

EMPLOYEE SATISFACTION SURVEY RESULTS

2020 | 2021 | 2022 | 2023



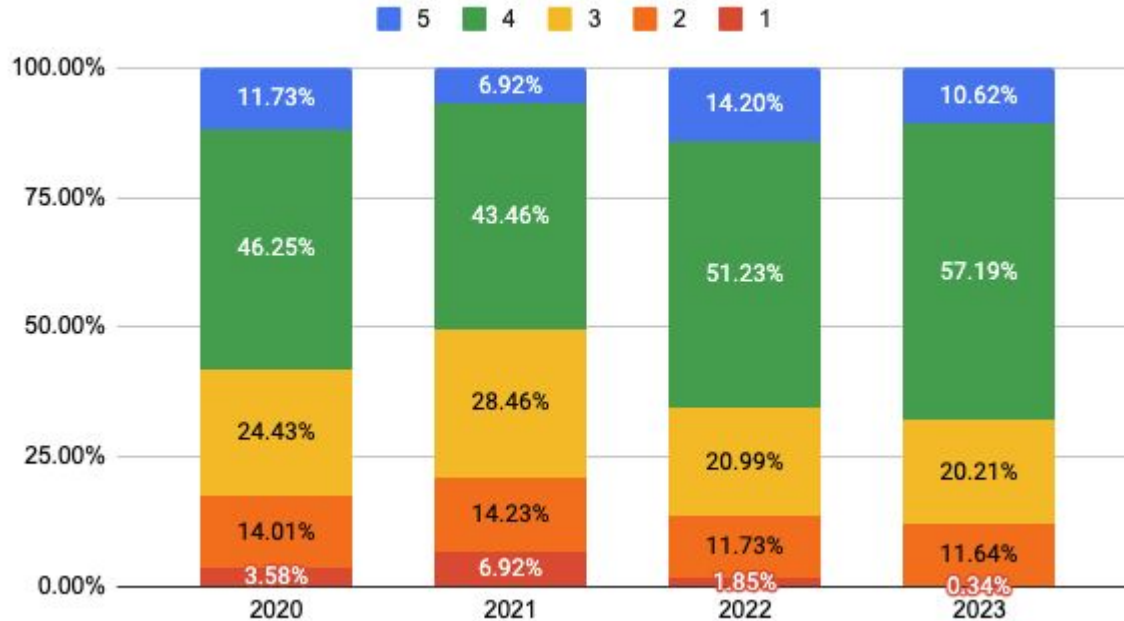
GENERAL SUMMARY

1. Surveys were conducted in November of 2020, 2021, 2022, and 2023.
2. Data analysis was conducted by an independent third party.
3. In 2023, 307 employees completed or nearly completed the survey, representing a **82.30%** response rate (compared to 91.10% in 2022, 71.79% in 2021 and 89.94% in 2020).
4. In 2023, district employees reported an overall positive level of satisfaction working in the district (3.66), which reflected a slight increase from 2022 (3.64)



GENERAL SATISFACTION

Employees' Reported Level of Satisfaction Comparison, 2020-2023



GENERAL AREAS OF SATISFACTION

Table 2: General Areas of Satisfaction	Satisfaction (All Respondents)				Diff. from Prior Year
	2020	2021	2022	2023	
Job Satisfaction - Personal Factors	3.92	3.87	3.95	3.96	0.01
Satisfaction with Advanced Opportunities	3.22	3.49	3.53	3.57	0.04
Satisfaction with Belonging (Work Environment)	3.44	3.45	3.69*	3.78	0.09
Satisfaction with District	3.40	3.36	3.62*	3.67	0.05
Satisfaction with the Administrators	3.15	3.24	3.49*	3.51	0.02
Satisfaction with Compensation	2.61	2.44	2.70*	2.71	0.01
Overall Satisfaction	3.48	3.29	3.64*	3.66	0.02

* 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
I feel my work has purpose.	4.47	4.44	4.44	4.45
I feel personally connected to the people in my work area.	3.98	4.09	4.15	4.10
I feel good about working in public education.	4.09	4.03	4.02	3.97
Most days, I feel I have made progress in my work.	3.86	3.88	3.94	3.93
I am generally happy at work.	3.67	3.66	3.89	3.87
I look forward to going to work most days.	3.60	3.67	3.80	3.82
I am able to establish and maintain a healthy work-life balance.	2.93	3.32	3.43	3.56



DISTRICT AREAS OF SATISFACTION

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

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





ADVANCEMENT OPPORTUNITIES

Table 4: Satisfaction – Advancement Opportunities	Satisfaction (All Respondents)			
	2020	2021	2022	2023
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
I have the materials I need to effectively perform my work.	3.50	3.39	3.59	3.65
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
I have opportunities to learn and develop in ways that are relevant to me.	3.33	3.02	3.26	3.32



WORK ENVIRONMENT & BELONGING

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

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



COMPENSATION

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

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

INCREASES 2022 → 2023

Items reflecting greatest increase in satisfaction	Satisfaction (All Respondents)		
	2022	2023	Diff.
I believe I can influence decisions in my area of responsibility.	3.51	3.72	0.20
I feel trusted and valued as an employee.	3.34	3.54	0.20
I believe performance expectations are attainable.	3.74	3.92	0.17
The work I do matters to the District.	3.71	3.88	0.17
I feel respected and supported in my work.	3.65	3.80	0.15



DECREASES 2022 → 2023

Items reflecting greatest decrease in satisfaction	Satisfaction (All Respondents)		
	2022	2023	Diff.
I have access to the appropriate administrator in times of uncertainty.	3.80	3.74	-0.06
Meeting the needs of students is one of the District's top priorities.	3.63	3.57	-0.06
The District has a clearly defined direction.	3.50	3.46	-0.05
I feel good about working in public education.	4.01	3.97	-0.04
I feel personally connected to the people in my work area.	4.14	4.10	-0.04



QUALITATIVE ANALYSIS 2023

- Of all respondents, 67.65% 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 (22.69%) and “Students” (18.91%) as the next most liked attributes about working in Whitnall School District.
- Themes associated with “Increase Compensation and Minimize Cost of Benefits” (22.27%) 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 “Provide Feedback” (10.90%) and “Increasing Professional Development Opportunities” (10.15%).

