

# Waterford Graded School District

## Staff Survey Results

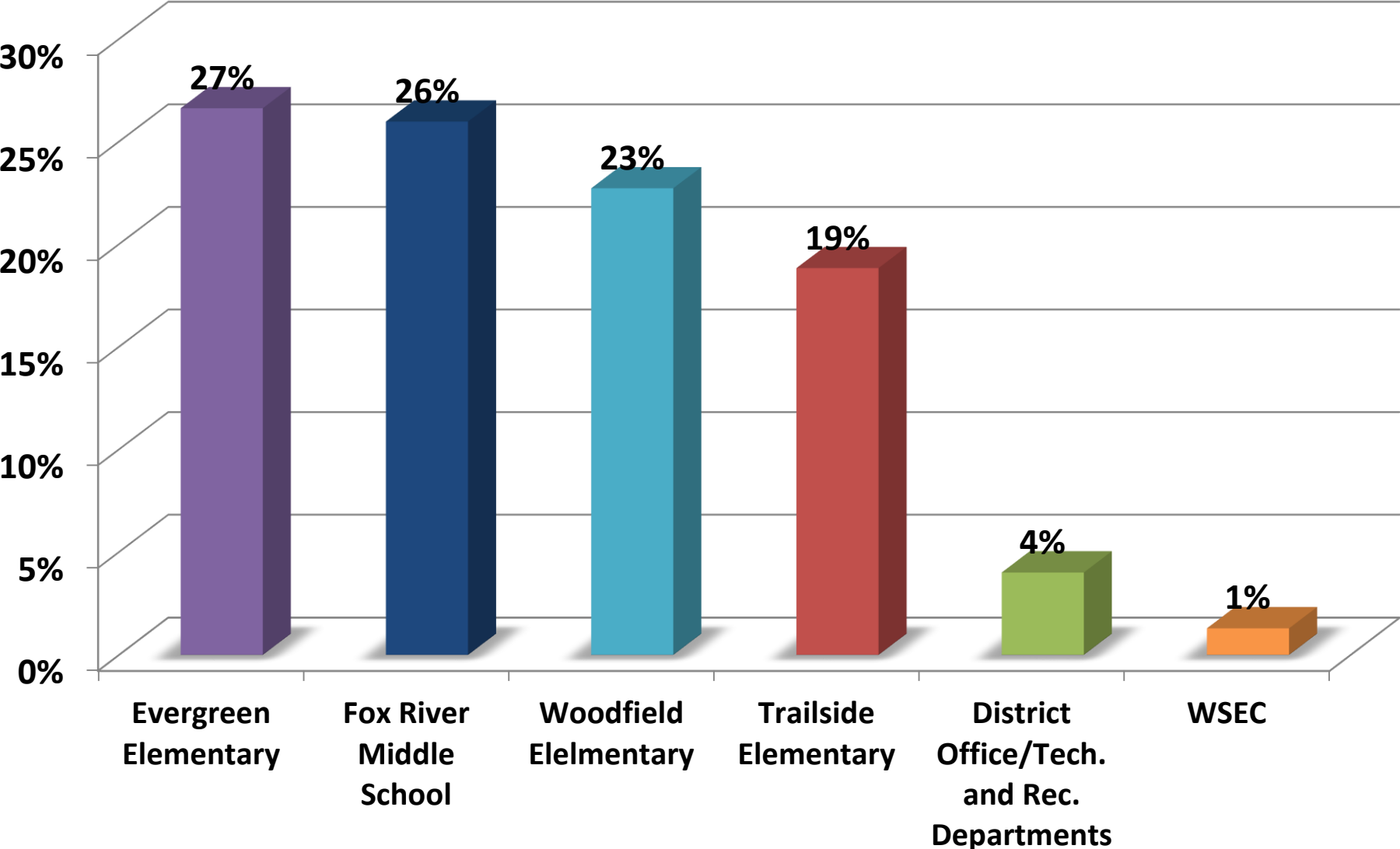
Fall 2014

# Survey Summary

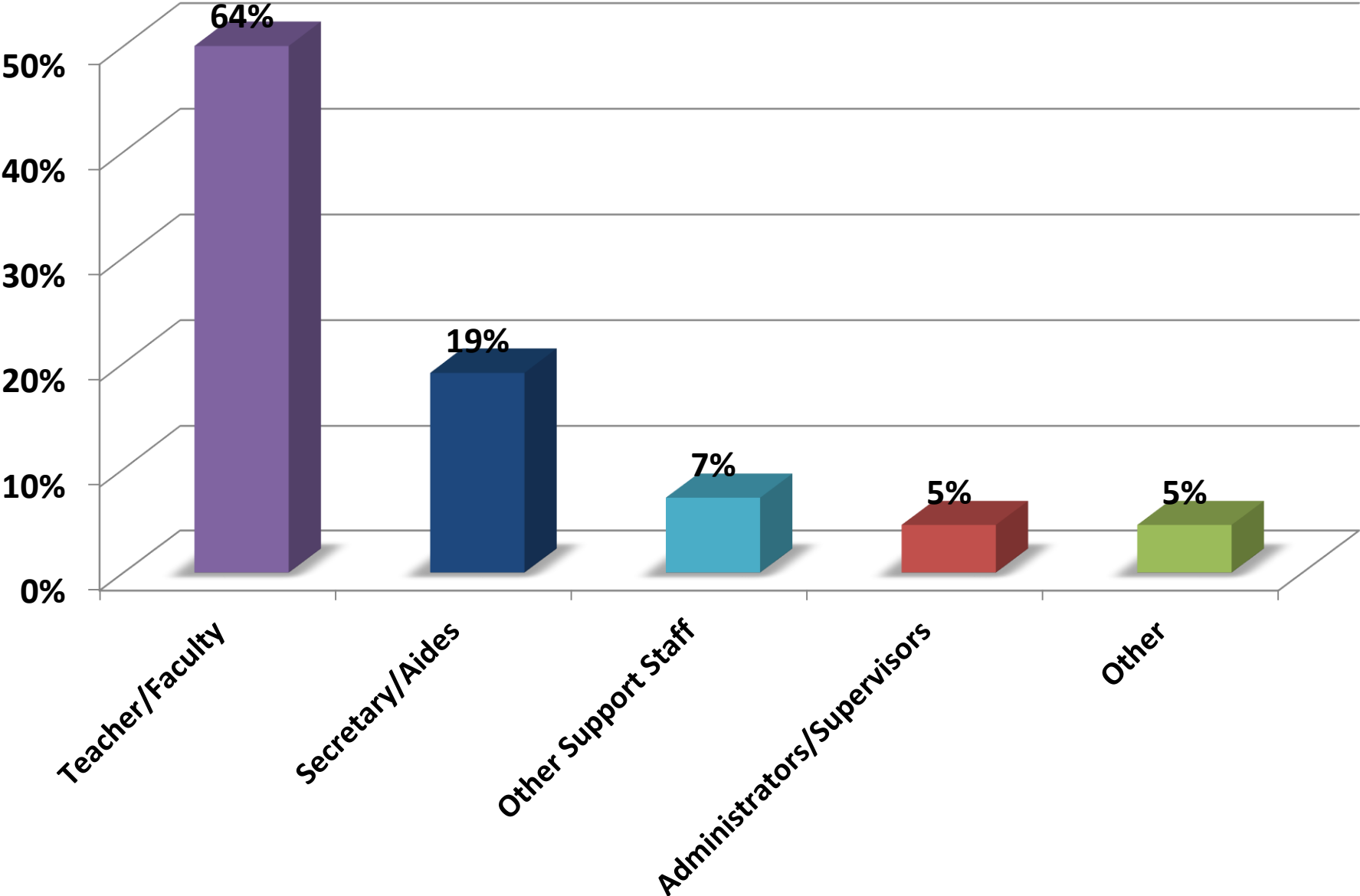
- The Staff Survey was conducted in October of 2014
- All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- Number of responses: 157

**Section I:**  
Respondent Information

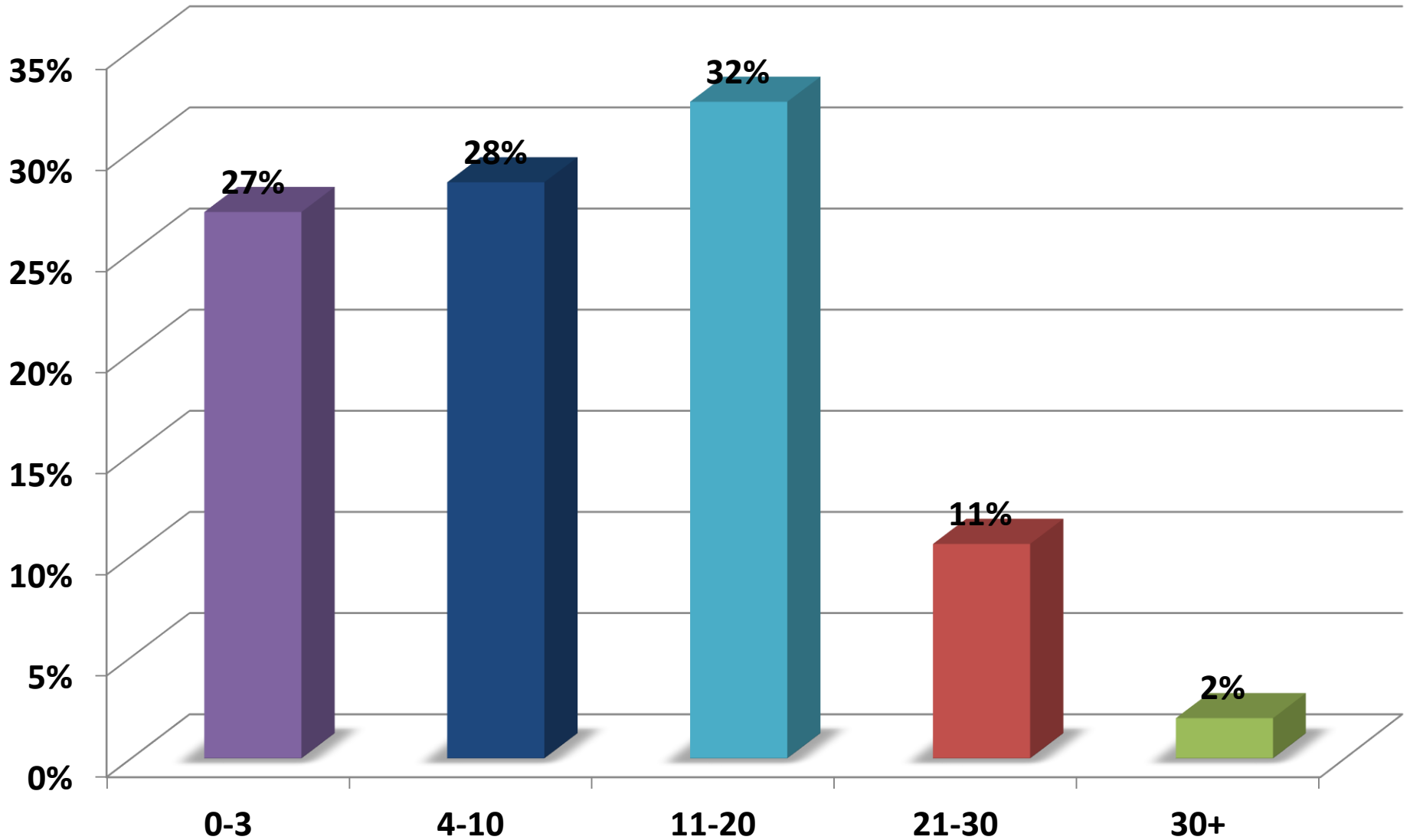
# At which location do you spend the most time?



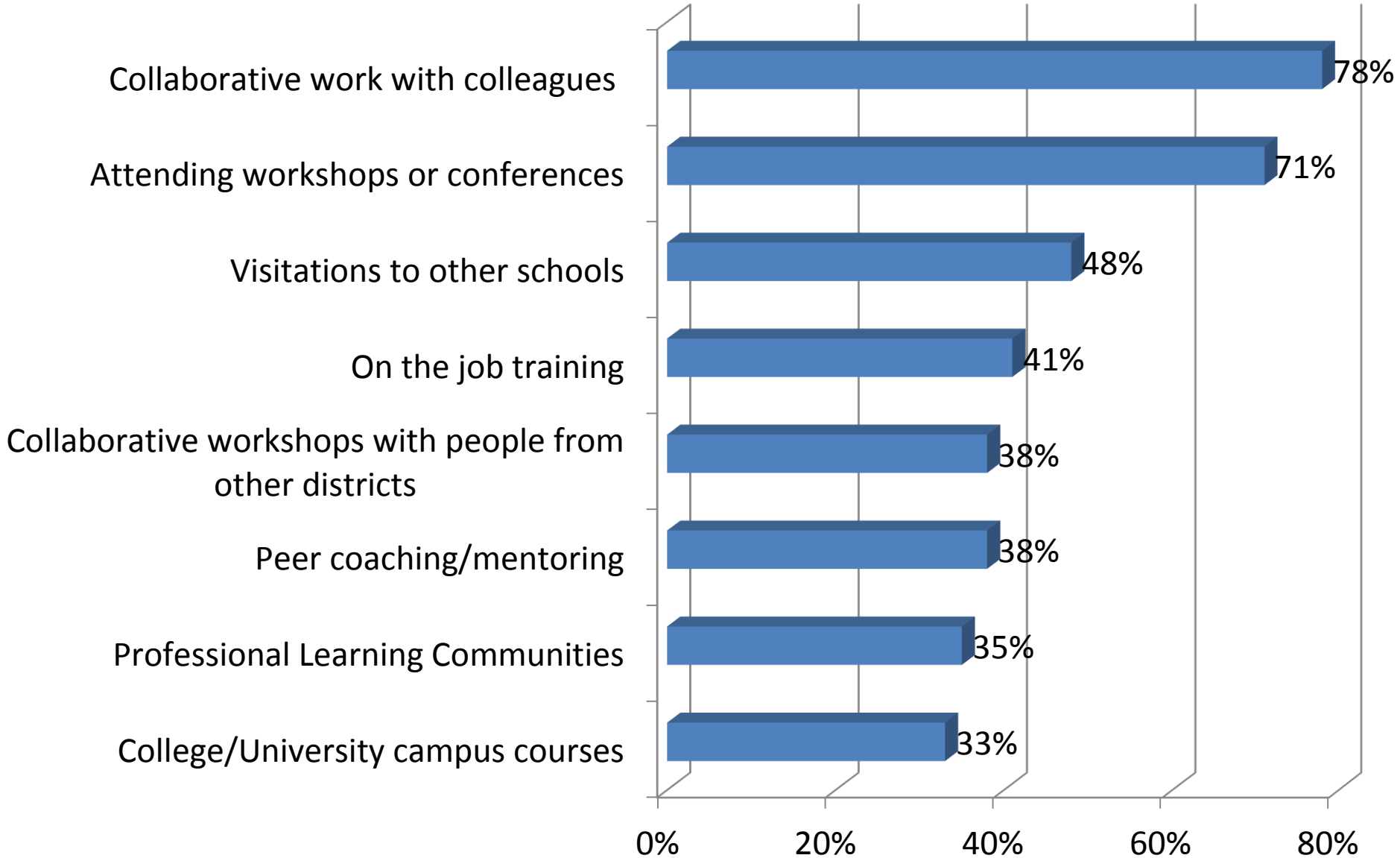
# What best describes your position?



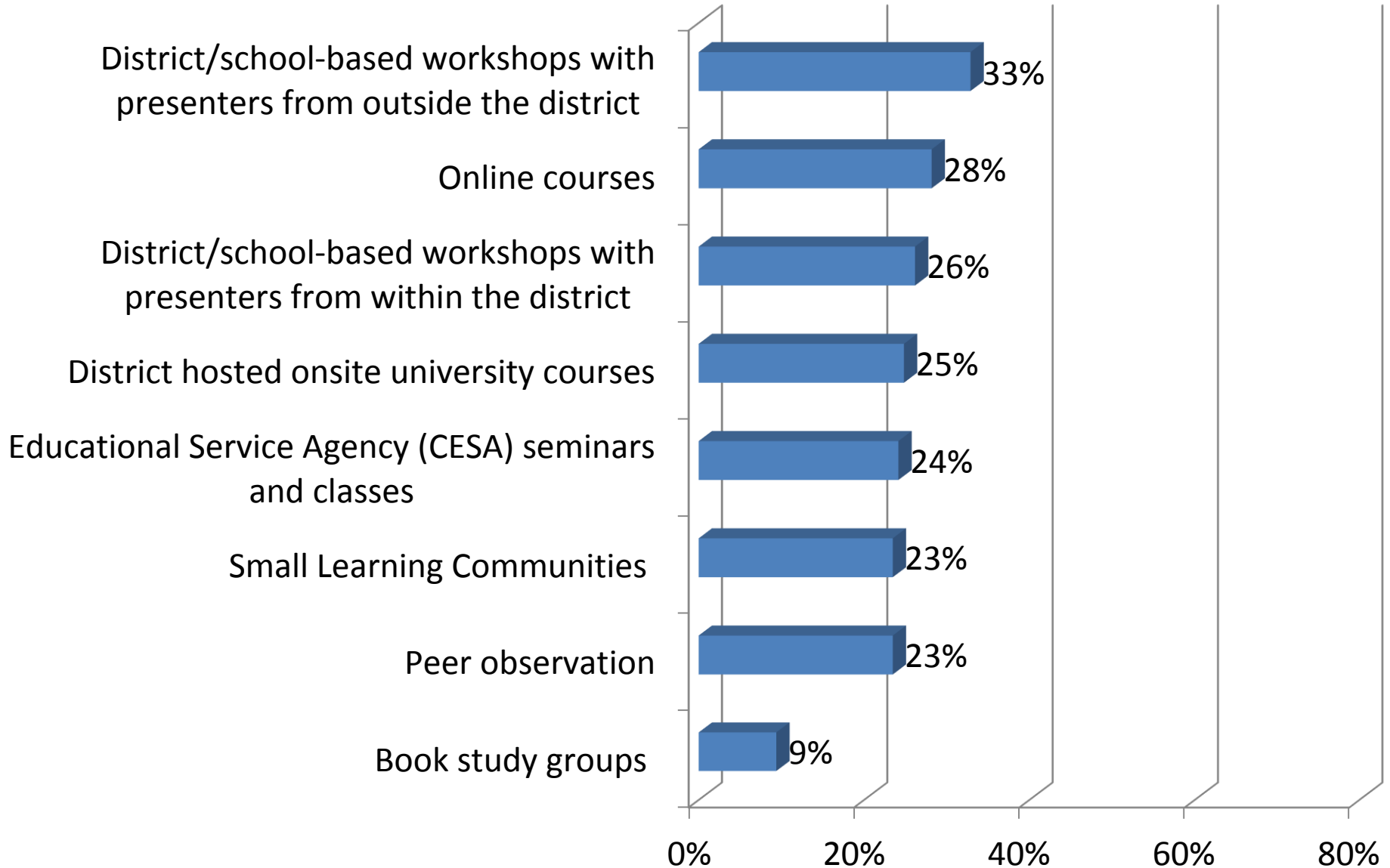
# How many years have you worked for the District?



# Which of the following professional development activities do you prefer?



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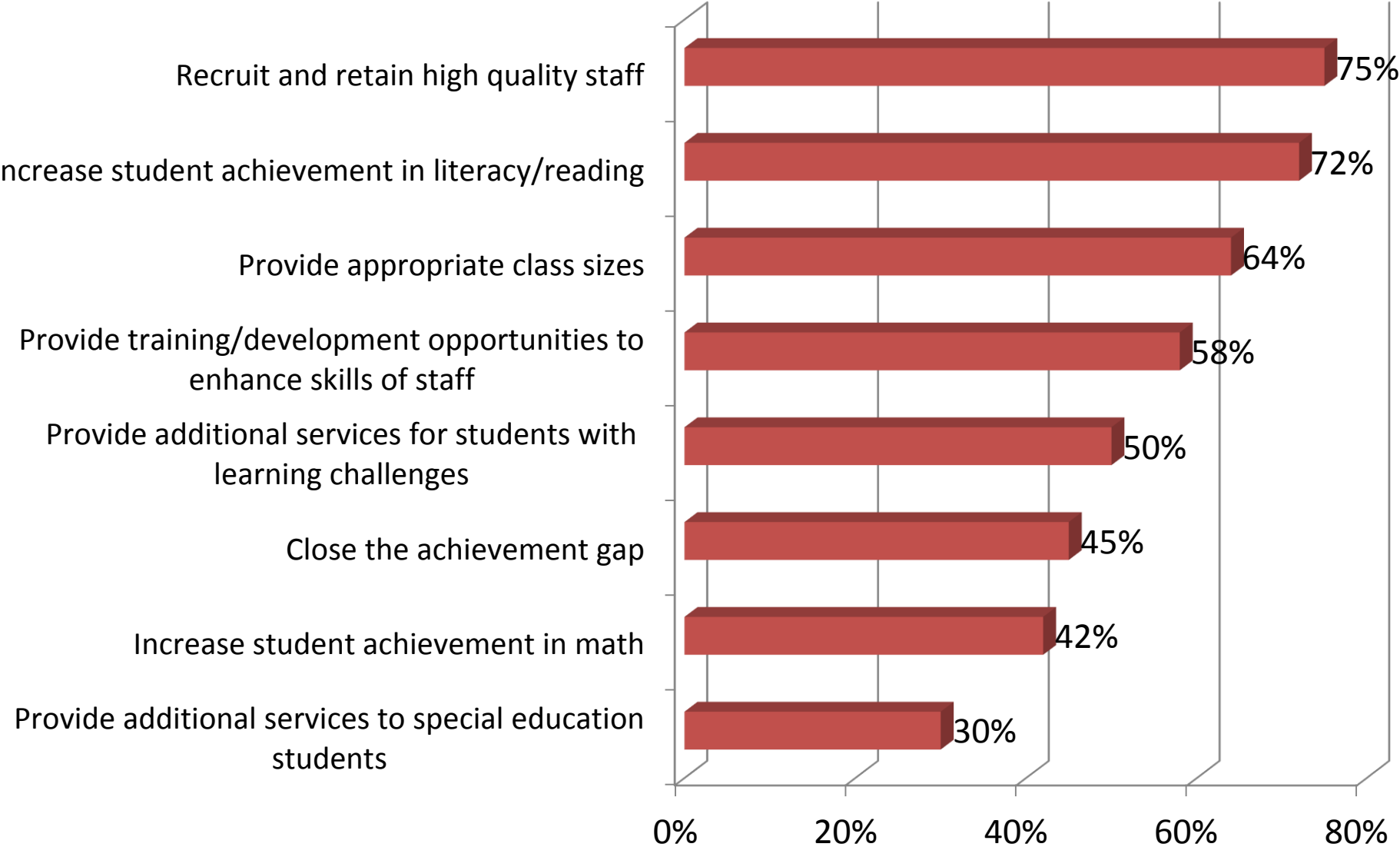




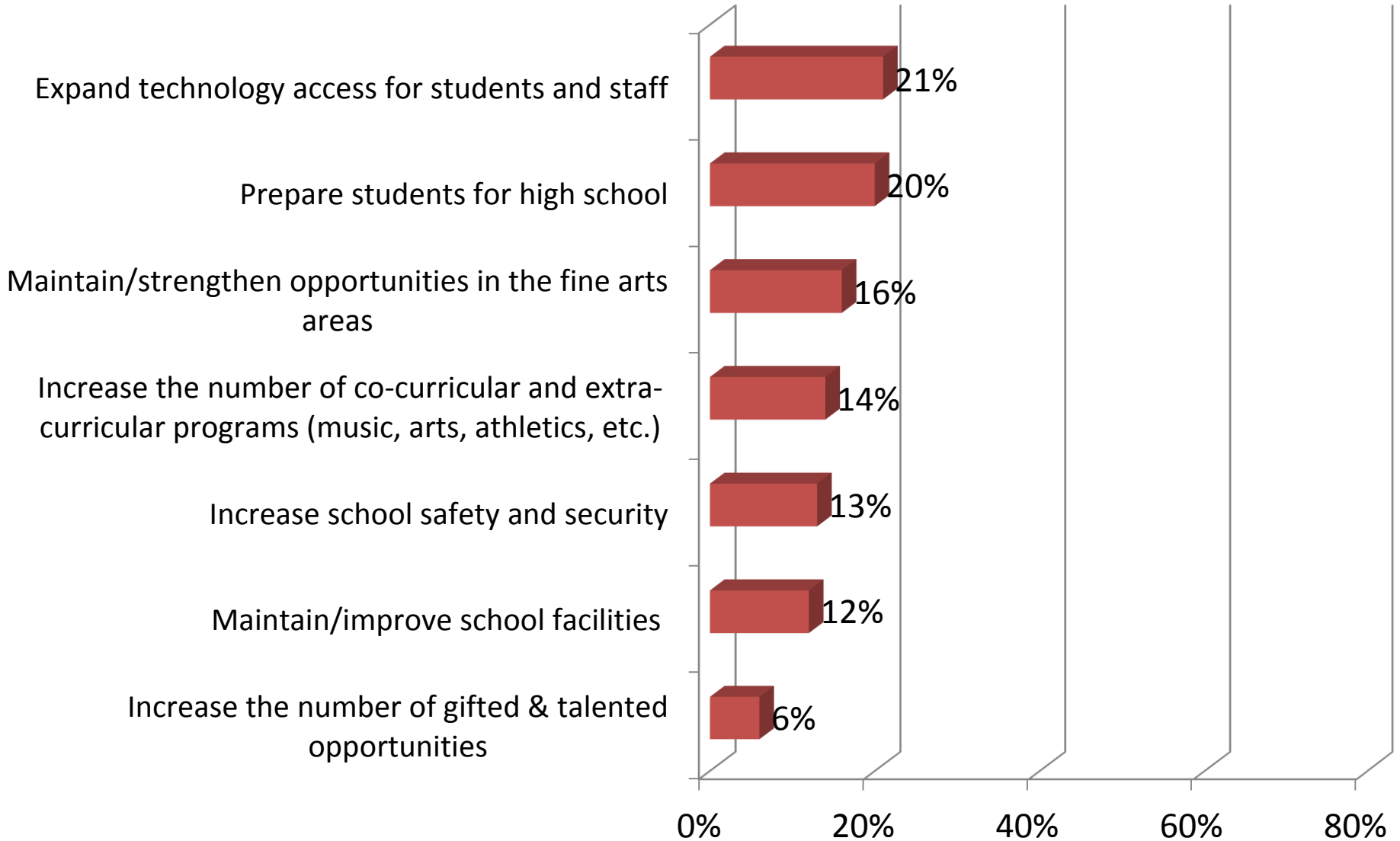
# **Section II:**

## Planning

# To provide a quality education for all students, please rank your top five highest priorities?



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# **Section III:** Programs/Services

# How important is this item to the success of our students?

*Very important (4), Important (3), Somewhat important (2), Not Important (1)*

Item	Average
Reading/Literature/Vocabulary	3.82
Math	3.81
Writing/Grammar	3.78
Programming for children with disabilities	3.6
Computer and technology education	3.54
Programming for at-risk students	3.53
Science	3.52
Preparing students for high school	3.48
Social Studies	3.39
Guidance services	3.39

# How important is this item to the success of our students?

*Very important (4), Important (3), Somewhat important (2), Not Important (1)*

Item	Average
Programming for English Language Learners (ELL)	3.34
Programming for gifted & talented students	3.32
Physical education	3.2
Art	3.11
Health education	3.1
Music	3.07
Career education	3.04
Athletics	2.79
Foreign language	2.76

# How are we doing?

*Great (4), Good (3), Fair (2), Poor (1)*

Item	Average
Math	3.28
Art	3.17
Music	3.16
Physical education	3.12
Science	2.98
Reading/Literature/Vocabulary	2.95
Social Studies	2.94
Preparing students for high school	2.9
Athletics	2.81
Programming for children with disabilities	2.78

# How are we doing?

*Great (4), Good (3), Fair (2), Poor (1)*

Item	Average
Computer and technology education	2.73
Programming for English Language Learners (ELL)	2.66
Guidance services	2.65
Writing/Grammar	2.65
Health education	2.6
Programming for at-risk students	2.57
Programming for gifted & talented students	2.56
Career education	2.43
Foreign language	2.39



# Gap Analysis

**Importance:** *Very important (4), Important (3), Somewhat important (2), Not Important (1)*

**Performance:** *Great (4), Good (3), Fair (2), Poor (1)*

Item	Importance	Performance	Gap
Writing/Grammar	3.78	2.65	<b>-1.13</b>
Programming for at-risk students	3.53	2.57	<b>-0.96</b>
Reading/Literature/Vocabulary	3.82	2.95	<b>-0.87</b>
Programming for children with disabilities	3.6	2.78	<b>-0.82</b>
Computer and technology education	3.54	2.73	<b>-0.81</b>
Programming for gifted & talented students	3.32	2.56	<b>-0.76</b>
Guidance services	3.39	2.65	<b>-0.74</b>
Programming for English Language Learners (ELL)	3.34	2.66	<b>-0.68</b>
Career education	3.04	2.43	<b>-0.61</b>
Preparing students for high school	3.48	2.9	<b>-0.58</b>

# Gap Analysis

**Importance:** *Very important (4), Important (3), Somewhat important (2), Not Important (1)*

**Performance:** *Great (4), Good (3), Fair (2), Poor (1)*

Item	Importance	Performance	Gap
Science	3.52	2.98	<b>-0.54</b>
Math	3.81	3.28	<b>-0.53</b>
Health education	3.1	2.6	<b>-0.5</b>
Social Studies	3.39	2.94	<b>-0.45</b>
Foreign language	2.76	2.39	<b>-0.37</b>
Physical education	3.2	3.12	<b>-0.08</b>
Athletics	2.79	2.81	<b>0.02</b>
Art	3.11	3.17	<b>0.06</b>
Music	3.07	3.16	<b>0.09</b>

# **Section IV:** Change Readiness

# Change Readiness

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
The Principal/building administration at our school is supportive of innovation and change.	84%	3.9
There is consensus on areas that need improvement in our District.	73%	3.78
The District-level staff is supportive of innovation and change.	50%	2.77
I have a high degree of confidence that we will be able to execute our plan.	34%	2.44
The School Board is supportive of innovation and change.	18%	1.92
Our District has a culture of open dialogue around difficult issues.	13%	1.63

**Section V:**  
Student Achievement

# Student Achievement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
Teachers differentiate the curriculum to meet student's needs.	98%	4.31
Assessment data is used to improve instruction.	94%	4.12
Teachers follow the District's common lesson plan format.	93%	4.23
My subject area's curriculum is aligned to the State Standards.	88%	4.06
The social and emotional needs of students are being met.	76%	3.65

# Student Achievement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
Students have access to additional support when needed.	74%	3.59
The needs of special education students are being met.	70%	3.55
The current method for writing curriculum is effective.	37%	2.57
If you find gaps in the curriculum, there is an effective way to communicate the need for corrective action.	31%	2.53
Overall, the school offers a high quality academic program.	100%	4.38

# **Section VI:** Engagement



# Engagement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
My work directly contributes to the overall success of our District.	94%	4.15
My job is personally satisfying.	72%	3.57
I enjoy being involved in events or activities beyond the normal school day.	70%	3.46
I am proud of our District.	51%	2.96

# Engagement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
All things considered, this District is a good place to work.	37%	2.5
The amount of work I am asked to do is reasonable.	34%	2.43
It would take a lot to get me to leave this District.	32%	2.42
I would recommend this District to others seeking employment.	28%	2.19

# **Section VII:**

## Work Environment

# Work Environment

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
I have good friends at work.	95%	4.3
Our classrooms, building and grounds are well maintained.	94%	4.21
I feel safe at work.	85%	3.98
I am satisfied with the technology support available to me.	76%	3.68

# Work Environment

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
I am satisfied with the technology resources available to me.	72%	3.55
Student discipline is handled in a consistent manner by all staff.	66%	3.37
I receive the training I need to do my job well.	63%	3.29
I have been given the materials and supplies I need to do my job effectively.	61%	3.32

# **Section VIII:** Communication

# Communication

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
Parent conferences provide productive communication between teachers and parents.	92%	4.06
I know what is expected of me at work.	69%	3.42
I am kept informed about matters important to my work.	57%	3.06
School/department information is communicated effectively to me.	56%	3.05
I have a good understanding of the plans and goals of the District.	52%	2.95
I feel comfortable sharing my ideas and opinions.	41%	2.66
There is good communication between the administrators and staff.	35%	2.48

# **Section IX:** Culture



# Culture

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
Students here believe the staff cares about them.	99%	4.38
Our school/department works hard to find ways to improve.	88%	4.04
Our school can be described as "good places to learn."	87%	3.94
Our school operates as a team.	68%	3.43
Staff members like me can bring about change in my department/school.	67%	3.37

# Culture

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
Our school does a good job assimilating new employees.	66%	3.4
My opinions and perspectives are valued.	60%	3.11
Newer teachers receive the support they need to be successful.	58%	3.15
Our staff collaborates well between schools.	45%	2.83
I have adequate opportunities to participate in decisions that affect me.	43%	2.64

**Section X:**  
Development and Recognition

# Development and Recognition

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
I receive ongoing and timely feedback that helps me improve my performance.	65%	3.29
I receive credit and recognition when I do a good job.	53%	3.01
I have adequate opportunities for professional development.	50%	2.94
The District's in-service days are organized and well-planned.	39%	2.65

# **Section XI:**

## Compensation and Benefits

# Compensation and Benefits

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
Overall, I am satisfied with my benefits.	74%	3.56
My benefits are competitive with similar jobs I might find elsewhere.	74%	3.57
Overall, I am satisfied with my pay.	53%	2.97
My pay is fair in relation to my job responsibilities.	41%	2.63

# **Section XII:**

## Principal

# Principal

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
My principal treats me with respect.	92%	4.35
My principal presents a positive image to the school community.	90%	4.3
My principal is doing what it takes to make our school successful.	85%	4.06
My principal is consistent when administering policies concerning employees.	80%	3.87
My principal is an effective leader.	79%	3.88
My principal has adequate time and resources to complete their duties.	39%	2.66



**Section XIII:**  
District Administration

# District Administration

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

Item	Strongly agree/ Agree	Average
District administration is aware of major concerns of employees.	34%	2.36
District administration presents a positive image to the school community.	22%	1.98
I trust that the District administration will advocate for the best interest of the district to the School Board.	21%	1.88
District administration is doing what it takes to make our District successful.	20%	1.93
District administration is consistent when administering policies concerning employees.	18%	1.85

**Section XIV:**  
School Board

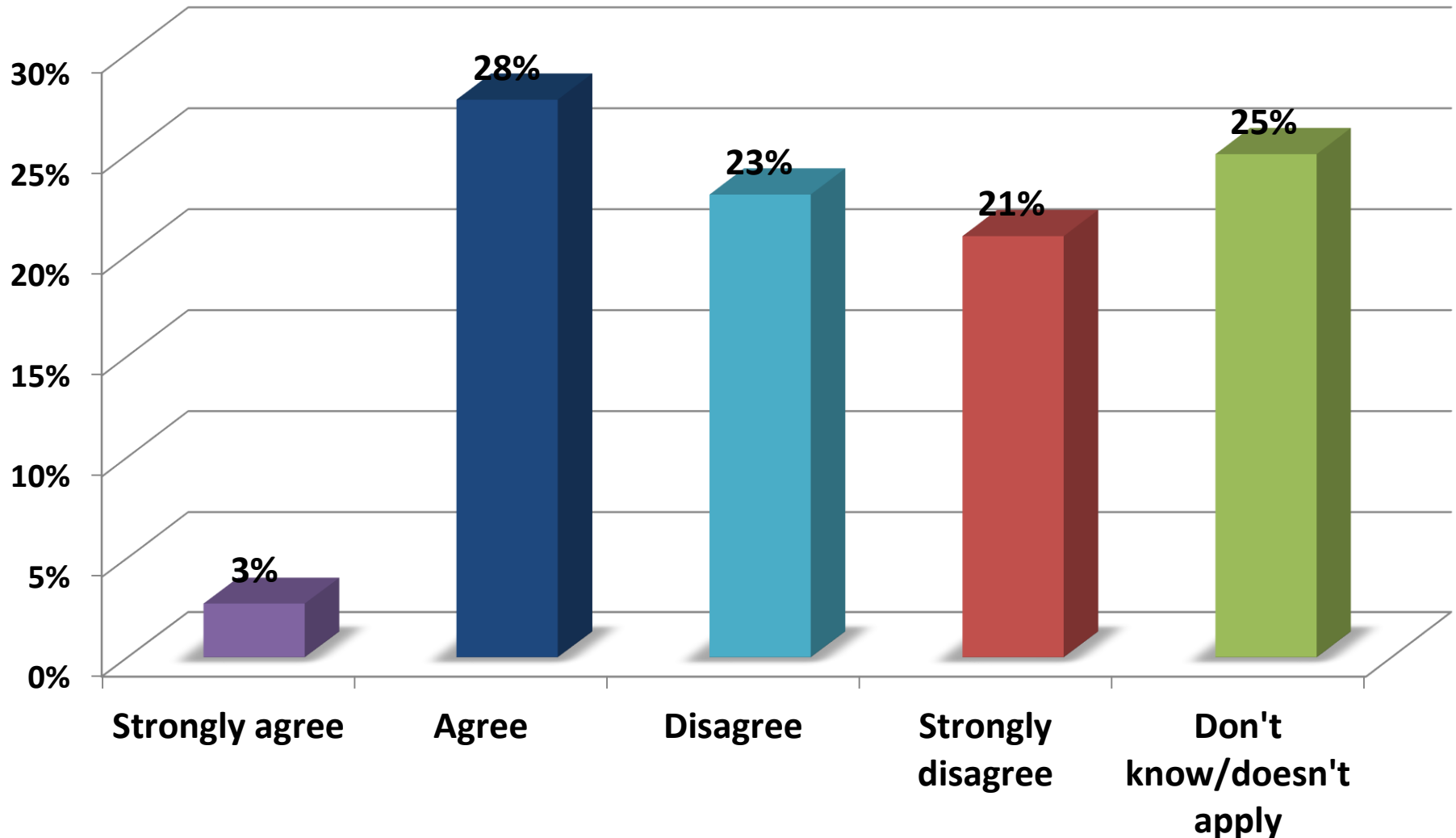
# School Board

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

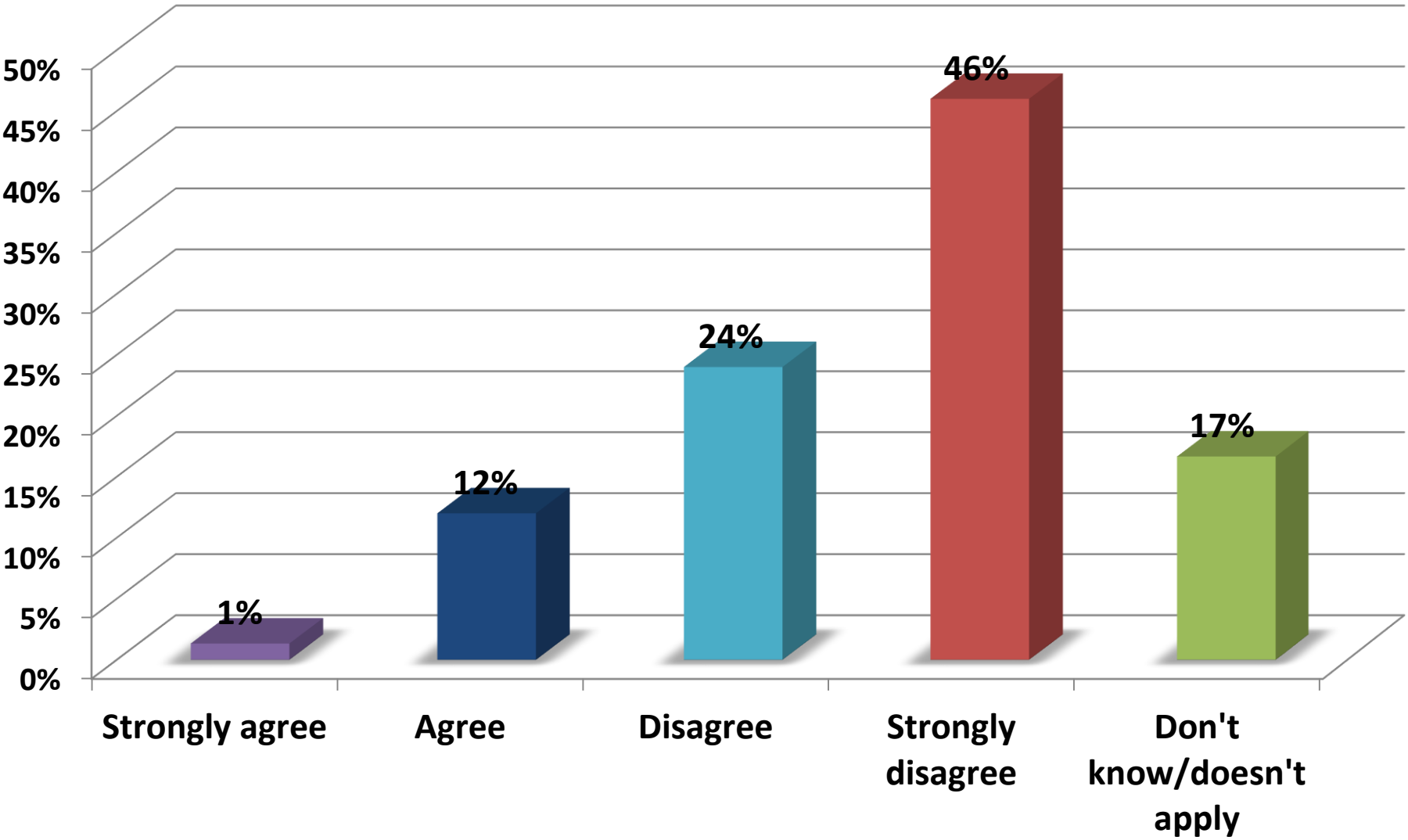
Item	Strongly agree/ Agree	Average
The School Board appropriately balances the mission of the district with fiscal responsibility.	28%	2.21
I trust that the School Board will make decisions in the best interest of the students.	23%	2.08
The School Board is doing what it takes to make our district successful.	16%	1.91
The School Board presents a positive image to our community.	15%	1.85

**Section XV:**  
Overall Satisfaction

# I am satisfied with the financial management of the school.



# Overall, the District has improved over the past year.

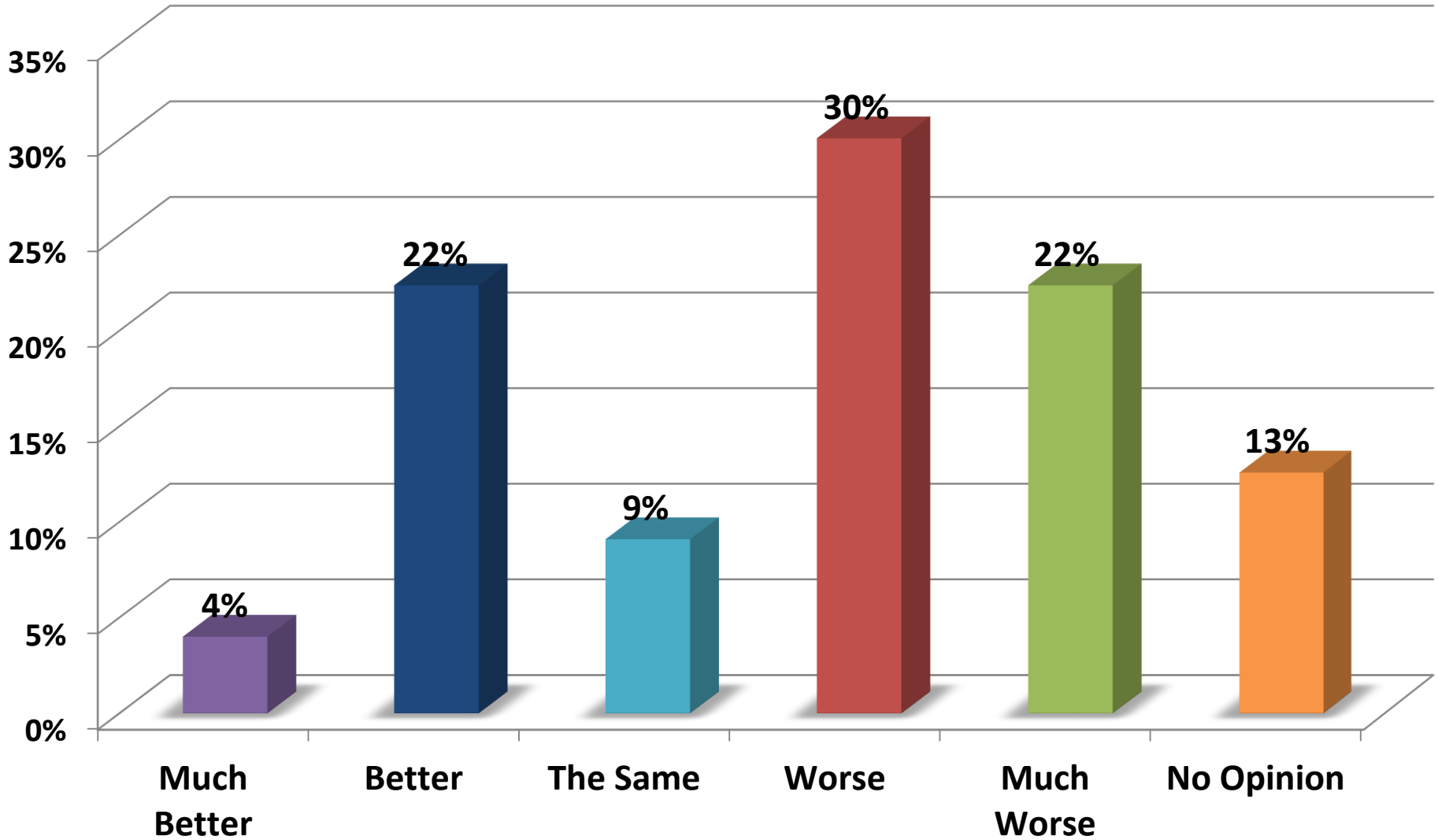


# Please rate your overall perception of the District in the following areas:

Item	Excellent/Good
Teachers	99%
Support Staff	98%
School Administration	77%
District Administration	16%
School Board	8%



# How would you rate the District compared to neighboring public school districts?



**Thank you!**