

Lawrence Public Schools USD 497

**RESULTS OF:
2016 EMPLOYEE
ONLINE SURVEY**

AUGUST 8, 2016



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About the survey process

- ◎ Survey created by Patron Insight, district leadership and Board members
- ◎ Online format protects confidentiality/encourages participation
- ◎ Link distributed on May 17 (and actively promoted)
- ◎ Link closed on May 27

About the survey process (2)

- ◎ 944 respondents
 - Elementary – 41%
 - Middle school – 24%
 - High school – 23%
 - “Somewhere else” – 12%
- Certified staff – 73%
- Classified staff – 25%
- Administrative staff – 2%

In reviewing the results...

- The data represents the opinions of those who chose to participate (“self-selected”)
- Where possible, weighted scales have been used
- Focus on the “overall” results; look for trends within the “subgroups”
- Each verbatim comment is from one person only

1. Climate questions

- ◎ Statements about “life” in USD 497
- ◎ Respondents asked to state their level of agreement/ disagreement
- ◎ Weighted scale applied to eliminate respondents who skipped question from evaluation

1. Climate questions (2)

- Overall positive results; highest level of agreement:
 - I have at least one person at work that I consider to be a good friend.
 - In my position, I am able to use my talents/skills.
 - Generally speaking, I think Lawrence Public Schools is a good place to work.
 - Most days, I look forward to coming to work.
 - I feel proud to work for Lawrence Public Schools.

1. Climate questions (3)

- Lower scores on statements dealing with engagement/involvement, such as:
 - My ideas are respectfully considered.
 - I feel supported by my building administration.
 - I feel included in things that are important in my building.
 - My concerns are addressed.

2. Staff member likes/dislikes

- ◎ Open-ended questions – like most and dislike most about your job
- ◎ Responses were coded (common words, phrases and ideas)
- ◎ “One-off” responses shown individually
- ◎ All verbatim comments shown as typed

2. Staff members likes/dislikes (2)

- ⦿ Most frequently mentioned “likes” (based on coding):
 - The students/working with the students
 - My co-workers/colleagues/other staff
 - Student learning/progress/growth/success
 - Collaboration/working as a team/supporting others
 - Autonomy/flexibility/creativity

2. Staff member likes/dislikes (3)

- Most frequently mentioned “dislikes” (based on coding):
 - Poor/lack of communication/not involved in decision-making
 - Poor building/district leadership/don’t trust ESDC
 - Lack of trust/respect/support
 - Workload/too many meetings/too much paperwork/stress

3. Perception of support by building/district leadership

- ◎ Participants asked to state level of agreement or disagreement to statements that began with either:
 - “My building administration is committed to...”
 - “Central Office Administration is committed to...”

3. Perception of support by building/district leadership (2)

- ◎ Top four were identical on both lists:
 - Students receiving a quality education
 - A positive school climate
 - Encouraging two-way communication
 - Addressing the needs, concerns and problems that educators face every day
- ◎ Building-level had higher scores and somewhat more positive comments (which is typical)

4. Initiatives

- Various aspects of initiatives, such as Blended Learning, Technology Access and Integration, etc. were evaluated excellent, good, fair or poor
- Most responses between “good” and “fair”*
- “Equity work” and “Ci3T” received highest marks

* “Excellent” would require all participants to select this option

5. Evaluation of departments

- ⦿ Departments were judged based on:
 - Professionalism
 - Ability to answer questions
 - Ability to resolve concerns
- ⦿ All received very strong scores

Next steps

- Identify areas where growth/improvement is needed (but don't overreach)
- Engage others in setting plans
- Launch
- Measure results and rework plan, if necessary

Thank you!

Comments, questions, thoughts?

Ken DeSieghardt
Patron Insight, Inc.
913-814-7626
ken@patroninsight.com



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