



Traverse Bay Area
Intermediate School District

Staff Survey Summary Report

Updated April 5, 2019

Introduction

The Traverse Bay Area Intermediate School District conducted an online survey of every staff member to help guide its strategic planning. Other surveys are being conducted with our students and their parents, as well as with local district administrators and teachers.

A total **430** responses were received March 7 – April 1, 2019. These 430 Staff responses reported 39 different support locations and represented 42 different roles/jobs.

Approximately one-fourth of these Staff member respondents have been with the TBASID for less than 4 years (27%), with approximately one-third with the TBAISD 4 to 10 years (30%), and 44% more than 10 years. Ten percent have served in education for less than 4 years, with approximately one-fourth in education 4 to 10 years (23%), and two-thirds in education for more than 10 years (67%).

TBAISD Culture and Work Environment

32 statements about the TBAISD Culture and Work Environment were evaluated for their level of agreement or disagreement by the TBAISD staff.

Satisfaction with the TBAISD culture and work environment is good, with 13 of these 32 statements receiving combined “strongly agree/agree” responses from at least 90% of the staff members responding to this survey. Moreover, another 11 statements received combined “strongly agree/agree” responses from at least 80% of the TBAISD staff.

Additionally, only one of these 32 statements received more than 4% “strongly disagree” responses ... “You have sufficient time to do your job well” (9%).

“Quality work is expected of you” (73%) is the culture/work environment statement that clearly received the most “strongly agree” responses from the TBAISD staff.

Six other statements received **“strongly agree” responses from at least 50% of the staff**:

- ❖ “You belong in your department or building” (60%)
- ❖ “You are proud to be a staff member of the TBAISD” (60%)
- ❖ “You enjoy your work” (56%)
- ❖ “Working collaboratively with TBAISD colleagues is valued” (55%)
- ❖ “Your colleagues care about you” (50%)
- ❖ “You work with TBAISD colleagues who treat you with respect” (50%)

Five statements received **combined “disagree/strongly disagree” responses from at least 25% of the staff**, but please note that these are mostly “disagree” rather than “strongly disagree” replies:

- ❖ “You have sufficient time to do your job well” (40%)
- ❖ “Others who are not TBAISD staff are clear about your role in your building” (33%)
- ❖ “Appropriate student behavior and discipline are consistently enforced” (30%)
- ❖ “Your voice is heard within the TBAISD organization” (27%)
- ❖ “You are receiving effective professional development” (26%)

More frequently mentioned unaided comments about Culture and Work Environment include:

- ❖ Facility and workspace improvements are needed in some buildings
- ❖ Staff members acknowledge collaboration among their peers but seek more from administrators and throughout the entire TBAISD
- ❖ Fewer resources and no additional time to resolve the increasing demands in their job
- ❖ Disconnection between General Ed and Special Ed
- ❖ Disconnection between their building and the Central Office

All 125 verbatim comments are sorted alphabetically in the “Culture & Work verbatims” worksheet tab in the companion Excel database of responses.

Culture and Work Environment (n = 430)

	Strongly agree	Agree	Disagree	Strongly disagree
Quality work is expected of you	73%	26%	1%	0%
You belong in your department or building	60%	35%	4%	0%
You are proud to be a staff member of TBAISD	60%	38%	2%	0%
You enjoy your work	56%	42%	2%	0%
Working collaboratively with TBAISD colleagues is valued	55%	42%	3%	0%
Your colleagues care about you	50%	47%	3%	0%
You work with TBAISD colleagues who treat you with respect	50%	47%	3%	0%
Your immediate supervisor supports shared decision-making	42%	48%	8%	2%
You are clear about your role within the organization	39%	52%	9%	0%
You work in an intellectually stimulating environment	35%	56%	8%	1%
When someone praises TBAISD, it feels like a personal compliment	35%	53%	12%	0%
You have opportunities to receive professional development	33%	54%	12%	1%
You are challenged to grow as a professional	33%	52%	15%	1%
You have opportunities to enhance your skills or develop new skills	32%	54%	12%	2%
Your colleagues support shared decision-making	31%	61%	8%	0%
Students with diverse backgrounds are supported in our schools	31%	61%	8%	1%
You have opportunities to learn from your colleagues	28%	62%	9%	1%

Culture and Work Environment {Continued}

	Strongly agree	Agree	Disagree	Strongly disagree
You have opportunities to innovate in your role/job	25%	60%	12%	3%
Our school entrances are secure	25%	60%	12%	4%
Our schools are safe on an everyday basis	24%	62%	10%	4%
You are celebrated for good work	24%	57%	17%	2%
Your work space is comfortable	23%	53%	20%	4%
You are receiving effective professional development	23%	51%	24%	2%
Your work space allows you to be productive	20%	58%	19%	2%
Administrators give good reasons for changes in how you do your job	20%	60%	18%	2%
Our schools would be safe in an emergency situation	18%	62%	16%	3%
TBAISD helps students be aware of and respond appropriately to threats of intimidation and/or harassment	16%	71%	12%	1%
Your voice is heard within the TBAISD organization	15%	59%	23%	4%
The vision for TBAISD is shared by TBAISD staff	14%	65%	18%	3%
Others who are not TBAISD staff are clear about your role in your building	13%	54%	29%	4%
Appropriate student behavior and discipline are consistently enforced	11%	58%	26%	4%
You have sufficient time to do your job well	11%	48%	31%	9%

TBAISD Communication

Seven statements about Communication at the TBAISD were evaluated for their level of agreement or disagreement by the TBAISD staff.

Most communication within the TBAISD is perceived as satisfactory, with at least 82% of the staff who “strongly agrees/agrees” with six of these seven statements.

Moreover, more than 90% are in agreement that the “TBAISD provides me with the tools to communicate effectively with students (94%) and with other staff members (93%)” and that the “TBAISD has a good public image (91%).”

“The TBAISD provides me with the tools to communicate effectively with other staff members” (30%) is the communication statement that received the most “strongly agree” responses from the TBAISD staff.

“The TBAISD provides me with the support to understand and use newer technology communication tools such as blogs, texts and social media to communicate effectively with others” is the **only one of these seven communication statements with an unsatisfactory level of combined “disagree/strongly disagree” responses (36%)**.

More frequently mentioned unaided comments about Communication include:

- ❖ TBAISD website needs to be updated, especially to make it easier to navigate
- ❖ Inconsistencies in communications willingness and ability among supervisors
- ❖ Some itinerants ask for a work cell phone because they don’t want to use their personal cell phone

All 70 verbatim comments are sorted alphabetically in the “Communication verbatims” worksheet tab in the companion Excel database of responses.

Communication (n = 430)

	Strongly agree	Agree	Disagree	Strongly disagree
TBAISD provides me with the tools to communicate effectively with other staff members	30%	63%	6%	0%
TBAISD provides me with the tools to communicate effectively with students	27%	67%	6%	0%
TBAISD has/supports a positive public image	25%	66%	8%	0%
TBAISD provides me with the tools to communicate effectively with the parents of our students	21%	63%	16%	0%
TBAISD provides me with the tools to communicate effectively with staff at our local member districts and schools	20%	68%	11%	2%
TBAISD's website effectively informs our member local districts and schools, students and their parents about programs and services	15%	67%	15%	3%
TBAISD provides me with the support to understand and use newer technology communication tools such as blogs, texts and social media	12%	52%	33%	3%

TBAISD Leadership

Satisfaction with TBAISD leadership is good, with most staff at least somewhat satisfied with the leadership of their building’s or immediate supervisor (93%), the Superintendent (96%), the Central Office (94%), and the Board (88%).

Strong satisfaction (“completely or very satisfied”) with leadership is higher for the Superintendent (77%) than it is for their building’s or immediate supervisor (66%), the Central Office (66%), or the Board (57%).

Very few are “not at all satisfied,” at most 4% with the Board of Education’s leadership.

Leadership from

	Building’s or immediate supervisor	Superintendent	District’s Central Office	Board of Education
Completely satisfied	29%	26%	18%	14%
Very satisfied	37%	51%	48%	43%
Somewhat satisfied	27%	19%	28%	31%
Slightly satisfied	5%	3%	5%	7%
Not at all satisfied	3%	2%	1%	4%
(n)	(421)	(400)	(384)	(350)

More frequently mentioned unaided comments about Leadership include:

- ❖ Optimism about new superintendent
- ❖ Some feel there is too much listening to “we’ve always done it this way” practices and policies
- ❖ Some supervisors are applauded for their leadership, while others are criticized
- ❖ Unfamiliarity and suspicion with the Board’s leadership

All 85 verbatim comments are sorted alphabetically in the “Leadership verbatims’ worksheet tab in the companion Excel database of responses.

TBAISD Overall Satisfaction and Direction

Overall satisfaction as a staff member of the TBAISD is strong, with 97% responding to this survey at least somewhat satisfied.

Moreover, three-fourths are “completely or very satisfied” overall, including 22% who are “completely satisfied.”

Almost one-fourth are “somewhat satisfied” (23%).

Just 3% are “slightly satisfied,” while a scant 1% are “not at all satisfied.”

Completely satisfied	22%
Very satisfied	52%
Somewhat satisfied	23%
Slightly satisfied	3%
Not at all satisfied	1%
(n)	(424)

More frequently mentioned reasons on **why staff members are NOT “completely or very satisfied” with the TBAISD** include:

- ❖ Doesn't feel sufficiently valued or respected, especially in view of workload
- ❖ Inadequate compensation
- ❖ Excessive paperwork
- ❖ Disconnect between administrators and staff
- ❖ Performance evaluations incomplete or not timely

All 100 verbatim comments are sorted alphabetically in the “Why not completely or very satisfied” verbatims’ worksheet tab in the companion Excel database of responses.

Confidence with the overall direction of the TBAISD is strong, with 95% responding to this survey at least somewhat confident.

Moreover, almost three-fourths of the TBAISD staff (72%) responding to this survey are “completely or very **confident**” **with the overall**, including 19% who are “completely confident.”

Almost one-fourth are “somewhat confident” (23%).

Just 3% are “slightly confident,” while a scant 1% are “not at all confident.”

Completely confident	19%
Very confident	53%
Somewhat confident	23%
Slightly confident	3%
Not at all confident	1%
(n)	(421)

More frequently mentioned **suggestions for improvement** by TBAISD staff members include:

- ❖ More time to meet and collaborate with colleagues
- ❖ More time allowed to complete paperwork
- ❖ More staffing to reduce caseload
- ❖ Increase pay
- ❖ More open communication to be more informed about what is occurring throughout the TBAISD organization
- ❖ Improve relationships with the local districts

All 239 verbatim comments are sorted alphabetically in the “Suggested improvements” verbatims’ worksheet tab in the companion Excel database of responses.