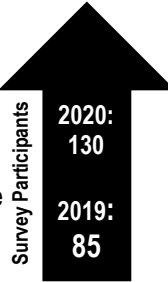


Survey Description

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.



Greatest Increases in Satisfaction

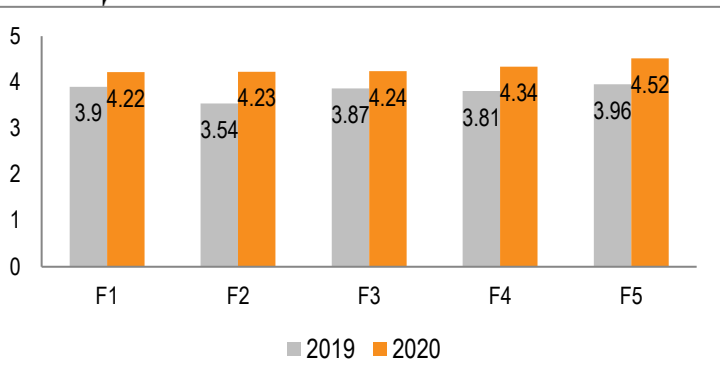
In spite of COVID, staff satisfaction increased from 2019:

+.62
for school cleanliness

+.68
For looking forward to going to work most days

Overall Satisfaction
2020: 3.91
2017: 3.10

Personal Factors



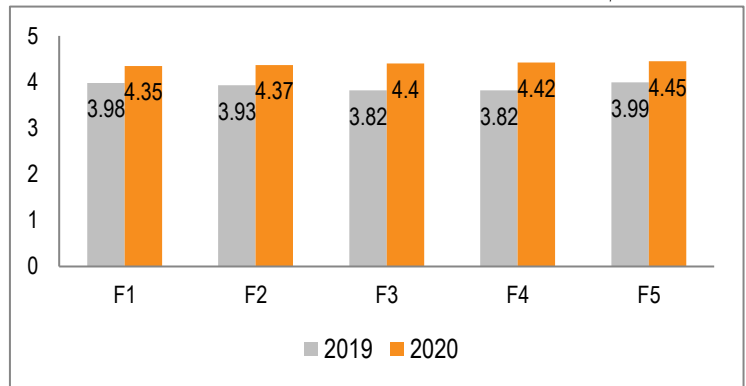
Factor average

4.06

Up from 3.37 in 2017

- F1- I feel personally connected to people in my work area
- F2- I look forward to going to work most days
- F3- I am generally happy at work
- F4- I feel good about working in public education
- F5- I feel my work has purpose

Work Environment



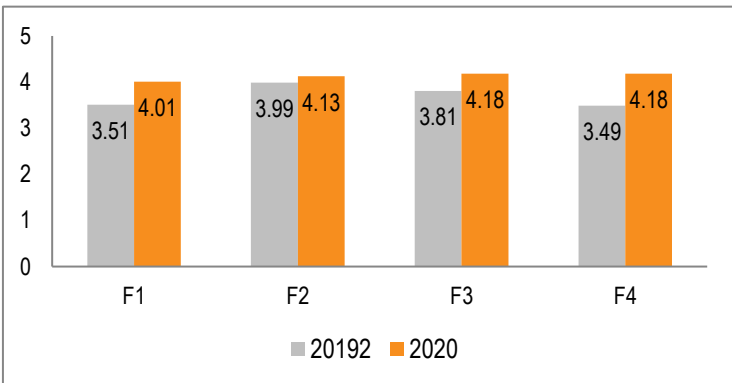
Factor average

4.13

Up from 3.39 in 2017

- F1- Employees are courteous and professional
- F2- I am encouraged to collaborate as a team
- F3- My school is kept clean
- F4- My school is well maintained
- F5- My school is safe

Leadership Team



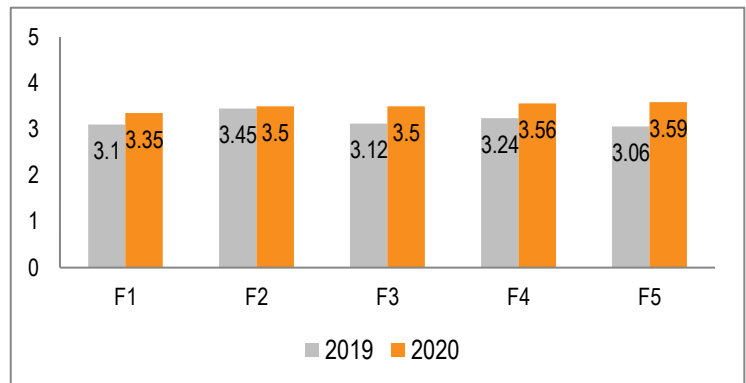
Factor average

3.96

Up from 2.92 in 2017

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

Compensation



Factor average

3.50

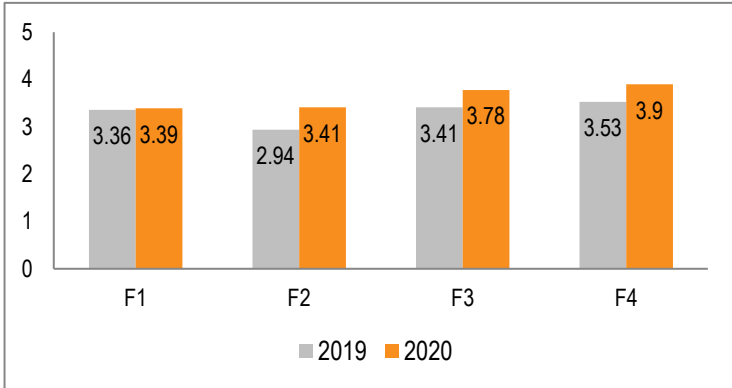
Up from 2.60 in 2017

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

FACTORS FOR DISTRICT CONTINUOUS IMPROVEMENT



Personal Factors



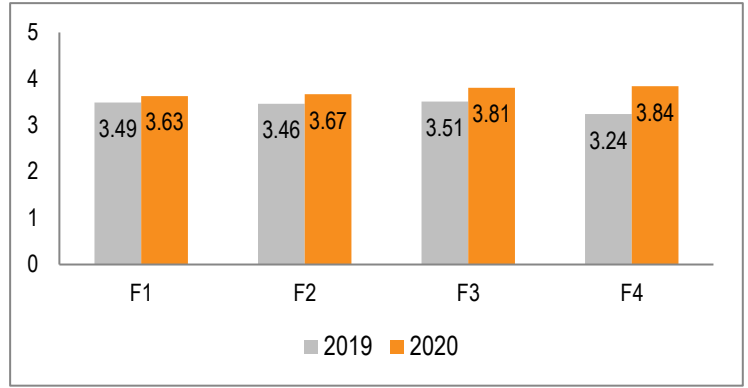
- F1- Professional development has helped better meet student needs
- F2- District offers opportunities for career growth/movement
- F3- I am able to maintain a healthy work-life balance
- F4- I believe my position within the district is secure

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



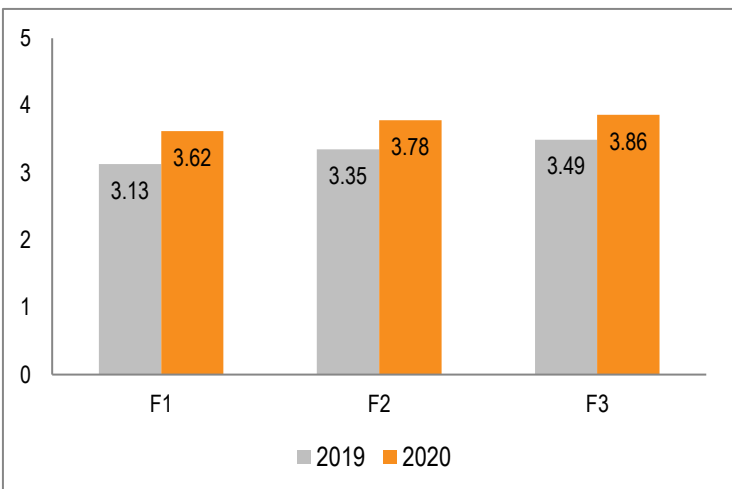
- F1- I regularly receive useful feedback
- F2- I am recognized for the value I bring to the District
- F3- I am recognized for my efforts
- F4- Everyone seems to be working toward the same goal

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



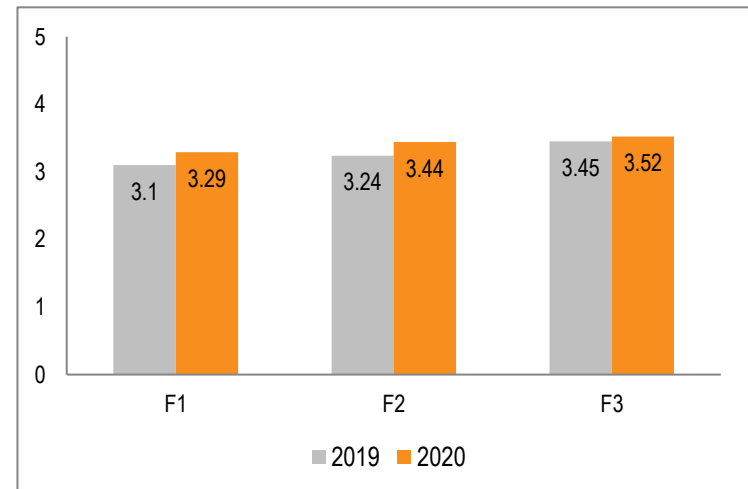
- F1- District clearly explains reasons behind key issues
- F2- District demonstrates consistency
- F3- District is making consistent progress on initiatives

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 those in district with