



MANITOWOC PUBLIC SCHOOL DISTRICT

2902 LINDBERGH DRIVE MANITOWOC WI 54220 | PHONE: 920-686-4777



**Strong Schools = Strong Community**



# Manitowoc Public School District Staff Survey Results Fall 2016

**SCH**%**L**  
PERCEPTIONS



# Survey Summary

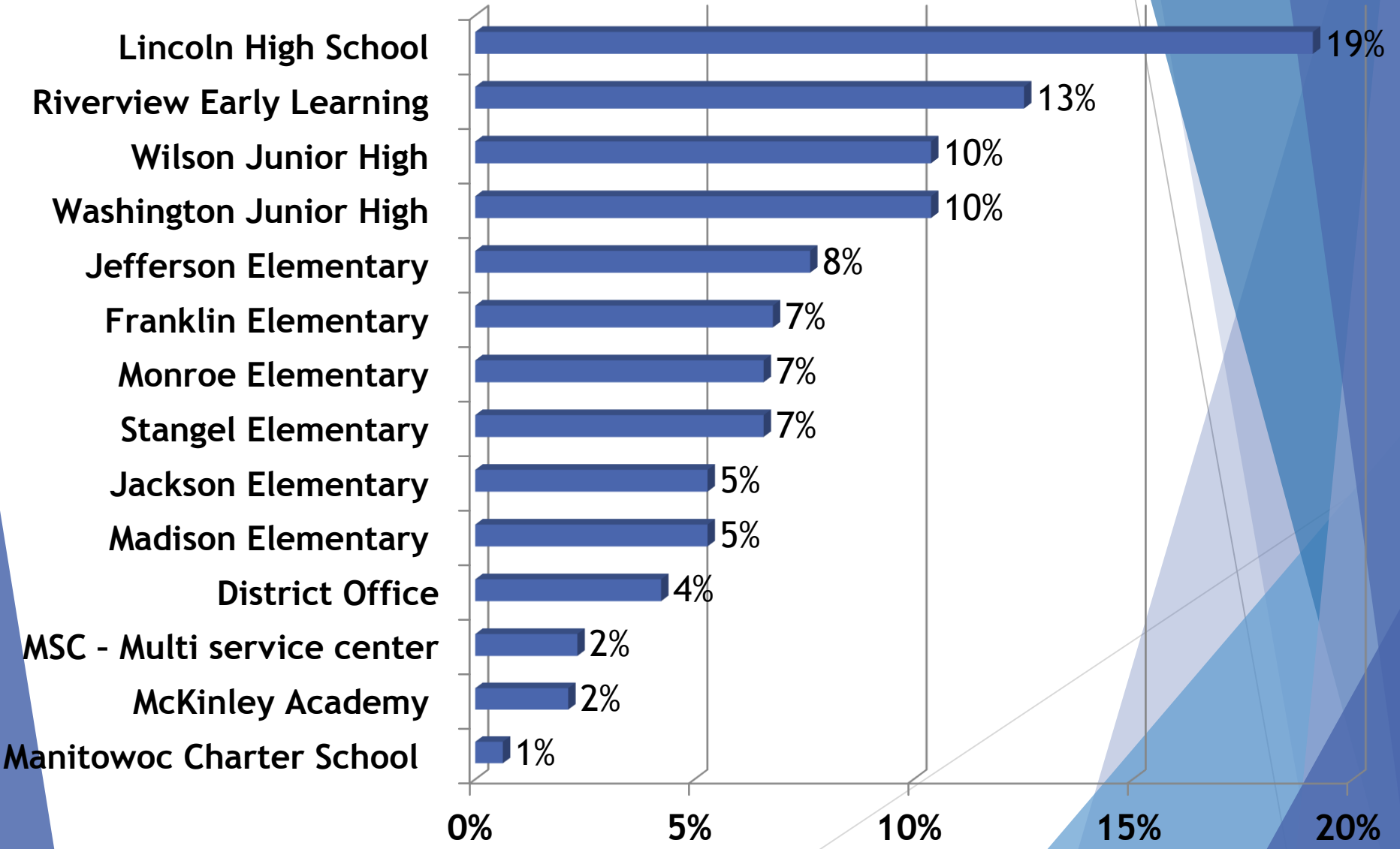
- ▶ The Staff Survey was conducted in December of 2016.
- ▶ All staff members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.
- ▶ Number of responses: 473 (65% participation)



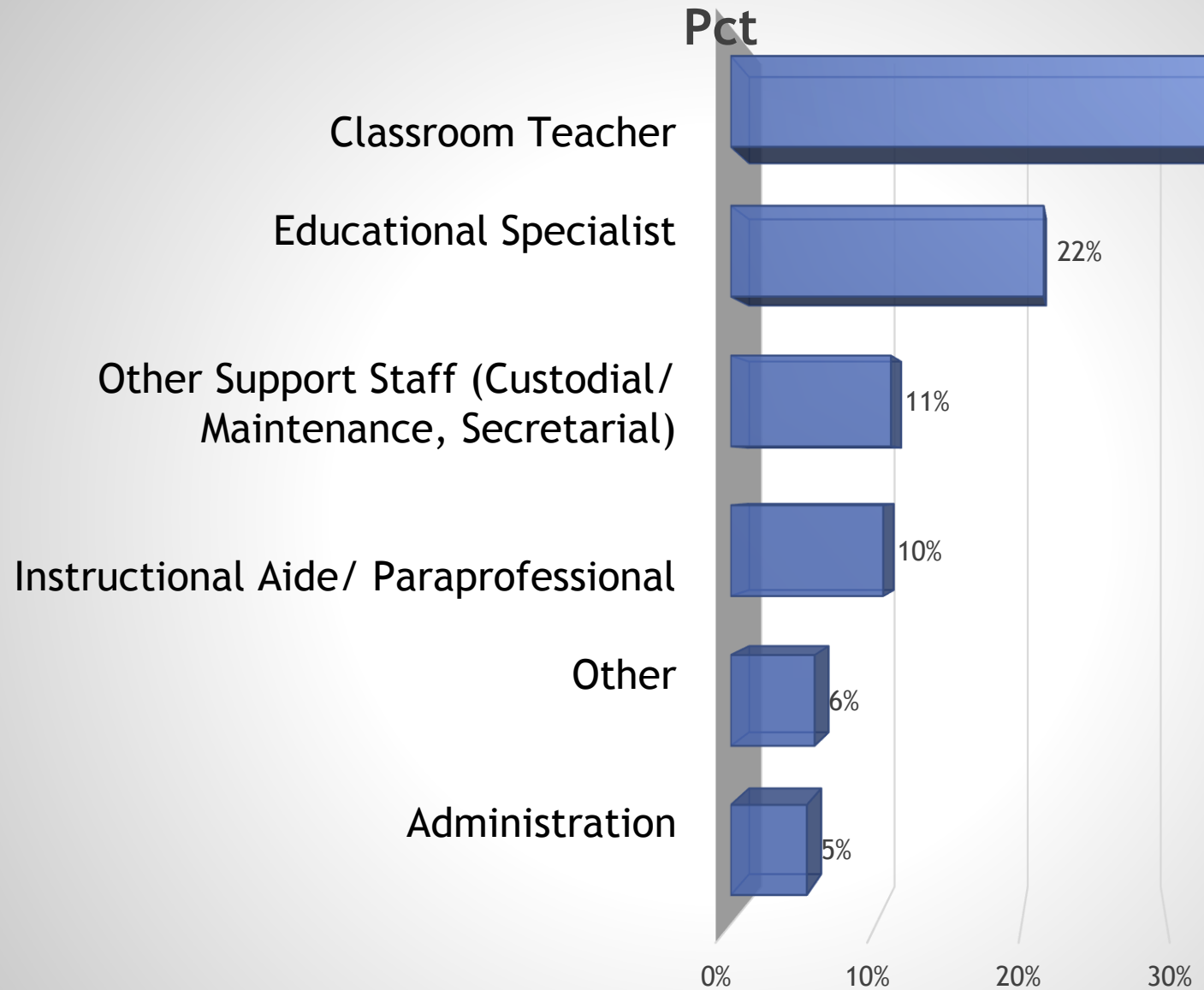
# Respondent Information



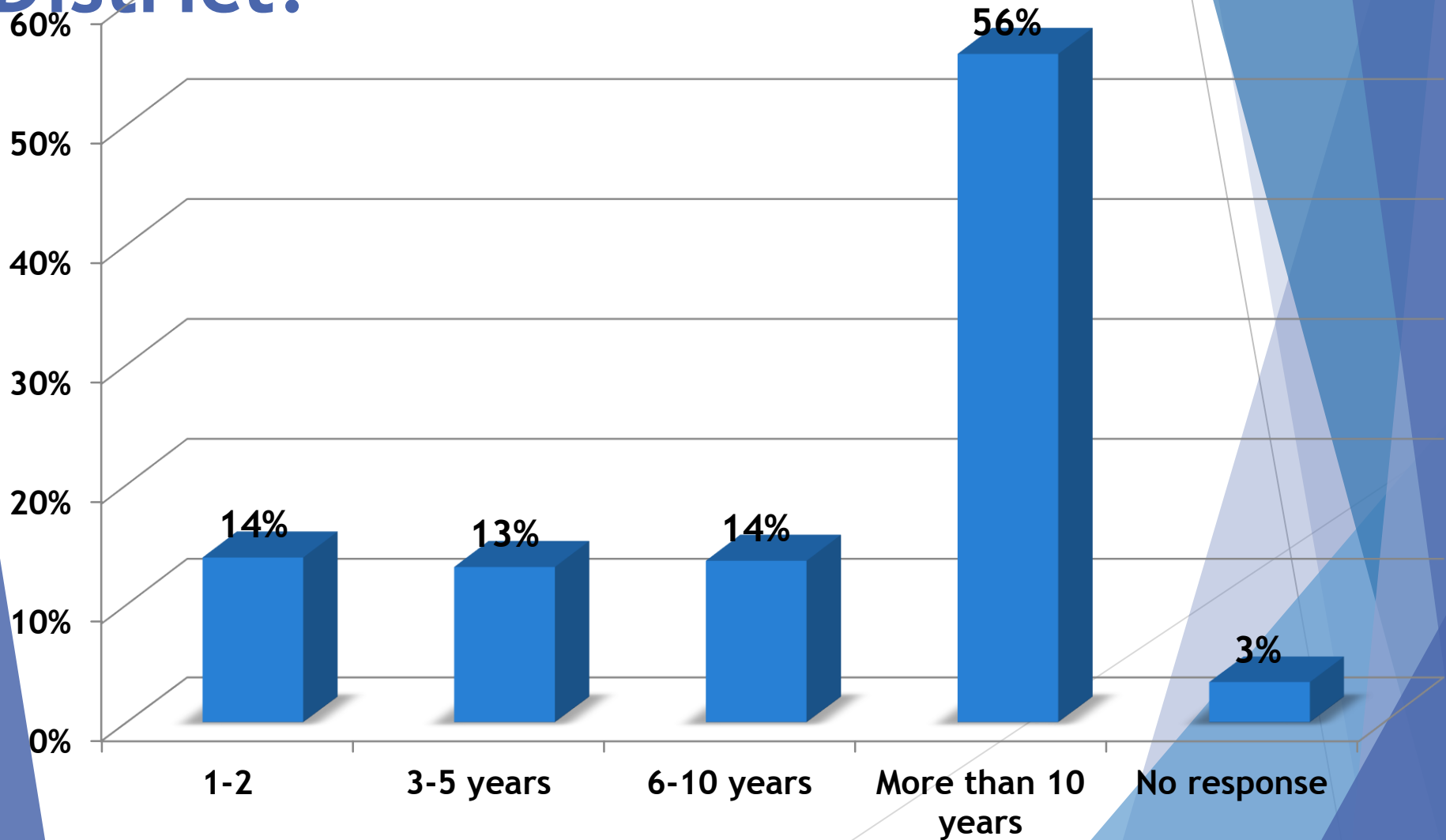
# At which location do you spend the most time?



# What best describes your position?



# Including the current year, how many years have you worked for this District?



# To provide a quality education for all students, please check a maximum of five of your highest

Item	% Yes
Provide additional intervention/support services for struggling students *	64%
Better prepare students for life after high school—whether this be college or career*	63%
Develop innovative programs to improve student learning *	43%
Receive training/development opportunities to enhance skills *	41%
Provide additional counseling, psychologist and social work services (2015 #10 24%)	38%
Increase the number of hands-on/project-based learning opportunities	35%
Increase parents and community communications	29%
Improve school safety and security	28%
Expand services to students with special needs	26%
Expand students and staff technology access	20%
Increase co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)	16%
Develop additional community/business partnerships	14%
Increase STEM opportunities	14%
Increase the number of AP/IB/honors courses	5%

# Change Readiness

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
Our District is committed to making needed improvements as they are identified.	67%	3.35	3.57	-0.22
Our District strives to achieve consensus on areas that need improvement.	56%	3.08	2.85	0.23
There is a process for evaluating the effectiveness of new initiatives.	42%	2.71	2.48	0.23
Our District has a culture of open dialogue.	68%	3.34	2.76	0.58



# Student Achievement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
The social and emotional needs of students are being met.	61%	3.18	3.26	-0.08
Students have access to additional support when needed.	65%	3.39	3.37	0.02
Overall, the school offers a high quality academic program.	88%	3.83	3.77	0.06
Student discipline is handled in a consistent manner by all staff.	36%	2.54	2.43	0.11
The academic needs of students are being met.	72%	3.48	3.34	0.14
Learning targets and curriculum objectives for my job assignment are clear.	79%	3.66	3.47	0.19
I have been provided the resources to achieve District mission statement and school objectives.	72%	3.47	3.07	0.40

# Engagement

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
I enjoy being involved in District affiliated activities outside of the normal school day.	78%	3.67	3.78	-0.11
It would take a lot to get me to leave this District.	67%	3.46	3.43	0.03
I am proud of our District.	87%	3.91	3.87	0.04
My work contributes to the success of our District.	99%	4.29	4.24	0.05
My job is personally satisfying.	93%	4.18	4.11	0.07
The amount of work I am asked to do is reasonable.	58%	3.13	3.06	0.07
I would recommend this District to others seeking employment.	80%	3.72	3.60	0.12

# Communication

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
School board policies and procedures affecting me are available and clearly communicated.	67%	3.37	3.35	0.02
I feel comfortable sharing my ideas and opinions.	72%	3.50	3.33	0.17
I am kept informed about matters important to my work.	72%	3.49	3.29	0.20
School/department information is communicated effectively to me.	71%	3.46	3.23	0.23
The District clearly communicates with me about important issues.	70%	3.42	3.18	0.24
I have a good understanding of the goals of the District.	76%	3.58	3.08	0.50

# How would you rate the communication from:

*Great (4), Good (3), Fair (2), Poor (1)*

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Item	% Great/ Good	2016	2015	Difference
Transportation	42%	2.25	2.34	-0.09
School Board	36%	2.21	2.24	-0.03
Food Service	46%	2.33	2.35	-0.02
Technology Services	69%	2.85	2.84	0.01
Custodians/Maintenance	73%	2.91	2.89	0.02
Principal/Building Administration	67%	2.83	2.71	0.12
District Administration	56%	2.54	2.31	0.23

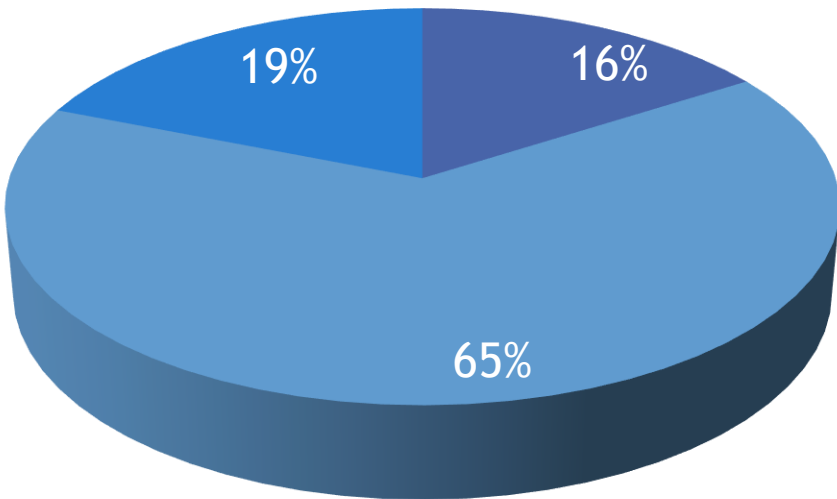
# Culture

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
Our school/department works hard to find ways to improve.	85%	3.93	3.90	0.03
My co-workers are willing to help me when I have a heavy workload.	88%	4.09	4.05	0.04
Our school/department is effective at assimilating new employees.	79%	3.69	3.65	0.04
Our school/department operates as a team.	73%	3.64	3.58	0.06
I can bring about change in my school/department.	73%	3.72	3.64	0.08
I have adequate opportunities to participate in decisions that affect me	71%	3.54	3.23	0.31

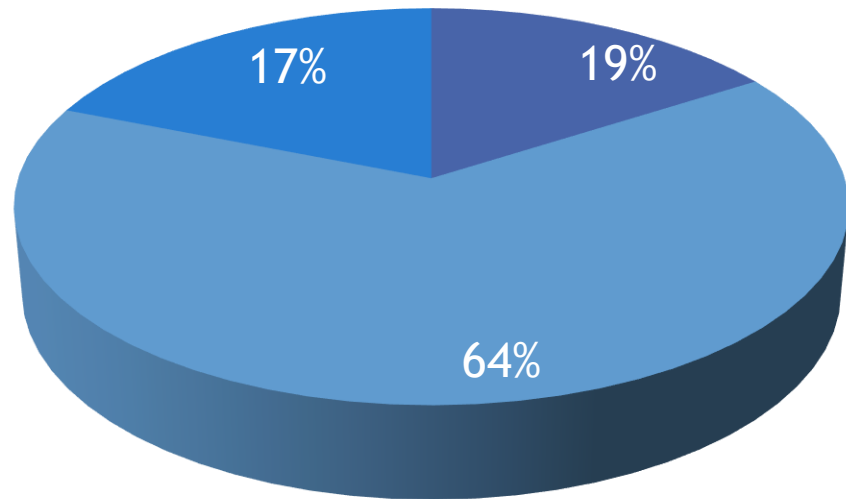
# (2016) Academic expectations are:



- Too high
- Just right
- Too low



# (2015) Academic expectations are:



- Too high
- Just right
- Too low



# Work Environment

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
Based on my interactions with students, I feel safe at work.	91%	4.10	4.09	0.01
Our classrooms, building and grounds are well maintained.	81%	3.78	3.77	0.01
Based on my interactions with other adults, I feel safe at work.	96%	4.39	4.37	0.02
I have enough time to do my job effectively.	45%	2.84	2.79	0.05
I am satisfied with the technology available to me.	80%	3.72	3.58	0.14
I have the flexibility to do my job the way that I think is most effective.	82%	3.85	3.71	0.14



# Work Environment (Continued)

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
I am satisfied with the technology support available to me.	86%	3.91	3.75	0.16
I have the materials and supplies I need to do my job effectively.	80%	3.78	3.62	0.16
I feel valued by our community.	65%	3.36	3.17	0.19
I receive the training I need to do my job effectively.	75%	3.60	3.37	0.23
I feel supported by leadership when I make a decision.	85%	3.94	3.69	0.25

# Health and Wellness

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
I manage my stress well.	73%	3.49	3.47	0.02
I am able to sustain a healthy work-life balance.	66%	3.30	3.25	0.05
I get enough sleep.	59%	3.14	3.09	0.05
The pace of implementing new initiatives is appropriate.	57%	3.09	2.82	0.27

# Development and Recognition

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
I receive meaningful and timely feedback that helps me improve my performance.	74%	3.51	3.30	0.21
I receive credit and recognition when I do a good job.	71%	3.46	3.21	0.25
I have adequate opportunities for training/professional development.	65%	3.33	2.84	0.49
The District's in-service days are organized and well-planned.	67%	3.38	2.63	0.75

# Compensation and Benefits

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
I am satisfied with my benefits.	61%	3.20	3.51	-0.31
My benefits are competitive with similar jobs I might find elsewhere.	66%	3.33	3.43	-0.10
I am satisfied with my pay.	57%	3.06	3.04	0.02
My pay is fair in relation to my job responsibilities.	46%	2.81	2.78	0.03
Pay practices are administered consistently for all employees.	66%	3.26	3.12	0.14

# Building Leadership

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
I trust the leadership in my building.	78%	3.83	3.77	0.06
My principal is an effective leader.	77%	3.85	3.74	0.11
Building leadership is consistent when administering policies concerning employees.	71%	3.62	3.49	0.13

# District Administration

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
The Superintendent/District Administrator presents a positive image to our community.	98%	4.30	4.22	0.08
I trust the District's leadership.	81%	3.72	3.55	0.17
District administration is consistent when administering policies concerning employees.	76%	3.57	3.36	0.21
District administration is doing what it takes to make our District successful.	83%	3.78	3.50	0.28
District administration is responsive to major concerns of employees.	70%	3.48	2.92	0.56

# School Board

*Strongly agree (5), Agree (4), Disagree (2), Strongly disagree (1)*

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Item	% Strongly agree/ Agree	2016	2015	Difference
The School Board is doing what it takes to make our District successful.	85%	3.77	3.69	0.08
The School Board appropriately balances the mission of the District with fiscal responsibility.	89%	3.86	3.73	0.13
The School Board presents a positive image to our community.	91%	3.92	3.77	0.15

# Overall Satisfaction

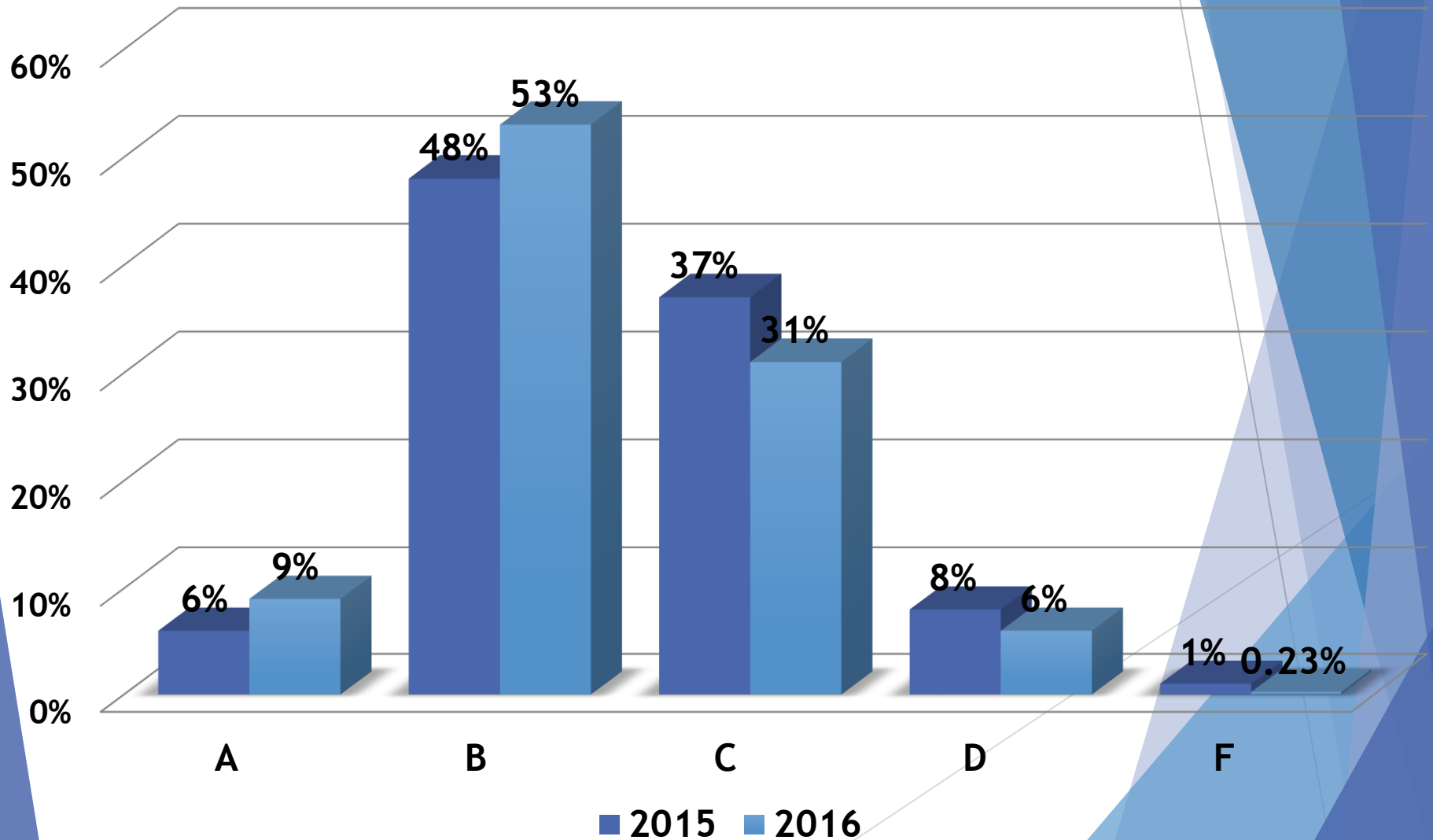
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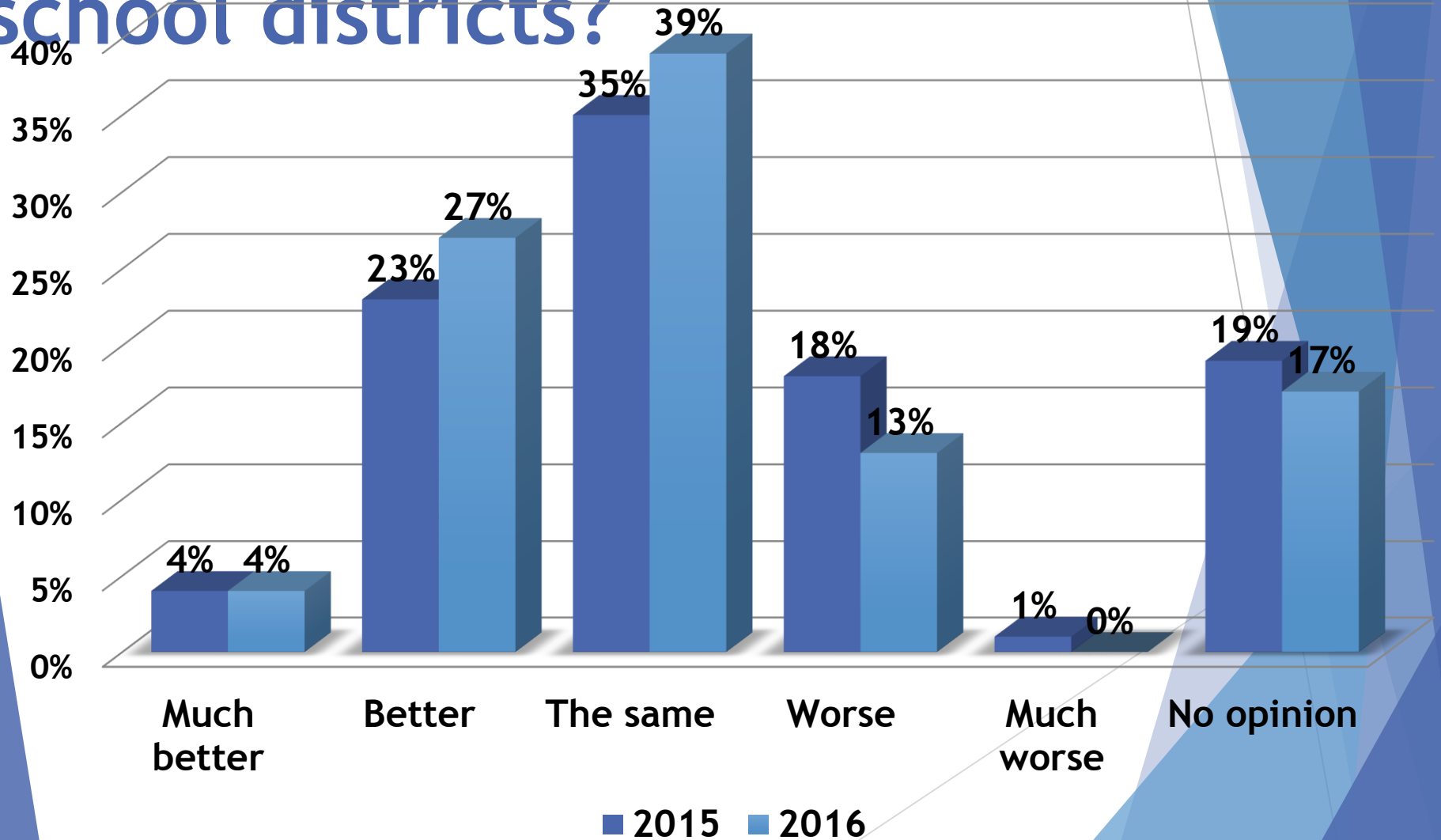
Item	% Strongly agree/ Agree	2016	2015	Difference
All things considered, this District is a good place to work.	91%	3.97	3.87	0.10
I am satisfied with the financial management of the District.	76%	3.57	3.40	0.17
Our community supports education.	61%	3.23	3.05	0.18
The District has improved in the past year.	80%	3.68	3.32	0.36



# What grade would you give us?



# How would you rate the District compared to neighboring public school districts?



Thank you!

