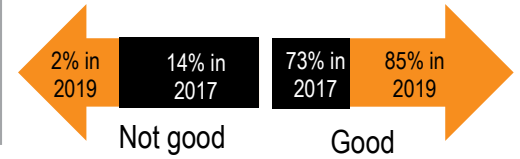


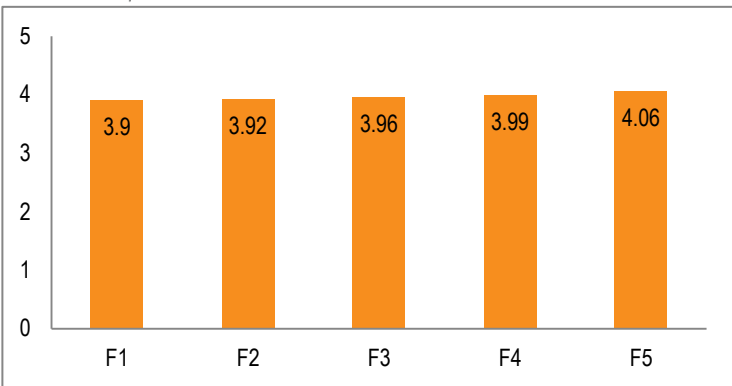
85 staff members (30 percent of district employees) participated in the 2019 employee satisfaction survey. Of those that participated, approximately 62 percent were teaching staff. The survey was composed of 50 questions, each scored on a scale of 1-5, within four factors identified as important to employee engagement and satisfaction.

80% indicated benefit from professional development afforded to them which is up from 32.5% in 2017

Feelings about Working in Education



Personal Factors



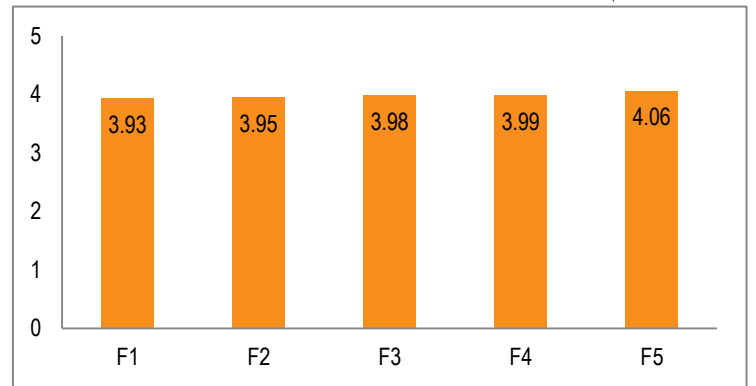
Factor average

3.67

Up from 3.37 in 2017

- F1- I feel personally connected to people in my work area
- F2- Most days I have made progress
- F3- I feel my work has purpose
- F4- Importance of career advancement
- F5- I have control on the manner in which I perform my work

Work Environment



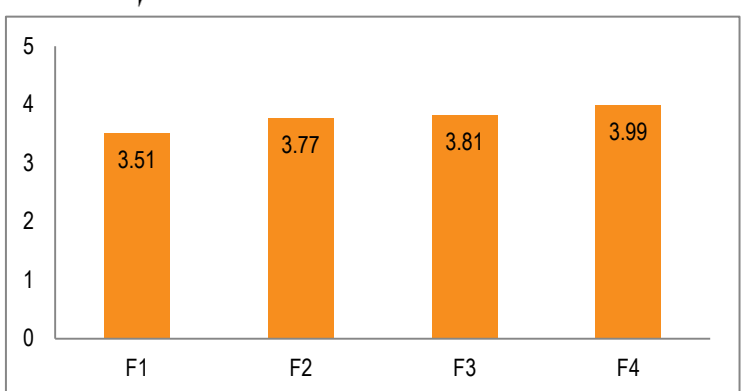
Factor average

3.72

Up from 3.39 in 2017

- F1- I am encouraged to collaborate as a member of the team
- F2- Performance expectations are attainable
- F3- Employees are professional and courteous when working with parents, students and colleagues
- F4- Schools are safe
- F5- I am allowed to make decisions about how to do my work

Leadership Team



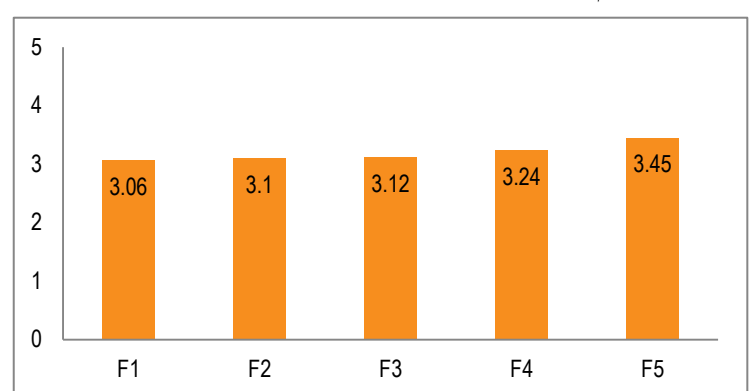
Factor average

3.50

Up from 2.92 in 2017

- F1- Clearly defined direction
- F2- Clearly communicates expectations
- F3- Access to leadership in times of uncertainty
- F4- Encourage employees to make responsible decisions

Compensation



Factor average

3.19

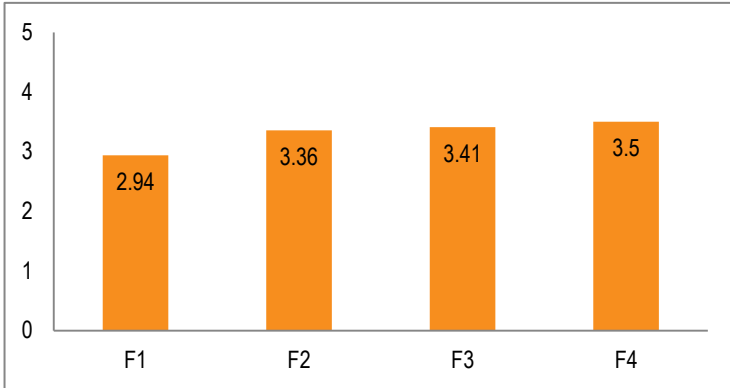
Up from 2.60 in 2017

- F1- My contributions to the District are appropriately rewarded
- F2- Opportunity to advance within the organization
- F3- Total salary and benefits package meets my needs
- F4- Total salary and benefits package is competitive with other districts
- F5- I receive non-monetary recognition for my contributions

FACTORS FOR DISTRICT CONTINUOUS IMPROVEMENT



Personal Factors



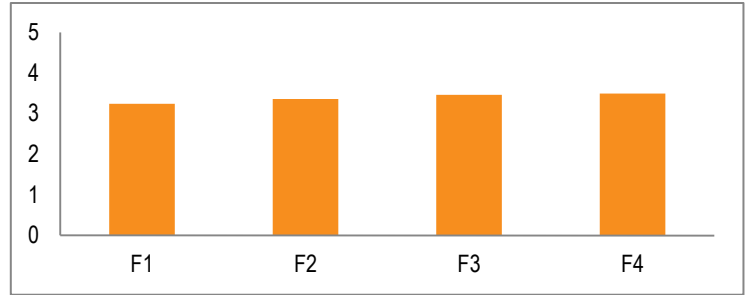
- F1- The district offers opportunities for career advancement
- F2- Professional development has helped better meet student needs
- F3- I am able to maintain a healthy work-life balance
- F4- I have opportunities to learn and develop in meaningful ways

Opportunities for Improvement

- Clarify opportunities for advancement and career pathways within the district
- Support development opportunities, trainings, and education
- Clarify leader experiences needed for advanced positions



Work Environment



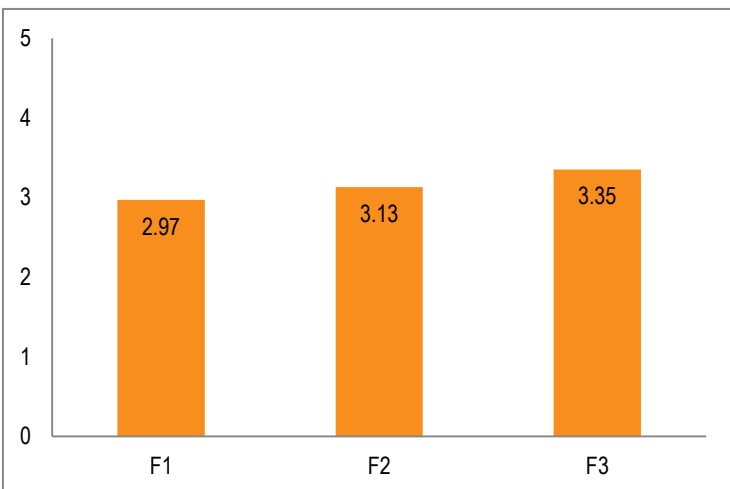
- F1- Everyone seems to be working toward the same goal
- F2- Atmosphere where there is mutual respect among all staff
- F3- I am recognized for the value I bring to the district
- F4- I regularly receive useful feedback

Opportunities for Improvement

- Continue to promote educational achievements of RASD students and recognize the good work being done by all employees in the district
- Continue to support administration, teachers, and staff in their decisions
- Continue to support collaboration among staff
- Continue to promote the district's strategic plan, initiatives, and actions that support progress



Leadership Team



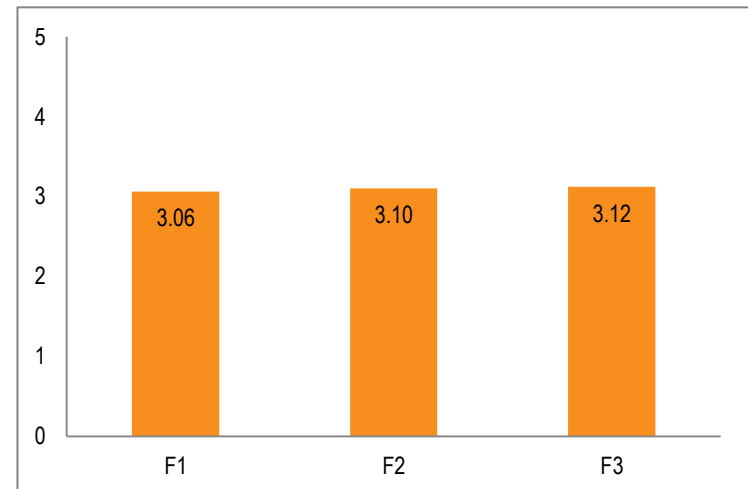
- F1- Leadership team is transparent in its decisions
- F2- District clearly explains reasons behind key issues
- F3- District demonstrates consistency

Opportunities for Improvement

- The perception of transparency is owned by the recipient. Consider ways to assess understanding as a means to ensure clarity of message.



Compensation



- F1- My contributions to the District are appropriately rewarded
- F2- Opportunity to advance within the organization
- F3- Total salary and benefits package meets my needs

Opportunities for Improvement

- 3 or less years scored considerably higher than 10 or more years
- Suggesting compensation pack may be appropriate for attracting people into the district but may contribute to a perception of salary compression among those in district with longer tenure