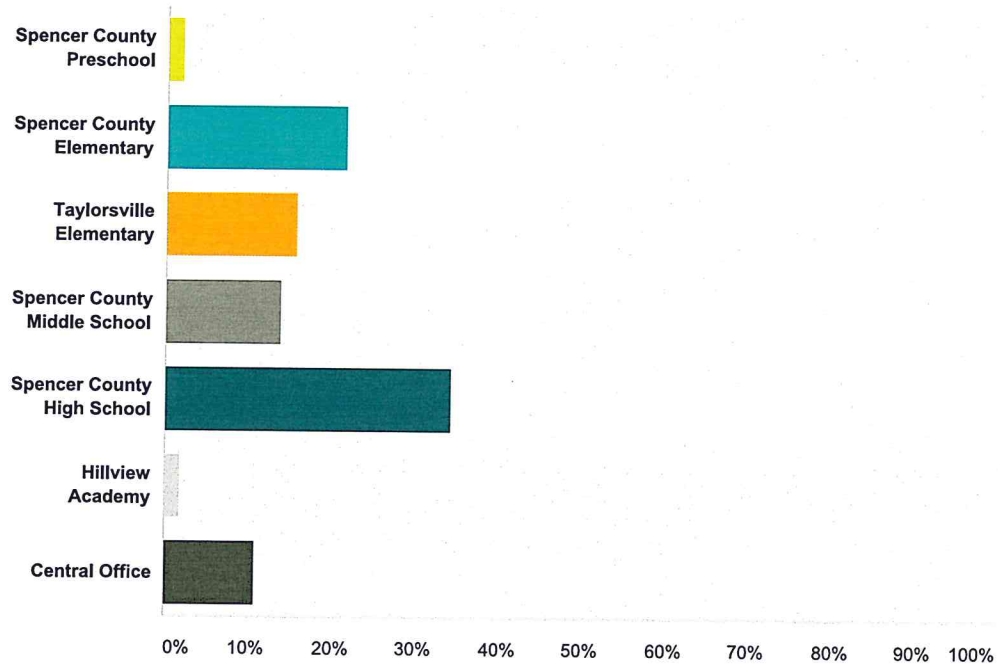


STAFF SURVEY Spring 2016

Q1 Please select the school where you are employed

Answered: 102 Skipped: 2

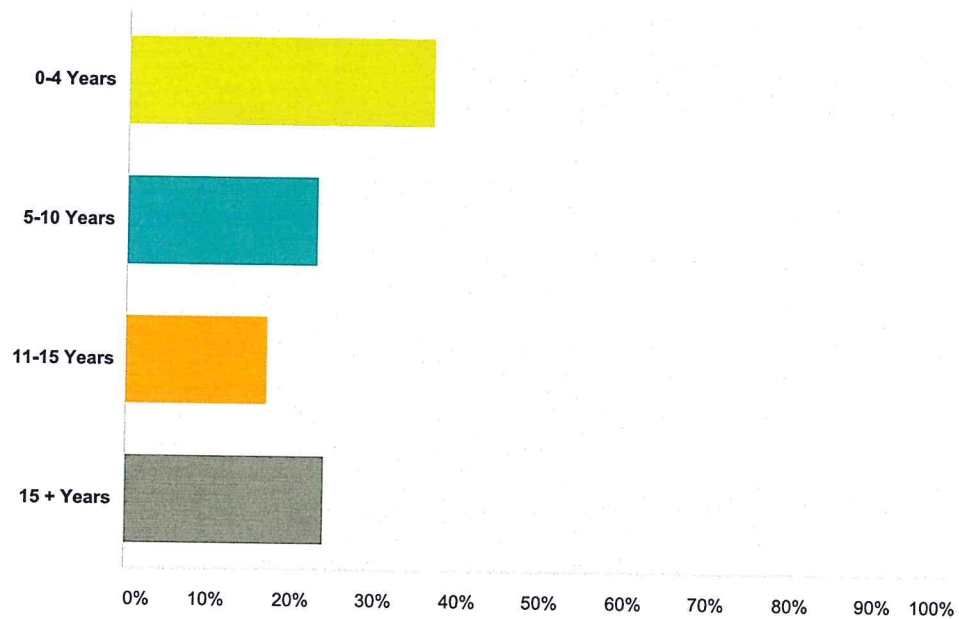


Answer Choices	Responses	
Spencer County Preschool	1.96%	2
Spencer County Elementary	21.57%	22
Taylorsville Elementary	15.69%	16
Spencer County Middle School	13.73%	14
Spencer County High School	34.31%	35
Hillview Academy	1.96%	2
Central Office	10.78%	11
Total		102

STAFF SURVEY Spring 2016

Q2 Total years of employment with Spencer County Public Schools

Answered: 101 Skipped: 3

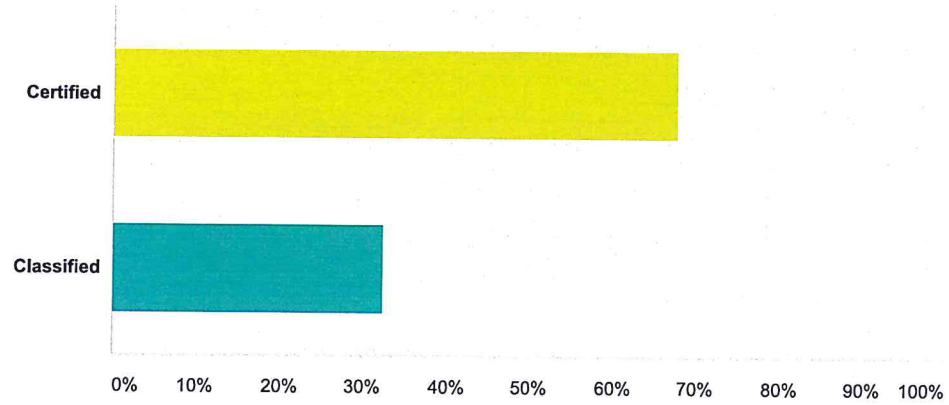


Answer Choices	Responses
0-4 Years	36.63% 37
5-10 Years	22.77% 23
11-15 Years	16.83% 17
15 + Years	23.76% 24
Total	101

STAFF SURVEY Spring 2016

Q3 Job Position

Answered: 102 Skipped: 2

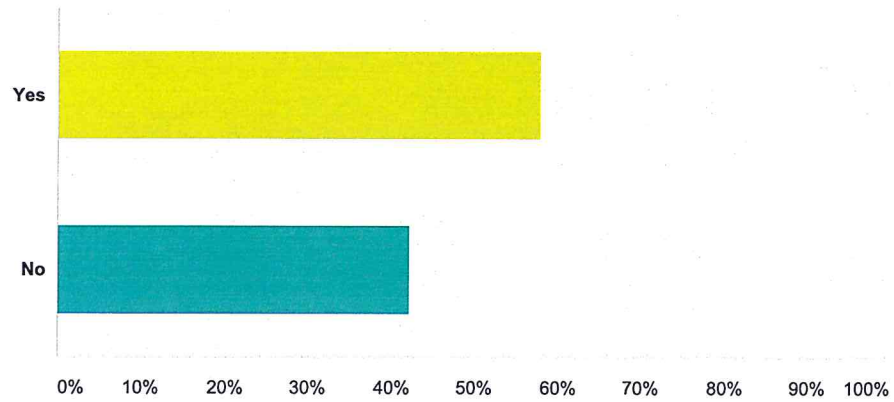


Answer Choices	Responses	
Certified	67.65%	69
Classified	32.35%	33
Total		102

STAFF SURVEY Spring 2016

Q4 I live in the school district

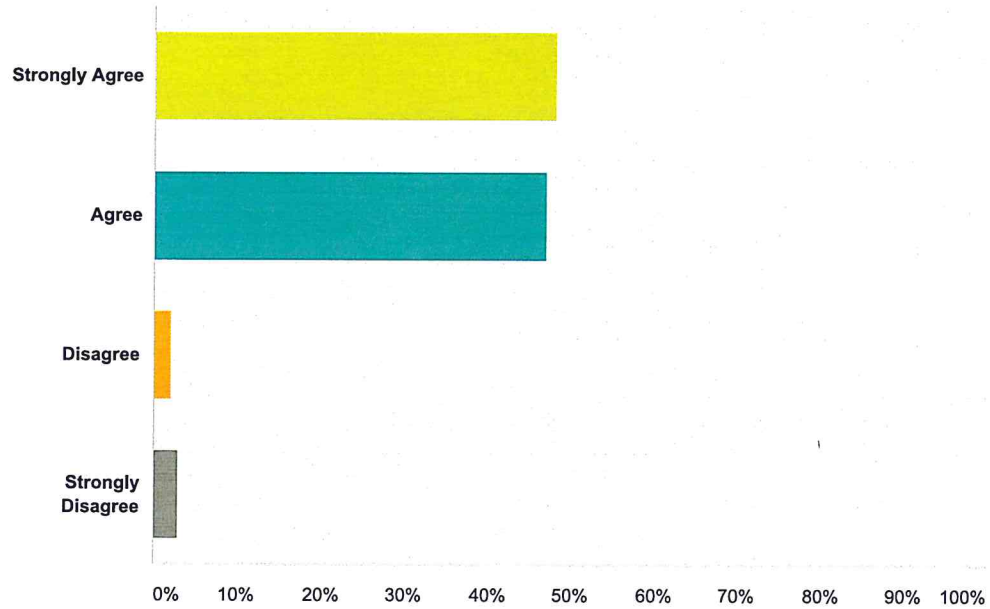
Answered: 102 Skipped: 2



Answer Choices	Responses
Yes	57.84% 59
No	42.16% 43
Total	102

Q5 I am encouraged to participate and given opportunity for personal/professional growth and development

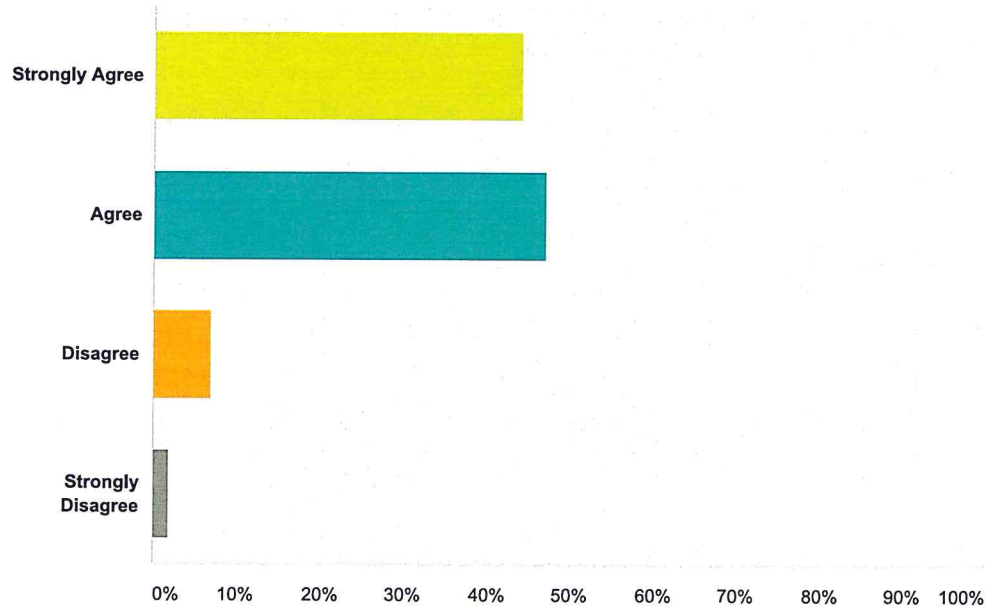
Answered: 100 Skipped: 4



Answer Choices	Responses	
Strongly Agree	48.00%	48
Agree	47.00%	47
Disagree	2.00%	2
Strongly Disagree	3.00%	3
Total		100

Q6 I am satisfied with training opportunities and other activities provided to assist me in my growth and development

Answered: 102 Skipped: 2

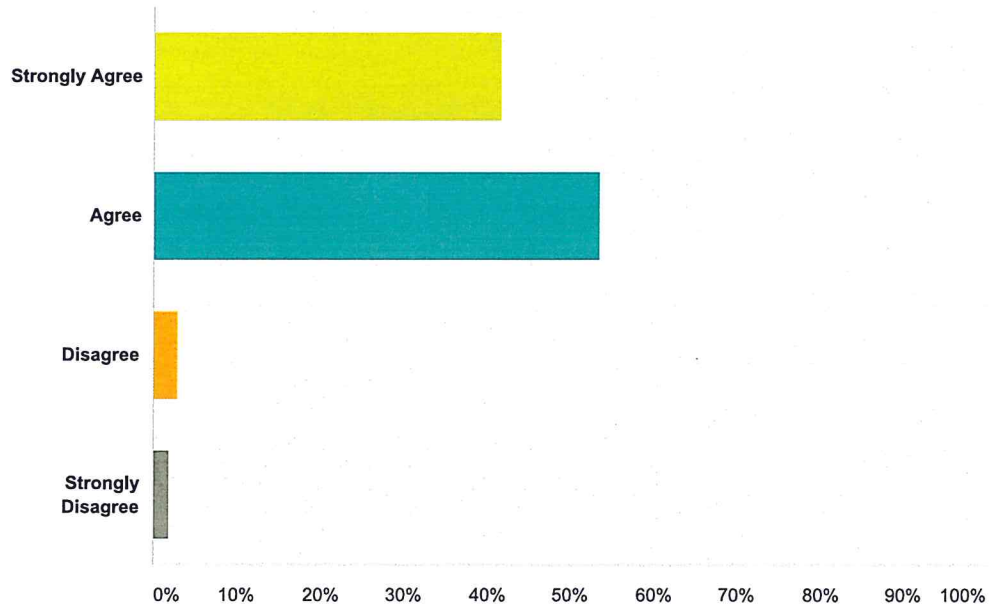


Answer Choices	Responses	
Strongly Agree	44.12%	45
Agree	47.06%	48
Disagree	6.86%	7
Strongly Disagree	1.96%	2
Total		102

STAFF SURVEY Spring 2016

Q7 I am satisfied with my physical working conditions

Answered: 101 Skipped: 3

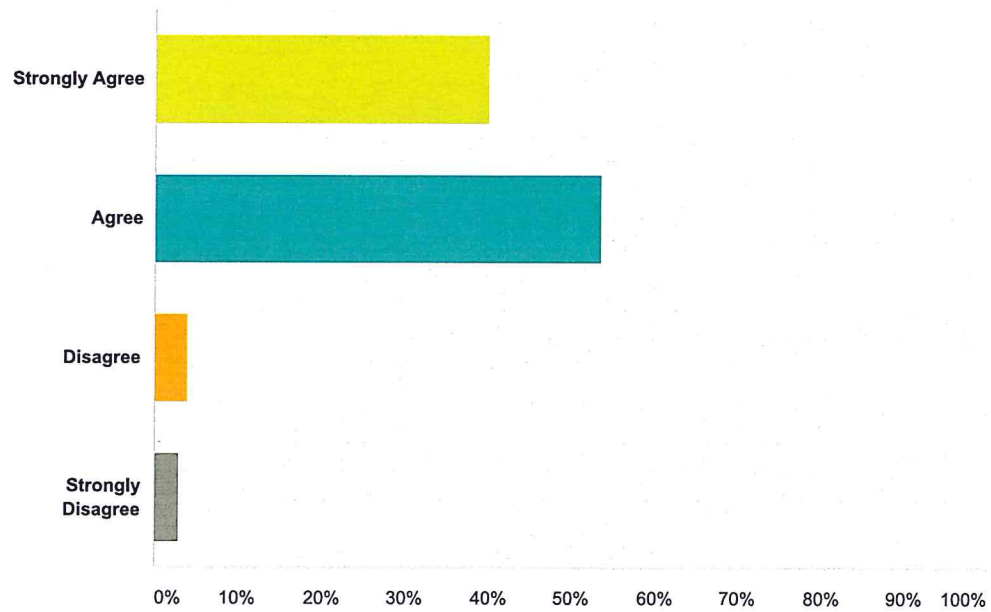


Answer Choices	Responses	
Strongly Agree	41.58%	42
Agree	53.47%	54
Disagree	2.97%	3
Strongly Disagree	1.98%	2
Total		101

STAFF SURVEY Spring 2016

Q8 I am confident this survey will be used constructively

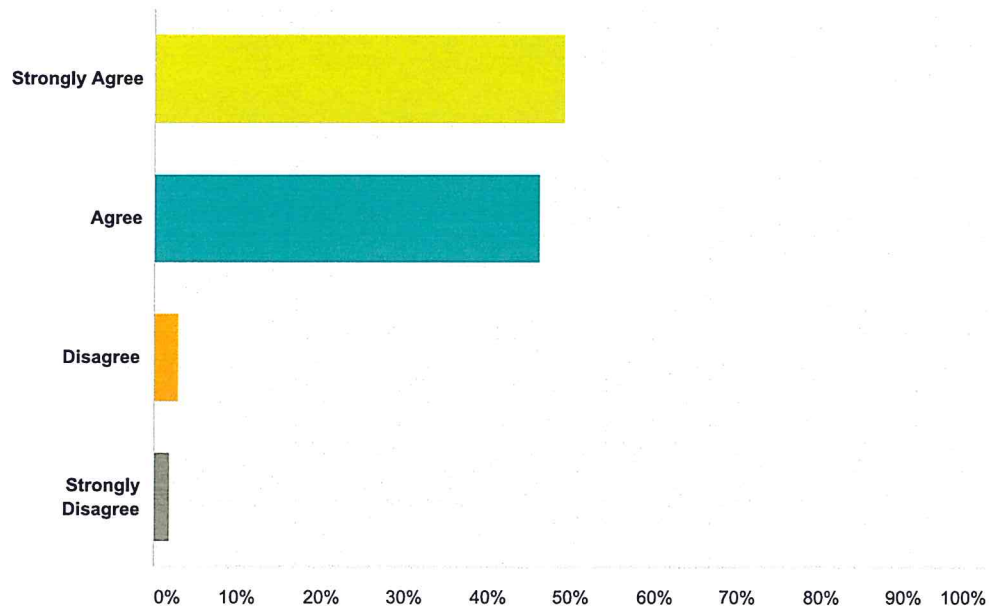
Answered: 103 Skipped: 1



Answer Choices	Responses	
Strongly Agree	39.81%	41
Agree	53.40%	55
Disagree	3.88%	4
Strongly Disagree	2.91%	3
Total		103

Q9 I am satisfied with the way I receive information about our school system

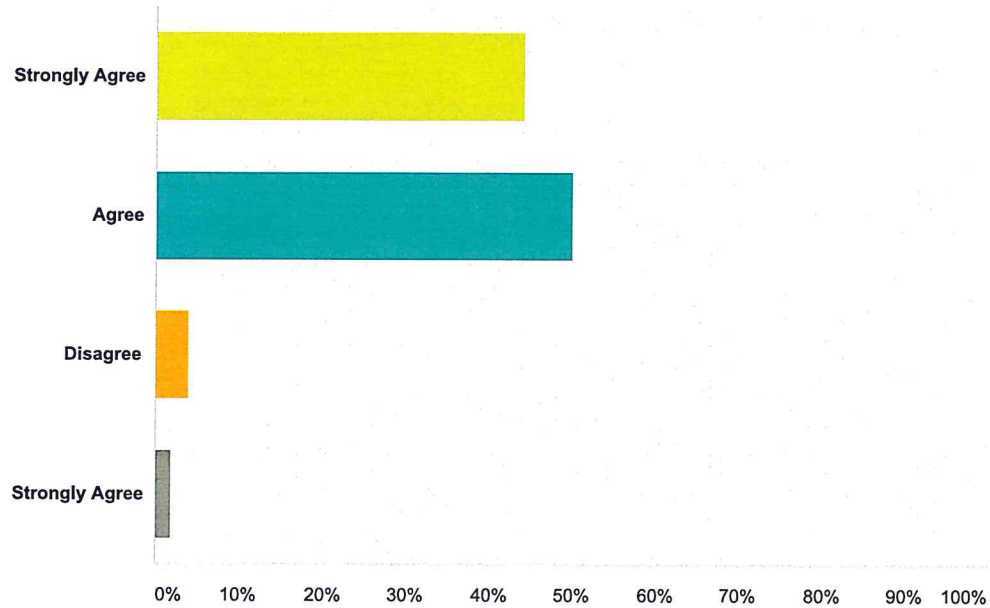
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	49.02%	50
Agree	46.08%	47
Disagree	2.94%	3
Strongly Disagree	1.96%	2
Total		102

Q10 I take advantage of the opportunity to provide input into the decisions that affect me and my job.

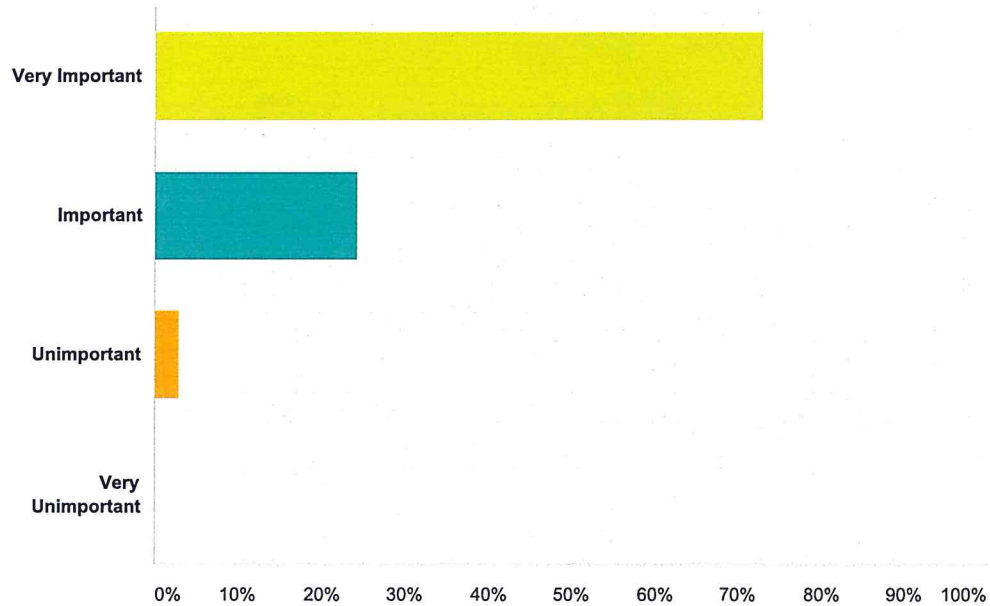
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	44.12%	45
Agree	50.00%	51
Disagree	3.92%	4
Strongly Agree	1.96%	2
Total		102

Q11 How important to your overall morale and job satisfaction is effective communications from the school district?

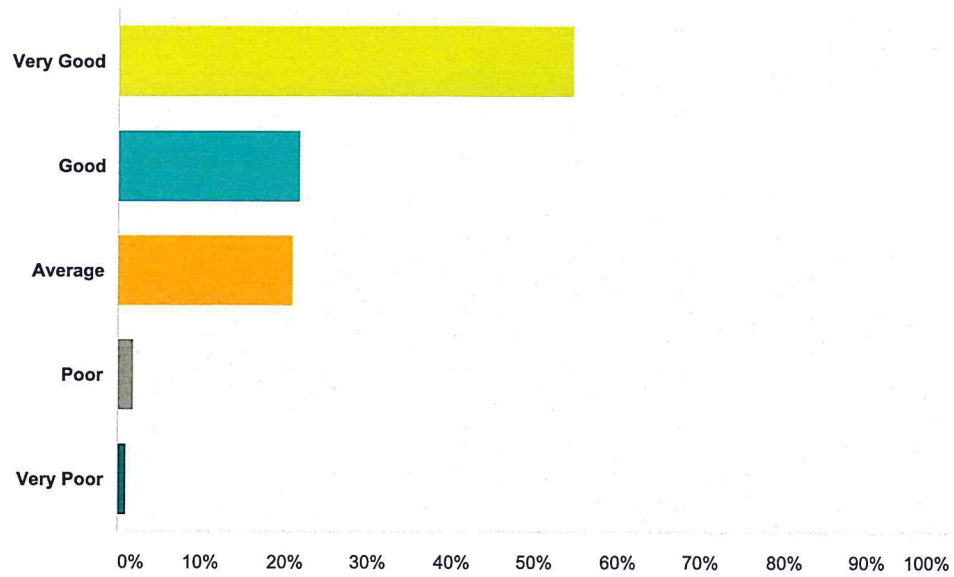
Answered: 103 Skipped: 1



Answer Choices	Responses	
Very Important	72.82%	75
Important	24.27%	25
Unimportant	2.91%	3
Very Unimportant	0.00%	0
Total		103

Q12 The recognition I receive from my immediate supervisor for a job well done is

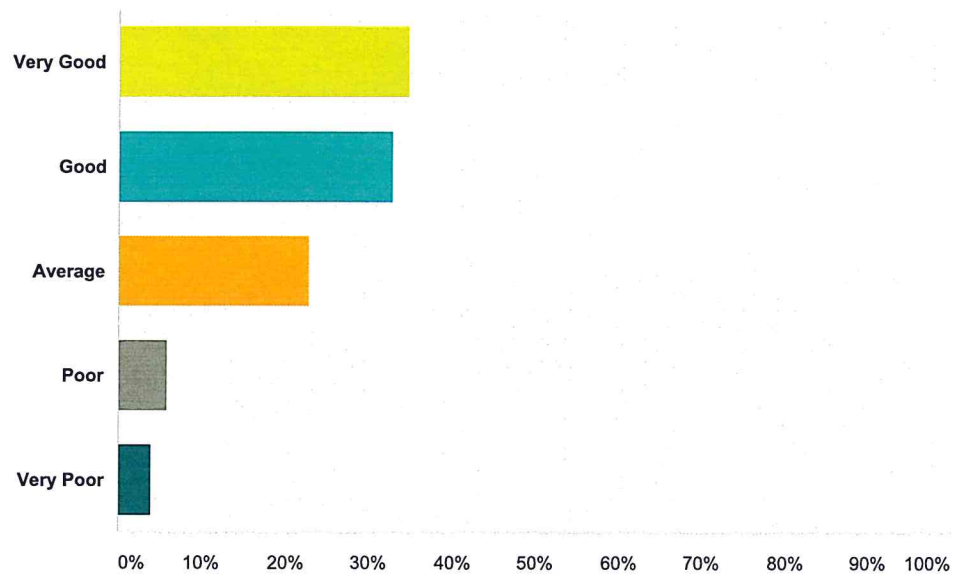
Answered: 101 Skipped: 3



Answer Choices	Responses	
Very Good	54.46%	55
Good	21.78%	22
Average	20.79%	21
Poor	1.98%	2
Very Poor	0.99%	1
Total		101

Q13 The recognition I receive from the District Central Office for a job well done is

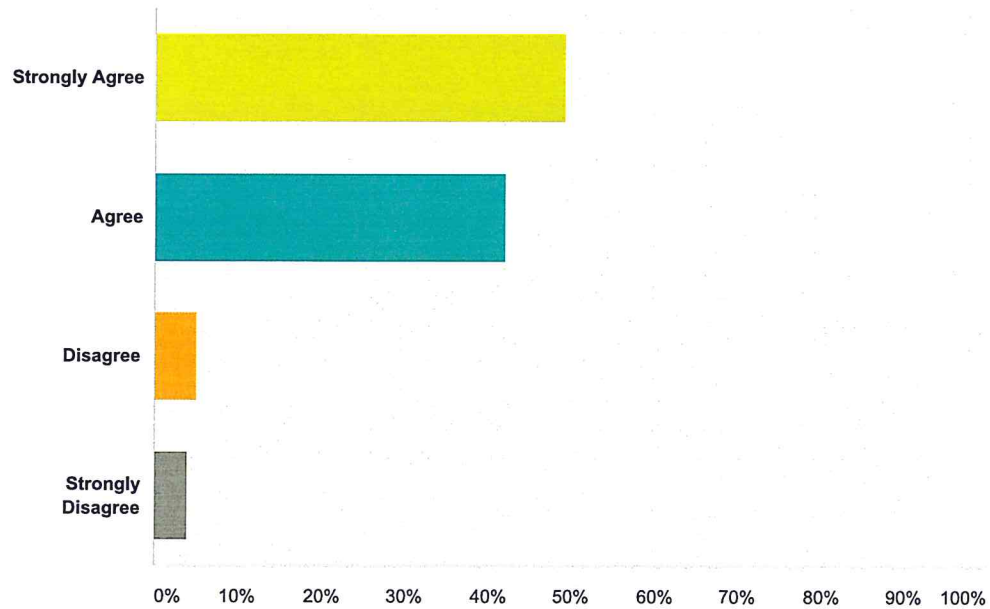
Answered: 101 Skipped: 3



Answer Choices	Responses	
Very Good	34.65%	35
Good	32.67%	33
Average	22.77%	23
Poor	5.94%	6
Very Poor	3.96%	4
Total		101

Q14 Employees and administrative communications have improved since my employment in the school system

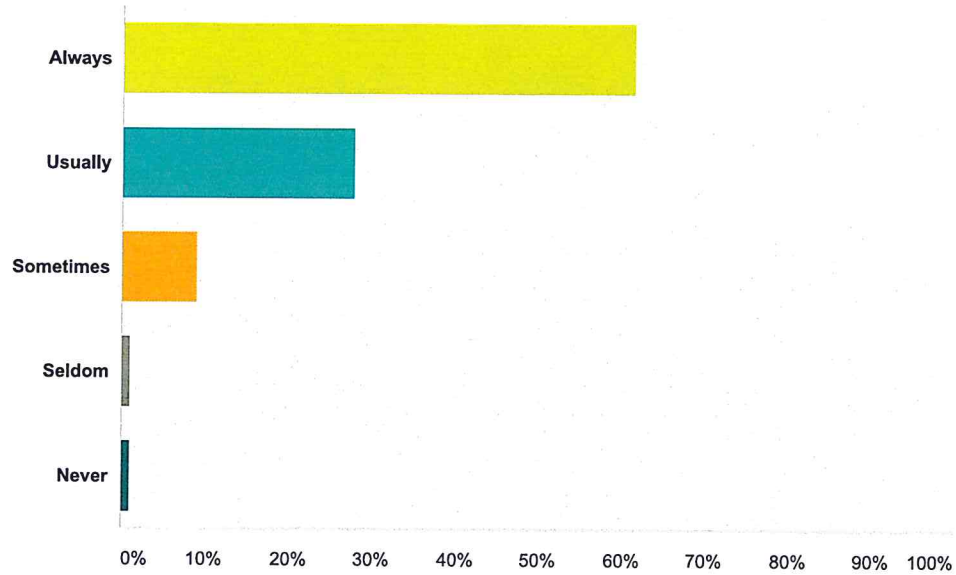
Answered: 100 Skipped: 4



Answer Choices	Responses	
Strongly Agree	49.00%	49
Agree	42.00%	42
Disagree	5.00%	5
Strongly Disagree	4.00%	4
Total		100

Q15 My co-workers and I share information, work experience, and techniques that help me get my job done more efficiently/effectively:

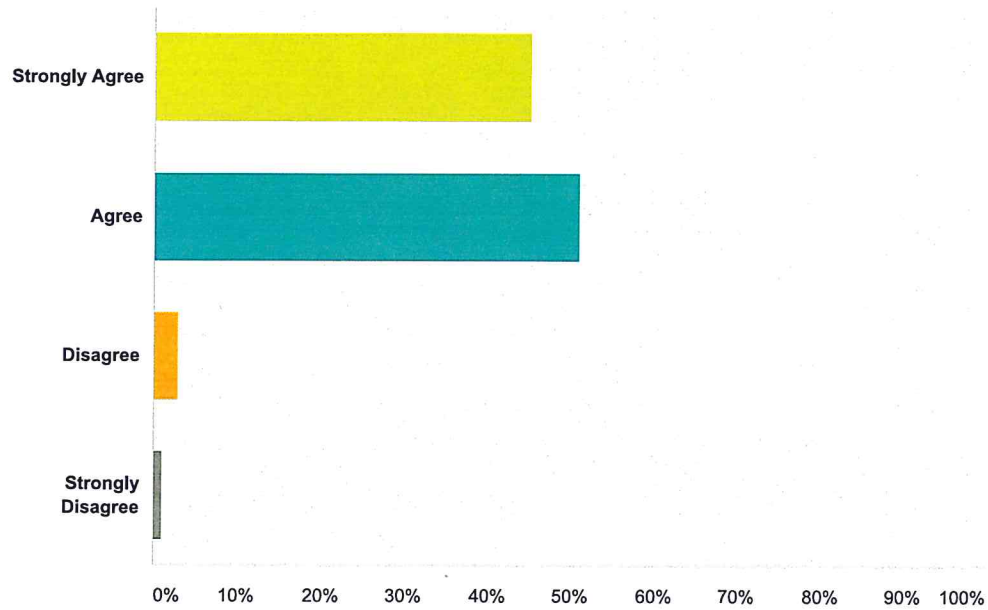
Answered: 101 Skipped: 3



Answer Choices	Responses	
Always	61.39%	62
Usually	27.72%	28
Sometimes	8.91%	9
Seldom	0.99%	1
Never	0.99%	1
Total		101

Q16 I have the cooperation required from others in the District to do my job:

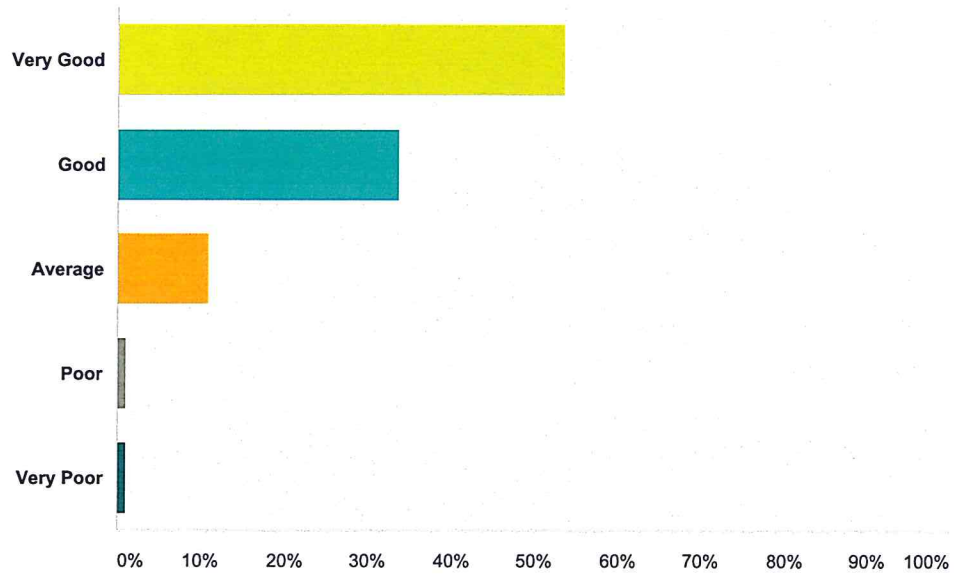
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	45.10%	46
Agree	50.98%	52
Disagree	2.94%	3
Strongly Disagree	0.98%	1
Total		102

Q17 Compared to other public school systems I know about, as an employer, our Board of Education is:

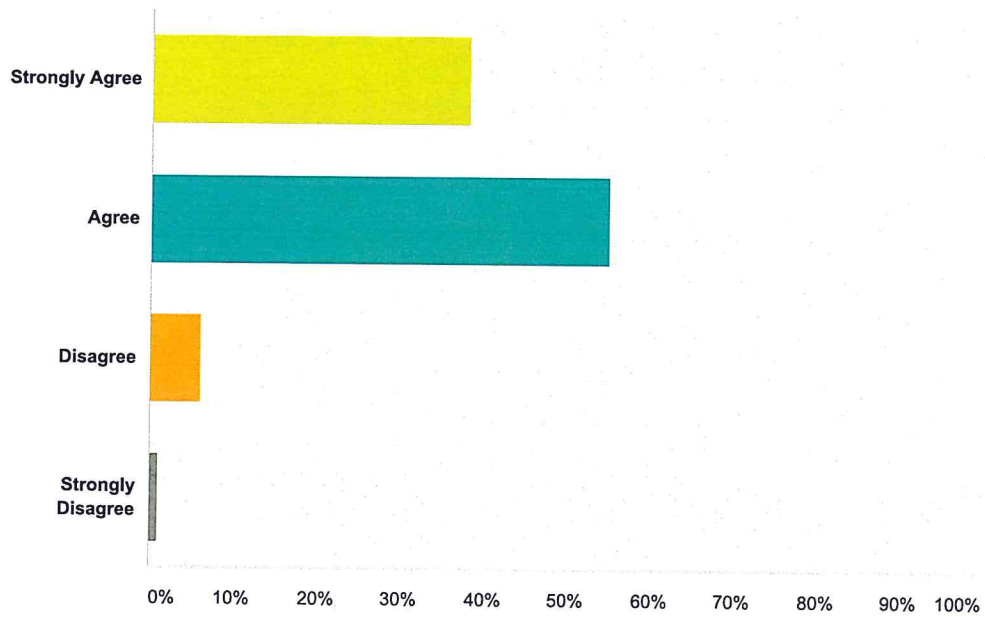
Answered: 101 Skipped: 3



Answer Choices	Responses	
Very Good	53.47%	54
Good	33.66%	34
Average	10.89%	11
Poor	0.99%	1
Very Poor	0.99%	1
Total		101

Q18 I have the materials and supplies I need to do my job:

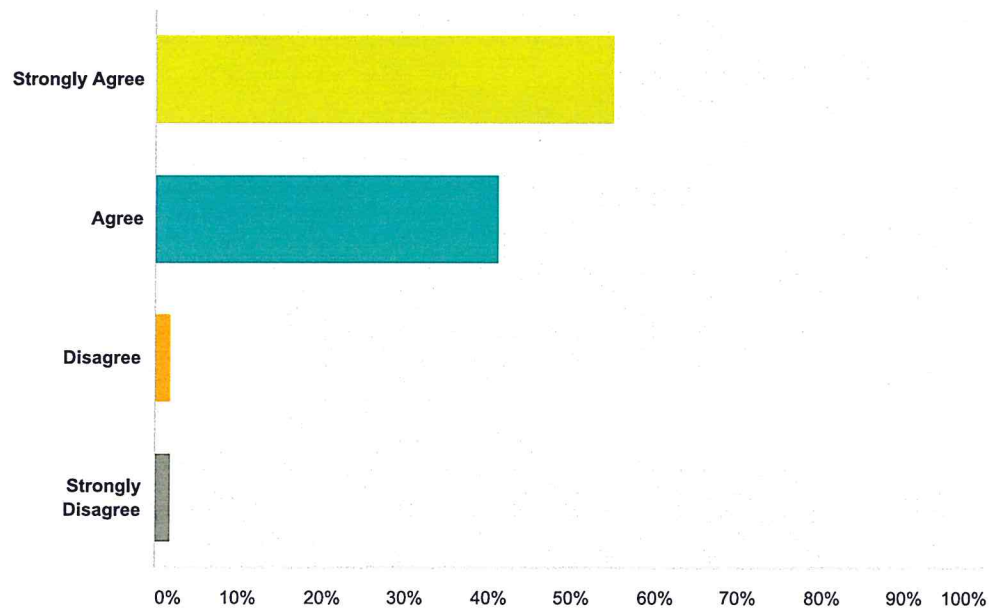
Answered: 100 Skipped: 4



Answer Choices	Responses	
Strongly Agree	38.00%	38
Agree	55.00%	55
Disagree	6.00%	6
Strongly Disagree	1.00%	1
Total		100

Q19 I am satisfied with the performance of my immediate supervisor:

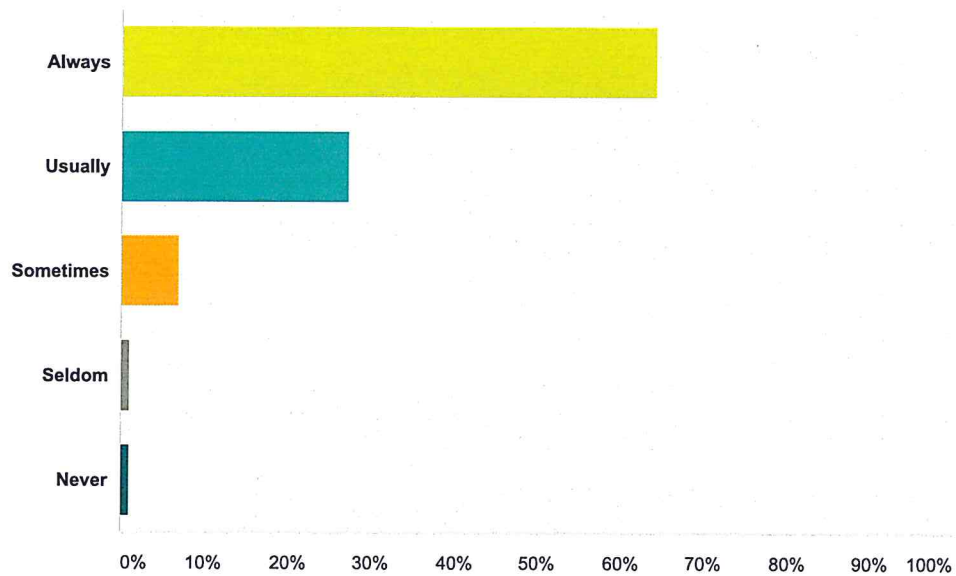
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	54.90%	56
Agree	41.18%	42
Disagree	1.96%	2
Strongly Disagree	1.96%	2
Total		102

Q20 My immediate supervisor communicates effectively and keeps me well informed about issues that pertain to my job responsibilities.

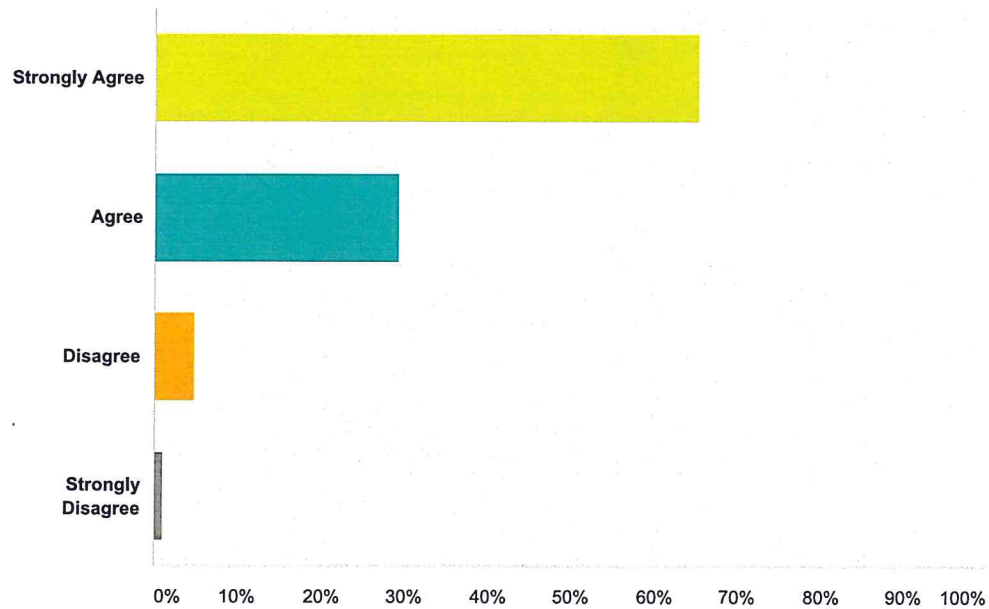
Answered: 103 Skipped: 1



Answer Choices	Responses	
Always	64.08%	66
Usually	27.18%	28
Sometimes	6.80%	7
Seldom	0.97%	1
Never	0.97%	1
Total		103

Q21 I feel confident that my immediate supervisor will address my concerns professionally, objectively, and promptly:

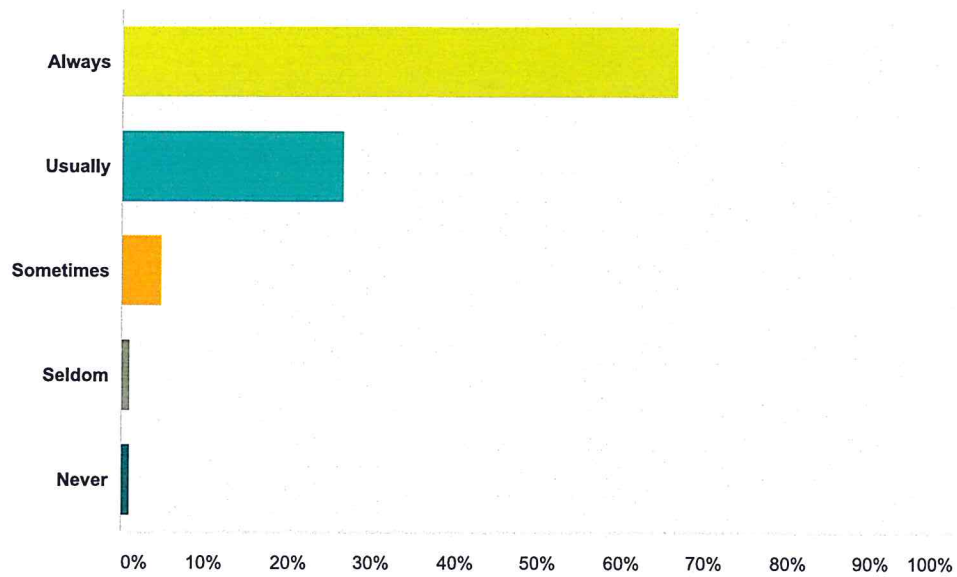
Answered: 103 Skipped: 1



Answer Choices	Responses	
Strongly Agree	65.05%	67
Agree	29.13%	30
Disagree	4.85%	5
Strongly Disagree	0.97%	1
Total		103

Q22 My immediate supervisor is readily accessible to employees:

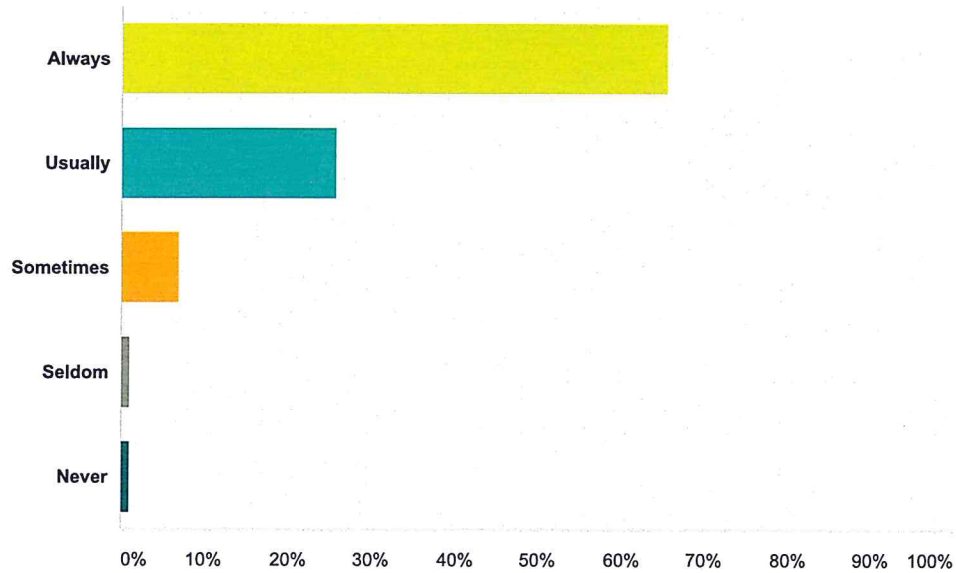
Answered: 102 Skipped: 2



Answer Choices	Responses	
Always	66.67%	68
Usually	26.47%	27
Sometimes	4.90%	5
Seldom	0.98%	1
Never	0.98%	1
Total		102

Q23 My immediate supervisor is consistent and fair in relations with all employees and treats them with respect and as valued team members:

Answered: 101 Skipped: 3

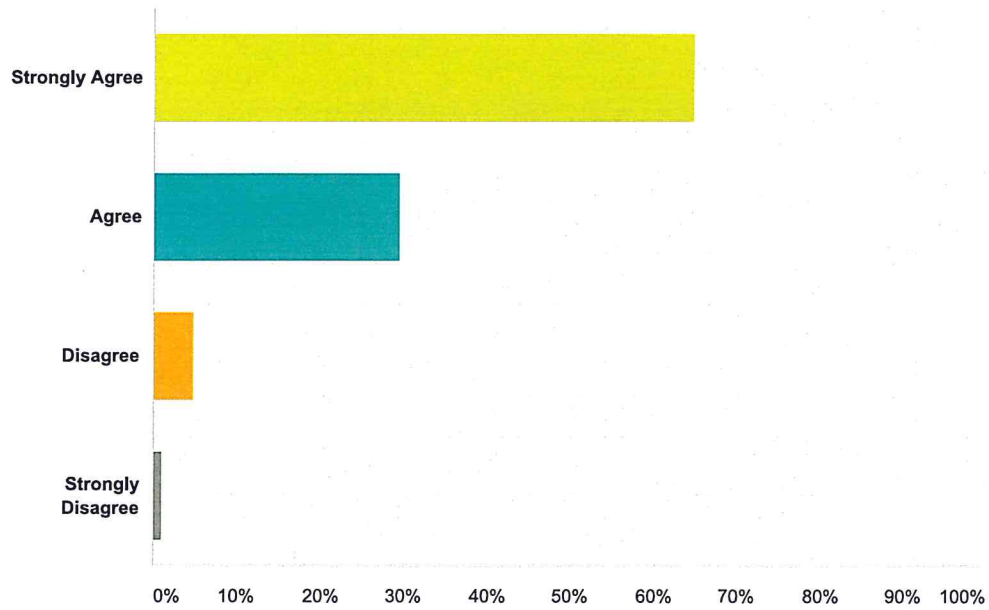


Answer Choices	Responses	
Always	65.35%	66
Usually	25.74%	26
Sometimes	6.93%	7
Seldom	0.99%	1
Never	0.99%	1
Total		101

STAFF SURVEY Spring 2016

Q24 I feel supported by my immediate supervisor:

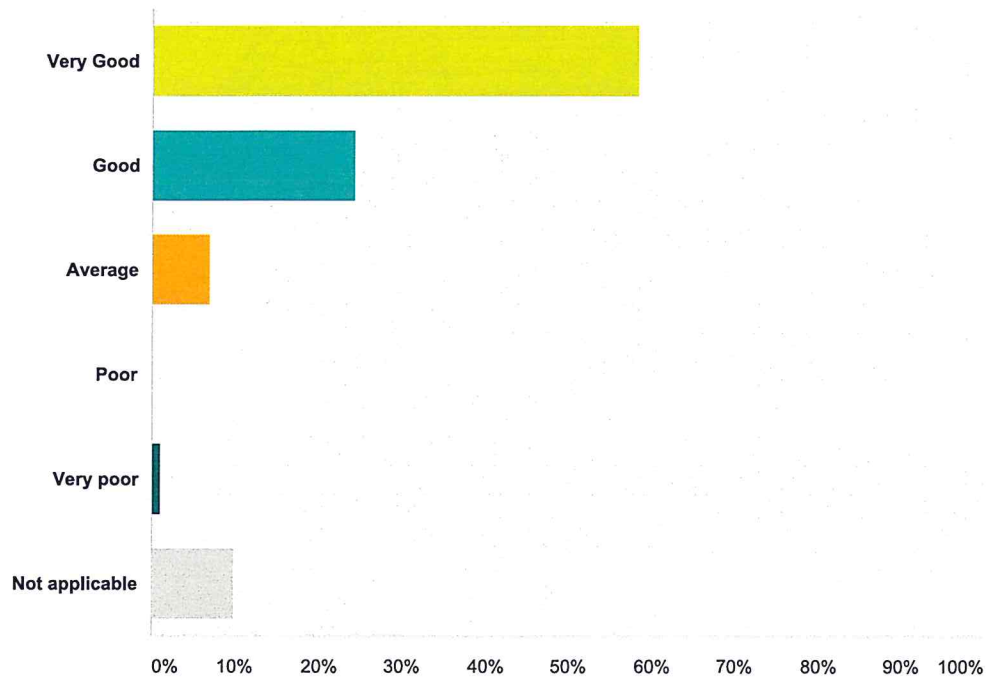
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	64.71%	66
Agree	29.41%	30
Disagree	4.90%	5
Strongly Disagree	0.98%	1
Total		102

Q25 The overall instructional leadership provided by my principal is:

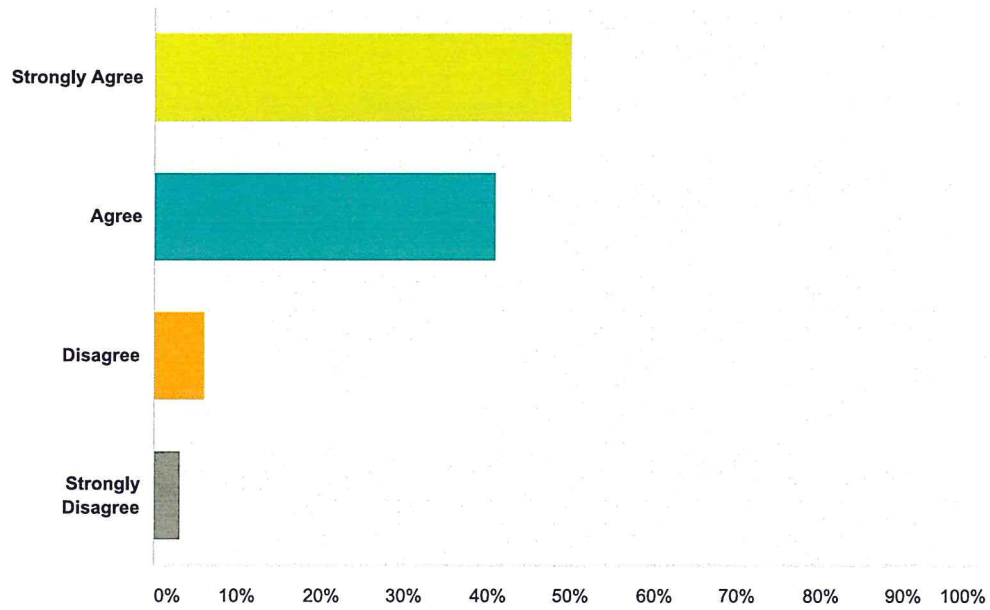
Answered: 103 Skipped: 1



Answer Choices	Responses	
Very Good	58.25%	60
Good	24.27%	25
Average	6.80%	7
Poor	0.00%	0
Very poor	0.97%	1
Not applicable	9.71%	10
Total		103

Q26 I am satisfied with the performance of the Superintendent:

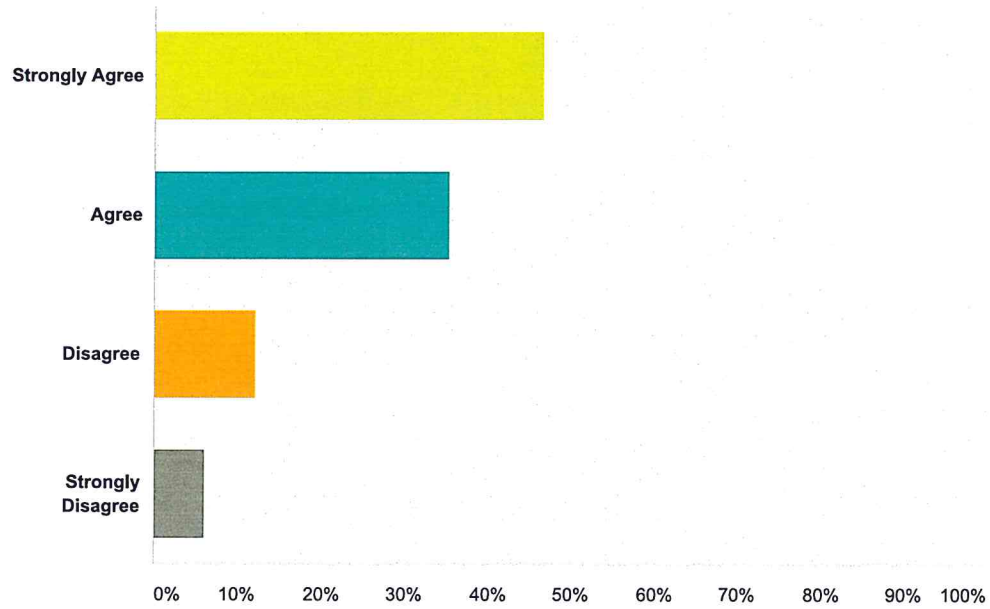
Answered: 98 Skipped: 6



Answer Choices	Responses	
Strongly Agree	50.00%	49
Agree	40.82%	40
Disagree	6.12%	6
Strongly Disagree	3.06%	3
Total		98

Q27 I feel comfortable expressing concerns to the Superintendent:

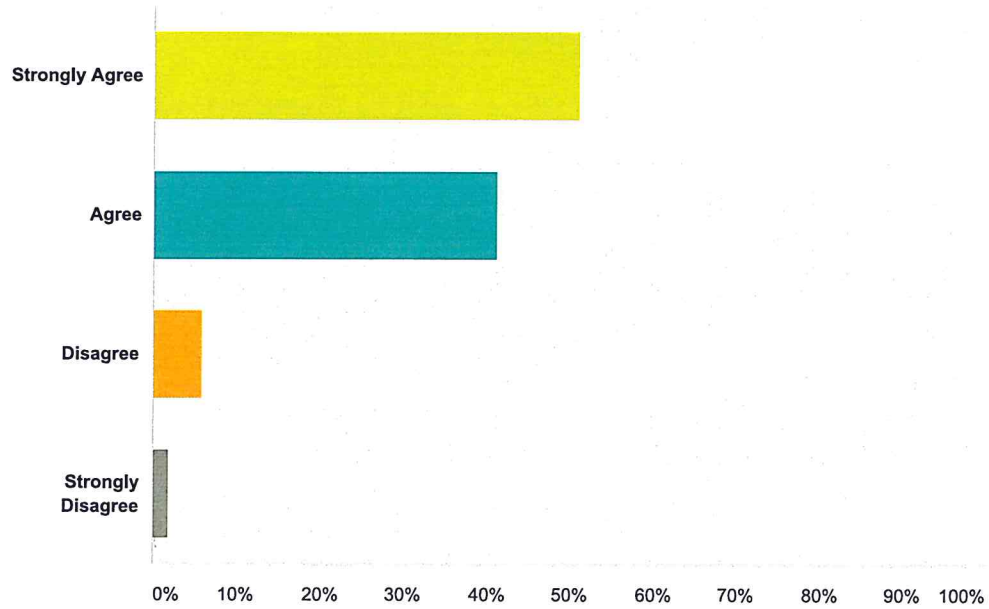
Answered: 99 Skipped: 5



Answer Choices	Responses	
Strongly Agree	46.46%	46
Agree	35.35%	35
Disagree	12.12%	12
Strongly Disagree	6.06%	6
Total		99

**Q28 I feel confident that the Superintendent
will address my concerns professionally,
objectively, and promptly.**

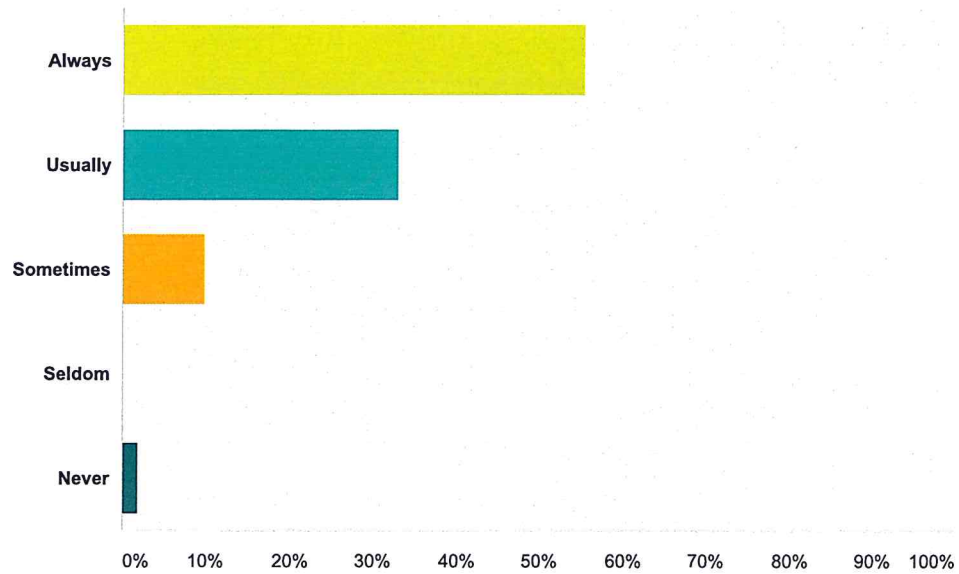
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	50.98%	52
Agree	41.18%	42
Disagree	5.88%	6
Strongly Disagree	1.96%	2
Total		102

Q29 The Superintendent is readily accessible to employees:

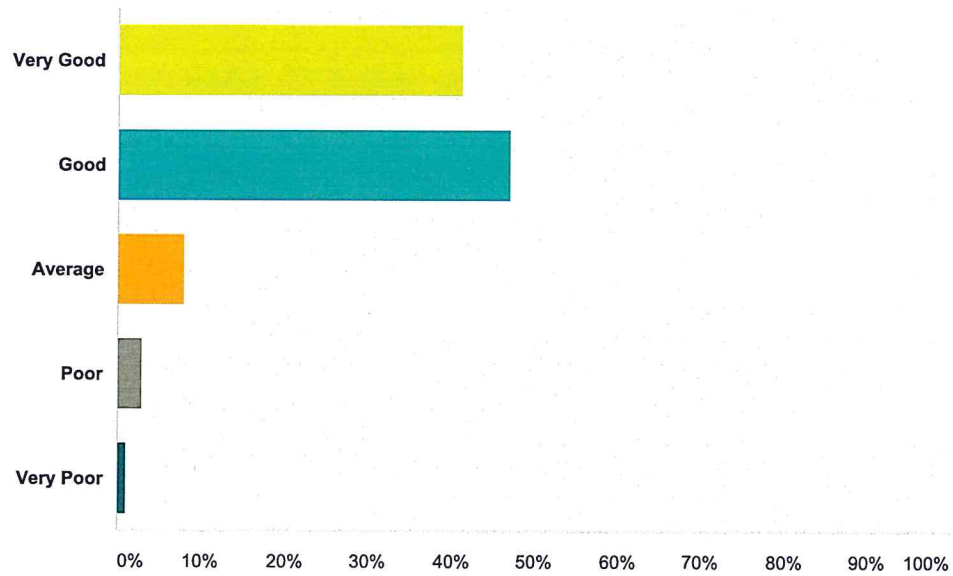
Answered: 103 Skipped: 1



Answer Choices	Responses	
Always	55.34%	57
Usually	33.01%	34
Sometimes	9.71%	10
Seldom	0.00%	0
Never	1.94%	2
Total		103

Q30 How would you rate the overall staff morale in the district?

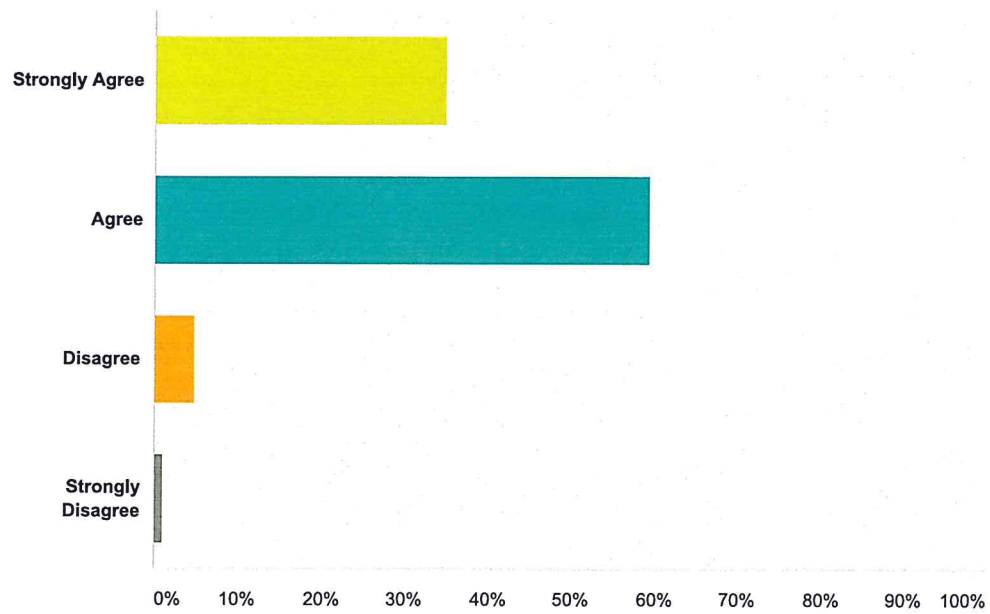
Answered: 102 Skipped: 2



Answer Choices	Responses	
Very Good	41.18%	42
Good	47.06%	48
Average	7.84%	8
Poor	2.94%	3
Very Poor	0.98%	1
Total		102

Q31 I am satisfied with the performance of the School Board?

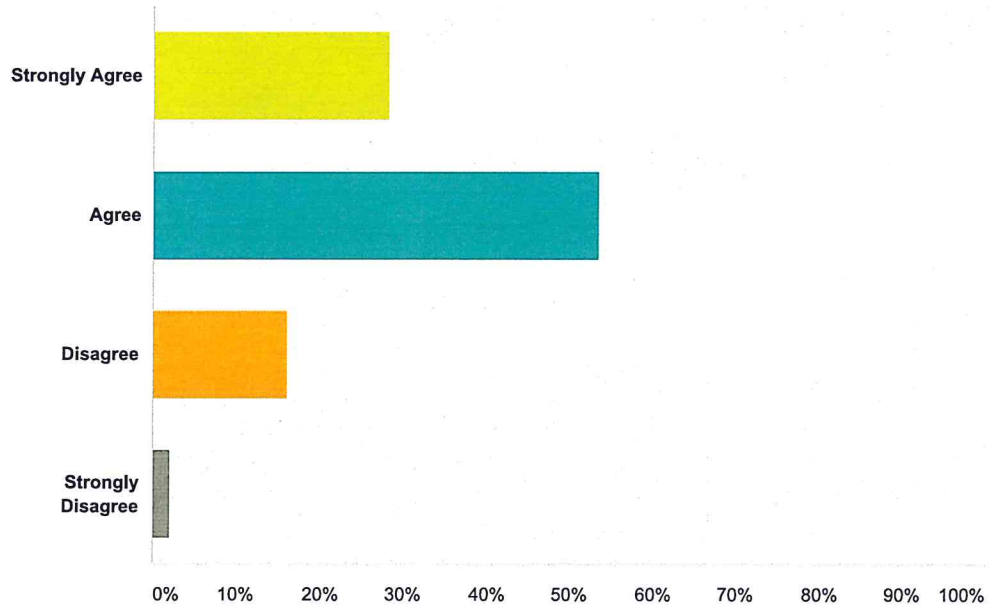
Answered: 103 Skipped: 1



Answer Choices	Responses	
Strongly Agree	34.95%	36
Agree	59.22%	61
Disagree	4.85%	5
Strongly Disagree	0.97%	1
Total		103

Q32 I feel comfortable in expressing concerns to any or all School Board Members:

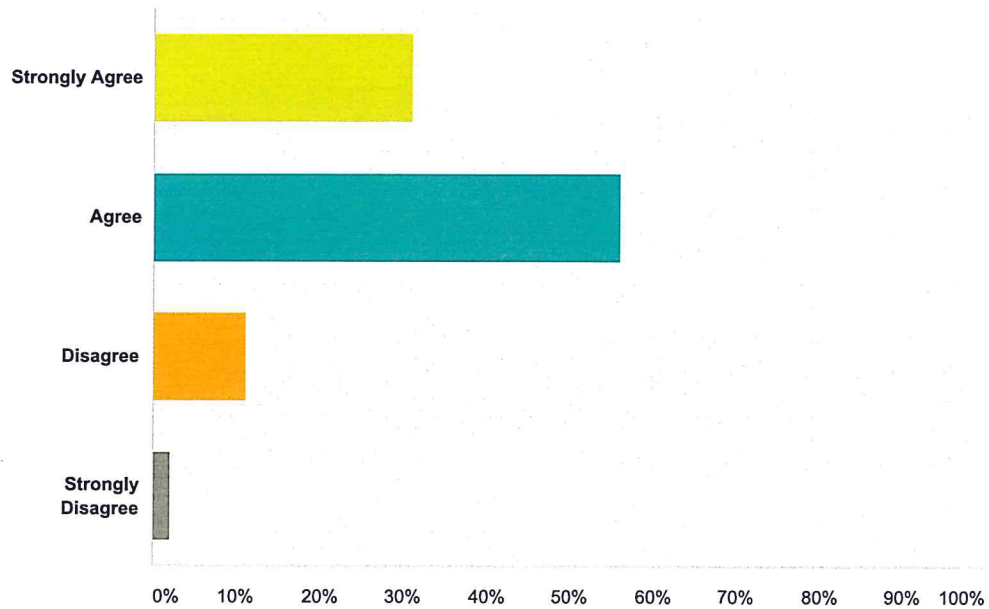
Answered: 99 Skipped: 5



Answer Choices	Responses	
Strongly Agree	28.28%	28
Agree	53.54%	53
Disagree	16.16%	16
Strongly Disagree	2.02%	2
Total		99

Q33 I feel confident that my concerns will be appropriately considered and confidentiality honored by members of the School Board:

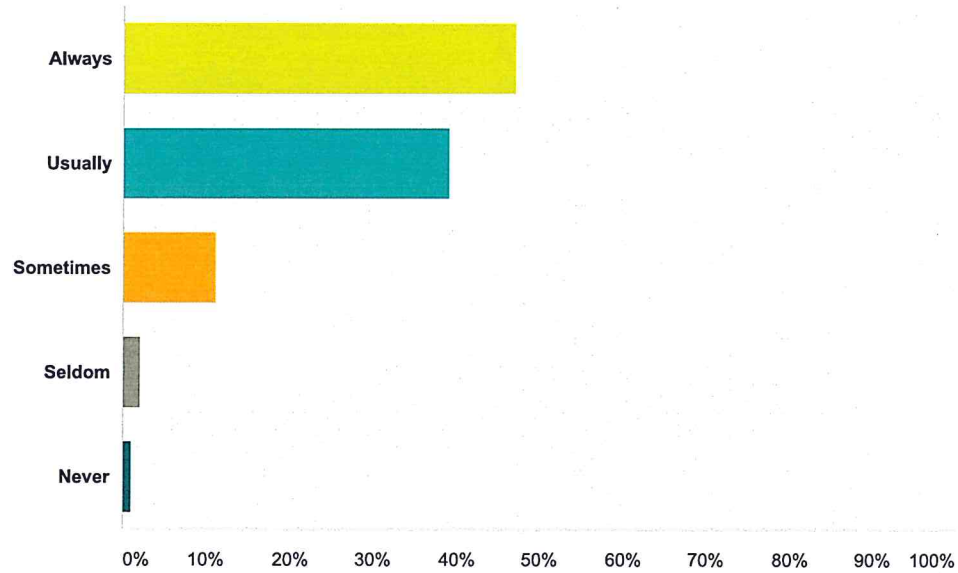
Answered: 100 Skipped: 4



Answer Choices	Responses	
Strongly Agree	31.00%	31
Agree	56.00%	56
Disagree	11.00%	11
Strongly Disagree	2.00%	2
Total		100

Q34 The School Board and individual members give the highest priority to a quality instructional program to meet student's needs:

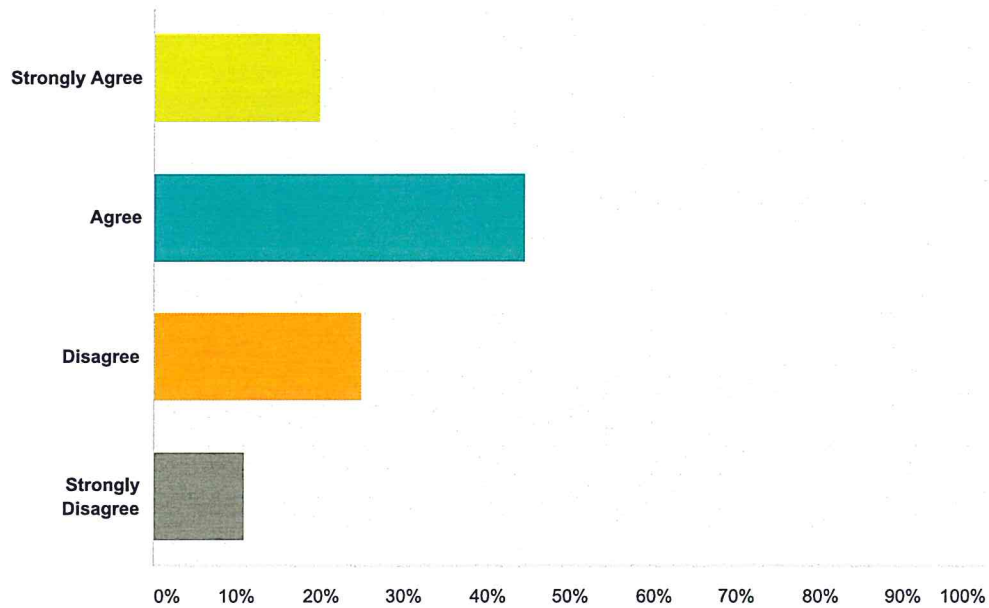
Answered: 100 Skipped: 4



Answer Choices	Responses	
Always	47.00%	47
Usually	39.00%	39
Sometimes	11.00%	11
Seldom	2.00%	2
Never	1.00%	1
Total		100

Q35 I am satisfied with the certified extra service pay scheduled and the extended employment days assigned each certified position and/or rate of pay for each classified position.

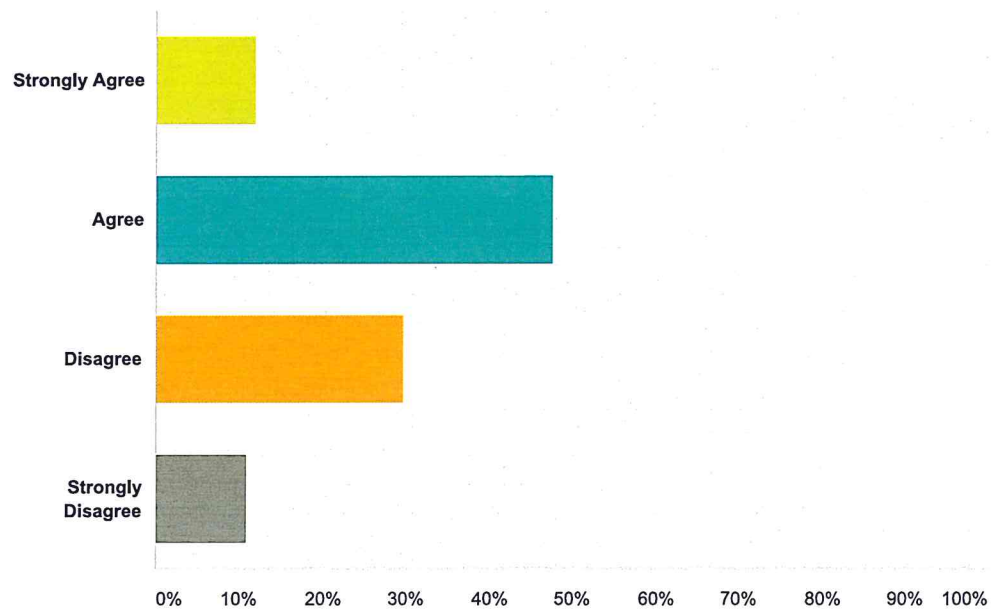
Answered: 101 Skipped: 3



Answer Choices	Responses	
Strongly Agree	19.80%	20
Agree	44.55%	45
Disagree	24.75%	25
Strongly Disagree	10.89%	11
Total		101

Q36 I have a fair salary for the work I do:

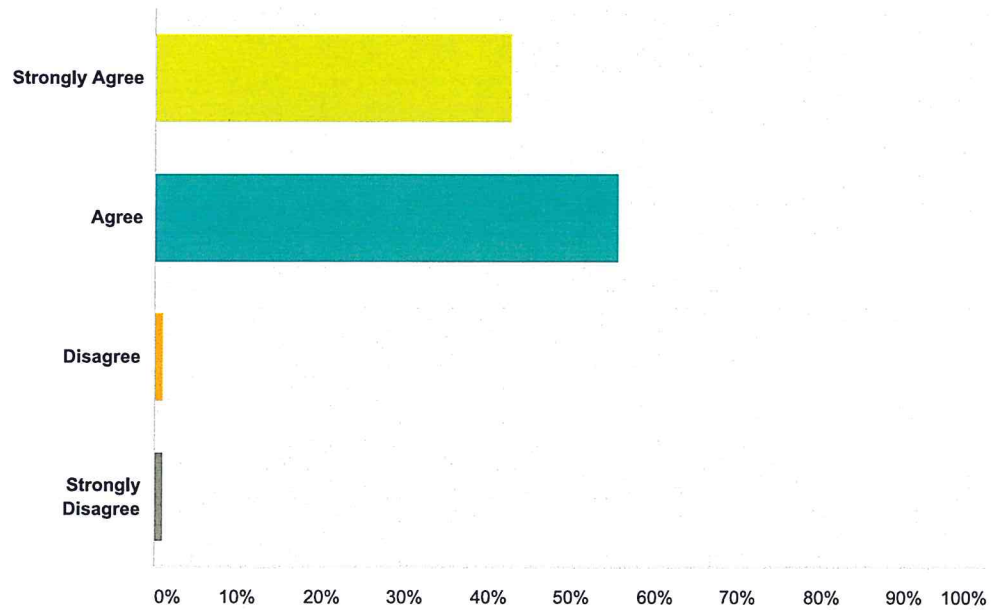
Answered: 101 Skipped: 3



Answer Choices	Responses	
Strongly Agree	11.88%	12
Agree	47.52%	48
Disagree	29.70%	30
Strongly Disagree	10.89%	11
Total		101

Q37 I feel informed about what's going on in the District:

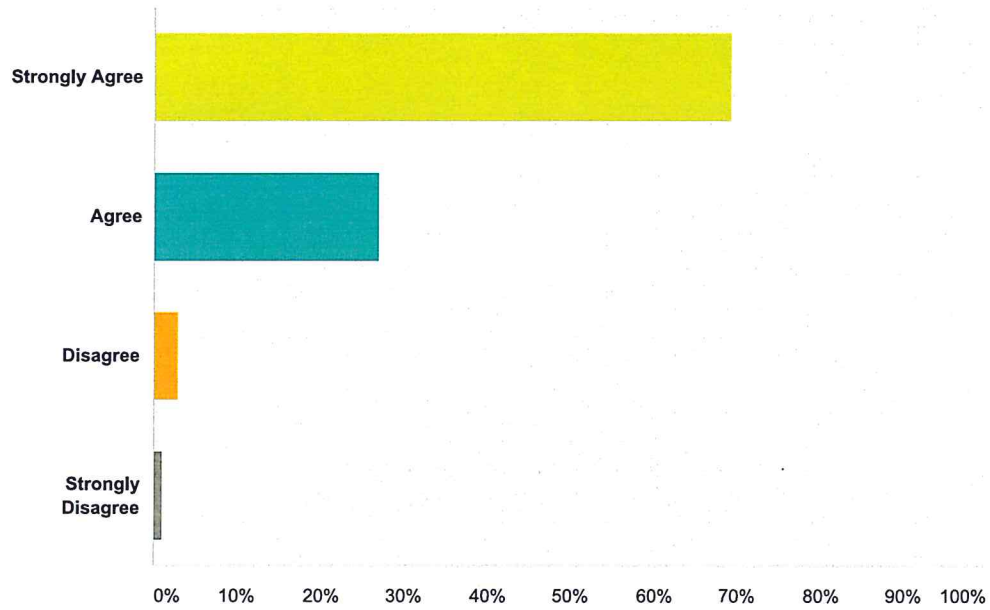
Answered: 101 Skipped: 3



Answer Choices	Responses	
Strongly Agree	42.57%	43
Agree	55.45%	56
Disagree	0.99%	1
Strongly Disagree	0.99%	1
Total		101

Q38 I get along (i.e.: have a sense of belonging/acceptance) with my co-workers:

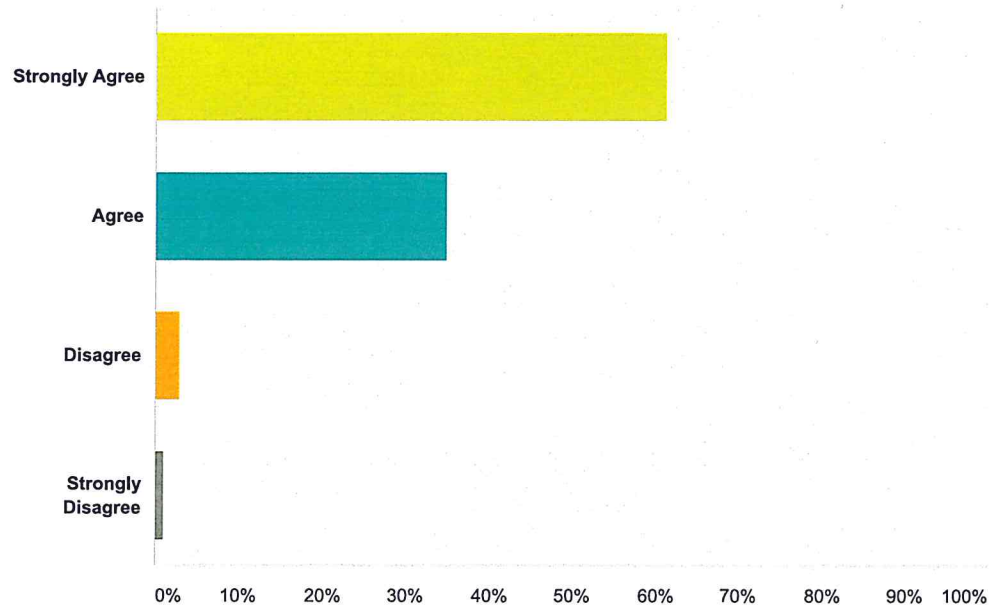
Answered: 100 Skipped: 4



Answer Choices	Responses	
Strongly Agree	69.00%	69
Agree	27.00%	27
Disagree	3.00%	3
Strongly Disagree	1.00%	1
Total		100

Q39 I get along (i.e.: have a sense of belonging/acceptance) with my supervisor:

Answered: 103 Skipped: 1

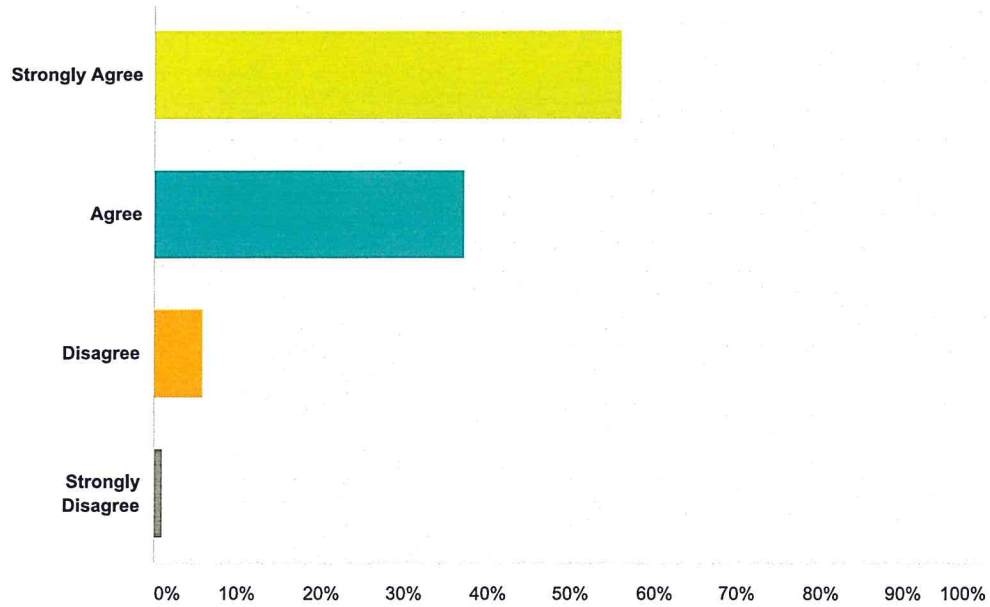


Answer Choices	Responses	
Strongly Agree	61.17%	63
Agree	34.95%	36
Disagree	2.91%	3
Strongly Disagree	0.97%	1
Total		103

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Q40 I feel secure in my job:

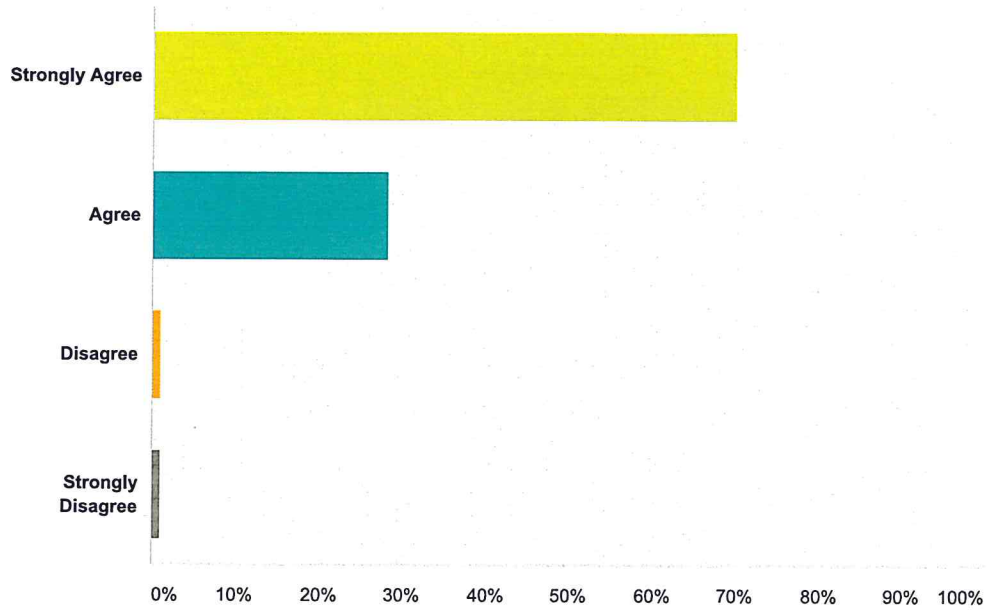
Answered: 102 Skipped: 2



Answer Choices	Responses	
Strongly Agree	55.88%	57
Agree	37.25%	38
Disagree	5.88%	6
Strongly Disagree	0.98%	1
Total		102

Q41 I feel I have an impact on student achievement in the District:

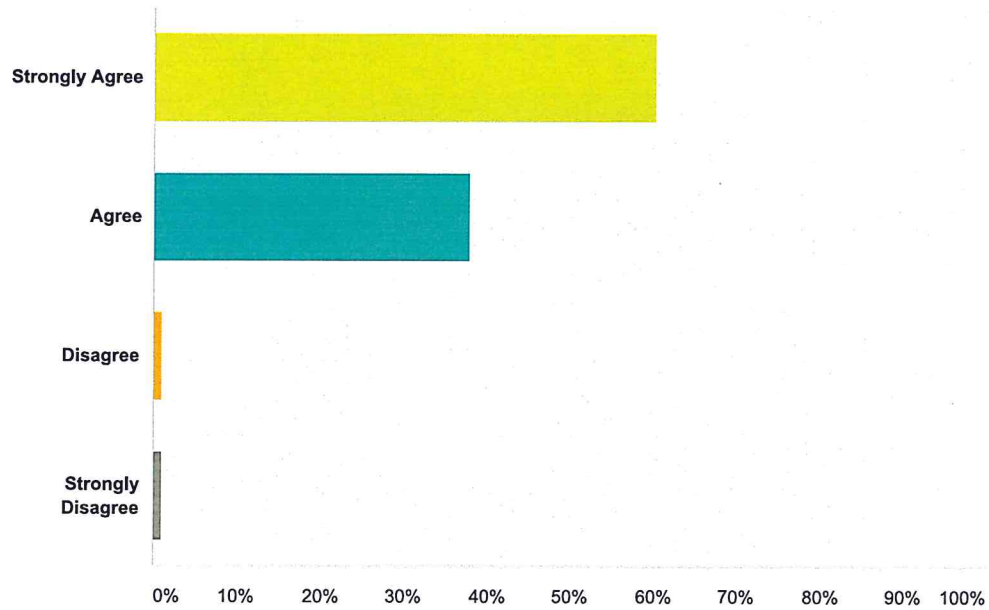
Answered: 103 Skipped: 1



Answer Choices	Responses	
Strongly Agree	69.90%	72
Agree	28.16%	29
Disagree	0.97%	1
Strongly Disagree	0.97%	1
Total		103

Q42 I have support from Central Office Staff:

Answered: 103 Skipped: 1



Answer Choices	Responses	
Strongly Agree	60.19%	62
Agree	37.86%	39
Disagree	0.97%	1
Strongly Disagree	0.97%	1
Total		103

STAFF SURVEY Spring 2016

Q43 Written feedback is vital to consider. If there are further comments that you need to expand upon, please do so in the box below

Answered: 22 Skipped: 82

#	Responses	Date
1	Pay is a little low for my job.	5/13/2016 10:32 AM
2	There is a cultural divide between classified and certified employees. Classified are not salaried commensurate to their education or years' experience, whereas certified will get automatic pay advances with the addition of education and years. This makes no sense. If we are in the business of education and we value education and experience in our certified, then should we not do the same with our classified?	5/11/2016 9:13 AM
3	I am new this year, so I am just learning "the ropes" but feel that I am valued and do enjoy working with the children.	5/11/2016 8:56 AM
4	Our school district is the best! Caring atmosphere where everyone takes care of each other.	5/9/2016 7:48 AM
5	*The superintendent and board need to focus on a working relationship for the better of the school district. Some members of the board are personal friends of the superintendent. Others are not and are able to remain objective instead of going along with what the superintendent recommends. These board members are spoken to with disrespect by the superintendent because they do not go along with what he wants. *All members of a faculty should be valued the same. A true leader knows this. In addition, no one should fear repercussions or retaliation because an opinion is expressed or a thought is shared.	5/6/2016 6:13 PM
6	The recent raise was a nice gesture, as was the recognitions for Teacher Appreciation Week, but we continue to trail surrounding districts in salary.	5/6/2016 3:30 PM
7	This is an exceptionally good district in which to teach. Teachers can do what they need to do to most effectively address the needs of our students and feel confident that we will be supported by our administrators and district. That sense of professional and personal cooperation and cohesiveness makes our district unique. It creates an environment where I am happy to come to work, which in turn makes me more productive. We need to always protect our rare atmosphere and strength of unity.	5/5/2016 3:15 PM
8	The expectations that are placed on teachers is more and more and more. The amount of time that we take away from our families so that we can meet the needs of our children and keep up with our work load is pressing and frustrating. Our pay does not reflect this or the amount of money that we spend out of our pocket for the "extras" that we do for our kids. Everything is going up-insurance expenses and daily costs of living- but yet we making less and less. I feel very blessed to be in this school district, but the money we make for the expectations of our jobs is not equitable.	5/5/2016 8:44 AM
9	I love my job, my school, our district. I have worked many different places. Spencer is far and above anywhere else I have worked.	5/5/2016 7:16 AM
10	I have been very impressed with the leadership in our schools and the work of our classified and certified personnel in focusing on student achievement.	5/4/2016 12:42 PM
11	The only insecurity I feel with my job at this point is regarding the budget & the ability to continue funding for my position.	5/4/2016 10:28 AM
12	Great district, awesome principal super and teachers to work with... Having worked in three districts Spencer is a dream... Let's keep it that way!	5/3/2016 9:39 PM
13	This district and our school has made substantial progress in the last few years. The culture of the middle school is great. I love my job, my students and the people I work with.	5/3/2016 7:23 PM
14	Haun never listens. All he cares about is image. Teachers are unfriendly. Adams is haughty.	5/3/2016 6:59 PM
15	Classified pay is very low. I made more working a part time job during college. If i was a single parent, I would have to find another job.	5/3/2016 5:09 PM
16	My comfort level with addressing the board or superintendent has to do with me and my social awkwardness not the board or superintendent.	5/3/2016 3:35 PM
17	Procedures to deal with Truant students needs to be reassessed. The current procedures are not deterring students from skipping school. Many do not even bother to get fake doctor's notes any more.	5/3/2016 3:32 PM

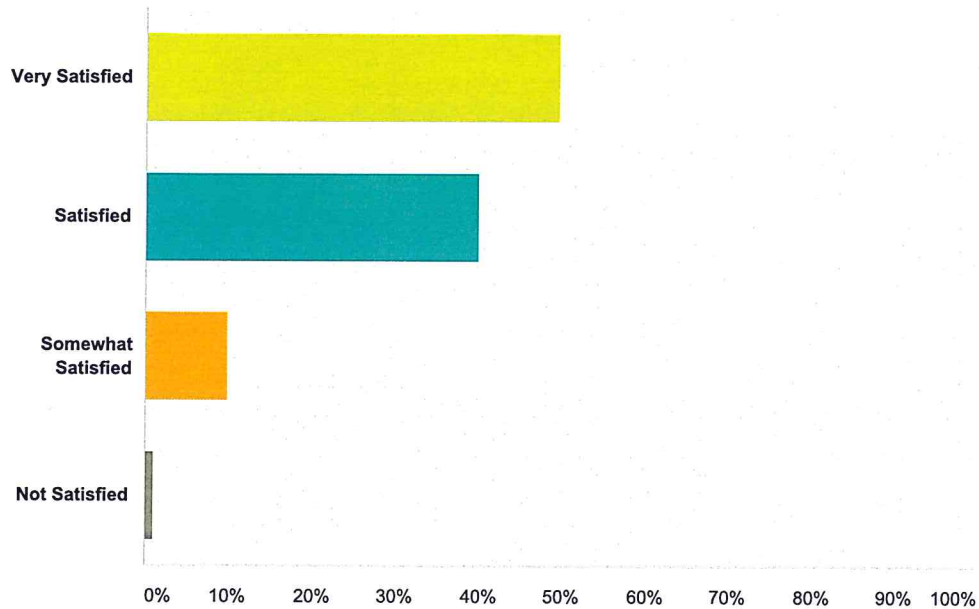
STAFF SURVEY Spring 2016

18	When asking about concerns in the district and a common administration answer is, "If you don't like it then you should go somewhere else." then it is hard to be honest about your opinions.	5/3/2016 2:05 PM
19	I really couldn't be happier with this school district and consider it an honor and privilege to teach in a district as great as this one.	5/3/2016 1:55 PM
20	In our school it seems some teachers are treated a little better than others by administrators.	5/3/2016 1:40 PM
21	teacher stipends for extra curricular work is way below the norm.	5/3/2016 1:17 PM
22	funding to schools	5/3/2016 1:09 PM

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Q44 How satisfied are you with the selection of after school activities and programs offered to the students of Spencer County Schools?

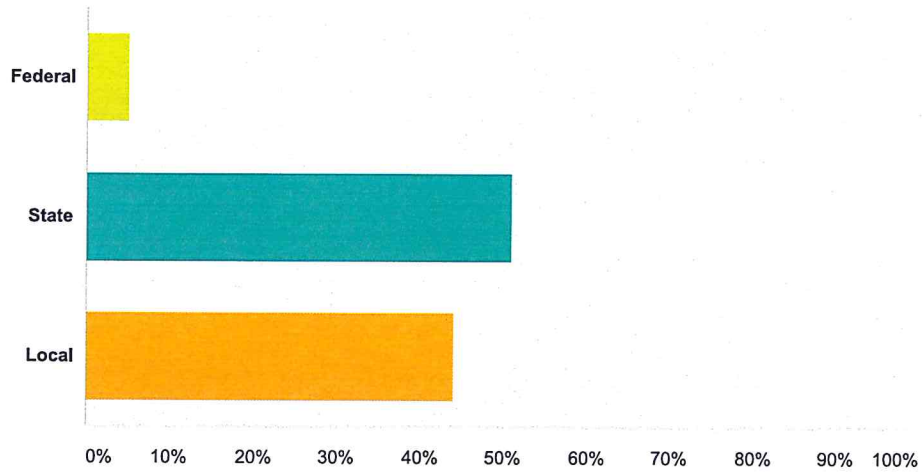
Answered: 103 Skipped: 1



Answer Choices	Responses	
Very Satisfied	49.51%	51
Satisfied	39.81%	41
Somewhat Satisfied	9.71%	10
Not Satisfied	0.97%	1
Total		103

Q45 In your opinion, which unit of government do you believe should be most responsible for the education of our students in Spencer County?

Answered: 100 Skipped: 4

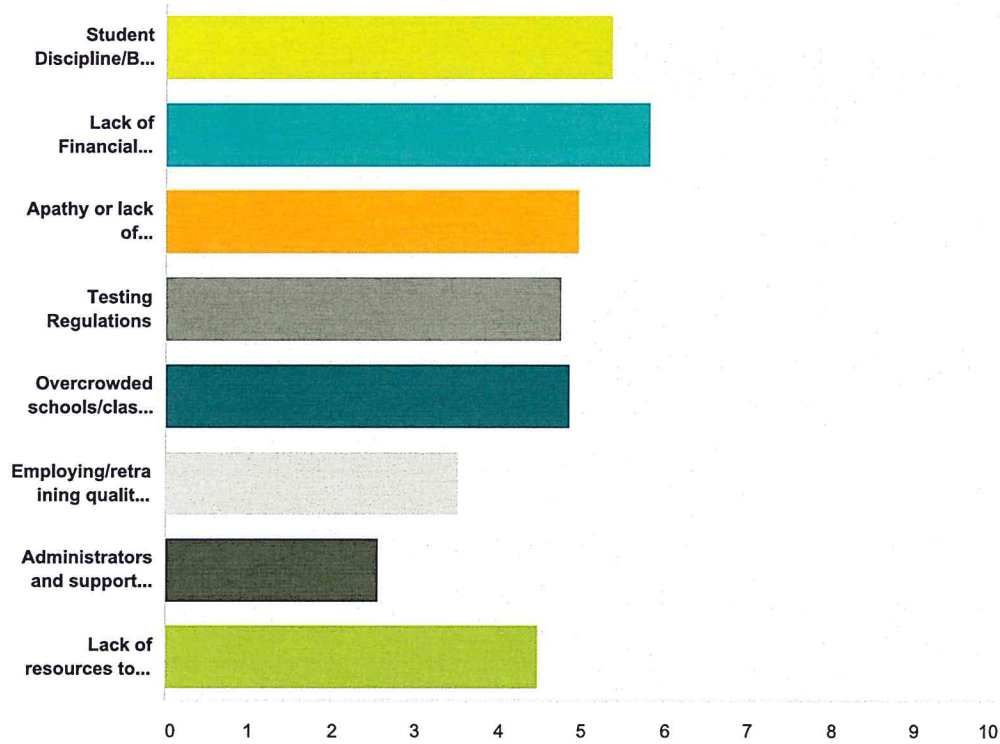


Answer Choices	Responses
Federal	5.00% 5
State	51.00% 51
Local	44.00% 44
Total	100

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Q46 Rank in order the most obvious concerns that you perceive facing our schools today (with 1 being the most severe concern, and 8 being the least of your concerns)

Answered: 101 Skipped: 3



	1	2	3	4	5	6	7	8	Total	Score
Student Discipline/Behavior	26.88% 25	13.98% 13	13.98% 13	6.45% 6	12.90% 12	10.75% 10	7.53% 7	7.53% 7	93	5.35
Lack of Financial Support	21.05% 20	25.26% 24	13.68% 13	16.84% 16	11.58% 11	5.26% 5	1.05% 1	5.26% 5	95	5.81
Apathy or lack of interest/value for the educational process	14.89% 14	12.77% 12	17.02% 16	13.83% 13	10.64% 10	14.89% 14	11.70% 11	4.26% 4	94	4.95
Testing Regulations	14.89% 14	11.70% 11	12.77% 12	21.28% 20	8.51% 8	7.45% 7	10.64% 10	12.77% 12	94	4.74
Overcrowded schools/classrooms	7.29% 7	17.71% 17	18.75% 18	14.58% 14	13.54% 13	11.46% 11	12.50% 12	4.17% 4	96	4.85
Employing/retraining quality teachers	8.33% 8	2.08% 2	4.17% 4	10.42% 10	18.75% 18	18.75% 18	22.92% 22	14.58% 14	96	3.50
Administrators and support staff	2.11% 2	1.05% 1	4.21% 4	7.37% 7	10.53% 10	13.68% 13	24.21% 23	36.84% 35	95	2.55
Lack of resources to match the 21st Century Student/Teacher	9.00% 9	14.00% 14	17.00% 17	9.00% 9	13.00% 13	16.00% 16	8.00% 8	14.00% 14	100	4.47

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Q47 Please feel free to comment additionally concerning the most obvious concerns that you perceive facing our schools today.

Answered: 17 Skipped: 87

#	Responses	Date
1	The performance of our district is amazing compared to the other district I came from. Administration and colleagues make people feel valued and important.	5/13/2016 10:35 AM
2	Thank you to Mr. Adams for always seeking information from us and being available to staff and students. Mr. Mercer is doing a great job in his position as well.	5/13/2016 10:32 AM
3	Thanks for the opportunity to share! Spencer County is a wonderful place to work!	5/13/2016 10:14 AM
4	Behavior policy and procedures are not being followed.	5/10/2016 4:47 PM
5	Student and staff safety	5/10/2016 12:46 PM
6	Thank you for the opportunity to be heard.	5/6/2016 3:30 PM
7	I believe our top priority is the recruitment, development and retention of effective professional educators.	5/4/2016 12:42 PM
8	Attendance is a very real concern at the high school. Many students who are not achieving academically are suffering academically due to missing too many instructional days.	5/4/2016 11:56 AM
9	Our school is working on raising money for 21st Century resources. I know we aren't there yet, but it is a priority. Discipline isn't as much of a concern now because each issue is taken seriously at an administrative level so most students know that discipline issues will be addressed.	5/3/2016 7:23 PM
10	Behavior students are not distributed equally among the district and are often bussed to TES for PASS room. The disruptions these students add to the classroom do not give the same opportunity for learning. Students have not received detention as policy states this year for repeat offenders (this gives the impression that it's ok to continue disrupting the learning process). Class sizes are a concern. This is not equal across the district either. I feel like the comparison of the two elementary schools is like comparing apples to oranges mainly due to the first 4 above concerns. Also parent involvement. I look forward to redistricting with the new elementary school.	5/3/2016 5:09 PM
11	We need to be able to drug test our students- especially our athletes. If we can't, then we might as well not have a policy in our athletic handbook about drug and alcohol use. If there isn't any real power to remove a student from an athletic team for drug and/or alcohol abuse, then we shouldn't threaten to do so. It undermines our authority. Drug and alcohol use is running RAMPANT in the high school; there were students drunk at a football game last year and they got that way while tailgating in the parking lot before the game. It's embarrassing to our school district that our students are getting drunk on school grounds before a school sponsored event, and something needs to be done to change that.	5/3/2016 4:49 PM
12	I enjoy my opportunity to work in the Spencer County School District. It has been a pleasure to serve the children of the district and to see the wonderful results and gains the districts has made.	5/3/2016 4:34 PM
13	Student lack of respect for themselves, their teachers, and the facilities provided for them. Grade inflation due to pressures from parents.	5/3/2016 3:32 PM
14	We have a tiny district, we could try to be innovative instead of trying to find another district to copy.	5/3/2016 2:05 PM
15	Lack of respect given to School teachers and administrators from parents and students. Basic manners are missing. Eye contact, greetings, smiles, go a long way when the expectations are high, but the respect is low.	5/3/2016 2:01 PM
16	Our school needs to connect with the parents better and make them feel like they are a part of their students education. Open door policy to have parents in the building during and after school to help build a relationship to enhance parent support.	5/3/2016 1:40 PM
17	pregnancy, drugs	5/3/2016 1:25 PM