



Ripon Area School District

**STAFF SATISFACTION
SURVEY REPORT
January 2021**

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 2021, 130 employees took the survey. Below are their results.

1. What is your primary role in the district?

Administration	4.62%
Teaching Staff	73.85%
Support Staff	10.77%
Office Staff (including technology staff)	8.46%
Custodial/Maintenance	2.31%

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

Ripon High School	36.92%
Ripon Middle School	16.92%
Catalyst Charter School	5.38%
Murray Park Elementary School	13.85%
Murray Park Quest School	10.00%
Barlow Park Elementary School	22.31%
Barlow Park Charter School	13.85%
Journey Charter School	13.08%
ASC	4.62%
Odyssey Academy	10.77%

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

Less than a year- 3 years	39.23%
4-6 years	20.77%
7-10 years	10.77%
More than 10 years	29.23%

PERSONAL FACTORS

Comparison data

Question	Teaching Staff 2021	Employees with < 3 years 2021	Employees with >10 years 2021	Average 2021	Difference 2021 - 2019	Average 2019	Average 2017
I feel good about working in public education.	4.24	4.39	4.34	4.32	0.51	3.81	3.60
I look forward to going to work most days.	4.13	4.27	4.26	4.22	0.68	3.54	3.52
I feel my work has purpose.	4.47	4.55	4.50	4.51	0.55	3.96	4.26
I feel empowered to make a difference.	4.14	4.29	4.18	4.20	0.57	3.63	3.48
I have control in the manner in which I perform my work	4.15	4.27	4.16	4.19	0.13	4.06	3.38
I am able to maintain a healthy work-life balance.	3.61	3.96	3.76	3.78	0.37	3.41	2.81
Professional development sessions have helped me to better meet the needs of students.	3.33	3.59	3.26	3.39	0.03	3.36	2.76
It is important to have career growth/movement opportunities.	4.15	4.25	4.05	4.15	0.16	3.99	3.93
The district offers opportunities for career growth/movement.	3.30	3.73	3.21	3.41	0.47	2.94	2.62
I have opportunities to learn and develop in meaningful ways.	3.86	4.12	3.74	3.91	0.41	3.50	3.19
I am generally happy at work.	4.16	4.33	4.21	4.23	0.36	3.87	3.69
Most days, I feel I have made progress at work.	4.00	4.14	4.00	4.05	0.13	3.92	3.52
The work I do matters to the District.	3.91	4.08	4.03	4.00	0.27	3.73	3.50
I believe my position within the District is secure.	3.84	3.84	4.03	3.90	0.37	3.53	3.26
I feel trusted and valued as an employee.	3.97	4.18	3.95	4.03	0.47	3.56	2.88
I feel personally connected to the people in my work area.	4.15	4.18	4.21	4.18	0.28	3.90	3.83
I would refer someone to work in the district.	4.14	4.31	4.11	4.18	0.55	3.63	3.12
Total 2021 respondents 130. Average Personal Factor rate:	3.97	4.15	4.00	4.04	0.37	3.67	3.37

All respondent answers, 2021

Question	2021
I feel good about working in public education.	4.34
I look forward to going to work most days.	4.23
I feel my work has purpose.	4.52
I feel empowered to make a difference.	4.22
I have control in the manner in which I perform my work	4.22

I am able to maintain a healthy work-life balance.	3.75
Professional development sessions have helped me to better meet the needs of students.	3.43
It is important to have career growth/movement opportunities.	4.22
The district offers opportunities for career growth/movement.	3.44
I have opportunities to learn and develop in meaningful ways.	3.95
I am generally happy at work.	4.24
Most days, I feel I have made progress at work.	4.07
The work I do matters to the District.	4.02
I believe my position within the District is secure.	3.89
I feel trusted and valued as an employee.	4.03
I feel personally connected to the people in my work area.	4.22
I would refer someone to work in the district.	4.18

Total respondents 130. Average Personal Factor rate:	4.06
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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 comments were thoughtful. Below is a sampling of unedited responses.

- *Adding additional monthly staff collaboration/PD days, which also allow for some work time, has made a huge impact on my ability to maintain a healthy work-life balance.*
- *Although covid has brought many challenges, through it all, I feel that the District values our perspectives and trusts the work the teachers do and the decisions they make to support their students' learning. I also really appreciate the efforts the District has made to allow staff to have a work-life balance this year.*
- *I love being an educator and working with kids. It is my passion, but this district does not care for its people. I also feel squashed as a professional. I am not trusted to be creative and do what is best for kids, we are told to stick right to the curriculum, there is little room for teacher creativity and for teachers to show their art of teaching.*
- *Our PD days get filled with what is required and not necessarily what we need. Every minute of the PD time is designated for meetings assigned to us. Sometimes PD is collaborating and communicating with our grade levels or departments and I feel that is frequently overlooked. I attend PD on days that they are provided to me through CESA or other avenues, but then on PD days I am required to attend sessions on curriculum of which does not apply to my position. Some professional flexibility would be appreciated.*

SATISFACTION WITH WORK ENVIRONMENT

Comparison data

Question	Teaching Staff 2021	Employees with < 3 years 2021	Employees with >10 years 2021	Average 2021	Difference 2021 - 2019	Average 2019	Average 2017
I am recognized for my efforts.	3.72	4.08	3.63	3.81	0.30	3.51	2.95
I regularly receive useful feedback.	3.55	3.76	3.58	3.63	0.14	3.49	2.86
I am recognized for the value I bring to the district.	3.61	3.88	3.50	3.67	0.21	3.46	2.60
I trust my supervisor to be open and fair.	4.19	4.47	4.11	4.25	0.43	3.82	3.42
I feel respected and supported in my work.	4.03	4.31	3.97	4.11	0.36	3.75	3.14
I feel respected and supported by my colleagues.	4.25	4.27	4.18	4.24	0.49	3.75	3.81
I believe I can influence decisions in my area of responsibility.	4.01	4.24	4.03	4.09	0.44	3.65	3.33
I believe performance expectations are attainable.	3.98	4.22	3.92	4.04	0.09	3.95	3.36
I am allowed to make decisions about how to do my work.	4.15	4.31	4.18	4.21	0.15	4.06	3.38
I am encouraged to collaborate as a member of the team.	4.35	4.47	4.39	4.41	0.48	3.93	3.83
District employees are professional and courteous when working with parents, students, and colleagues.	4.32	4.45	4.39	4.39	0.41	3.98	3.98
There is an expectation within the District to share ideas to improve overall performance.	4.00	4.10	3.95	4.02	0.34	3.68	3.45
Everyone seems to be working toward the same goal.	3.82	4.08	3.61	3.84	0.60	3.24	2.93
Meeting the needs of students is one of the District's top priorities.	4.27	4.39	4.32	4.33	0.47	3.86	3.88
My school is kept clean.	4.36	4.55	4.42	4.44	0.62	3.82	3.76
My school is well maintained.	4.40	4.57	4.42	4.46	0.64	3.82	3.64
My school is safe.	4.44	4.63	4.45	4.50	0.51	3.99	3.60
I have the materials I need to effectively teach my classes.	4.19	4.04	4.13	4.12	0.58	3.54	3.52
Total 2021 respondents 130. Average Satisfaction with Work Environment rate:	4.09	4.27	4.07	4.14	0.40	3.74	3.41

All respondent answers, 2021

Question	2021
I am recognized for my efforts.	3.80
I regularly receive useful feedback.	3.68
I am recognized for the value I bring to the district.	3.66

I trust my supervisor to be open and fair.	4.26
I feel respected and supported in my work.	4.12
I feel respected and supported by my colleagues.	4.28
I believe I can influence decisions in my area of responsibility.	4.05
I believe performance expectations are attainable.	3.99
I am allowed to make decisions about how to do my work.	4.20
I am encouraged to collaborate as a member of the team.	4.37
District employees are professional and courteous when working with parents, students, and colleagues.	4.35
There is an expectation within the District to share ideas to improve overall performance.	4.05
Everyone seems to be working toward the same goal.	3.83
Meeting the needs of students is one of the District's top priorities.	4.28
My school is kept clean.	4.40
My school is well maintained.	4.42
My school is safe.	4.45
I have the materials I need to effectively teach my classes.	4.08

Total respondents 130. Average Satisfaction with Work Environment rate:	4.13
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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 comments were thoughtful. Below is a sampling of unedited responses.

- *I have never felt limited in the resources and support that I need to teach effectively, whether that be in curriculum, project materials, or digital resources/tools.*
- *If I am recognized, it is by my close peers and team members but not necessarily at a District level.*
- *Sometimes I feel like new programs or new schools come before what is best for students. Specifically the Barlow Park Legacy School. I do not feel that 24 students in a split grade level class is what is best for students of that age. Also then families who would want to be in the legacy school cannot be because it is full. We have students struggling in the project based or play based classes they may not struggle in legacy school, but there is no room.*
- *For sharing ideas, I would say that we can voice our ideas and concerns, but it seems that our ideas might "go in one ear, and out the other" sometimes. Teaching feedback seems much too fixated on CQI charts. Also, feedback has no influence over my financial situation, as I've hit the glass ceiling, so to speak.*

LEADERSHIP TEAM

Comparison data

Question	Teaching Staff 2021	Employees with < 3 years 2021	Employees with >10 years 2021	Average 2021	Difference 2021 - 2019	Average 2019	Average 2017
The district demonstrates consistency in the manner in which it demonstrates values.	3.71	4.00	3.63	3.78	0.43	3.35	2.76
Leadership encourages all employees to make responsible decisions.	4.06	4.24	4.08	4.13	0.14	3.99	3.45
I have access to leadership in times of uncertainty.	4.10	4.27	4.13	4.17	0.36	3.81	3.50
I trust our leadership to make good decisions.	4.10	4.47	4.08	4.22	0.73	3.49	2.93
The District has a clearly defined direction.	3.97	4.27	3.76	4.00	0.49	3.51	3.05
The District has clearly communicated performance expectations to employees.	3.88	4.02	3.79	3.89	0.12	3.77	3.12
The District clearly explains reasons behind decisions on key issues.	3.56	3.92	3.37	3.62	0.49	3.13	2.50
The District is making consistent progress on initiatives.	3.77	4.14	3.66	3.86	0.37	3.49	2.88
Total 2021 respondents 130. Average Leadership Team rate:	3.89	4.17	3.81	3.96	0.39	3.57	3.02

All respondent answers, 2021

Question	2021
The district demonstrates consistency in the manner in which it demonstrates values.	3.78
Leadership encourages all employees to make responsible decisions.	4.13
I have access to leadership in times of uncertainty.	4.18
I trust our leadership to make good decisions.	4.18
The District has a clearly defined direction.	4.01
The District has clearly communicated performance expectations to employees.	3.91
The District clearly explains reasons behind decisions on key issues.	3.63
The District is making consistent progress on initiatives.	3.85

Total respondents 130. Average Leadership Team rate:	3.96
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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 comments were thoughtful. Below is a sampling of unedited responses.

- *I feel trusting the administration and district to be honest and balanced because everyone cares about our well-being.*
- *I think overall the district is headed in a very positive direction, I just do not know what that specifically is. I also think the district may explain reasons behind key issues, but that information does not always come from administration to staff in a clear or timely manner. Overall I am RASD Proud, I am very pleased to be part of such a great team and look forward to many more years on the team!*
- *Often times it seems like there are too many initiatives. We'll do something for a year or two and then switch.*
- *Teachers are routinely kept in the dark about decisions being made by admin. Parents often know of things before teachers do if teachers are told at all. Admin does not seek or value enough input from teachers on decisions that affect us.*

COMPENSATION

Comparison data

Question	Teaching Staff 2021	Employees with < 3 years 2021	Employees with >10 years 2021	Average 2021	Difference 2021 - 2019	Average 2019	Average 2017
The district's total salary and benefits package meets my needs.	3.55	3.76	3.42	3.58	0.46	3.12	2.55
The district's total salary and benefits package is competitive with other districts.	3.44	3.78	3.11	3.44	0.20	3.24	2.74
My contributions to the District are appropriately rewarded.	3.53	3.94	3.29	3.59	0.53	3.06	2.45
I receive non-monetary recognition for my contributions.	3.42	3.75	3.39	3.52	0.07	3.45	2.57
There are opportunities to advance within the organization.	3.28	3.59	3.00	3.29	0.19	3.10	2.71
Total 2021 respondents 130. Average Compensation rate:	3.44	3.76	3.24	3.48	0.29	3.19	2.60

All respondent answers, 2021

Question	2021
The district's total salary and benefits package meets my needs.	3.56
The district's total salary and benefits package is competitive with other districts.	3.50
My contributions to the District are appropriately rewarded.	3.59
I receive non-monetary recognition for my contributions.	3.50
There are opportunities to advance within the organization.	3.35

Total respondents 130. Average Compensation rate:	3.50
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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 comments were thoughtful. Below is a sampling of unedited responses.

- *I would like to see pay increases based on performance, job description and type of position, attendance, and years with the district. It just doesn't seem appropriate that someone who's been with the district for over 10 years makes the same as someone with five years.*
- *I would love to advance, but I don't have enough money to pay for further education, along with the fear of not knowing where we will work the following year because there is no longer job security in our building due to the fluctuating numbers in all the different schools. Every year is like being a first-year teacher.*
- *With being new to the district, it is not clear how advancement is obtained. There is no mentor to help/guide*
- *The promotion system is too subjective and does not work well for all teachers. It takes too long to advance to a comfortable salary. Previous experience is not well-rewarded. Innovation and contributions are not well-rewarded. Club advising is extremely underpaid. There is no effort on the part of upper administration to learn and reward the ways in which we differentiate ourselves from other teachers and schools.*

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

Overall it seems the biggest challenge for many is the increased work load, whether due to new virtual learning because of in person restrictions, or extra assigned tasks. Below is a sampling of unedited responses to demonstrate those themes.

- *As a new teacher, the greatest challenge is navigating this year with the blended teaching approach, serving multiple sets of students, while developing a new course as it is being taught. Throw in my own education courses to be fully licensed and my plate is full.*
- *This year the expectations to meet goals with so much else going on with COVID - virtual learners take 75% of my time - glad to hear that will not be an option next year.*
- *Trying to work in my own new ideas for teaching with things that the districts says we have to do. Some of those things seem like they aren't that important.*
- *Often the workload becomes overwhelming and it is difficult to complete everything within contract hours. A lot of extra, beyond contract, time is needed to finish what needs to be done for my position.*
- *My greatest challenge is getting all of the responsibilities that are on my plate done within a work day. I know this year is unique but it has really become difficult to get everything accomplished and to the degree that I hold myself to. I find myself making a lot of mistakes this year because of the workload I have been given.*
- *Finding ways to engage students with one another at all grade levels (4k-12) in a virtual world.*

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

Many responses circled around the idea of being more clear in expectations, initiatives and training. Below is a sampling of unedited responses.

- *A mentorship program as a new teacher would be extremely beneficial.*
- *Adjust the responsibilities/expectations to roles to create a better balance. Again, I know this year is unique but it is extremely challenging to have a personal life outside of work.*
- *Choose one initiative and provide consistent and quality PD on that topic*
- *Continue to support professional development opportunity to learn from peers and others outside of RASD. Continue to offer PD days without students for collaboration purposes.*
- *Have a clear and effective onboarding process. It gives new employees a sense of importance and that the district cares enough to make sure they are properly guided through all channels of their jobs.*
- *Limit new initiatives. Or try to zero in on ones that seem to make actual changes. We try new things but scores don't seem to change that much. Maybe we're trying the wrong things.*

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

Communication and recognition appear to be emergent themes. Below is a sampling of unedited responses.

- *Bulletins and communication. Staff recognition is also important to feel "seen" and understood.*
- *Continue to acknowledge efforts by all staff members and maintain the high level of administrative support of the teachers.*
- *Continue to allow me access financially to what I need in the classroom. I feel that when I need something relevant to my teaching needs, it's provided. Also the custodial staff is doing a great job with fewer people, and I appreciate their efforts.*
- *Continue to listen to what your employees want and need. Offer feedback as much as possible and continue to show great leadership. This is a great district to work for! Thank you.*
- *Keep open communication. Keep showing strong support as I have seen since I started with the district.*
- *Please continue to be supportive of staff and go the extra mile for us. The extra days at Christmas were so appreciated!! Thank you!!*