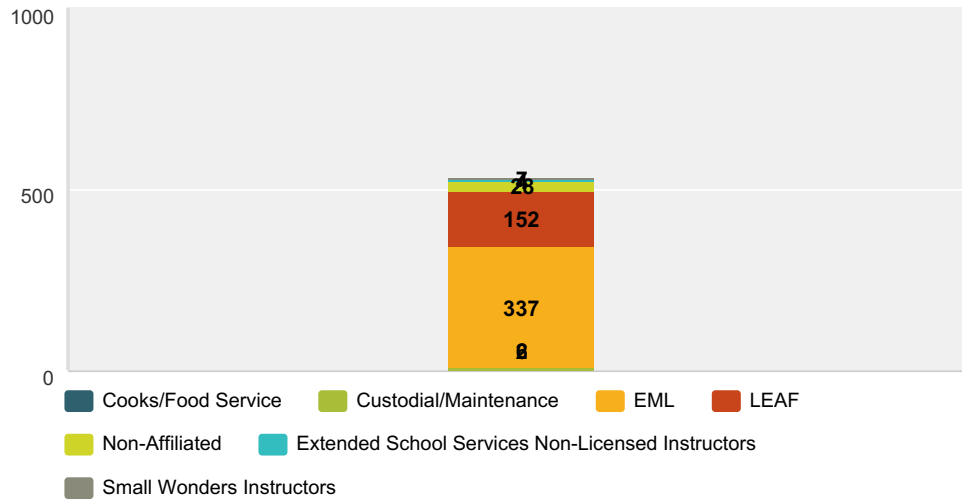


2014 ISD 194 Staff Satisfaction Survey

Q1 I am a member of:

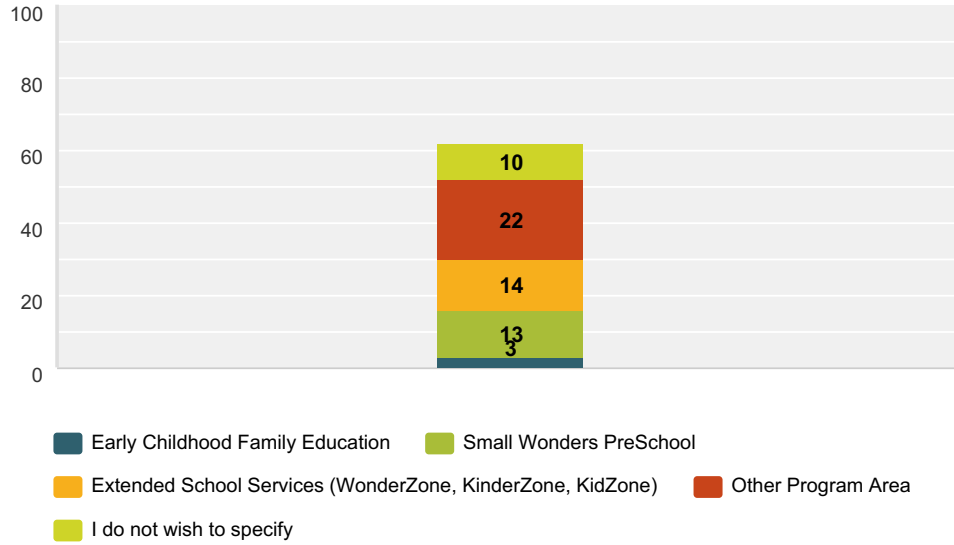
Answered: 536 Skipped: 0



Answer Choices	Responses
Cooks/Food Service	0.4% 2
Custodial/Maintenance	1.1% 6
EML	62.9% 337
LEAF	28.4% 152
Non-Affiliated	5.2% 28
Extended School Services Non-Licensed Instructors	0.7% 4
Small Wonders Instructors	1.3% 7
Total Respondents: 536	

Q2 If you primarily work in a Community Education program, please specify. Otherwise, please proceed to question 3.

Answered: 60 Skipped: 476

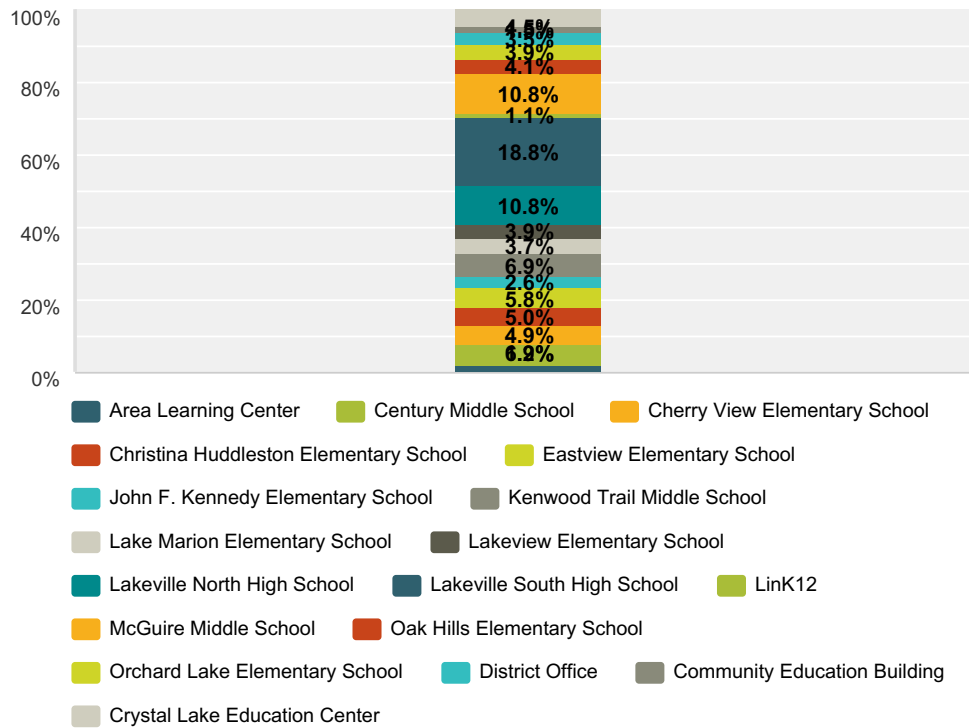


Answer Choices	Responses
Early Childhood Family Education	5.0% 3
Small Wonders PreSchool	21.7% 13
Extended School Services (WonderZone, KinderZone, KidZone)	23.3% 14
Other Program Area	36.7% 22
I do not wish to specify	16.7% 10
Total Respondents: 60	

2014 ISD 194 Staff Satisfaction Survey

Q3 I work at: (Please indicate primary location)

Answered: 536 Skipped: 0



Answer Choices	Responses	
Area Learning Center	1.9%	10
Century Middle School	6.2%	33
Cherry View Elementary School	4.9%	26
Christina Huddleston Elementary School	5.0%	27
Eastview Elementary School	5.8%	31
John F. Kennedy Elementary School	2.6%	14
Kenwood Trail Middle School	6.9%	37
Lake Marion Elementary School	3.7%	20
Lakeview Elementary School	3.9%	21
Lakeville North High School	10.8%	58
Lakeville South High School	18.8%	101
LinK12	1.1%	6
McGuire Middle School	10.8%	58
Oak Hills Elementary School	4.1%	22

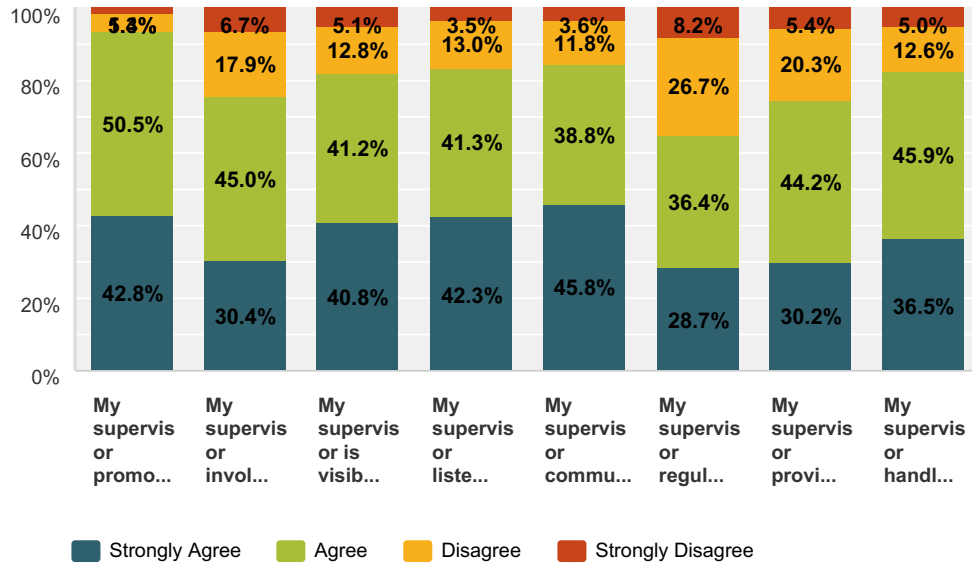
2014 ISD 194 Staff Satisfaction Survey

Orchard Lake Elementary School	3.9%	21
District Office	3.5%	19
Community Education Building	1.5%	8
Crystal Lake Education Center	4.5%	24
Total		536

2014 ISD 194 Staff Satisfaction Survey

Q4 Please rate your level of satisfaction with each of the following:

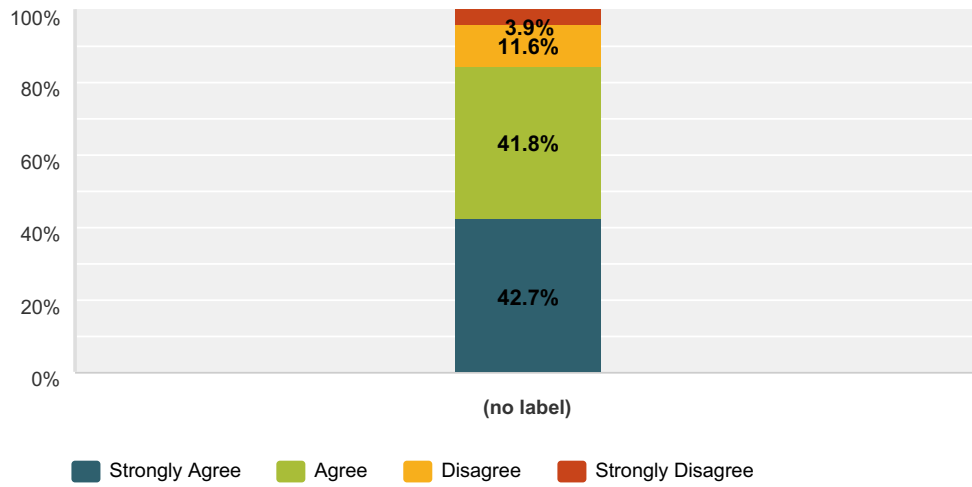
Answered: 470 Skipped: 66



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
My supervisor promotes a district-aligned mission, vision, and strategic plan.	42.8% 199	50.5% 235	5.4% 25	1.3% 6	465	3.35
My supervisor involves me in decisions that impact my job.	30.4% 141	45.0% 209	17.9% 83	6.7% 31	464	2.99
My supervisor is visible and accessible.	40.8% 191	41.2% 193	12.8% 60	5.1% 24	468	3.18
My supervisor listens and follows through when I express concerns.	42.3% 196	41.3% 191	13.0% 60	3.5% 16	463	3.22
My supervisor communicates in a professional and timely manner.	45.8% 214	38.8% 181	11.8% 55	3.6% 17	467	3.27
My supervisor regularly asks me what I need to be effective and successful in my job.	28.7% 133	36.4% 169	26.7% 124	8.2% 38	464	2.86
My supervisor provides me clear expectations of how I should measure the quality of my work.	30.2% 140	44.2% 205	20.3% 94	5.4% 25	464	2.99
My supervisor handles student disciplinary issues appropriately.	36.5% 162	45.9% 204	12.6% 56	5.0% 22	444	3.14

Q5 Overall, I am satisfied with my supervisor.

Answered: 464 Skipped: 72

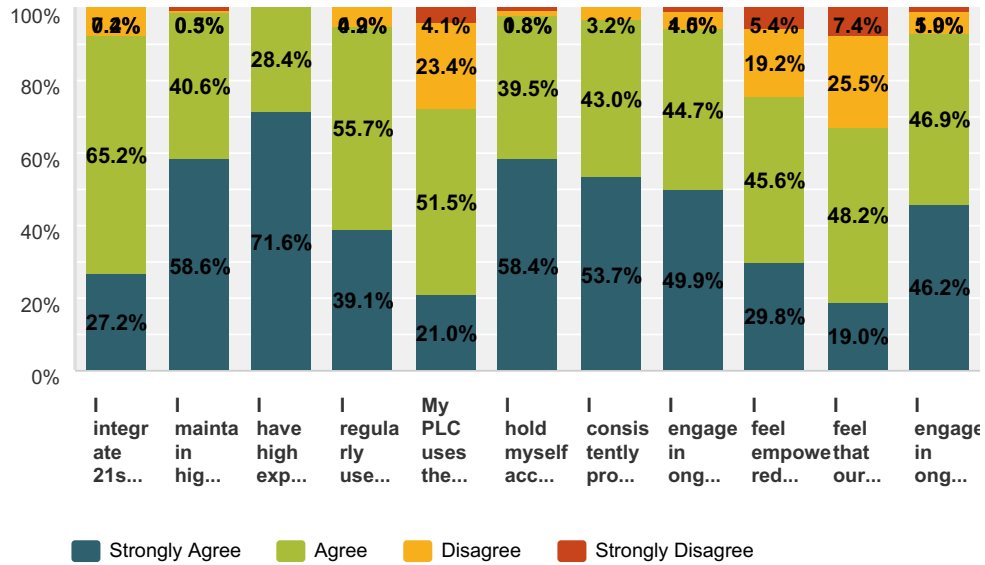


	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	42.7% 198	41.8% 194	11.6% 54	3.9% 18	464	3.23

2014 ISD 194 Staff Satisfaction Survey

Q6 Please reflect and rate yourself on each of the following:

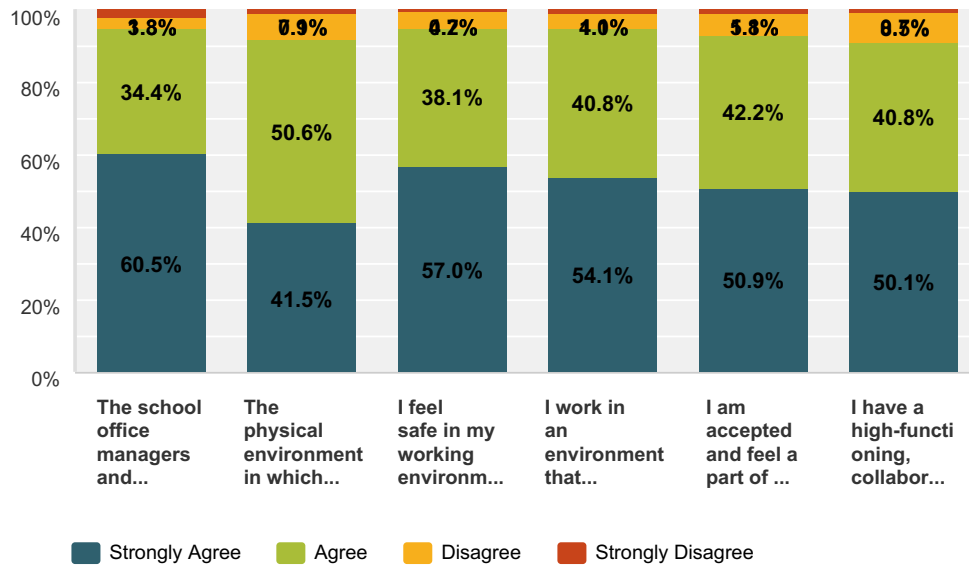
Answered: 453 Skipped: 83



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I integrate 21st Century Skills into my instruction/job (creativity, innovation, critical thinking, information and technology literacy, communication, and collaboration).	27.2% 111	65.2% 266	7.4% 30	0.2% 1	408	3.19
I maintain high expectations for achievement for all my students.	58.6% 224	40.6% 155	0.5% 2	0.3% 1	382	3.58
I have high expectations for myself.	71.6% 318	28.4% 126	0.0% 0	0.0% 0	444	3.72
I regularly use data to make informed decisions and improve my professional practice.	39.1% 160	55.7% 228	4.9% 20	0.2% 1	409	3.34
My PLC uses the Teaching and Learning Progression to guide our weekly meetings.	21.0% 62	51.5% 152	23.4% 69	4.1% 12	295	2.89
I hold myself accountable for eliminating racial achievement disparities to ensure the academic success of all learners.	58.4% 229	39.5% 155	1.8% 7	0.3% 1	392	3.56
I consistently provide interventions for struggling students.	53.7% 201	43.0% 161	3.2% 12	0.0% 0	374	3.51
I engage in ongoing professional development.	49.9% 201	44.7% 180	4.5% 18	1.0% 4	403	3.43
I feel empowered to take professional risks to improve my school/program.	29.8% 121	45.6% 185	19.2% 78	5.4% 22	406	3.00
I feel that our Professional Learning Community (PLC) work has helped my professional growth.	19.0% 62	48.2% 157	25.5% 83	7.4% 24	326	2.79
I engage in ongoing, collaborative work with my colleagues to ensure student learning.	46.2% 180	46.9% 183	5.9% 23	1.0% 4	390	3.38

Q7 Please rate your level of satisfaction with each of the following:

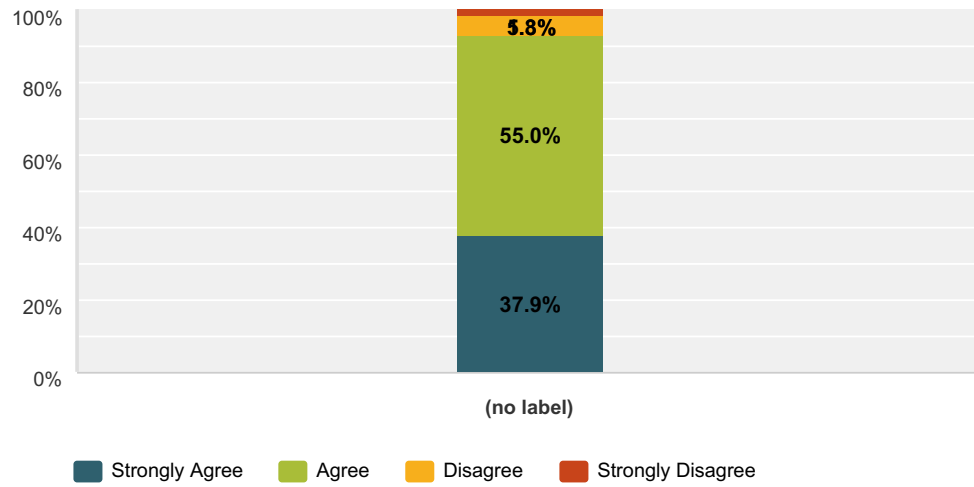
Answered: 452 Skipped: 84



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The school office managers and department staff provide high levels of customer service, ensuring an inclusive, welcoming culture and climate for all students, families, and community members.	60.5% 273	34.4% 155	3.3% 15	1.8% 8	451	3.54
The physical environment in which I work is suitable for my job duties.	41.5% 187	50.6% 228	7.1% 32	0.9% 4	451	3.33
I feel safe in my working environment.	57.0% 257	38.1% 172	4.2% 19	0.7% 3	451	3.51
I work in an environment that respects diversity and is discrimination-free.	54.1% 244	40.8% 184	4.0% 18	1.1% 5	451	3.48
I am accepted and feel a part of the school/program community.	50.9% 227	42.2% 188	5.8% 26	1.1% 5	446	3.43
I have a high-functioning, collaborative working relationship with my colleagues.	50.1% 225	40.8% 183	8.5% 38	0.7% 3	449	3.40

Q8 Overall, I am satisfied with my work environment.

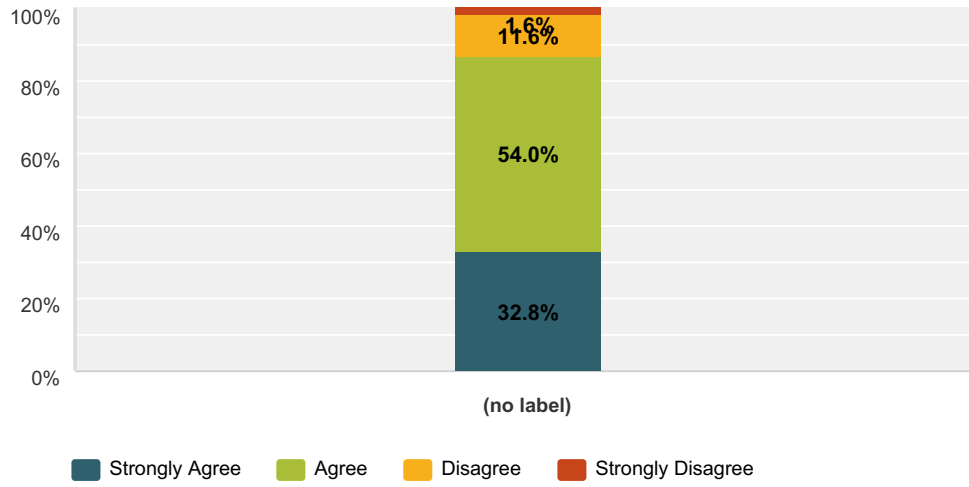
Answered: 451 Skipped: 85



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	37.9% 171	55.0% 248	5.8% 26	1.3% 6	451	3.29

Q9 Overall, I am satisfied with my job.

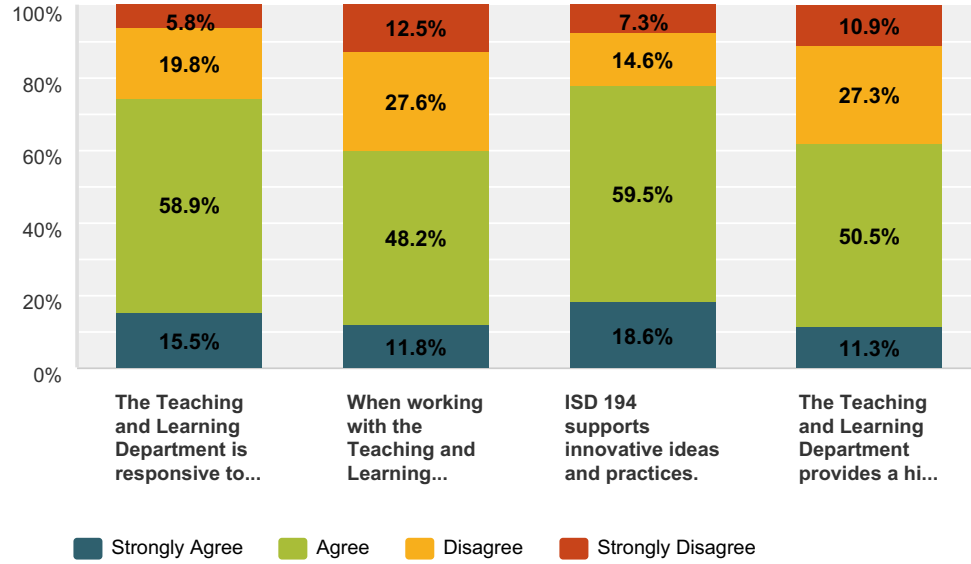
Answered: 448 Skipped: 88



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	32.8% 147	54.0% 242	11.6% 52	1.6% 7	448	3.18

Q10 Please answer the following questions about the Teaching and Learning Department.

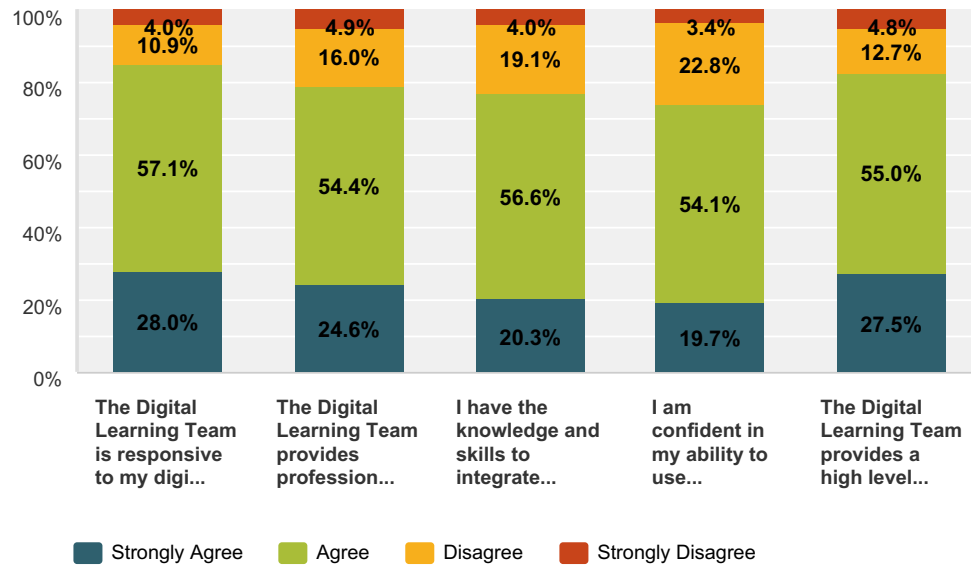
Answered: 429 Skipped: 107



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Teaching and Learning Department is responsive to my communications in a timely manner.	15.5% 40	58.9% 152	19.8% 51	5.8% 15	258	2.84
When working with the Teaching and Learning Department, they keep me informed about trends, research and standards in curriculum, assessment, and instruction related to my subject area/grade level.	11.8% 32	48.2% 131	27.6% 75	12.5% 34	272	2.59
ISD 194 supports innovative ideas and practices.	18.6% 69	59.5% 220	14.6% 54	7.3% 27	370	2.89
The Teaching and Learning Department provides a high level of customer service that meets the needs of employees.	11.3% 33	50.5% 148	27.3% 80	10.9% 32	293	2.62

Q11 Please answer the following questions about the Digital Learning Team.

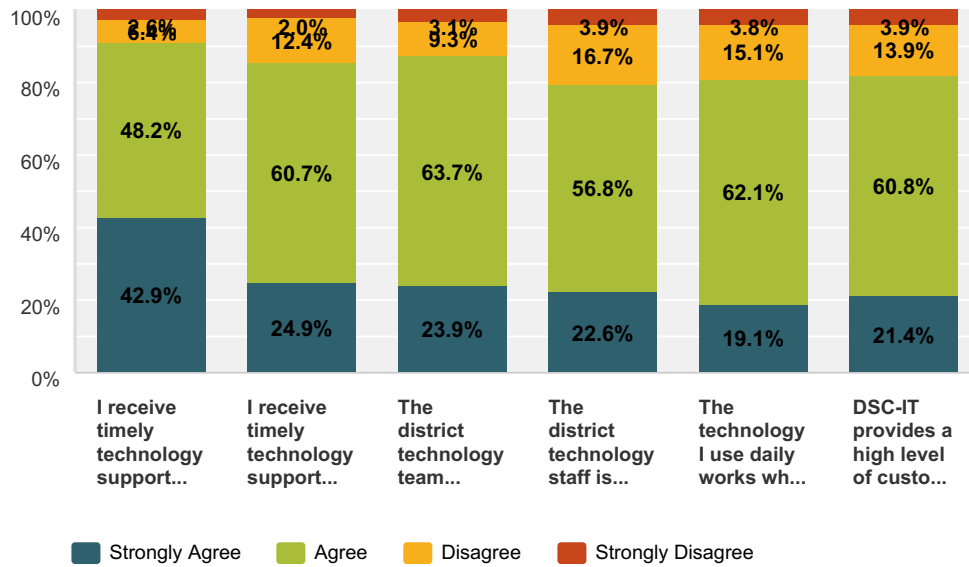
Answered: 430 Skipped: 106



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Digital Learning Team is responsive to my digital learning needs.	28.0% 92	57.1% 188	10.9% 36	4.0% 13	329	3.09
The Digital Learning Team provides professional development opportunities that meet my needs.	24.6% 86	54.4% 190	16.0% 56	4.9% 17	349	2.99
I have the knowledge and skills to integrate technology into instruction to improve learning.	20.3% 71	56.6% 198	19.1% 67	4.0% 14	350	2.93
I am confident in my ability to use technology to engage students in learning.	19.7% 69	54.1% 190	22.8% 80	3.4% 12	351	2.90
The Digital Learning Team provides a high level of customer service that meets the needs of employees.	27.5% 91	55.0% 182	12.7% 42	4.8% 16	331	3.05

Q12 Please answer the following questions about DSC-IT (Technology Support).

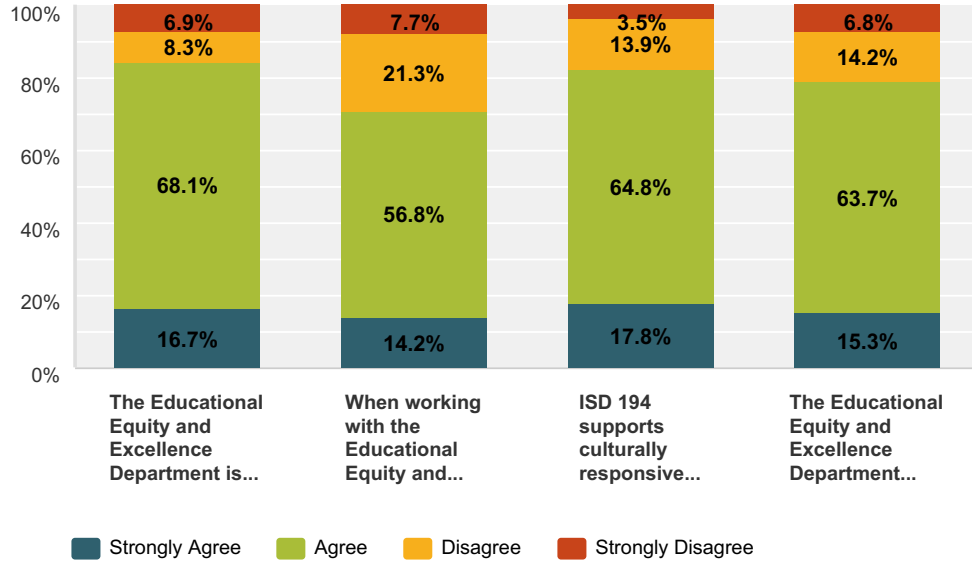
Answered: 430 Skipped: 106



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I receive timely technology support from my building technology staff.	42.9% 168	48.2% 189	6.4% 25	2.6% 10	392	3.31
I receive timely technology support from district technology staff.	24.9% 86	60.7% 210	12.4% 43	2.0% 7	346	3.08
The district technology team supports me in accomplishing my goals.	23.9% 77	63.7% 205	9.3% 30	3.1% 10	322	3.08
The district technology staff is easily accessible when I have technology issues.	22.6% 76	56.8% 191	16.7% 56	3.9% 13	336	2.98
The technology I use daily works when I need it.	19.1% 76	62.1% 247	15.1% 60	3.8% 15	398	2.96
DSC-IT provides a high level of customer service that meets the needs of employees.	21.4% 71	60.8% 202	13.9% 46	3.9% 13	332	3.00

Q13 Please answer the following questions about the Educational Equity and Excellence Department.

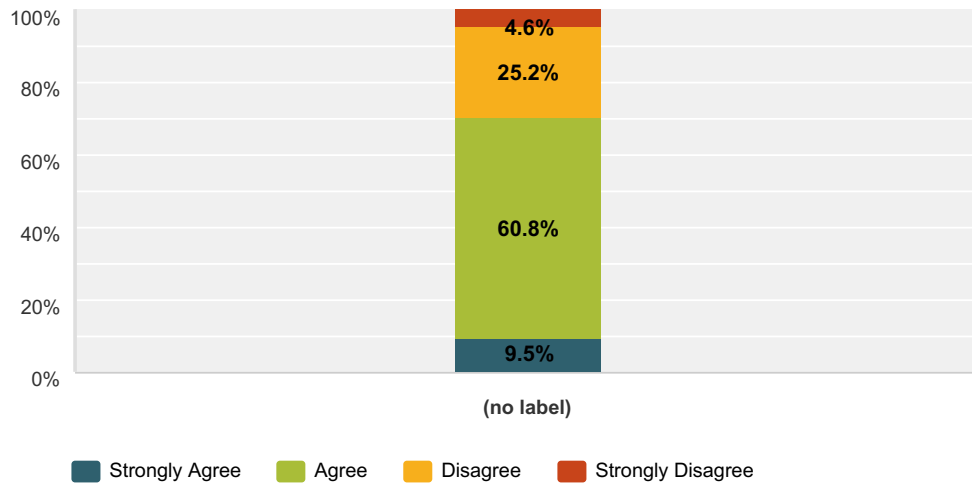
Answered: 425 Skipped: 111



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Educational Equity and Excellence Department is responsive to my communications in a timely manner.	16.7% 24	68.1% 98	8.3% 12	6.9% 10	144	2.94
When working with the Educational Equity and Excellence Department, they keep me informed about trends, research and best practices in culturally responsive teaching.	14.2% 24	56.8% 96	21.3% 36	7.7% 13	169	2.78
ISD 194 supports culturally responsive practices that support the learning needs of ALL students.	17.8% 51	64.8% 186	13.9% 40	3.5% 10	287	2.97
The Educational Equity and Excellence Department provides a high level of customer service that meets the needs of employees.	15.3% 29	63.7% 121	14.2% 27	6.8% 13	190	2.87

Q14 Overall, I am satisfied with the Teaching and Learning Department.

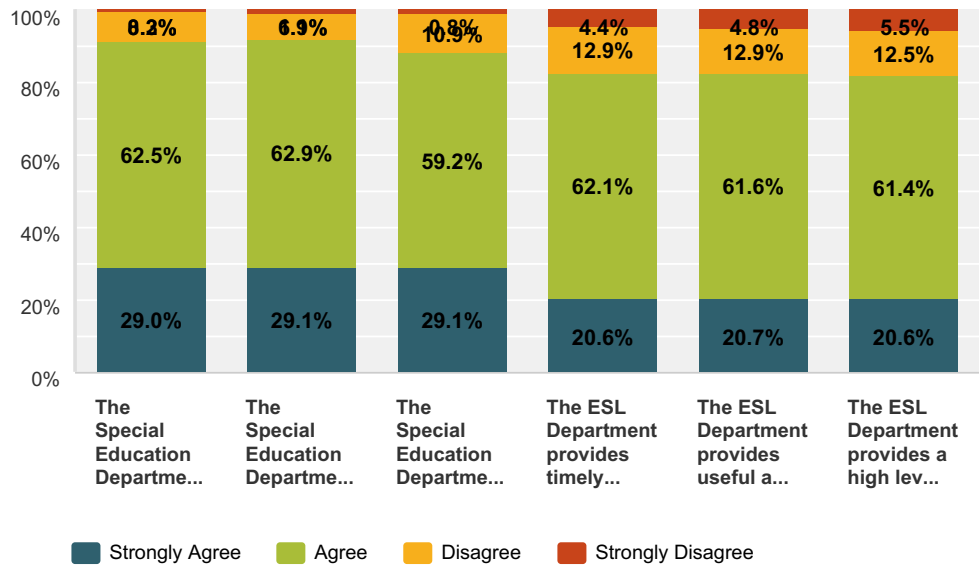
Answered: 409 Skipped: 127



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	9.5% 29	60.8% 186	25.2% 77	4.6% 14	306	2.75

Q15 Please answer the following questions about Student Services.

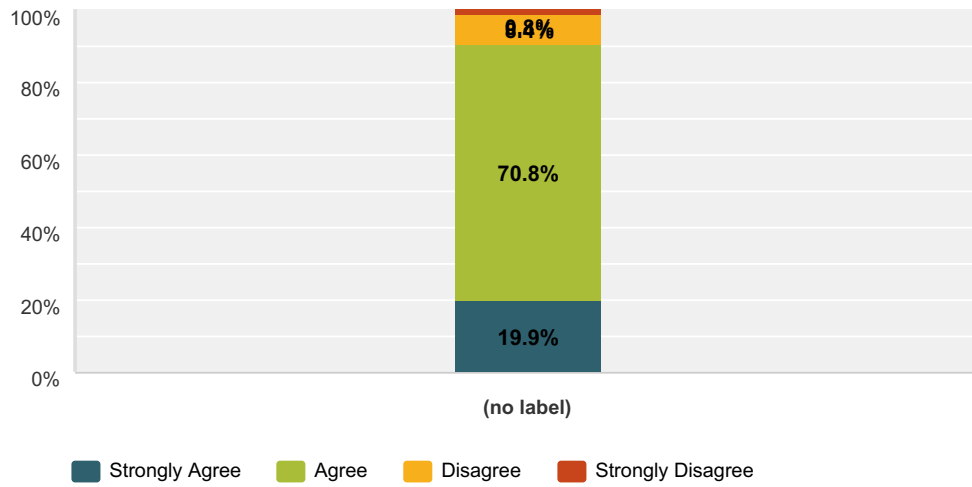
Answered: 426 Skipped: 110



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Special Education Department provides timely support.	29.0% 106	62.5% 228	8.2% 30	0.3% 1	365	3.20
The Special Education Department provides useful and accurate information.	29.1% 105	62.9% 227	6.9% 25	1.1% 4	361	3.20
The Special Education Department provides a high level of customer service that meets the needs of employees.	29.1% 104	59.2% 212	10.9% 39	0.8% 3	358	3.16
The ESL Department provides timely support.	20.6% 56	62.1% 169	12.9% 35	4.4% 12	272	2.99
The ESL Department provides useful and accurate information.	20.7% 56	61.6% 167	12.9% 35	4.8% 13	271	2.98
The ESL Department provides a high level of customer service that meets the needs of employees.	20.6% 56	61.4% 167	12.5% 34	5.5% 15	272	2.97

Q16 Overall, I am satisfied with the Student Services Department.

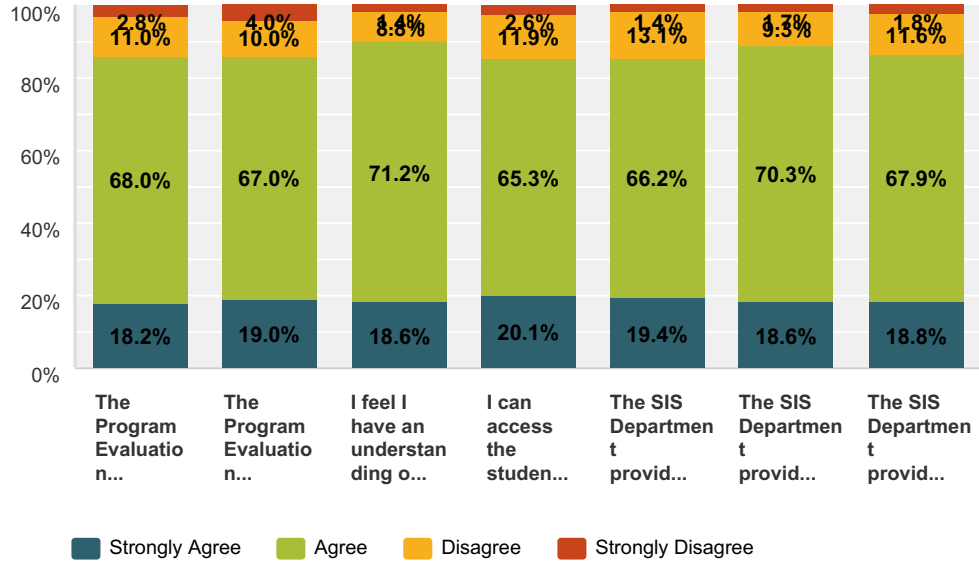
Answered: 414 Skipped: 122



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	19.9% 71	70.8% 252	8.4% 30	0.8% 3	356	3.10

Q17 Please answer the following questions about the Program Evaluation and SIS Departments.

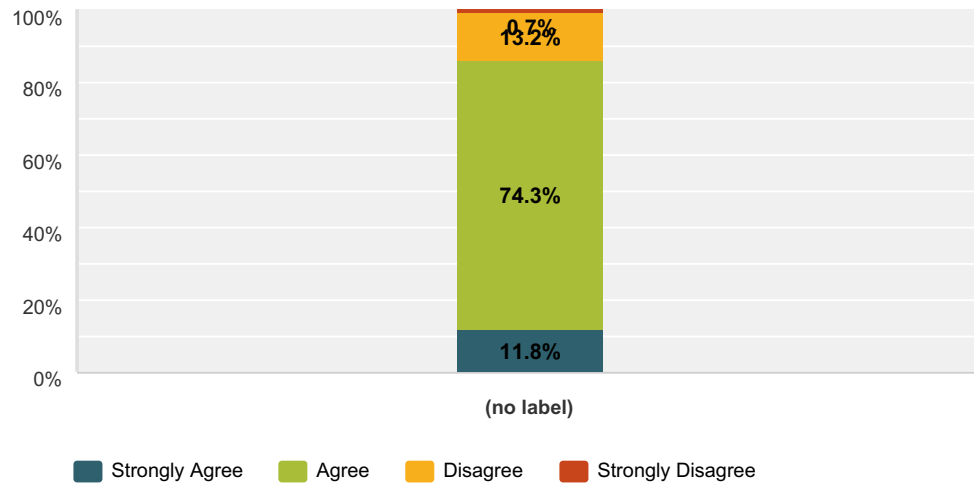
Answered: 420 Skipped: 116



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Program Evaluation Department provides timely support.	18.2% 33	68.0% 123	11.0% 20	2.8% 5	181	3.02
The Program Evaluation Department provides useful and accurate information.	19.0% 38	67.0% 134	10.0% 20	4.0% 8	200	3.01
I feel I have an understanding of students' academic performance in our district.	18.6% 53	71.2% 203	8.8% 25	1.4% 4	285	3.07
I can access the student information/data necessary to inform my instruction or job.	20.1% 61	65.3% 198	11.9% 36	2.6% 8	303	3.03
The SIS Department provides helpful, timely support.	19.4% 43	66.2% 147	13.1% 29	1.4% 3	222	3.04
The SIS Department provides useful and accurate information.	18.6% 44	70.3% 166	9.3% 22	1.7% 4	236	3.06
The SIS Department provides a high level of customer service that meets the needs of employees.	18.8% 42	67.9% 152	11.6% 26	1.8% 4	224	3.04

Q18 Overall, I am satisfied with the Program Evaluation and SIS Departments.

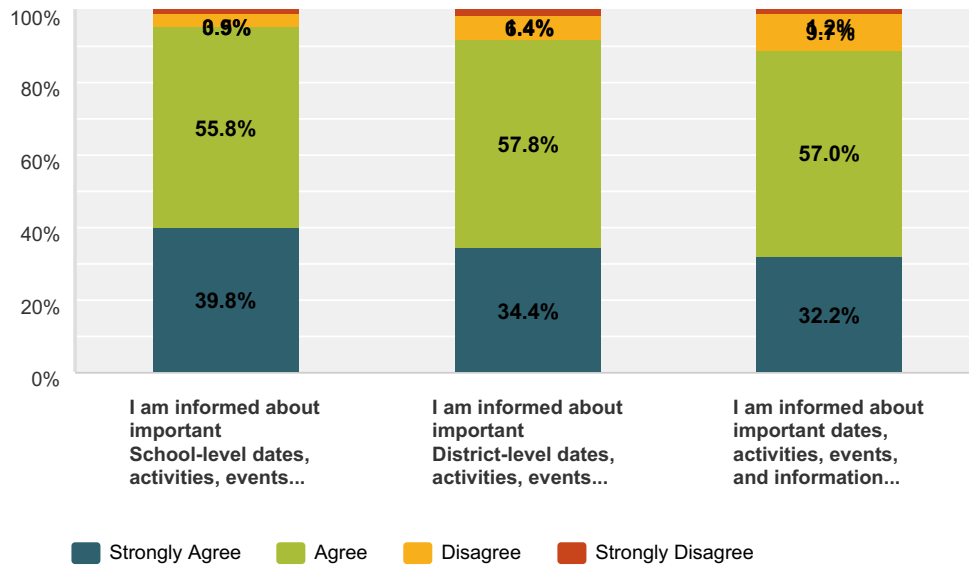
Answered: 414 Skipped: 122



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	11.8% 33	74.3% 208	13.2% 37	0.7% 2	280	2.97

Q19 Please answer the following questions about District Communication.

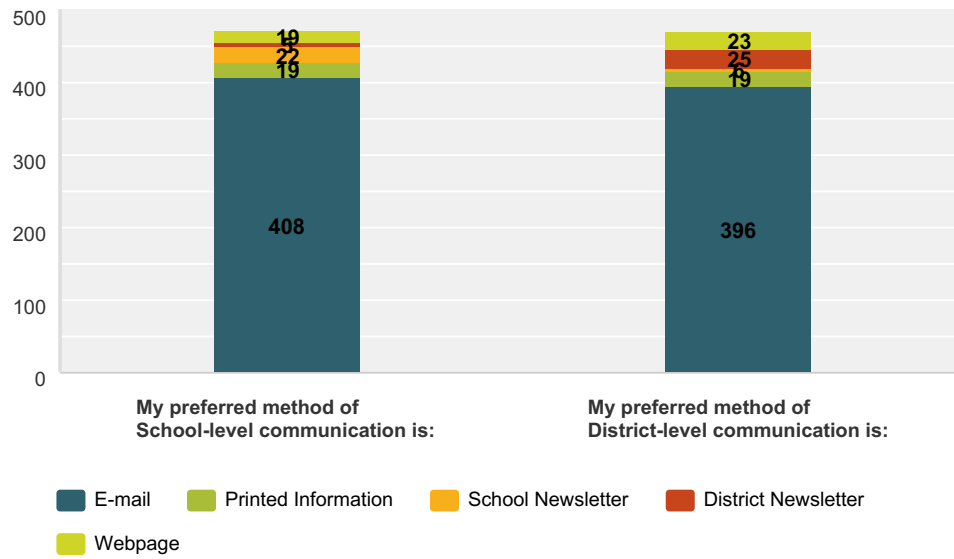
Answered: 425 Skipped: 111



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I am informed about important School-level dates, activities, events, and information.	39.8% 169	55.8% 237	3.5% 15	0.9% 4	425	3.34
I am informed about important District-level dates, activities, events, and information.	34.4% 146	57.8% 245	6.4% 27	1.4% 6	424	3.25
I am informed about important dates, activities, events, and information associated with the Board of Education.	32.2% 136	57.0% 241	9.7% 41	1.2% 5	423	3.20

Q20 Please indicate your preferred methods of communication.

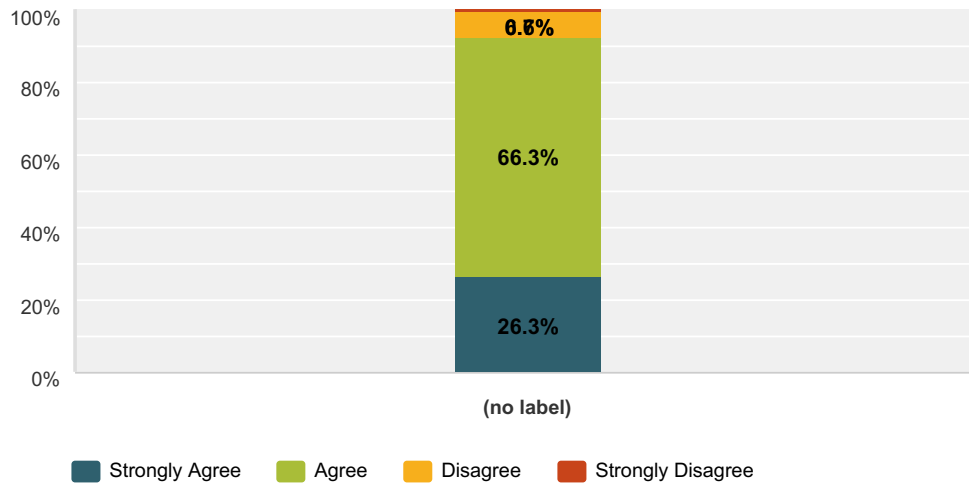
Answered: 423 Skipped: 113



	E-mail	Printed Information	School Newsletter	District Newsletter	Webpage	Total Respondents
My preferred method of School-level communication is:	96.5% 408	4.5% 19	5.2% 22	1.2% 5	4.5% 19	423
My preferred method of District-level communication is:	94.7% 396	4.5% 19	1.4% 6	6.0% 25	5.5% 23	418

Q21 Overall, I am satisfied with the Communications Department.

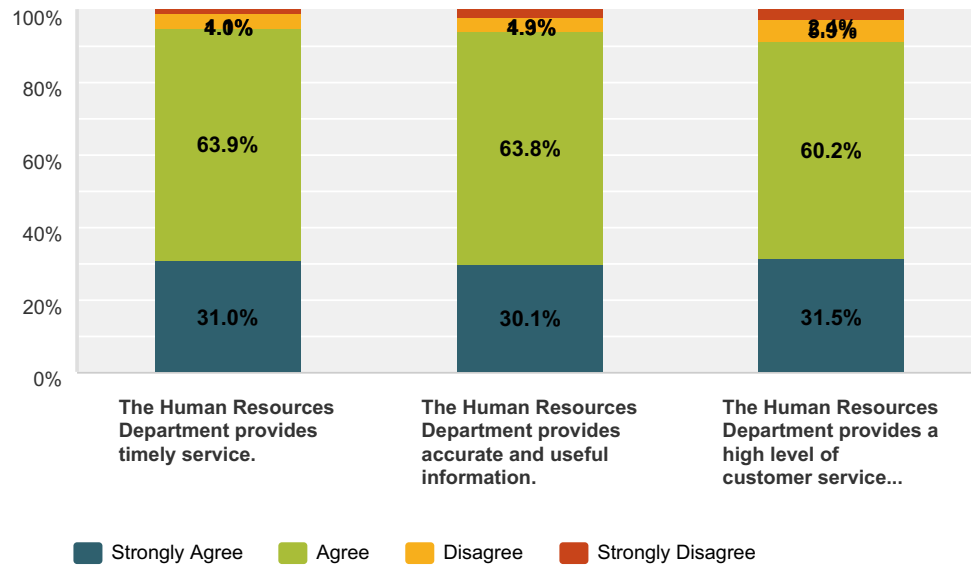
Answered: 415 Skipped: 121



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	26.3% 108	66.3% 272	6.6% 27	0.7% 3	410	3.18

Q22 Please rate your level of satisfaction with each of the following:

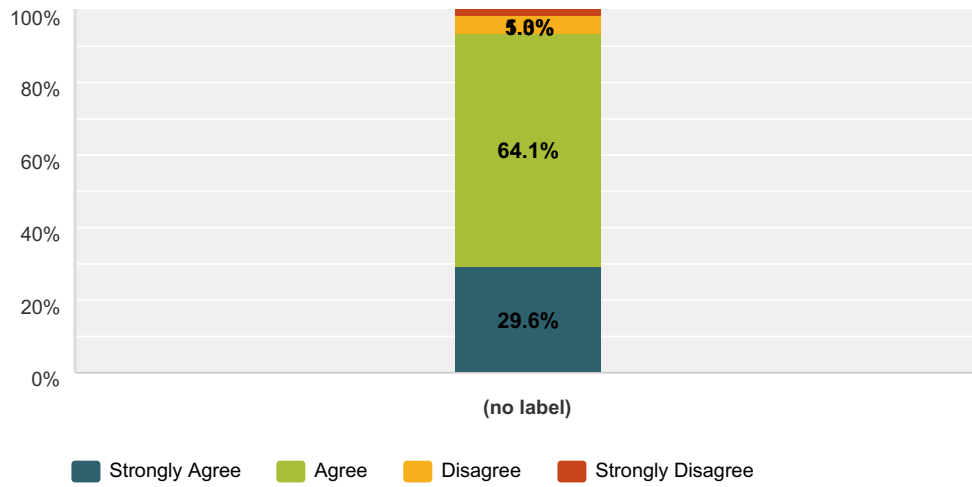
Answered: 422 Skipped: 114



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Human Resources Department provides timely service.	31.0% 117	63.9% 241	4.0% 15	1.1% 4	377	3.25
The Human Resources Department provides accurate and useful information.	30.1% 113	63.8% 240	4.3% 16	1.9% 7	376	3.22
The Human Resources Department provides a high level of customer service which meets the needs of employees.	31.5% 117	60.2% 224	5.9% 22	2.4% 9	372	3.21

Q23 Overall, I am satisfied with the Human Resources Department.

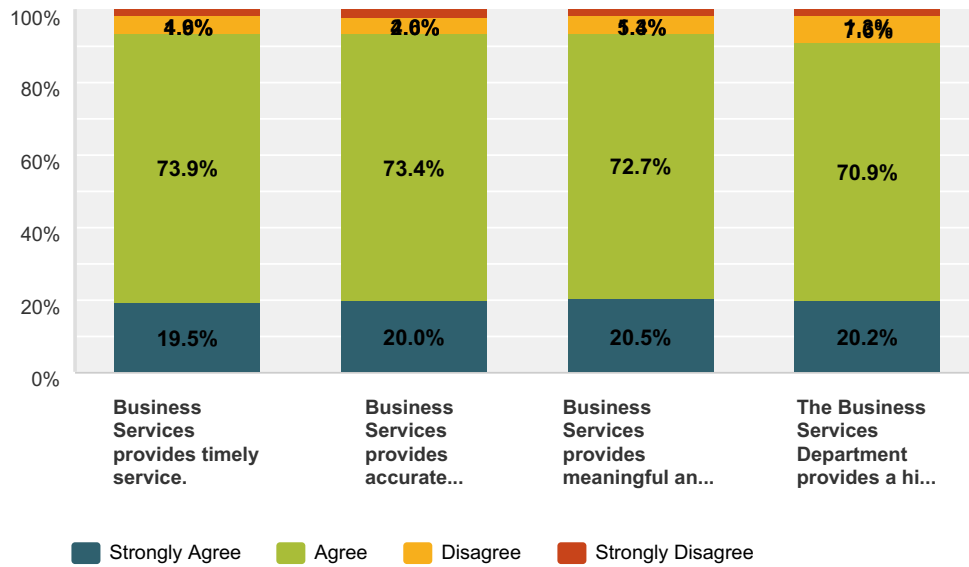
Answered: 418 Skipped: 118



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	29.6% 113	64.1% 245	5.0% 19	1.3% 5	382	3.22

Q24 Please rate your level of satisfaction with each of the following:

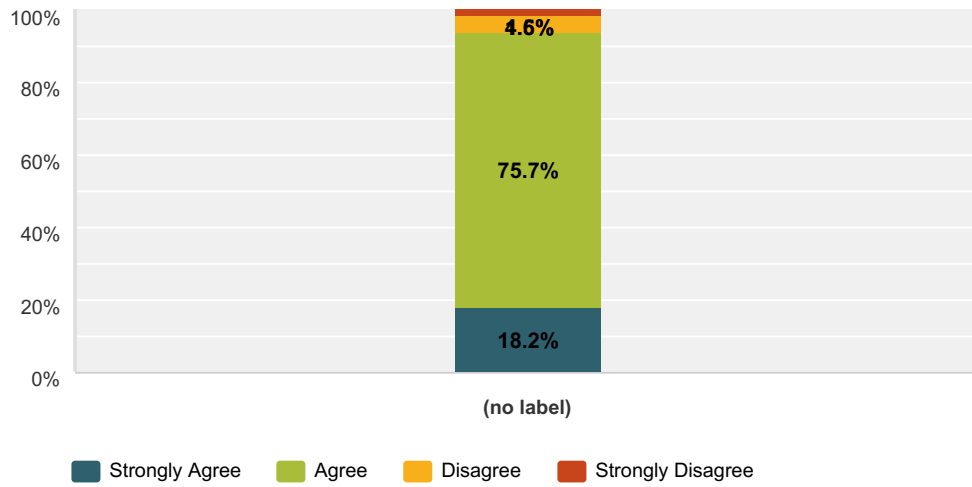
Answered: 421 Skipped: 115



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
Business Services provides timely service.	19.5% 60	73.9% 227	4.9% 15	1.6% 5	307	3.11
Business Services provides accurate information.	20.0% 61	73.4% 224	4.6% 14	2.0% 6	305	3.11
Business Services provides meaningful and useful information.	20.5% 61	72.7% 216	5.4% 16	1.3% 4	297	3.12
The Business Services Department provides a high level of customer service that meets the needs of employees.	20.2% 61	70.9% 214	7.6% 23	1.3% 4	302	3.10

Q25 Overall, I am satisfied with the Business Services Department.

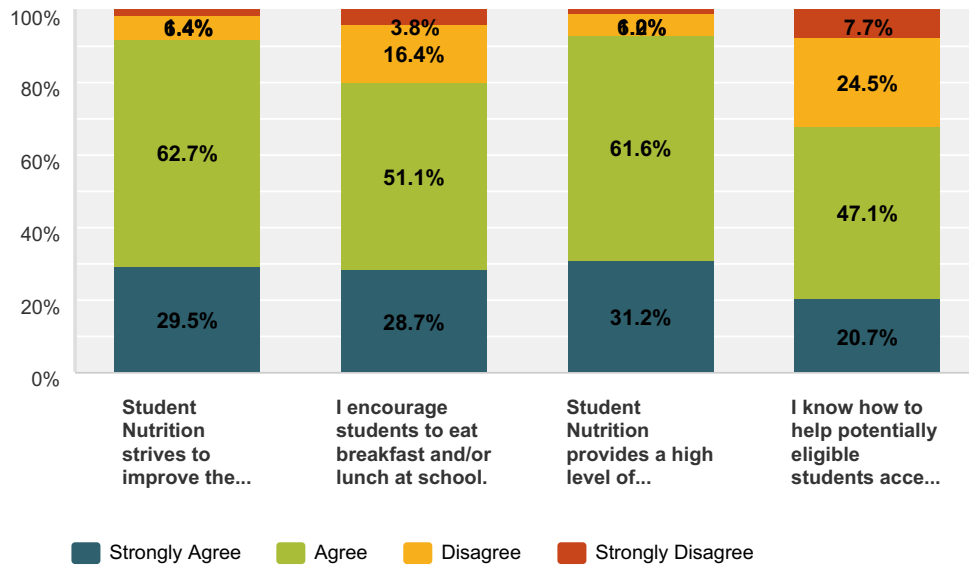
Answered: 416 Skipped: 120



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	18.2% 57	75.7% 237	4.5% 14	1.6% 5	313	3.11

Q26 Please answer the following questions about Student Nutrition (Food Service):

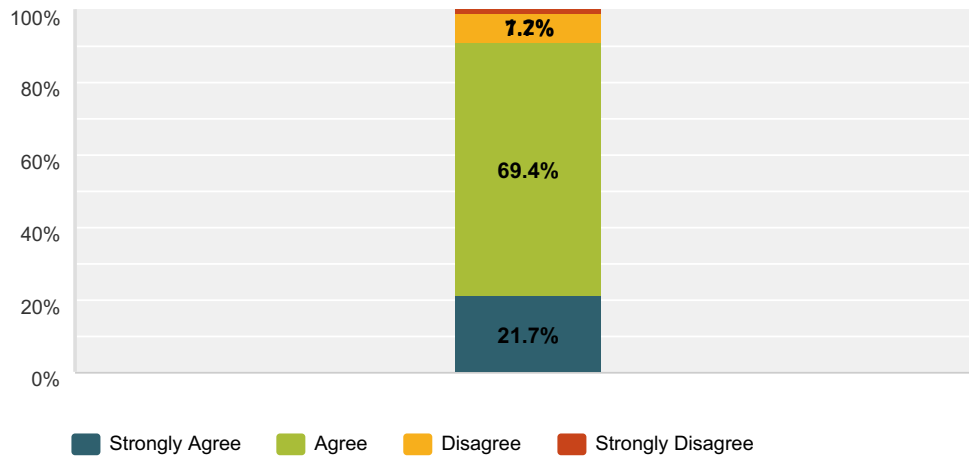
Answered: 423 Skipped: 113



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
Student Nutrition strives to improve the nutritional value of food served.	29.5% 102	62.7% 217	6.4% 22	1.4% 5	346	3.20
I encourage students to eat breakfast and/or lunch at school.	28.7% 91	51.1% 162	16.4% 52	3.8% 12	317	3.05
Student Nutrition provides a high level of customer service.	31.2% 104	61.6% 205	6.0% 20	1.2% 4	333	3.23
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	20.7% 67	47.1% 152	24.5% 79	7.7% 25	323	2.81

Q27 Overall, I am satisfied with the Student Nutrition Department (Food Service).

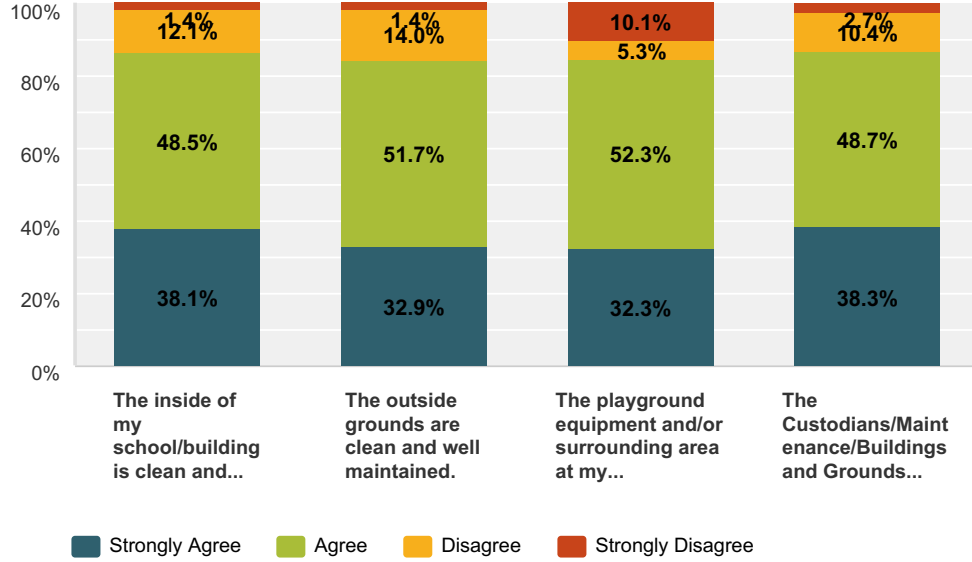
Answered: 405 Skipped: 131



Answer Choices	Responses	
Strongly Agree	21.7%	88
Agree	69.4%	281
Disagree	7.7%	31
Strongly Disagree	1.2%	5
Total		405

Q28 Please answer the following questions about Custodians/Maintenance/Buildings and Grounds:

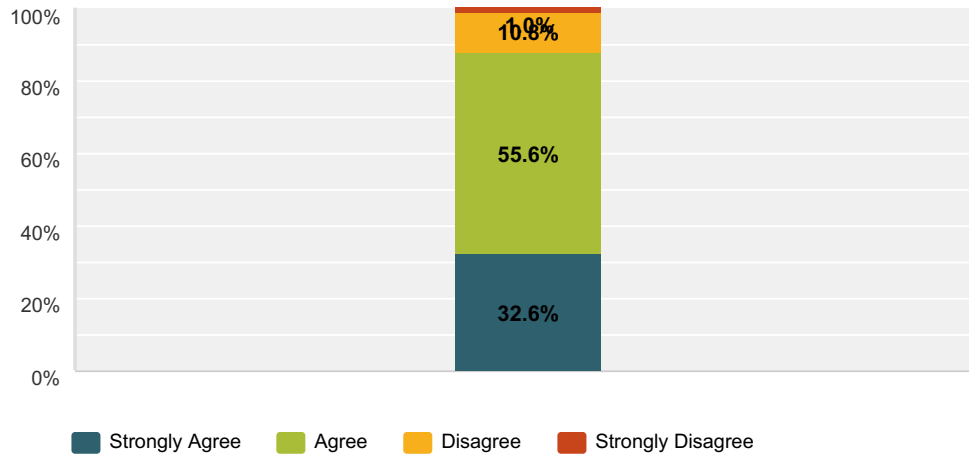
Answered: 424 Skipped: 112



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The inside of my school/building is clean and well maintained.	38.1% 161	48.5% 205	12.1% 51	1.4% 6	423	3.23
The outside grounds are clean and well maintained.	32.9% 138	51.7% 217	14.0% 59	1.4% 6	420	3.16
The playground equipment and/or surrounding area at my school/building are safe.	32.3% 134	52.3% 217	5.3% 22	10.1% 42	415	3.07
The Custodians/Maintenance/Buildings and Grounds Department provides a high level of customer service that meets the needs of employees.	38.3% 159	48.7% 202	10.4% 43	2.7% 11	415	3.23

Q29 Overall, I am satisfied with the Custodial, Buildings, and Grounds Services.

Answered: 417 Skipped: 119

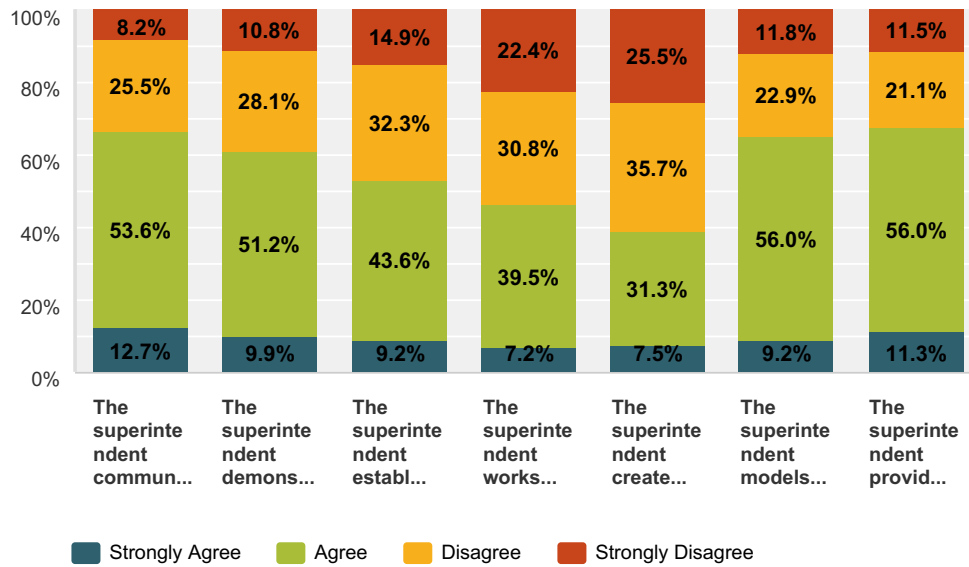


Answer Choices	Responses	
Strongly Agree	32.6%	136
Agree	55.6%	232
Disagree	10.8%	45
Strongly Disagree	1.0%	4
Total		417

2014 ISD 194 Staff Satisfaction Survey

Q30 Please answer the following questions about the Superintendent:

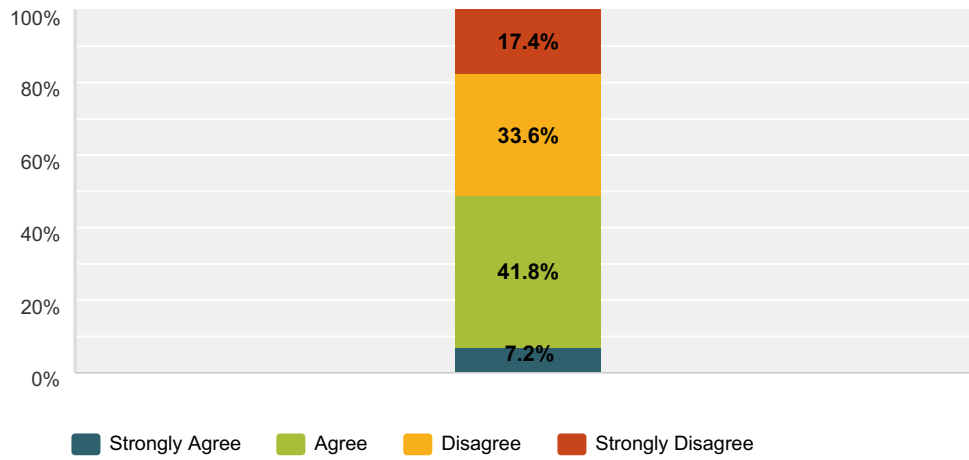
Answered: 419 Skipped: 117



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.	12.7% 53	53.6% 223	25.5% 106	8.2% 34	416	2.71
The superintendent demonstrates effective organizational skills to achieve school, community, and district goals.	9.9% 41	51.2% 213	28.1% 117	10.8% 45	416	2.60
The superintendent establishes and maintains effective channels of communication.	9.2% 38	43.6% 181	32.3% 134	14.9% 62	415	2.47
The superintendent works collaboratively with staff, families, and community members to promote and support the mission and goals of the district.	7.2% 30	39.5% 164	30.8% 128	22.4% 93	415	2.32
The superintendent creates an atmosphere of trust and mutual respect with staff and community.	7.5% 31	31.3% 129	35.7% 147	25.5% 105	412	2.21
The superintendent models professional, moral, and ethical standards as well as personal integrity in all interactions.	9.2% 38	56.0% 232	22.9% 95	11.8% 49	414	2.63
The superintendent provides service to the profession, the district, and the community.	11.3% 46	56.0% 228	21.1% 86	11.5% 47	407	2.67

Q31 Overall, I am satisfied with the Superintendent.

Answered: 414 Skipped: 122



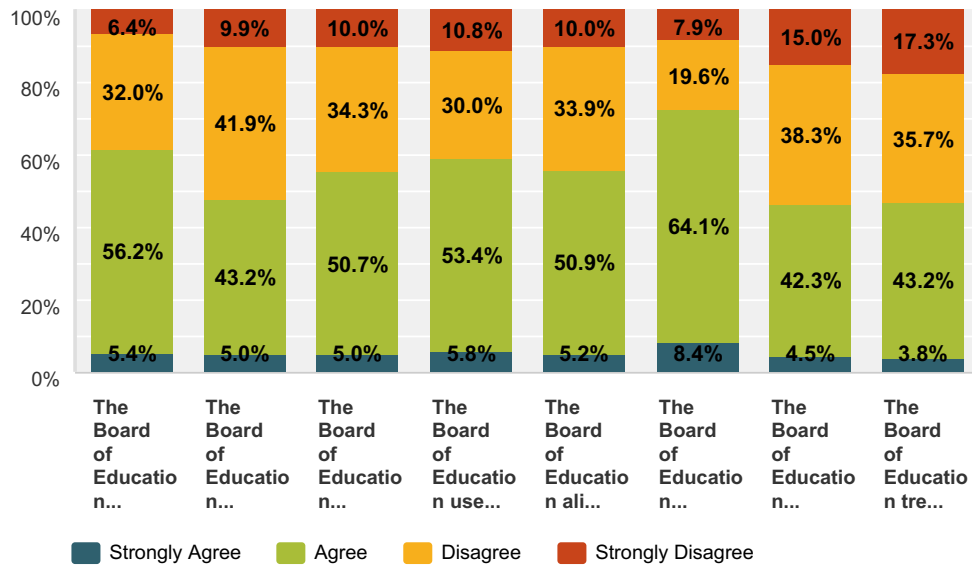
Answer Choices	Responses	
Strongly Agree	7.2%	30
Agree	41.8%	173
Disagree	33.6%	139
Strongly Disagree	17.4%	72
Total		414

Q32 Comments (optional)

Answered: 90 Skipped: 446

Q33 Please answer the following questions about the Board of Education:

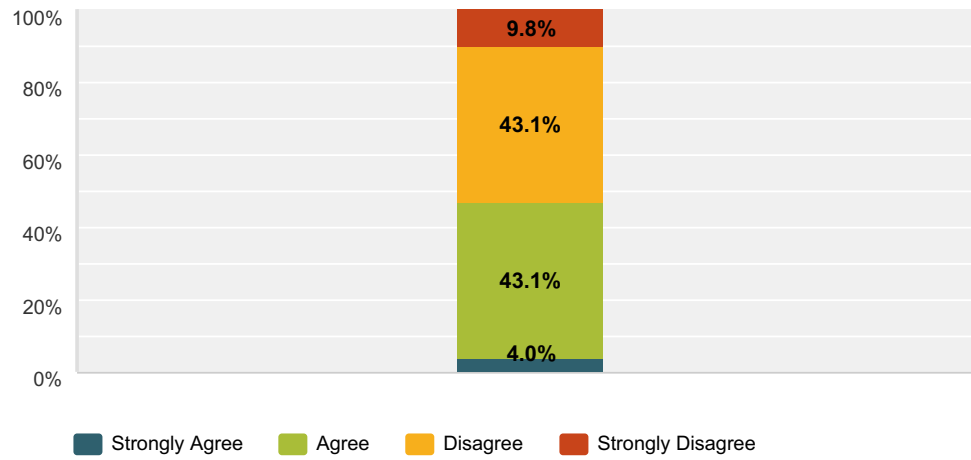
Answered: 406 Skipped: 130



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Board of Education provides the vision and mission necessary to meet the needs of students in our community.	5.4% 22	56.2% 228	32.0% 130	6.4% 26	406	2.61
The Board of Education fosters the support necessary for our schools to be successful.	5.0% 20	43.2% 174	41.9% 169	9.9% 40	403	2.43
The Board of Education develops policies and initiatives to support high quality programming and a competitive edge.	5.0% 20	50.7% 204	34.3% 138	10.0% 40	402	2.51
The Board of Education uses data and research to drive policy and improvement.	5.8% 23	53.4% 212	30.0% 119	10.8% 43	397	2.54
The Board of Education aligns the resources of the district to the goals they hope to achieve.	5.2% 21	50.9% 204	33.9% 136	10.0% 40	401	2.51
The Board of Education fosters a culture of high expectations for achievement for all students.	8.4% 34	64.1% 259	19.6% 79	7.9% 32	404	2.73
The Board of Education encourages community and staff collaboration in the direction of the school district.	4.5% 18	42.3% 169	38.3% 153	15.0% 60	400	2.36
The Board of Education treats all stakeholders with respect.	3.8% 15	43.2% 172	35.7% 142	17.3% 69	398	2.33

Q34 Overall, I am satisfied with the Board of Education.

Answered: 399 Skipped: 137



Answer Choices	Responses	
Strongly Agree	4.0%	16
Agree	43.1%	172
Disagree	43.1%	172
Strongly Disagree	9.8%	39
Total		399

Q35 Comments (optional)

Answered: 78 Skipped: 458