



Ripon Area School District

Staff Survey Report

November 12, 2024

Contents



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, student, and community surveys for school improvement
- Helped more than **1,000** school districts navigate the strategic planning and referendum planning process

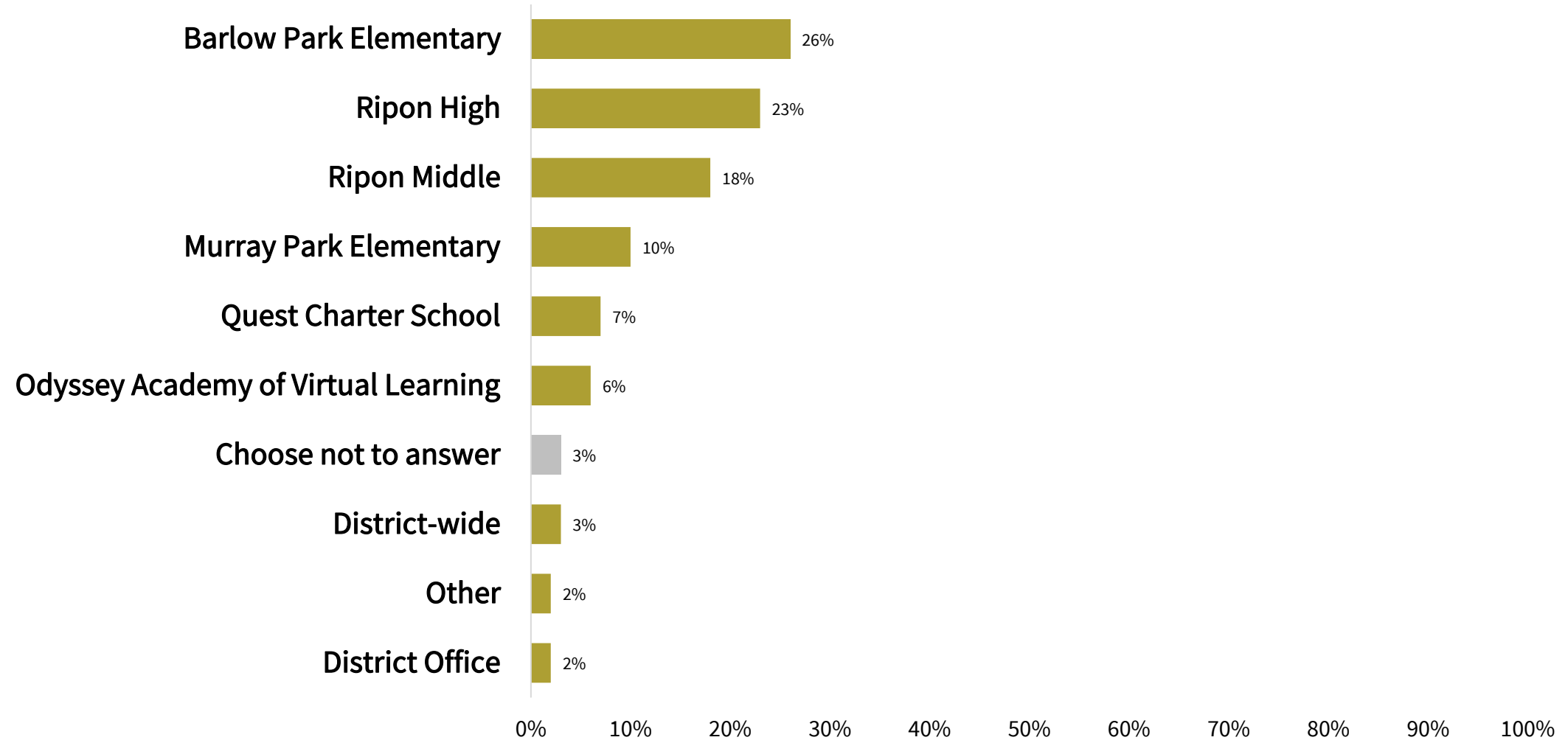


Staff Survey Information

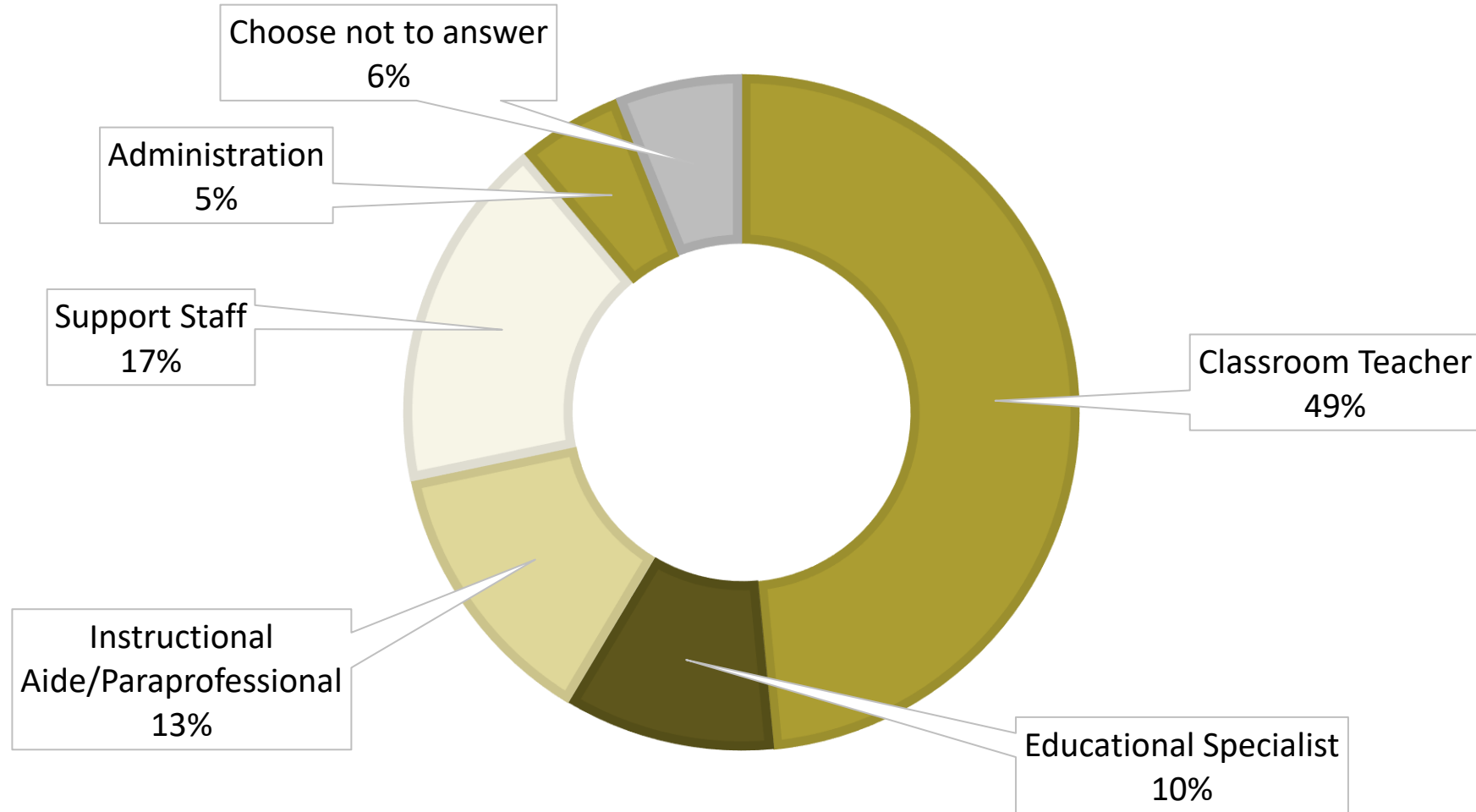
- **October 28, 2024** survey deadline
- **182** respondents
- **61%** participation rate



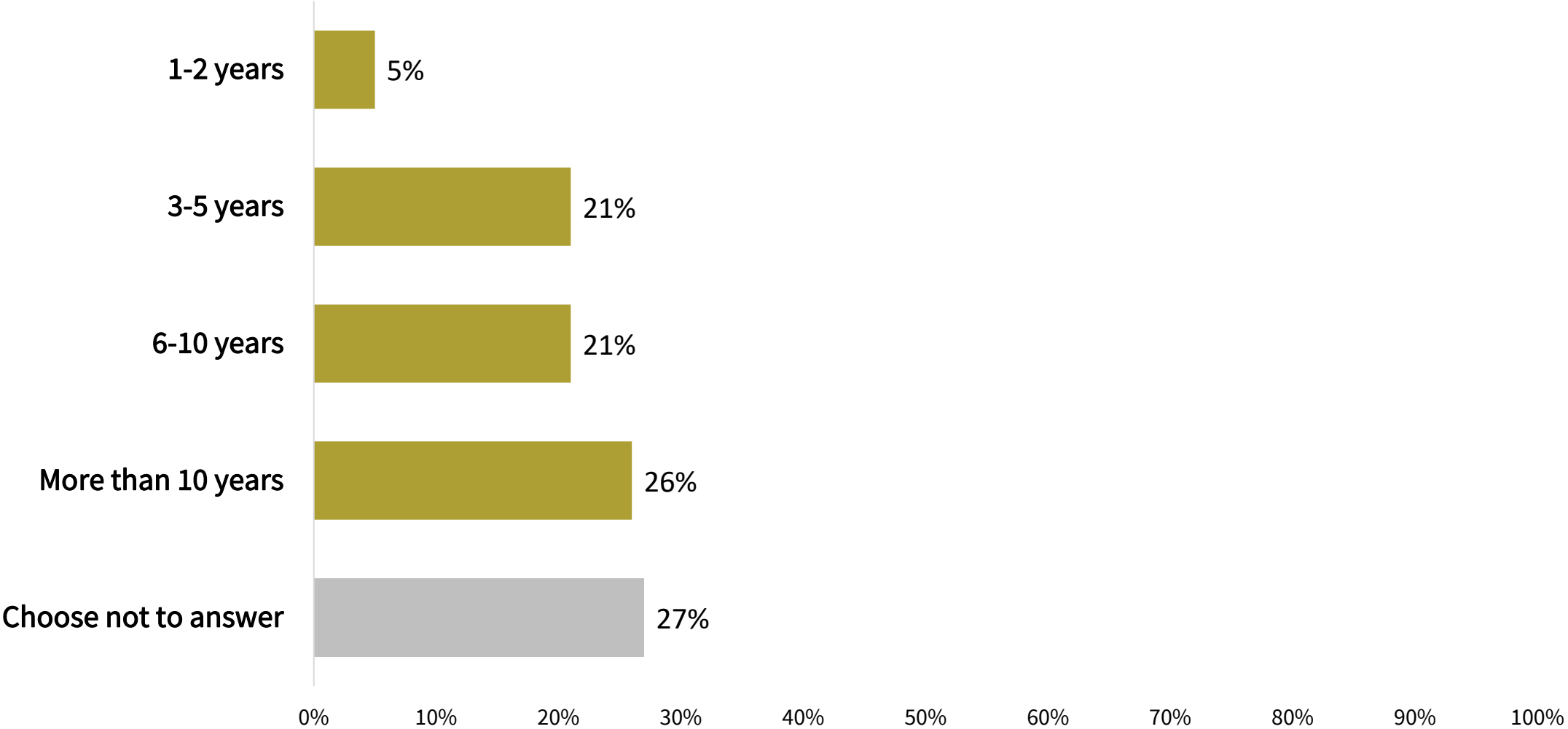
At which location do you spend the most time?



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.

Staff Indexes

Scores are based on: *Strongly Agree=5, Agree=4, Disagree=2, Strongly Disagree=1.*
 “Don’t know/doesn’t apply” are not included in the calculation.



INDEX	CURRENT SCORE	PREVIOUS SCORE	% CHANGE	COMPARISON
 ACADEMICS We are effective in teaching and supporting our students.	3.79	-	-	74 th
 ENGAGEMENT I like working at this school because I am valued, heard, and can contribute.	3.91	-	-	71 st
 SUPPORT I have the support I need to help educate our students and work as a team.	3.95	-	-	60 th
 STUDENT EXPERIENCE Students are accepted, respected, and supported at school.	3.89	-	-	77 th
 STAFF EXPERIENCE Staff are accepted, respected, and supported at school.	3.92	-	-	63 rd



Item Analysis

Scores are based on:

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	Percent Agree	Score	Comparison
Our staff handles student discipline in a consistent manner.	66%	3.42	85 th
Our staff does a good job of educating our students.	98%	4.42	80 th
I feel comfortable sharing input and concerns with my supervisor/administrator.	91%	4.13	79 th
Our school's student discipline practices and policies are effective.	61%	3.30	76 th

Workday (continued)

Item	Percent Agree	Score	Comparison
Information important to my work is shared with me in a timely and effective manner.	82%	3.77	74 th
I feel supported by my supervisor/administrator when I make a decision.	90%	4.16	73 rd
The District seeks input from a broad group of staff members.	68%	3.38	57 th
Most days, I look forward to going to work.	88%	4.06	56 th
The amount of work I am asked to do is reasonable/manageable.	72%	3.53	38 th



Survey Section: Environment



Item	Percent Agree	Score	Comparison
I am recognized when I do a good job.	79%	3.77	81 st
I have training and support to work with students from different backgrounds.	80%	3.76	81 st
All students in our school are respected for their values and beliefs.	90%	4.03	80 th
I have opportunities for training/professional development to improve my work.	87%	4.04	78 th

Environment (continued)



Item	Percent Agree	Score	Comparison
In the last year, I received useful feedback to help improve my work.	81%	3.80	72 nd
The District is heading in the right direction.	82%	3.81	66 th
The school board is doing what it takes to make our district successful.	82%	3.75	55 th
I feel safe at work.	92%	4.24	47 th
District administration is doing what it takes to make our district successful.	80%	3.66	44 th

Survey Section: Support



Item	Percent Agree	Score	Comparison
Our school has a process to ensure every student has a connection with at least one adult in the school.	89%	4.07	80 th
I have healthy working relationships with my coworkers.	98%	4.42	78 th
The District's pay practices are fair.	65%	3.34	76 th
Our school supports students from diverse backgrounds.	91%	4.08	75 th

Support (continued)

Item	Percent Agree	Score	Comparison
I have access to the technology support I need.	96%	4.32	73 rd
The social and emotional needs of all students are being met.	66%	3.40	70 th
I have the technology I need to do my job well.	94%	4.22	66 th
Staff input is valued.	76%	3.69	66 th



Support (continued)

Item	Percent Agree	Score	Comparison
Our parents and community support the school district.	91%	3.95	65 th
All students in our school are given equal opportunities to learn and experience success.	82%	3.88	57 th
I have the materials and supplies I need to do my job well.	86%	3.96	42 nd



Support: Our school supports equitable opportunities for...



Group	Percent Agree	Score	Comparison
Gender	100%	4.50	96 th
Economic background	75%	4.00	25 th
Race	100%	4.50	97 th
Ethnicity	100%	4.50	97 th
Special needs	75%	4.00	44 th

Top Five Scores



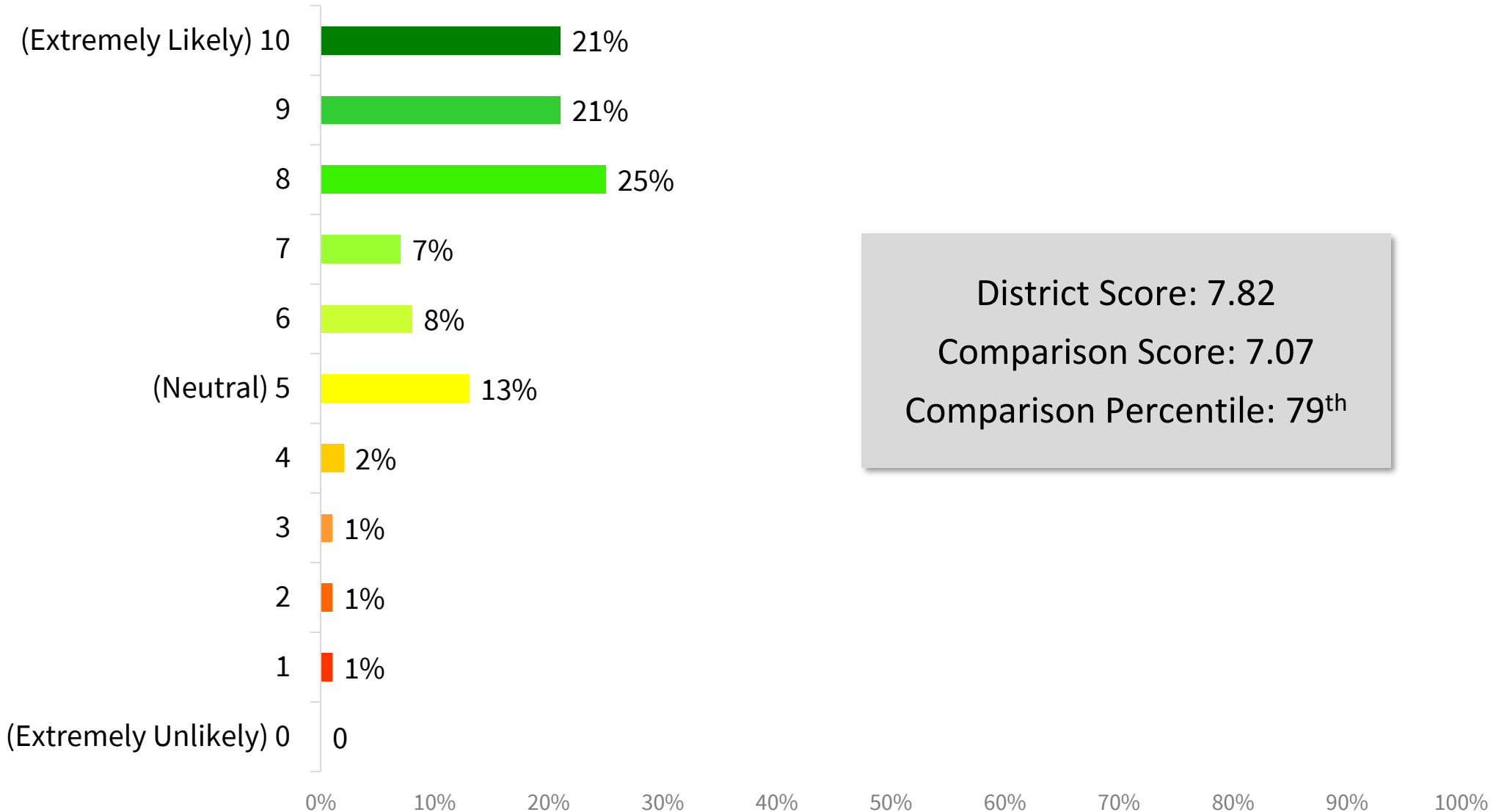
Item	Percent Agree	Score	Comparison
Our staff handles student discipline in a consistent manner.	66%	3.42	85 th
I am recognized when I do a good job.	79%	3.77	81 st
I have training and support to work with students from different backgrounds.	80%	3.76	81 st
Our staff does a good job of educating our students.	98%	4.42	80 th
All students in our school are respected for their values and beliefs.	90%	4.03	80 th

Bottom Five Scores



Item	Percent Agree	Score	Comparison
The school board is doing what it takes to make our district successful.	82%	3.75	55 th
I feel safe at work.	92%	4.24	47 th
District administration is doing what it takes to make our district successful.	80%	3.66	44 th
I have the materials and supplies I need to do my job well.	86%	3.96	42 nd
The amount of work I am asked to do is reasonable/manageable.	72%	3.53	38 th

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





SCHOOL PERCEPTIONS

Measuring what matters

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