



## Staff Survey: Engagement/Climate



### ABOUT SCHOOL PERCEPTIONS

School Perceptions LLC is an independent educational research firm specializing in conducting surveys for public and private schools, educational service agencies, communities, and other state and national organizations. Since 2002, more than 10,000 schools have used School Perceptions to collect millions of survey responses from students, staff, parents, and community members.

For almost two decades, our mission has not changed: We help educational leaders gather, organize, and use data to make strategic decisions.

**SCH%OL  
PERCEPTIONS**

262.644.4300 | [schoolperceptions.com](http://schoolperceptions.com)  

# THE BUILDING BLOCKS TO A SUCCESSFUL STAFF SURVEY

## 1

### A PROVEN PROCESS

At School Perceptions, we know a well-designed staff survey can measure more than just staff satisfaction. It will give you the insights needed to help retain your best staff, lower absenteeism, and improve morale. Most importantly, a highly engaged staff will increase your students' academic achievement.

## 2

### WORK WITH EXPERTS

After conducting thousands of surveys, our staff has the experience to help you through each step of the survey design, administration, and results reporting process. Using an independent company like School Perceptions makes your survey process easy, professional, and credible.

## 3

### SECURE, USER-FRIENDLY SOFTWARE

The School Perceptions web-based survey platform is custom built to serve the unique needs of school districts. Each staff member has the opportunity to share their opinions and insights anonymously while ensuring data integrity through a one-time-use code. Surveys can be taken on any internet-enabled computer, tablet, or mobile handheld device.

#### This staff survey collects data and builds indexes in these key areas:

- *Communications*
- *Health/wellness*
- *Workload*
- *Affirmation*
- *Tools and training*
- *Collaboration/teamwork*
- *Trust in leadership*
- *Culture of educational excellence*

Please indicate your level of agreement for each item.

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know/doesn't apply
Our school/department is effective at assimilating new employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our school/department operates as a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our school/department works hard to find ways to improve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can bring about change in my school/department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have adequate opportunities to participate in decisions that affect me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers are willing to help me when I have a heavy workload.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What best describes your position?

- Classroom Teacher
- Educational Specialist (Certified Staff: ex. Counselor, Special Education Teacher, Library Media Specialist, etc.)
- Instructional Aide/Paraprofessional
- Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.)
- Administration
- Other

# 4

## ASK THE RIGHT QUESTIONS

This base staff survey is designed with normed and validated questions to gather data on school climate and specific engagement drivers. Our platform also has the flexibility for you to add customized questions to address issues unique to your situation. If needed, you can also add questions used on previous surveys to maintain longitudinal data.

# 5

## BENCHMARK YOUR DATA

You will have online access to all of your raw data through our password-protected portal. From there, you can quickly evaluate your staff data at a job classification, school, and district level. Our system also puts your results into context by comparing each response to those from similar-sized school districts and employee subgroups.

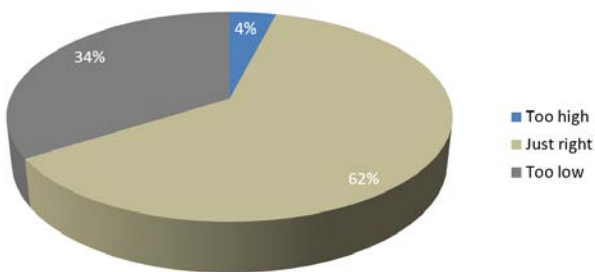
# 6

## RESULTS YOU CAN UNDERSTAND

In addition to accessing your data online, the School Perceptions team provides a variety of reports for your school board and administrative team to help you make sense of your results.

Our pricing is cost-effective and scales based on school size. Call us at 262.644.4300 or email [info@schoolperceptions.com](mailto:info@schoolperceptions.com) for a customized service proposal.

### The academic expectations of our students are:



### District Feedback

Item	% Strongly agree/ Agree	Average	Similar School Percentile
It would take a lot to get me to leave this District.	82%	3.91	90
I would recommend this District to others seeking employment.	91%	4.11	83
I can bring about change in my school/department.	85%	3.88	70
The District clearly communicates with me about important issues.	65%	3.30	20

### Overall Satisfaction

Item	% Strongly agree/ Agree	Average	Similar School Percentile
The District has improved in the past year.	82%	3.88	76
All things considered, this District is a good place to work.	94%	4.12	71
I am satisfied with the financial management of the District.	79%	3.60	54
Our community supports education.	85%	3.82	37



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## OUR CUSTOMERS' IMPRESSIONS OF SCHOOL PERCEPTIONS

"I have used School Perceptions twice for a climate survey. I have found them easy to work with and willing to customize to the language and needs of my district. I intend to continue to use them and have recommended them to colleagues as well."

**Jeanne Collins**  
**Rutland Northeast Supervisory Union**

"School Perceptions continues to meet and exceed the expectations of Kaukauna Area School District. We will continue to partner with them as our needs arise."

**Mark P. Duerwaechter**  
**Kaukauna Area School District**

"School Perceptions is a trusted company with expertise in survey development, analysis, and the use of data to inform strategic planning and school goals. The variety of surveys offered address a number of priorities for gathering perceptions of students, staff, families, and community. School Perceptions provides a standardized, reliable, and valid process for collecting feedback to help a school continuously improve. The School Perceptions staff are not only experts in the field but their customer service is beyond compare."

**Patricia Vickman**  
**Southern Door School District**

"We have used School Perceptions for over 10 years and they have always delivered on every project we had. We currently work with them on three yearly projects and the information we get from School Perceptions drives change in our district."

**Phil Ertl**  
**Wauwatosa School District**

"School Perceptions is wonderful to work with! They were quick with turnaround times and met our timelines for both survey projects. We love the information we've gotten back as the reports are easy to read and use, and offer comparisons to similar districts."

**Jennifer Lane**  
**Fort Dodge School District**



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