



***Regional School Unit 5***  
**Durham · Freeport · Pownal**

*"To inspire and support every learner by challenging minds, building character, sparking creativity, and nurturing passions."*

Jean Skorapa, Superintendent of Schools  
Peggy Brown, Interim Director of Finance & Human Resources

Cynthia Alexander, Assistant Superintendent of Schools  
June Sellers, Ed.D., Director of Instructional Support

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**Strategic Communications Committee**  
**March 24, 2023**  
**8:30 a.m. - Superintendent's Office**

**Agenda Items and Discussion:**

**1. Future Meetings:**

**Friday, April 28, 2023 @ 8:30 a.m.**

**2. Staff Satisfaction Survey - Finalize**

3-14-23 Draft

# Workplace Satisfaction Survey

Please take a few minutes to complete this short anonymous survey. Your responses will help us to understand where we can improve. Please complete the survey by June 15, 2023

## Roles and Location

### 1. What is your Role at RSU5?

*Mark only one oval.*

- Educator (all positions listed in the Educator Collective Bargaining Agreement)
- Facilities & Transportation Staff (Bus Driver, Custodian, Maintenance, Field Maintenance, etc.)
- Educational Technician
- Nutrition Program Staff
- School Administrative/Office Secretaries

### 2. What school do you spend a majority of your time at?

*Mark only one oval.*

- Morse Street School
- Pownal Elementary School
- Durham Community School
- Mast Landing School
- Freeport Middle School
- Freeport High School

### A. School/Department Climate

3. **A1. Overall, how positive is the working environment in your school/department?**

*Mark only one oval.*

- 1 Not at all positive
- 2 Slightly positive
- 3 Somewhat positive
- 4 Quite positive
- 5 Extremely positive

4. **A2. How positive are the attitudes of your colleagues?**

*Mark only one oval.*

- 1 Not at all positive
- 2 Slightly positive
- 3 Somewhat positive
- 4 Quite positive
- 5 Extremely positive

5. **A3. Would you recommend your school/department as a workplace for someone seeking employment?**

*Mark only one oval.*

- 1 Never
- 2 Sometimes
- 3 Often
- 4 Almost Always
- 5 Always

6. What else would you like us to know about the School Climate?

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**B. Professional Learning**

7. B1. How supported do you feel in your professional growth in your role?

*Mark only one oval.*

- 1 Not at all supported
- 2 Slightly supported
- 3 Somewhat supported
- 4 Quite supported
- 5 Extremely supported

8. B2. How useful are the professional development opportunities offered to you in your building/department?

*Mark only one oval.*

- 1 Not at all useful
- 2 Slightly useful
- 3 Somewhat useful
- 4 Quite useful
- 5 Extremely useful

9. **B2. How useful are the professional development opportunities offered to you district-wide?**

*Mark only one oval.*

- 1 Not at all useful
- 2 Slightly useful
- 3 Somewhat useful
- 4 Quite useful
- 5 Extremely useful

10. **What else would you like us to know about Professional Learning?**

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**C. School/Department Leadership**

11. **C1. How positive is the influence of the school/department leaders on the quality of your school/department?**

*Mark only one oval.*

- 1 Negative
- 2 Slightly positive
- 3 Somewhat positive
- 4 Quite positive
- 5 Extremely positive

12. **C2. How effective are the communication structures in your school/department?**

*Mark only one oval.*

- 1 Ineffective
- 2 Slightly effective
- 3 Somewhat effective
- 4 Effective
- 5 Extremely Effective

13. **C3. Does staff feedback impact decision making in your school/department?**

*Mark only one oval.*

- 1 Almost never
- 2 Once in a while
- 3 Sometimes
- 4 Frequently
- 5 Almost all the time

14. **What else would you like us to know about School/Department Leadership?**

**D. Evaluation**

15. D1. How effective is your school's evaluation system in helping you improve?

*Mark only one oval.*

- 1 Not at all effective
- 2 Slightly effective
- 3 Somewhat effective
- 4 Quite effective
- 5 Extremely effective

16. What else would you like us to know about Evaluations?

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**E. Educating All Students**

17. E1. How effective are the structures in your school/department that support needs of children, families and school safety?

*Mark only one oval.*

- 1 Needs to improve
- 2 Inadequate
- 3 Somewhat adequate
- 4 Adequate
- 5 Extremely adequate

18. **E2. How effective are the structures in your school/department that support the academic learning needs of all students?**

*Mark only one oval.*

- 1 Needs to improve
- 2 Inadequate
- 3 Somewhat adequate
- 4 Adequate
- 5 Extremely adequate

19. **What else would you like us to know about Educating All Students?**

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**F. Resources**

20. **F1. How often do you feel you have adequate material resources to support your students' learning?**

*Mark only one oval.*

- 1 Never
- 2 Sometimes
- 3 Often
- 4 Almost always
- 5 Always

21. F2. Which of the following factors most influence your satisfaction in the workplace? (Choose your top 3)

*Check all that apply.*

- Community Engagement
- Salary/Benefits
- Colleagues
- School Culture
- Professional Development
- Mission/Belief
- Leadership
- School Safety

22. What else would you like us to know about Resources?

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**Suggestions**

23. What other suggestions do you have for increasing workplace satisfaction?

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