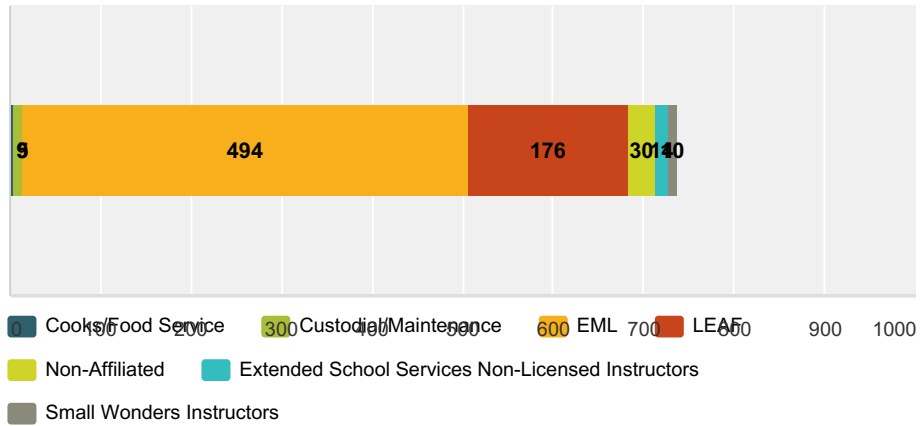


2015 ISD 194 Staff Satisfaction Survey

Q1 I am a member of:

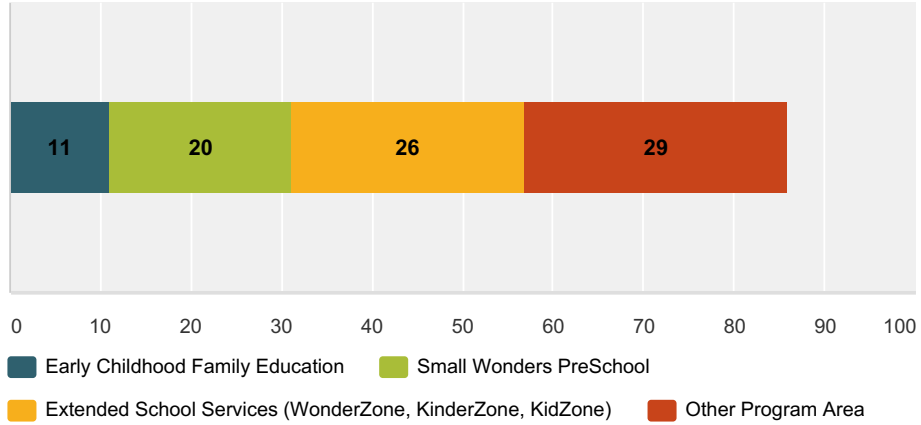
Answered: 738 Skipped: 0



Answer Choices	Responses
Cooks/Food Service	0.7% 5
Custodial/Maintenance	1.2% 9
EML	66.9% 494
LEAF	23.8% 176
Non-Affiliated	4.1% 30
Extended School Services Non-Licensed Instructors	1.9% 14
Small Wonders Instructors	1.4% 10
Total Respondents: 738	

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

Answered: 83 Skipped: 655

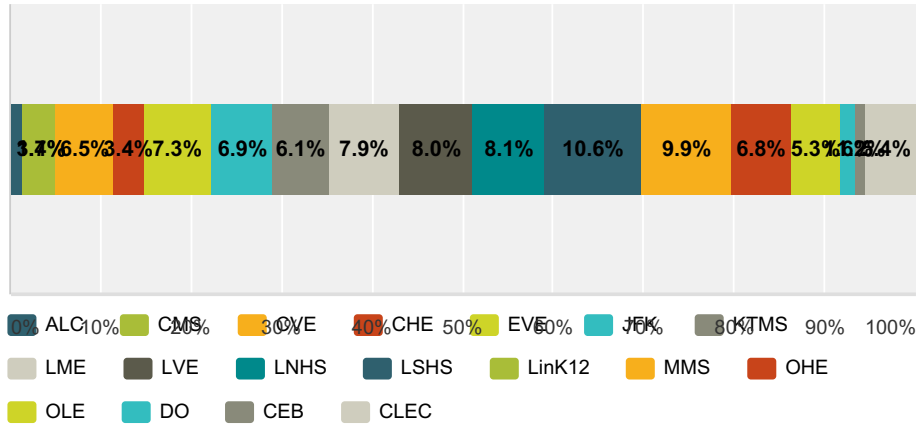


Answer Choices	Responses	
Early Childhood Family Education	13.3%	11
Small Wonders PreSchool	24.1%	20
Extended School Services (WonderZone, KinderZone, KidZone)	31.3%	26
Other Program Area	34.9%	29
Total Respondents: 83		

2015 ISD 194 Staff Satisfaction Survey

Q3 I work at: (Please indicate primary location)

Answered: 738 Skipped: 0

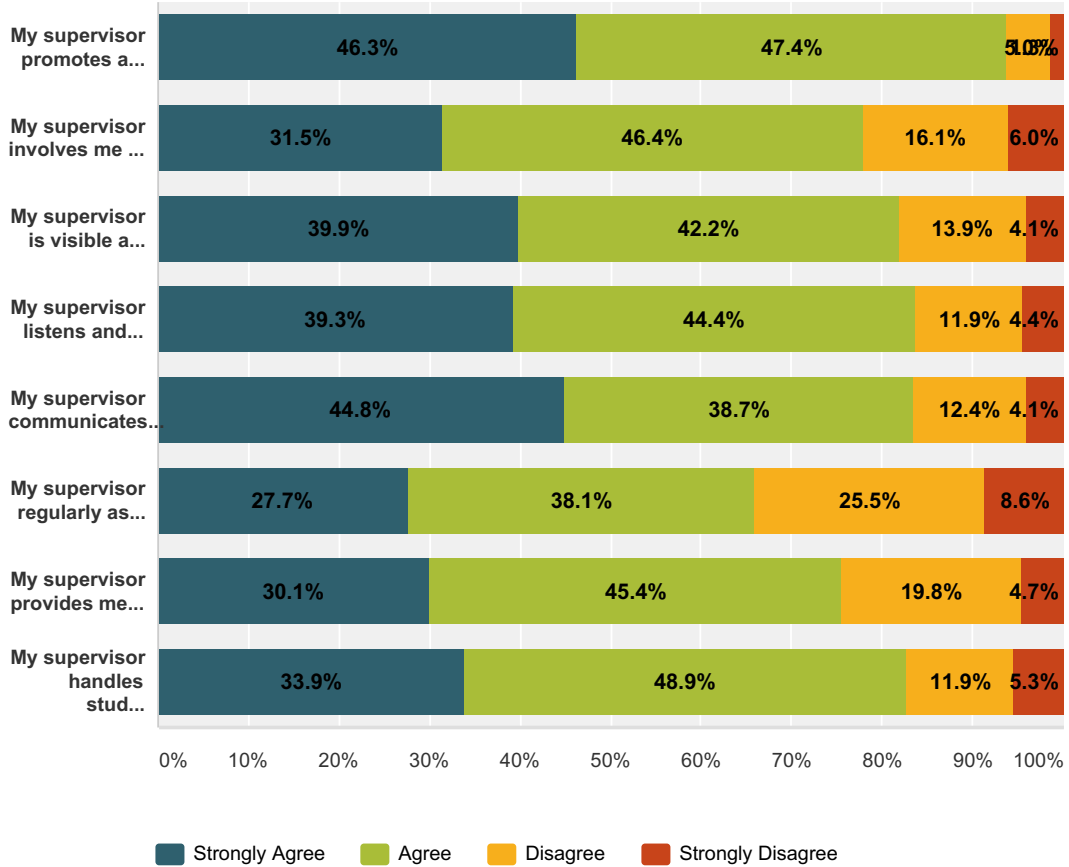


Answer Choices	Responses
ALC	1.4% 10
CMS	3.7% 27
CVE	6.5% 48
CHE	3.4% 25
EVE	7.3% 54
JFK	6.9% 51
KTMS	6.1% 45
LME	7.9% 58
LVE	8.0% 59
LNHS	8.1% 60
LSHS	10.6% 78
LinK12	0.0% 0
MMS	9.9% 73
OHE	6.8% 50
OLE	5.3% 39
DO	1.6% 12
CEB	1.2% 9
CLEC	5.4% 40
Total	738

2015 ISD 194 Staff Satisfaction Survey

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

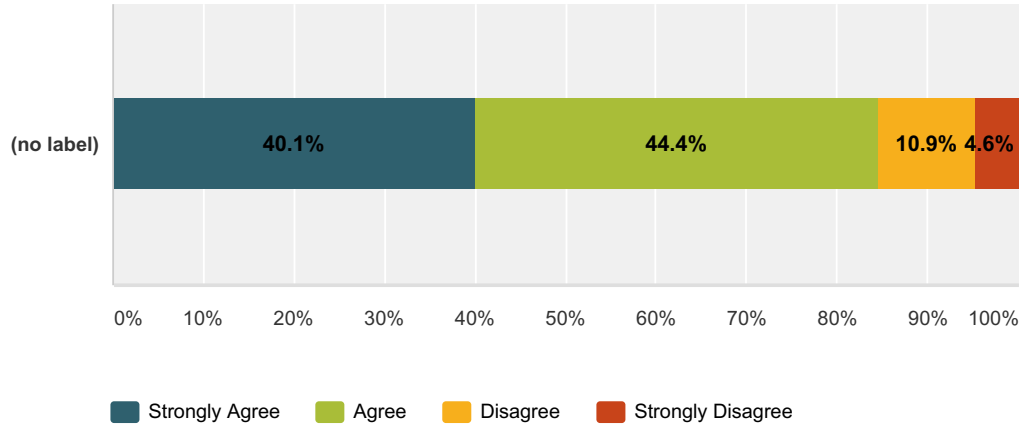
Answered: 688 Skipped: 50



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
My supervisor promotes a district-aligned mission, vision, and strategic plan.	46.3% 316	47.4% 324	5.0% 34	1.3% 9	683	3.39
My supervisor involves me in decisions that impact my job.	31.5% 216	46.4% 318	16.1% 110	6.0% 41	685	3.04
My supervisor is visible and accessible.	39.9% 273	42.2% 289	13.9% 95	4.1% 28	685	3.18
My supervisor listens and follows through when I express concerns.	39.3% 268	44.4% 303	11.9% 81	4.4% 30	682	3.19
My supervisor communicates in a professional and timely manner.	44.8% 307	38.7% 265	12.4% 85	4.1% 28	685	3.24
My supervisor regularly asks me what I need to be effective and successful in my job.	27.7% 190	38.1% 261	25.5% 175	8.6% 59	685	2.85
My supervisor provides me clear expectations of how I should measure the quality of my work.	30.1% 205	45.4% 309	19.8% 135	4.7% 32	681	3.01
My supervisor handles student disciplinary issues appropriately.	33.9% 228	48.9% 329	11.9% 80	5.3% 36	673	3.11

Q5 Overall, I am satisfied with my supervisor.

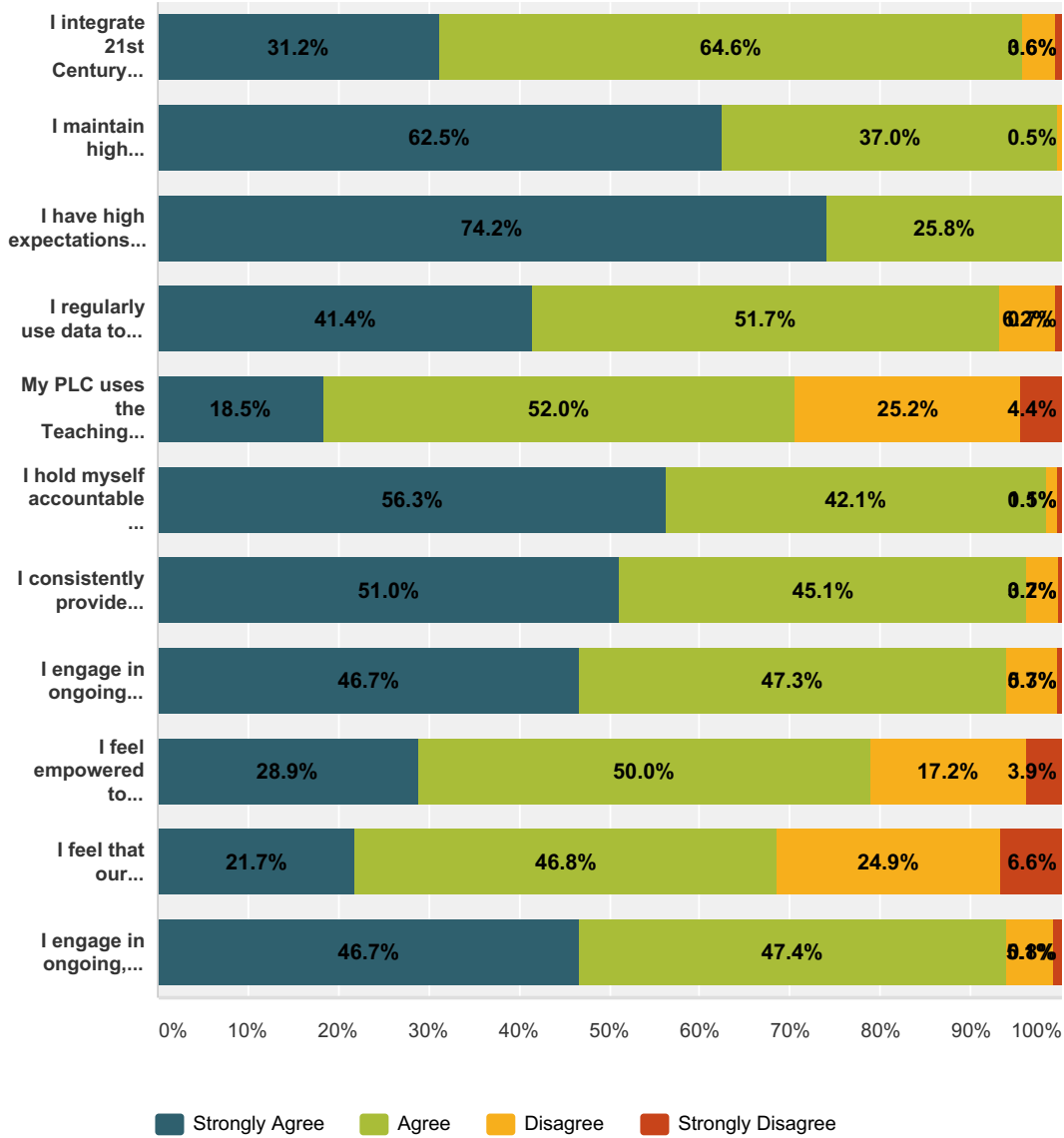
Answered: 678 Skipped: 60



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	40.1% 272	44.4% 301	10.9% 74	4.6% 31	678	3.20

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

Answered: 678 Skipped: 60



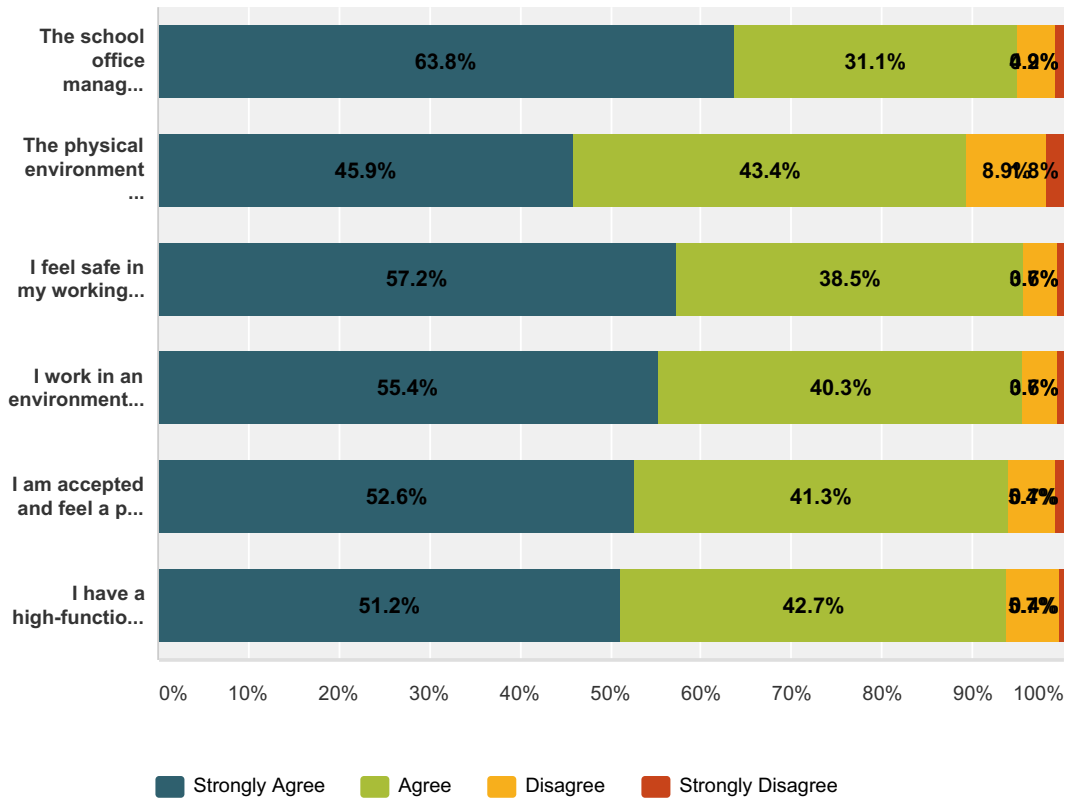
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I integrate 21st Century Skills into my instruction/job (creativity, innovation, critical thinking, information and technology literacy, communication, and collaboration).	31.2% 193	64.6% 399	3.6% 22	0.6% 4	618	3.26
I maintain high expectations for achievement for all my students.	62.5% 379	37.0% 224	0.5% 3	0.0% 0	606	3.62
I have high expectations for myself.	74.2% 500	25.8% 174	0.0% 0	0.0% 0	674	3.74
I regularly use data to make informed decisions and improve my professional practice.	41.4% 254	51.7% 317	6.2% 38	0.7% 4	613	3.34

2015 ISD 194 Staff Satisfaction Survey

My PLC uses the Teaching and Learning Progression to guide our weekly meetings.	18.5% 89	52.0% 250	25.2% 121	4.4% 21	481	2.85
I hold myself accountable for eliminating racial achievement disparities to ensure the academic success of all learners.	56.3% 345	42.1% 258	1.1% 7	0.5% 3	613	3.54
I consistently provide interventions for struggling students.	51.0% 304	45.1% 269	3.7% 22	0.2% 1	596	3.47
I engage in ongoing professional development.	46.7% 288	47.3% 292	5.7% 35	0.3% 2	617	3.40
I feel empowered to take professional risks to improve my school/program.	28.9% 178	50.0% 308	17.2% 106	3.9% 24	616	3.04
I feel that our Professional Learning Community (PLC) work has helped my professional growth.	21.7% 112	46.8% 241	24.9% 128	6.6% 34	515	2.84
I engage in ongoing, collaborative work with my colleagues to ensure student learning.	46.7% 282	47.4% 286	5.1% 31	0.8% 5	604	3.40

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

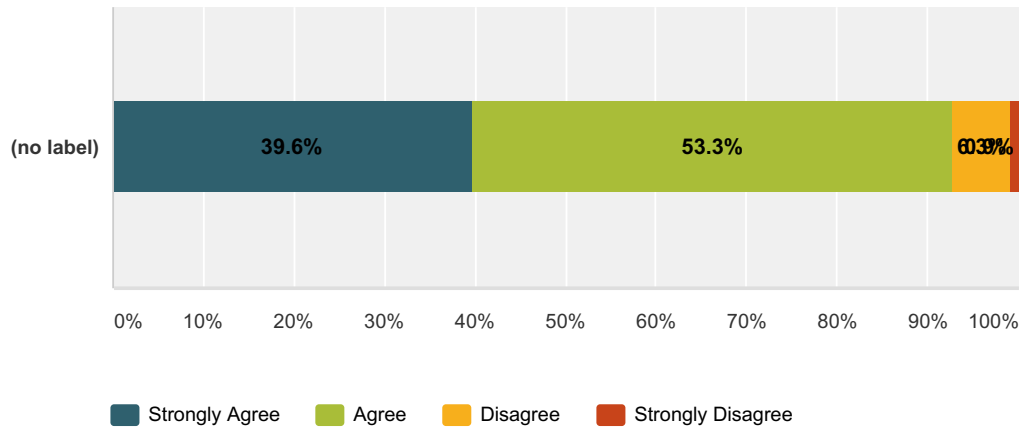
Answered: 673 Skipped: 65



	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.	63.8% 428	31.1% 209	4.2% 28	0.9% 6	671	3.58
The physical environment in which I work is suitable for my job duties.	45.9% 309	43.4% 292	8.9% 60	1.8% 12	673	3.33
I feel safe in my working environment.	57.2% 384	38.5% 258	3.7% 25	0.6% 4	671	3.52
I work in an environment that respects diversity and is discrimination-free.	55.4% 371	40.3% 270	3.7% 25	0.6% 4	670	3.50
I am accepted and feel a part of the school/program community.	52.6% 353	41.3% 277	5.4% 36	0.7% 5	671	3.46
I have a high-functioning, collaborative working relationship with my colleagues.	51.2% 343	42.7% 286	5.7% 38	0.4% 3	670	3.45

Q8 Overall, I am satisfied with my work environment.

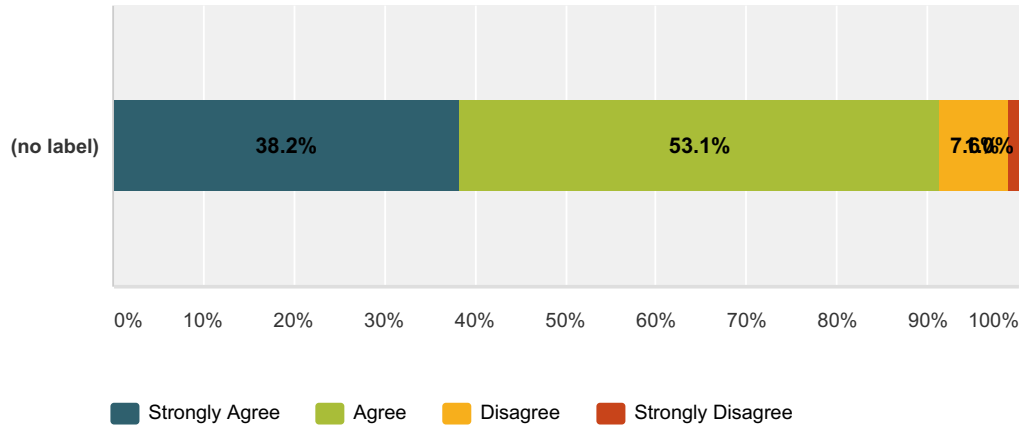
Answered: 672 Skipped: 66



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	39.6% 266	53.3% 358	6.3% 42	0.9% 6	672	3.32

Q9 Overall, I am satisfied with my job.

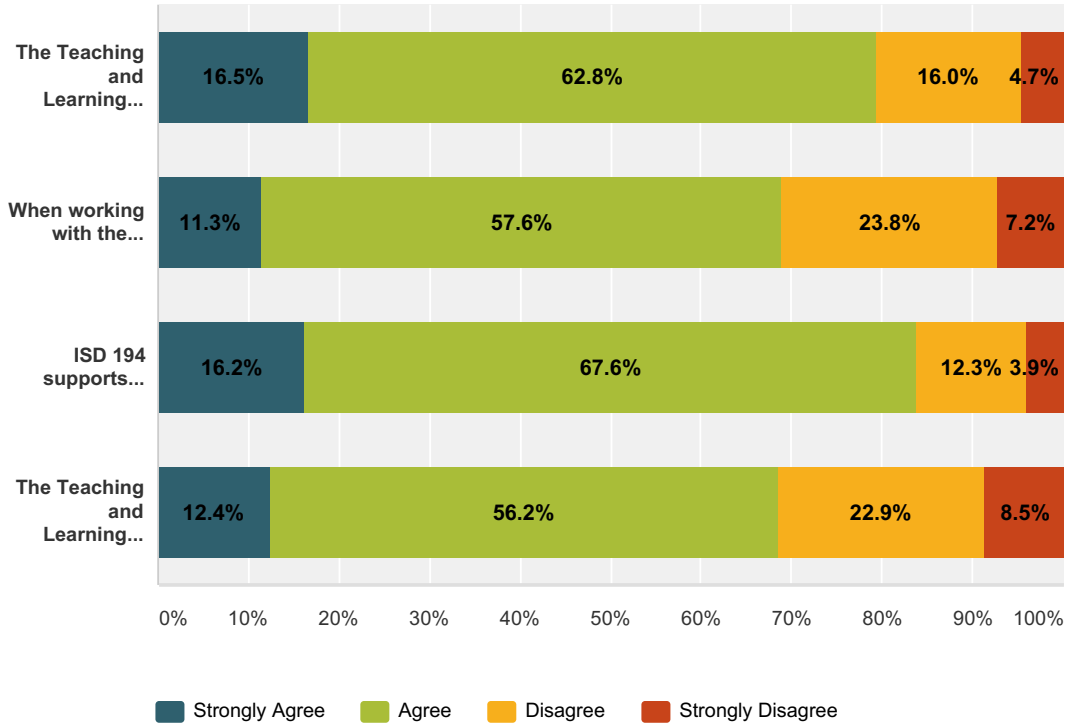
Answered: 667 Skipped: 71



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	38.2% 255	53.1% 354	7.6% 51	1.0% 7	667	3.28

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

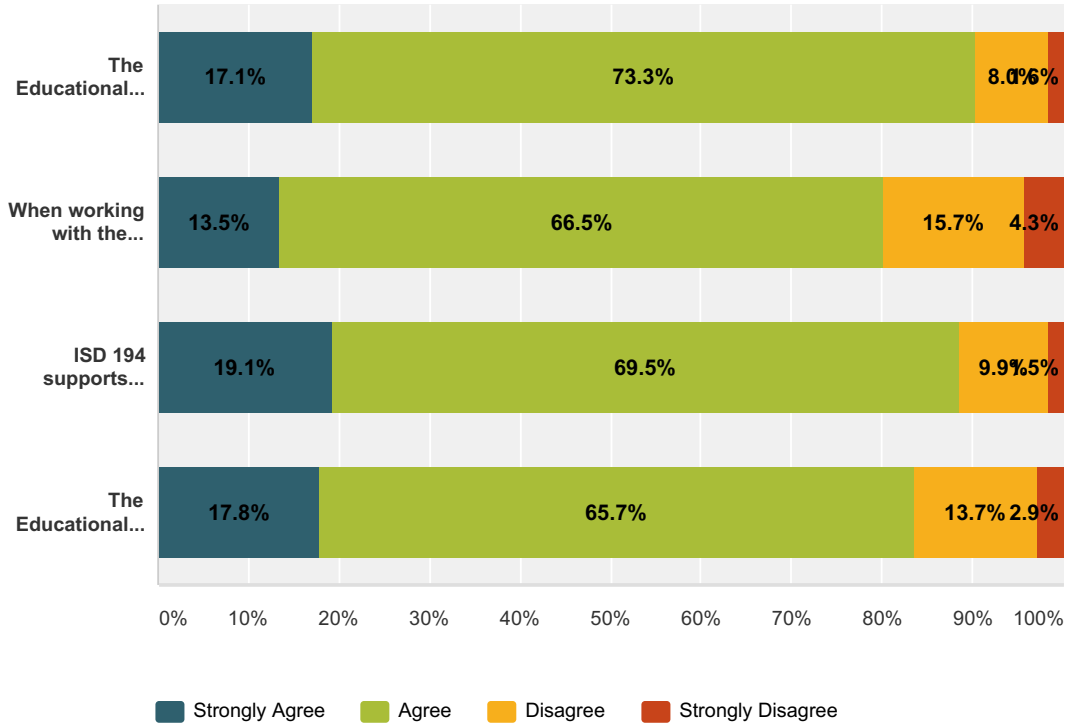
Answered: 658 Skipped: 80



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Teaching and Learning Department is responsive to my communications in a timely manner.	16.5% 64	62.8% 243	16.0% 62	4.7% 18	387	2.91
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.	11.3% 49	57.6% 249	23.8% 103	7.2% 31	432	2.73
ISD 194 supports innovative ideas and practices.	16.2% 91	67.6% 380	12.3% 69	3.9% 22	562	2.96
The Teaching and Learning Department provides a high level of customer service that meets the needs of employees.	12.4% 55	56.2% 250	22.9% 102	8.5% 38	445	2.72

Q11 Please answer the following questions about the Educational Equity and Excellence Department.

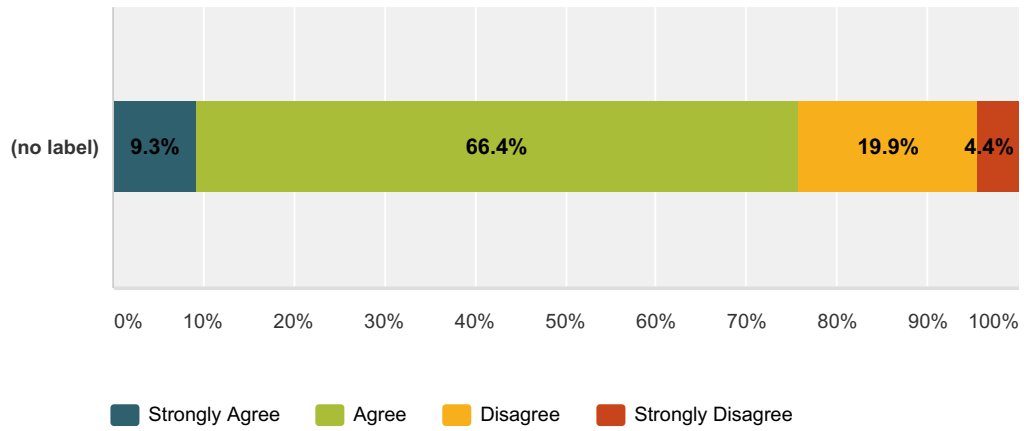
Answered: 657 Skipped: 81



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Educational Equity and Excellence Department is responsive to my communications in a timely manner.	17.1% 43	73.3% 184	8.0% 20	1.6% 4	251	3.06
When working with the Educational Equity and Excellence Department, they keep me informed about trends, research and best practices in culturally responsive teaching.	13.5% 38	66.5% 187	15.7% 44	4.3% 12	281	2.89
ISD 194 supports culturally responsive practices that support the learning needs of ALL students.	19.1% 89	69.5% 323	9.9% 46	1.5% 7	465	3.06
The Educational Equity and Excellence Department provides a high level of customer service that meets the needs of employees.	17.8% 56	65.7% 207	13.7% 43	2.9% 9	315	2.98

Q12 Overall, I am satisfied with the Teaching and Learning Department.

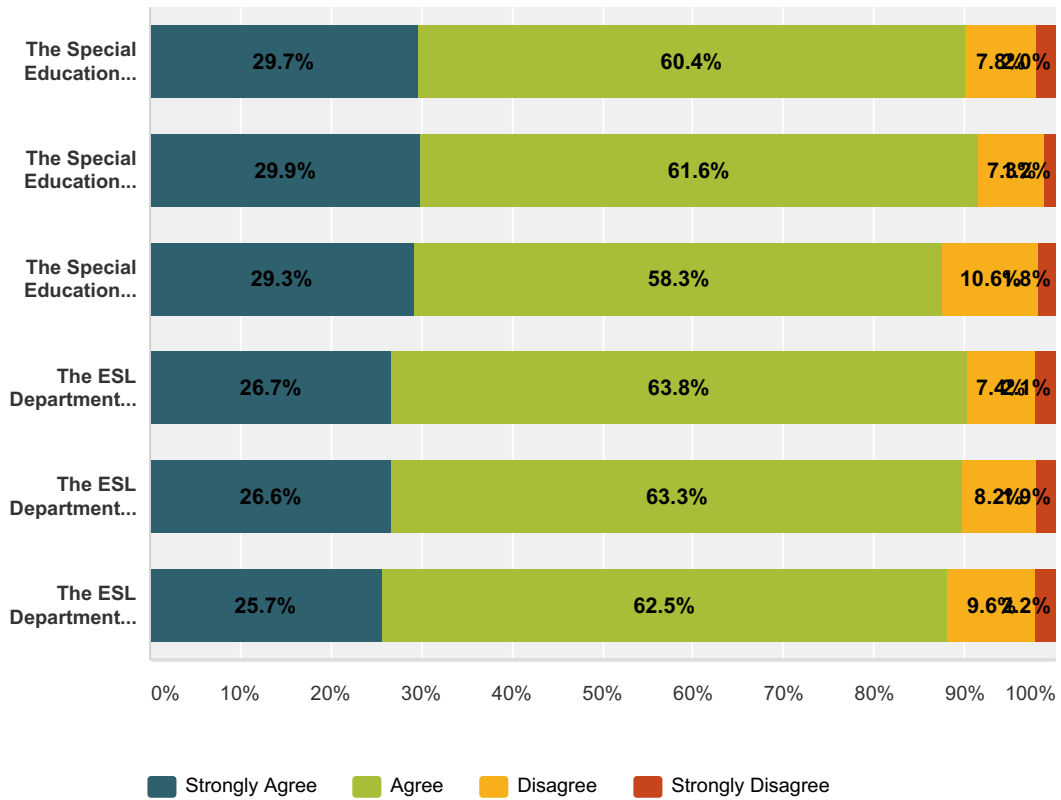
Answered: 646 Skipped: 92



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	9.3% 42	66.4% 300	19.9% 90	4.4% 20	452	2.81

Q13 Please answer the following questions about Student Services.

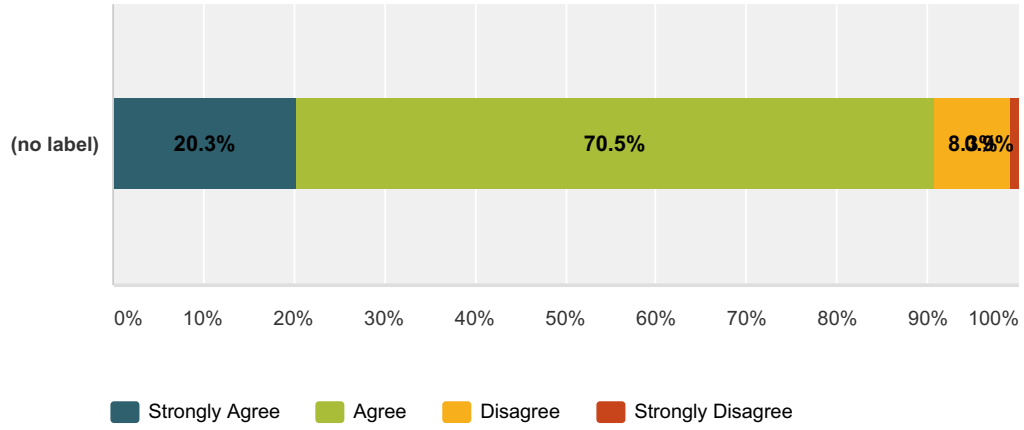
Answered: 659 Skipped: 79



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Special Education Department provides timely support.	29.7% 174	60.4% 354	7.8% 46	2.0% 12	586	3.18
The Special Education Department provides useful and accurate information.	29.9% 173	61.6% 356	7.3% 42	1.2% 7	578	3.20
The Special Education Department provides a high level of customer service that meets the needs of employees.	29.3% 166	58.3% 330	10.6% 60	1.8% 10	566	3.15
The ESL Department provides timely support.	26.7% 112	63.8% 268	7.4% 31	2.1% 9	420	3.15
The ESL Department provides useful and accurate information.	26.6% 110	63.3% 262	8.2% 34	1.9% 8	414	3.14
The ESL Department provides a high level of customer service that meets the needs of employees.	25.7% 107	62.5% 260	9.6% 40	2.2% 9	416	3.12

Q14 Overall, I am satisfied with the Student Services Department.

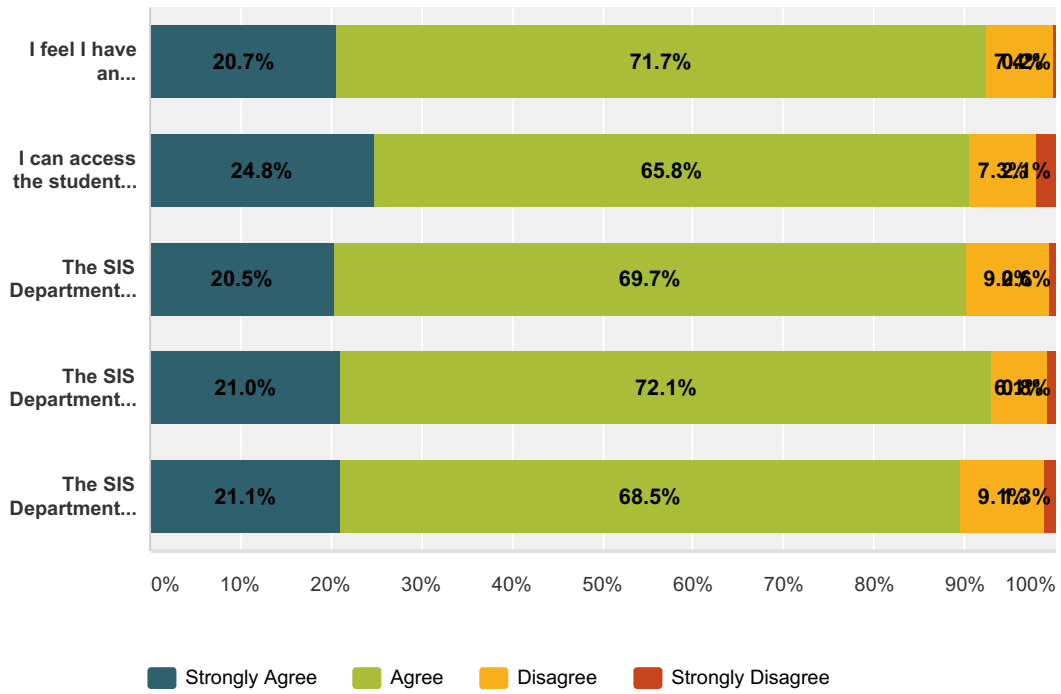
Answered: 647 Skipped: 91



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	20.3% 117	70.5% 406	8.3% 48	0.9% 5	576	3.10

Q15 Please answer the following questions about the SIS Department.

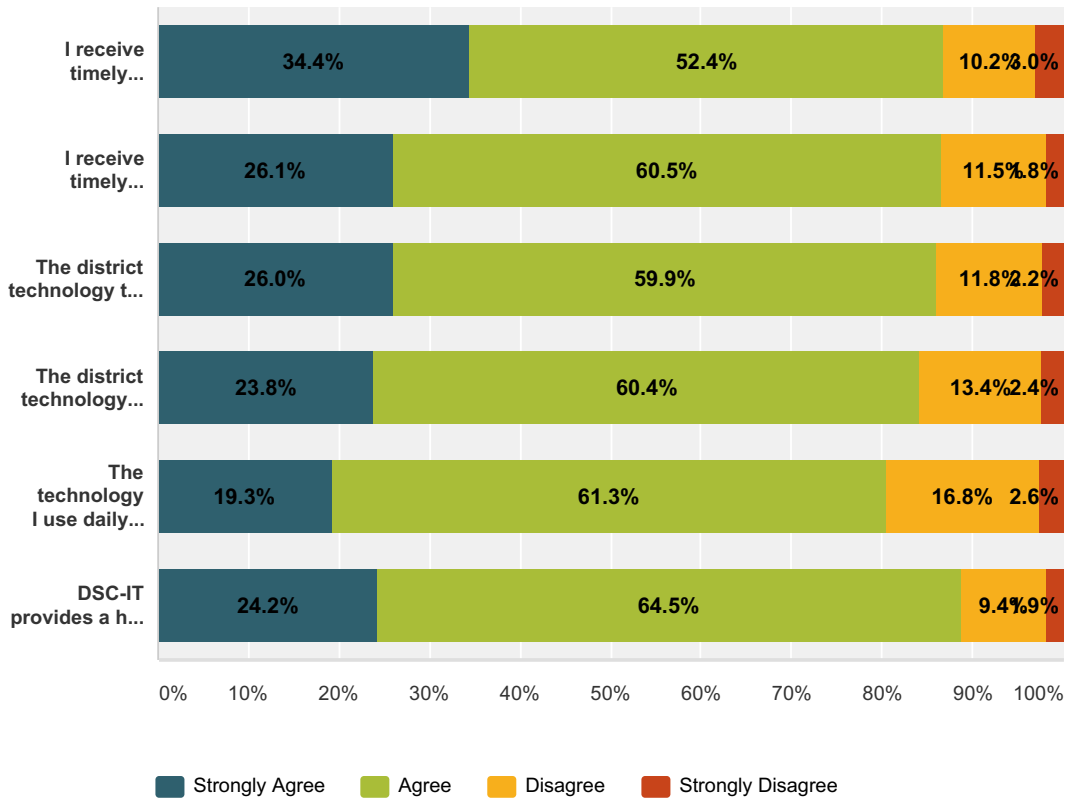
Answered: 650 Skipped: 88



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I feel I have an understanding of students' academic performance in our district.	20.7% 109	71.7% 377	7.4% 39	0.2% 1	526	3.13
I can access the student information/data necessary to inform my instruction or job.	24.8% 130	65.8% 345	7.3% 38	2.1% 11	524	3.13
The SIS Department provides helpful, timely support.	20.5% 96	69.7% 327	9.2% 43	0.6% 3	469	3.10
The SIS Department provides useful and accurate information.	21.0% 100	72.1% 343	6.1% 29	0.8% 4	476	3.13
The SIS Department provides a high level of customer service that meets the needs of employees.	21.1% 99	68.5% 322	9.1% 43	1.3% 6	470	3.09

Q16 Please answer the following questions about DSC-IT (Technology Support).

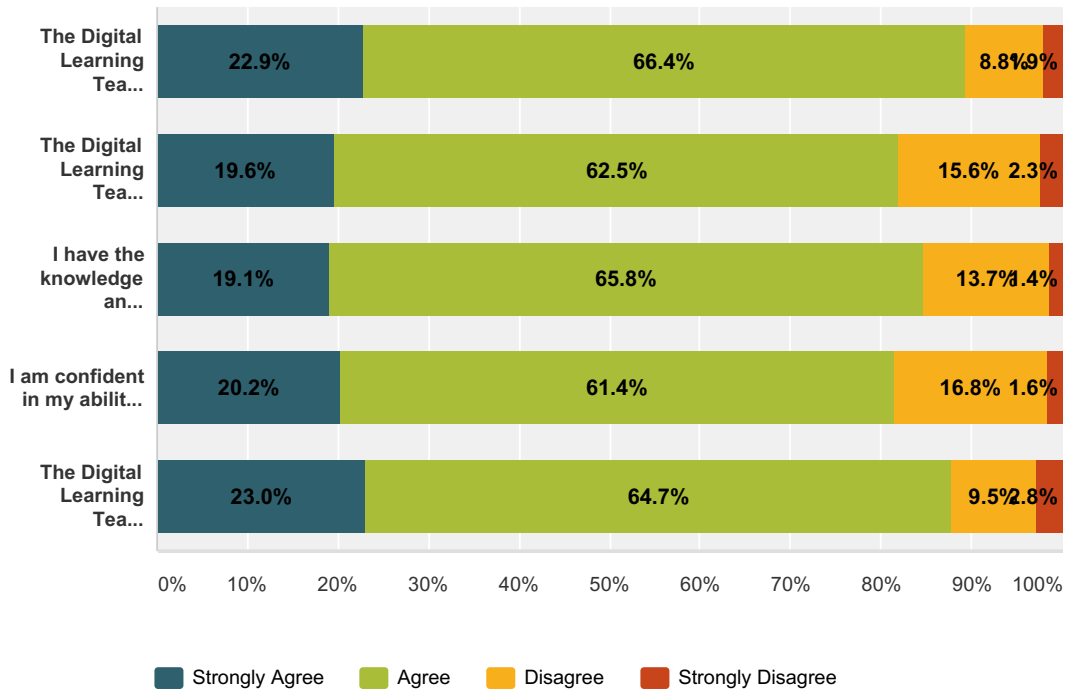
Answered: 649 Skipped: 89



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I receive timely technology support from my building technology staff.	34.4% 206	52.4% 314	10.2% 61	3.0% 18	599	3.18
I receive timely technology support from district technology staff.	26.1% 145	60.5% 336	11.5% 64	1.8% 10	555	3.11
The district technology team supports me in accomplishing my goals.	26.0% 139	59.9% 320	11.8% 63	2.2% 12	534	3.10
The district technology staff is easily accessible when I have technology issues.	23.8% 129	60.4% 328	13.4% 73	2.4% 13	543	3.06
The technology I use daily works when I need it.	19.3% 118	61.3% 375	16.8% 103	2.6% 16	612	2.97
DSC-IT provides a high level of customer service that meets the needs of employees.	24.2% 128	64.5% 342	9.4% 50	1.9% 10	530	3.11

Q17 Please answer the following questions about the Digital Learning Team.

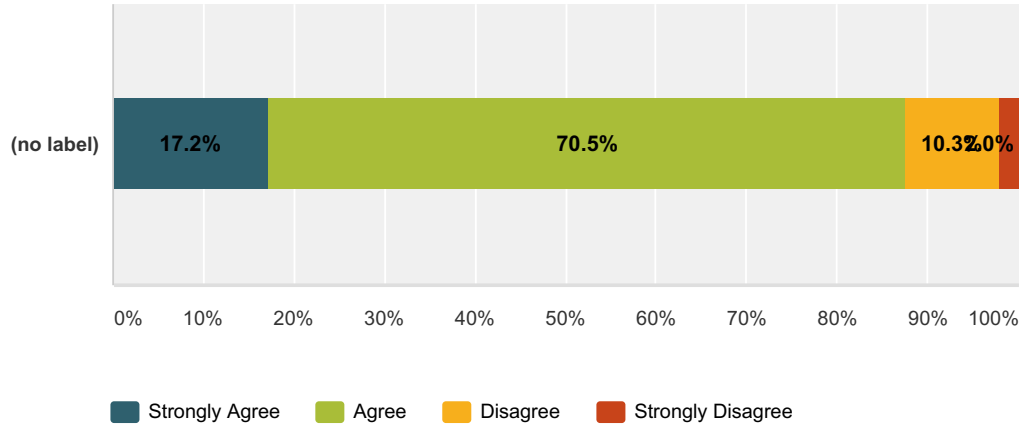
Answered: 650 Skipped: 88



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Digital Learning Team is responsive to my digital learning needs.	22.9% 94	66.4% 273	8.8% 36	1.9% 8	411	3.10
The Digital Learning Team provides professional development opportunities that meet my needs.	19.6% 84	62.5% 268	15.6% 67	2.3% 10	429	2.99
I have the knowledge and skills to integrate technology into instruction to improve learning.	19.1% 93	65.8% 321	13.7% 67	1.4% 7	488	3.02
I am confident in my ability to use technology to engage students in learning.	20.2% 101	61.4% 307	16.8% 84	1.6% 8	500	3.00
The Digital Learning Team provides a high level of customer service that meets the needs of employees.	23.0% 99	64.7% 279	9.5% 41	2.8% 12	431	3.08

Q18 Overall, I am satisfied with the Technology & Data Services Department.

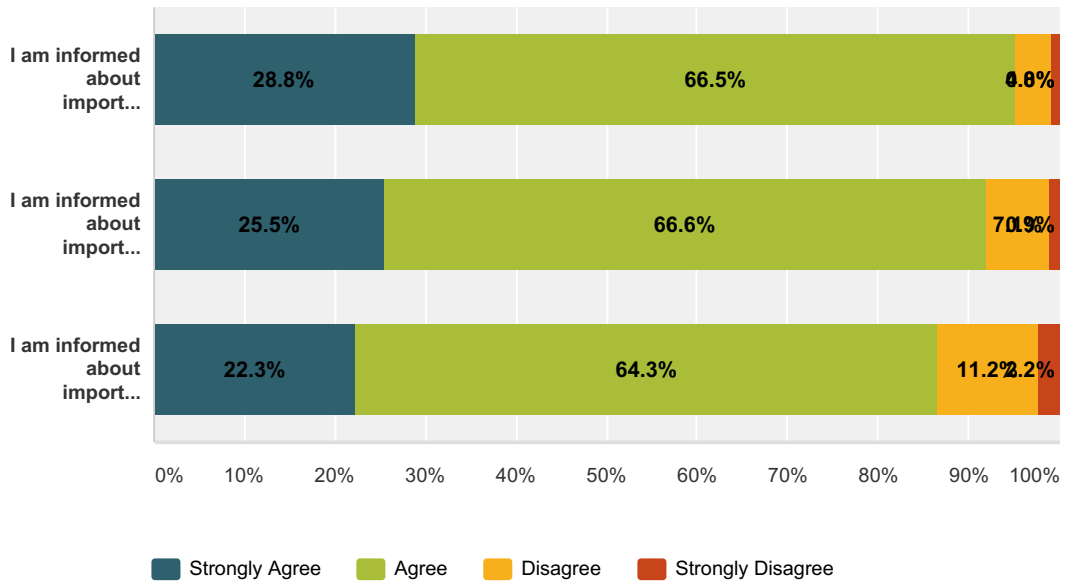
Answered: 648 Skipped: 90



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	17.2% 93	70.5% 382	10.3% 56	2.0% 11	542	3.03

Q19 Please answer the following questions about District Communication.

Answered: 653 Skipped: 85

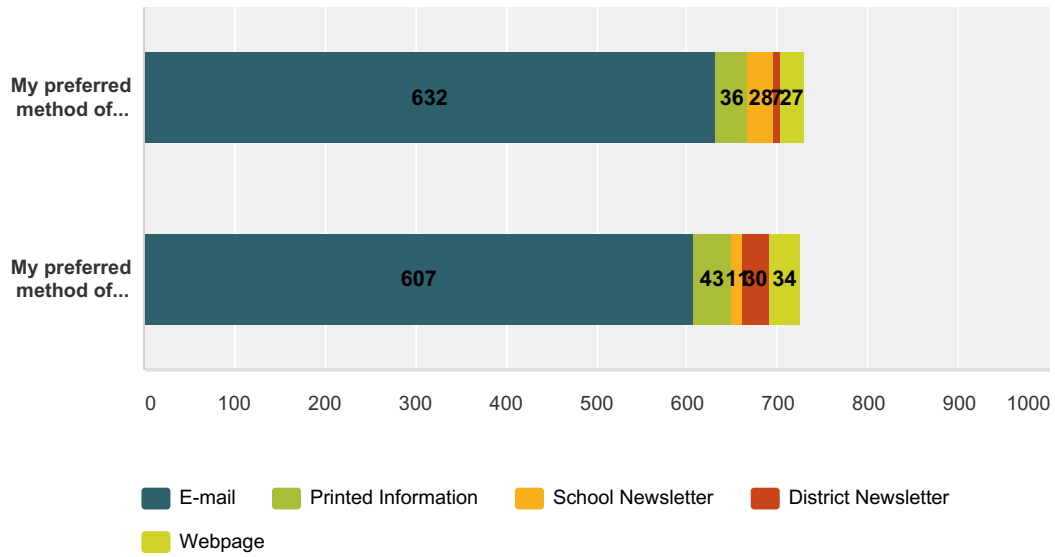


	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I am informed about important School-level dates, activities, events, and information.	28.8% 188	66.5% 434	4.0% 26	0.8% 5	653	3.23
I am informed about important District-level dates, activities, events, and information.	25.5% 166	66.6% 434	7.1% 46	0.9% 6	652	3.17
I am informed about important dates, activities, events, and information associated with the Board of Education.	22.3% 145	64.3% 418	11.2% 73	2.2% 14	650	3.07

2015 ISD 194 Staff Satisfaction Survey

Q20 Please indicate your preferred methods of communication.

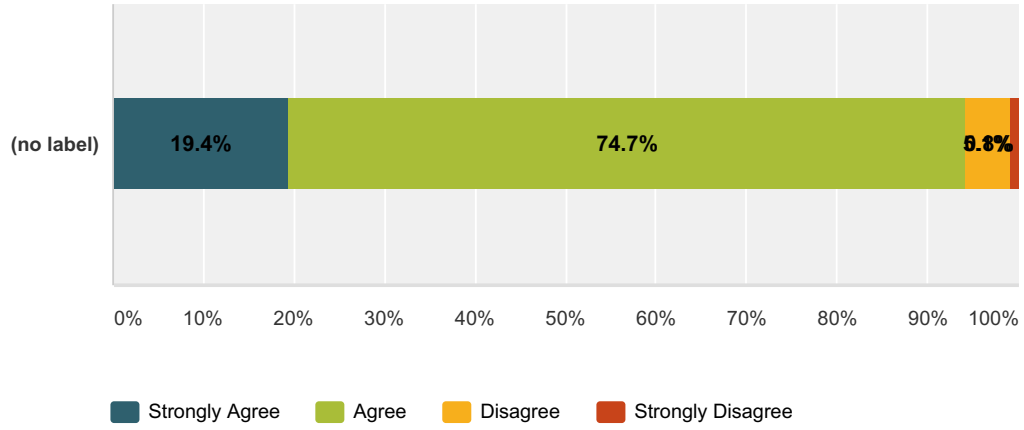
Answered: 655 Skipped: 83



	E-mail	Printed Information	School Newsletter	District Newsletter	Webpage	Total Respondents
My preferred method of School-level communication is:	96.6% 632	5.5% 36	4.3% 28	1.1% 7	4.1% 27	654
My preferred method of District-level communication is:	93.4% 607	6.6% 43	1.7% 11	4.6% 30	5.2% 34	650

Q21 Overall, I am satisfied with the Communications Department.

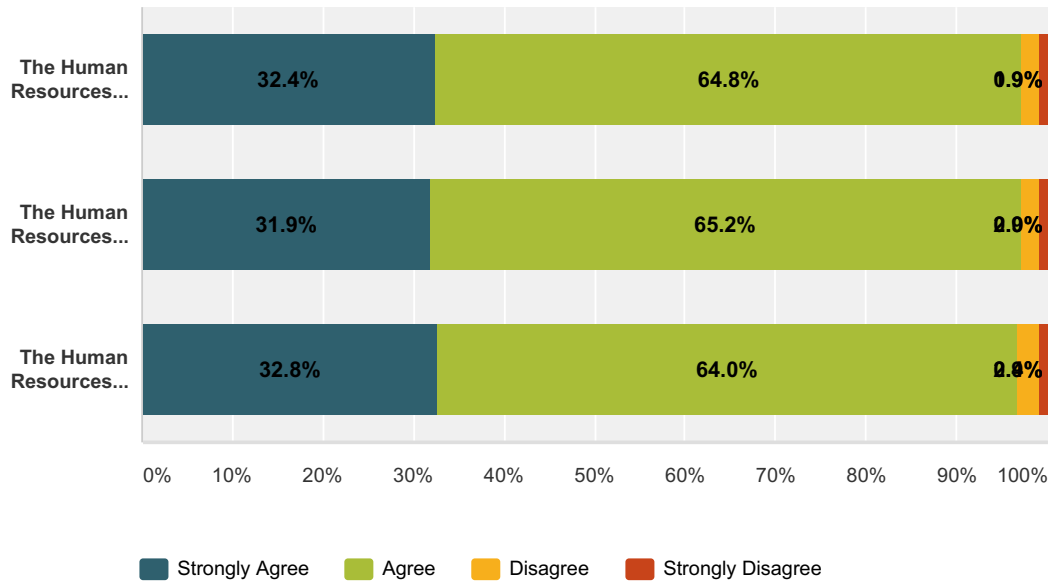
Answered: 647 Skipped: 91



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	19.4% 125	74.7% 482	5.1% 33	0.8% 5	645	3.13

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

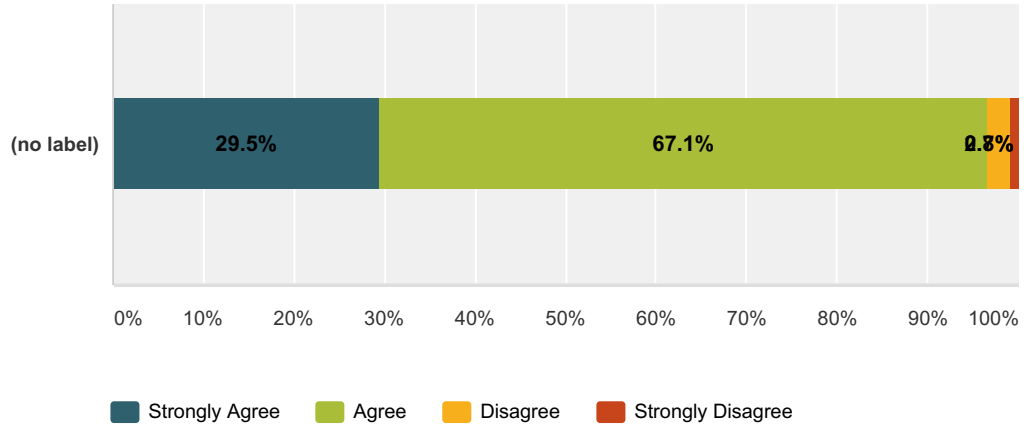
Answered: 652 Skipped: 86



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The Human Resources Department provides timely service.	32.4% 190	64.8% 380	1.9% 11	0.9% 5	586	3.29
The Human Resources Department provides accurate and useful information.	31.9% 187	65.2% 383	2.0% 12	0.9% 5	587	3.28
The Human Resources Department provides a high level of customer service which meets the needs of employees.	32.8% 191	64.0% 373	2.4% 14	0.9% 5	583	3.29

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

Answered: 652 Skipped: 86

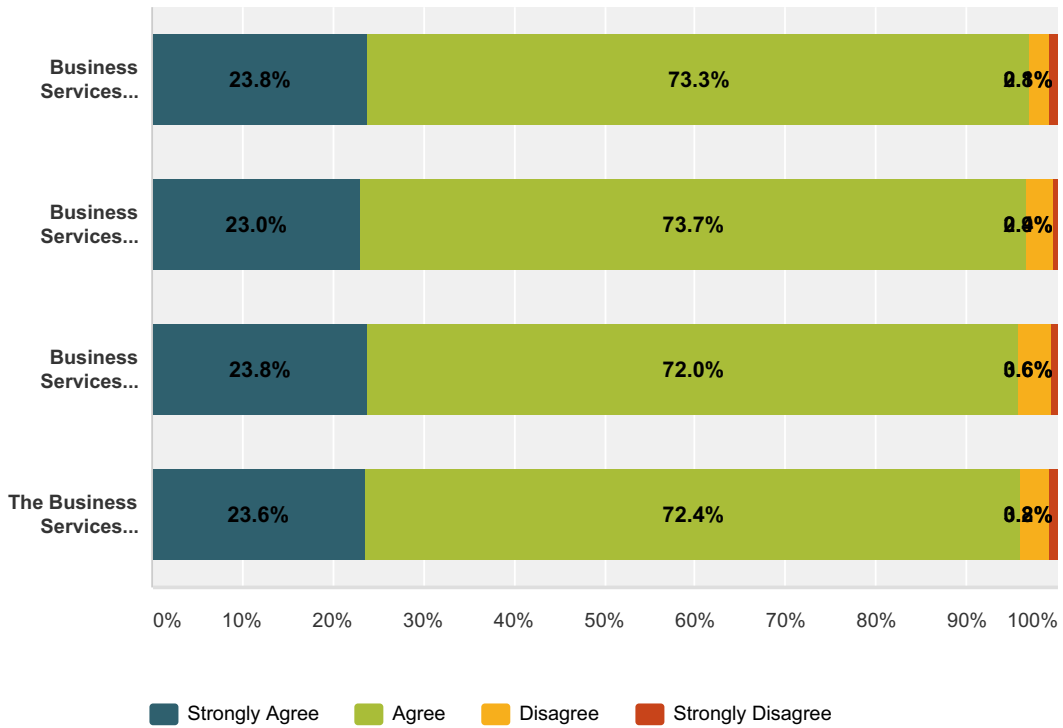


	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	29.5% 177	67.1% 403	2.7% 16	0.8% 5	601	3.25

2015 ISD 194 Staff Satisfaction Survey

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

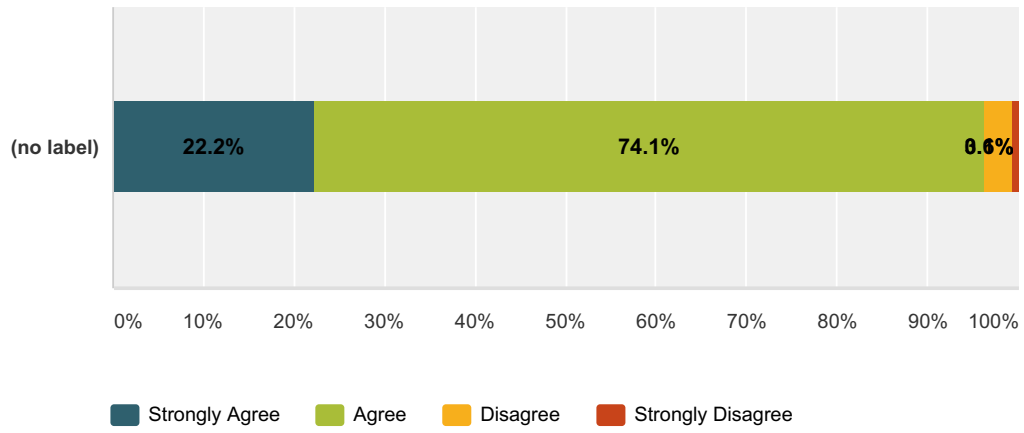
Answered: 649 Skipped: 89



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
Business Services provides timely service.	23.8% 113	73.3% 348	2.1% 10	0.8% 4	475	3.20
Business Services provides accurate information.	23.0% 111	73.7% 355	2.9% 14	0.4% 2	482	3.19
Business Services provides meaningful and useful information.	23.8% 114	72.0% 344	3.6% 17	0.6% 3	478	3.19
The Business Services Department provides a high level of customer service that meets the needs of employees.	23.6% 112	72.4% 343	3.2% 15	0.8% 4	474	3.19

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

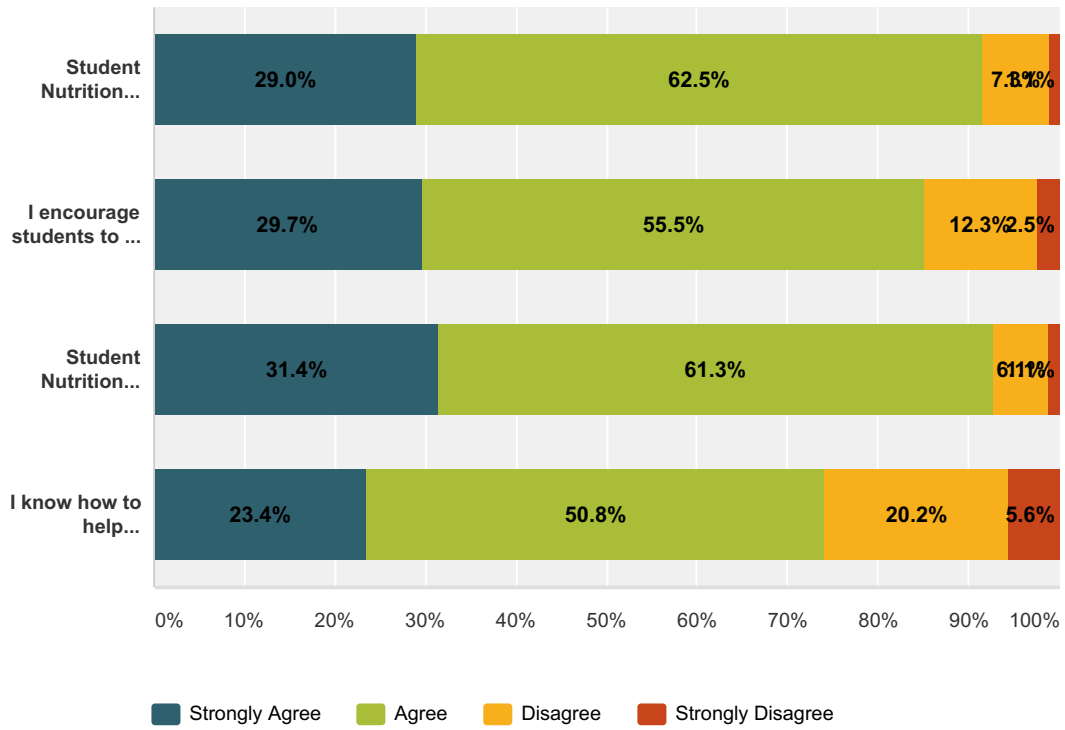
Answered: 645 Skipped: 93



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
(no label)	22.2% 108	74.1% 360	3.1% 15	0.6% 3	486	3.18

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

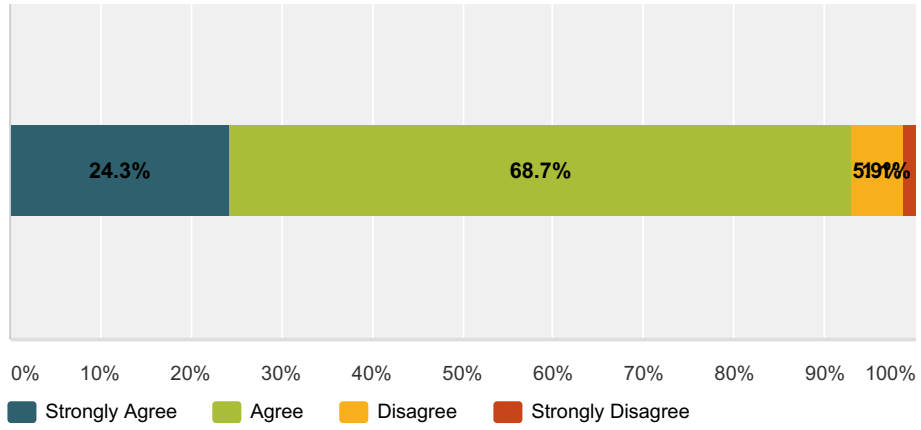
Answered: 651 Skipped: 87



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
Student Nutrition strives to improve the nutritional value of food served.	29.0% 162	62.5% 349	7.3% 41	1.1% 6	558	3.20
I encourage students to eat breakfast and/or lunch at school.	29.7% 145	55.5% 271	12.3% 60	2.5% 12	488	3.13
Student Nutrition provides a high level of customer service.	31.4% 169	61.3% 330	6.1% 33	1.1% 6	538	3.23
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	23.4% 121	50.8% 262	20.2% 104	5.6% 29	516	2.92

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

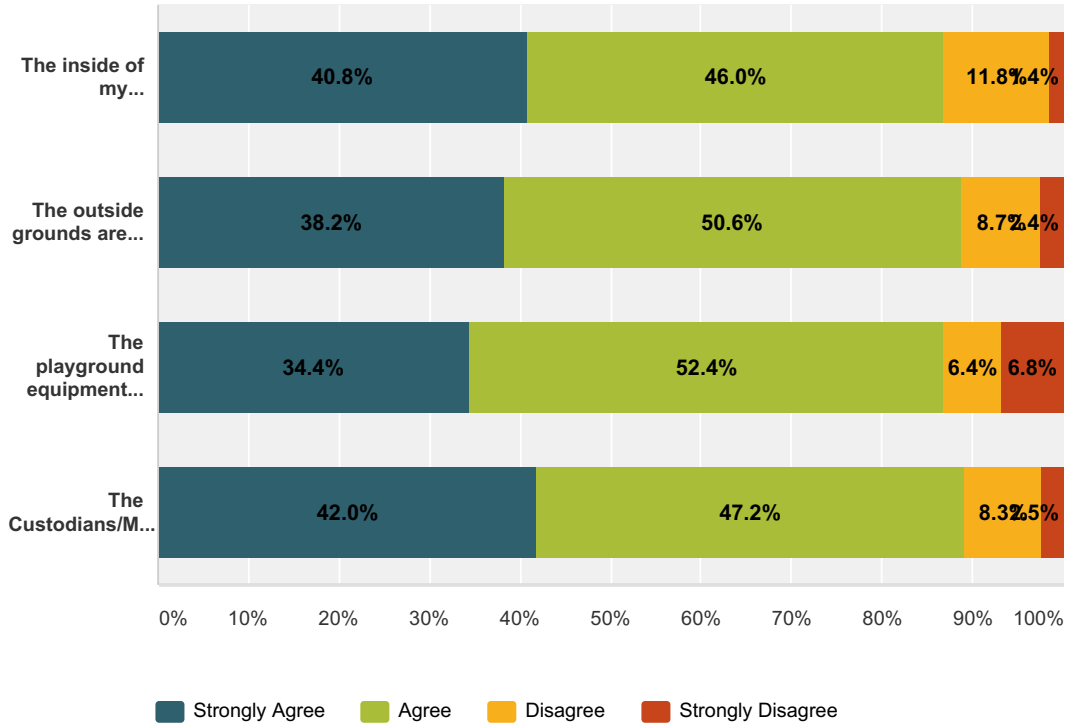
Answered: 626 Skipped: 112



Answer Choices	Responses	
Strongly Agree	24.3%	152
Agree	68.7%	430
Disagree	5.9%	37
Strongly Disagree	1.1%	7
Total		626

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

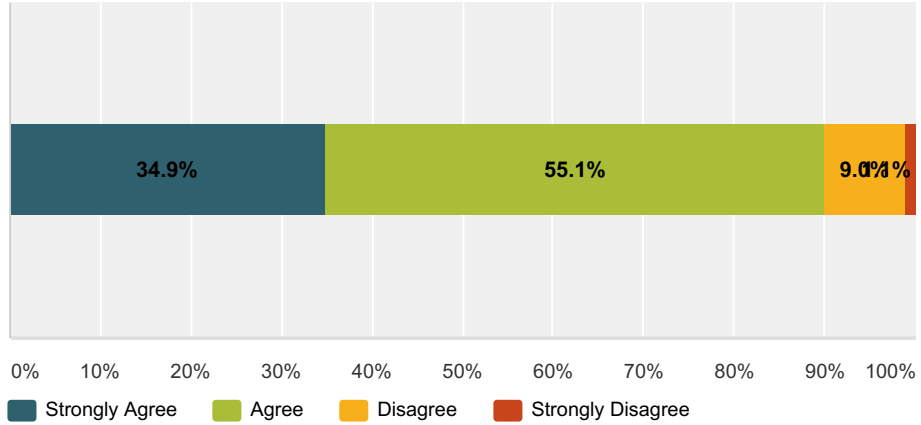
Answered: 654 Skipped: 84



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The inside of my school/building is clean and well maintained.	40.8% 267	46.0% 301	11.8% 77	1.4% 9	654	3.26
The outside grounds are clean and well maintained.	38.2% 250	50.6% 331	8.7% 57	2.4% 16	654	3.25
The playground equipment and/or surrounding area at my school/building are safe.	34.4% 222	52.4% 338	6.4% 41	6.8% 44	645	3.14
The Custodians/Maintenance/Buildings and Grounds Department provides a high level of customer service that meets the needs of employees.	42.0% 272	47.2% 306	8.3% 54	2.5% 16	648	3.29

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

Answered: 648 Skipped: 90

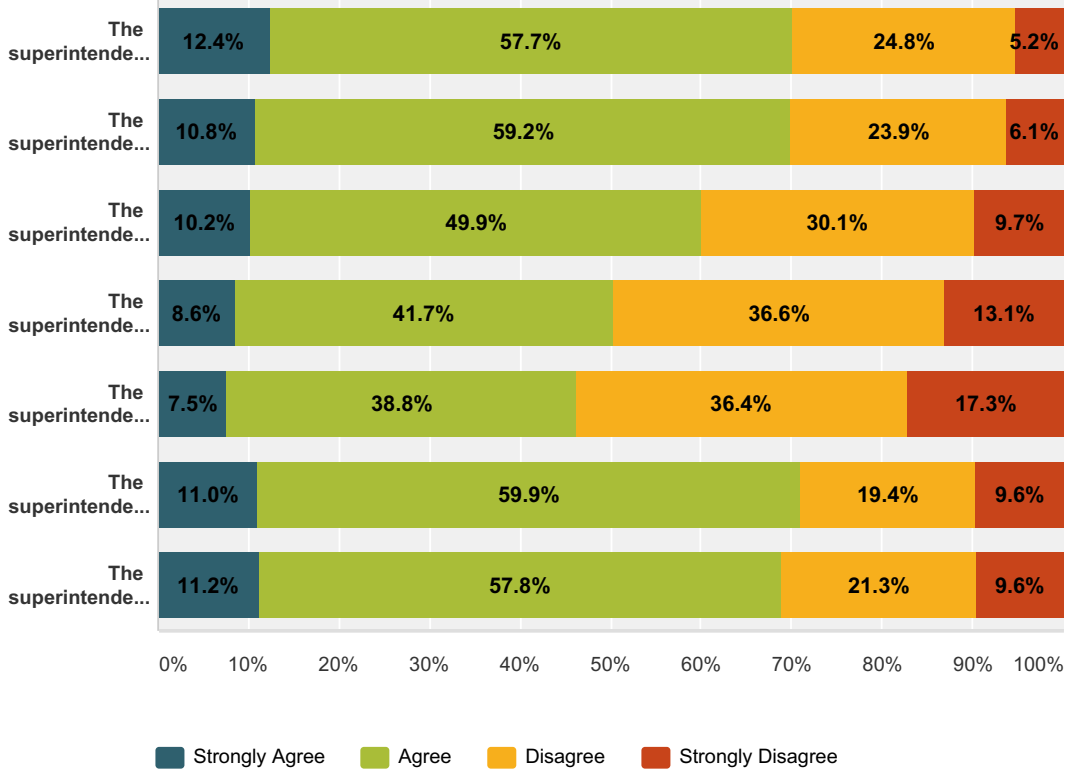


Answer Choices	Responses	Count
Strongly Agree	34.9%	226
Agree	55.1%	357
Disagree	9.0%	58
Strongly Disagree	1.1%	7
Total		648

2015 ISD 194 Staff Satisfaction Survey

Q30 Please answer the following questions about the Superintendent:

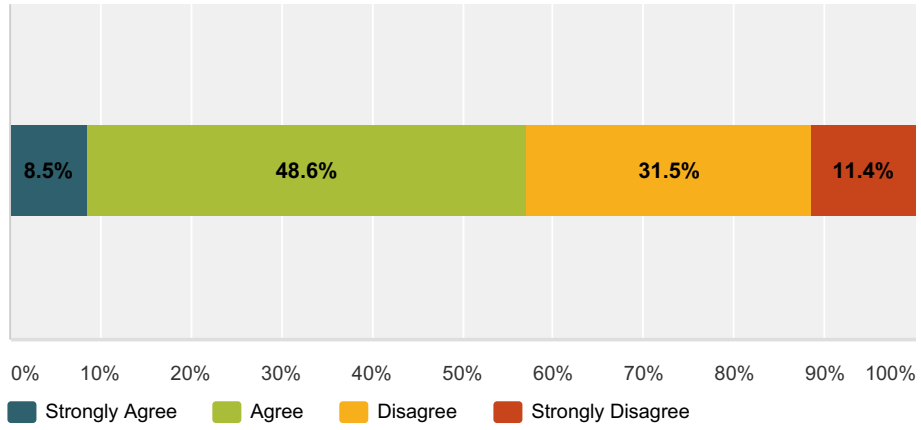
Answered: 641 Skipped: 97



	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.	12.4% 79	57.7% 368	24.8% 158	5.2% 33	638	2.77
The superintendent demonstrates effective organizational skills to achieve school, community, and district goals.	10.8% 69	59.2% 377	23.9% 152	6.1% 39	637	2.75
The superintendent establishes and maintains effective channels of communication.	10.2% 65	49.9% 318	30.1% 192	9.7% 62	637	2.61
The superintendent works collaboratively with staff, families, and community members to promote and support the mission and goals of the district.	8.6% 55	41.7% 265	36.6% 233	13.1% 83	636	2.46
The superintendent creates an atmosphere of trust and mutual respect with staff and community.	7.5% 48	38.8% 247	36.4% 232	17.3% 110	637	2.37
The superintendent models professional, moral, and ethical standards as well as personal integrity in all interactions.	11.0% 70	59.9% 380	19.4% 123	9.6% 61	634	2.72
The superintendent provides service to the profession, the district, and the community.	11.2% 71	57.8% 366	21.3% 135	9.6% 61	633	2.71

Q31 Overall, I am satisfied with the Superintendent.

Answered: 634 Skipped: 104



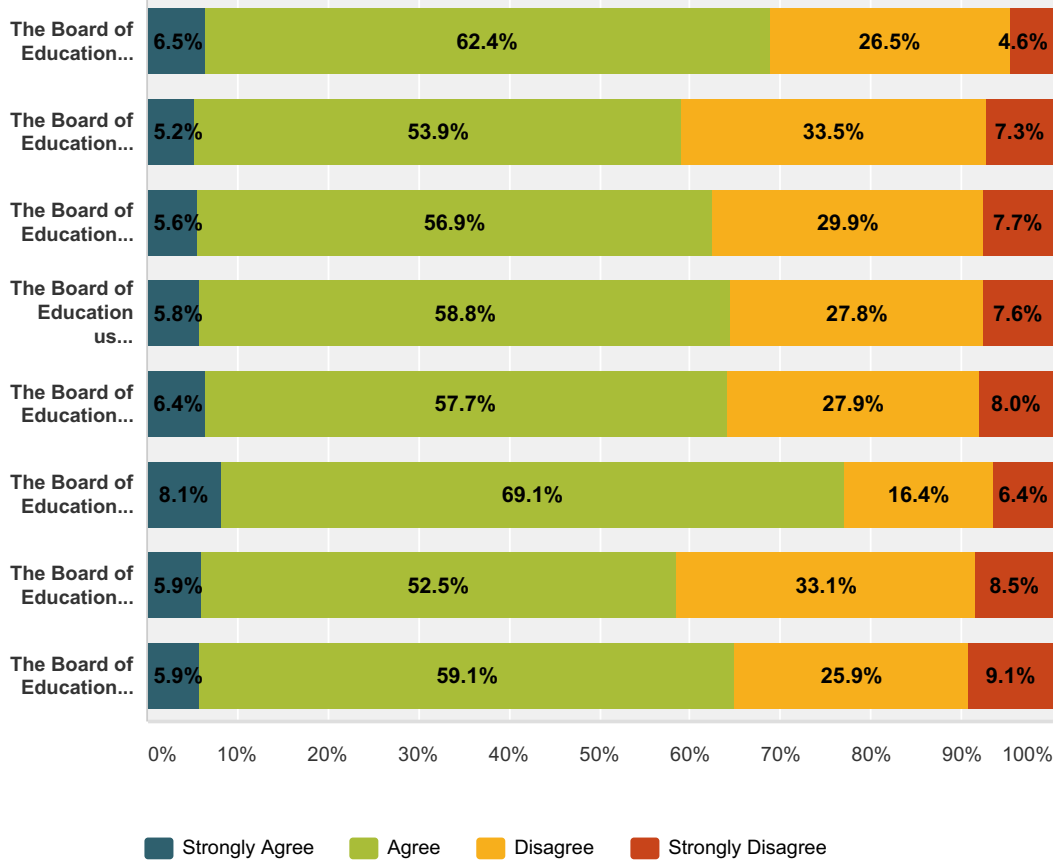
Answer Choices	Responses	
Strongly Agree	8.5%	54
Agree	48.6%	308
Disagree	31.5%	200
Strongly Disagree	11.4%	72
Total		634

Q32 Comments (optional)

Answered: 103 Skipped: 635

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

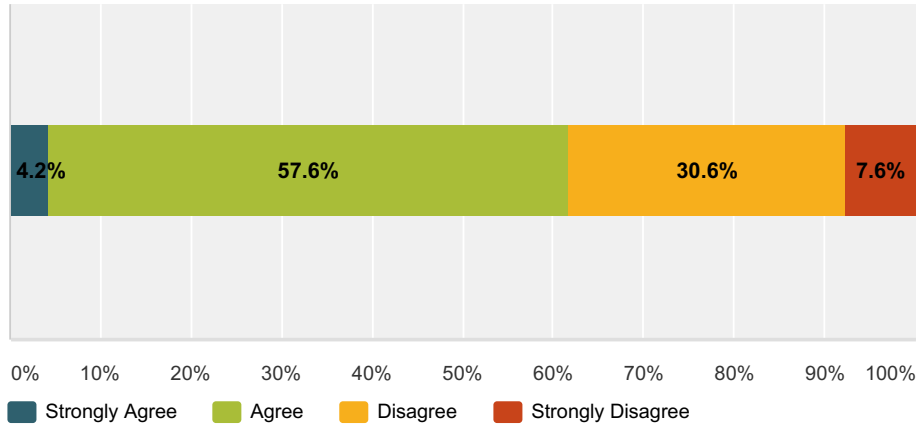
Answered: 633 Skipped: 105



	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.	6.5% 41	62.4% 393	26.5% 167	4.6% 29	630	2.71
The Board of Education fosters the support necessary for our schools to be successful.	5.2% 33	53.9% 339	33.5% 211	7.3% 46	629	2.57
The Board of Education develops policies and initiatives to support high quality programming and a competitive edge.	5.6% 35	56.9% 356	29.9% 187	7.7% 48	626	2.60
The Board of Education uses data and research to drive policy and improvement.	5.8% 36	58.8% 362	27.8% 171	7.6% 47	616	2.63
The Board of Education aligns the resources of the district to the goals they hope to achieve.	6.4% 40	57.7% 360	27.9% 174	8.0% 50	624	2.63
The Board of Education fosters a culture of high expectations for achievement for all students.	8.1% 51	69.1% 434	16.4% 103	6.4% 40	628	2.79
The Board of Education encourages community and staff collaboration in the direction of the school district.	5.9% 37	52.5% 327	33.1% 206	8.5% 53	623	2.56
The Board of Education treats all stakeholders with respect.	5.9% 36	59.1% 363	25.9% 159	9.1% 56	614	2.62

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

Answered: 620 Skipped: 118



Answer Choices	Responses	
Strongly Agree	4.2%	26
Agree	57.6%	357
Disagree	30.6%	190
Strongly Disagree	7.6%	47
Total		620

Q35 Comments (optional)

Answered: 86 Skipped: 652