%	2.80

Student Achievement

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

Item	% Strongly agree/Agree	Average
Overall, the school offers a high quality academic program.	88%	3.89
Learning targets and curriculum objectives for my job assignment are clear.	84%	3.79
I have been provided the resources to achieve District learning targets and curriculum objectives.	73%	3.51
The academic needs of students are being met.	75%	3.51
Students have access to additional support when needed.	65%	3.34
The social and emotional needs of students are being met.	57%	3.13
Student discipline is handled in a consistent manner by all staff.	29%	2.26

Engagement

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

Item	% Strongly agree/Agree	Average
My work contributes to the success of our District	99%	4.32
My job is personally satisfying.	91%	4.09
I am proud of our District.	86%	3.97
I would recommend this District to others seeking employment.	81%	3.81
I enjoy being involved in District affiliated activities outside of the normal school day.	79%	3.73
It would take a lot to get me to leave this District.	73%	3.64
The amount of work I am asked to do is reasonable.	59%	3.15

Communication

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

Item	% Strongly agree/Agree	Average
I have a good understanding of the goals of the District.	86%	3.85
The District clearly communicates with me about important issues.	84%	3.79
School board policies and procedures affecting me are available and clearly communicated.	83%	3.76
I am kept informed about matters important to my work.	77%	3.63
School/department information is communicated effectively to me.	76%	3.61
I feel comfortable sharing my ideas and opinions.	70%	3.46

How would you rate the communication from:

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

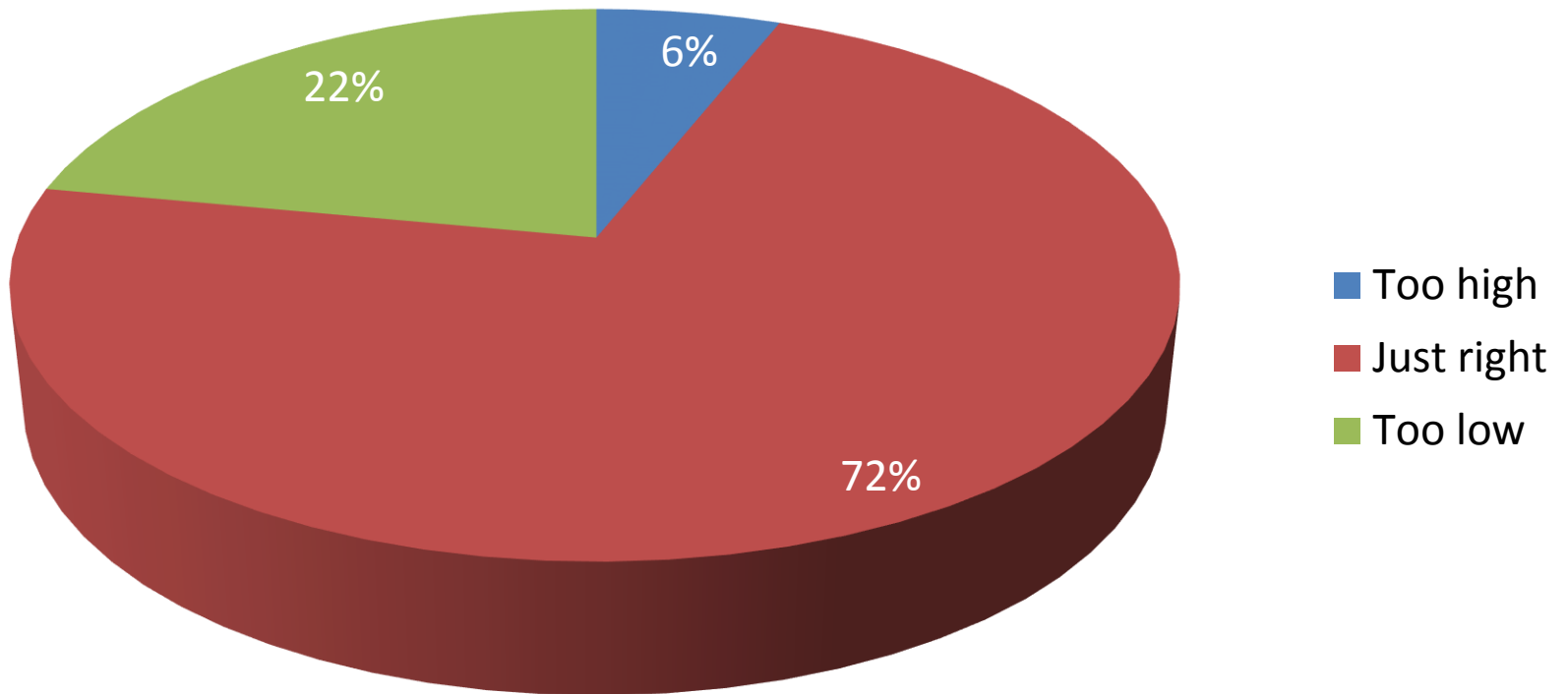
Item	% Great/ Good	Average
Technology Services	88%	3.25
Custodians/Maintenance	81%	3.05
District Public Information Officer	82%	3.04
Food Service	78%	2.94
District Administration	67%	2.75
Principal/Building Administration	61%	2.73
Transportation	64%	2.69
School Board	65%	2.68

Culture

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

Item	% Strongly agree/Agree	Average
My co-workers are willing to help me when I have a heavy workload.	92%	4.24
Our school/department works hard to find ways to improve.	85%	3.91
I can bring about change in my school/department.	77%	3.71
Our school/department operates as a team.	74%	3.61
Our school/department is effective at assimilating new employees.	76%	3.60
I have adequate opportunities to participate in decisions that affect me.	70%	3.49

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
Based on my interactions with other adults, I feel safe at work.	96%	4.33
I am satisfied with the technology available to me.	91%	4.22
I am satisfied with the technology support available to me.	91%	4.19
Our classrooms, building and grounds are well maintained.	93%	4.19
Based on my interactions with students, I feel safe at work.	86%	3.95
I feel valued by our community.	83%	3.84

Work Environment (Slide 2/2)

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

Item	% Strongly agree/Agree	Average
I have the flexibility to do my job the way that I think is most effective.	80%	3.81
I have the materials and supplies I need to do my job effectively.	81%	3.79
I feel supported by leadership when I make a decision.	77%	3.75
I receive the training I need to do my job effectively.	79%	3.72
I have enough time to do my job effectively.	48%	2.90

Health and Wellness

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

Item	% Strongly agree/Agree	Average
I manage my stress well.	77%	3.61
I get enough sleep.	69%	3.42
I am able to sustain a healthy work-life balance.	60%	3.20
The pace of implementing new initiatives is appropriate.	52%	2.97

Development and Recognition

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

Item	% Strongly agree/Agree	Average
The District's in-service days are organized and well-planned.	87%	3.88
I have adequate opportunities for training/professional development.	79%	3.73
I receive meaningful and timely feedback that helps me improve my performance.	61%	3.24
I receive credit and recognition when I do a good job.	59%	3.17

Compensation and Benefits

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

Item	% Strongly agree/Agree	Average
My benefits are competitive with similar jobs I might find elsewhere.	90%	3.93
I am satisfied with my benefits.	86%	3.85
Pay practices are administered consistently for all employees.	69%	3.39
I am satisfied with my pay.	66%	3.32
My pay is fair in relation to my job responsibilities.	55%	3.06

Building Leadership

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

Item	% Strongly agree/Agree	Average
My associate principal(s) are effective leaders.	76%	3.68
My principal is an effective leader.	71%	3.63
I trust the leadership in my building.	70%	3.59
Building leadership is consistent when administering policies concerning employees.	68%	3.49

District Administration

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

Item	% Strongly agree/Agree	Average
The Superintendent/District Administrator presents a positive image to our community.	89%	3.93
District administration is doing what it takes to make our District successful.	77%	3.62
I trust the District's leadership.	72%	3.48
District administration is consistent when administering policies concerning employees.	71%	3.45
District administration is responsive to major concerns of employees.	68%	3.38

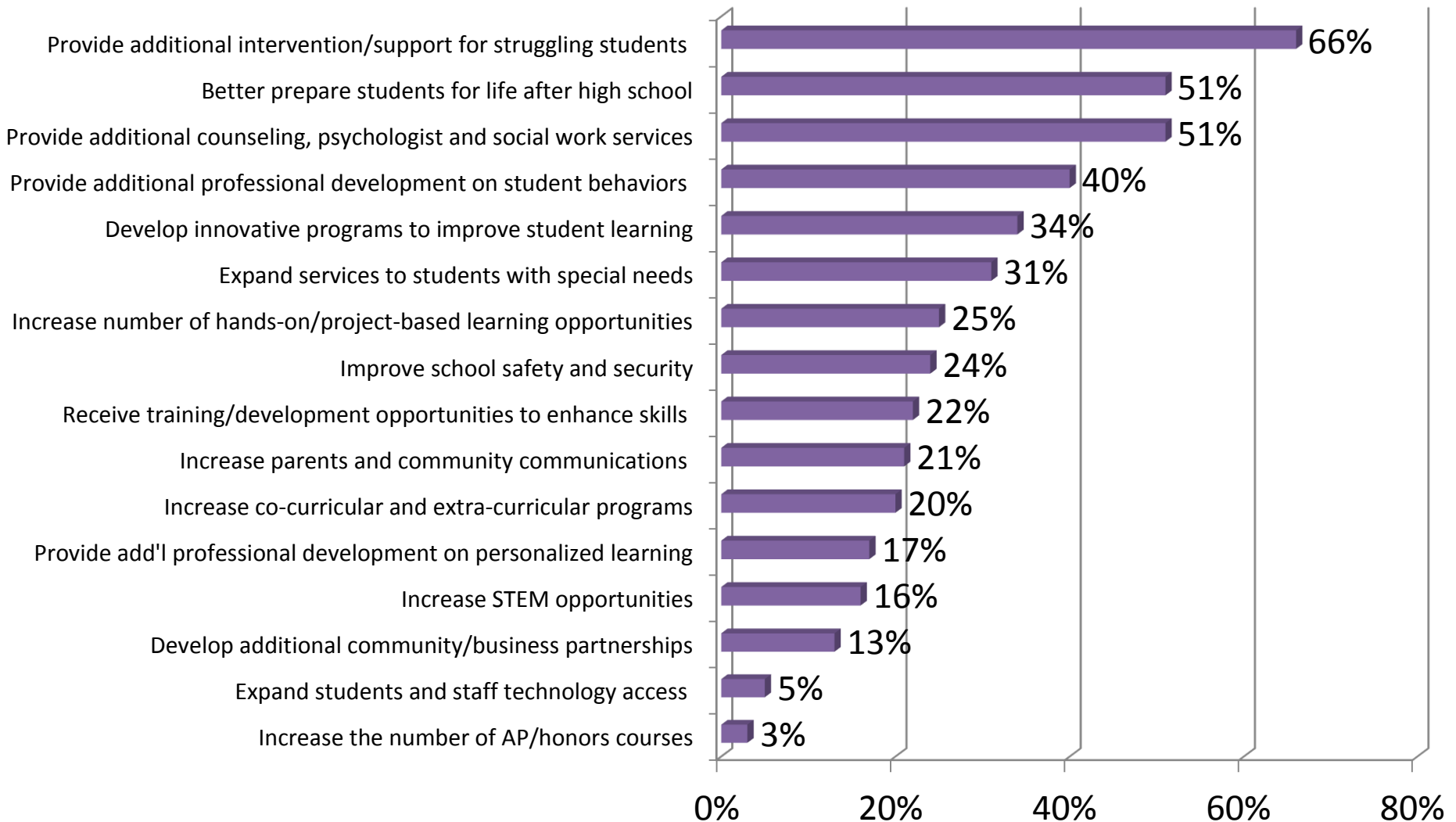
School Board

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

Item	% Strongly agree/Agree	Average
The School Board appropriately balances the mission of the District with fiscal responsibility.	95%	4.04
The School Board presents a positive image to our community.	92%	3.98
The School Board is doing what it takes to make our District successful.	88%	3.91

Planning

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



School Calendar

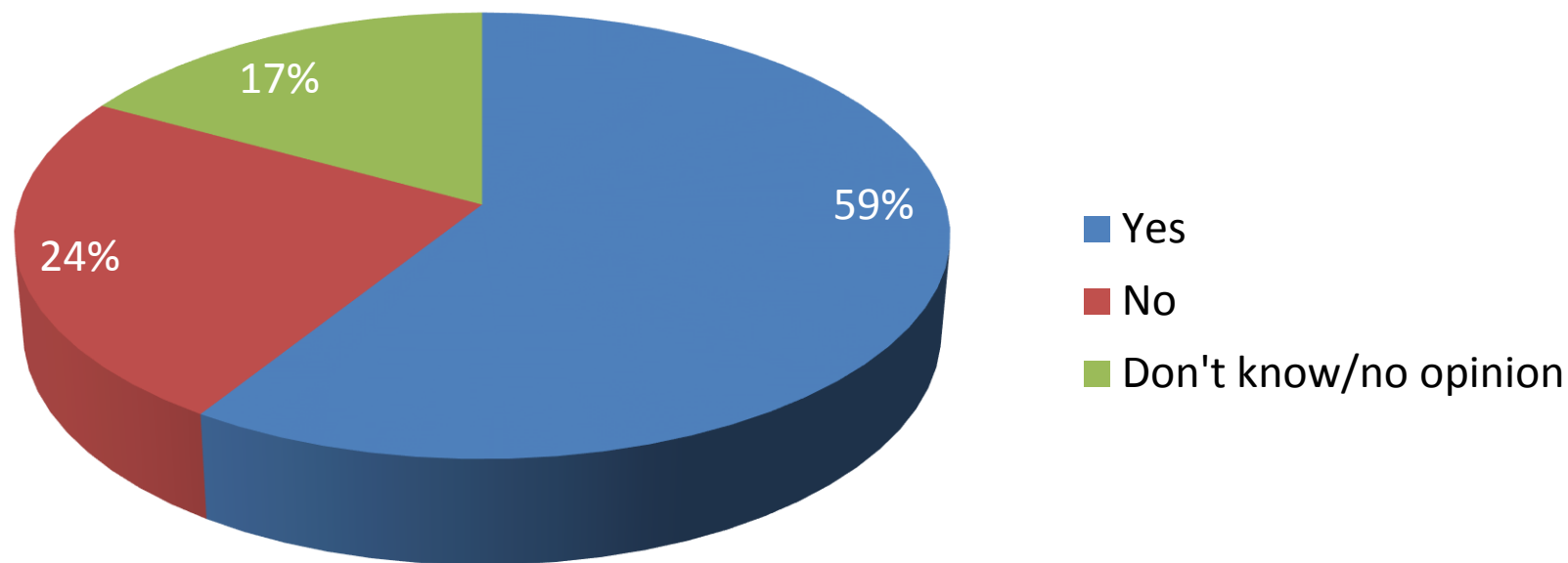
Would you support any of the following school calendar options to provide time for staff professional development, training and collaborative planning.

Yes (10), No (1)

Item	Average
Continue "Late Start Mondays" (current practice)	7.44
Eliminate "Late Start Mondays." Staff will have 3.4 professional development days. Students will not be in attendance on those 3.4 days.	5.07
Modify the calendar, scheduling "Late Start Mondays" every other week for ALL schools (note that currently the district holds "Late Start Mondays" every Monday at elementary schools and EVERY OTHER Monday at the secondary level.	3.35

In the past, VASD has started the school year on, or after, September 1st, per state statute.

If statutory requirements change, would you support the District starting school before September 1st, which would either allow for additional days off during the school year or end the year at an earlier date?

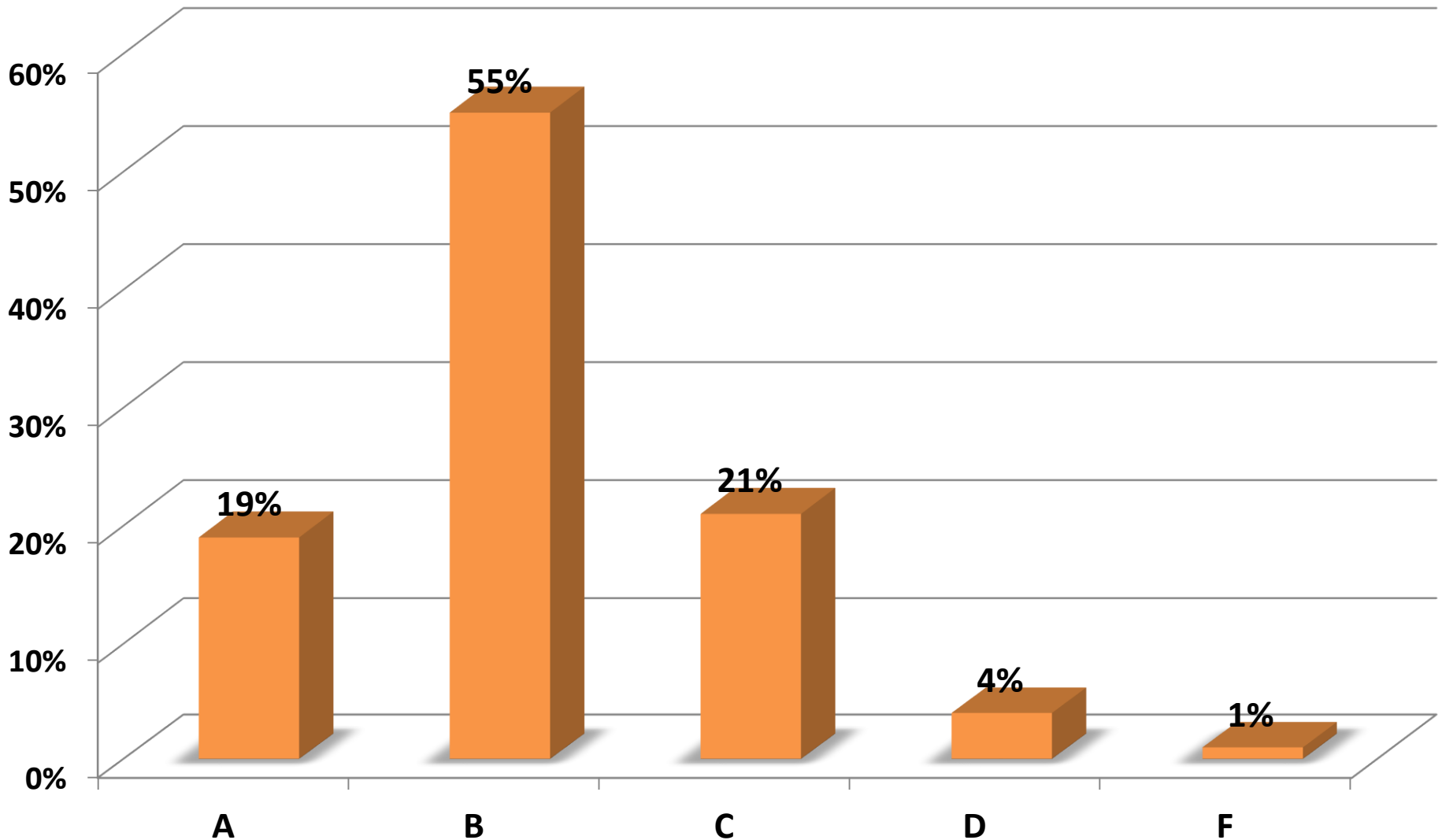


Overall Satisfaction

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

Item	% Strongly agree/Agree	Average
Our community supports education.	97%	4.16
All things considered, this District is a good place to work.	91%	4.00
I am satisfied with the financial management of the District.	88%	3.89
The District has improved in the past year.	67%	3.37

What letter grade would you give our school district?



Thank you!