

SCHOOL PERCEPTIONS

March 2016

SCHOOL PERCEPTIONS IN THE NEWS

Onalaska schools fare well in survey

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http://lacrossetribune.com/courierlifene ws/news/local/onalaska-schools-fare-well-in-survey/article_ba7dc79b-8897-5855-93ce-b074c1436doa.html

Arrowhead hires financial adviser, plans community survey on referendum idea

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MEASURING STAFF ENGAGEMENT KEY TO STUDENT SUCCESS!

Read about the School Perceptions Staff Engagement Survey in the Wisconsin School News article "*What Do Your Teachers Think?*"

Click [HERE](#) to read the article.



What Do Your Teachers Think?

Survey helps school districts measure staff perceptions on important issues

Sue Peterson

Are workers happy? According to a 2014 report by the Conference Board, a New York-based nonprofit research group, 52 percent of U.S. employees are unhappy at work. Are teachers better? Not especially. A MetLife Survey published in 2013 found that teacher job satisfaction had plummeted from 62 percent in 2008 to 39 percent in 2012.

It's clear from the numbers that school districts need to engage with their staff. The WASB has teamed up with School Perceptions, a Wisconsin-based company, to help school districts engage with their employees. School Perceptions has developed a

web-based survey designed to gather feedback on staff members' feelings and perceptions on a range of issues from district communication to health and wellness.

The School District of Monroe utilized this survey to gather feedback from staff on district initiatives and culture.

"We are committed to ensuring every employee in the district has an opportunity to provide input and feedback," Superintendent Cory Hirshbumer shared. "We value how staff feels we are doing as a district and the challenges they are experiencing that need to be addressed."

Positive for Staff and Students

"We know that there is a strong correlation between staff engagement and student engagement," said Bill Foster, founder and president of School Perceptions. "When students are engaged, achievement increases."

An engaged employee is one who is fully absorbed by and enthusiastic about their work and takes positive action to further their school's reputation and success.

Research shows that employee engagement is the result of employees feeling connected and valued as well as reporting a strong

"The School Perceptions Staff Engagement Survey that was given last spring was key in helping us get a perspective of the district and where it had been and where it wished to go. Sharing the data with the teachers allowed us to have some wonderful, and sometimes difficult, conversations."

Schumacher, Ed.D.

Superintendent

La Grange School District 102

You can't expect to engage your employees if you don't understand their feelings and perceptions on specific engagement drivers.

The **School Perceptions Staff Engagement Survey™** will help you gather and quantify your District's employee engagement strengths and weaknesses.

Our survey collects data on **School Perceptions'12 Indexes of Employee Engagement** including:

→ Control over work environment

- Health/wellness
- Workload
- Affirmation
- Tools and training
- Collaboration/teamwork
- Trust in building leadership
- Culture of educational excellence
- Public/parent support and trust
- Trust in District leadership
- Communications
- Planning/improvement process

ABC School District Staff Survey - Similar School Analysis Report				
Each statement's Similar School Average Variance (column E) is displayed in rank order from the most negative to most positive variance. A variance of 0.2 or larger is considered significant. Cells containing significant positive variances are color-coded in green and those containing significant negative variances are in red. Cells containing variances that are not significant are gray.				
Page	Statement	ABC School Average	Similar School Average (SSA)	SSA Variance
Respondents were asked to rate their level of agreement for each item based on the following scale: <i>Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1), Don't know/doesn't apply (0)</i>				
Change Readiness	There is consensus on areas that need improvement in our District.	3.35	3.31	0.04
Change Readiness	I am confident that our District will be able to develop and execute an improvement plan.	3.89	3.48	0.41
Change Readiness	Our District has a culture of open dialogue around difficult issues.	3.34	2.9	0.44
Change Readiness	There is a process for evaluating the effectiveness of new initiatives.	3.25	2.77	0.48
Student Achievement	Student discipline is handled in a consistent manner by all staff.	2.74	2.94	-0.2
Student Achievement	Overall, the school offers a high quality academic program.	3.95	4.04	-0.09
Engagement	My job is personally satisfying.	4.24	4.24	0
Engagement	I am proud of our District.	4.17	4.03	0.14
Engagement	I enjoy being involved in events or activities beyond the normal school day.	4.12	3.92	0.2
Engagement	I would recommend this District to others seeking employment.	3.98	3.75	0.23
Engagement	It would take a lot to get me to leave this District.	3.72	3.48	0.24
Engagement	The amount of work I am asked to do is reasonable.	3.57	3.25	0.32
Communication	I feel comfortable sharing my ideas and opinions.	3.44	3.5	-0.06
Communication	School/department information is communicated effectively to me.	3.56	3.58	-0.02
Communication	I am kept informed about matters important to my work.	3.7	3.55	0.15
Communication	I have a good understanding of the plans and goals of the District.	3.66	3.41	0.25
Communication	Board policies and procedures affecting me and my work are available and clearly communicated.	3.71	3.34	0.37
Communication	I feel the District honestly communicates with me about important issues.	3.59	3.04	0.55



[*Click here for more information*](#)

CONTACT SCHOOL PERCEPTIONS TODAY TO GET STARTED TODAY.

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