

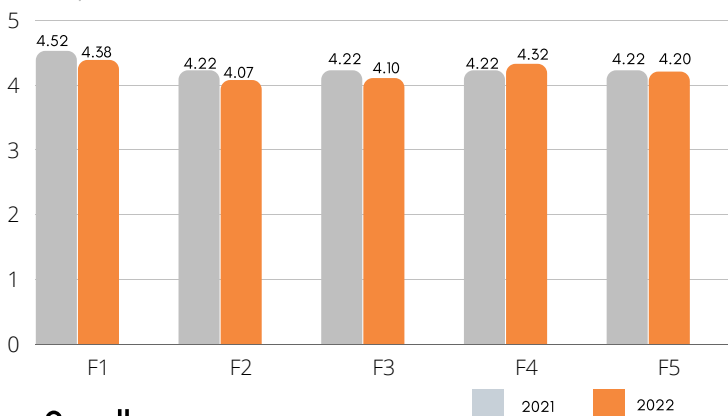
Survey Description

The Ripon Area School District's Employee Satisfaction Survey is composed of 50 questions, each scored on a scale of 1-5, within four areas related to overall satisfaction. Since 2017, when the first survey was conducted, both participation and overall satisfaction have increased significantly.



Results	2017	2019	2020	2021
Satisfaction	3.10	3.54	3.91	3.80
Responses	86	85	130	134

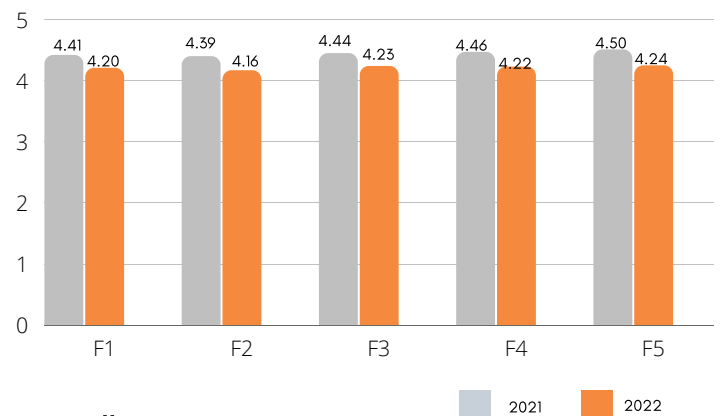
Personal Factors



Overall Factor Average
3.93
Up from 3.37 in 2017*

- F1 I feel my work has purpose
 - F2 I feel empowered to make a difference
 - F3 I have control in the manner in which I perform my work
 - F4 It is important to have career growth and/or movement opportunities
 - F5 I feel personally connected to the people in my work area
- *see page two for all factors*

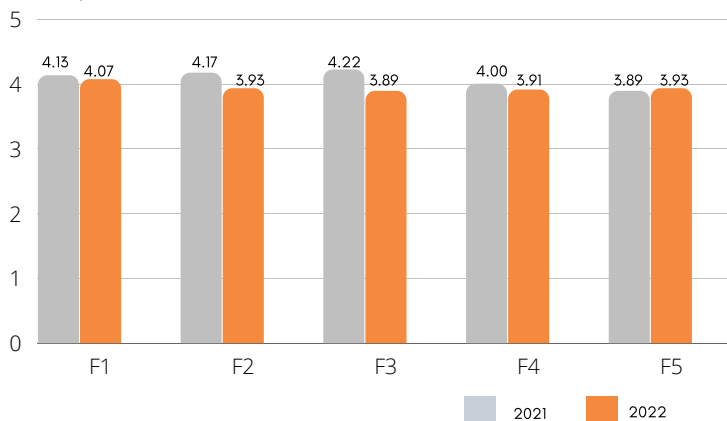
Work Environment



Overall Factor Average
4.00
Up from 3.39 in 2017*

- F1 I am encouraged to collaborate as a member of the team
 - F2 District employees are professional and courteous when working with parents, students, and colleagues
 - F3 My school is kept clean
 - F4 My school is well maintained
 - F5 My school is safe
- *see page two for all factors*

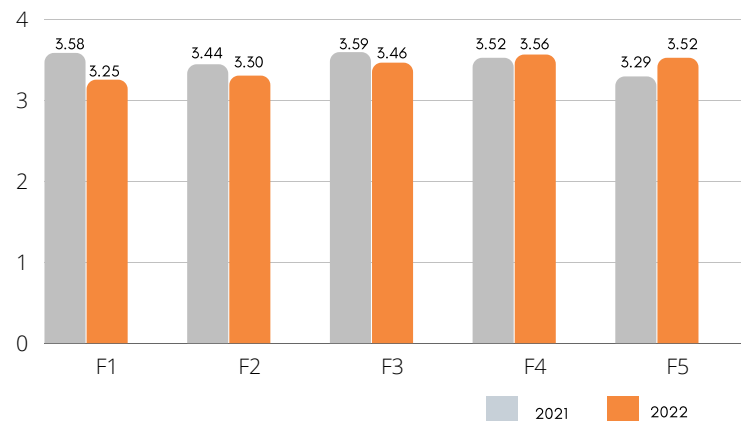
Leadership Team



Overall Factor Average
3.83
Up from 2.92 in 2017*

- F1 Leadership encourages all employees to make responsible decisions
 - F2 I have access to leadership in times of uncertainty
 - F3 I trust our leadership to make good decisions
 - F4 The District has clearly defined direction
 - F5 The District has clearly communicated performance expectations of employees
- *see page two for all factors*

Compensation



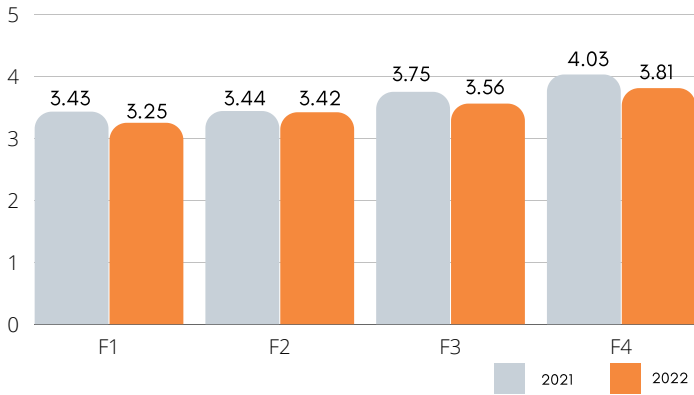
Overall Factor Average
3.42
Up from 2.60 in 2017*

- F1 The district's total salary and benefits package meets my needs
 - F2 The district's total salary and benefits package is competitive with other districts
 - F3 My contributions to the District are appropriately rewarded
 - F4 I receive non-monetary recognition for my contributions
 - F5 There are opportunities to advance within the organization
- *see page two for all factors*

FACTORS FOR DISTRICT CONTINUOUS IMPROVEMENT



Personal Factors



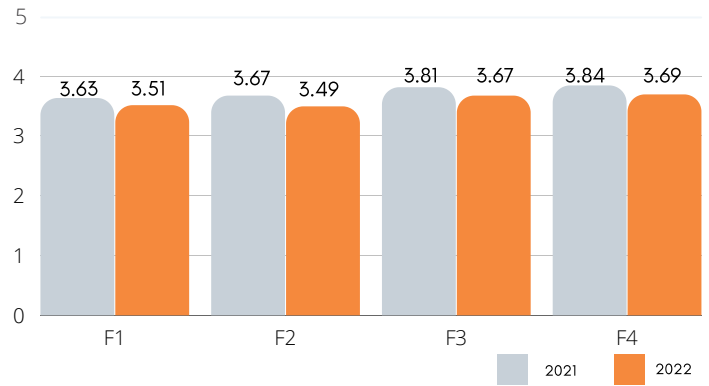
- F1 Professional development has helped better meet student needs
- F2 District offers opportunities for career growth/movement
- F3 I am able to maintain a healthy work-life balance
- F4 I believe my position within the district is secure

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



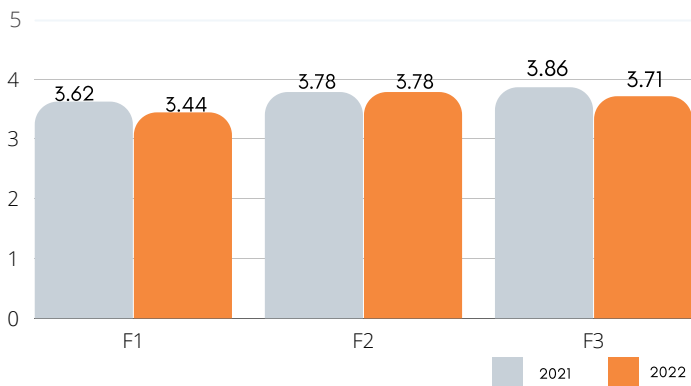
- F1 I regularly receive useful feedback
- F2 I am recognized for the value I bring to the District
- F3 I am recognized for my efforts
- F4 Everyone seems to be working toward the same goal

Opportunities for Improvement

- Continue to promote achievements of RASD students and recognize good work done by all employees in the District
- Continue to support decisions of admin., teachers, and staff
- Continue to support collaboration among staff
- Continue to promote the district's strategic plan and initiatives



Leadership Team



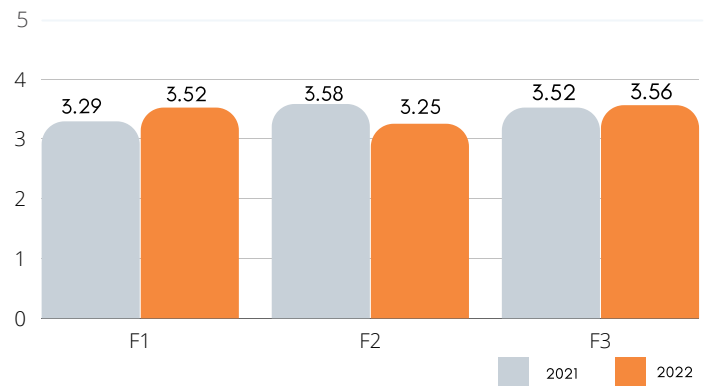
- F1 District clearly explains reasons behind key issues
- F2 District demonstrates consistency in demonstrating values
- F3 District is making consistent progress on initiatives

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 Opportunity to advance within the organization
- F2 Total salary and benefits package meets my needs
- F3 I receive non-monetary recognition for my contributions

Opportunities for Improvement

- 3 or less years scored considerably higher than 10 or more years
- Suggesting compensation package may be appropriate for attracting people into the district but may contribute to a perception of salary compression among more veteran staff