

# STAFF SURVEY REVIEW

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Ripon Area School District  
February 19, 2024

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# Staff Survey Review: General Information

- The survey was anonymous and open from December 5-16, 2023.
- 123 staff members completed the survey (5 fewer than last year but 37 more than in 2017 and 38 more than in 2019)
- More than 76 percent have worked for the District for 10 or fewer years
- Teaching staff made up 58.5 percent of those who completed the survey
- Five schools (Ripon Middle School, Ripon High School, Barlow Park, Murray Park, and Journey Project ) had at least 20 percent participation

# Staff Survey: Historical Satisfaction Scores

<b>Results</b>	<b>2016-17</b>	<b>2018-19</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Satisfaction	3.10	3.56	3.91	3.80	3.89	3.85
Total Respondents	86	85	130	134	128	123

# Survey Review: Limitations

## **Please note:**

The following data points are not based on a scientific sample.

Because we used a convenience sample, it would be methodologically inappropriate to conduct regression analysis or attempt to calculate error.

# Staff Survey Review: General Information

- 48 statements provided in one of four sections
  - Personal Factors: 17 statements
  - Work Environment: 18 statements
  - Leadership Team: 8 statements
  - Compensation: 5 statements
- 1 to 5 point scale for responses  
Strongly agree, agree, mixed feelings, disagree, strongly disagree
- Highest score was 4.43 (I feel my work has purpose)
- Lowest score was 2.95 (salary and benefits meets my needs)

# Staff Survey Review: General Information

- **Personal Factors:** All 17 results for 2023-24 are higher than in 2017 and 14 are higher (and one the same) than in 2019.
- **Work Environment:** All 18 results for 2023-24 are higher than in 2017 and 16 are higher than in 2019.
- **Leadership Team:** All 8 results for 2023-24 are higher than in 2017 and in 2019.
- **Compensation:** All 5 results for 2023-24 are higher than in 2017 and 2 are higher than in 2019.

# Staff Survey Review: Personal Factors

- **Personal Factors:** All 17 results for 2023-24 are higher than in 2017 and 14 are higher (and one the same) than in 2019.
- 8 of 17 statements had an overall average of 4.0 or higher
- 6 scored higher than a year ago and 2 had the same score
- Overall average for this section was 3.91
- Highest score was 4.43 (my work has purpose)
- Lowest score was 3.17 (professional development has helped me)

# Staff Survey Review: Work Environment

- **Work Environment:** All 18 results for 2023-24 are higher than in 2017 and 16 are higher than in 2019.
- 10 of 18 statements had an overall average of 4.0 or higher
- 8 scored higher than a year ago and one had same score
- Overall average for this section was 3.97
- Highest score was 4.35 (school is safe)
- Lowest score was 3.42 (recognized for value I bring)

# Staff Survey Review: Leadership Team

- **Leadership Team:** All 8 results for 2023-24 are higher than in 2017 and in 2019.
- 1 statement had an overall average of 4.0 or higher, although 7 of 8 scored at least 3.60
- 2 scored higher than a year ago
- Overall average for this section was 3.73
- Highest score was 4.08 (access to leadership in uncertain times)
- Lowest score was 3.34 (decisions clearly explained on key issues)

# Staff Survey Review: Compensation

- **Compensation:** All 5 results for 2023-24 are higher than in 2017 and 2 are higher than in 2019.
- None of the 5 statements had an overall average of 4.0 or higher
- 4 scored higher than a year ago
- Overall average for this section was 3.37
- Highest score was 3.64 (opportunities to advance in organization)
- Lowest score was 2.95 (salary and benefits meets my needs)

# Staff Survey Review: Final Analysis

- Overall satisfaction score of 3.86 for 2023-24 is significantly above an average result (and 0.75 higher than average in 2017).
- Only 6 of 45 statements scored less than 3.50 for 2023-24.
- Participation numbers continue to be strong.
- **Based on comments from qualitative responses:**  
Areas for improvement mainly related to compensation, work-life balance, professional development, growth opportunities, feedback.

# THANK YOU!

Questions?

