

# Wausau School District Staff Survey Results

Spring 2018

# 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 400 districts navigate the strategic planning and referendum planning process

# What We Know:



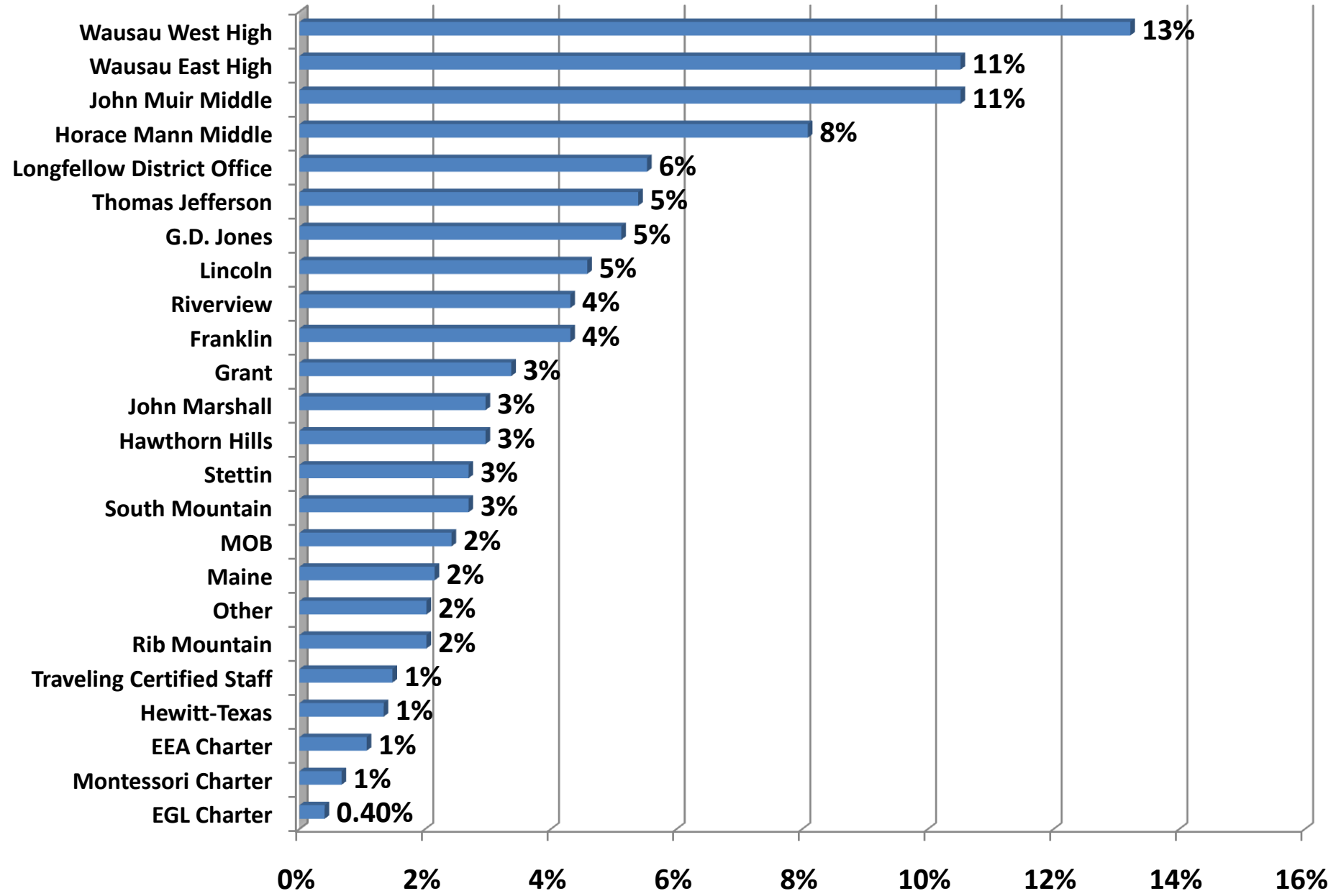
# Survey Summary

- The Staff Survey was conducted in April of 2018.
- 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: 742
- Participation rate: 57%

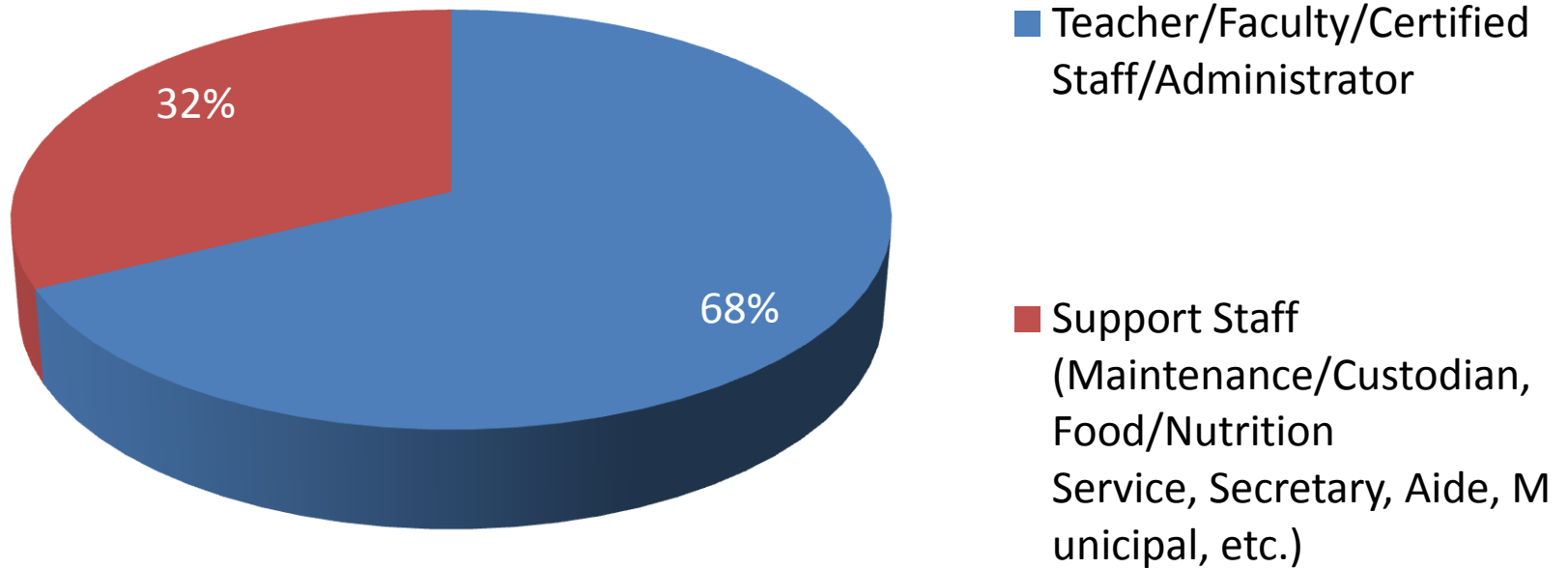
# **Respondent Information**

*(2018 Data)*

# At which location do you spend the most time?



# What best describes your position?



# Planning

To support the District's mission of advancing student learning, achievement and success, please rank your top five highest priorities?

Item	% Yes
High-quality/highly-skilled staff	70%
Class sizes	66%
School safety and security	56%
Options for students with learning challenges	46%
Student achievement in literacy/reading	44%
Student achievement in math	34%
Student achievement gap	32%
School facilities	25%
Student life after high school (college and/or career)	24%
Fine arts areas (music, art, theater, etc.)	22%
Career and technical education areas (such as Agriculture, Business, Family/Consumer and Technology Education)	22%
Co-curricular and extra-curricular programs (athletics, clubs and organizations)	19%
Technology access for students and staff	18%
Advanced Placement (AP)/International Baccalaureate (IB)/honors and gifted & talented	9%



# Student Achievement (Slide 1/2)

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
The pace of implementing new curricular initiatives is appropriate.	67%	3.37 (395)	3.19 (469)	0.18
There is a process for evaluating the effectiveness of new curricular initiatives.	68%	3.41 (378)	3.26 (424)	0.15
Assessment data is used to improve instruction.	90%	4.03 (454)	3.91 (509)	0.12
If you find gaps in the curriculum, there is an effective way to communicate the need for corrective action.	71%	3.52 (425)	3.41 (471)	0.11
Teachers make learning relevant to students' lives.	96%	4.21 (443)	4.13 (504)	0.07
Teachers differentiate the curriculum to meet student's needs.	91%	4.10 (442)	4.03 (504)	0.07

# Student Achievement (Slide 2/2)

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
Teachers create opportunities for students to apply what they learn.	97%	4.24 (442)	4.19 (501)	0.05
The current method for writing curriculum is effective.	59%	3.15 (372)	3.11 (415)	0.04
Teachers utilize a standards-based curriculum.	95%	4.22 (449)	4.22 (502)	0.00
Overall, the school offers a high quality academic program.	95%	4.21 (454)	4.21 (510)	0.00
Students have access to additional support when needed.	76%	3.71 (452)	3.74 (506)	-0.03
The social and emotional needs of students are being met.	58%	3.14 (458)	3.29 (513)	-0.15

# Professional Learning

Which of the following professional learning opportunities do you prefer?

Item	% Yes
Collaborative work with colleagues	84%
Attending workshops or conferences	70%
Visitations to other schools	41%
Peer coaching/mentoring	37%
Collaborative workshops with people from other districts	36%
District/school-based workshops with presenters from outside the district	33%
Small Learning Communities	29%
On the job training	28%
Curriculum development	28%
College/University campus courses	26%
Peer observation	26%
Online learning	26%
District/school-based workshops with presenters from within the district	21%
Educational Service Agency (CESA) seminars and classes	19%
Book study groups	16%
District hosted onsite university courses	13%

# Change Readiness

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
I am supportive of innovation and change.	99%	4.38 (669)	4.30 (778)	0.08
Building administration at our school is supportive of innovation and change.	89%	4.08 (657)	4.01 (767)	0.06
Our District has a culture of open dialogue.	57%	3.09 (649)	3.06 (741)	0.03
Our District strives to achieve consensus on areas that need improvement.	67%	3.34 (637)	3.36 (735)	-0.02
I have a high degree of confidence that we will be able to execute our plan.	71%	3.44 (604)	3.47 (697)	-0.03
The District-level staff is supportive of innovation and change.	77%	3.57 (631)	3.61 (728)	-0.04
The School Board is supportive of innovation and change.	72%	3.43 (588)	3.78 (698)	-0.34

# Engagement

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
My work contributes to the success of our District	98%	4.33 (651)	4.28 (755)	0.05
I utilize the technology available to me.	97%	4.25 (662)	4.21 (760)	0.04
I enjoy being involved/attending District related activities beyond the normal school/work day.	63%	3.30 (619)	3.27 (694)	0.03
My job is personally satisfying.	87%	4.02 (660)	4.02 (762)	0.00
I am proud of our District.	84%	3.86 (641)	3.89 (749)	-0.03
The amount of work I am asked to do is reasonable.	57%	3.12 (659)	3.16 (769)	-0.04
All things considered, this District is a good place to work.	82%	3.77 (641)	3.87 (745)	-0.10
I would recommend this District to others seeking employment.	75%	3.60 (622)	3.70 (725)	-0.11

# Work Environment (Slide 1/2)

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
I am satisfied with the technology support available to me.	93%	4.16 (655)	4.09 (760)	0.06
I have good friends at work.	95%	4.31 (649)	4.26 (755)	0.05
I am satisfied with the technology available to me.	91%	4.13 (656)	4.07 (766)	0.05
I receive the training I need to do my job effectively.	81%	3.77 (646)	3.75 (765)	0.03
Student discipline is handled in a consistent manner by all staff.	50%	2.97 (633)	2.95 (732)	0.02

# Work Environment (Slide 2/2)

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
I feel comfortable sharing my opinions/suggestions regarding the work environment with administration.	70%	3.52 (654)	3.53 (759)	0.00
Our classrooms, buildings and grounds are well maintained.	95%	4.30 (662)	4.30 (765)	0.00
Based on my interactions with other adults, I feel safe at work.	97%	4.36 (665)	4.38 (773)	-0.02
I have the materials and supplies I need to do my job effectively.	85%	3.87 (660)	3.89 (765)	-0.02
Based on my interactions with students, I feel safe at work.	85%	3.94 (644)	3.99 (747)	-0.05

# Communication

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
School/department information is communicated effectively to me.	79%	3.76 (646)	3.67 (757)	0.09
I have a voice in shared decision making.	69%	3.46 (626)	3.41 (736)	0.05
I have a good understanding of the goals of the District.	82%	3.78 (643)	3.74 (751)	0.04
I know what is expected of me at work.	95%	4.21 (657)	4.17 (764)	0.04
I am kept informed about matters important to my work.	77%	3.67 (654)	3.66 (770)	0.00
Parent conferences provide productive communication between teachers and parents.	90%	4.00 (547)	4.02 (643)	-0.03



# How would you rate the communication from:

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

Item	% Great/ Good	2018 (n)	2017 (n)	Difference
District-level Administration	49%	2.44 (637)	2.42 (731)	0.02
Principal/Supervisor	80%	3.14 (649)	3.14 (751)	0.00
School Board	50%	2.41 (615)	2.60 (704)	-0.19

# Culture (Slide 1/2)

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
Our staff collaborates well between departments.	80%	3.75 (583)	3.69 (671)	0.06
Our school does a good job assimilating/orientating new employees.	74%	3.62 (613)	3.57 (704)	0.04
Our school/department works hard to find ways to improve.	94%	4.23 (648)	4.21 (745)	0.02
I have adequate opportunities to participate in decisions that affect me.	68%	3.48 (627)	3.46 (730)	0.02
Staff members like me can bring about change in my school/department.	78%	3.71 (626)	3.70 (727)	0.01

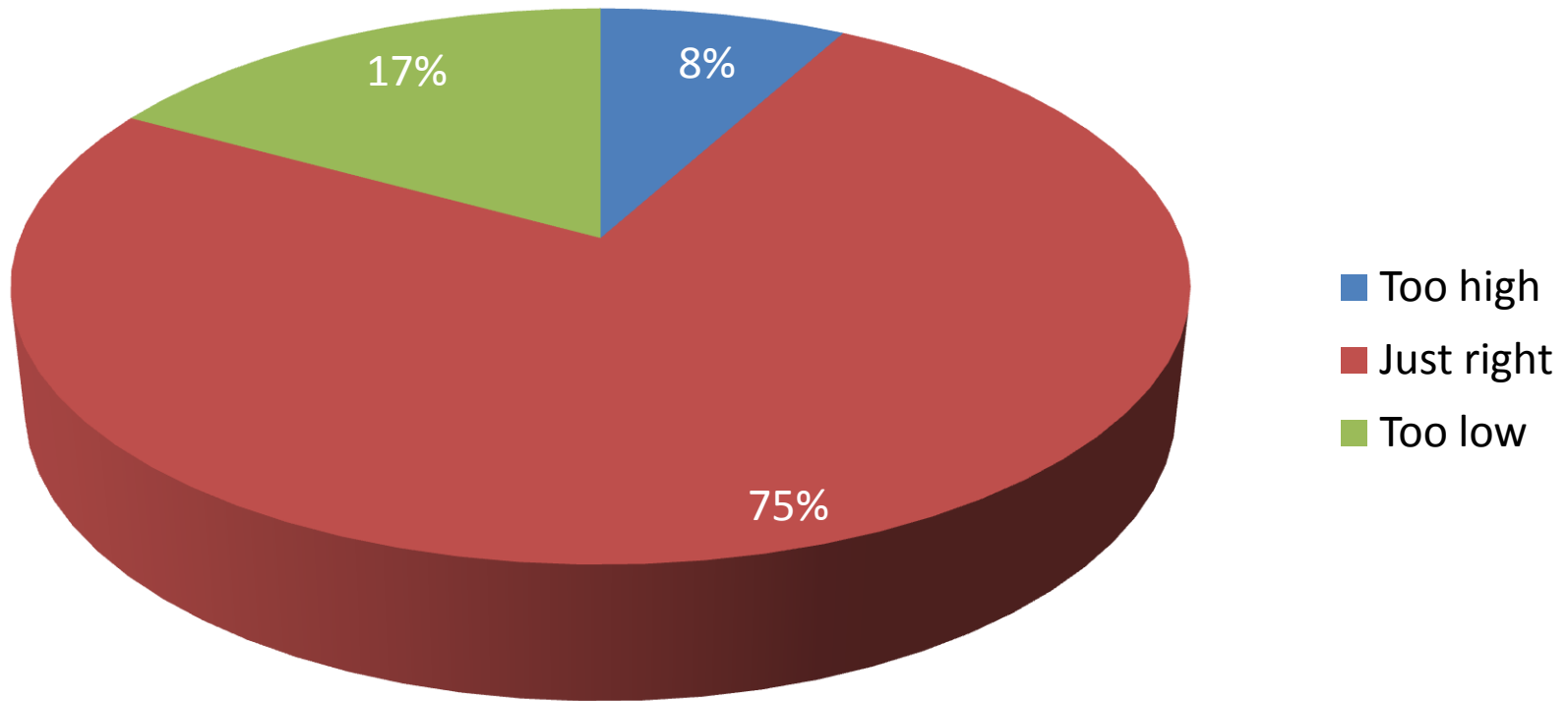
# Culture (Slide 2/2)

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
My opinions and perspectives are valued.	80%	3.76 (637)	3.76 (729)	0.00
Our staff collaborates well between schools.	69%	3.47 (537)	3.47 (627)	0.00
Our District supports a healthy balance between work responsibilities and my personal life.	58%	3.12 (637)	3.11 (734)	0.00
Our school/department operates as a team.	81%	3.88 (648)	3.93 (742)	-0.05
Newer teachers receive the support they need to be successful.	71%	3.54 (517)	3.61 (576)	-0.07

# The academic expectations of our students are:

*(2018 Data)*



# Development and Recognition

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
I receive meaningful and timely feedback that helps me improve my performance.	74%	3.52 (622)	3.45 (715)	0.07
I am acknowledged and recognized when I do a good job.	72%	3.55 (642)	3.56 (750)	-0.01
The District's professional learning days are organized and well-planned.	58%	3.12 (522)	3.20 (609)	-0.08
I have adequate opportunities for professional learning.	73%	3.58 (620)	3.69 (714)	-0.11

# Compensation and Benefits

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
The staff wellness program (e.g., Health Risk Assessment) is a worthwhile benefit.	78%	3.78 (536)	3.59 (596)	0.19
I am satisfied with my benefits.	85%	3.88 (621)	3.90 (705)	-0.02
My benefits are competitive with similar jobs I might find elsewhere.	78%	3.70 (572)	3.78 (637)	-0.08
My pay is fair in relation to my job responsibilities.	35%	2.53 (638)	2.67 (743)	-0.14
I am satisfied with my pay.	41%	2.67 (643)	2.84 (744)	-0.17

# District-level Administration

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
District administration presents a positive image to the school community.	87%	3.87 (614)	3.86 (700)	0.01
District administration is responsive to major concerns of employees.	54%	3.04 (572)	3.05 (651)	-0.01
District administration is consistent when administering policies concerning employees.	66%	3.35 (520)	3.37 (608)	-0.02
District administration is doing what it takes to make our District successful.	66%	3.33 (587)	3.40 (679)	-0.08
I trust that the District administration will advocate for the best interest of the District to the School Board.	69%	3.40 (590)	3.55 (674)	-0.15

# School Board

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

Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
The School Board presents a positive image to our community.	85%	3.78 (590)	4.00 (681)	-0.22
I trust that the School Board will make decisions in the best interest of the students.	70%	3.43 (584)	3.77 (692)	-0.33
The School Board appropriately balances the mission of the District with fiscal responsibility.	70%	3.41 (546)	3.81 (632)	-0.40
The School Board is doing what it takes to make our District successful.	68%	3.37 (567)	3.82 (653)	-0.45



# Overall Satisfaction

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

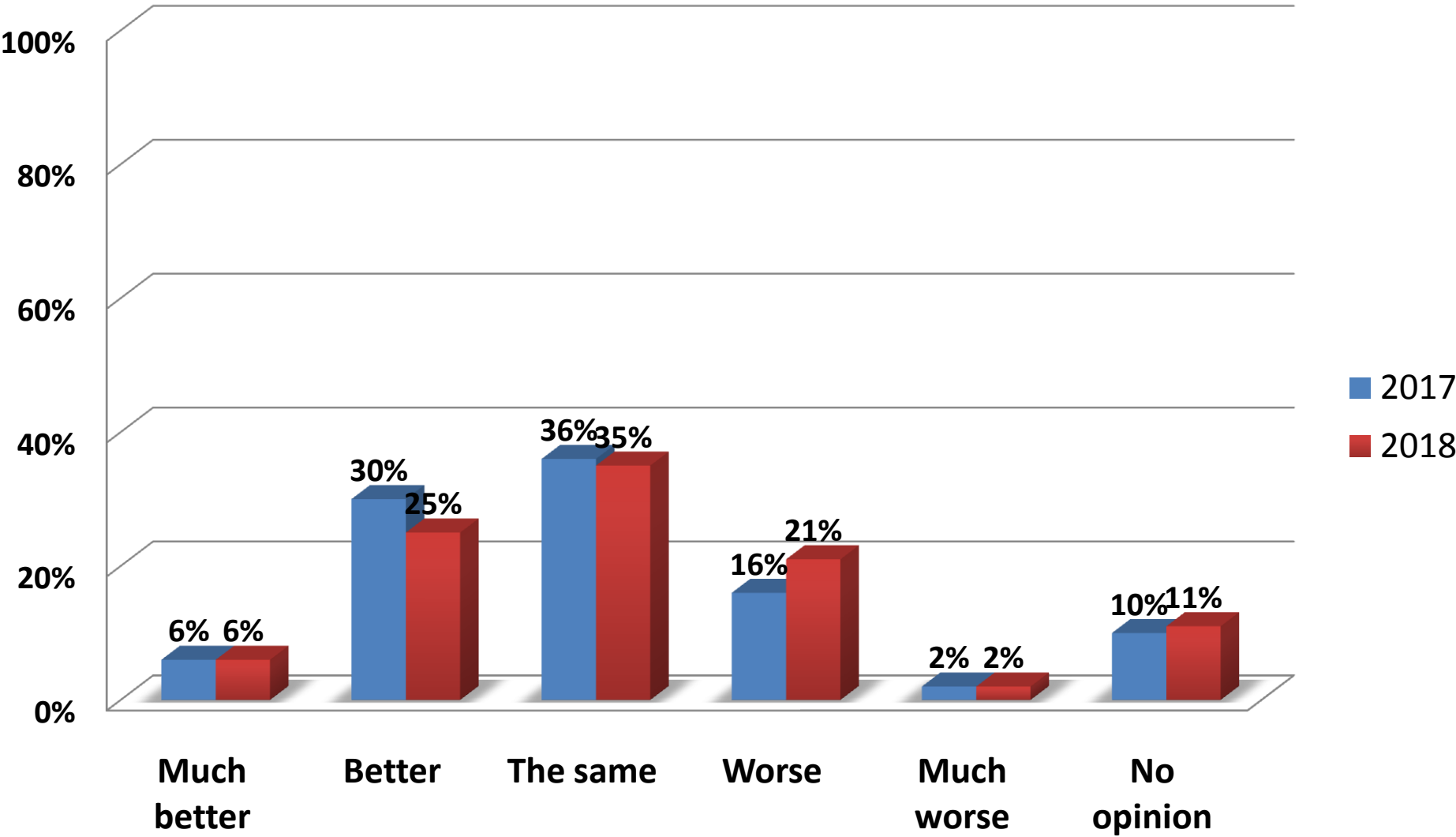
Item	% Strongly agree/ Agree	2018 (n)	2017 (n)	Difference
I am satisfied with the education our students receive.	83%	3.74 (618)	3.75 (718)	0.00
The District has improved in the past year.	54%	3.06 (510)	3.20 (605)	-0.14
I am satisfied with the financial management of the District.	54%	3.06 (557)	3.24 (617)	-0.19

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

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

Item	% Excellent/ Good	2018 (n)	2017 (n)	Difference
Teacher/Faculty/Certified Staff	96%	3.33 (641)	3.26 (748)	0.07
Support Staff (Maintenance/Custodial, Food/Nutritional Service, Secretarial, Aides, Municipal, etc.)	96%	3.37 (636)	3.30 (745)	0.07
Administration	62%	2.67 (633)	2.66 (732)	0.02
School Board	62%	2.60 (604)	2.85 (703)	-0.26

# 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.

*\*Due to survey customization, not all indexes may be available.*

# 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	2018 (n)	2017	Difference
Trust in building leadership	3.52 (622)	3.45	0.07
Control over your work environment	3.48 (627)	3.46	0.02
Communications	3.72 (654)	3.70	0.02
Planning/Improvement process	3.22 (649)	3.21	0.00
Workload	3.57 (660)	3.59	-0.02
Collaboration/Teamwork	4.06 (648)	4.07	-0.02
Equipped	3.59 (660)	3.61	-0.03
Culture of educational excellence	3.69 (458)	3.74	-0.06
Affirmation	3.28 (643)	3.37	-0.09
Public/Parent support/trust	3.42 (590)	3.62	-0.20
Trust in District leadership	3.37 (567)	3.67	-0.29
Health/Stress management/Wellness	N/A	N/A	N/A

**Thank you!**