



Ripon Area School District

STAFF SATISFACTION SURVEY REPORT

February 2022

Each year the RASD looks to survey staff as part of our continuous improvement efforts. We want to know what is working well and where we can improve to serve you better.

The survey contains questions regarding the work environment, relationships with colleagues and supervisors, opportunities for growth/movement, and overall satisfaction. In 2022, 134 employees took the survey. Below are their results.

1. What is your primary role in the district?

Administration	6.72%
Teaching Staff	66.42%
Support Staff	16.42%
Office Staff (including technology staff)	10.45%
Custodial/Maintenance	0.00%

2. In which building(s) do you work? Please check all that apply.

Ripon High School	32.84%
Ripon Middle School	20.90%
Catalyst Charter School	10.45%
Murray Park Elementary School	23.13%
Quest Elementary School	20.15%
Barlow Park Elementary School	23.88%
Barlow Park Charter School	22.39%
Journey Charter School	20.15%
ASC	5.97%
Odyssey Academy	8.96%

3. How long have you been employed within the Ripon Area School District?

Less than a year-3 years	33.58%
4-6 years	22.39%
7-10 years	14.18%
More than 10 years	29.85%

PERSONAL FACTORS

Comparison data

Question	Teaching Staff 2022	Employees with < 3 years 2022	Employees with > 10 years 2022	Average 2022	Average 2021	Average 2019	Average 2017	Difference 2017-22	All Responses Difference 2021-22
I feel good about working in public education.	3.91	4.09	4.13	4.04	4.34	3.81	3.60	0.44	-0.24
I look forward to going to work most days.	3.97	4.02	4.15	4.05	4.23	3.54	3.52	0.53	-0.18
I feel my work has purpose.	4.30	4.47	4.38	4.38	4.52	3.96	4.26	0.12	-0.15
I feel empowered to make a difference.	4.06	4.16	4.00	4.07	4.22	3.63	3.48	0.59	-0.12
I have control in the manner in which I perform my work	3.97	4.16	4.18	4.10	4.22	4.06	3.38	0.72	-0.19
I am able to maintain a healthy work-life balance.	3.30	3.67	3.65	3.56	3.75	3.41	2.81	0.75	-0.18
Professional development sessions have helped me to better meet the needs of students.	3.11	3.47	3.25	3.25	3.43	3.36	2.76	0.49	0.10
It is important to have career growth/movement opportunities.	4.30	4.42	4.23	4.32	4.22	3.99	3.93	0.39	-0.02
The district offers opportunities for career growth/movement.	3.27	3.47	3.58	3.42	3.44	2.94	2.62	0.80	-0.17
I have opportunities to learn and develop in meaningful ways.	3.64	3.96	3.88	3.78	3.95	3.50	3.19	0.59	-0.17
I am generally happy at work.	3.94	4.18	4.20	4.07	4.24	3.87	3.69	0.38	-0.17
Most days, I feel I have made progress at work.	3.82	4.00	4.00	3.94	4.07	3.92	3.52	0.42	-0.13
The work I do matters to the District.	3.66	4.13	3.80	3.87	4.02	3.73	3.50	0.37	-0.15
I believe my position within the District is secure.	3.80	3.96	3.90	3.90	3.89	3.53	3.26	0.64	0.01
I feel trusted and valued as an employee.	3.61	4.04	3.75	3.81	4.03	3.56	2.88	0.93	-0.22
I feel personally connected to the people in my work area.	4.11	4.49	3.90	4.20	4.22	3.90	3.83	0.37	-0.02
I would refer someone to work in the district.	3.90	4.31	4.03	4.05	4.18	3.63	3.12	0.93	-0.13
Total 2021 respondents 130. Average Personal Factor rate:	3.80	4.06	3.94	3.93	4.06	3.67	3.37		-0.12

All respondent answers, 2022

Question	2022
I feel good about working in public education.	4.10
I look forward to going to work most days.	4.05
I feel my work has purpose.	4.37

I feel empowered to make a difference.	4.10
I have control in the manner in which I perform my work	4.10
I am able to maintain a healthy work-life balance.	3.56
Professional development sessions have helped me to better meet the needs of students.	3.25
It is important to have career growth/movement opportunities.	4.32
The district offers opportunities for career growth/movement.	3.42
I have opportunities to learn and develop in meaningful ways.	3.78
I am generally happy at work.	4.07
Most days, I feel I have made progress at work.	3.94
The work I do matters to the District.	3.87
I believe my position within the District is secure.	3.90
I feel trusted and valued as an employee.	3.81
I feel personally connected to the people in my work area.	4.20
I would refer someone to work in the district.	4.05

Total respondents 134. Average Personal Factor rate:	3.94
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21. Please share your comments about the Personal Factors items above.

In reviewing the few responses to this question, there were not enough to show a trend or theme, but the 30-plus comments were thoughtful. Below is a sampling of unedited responses.

- *I am concerned about the support received from the administration. I believe recent resignations have led to working in an environment of fear, not knowing if our positions are valued or secure.*
- *As a staff I don't feel we are appreciated, we are just given more work to do during this last two years, which by the way were a pandemic! Last year we were appreciated a bit more, but this year has been harder and there has been NOTHING!*
- *I am generally very satisfied in my position. As a new teacher, it is interesting to see how teachers of different ages and years of experience approach teaching and their relationships with their students. It raises questions and concerns for me. Some which I feel are not regularly addressed.*
- *I feel that opportunities exist for educators, however, I do not think our district provides individualized incentives/opportunities.*
- *I feel valued by the people in my building, but not overall with administration. I feel a person who has been here 2 years is treated the same as someone who has been here over 10 years.*

SATISFACTION WITH WORK ENVIRONMENT

Comparison data

Question	Teaching Staff 2022	Employees with < 3 years 2022	Employees with > 10 years 2022	Average 2022	Average 2021	Average 2019	Average 2017	Difference 2017-22	All Responses Difference 2021-22
I am recognized for my efforts.	3.48	3.73	3.80	3.67	3.81	3.51	2.95	0.72	-0.18
I regularly receive useful feedback.	3.40	3.69	3.50	3.51	3.63	3.49	2.86	0.65	-0.17
I am recognized for the value I bring to the district.	3.33	3.62	3.63	3.49	3.67	3.46	2.60	0.89	-0.17
I trust my supervisor to be open and fair.	4.03	4.42	3.95	4.13	4.25	3.82	3.42	0.71	-0.13
I feel respected and supported in my work.	3.84	4.27	3.93	3.99	4.11	3.75	3.14	0.85	-0.13
I feel respected and supported by my colleagues.	4.04	4.29	4.15	4.13	4.24	3.75	3.81	0.32	-0.15
I believe I can influence decisions in my area of responsibility.	3.73	4.07	3.78	3.88	4.09	3.65	3.33	0.55	-0.17
I believe performance expectations are attainable.	3.93	4.18	4.00	4.04	4.04	3.95	3.36	0.68	0.05
I am allowed to make decisions about how to do my work.	3.98	4.24	4.15	4.10	4.21	4.06	3.38	0.72	-0.10
I am encouraged to collaborate as a member of the team.	4.20	4.38	4.13	4.20	4.41	3.93	3.83	0.37	-0.17
District employees are professional and courteous when working with parents, students, and colleagues.	4.08	4.29	4.15	4.16	4.39	3.98	3.98	0.18	-0.19i
There is an expectation within the District to share ideas to improve overall performance.	3.81	4.00	3.80	3.89	4.02	3.68	3.45	0.44	-0.16
Everyone seems to be working toward the same goal.	3.53	3.98	3.58	3.69	3.84	3.24	2.93	0.76	-0.14
Meeting the needs of students is one of the District's top priorities.	3.97	4.18	4.30	4.11	4.33	3.86	3.88	0.23	-0.17
My school is kept clean.	4.15	4.49	4.10	4.23	4.44	3.82	3.76	0.47	-0.17
My school is well maintained.	4.10	4.51	4.15	4.22	4.46	3.82	3.64	0.58	-0.20
My school is safe.	4.09	4.47	4.20	4.24	4.50	3.99	3.60	0.64	-0.21
I have the materials I need to effectively teach my classes.	4.01	3.91	4.10	3.98	4.12	3.54	3.52	0.46	-0.10
Total 2021 respondents 130. Average Satisfaction with Work Environment rate:	3.87	4.15	3.97	4.00	4.14	3.74	3.41		-0.15

All respondent answers, 2022

Question	2022
I am recognized for my efforts.	3.62
I regularly receive useful feedback.	3.51

I am recognized for the value I bring to the district.	3.49
I trust my supervisor to be open and fair.	4.13
I feel respected and supported in my work.	3.99
I feel respected and supported by my colleagues.	4.13
I believe I can influence decisions in my area of responsibility.	3.88
I believe performance expectations are attainable.	4.04
I am allowed to make decisions about how to do my work.	4.10
I am encouraged to collaborate as a member of the team.	4.20
District employees are professional and courteous when working with parents, students, and colleagues.	4.16
There is an expectation within the District to share ideas to improve overall performance.	3.89
Everyone seems to be working toward the same goal.	3.69
Meeting the needs of students is one of the District's top priorities.	4.11
My school is kept clean.	4.23
My school is well maintained.	4.22
My school is safe.	4.24
I have the materials I need to effectively teach my classes.	3.98

Total respondents 134. Average Satisfaction with Work Environment rate:	3.98
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41. Please share your comments about the Satisfaction of Work Environment items above.

In reviewing the few responses to this question, there were not enough to show a trend or theme, but the approximately 30 comments were thoughtful. Below is a sampling of unedited responses.

- *At the elementary level there is a strong disagreement of structure between buildings as well as schools.*
- *Generally, I feel performance expectations are attainable, but this year the expectations are so much further out than a typical year requiring a lot more attention, therefore, a lot more stress.*
- *I know that this is due to many factors, but I have to substitute teach a lot. I could literally do it every day and then I would never get a prep. I don't mind if I know that a colleague is ill, but there are sometimes factors when people are gone for various other reasons and it really puts a strain on the teachers who are always subbing.*
- *We are very lucky for the resources we have. I also appreciate the trust in professional judgement to meet the standards. This brings purpose and drive to what we do.*
- *My hope is this literacy audit will bring about some positive and thoughtful changes in materials, curriculum, and support.*

LEADERSHIP TEAM

Comparison data

Question	Teaching Staff 2022	Employees with < 3 years 2022	Employees with > 10 years 2022	Average 2022	Average 2021	Average 2019	Average 2017	Difference 2017-22	All Responses Difference 2021-22
The district demonstrates consistency in the manner in which it demonstrates values.	3.57	4.02	3.75	3.78	3.78	3.35	2.76	1.02	-0.04
Leadership encourages all employees to make responsible decisions.	3.91	4.33	3.98	4.07	4.13	3.99	3.45	0.62	-0.08
I have access to leadership in times of uncertainty.	3.74	4.20	3.85	3.93	4.17	3.81	3.50	0.43	-0.27
I trust our leadership to make good decisions.	3.65	4.18	3.85	3.89	4.22	3.49	2.93	0.96	-0.33
The District has a clearly defined direction.	3.74	4.20	3.80	3.91	4.00	3.51	3.05	0.86	-0.10
The District has clearly communicated performance expectations to employees.	3.81	4.07	3.93	3.93	3.89	3.77	3.12	0.81	-0.01
The District clearly explains reasons behind decisions on key issues.	3.20	3.67	3.45	3.44	3.62	3.13	2.50	0.94	-0.20
The District is making consistent progress on initiatives.	3.55	3.91	3.68	3.71	3.86	3.49	2.88	0.83	-0.15
Total 2021 respondents 130. Average Leadership Team rate:	3.65	4.07	3.78	3.83	3.96	3.57	3.02		-0.15

All respondent answers, 2022

Question	2022
The district demonstrates consistency in the manner in which it demonstrates values.	3.74
Leadership encourages all employees to make responsible decisions.	4.05
I have access to leadership in times of uncertainty.	3.91
I trust our leadership to make good decisions.	3.85
The District has a clearly defined direction.	3.91
The District has clearly communicated performance expectations to employees.	3.90
The District clearly explains reasons behind decisions on key issues.	3.43
The District is making consistent progress on initiatives.	3.70
Total respondents 134. Average Leadership Team rate:	3.81

50. Please share your comments about the Leadership Team items above.

In reviewing the few responses to this question, there were not enough to show a trend or theme, but the approximately 20 comments were thoughtful. Below is a sampling of unedited responses.

- *I really appreciate our administrative team. They have been working hard to head-off potential stressors and responding quickly and effectively to staff concerns. I/We feel valued. Even with Renee out much of the year they swooped in to help/guide us in every way.*
- *I think the leadership team truly wants the teachers and support staff to be mentally well and find balance between home and work, but preaching self-care is not enough. Many teachers are at their breaking point this year. We need more support staff and more mental health services for our kids.*
- *Sometimes it seems as decisions are made by admin and made to sound like it came from teacher feedback, but it's been changed to suit admin desires.*
- *When decisions are made that impact teachers and classrooms in a negative way, there is often no explanation given from administration. Members of the admin team will apologize to teachers if a decision impacts us negatively but we have not been able to be proactive and mitigate these decisions by offering staff input.*

COMPENSATION

Comparison data

Question	Teaching Staff 2022	Employees with < 3 years 2022	Employees with > 10 years 2022	Average 2022	Average 2021	Average 2019	Average 2017	Difference 2017-22	All Responses Difference 2021-22
The district's total salary and benefits package meets my needs.	3.16	3.18	3.43	3.25	3.58	3.12	2.55	0.70	-0.27
The district's total salary and benefits package is competitive with other districts.	3.21	3.33	3.35	3.30	3.44	3.24	2.74	0.56	-0.17
My contributions to the District are appropriately rewarded.	3.30	3.51	3.58	3.46	3.59	3.06	2.45	1.01	-0.16
I receive non-monetary recognition for my contributions.	3.39	3.67	3.63	3.56	3.52	3.45	2.57	0.99	0.01
There are opportunities to advance within the organization.	3.46	3.60	3.50	3.52	3.29	3.10	2.71	0.81	0.20
Total 2022 respondents 134. Average Compensation rate:	3.31	3.46	3.50	3.42	3.48	3.19	2.60		-0.08

All respondent answers, 2022

Question	2022
The district's total salary and benefits package meets my needs.	3.29
The district's total salary and benefits package is competitive with other districts.	3.33
My contributions to the District are appropriately rewarded.	3.43
I receive non-monetary recognition for my contributions.	3.51
There are opportunities to advance within the organization.	3.55
Total 2022 respondents 134. Average Compensation rate:	3.42

56. Please share your comments about the Compensation items above.

In reviewing the few responses to this question, there were not enough to show a trend or theme, but the nearly 20 comments were thoughtful. Below is a sampling of unedited responses.

- *I don't feel like my salary is commensurate with the level of work we do or the level of achievement that our students achieve because of our efforts. The districts around us, geographically, are smaller and a bit more rural. I don't think we can really truly be compared to those districts to gauge salary. It's been really difficult to live on the salary provided.*
- *I took a significant pay cut when I took a job in Ripon. The district I came from, recognized me for the same years of experience as Ripon. However, Ripon's pay is much lower for the same amount of experience and is lower overall.*
- *My position entails numerous hours of extra time assisting students. Of these hours I am paid for none. However, High Risk students asking for help cannot be turned down so stuck in middle of right thing to do or be told to pass info on, not my job.*
- *My belief is when employees have been here longer than 10 years, they should be made to feel like they matter. It doesn't really seem that way.*

57. What is the greatest challenge you face in your role within the District?

Among the biggest challenges mentioned frequently by staff were workload, work-life balance, the uncertainty due to the pandemic, and lack of quality communication. Staff are also very concerned about their students' mental health. Approximately 80 comments were received. Below is a sampling of unedited responses to demonstrate those themes.

- *Time to get everything done! I feel overwhelmed at times.*
- *Though the District has made wonderful gains, I still feel I don't have the time I need to meet my students' needs. This is an entire education field.*
- *The uncertainty of what challenges we face day to day because of the changing landscape being influenced by COVID.*
- *The greatest challenge is having enough support for students with very high needs while still supporting other students. It seems as though students are continuing to come to us with extreme mental health needs and looking at how school/programming is structured for them would be valuable.*
- *It's not the district's fault, but teaching during the pandemic is exhausting. I am a whole new level of tired these past two years.*

- *I feel so unsupported and respected as an educator. I feel like I am disposable. It is also so divided with so many schools in one building. There isn't collaboration. People try to work together, but there aren't opportunities too, and it is encouraged. I have also never experienced such a separation between teachers and support staff.*

58. What can the district do to increase your satisfaction and productivity as an employee?

Many responses focused on extra time for collaboration, clearer expectations, and better pay. Approximately 70 comments were received. Below is a sampling of unedited responses.

- *Additional time to collaborate within departments and additional resources to support students growing behavior needs.*
- *Allowing time for teachers to collaborate with other teachers in specific content area within our contracted work time as not all teachers are willing to come early or stay late.*
- *Clear expectations of working hours, what needs to be done within those working hours and do NOT expect more unless our pay increases.*
- *Communication (like at all job places) is an issue. It feels like decisions are made that affect teachers without enough input or transparency. Frankly, it makes me nervous at times not knowing what is going on or what may affect me.*
- *Keep focusing on students. Focus on a limited number of changes each school year as opposed to many goals that are often changed/abandoned after 1-2 years. Foster connections between staff within one building as well as between buildings.*

59. What should we continue to do that best supports your favorable views of the District?

Better and more meaningful professional development, recognition of veteran staff, and continued collaboration appear to be emergent themes. Approximately 60 comments were received. Below is a sampling of unedited responses.

- *We've done an amazing job prioritizing the non-academic needs of our students, and I'd love to see us continue to lead the charge around SEL, mental health, LGBTQ+ matters, etc. I want to continue to be a Districts other Districts look to for ideas and support.*
- *The extra days to collaborate with other teachers, without kids, are helpful.*
- *The district could continue to support work/life balance. I hear the message from administration to take the time needed to recharge and have a life outside of the school walls. I will admit that there is some pressure from other staff to do work outside of the time required. If the district and administration continue to support us in work/life balance, that would continue to be reassuring in times of stress.*
- *Stay forward thinking, hire quality and well trained employees, keep showing the community what we are doing in classes/ buildings.*
- *Recognize and value the long-term employees who have dedicated their careers to RASD and who continue to work as a professional to move our programs forward.*
- *PD days are super beneficial in order to meet the needs of the students.*