



Ripon Area School District

Staff Survey Report

November 24, 2025

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Background



**Respondent
Information**



Results & Analysis



Wrap-up/Questions





Our mission is to help educational leaders gather, organize, and use data to make strategic decisions.

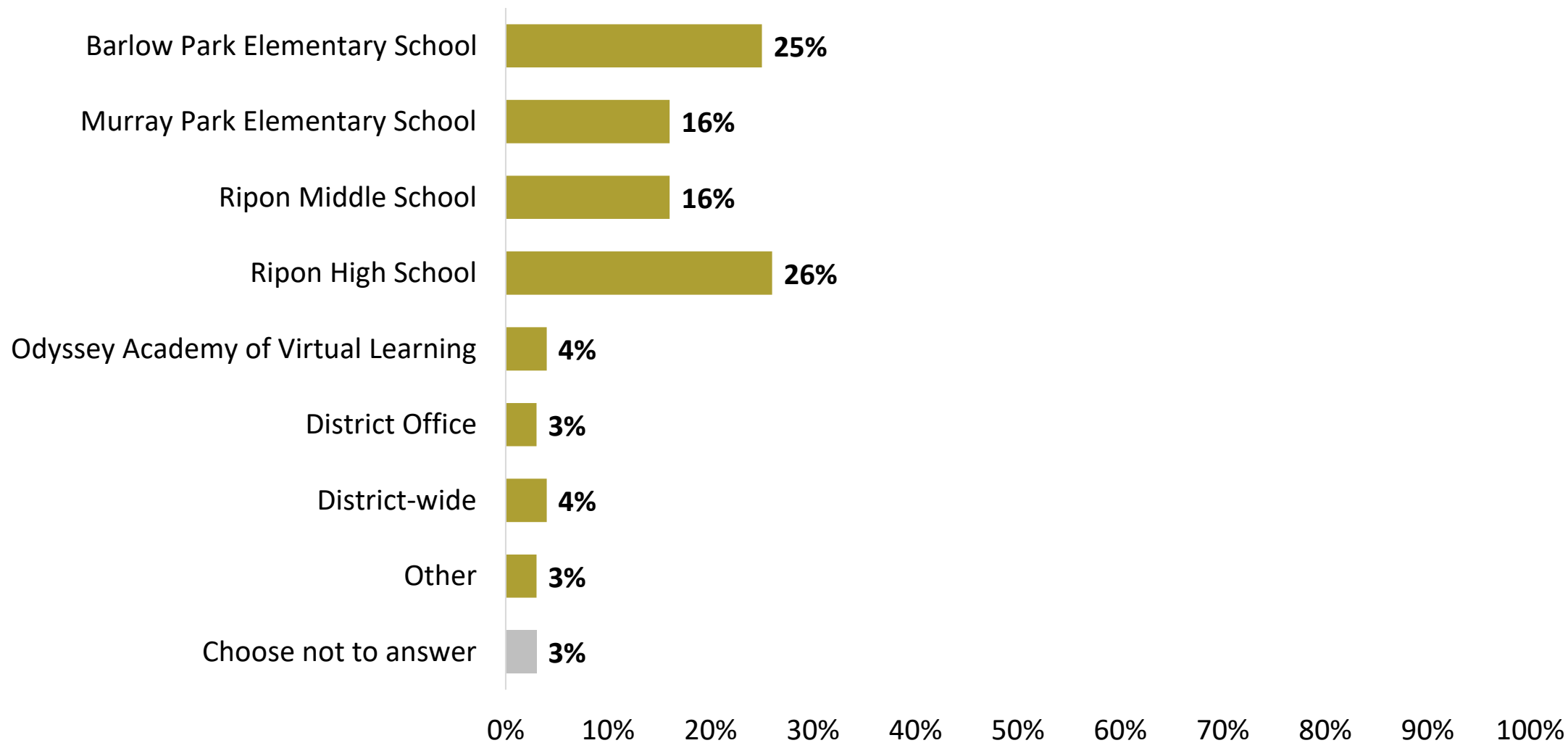
- Founded in **2002** to provide independent research
- Conducted over **3 million** staff, parent, and student, and community surveys for school improvement
- Helped more than **1,300** school districts navigate the strategic planning and referendum planning process

Staff Survey Information

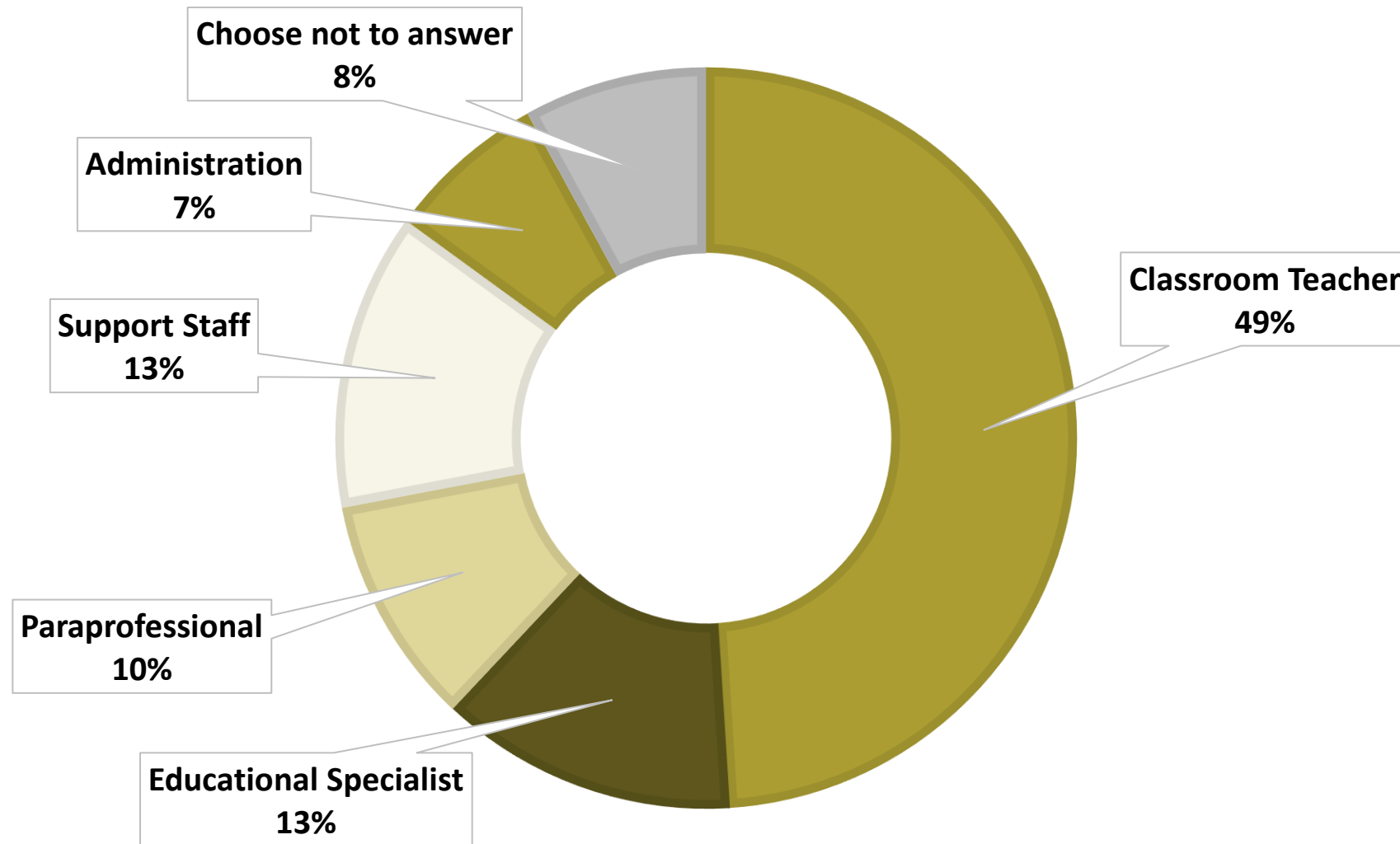
- **October 27, 2025** survey deadline
- **167** respondents
- **52%** participation rate



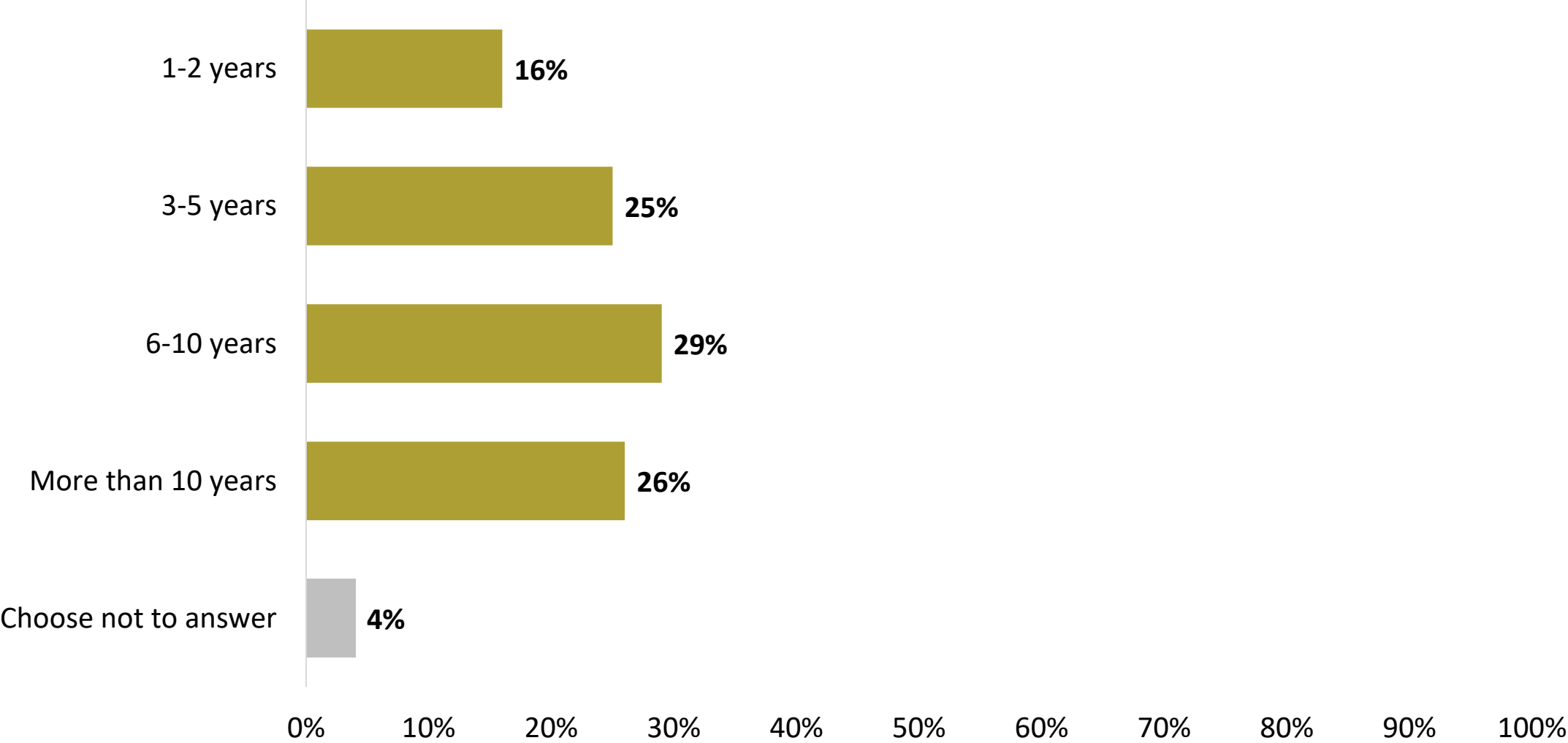
At which location do you spend the most time?



What best describes your position?



Including the current year, how many years have you worked for this district?





Index Analysis

Indexes are designed to provide education leaders with a snapshot of the results.

Scores are calculated based on the following scale:

Strongly Agree = 5






Agree = 4

Disagree = 2

Strongly Disagree = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Staff Indexes

INDEX	CURRENT SCORE	PREVIOUS SCORE	% CHANGE	COMPARISON
 ACADEMICS We are effective in teaching and supporting our students.	3.95	3.53	4.2%	86 th
 ENGAGEMENT I like working at this school because I am valued, heard, and can contribute.	4.03	3.77	3.1%	85 th
 SUPPORT I have the support I need to help educate our students and work as a team.	4.03	3.85	2.0%	71 st
 STUDENT EXPERIENCE Students are accepted, respected, and supported at school.	4.05	3.82	1.3%	80 th
 STAFF EXPERIENCE Staff are accepted, respected, and supported at school.	4.10	3.84	4.6%	84 th





Item Analysis

Unless otherwise noted, scores are calculated based on the following scale:

Strongly Agree = 5

Agree = 4

Disagree = 2

Strongly Disagree = 1

“Don’t know/doesn’t apply” are not included in the calculation.

Survey Section: Workday



Item	Score	Previous Score	Change	Comparison Percentile
The District seeks input from a broad group of staff members.	3.70	3.38	9.5%	84 th
Our school's student discipline practices and policies are effective.	3.57	3.30	8.2%	91 st
Most days, I look forward to going to work.	4.25	4.06	4.7%	89 th
The amount of work I am asked to do is reasonable/manageable.	3.67	3.53	4.0%	52 nd

Workday Continued

Item	Score	Previous Score	Change	Comparison Percentile
Our staff handles student discipline in a consistent manner.	3.52	3.42	2.9%	90 th
Information important to my work is shared with me in a timely and effective manner.	3.85	3.77	2.1%	84 th
I feel supported by my supervisor/administrator when I make a decision.	4.22	4.16	1.4%	80 th
Our staff does a good job of educating our students.	4.47	4.42	1.1%	86 th
I feel comfortable sharing input and concerns with my supervisor/administrator.	4.11	4.13	-0.5%	79 th



Survey Section: Environment



Item	Score	Previous Score	Change	Comparison Percentile
District administration is doing what it takes to make our district successful.	3.95	3.66	7.9%	78 th
The District is heading in the right direction.	4.10	3.81	7.6%	88 th
The school board is doing what it takes to make our district successful.	3.94	3.75	5.1%	76 th
I feel safe at work.	4.44	4.24	4.7%	81 st

Environment Continued



Item	Score	Previous Score	Change	Comparison Percentile
I am recognized when I do a good job.	3.91	3.77	3.7%	87 th
In the last year, I received useful feedback to help improve my work.	3.88	3.80	2.1%	84 th
All students in our school are respected for their values and beliefs.	4.07	4.03	1.0%	83 rd
I have training and support to work with students from different backgrounds.	3.72	3.76	-1.1%	70 th
I have opportunities for training/professional development to improve my work.	3.99	4.04	-1.2%	73 rd

Survey Section: Support



Item	Score	Previous Score	Change	Comparison Percentile
The social and emotional needs of all students are being met.	3.64	3.40	7.1%	86 th
Staff input is valued.	3.91	3.69	6.0%	88 th
All students in our school are given equal opportunities to learn and experience success.	4.07	3.88	4.9%	80 th
I have the materials and supplies I need to do my job well.	4.12	3.96	4.0%	70 th

Support Continued



Item	Score	Previous Score	Change	Comparison Percentile
I have access to the technology support I need.	4.41	4.32	2.1%	83 rd
Our parents and community support the school district.	4.03	3.95	2.0%	72 nd
I have healthy working relationships with my coworkers.	4.46	4.42	0.9%	86 th
The District's pay practices are fair.	3.34	3.34	0.0%	70 th

Support Continued



Item	Score	Previous Score	Change	Comparison Percentile
I have the technology I need to do my job well.	4.21	4.22	-0.2%	64 th
Our school has a process to ensure every student has a connection with at least one adult in the school.	4.06	4.07	-0.2%	75 th
Our school supports students from diverse backgrounds.	4.03	4.08	-1.2%	61 st

Our school provides equal opportunities regardless of:

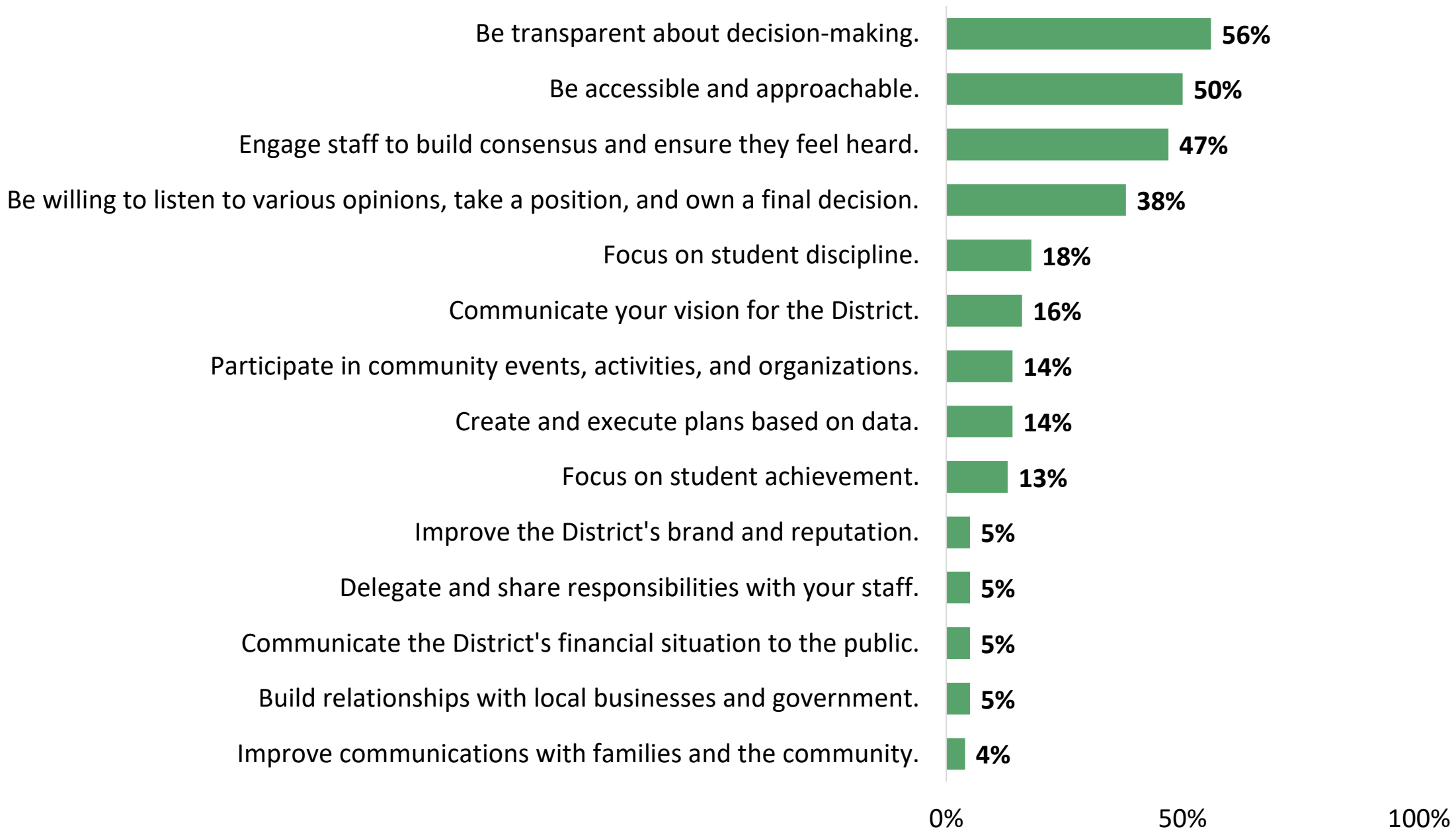
Item	Score	Previous Score	Change	Comparison Percentile
Gender	4.44	4.42	0.5%	94 th
Economic background	4.37	4.32	1.2%	94 th
Race	4.36	4.35	0.2%	96 th
Ethnicity	4.32	4.34	-0.5%	94 th
Special needs	3.98	3.97	0.3%	44 th





Advice for the New Superintendent

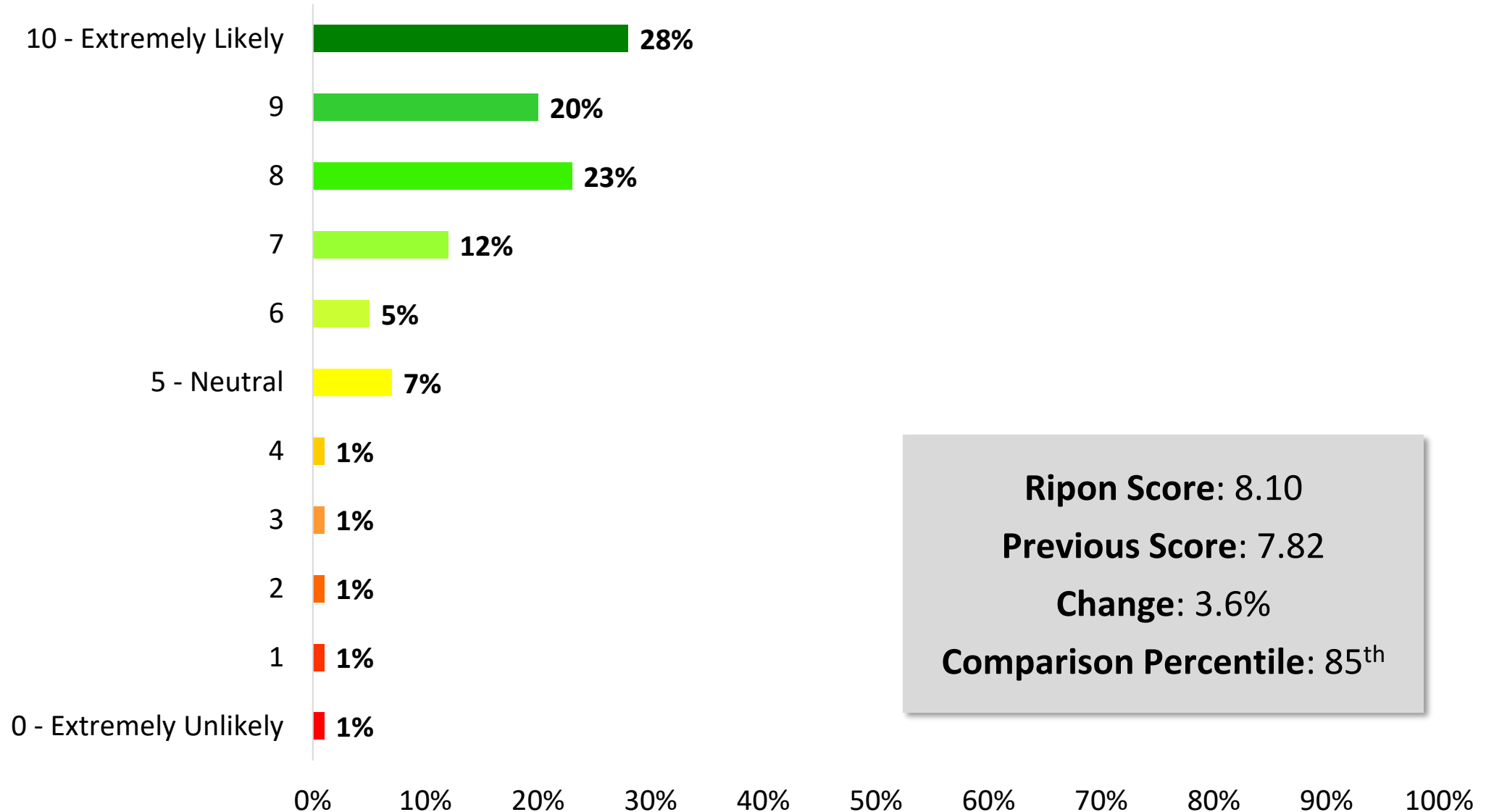
Please choose up to three pieces of advice you would give our new superintendent.





Overall Satisfaction

On a scale of 0 - 10, how likely are you to recommend the District as a place of employment?





Summary Analysis

Five Items with the Most Improvement

Item	% Change
The District seeks input from a broad group of staff members.	9.5%
Our school's student discipline practices and policies are effective.	8.2%
District administration is doing what it takes to make our district successful.	7.9%
The District is heading in the right direction.	7.6%
The social and emotional needs of all students are being met.	7.1%



Five Items with the Least Improvement

Item	% Change
Our school has a process to ensure every student has a connection with at least one adult in the school.	-0.2%
I feel comfortable sharing input and concerns with my supervisor/administrator.	-0.5%
I have training and support to work with students from different backgrounds.	-1.1%
Our school supports students from diverse backgrounds.	-1.2%
I have opportunities for training/professional development to improve my work.	-1.2%





Five Items with the Highest Comparison Scores

Item	Score
Our school's student discipline practices and policies are effective.	91 st
Our staff handles student discipline in a consistent manner.	90 th
Most days, I look forward to going to work.	89 th
The District is heading in the right direction.	88 th
Staff input is valued.	88 th

Five Items with the Lowest Comparison Scores

Item	Score
I have the materials and supplies I need to do my job well.	70 th
The District's pay practices are fair.	70 th
I have the technology I need to do my job well.	64 th
Our school supports students from diverse backgrounds.	61 st
The amount of work I am asked to do is reasonable/manageable.	52 nd





SCHOOL PERCEPTIONS

Measuring what matters

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