

Dunklin R-5 School District  
2022 Employee Survey  
Final Report  
April 7, 2022

Introduction

In mid-to-late March, an online survey was made available to all staff members of the Dunklin R-5 School District.

A total of 244 employees chose to take part in the survey this year. This number represents more than 96% of those eligible to participate.

**Total number of participants – 244**

Certified staff – 135

Classified staff – 109

**Certified staff by building**

Taylor ECC – 20

Pevely Elementary – 55

Senn-Thomas MS – 29

Herculaneum HS – 31

**Classified staff by building or department (Only buildings/departments with at least six respondents are shown in the cross-tabulation charts that follow. Also, consistent with past practice, District Central Office data is not shown in the cross-tabulations.)**

Taylor ECC – 23

Pevely Elementary – 13

Senn-Thomas MS – 7

Herculaneum HS – 10

Maintenance – 17

Food Service – 10

Transportation – 11

Technology – 4

District Central Office – 8

When reviewing this report, please keep the following in mind:





- The verbatim comments have been transferred directly from the data file just as typed by the respondent, without any spelling or grammatical changes.
- Carefully note the heading for each chart that references the group and the building/department whose data is being presented.
- Several questions were reworded from previous years and you will find that is indicated in this document.
- Every survey question required the participant to answer it before he/she could proceed to the next page. Six respondents did not complete questions #1-7 before they exited the survey; those results were thrown out, without any concern that the data would be impacted. Those individuals may or may not have chosen to retake the survey at a later time.

- In addition, some survey participants exited the survey at a later juncture. The following table indicates the number of participants who skipped later questions.

Question #	For whom?	# of participants who skipped it
8-10	Certified only	2
11	Certified only	3
12&13	Classified only	6
14	Classified only	7
15	Classified only	11
16	All staff	14
17-20	All staff	16
21-28	All staff	17
29-31	All staff	18

- A few of the charts show the percent of respondents who chose a particular answer. The majority of the statements were scored using a 4-point scale: Strongly Agree (4), Agree (3), Disagree (2), and Strongly Disagree (1). Questions #1, 3, 4, 8-11, and 13-16 had an option of “Don’t Know/Not Sure.” If that option was selected, it did not affect the score. The number of times “Don’t Know/Not Sure” was chosen ranged from 0 to 18, with an outlier of 33.
- Only the data for “All staff” was evaluated on a year-to-year basis to determine if there had been a statistically significant change from 2020-2021 to this year’s study.

When reviewing this information, the following symbols are used to designate noteworthy results.

-  *This score is between 2.51 and 2.99 (below “Agree,” but above the midpoint between “Disagree” and “Agree”)*
-  *This score is 2.50 or below (at or below the midpoint between “Disagree” and “Agree”)*
-  *This score increased more than 5% from 2020-2021, meaning that the change in score is statistically significant.*
-  *This score decreased more than 5% from 2020-2021, meaning that the change in score is statistically significant.*

## General District Questions

### 1) The Dunklin R-5 School District...

<b>Statement/All Staff</b>	<b>2021-2022</b>	2020-2021	2019-2020	2018-2019	2017-2018
Is working to accomplish its mission, "Educating Today for a Better Tomorrow"	<b>3.43</b>	3.47	3.43	3.43	3.40
Is a leader in the field of education	<b>3.14</b>	3.10	3.00	<b>2.86</b>	n/a
Has a clear vision of the future	<b>3.25</b>	3.22	3.23	3.21	3.13
Has made positive changes for the future	<b>3.32</b>	3.36	3.33	3.33	3.19

### Cross-tabulations

<b>Statement/Certified Staff by Building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
Is working to accomplish its mission, "Educating Today for a Better Tomorrow"	<b>3.43</b>	3.55	3.37	3.55	3.35
Is a leader in the field of education	<b>3.00</b>	3.00	<b>2.92</b>	3.15	3.00
Has a clear vision of the future	<b>3.22</b>	3.42	3.14	3.32	3.14
Has made positive changes for the future	<b>3.30</b>	3.40	3.20	3.52	3.19

<b>Statement/Classified Staff by Building or Department</b>	<b>2021-2022 Classified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
Is working to accomplish its mission, "Educating Today for a Better Tomorrow"	<b>3.44</b>	3.65	3.46	3.57	3.30	3.47	3.30	3.27
Is a leader in the field of education	<b>3.31</b>	3.57	3.15	3.57	3.22	3.29	3.22	3.22
Has a clear vision of the future	<b>3.28</b>	3.59	3.00	3.71	3.11	3.31	3.22	3.33
Has made positive changes for the future	<b>3.35</b>	3.64	3.15	3.83	3.22	3.44	3.13	3.20

2) Do you know the Mission Statement of the Dunklin R-5 School District?

Response/ <b>All Staff</b>	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018
Yes	95%	98%	99%	100%	n/a
No	5%	2%	1%	<1%	n/a

## **All-Staff Questions**

### 3) The Dunklin R-5 School District...

<b>Statement/All Staff</b>	<b>2021-2022</b>	2020-2021	2019-2020	2018-2019	2017-2018
Cares about its employees	<b>3.29</b>	3.26	3.06	3.23	3.09
Is committed to <b>attracting</b> high-quality employees	<b>3.20</b>	3.11	3.03	3.00	<b>2.94</b>
Is committed to <b>retaining</b> high-quality employees	<b>3.05</b>	3.01	<b>2.87</b>	<b>2.92</b>	<b>2.82</b>
Is committed to providing a high-quality education for its students	<b>3.29</b>	3.34	3.27	3.24	3.22

### Cross-tabulations

<b>Statement/Certified Staff by Building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
Cares about its employees	<b>3.26</b>	3.58	3.04	3.41	3.30
Is committed to <b>attracting</b> high-quality employees	<b>3.17</b>	3.37	<b>2.96</b>	3.39	3.21
Is committed to <b>retaining</b> high-quality employees	<b>3.00</b>	3.37	<b>2.72</b>	3.28	3.00
Is committed to providing a high-quality education for its students	<b>3.24</b>	3.37	3.11	3.48	3.16

<b>Statement/Classified Staff by Building or Department</b>	<b>2021-2022 Classified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
Cares about its employees	<b>3.34</b>	3.45	3.31	3.43	3.20	3.50	3.22	3.27
Is committed to <b>attracting</b> high-quality employees	<b>3.24</b>	3.26	3.27	3.33	3.20	3.19	3.11	3.10
Is committed to <b>retaining</b> high-quality employees	<b>3.12</b>	3.26	3.18	3.29	3.11	3.19	<b>2.80</b>	<b>2.91</b>
Is committed to providing a high-quality education for its students	<b>3.36</b>	3.48	3.38	3.29	3.20	3.47	3.20	3.09

## **All-Staff Questions (Job Satisfaction)**

4) Please indicate your level of agreement with these Job Satisfaction statements.

Statement/ <b>All Staff</b>	2021-2022	2020-2021	2019-2020	2018-2019	2017-2018
I am more satisfied with my job than I was one year ago.	<b>2.97</b>	<b>2.83</b>	<b>2.85</b>	3.06	n/a
I am committed to a career with the Dunklin R-5 School District.	<b>3.38</b>	3.37	3.31	3.26	3.25
I would recommend my school district to a <b>friend or family member who was seeking employment.</b>	<b>3.27</b>	3.28	3.22	3.26	3.05
I would recommend my school district to <b>others seeking a school for their children.</b>	<b>3.27</b>	3.30	3.14	3.05	<b>2.94</b>

## Cross-tabulations

<b>Statement/Certified Staff by Building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
I am more satisfied with my job than I was one year ago.	<b>2.89</b>	3.11	<b>2.75</b>	3.19	<b>2.72</b>
I am committed to a career with the Dunklin R-5 School District.	<b>3.32</b>	3.37	3.37	3.21	3.30
I would recommend my school district to a <b>friend or family member who was seeking employment.</b>	<b>3.18</b>	3.47	3.06	3.26	3.14
I would recommend my school district to <b>others seeking a school for their children.</b>	<b>3.14</b>	3.21	3.06	3.21	3.19

<b>Statement/Classified Staff by Building or Department</b>	<b>2021-2022 Classified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
I am more satisfied with my job than I was one year ago.	<b>3.07</b>	3.35	3.08	3.75	<b>2.63</b>	3.29	3.10	<b>2.56</b>
I am committed to a career with the Dunklin R-5 School District.	<b>3.45</b>	3.61	3.38	3.80	3.57	3.29	3.38	3.27
I would recommend my school district to a <b>friend or family member who was seeking employment.</b>	<b>3.39</b>	3.59	3.58	3.57	3.33	3.40	3.25	3.20
I would recommend my school district to <b>others seeking a school for their children.</b>	<b>3.42</b>	3.59	3.54	3.57	3.30	3.47	3.22	3.27

## **All-Staff Questions**

### 5) How long have you worked for the Dunklin R-5 School District?

<b>Response/All Staff</b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
Less than one year	<b>11%</b>	10%	11%	10%	18%
One year to five years	<b>33%</b>	37%	39%	44%	39%
More than five years to 10 years	<b>27%</b>	21%	21%	19%	21%
More than 10 years	<b>29%</b>	32%	29%	27%	23%

### 6) Are you a member of ...?

<b>Response/All Staff</b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
The Certified Staff (requires a teaching certification)	<b>55%</b>	62%	63%	60%	58%
The Classified Staff	<b>45%</b>	39%	37%	40%	42%



## **Certified Staff Questions**

7) In which building do you work? If you work in multiple buildings, please select the building where you are evaluated.

<b>Response/Certified Staff</b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
Taylor Early Childhood Center	<b>15%</b>	12%	13%	12%	15%
Pevely Elementary School	<b>41%</b>	46%	45%	47%	50%
Senn-Thomas Middle School	<b>21%</b>	20%	18%	20%	18%
Herculaneum High School	<b>23%</b>	23%	24%	21%	17%

## **Certified Staff Questions**

The following curriculum statement, from prior years, was separated into two parts to try to better determine with which aspect of the statement respondents might not be satisfied. A comment box was also provided enabling participants to state any changes they would like to see. Twenty-two of the 135 certified staff members commented.

### 8) Please answer the following questions, based on your experience. The Dunklin R-5 School District ...

Statement/ <b>Certified</b> Staff by <b>year</b>	2021-2022 Certified	2020-2021	2019-2020	2018-2019	2017-2018
Has curriculum that is user-friendly and easily accessible	n/a	2.73	2.70	2.37	n/a
Has curriculum that is user-friendly	2.82	n/a	n/a	n/a	n/a
Has curriculum that is easily accessible	2.81	n/a	n/a	n/a	n/a

Statement/ <b>Certified</b> Staff by <b>building</b>	2021-2022 Certified	Taylor ECC	Pevely Elem	Senn- Thomas MS	Herc. HS
Has curriculum that is user-friendly	2.82	3.33	2.66	2.88	2.71
Has curriculum that is easily accessible	2.81	3.33	2.60	2.88	2.75

## **Certified Staff Questions**

9) Please answer the following questions, based on your experience. The Dunklin R-5 School District ...

<b>Statement/Certified Staff by year</b>	<b>2021-2022 Certified</b>	2020-2021	2019-2020	2018-2019	2017-2018
Provides me access to hardware and software technology that I need to do my job well	3.32	3.29	3.35	3.29	n/a
Provides technology that is reliable and performs to my expectations	3.14 ↓	3.33	3.25	3.12	n/a

<b>Statement/Certified Staff by building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
Provides me access to hardware and software technology that I need to do my job well	3.32	3.20	3.36	3.33	3.32
Provides technology that is reliable and performs to my expectations	3.14	2.95	3.09	3.37	3.13

## **Certified Staff Questions**

10) Please tell us what you think about these statements. My principal ...

<b>Statement/Certified Staff by year</b>	<b>2021-2022 Certified</b>	2020-2021	2019-2020	2018-2019	2017-2018
Provides me good processes and resources to do my job	<b>3.36</b>	3.41	3.13	3.16	n/a
Provides me feedback on my strengths as an employee	<b>3.39</b>	3.36	3.11	3.23	n/a
Provides feedback concerning areas where improvement in performance is needed	<b>3.25</b>	3.32	3.19	3.16	n/a
Has productive staff meetings that make efficient use of time	<b>3.30</b>	3.43	3.13	3.08	n/a
Recognizes good performance	<b>3.36</b>	3.39	3.21	3.16	n/a
Demonstrates a genuine nature for my welfare	<b>3.46</b>	3.53	3.29	3.35	n/a

<b>Statement/Certified Staff by building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
Provides me good processes and resources to do my job	<b>3.36</b>	3.70	3.23	3.56	3.21
Provides me feedback on my strengths as an employee	<b>3.39</b>	3.80	3.20	3.63	3.26
Provides feedback concerning areas where improvement in performance is needed	<b>3.25</b>	3.70	3.02	3.67	<u>2.97</u>
Has productive staff meetings that make efficient use of time	<b>3.30</b>	3.65	3.18	3.70	<u>2.93</u>
Recognizes good performance	<b>3.36</b>	3.65	3.21	3.69	3.13
Demonstrates a genuine nature for my welfare	<b>3.46</b>	3.80	3.21	3.78	3.40

## **Certified Staff Questions**

### 11) My principal ...

<b>Statement/Certified Staff by year</b>	<b>2021-2022 Certified</b>	2020-2021	2019-2020	2018-2019	2017-2018
Sets clear expectations regarding my job responsibilities	<b>3.45</b>	3.35	3.35	3.26	n/a
Provides the support I need to accomplish my work objectives	<b>3.34</b>	3.42	3.15	3.23	n/a
Is accessible to me, when needed	<b>3.49</b>	3.55	3.19	3.14	n/a
Is responsive to my concerns	<b>3.41</b>	3.49	3.18	3.25	n/a
Keeps me informed of what I need to know to do my job	<b>3.47</b>	3.44	3.14	3.19	n/a

<b>Statement/Certified Staff by building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
Sets clear expectations regarding my job responsibilities	<b>3.45</b>	3.80	3.34	3.70	3.19
Provides the support I need to accomplish my work objectives	<b>3.34</b>	3.70	3.19	3.59	3.16
Is accessible to me, when needed	<b>3.49</b>	3.75	3.39	3.67	3.35
Is responsive to my concerns	<b>3.41</b>	3.75	3.22	3.67	3.30
Keeps me informed of what I need to know to do my job	<b>3.47</b>	3.80	3.34	3.67	3.31

## **Classified Staff Questions**

12) Please select the department where you work. If you work in a school building, please select the department where your director/principal works.

Response/ <b>Classified Staff</b>	2021-2022 Classified	2020-2021	2019-2020	2018-2019	2017-2018
Maintenance/Custodial	17%	20%	12%	12%	10%
Technology	4%	4%	3%	1%	n/a
Food Service	10%	12%	12%	14%	11%
Transportation	11%	12%	15%	16%	18%
Special Services	n/a	n/a	1%	0%	n/a
District Central Office	8%	4%	4%	7%	6%
Herculaneum High School	10%	10%	10%	9%	8%
Sen-Thomas Middle School	7%	7%	9%	10%	10%
Pevely Elementary	13%	14%	14%	17%	20%
Taylor Early Childhood Center	22%	17%	21%	14%	17%

## **Classified Staff Questions**

13) Please tell us your level of agreement with the following statements.

<b>Statement/Classified Staff by year</b>	<b>2021-2022 Classified</b>	2020-2021	2019-2020	2018-2019	2017-2018
I have the resources I need to my job well.	<b>3.36</b>	3.41	3.17	3.25	n/a
I have adequate training opportunities for my position.	<b>3.22</b>	3.30	3.16	3.08	n/a
My department has an Emergency/Crisis Management Plan and I am knowledgeable about its components.	<b>3.20</b>	3.19	3.13	3.08	n/a

<b>Statement/Classified Staff by Building or Department</b>	<b>2021- 2022 Classified</b>	Taylor ECC	Pevely Elem	Senn- Thomas MS	Herc. HS	Maint	Food Svc	Trans.
I have the resources I need to my job well.	<b>3.36</b>	3.32	3.08	3.57	3.00	3.53	3.30	3.18
I have adequate training opportunities for my position.	<b>3.22</b>	3.09	<b>2.92</b>	3.29	<b>2.90</b>	3.50	3.40	3.00
My department has an Emergency/Crisis Management Plan and I am knowledgeable about its components.	<b>3.20</b>	3.14	3.00	3.40	3.00	3.27	3.44	<b>2.80</b>

## **Classified Staff Questions**

### 14) My director/principal...

Statement/ <b>Classified Staff by year</b>	2021-2022 Classified	2020-2021	2019-2020	2018-2019	2017-2018
Provides me the processes and resources I need to do my job	<b>3.48</b>	3.52	3.26	3.33	n/a
Provides feedback on my strengths as an employee	<b>3.42</b>	3.51	3.22	3.18	n/a
Ensures that staff/training meetings are productive and an efficient use of time	<b>3.42</b>	3.49	3.18	3.14	n/a
Recognizes good performance	<b>3.41</b>	3.58	3.22	3.29	n/a
Demonstrates a genuine concern for my welfare	<b>3.43</b> ↓	3.67	3.24	3.41	n/a

Statement/ <b>Classified Staff by Building or Department</b>	2021-2022 Classified	Taylor ECC	Pevely Elem	Senn- Thomas MS	Herc. HS	Maint	Food Svc	Trans.
Provides me the processes and resources I need to do my job	<b>3.48</b>	3.65	3.25	3.57	3.44	3.59	3.33	3.00
Provides feedback on my strengths as an employee	<b>3.42</b>	3.70	3.18	3.57	3.00	3.59	3.11	3.00
Ensures that staff/training meetings are productive and an efficient use of time	<b>3.42</b>	3.62	3.27	3.57	3.43	3.35	3.22	3.00
Recognizes good performance	<b>3.41</b>	3.70	3.08	3.57	3.11	3.59	3.00	3.00
Demonstrates a genuine concern for my welfare	<b>3.43</b>	3.74	3.23	3.57	3.00	3.53	3.25	<b>2.91</b>



## **Classified Staff Questions**

### 15) My director/principal...

<b>Statement/Classified Staff by year</b>	<b>2021-2022 Classified</b>	2020-2021	2019-2020	2018-2019	2017-2018
Sets clear expectations regarding my job responsibilities	<b>3.44</b>	3.50	3.23	3.30	n/a
Provides the support I need to accomplish my work objectives	<b>3.43</b>	3.53	3.25	3.32	n/a
Provides feedback concerning areas for improving my performance	<b>3.39</b>	3.47	3.14	3.21	n/a
Welcomes my opinions	<b>3.54</b>	3.52	3.11	3.26	n/a
Keeps me informed of what I need to know to do my job	<b>3.40</b>	3.46	3.12	3.24	n/a

<b>Statement/Classified Staff by Building or Department</b>	<b>2021- 2022 Classified</b>	Taylor ECC	Pevely Elem	Senn- Thomas MS	Herc. HS	Maint	Food Svc	Trans.
Sets clear expectations regarding my job responsibilities	<b>3.44</b>	3.73	3.18	3.57	3.00	3.50	3.33	3.00
Provides the support I need to accomplish my work objectives	<b>3.43</b>	3.64	3.08	3.57	3.11	3.50	3.33	3.10
Provides feedback concerning areas for improving my performance	<b>3.39</b>	3.68	2.92	3.57	3.00	3.56	3.11	3.20
Welcomes my opinions	<b>3.54</b>	3.90	3.18	3.57	3.33	3.56	3.11	3.30
Keeps me informed of what I need to know to do my job	<b>3.40</b>	3.73	3.08	3.57	3.11	3.50	3.33	3.00

## **All-Staff Questions**

### 16) The District Administration...

<b>Statement/All Staff</b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
Manages the finances of the district effectively	<b>3.35</b>	3.25	3.15	3.28	3.15
Makes decisions in the best interests of the district	<b>3.36</b>	3.21	3.24	3.23	3.13
Recognizes employees throughout the district	<b>3.26</b>	3.26	3.07	3.12	3.01
Keeps me informed of changes	<b>3.31</b>	3.28	3.17	3.09	<b>2.97</b>

Cross-tabulations

<b>Statement/<b>Certified</b> Staff by Building</b>	<b>2021-2022 Certified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
Manages the finances of the district effectively	<b>3.36</b>	3.53	3.28	3.42	3.33
Makes decisions in the best interests of the district	<b>3.36</b>	3.65	3.21	3.56	3.29
Recognizes employees throughout the district	<b>3.22</b>	3.35	3.08	3.37	3.24
Keeps me informed of changes	<b>3.37</b>	3.40	3.33	3.48	3.30

<b>Statement/<b>Classified</b> Staff by Building or Department</b>	<b>2021-2022 Classified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
Manages the finances of the district effectively	<b>3.34</b>	3.44	3.22	3.67	3.20	3.20	3.13	3.00
Makes decisions in the best interests of the district	<b>3.36</b>	3.48	3.23	3.43	3.13	3.50	3.13	3.00
Recognizes employees throughout the district	<b>3.32</b>	3.58	3.15	3.43	3.33	3.44	3.14	3.00
Keeps me informed of changes	<b>3.24</b>	3.45	3.15	3.43	<b>2.88</b>	3.47	3.00	3.00

## **All-Staff Questions (General Satisfaction)**

Question #20 was reworded so respondents could see some opportunities they have to be involved in decisions which affect their work.

<b>Statement/All Staff</b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
17) My work gives me a sense of personal accomplishment.	3.47	3.40	3.38	3.42	n/a
18) It's clear how my performance will be evaluated.	3.38 ↑	3.17	3.33	3.31	n/a
19) The amount of work I am expected to do is reasonable.	2.95	2.84	2.91	3.01	n/a
Prior yrs.) I am given the opportunity to be involved in decisions that affect my work.	n/a	2.98	3.00	3.02	n/a
20) I am given the opportunity in various ways to be involved in decisions that affect my work, including, but not limited to, PLCs, PD, committees, and surveys.	3.21 ↑	n/a	n/a	n/a	n/a
21) I feel comfortable sharing my ideas and opinions.	3.19	3.17	3.14	3.12	n/a
22) My principal/director gives me the authority I need to do my job.	3.46	3.38	3.34	3.35	n/a
23) My job is important in accomplishing the mission of the district.	3.61	3.49	3.52	3.50	3.49
24) My talents are valued.	3.27	3.21	3.14	3.21	n/a
25) My ideas and opinions count.	3.15	3.05	3.03	3.10	3.05
26) Department/Building information is communicated effectively to me.	3.29	3.20	3.05	3.12	3.07
27) I receive timely and important information from the District Central Office.	3.38 ↑	3.17	3.21	3.11	3.10

## Cross-tabulations

Statement/ <b>Certified</b> Staff by Building	2021-2022 Certified	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
My work gives me a sense of personal accomplishment.	3.46	3.60	3.44	3.54	3.32
It's clear how my performance will be evaluated.	3.37	3.55	3.37	3.58	3.06
The amount of work I am expected to do is reasonable.	2.69	3.15	2.44	3.00	2.55
I am given the opportunity in various ways to be involved in decisions that affect my work, including, but not limited to, PLCs, PD, committees, and surveys.	3.24	3.65	3.07	3.42	3.13
I feel comfortable sharing my ideas and opinions.	3.17	3.35	3.11	3.35	3.00
My principal/director gives me the authority I need to do my job.	3.47	3.75	3.39	3.58	3.35
My job is important in accomplishing the mission of the district.	3.66	3.90	3.59	3.62	3.65
My talents are valued.	3.25	3.70	3.07	3.38	3.16
My ideas and opinions count.	3.07	3.40	2.91	3.31	2.94
Department/Building information is communicated effectively to me.	3.35	3.55	3.35	3.62	3.00
I receive timely and important information from the District Central Office.	3.41	3.55	3.37	3.54	3.29

<b>Statement/Classified Staff by Building or Department</b>	<b>2021-2022 Classified</b>	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
My work gives me a sense of personal accomplishment.	<b>3.49</b>	3.73	3.62	3.57	3.22	3.38	3.44	3.11
It's clear how my performance will be evaluated.	<b>3.40</b>	3.68	3.15	3.57	3.00	3.38	3.33	3.22
The amount of work I am expected to do is reasonable.	<b>3.31</b>	3.55	3.08	3.57	3.11	3.31	3.33	3.11
I am given the opportunity in various ways to be involved in decisions that affect my work, including, but not limited to, PLCs, PD, committees, and surveys.	<b>3.18</b>	3.41	3.08	3.00	2.89	3.31	3.11	2.89
I feel comfortable sharing my ideas and opinions.	<b>3.23</b>	3.55	3.00	3.29	2.78	3.38	2.89	2.88
My principal/director gives me the authority I need to do my job.	<b>3.45</b>	3.68	3.38	3.43	3.22	3.50	3.22	2.88
My job is important in accomplishing the mission of the district.	<b>3.55</b>	3.82	3.54	3.43	3.33	3.50	3.22	3.38
My talents are valued.	<b>3.30</b>	3.59	3.23	3.14	2.89	3.56	3.11	2.75
My ideas and opinions count.	<b>3.26</b>	3.55	3.08	3.43	2.56	3.44	3.11	2.88
Department/Building information is communicated effectively to me.	<b>3.21</b>	3.45	3.00	3.57	2.78	3.44	3.11	2.63
I receive timely and important information from the District Central Office.	<b>3.33</b>	3.45	3.31	3.43	3.33	3.44	3.22	3.13

## **All-Staff Questions (General Satisfaction)**

### **28) What is your level of agreement with these statements about your work environment?**

<b>Statement/<b>All Staff</b></b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
I work in a positive, professional environment.	<b>3.30</b>	3.27	3.09	3.21	3.21
My co-workers trust and respect each other.	<b>3.23</b>	3.28	3.07	3.17	3.13
My peers exhibit a strong belief that all students can excel if we all do our jobs well.	<b>3.36</b>	3.29	3.20	3.23	n/a
My workplace is a physically comfortable place to work.	<b>3.39</b>	3.34	3.18	3.22	3.16
Overall, I feel safe at work.	<b>3.53</b>	3.40	3.38	3.43	3.33

## Cross-tabulations

Statement/ <b>Certified</b> Staff by Building	2021-2022 Certified	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
I work in a positive, professional environment.	<b>3.22</b>	3.50	3.07	3.62	<u>2.97</u>
My co-workers trust and respect each other.	<b>3.21</b>	3.50	3.02	3.62	3.00
My peers exhibit a strong belief that all students can excel if we all do our jobs well.	<b>3.29</b>	3.65	3.26	3.54	<u>2.90</u>
My workplace is a physically comfortable place to work.	<b>3.37</b>	3.60	3.31	3.42	3.26
Overall, I feel safe at work.	<b>3.53</b>	3.80	3.39	3.73	3.42

Statement/ <b>Classified</b> Staff by Building or Department	2021-2022 Classified	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
I work in a positive, professional environment.	<b>3.40</b>	3.68	3.31	3.57	3.22	3.50	3.11	<u>2.75</u>
My co-workers trust and respect each other.	<b>3.27</b>	3.59	3.15	3.57	<u>2.67</u>	3.56	<u>2.89</u>	<u>2.50</u>
My peers exhibit a strong belief that all students can excel if we all do our jobs well.	<b>3.46</b>	3.82	3.46	3.57	3.22	3.38	3.22	3.00
My workplace is a physically comfortable place to work.	<b>3.43</b>	3.59	3.38	3.71	3.11	3.56	3.33	<u>2.88</u>
Overall, I feel safe at work.	<b>3.53</b>	3.68	3.54	3.57	3.44	3.56	3.33	3.13



## **All-Staff Questions (Salary & Benefits)**

The following salary and benefits questions (#29&30) were edited so respondents would compare their salaries and benefits to those in similar districts rather than surrounding ones.

<b>Statement/All Staff</b>	<b>2021-2022</b>	<b>2020-2021</b>	<b>2019-2020</b>	<b>2018-2019</b>	<b>2017-2018</b>
Prior yrs.) My <b>salary</b> is competitive with similar jobs I would find elsewhere in surrounding communities.	n/a	2.57	2.70	2.62	2.63
29) My <b>salary</b> is comparable with similar jobs I would find in similar communities.	2.62	n/a	n/a	n/a	n/a
Prior yrs.) My <b>benefits</b> are competitive with similar jobs I would find elsewhere in surrounding communities.	n/a	3.07	3.08	3.04	3.07
30) My <b>benefits</b> are comparable with similar jobs I would find in similar communities.	3.08	n/a	n/a	n/a	n/a
31) Generally speaking, I am satisfied with my benefits.	3.07	3.04	3.06	3.04	3.08

## Cross-tabulations

Statement/ <b>Certified</b> Staff by Building	2021-2022 Certified	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS
My <b>salary</b> is comparable with similar jobs I would find in similar communities.	2.55	2.75	2.37	2.81	2.52
My <b>benefits</b> are comparable with similar jobs I would find in similar communities.	3.01	3.15	2.89	3.12	3.03
Generally speaking, I am satisfied with my benefits.	2.95	3.15	2.85	3.08	2.87

Statement/ <b>Classified</b> Staff by Building or Department	2021-2022 Classified	Taylor ECC	Pevely Elem	Senn-Thomas MS	Herc. HS	Maint	Food Svc	Trans.
My <b>salary</b> is comparable with similar jobs I would find in similar communities.	2.71	3.09	2.62	2.29	2.56	2.60	2.56	2.25
My <b>benefits</b> are comparable with similar jobs I would find in similar communities.	3.18	3.18	3.15	3.00	3.33	3.00	3.22	2.75
Generally speaking, I am satisfied with my benefits.	3.24	3.27	3.15	3.14	3.44	3.20	3.22	2.75