

EMPLOYEE SATISFACTION SURVEY RESULTS

2020 | 2021 | 2022 | 2023 | 2024

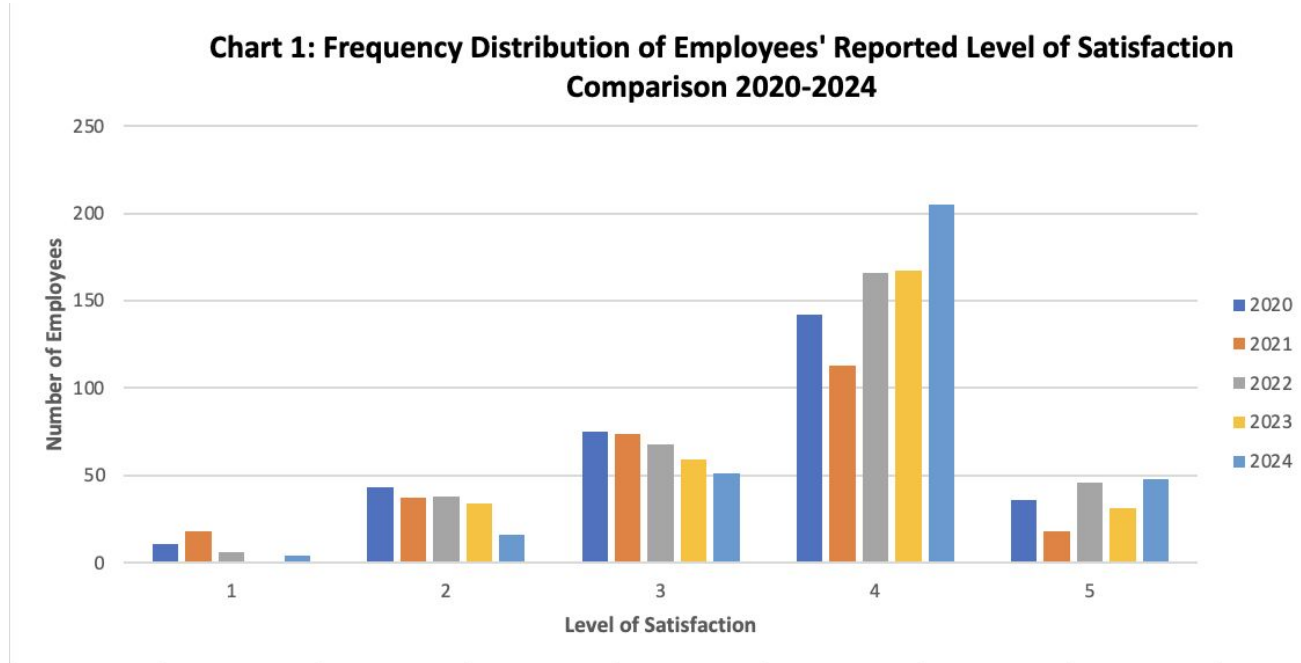


GENERAL SUMMARY

1. Surveys were conducted in November of 2020, 2021, 2022, 2023, and 2024.
2. Data analysis was conducted by an independent third party.
3. In 2024, 345 employees completed or nearly completed the survey, representing a **92.24%** response rate (compared to 82.30% in 2023, 91.10% in 2022, 71.79% in 2021, and 89.94% in 2020).
4. In 2024, district employees reported an overall positive level of satisfaction working in the district (3.85), which reflected a nearly significant increase from 2023 (3.66)



GENERAL SATISFACTION





GENERAL AREAS OF SATISFACTION

Table 2: General Areas of Satisfaction	Satisfaction (All Respondents)					Diff. from Prior Year
	2020	2021	2022	2023	2024	
Job Satisfaction - Personal Factors	3.92	3.87	3.95	3.96	3.99	0.03
Satisfaction with Advanced Opportunities	3.22	3.49	3.53	3.57	3.56	0.01
Satisfaction with Belonging (Work Environment)	3.44	3.45	3.69*	3.78	3.76	-0.02
Satisfaction with District	3.40	3.36	3.62*	3.67	3.85	0.18
Satisfaction with the Administrators	3.15	3.24	3.49*	3.51	3.66	0.12
Satisfaction with Compensation	2.61	2.44	2.70*	2.71	2.67	-0.04
Overall Satisfaction	3.48	3.29	3.64*	3.66	3.85	0.19

* Difference from prior year is statistically significant at (p<.05)



PERSONAL AREAS OF SATISFACTION

Table 3: Satisfaction – Personal Factors	Satisfaction (All Respondents)				
	2020	2021	2022	2023	2024
I feel my work has purpose.	4.47	4.44	4.44	4.45	4.39
I feel personally connected to the people in my work area.	3.98	4.09	4.15	4.10	4.18
I feel good about working in public education.	4.09	4.03	4.02	3.97	4.04
Most days, I feel I have made progress in my work.	3.86	3.88	3.94	3.93	3.93
I am generally happy at work.	3.67	3.66	3.89	3.87	3.93
I look forward to going to work most days.	3.60	3.67	3.80	3.82	3.84
I am able to establish and maintain a healthy work-life balance.	2.93	3.32	3.43	3.56	3.62



DISTRICT AREAS OF SATISFACTION

Table 6: Satisfaction - District	Satisfaction (All Respondents)				
	2020	2021	2022	2023	2024
Employees are professional and courteous when working with parents, students, and colleagues.	4.33	4.02	4.13	4.14	4.10
The work I do matters to the District.	3.58	3.51	3.72	3.88	3.96
I believe my position within the District is secure.	3.50	3.54	3.77	3.83	3.92
Meeting the needs of students is one of the District's top priorities.	3.85	3.44	3.63	3.57	3.89*
I believe the District is headed in the right direction.	2.85	2.95	3.29*	3.27	3.78*
I would recommend someone to work in the district.	3.08	3.07	3.45*	3.49	3.65
I feel trusted and valued as an employee.	2.78	3.01	3.35*	3.54	3.66

* Difference from prior year is statistically significant at ($p < .05$)



ADVANCEMENT OPPORTUNITIES

Table 4: Satisfaction – Advancement Opportunities	Satisfaction (All Respondents)				
	2020	2021	2022	2023	2024
It is important to me to have opportunities that advance or support the development of my skills.	4.00	4.35	4.31	4.36	4.24
I have the materials I need to effectively perform my work.	3.50	3.39	3.59	3.65	3.59
I feel the training (i.e., safety, technology, procedures, processes) I have received has supported my ability to successfully perform my job responsibilities.	3.26	3.07	3.44*	3.48	3.50
I have opportunities to learn and develop in ways that are relevant to me.	3.33	3.02	3.26	3.32	3.31
Professional development (i.e., book studies, conferences, webinars, professional days, professional networking) has helped me to better meet the needs of students.	2.59	2.80	3.00	2.99	3.09

* Difference from prior year is statistically significant at (p<.05)



WORK ENVIRONMENT & BELONGING

Table 5: Satisfaction – Work Environment and Belonging	Satisfaction (All Respondents)				
	2020	2021	2022	2023	2024
I feel respected and supported by my colleagues.	4.12	4.09	4.16	4.17	4.13
I am encouraged to collaborate as a member of the team.	3.95	3.94	4.16	4.15	4.13
I am allowed to make decisions about how to do my work.	3.76	3.79	3.88	3.96	3.98
I trust my supervisor to be open and fair.	3.83	3.72	3.88	3.96	3.94
I believe performance expectations are attainable.	3.64	3.56	3.75	3.92	3.89
I feel respected and supported in my work.	3.26	3.35	3.66	3.80	3.80
Everyone seems to be working toward the same goal.	3.48	3.17	3.65*	3.74	3.76
I work in an atmosphere where there is mutual respect among all staff.	3.79	3.28	3.62*	3.72	3.74
I believe I can influence decisions in my area of responsibility.	3.10	3.39	3.52	3.72	3.71
My supervisor provides clear direction when there is an identified problem or issue that must be resolved.	NA	3.42	3.63	3.71	3.65
I have opportunities to provide input in decisions made at the building level.	NA	3.28	3.45	3.49	3.58
I receive useful feedback (other than that associated with performance reviews) from my supervisor or other leader.	2.69	2.90	3.22*	3.32	3.31
I receive non-monetary recognition for my contributions.	2.62	2.75	3.08*	3.16	3.17

* Difference from prior year is statistically significant at (p<.05)



COMPENSATION

Table 8: Satisfaction - Compensation	Satisfaction (All Respondents)				
	2020	2021	2022	2023	2024
The District's total salary and benefits package is competitive with other districts.	2.58	2.39	2.59	2.83*	2.56
My contributions to the District are appropriately rewarded.	2.64	2.48	2.82*	2.71	2.83
The District's total salary and benefit's package meets my needs.	2.60	2.48	2.68	2.57	2.62

* Difference from prior year is statistically significant at (p<.05)



INCREASES 2023 → 2024

Items reflecting greatest increase in satisfaction	Satisfaction (All Respondents)		
	2023	2024	Diff.
I believe the District is headed in the right direction.	3.27	3.78	+0.52
District Office Administrators are transparent in their decisions.	2.97	3.31	+0.34
Meeting the needs of students is one of the District's top priorities.	3.57	3.89	+0.32
I trust our District Office Administrators to make decisions that are in the best interest of the District.	3.30	3.62	+0.31
District Office Administrators act consistently with District defined values.	3.33	3.60	+0.27



DECREASES 2023 → 2024

Items reflecting greatest decrease in satisfaction	Satisfaction (All Respondents)		
	2023	2024	Diff.
The District has clearly communicated performance expectations to employees.	3.46	3.40	-0.05
My supervisor provides clear direction when there is an identified problem or issue that must be resolved.	3.71	3.65	-0.06
I have the materials I need to effectively perform my work.	3.65	3.59	-0.06
The District's total salary and benefit's package meets my needs.	2.71	2.62	-0.09
It is important to me to have opportunities that support the advancement/development of my skills.	4.36	4.24	-0.12

QUALITATIVE ANALYSIS 2024

- Of all respondents, 49.85% identified their relationships with colleagues (e.g., team, teammates, co-workers, staff, people I work with) and the opportunities to work together as being most valued. This was followed by comments that described the “Culture” of the organization (15.69%) and “Students” (112.00%) as the next most liked attributes about working in Whitnall School District.
- Themes associated with “Increase Compensation and Improve Benefits” (23.42%) was identified as having the greatest opportunity for improved satisfaction. This is consistent with previously reported results suggesting, in general, employees are least satisfied with their level of compensation.
- Compensation was the most commonly identified opportunity to increase employee satisfaction, (34.59%) followed by “Clarity/Consistent Communication” (16.46%) and “Increasing Professional Development Opportunities” (14.87%).

