



Wausau School District Staff Engagement Survey Results

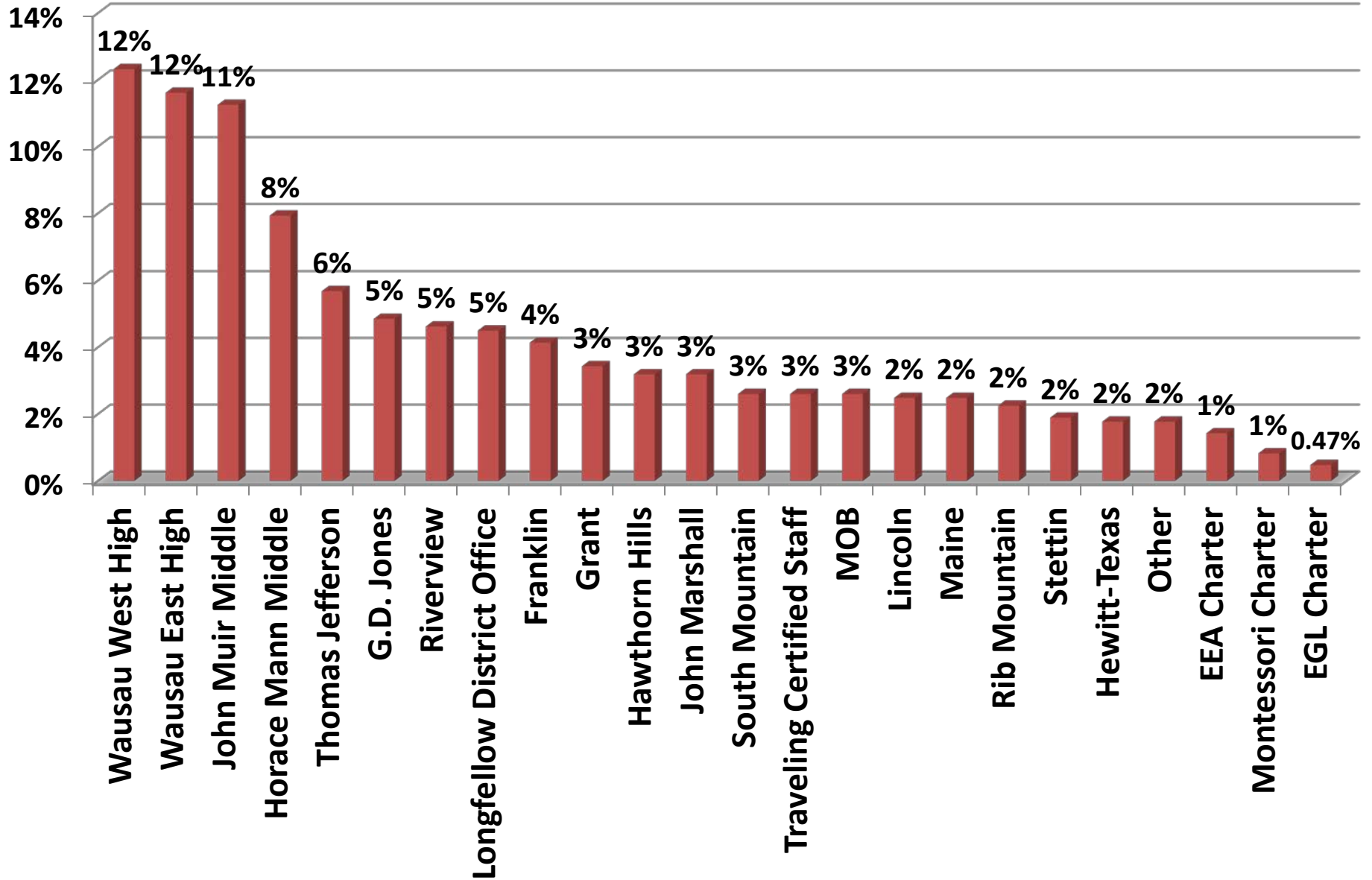
Spring 2017

Survey Summary

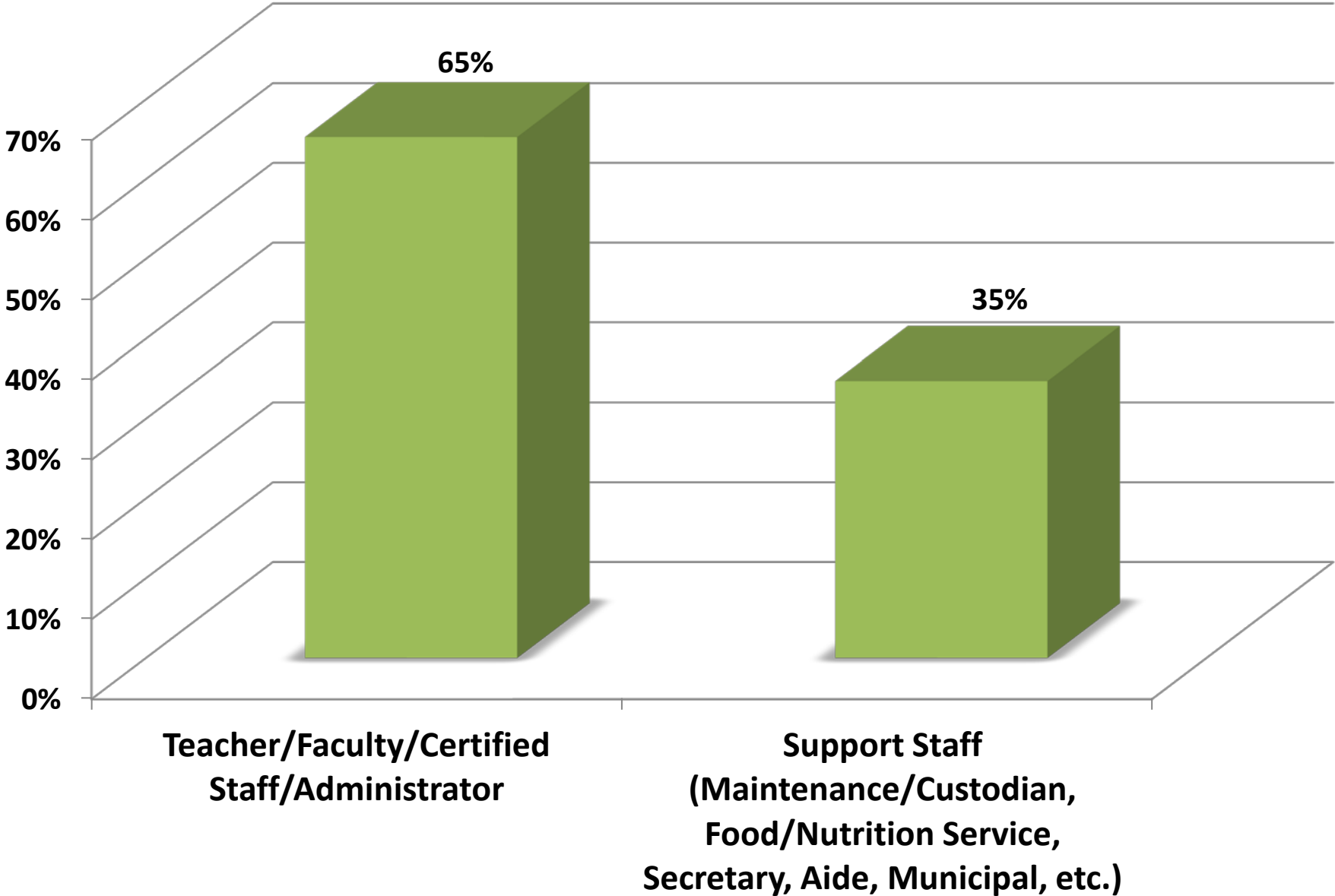
- The Staff Engagement Survey was conducted in April of 2017.
- Staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 847

Section I:
Respondent Information
(2017 data)

At which location do you spend the most time?



What best describes your position?

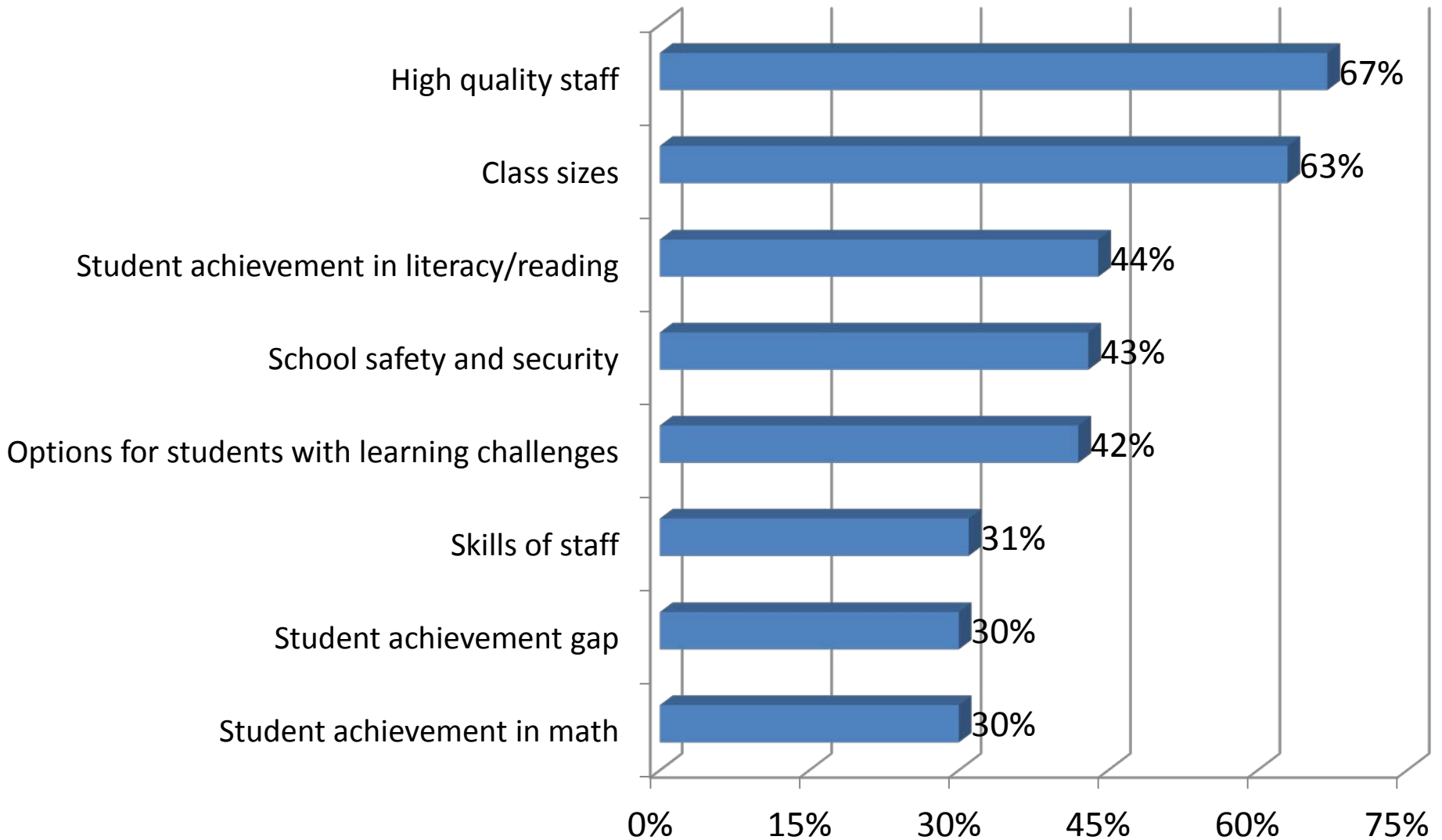


Section II:

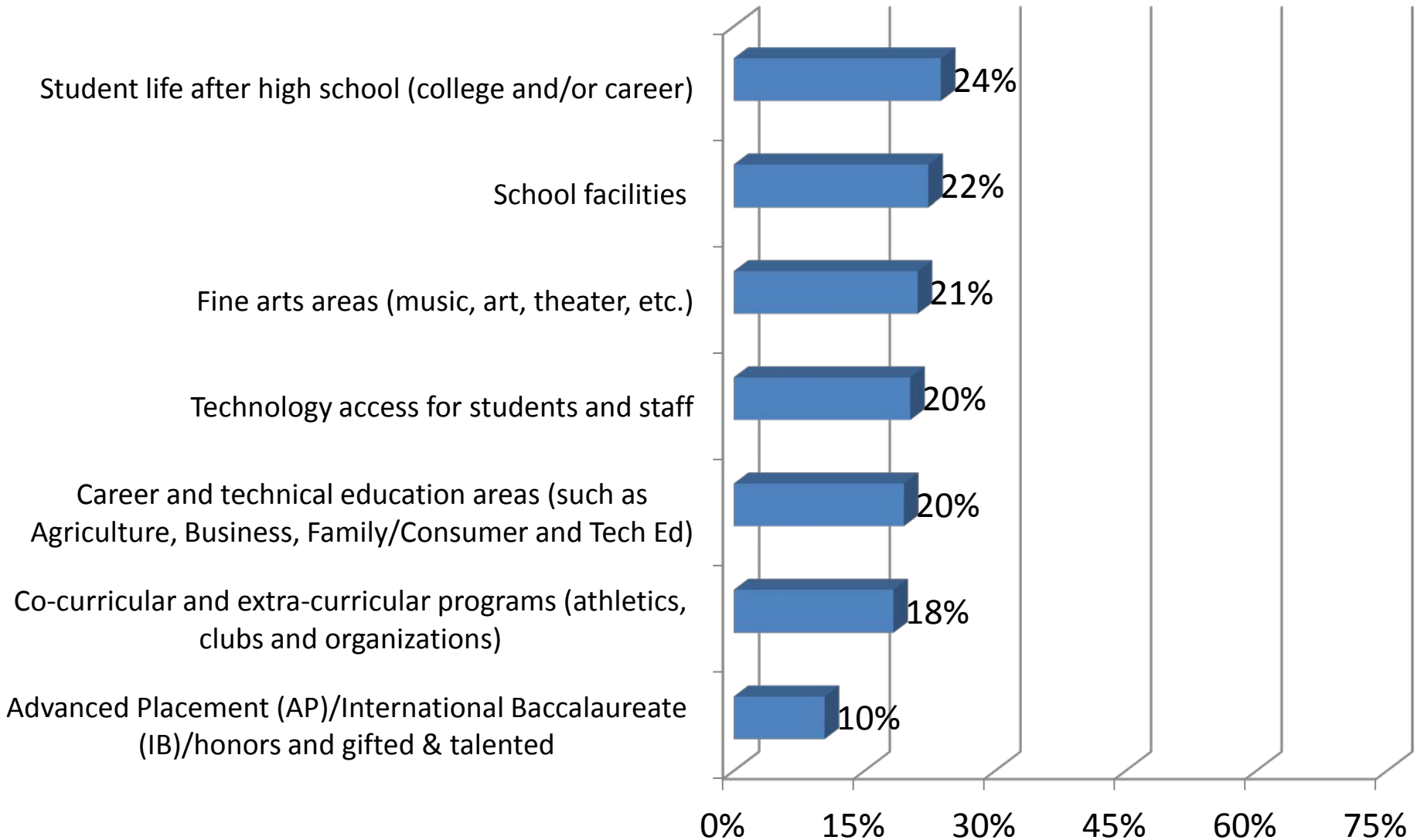
Planning

(2017 data)

To support the District's mission of advancing student learning, achievement and success, please rank your top five highest priorities: (Slide 1/2)



To support the District's mission of advancing student learning, achievement and success, please rank your top five highest priorities: (Slide 2/2)



Student Achievement (Slide 1/2)

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

Item	2017	2016	Difference
Assessment data is used to improve instruction.	3.90	3.95	-0.05
Overall, the school offers a high quality academic program.	4.20	4.23	-0.03
Teachers make learning relevant to students' lives.	4.13	4.13	0.00
The pace of implementing new curricular initiatives is appropriate.	3.18	3.18	0.00
Teachers create opportunities for students to apply what they learn.	4.19	4.15	0.04
Teachers differentiate the curriculum to meet student's needs.	4.02	3.98	0.04

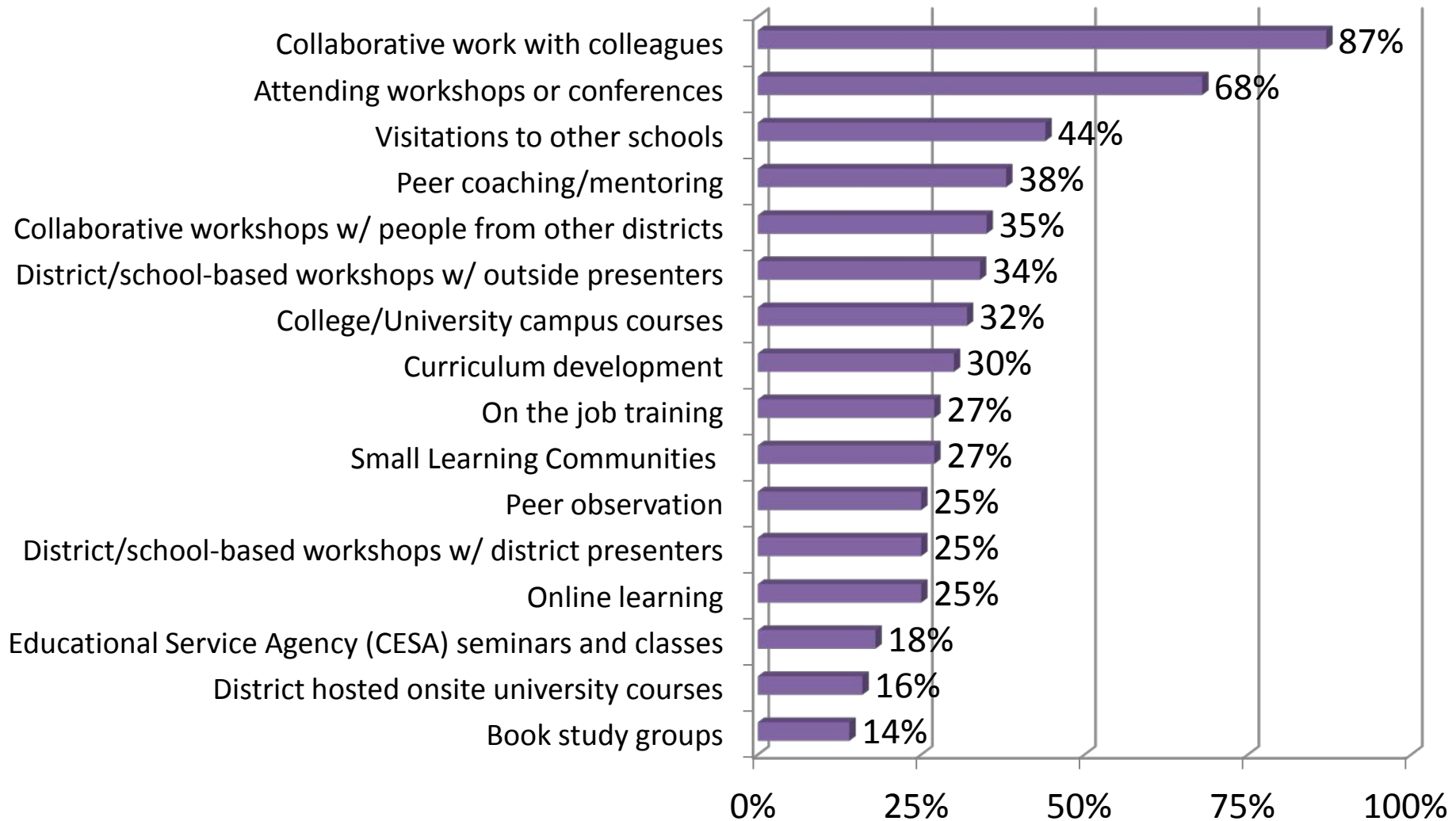
Student Achievement (Slide 2/2)

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

Item	2017	2016	Difference
Teachers utilize a standards-based curriculum.	4.21	4.17	0.04
Students have access to additional support when needed.	3.73	3.68	0.05
The social and emotional needs of students are being met.	3.28	3.23	0.05
If you find gaps in the curriculum, there is an effective way to communicate the need for corrective action.	3.41	3.34	0.07
The current method for writing curriculum is effective.	3.11	2.99	0.12
There is a process for evaluating the effectiveness of new curricular initiatives.	3.26	3.13	0.13

Professional Learning

Which of the following professional learning opportunities do you prefer? (2017 data)



Change Readiness

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

Item	2017	2016	Difference
Building administration at our school is supportive of innovation and change.	4.01	4.07	-0.06
I am supportive of innovation and change.	4.29	4.31	-0.02
The District-level staff is supportive of innovation and change.	3.60	3.57	0.03
The School Board is supportive of innovation and change.	3.77	3.59	0.18
I have a high degree of confidence that we will be able to execute our plan.	3.47	3.23	0.24
Our District has a culture of open dialogue.	3.05	2.80	0.25
Our District strives to achieve consensus on areas that need improvement.	3.35	3.07	0.28

Engagement (Slide 1/2)

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

Item	2017	2016	Difference
I am proud of our District.	3.88	3.91	-0.03
I utilize the technology available to me.	4.21	4.19	0.02
My job is personally satisfying.	4.01	3.99	0.02
All things considered, this District is a good place to work.	3.86	3.83	0.03

Engagement (Slide 2/2)

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

Item	2017	2016	Difference
I enjoy being involved/attending District related activities beyond the normal school/work day.	3.26	3.18	0.08
I would recommend this District to others seeking employment.	3.70	3.61	0.09
The amount of work I am asked to do is reasonable.	3.15	3.04	0.11
My work contributes to the success of our District	4.27	4.15	0.12

Work Environment (Slide 1/2)

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

Item	2017	2016	Difference
Student discipline is handled in a consistent manner by all staff.	2.94	2.98	-0.04
Based on my interactions with other adults, I feel safe at work.	4.38	4.40	-0.02
Based on my interactions with students, I feel safe at work.	3.98	3.98	0.00
I have good friends at work.	4.25	4.24	0.01
I feel comfortable sharing my opinions/suggestions regarding the work environment with administration.	3.52	3.49	0.03

Work Environment (Slide 2/2)

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

Item	2017	2016	Difference
Our classrooms, buildings and grounds are well maintained.	4.30	4.27	0.03
I am satisfied with the technology support available to me.	4.09	4.00	0.09
I receive the training I need to do my job effectively.	3.74	3.65	0.09
I have the materials and supplies I need to do my job effectively.	3.89	3.79	0.10
I am satisfied with the technology available to me.	4.07	3.93	0.14

Communication

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

Item	2017	2016	Difference
I am kept informed about matters important to my work.	3.66	3.65	0.01
I have a voice in shared decision making.	3.41	3.37	0.04
I know what is expected of me at work.	4.16	4.12	0.04
School/department information is communicated effectively to me.	3.67	3.62	0.05
Parent conferences provide productive communication between teachers and parents.	4.02	3.96	0.06
I have a good understanding of the goals of the District.	3.73	3.39	0.34

How would you rate the communication from:

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

Item	2017	2016	Difference
Principal/Supervisor	3.14	3.13	0.01
District-level Administration	2.42	2.32	0.10
School Board	2.59	2.45	0.14

Culture (Slide 1/2)

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

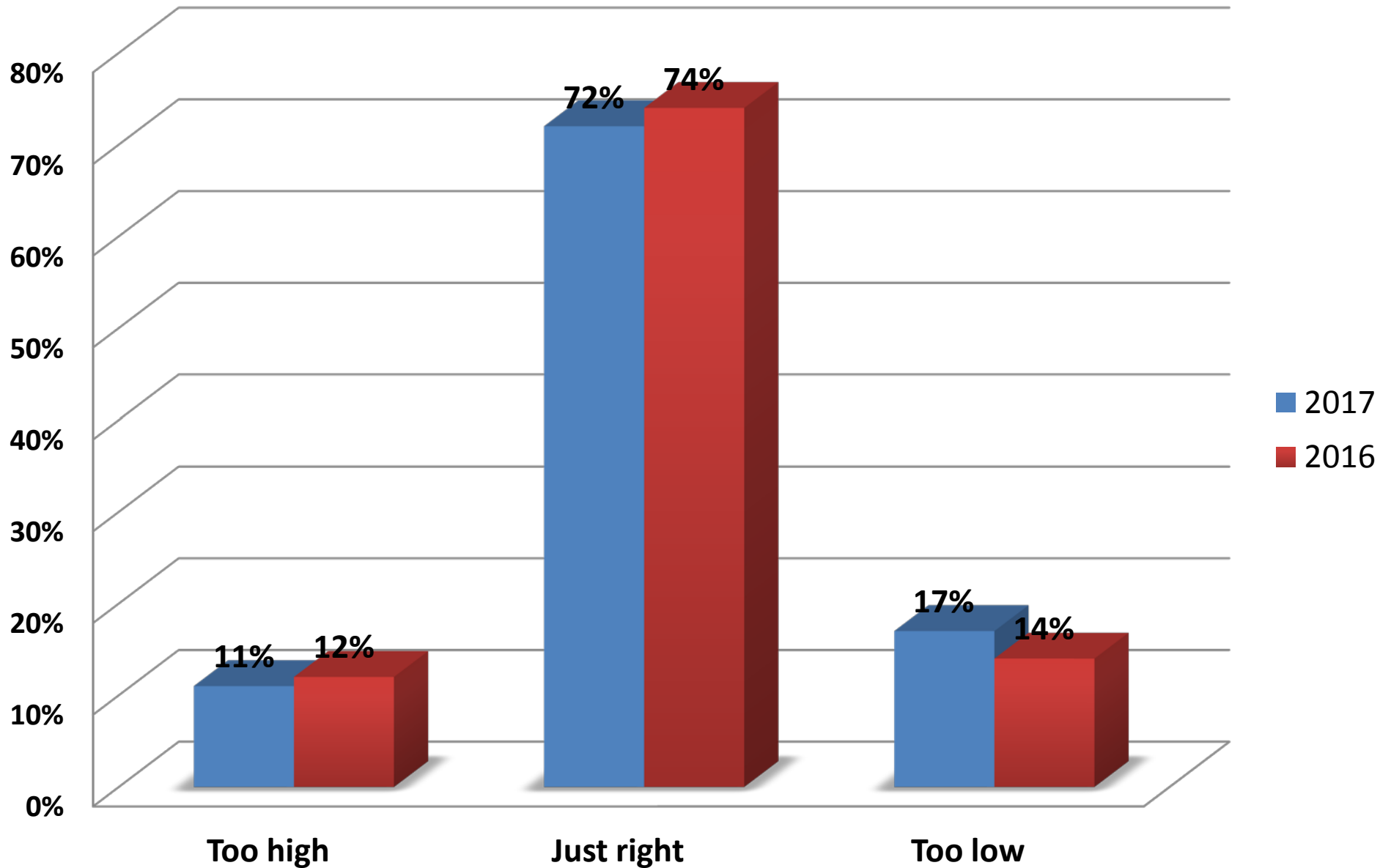
Item	2017	2016	Difference
Our school does a good job assimilating/orientating new employees.	3.57	3.60	-0.03
My opinions and perspectives are valued.	3.76	3.76	0.00
Our school/department works hard to find ways to improve.	4.21	4.21	0.00
Our school/department operates as a team.	3.92	3.91	0.01
Our staff collaborates well between departments.	3.68	3.64	0.04

Culture (Slide 2/2)

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

Item	2017	2016	Difference
Staff members like me can bring about change in my school/department.	3.70	3.65	0.05
I have adequate opportunities to participate in decisions that affect me.	3.45	3.39	0.06
Newer teachers receive the support they need to be successful.	3.61	3.55	0.06
Our staff collaborates well between schools.	3.47	3.40	0.07
Our District supports a healthy balance between work responsibilities and my personal life.	3.11	2.95	0.16

The academic expectations of our students are:



Development and Recognition

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

Item	2017	2016	Difference
The District's professional learning days are organized and well-planned.	3.20	3.23	-0.03
I am acknowledged and recognized when I do a good job.	3.56	3.51	0.05
I receive meaningful and timely feedback that helps me improve my performance.	3.45	3.37	0.08
I have adequate opportunities for professional learning.	3.68	3.57	0.11

Compensation and Benefits

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

Item	2017	2016	Difference
The staff wellness program (e.g., Health Risk Assessment) is a worthwhile benefit.	3.58	3.70	-0.12
I am satisfied with my pay.	2.84	2.79	0.05
My benefits are competitive with similar jobs I might find elsewhere.	3.77	3.69	0.08
I am satisfied with my benefits.	3.90	3.80	0.10
My pay is fair in relation to my job responsibilities.	2.66	2.56	0.10

District-level Administration

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

Item	2017	2016	Difference
District administration presents a positive image to the school community.	3.85	3.84	0.01
District administration is doing what it takes to make our District successful.	3.40	3.32	0.08
I trust that the District administration will advocate for the best interest of the District to the School Board.	3.54	3.45	0.09
District administration is consistent when administering policies concerning employees.	3.36	3.26	0.10
District administration is responsive to major concerns of employees.	3.04	2.80	0.24

School Board

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

Item	2017	2016	Difference
The School Board presents a positive image to our community.	4.00	3.90	0.10
I trust that the School Board will make decisions in the best interest of the students.	3.76	3.61	0.15
The School Board appropriately balances the mission of the District with fiscal responsibility.	3.80	3.65	0.15
The School Board is doing what it takes to make our District successful.	3.81	3.57	0.24

Overall Satisfaction

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

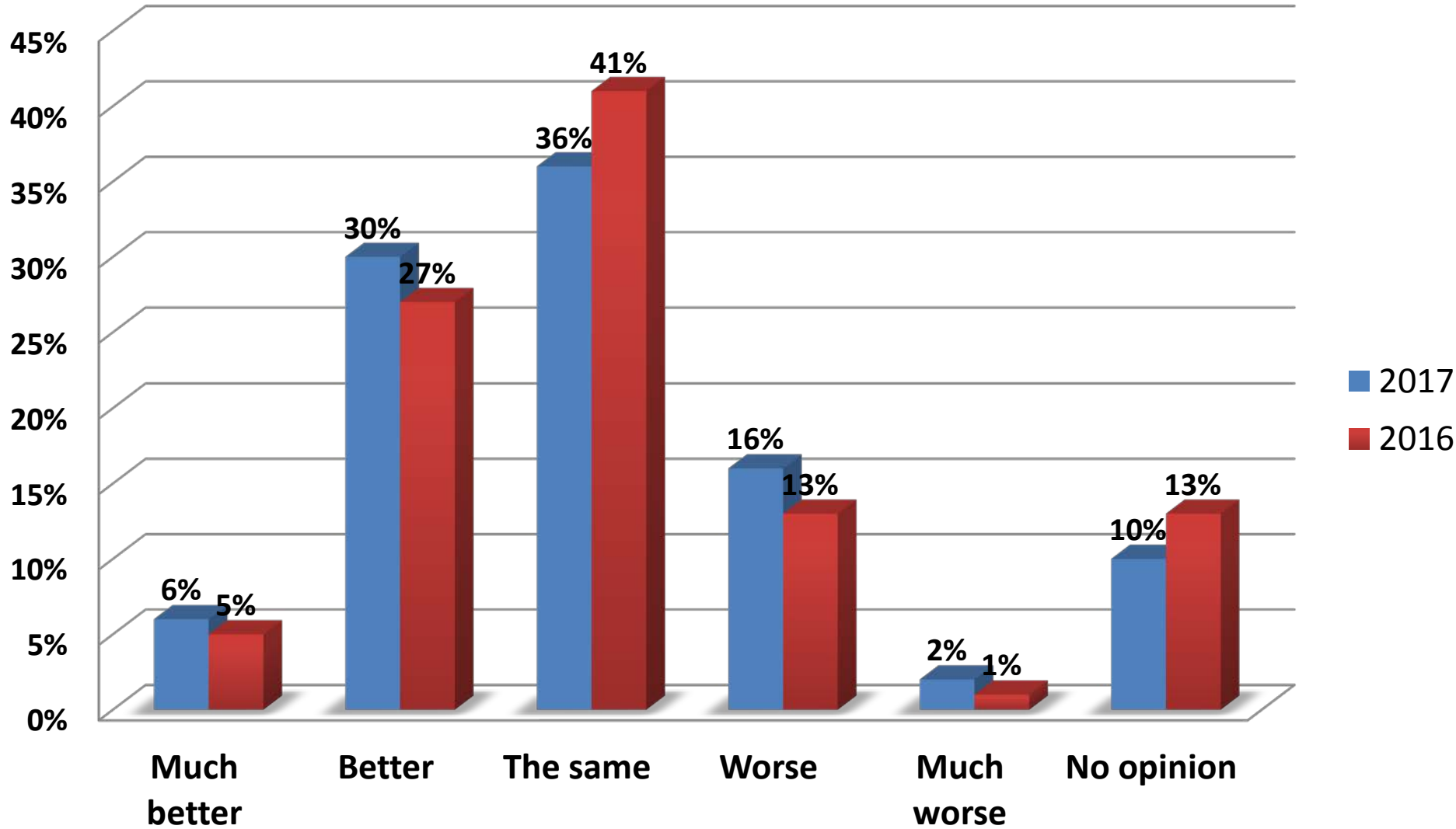
Item	2017	2016	Difference
I am satisfied with the education our students receive.	3.75	3.73	0.02
I am satisfied with the financial management of the District.	3.24	3.17	0.07
The District has improved in the past year.	3.19	3.06	0.13

Please rate your overall perception of the District in the following areas:

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

Item	2017	2016	Difference
Administration	2.65	2.68	-0.03
Teacher/Faculty/Certified Staff	3.26	3.26	0.00
Support Staff (Maintenance/Custodial, Food/Nutritional Service, Secretarial, Aides, Municipal, etc.)	3.29	3.27	0.02
School Board	2.85	2.78	0.07

How would you rate the District compared to neighboring public school districts?



Thank you!