

# HUMAN RESOURCES SNAPSHOT

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BOARD OF EDUCATION

AUGUST 7, 2023

PRESENTED BY: CARRIE HANDY & BRIAN SCHWANZ

# USD 232 STAY SURVEY FOR 2022-2023

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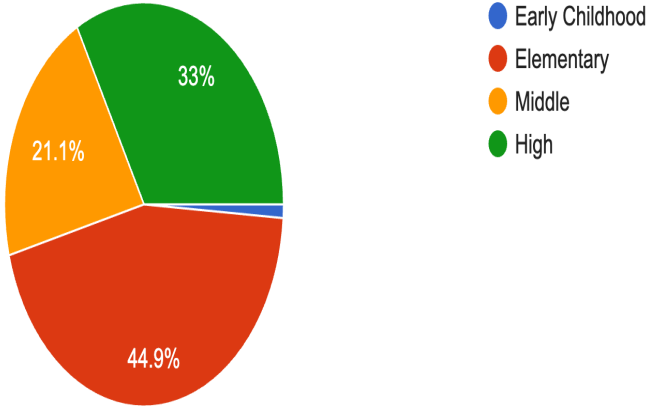
# QUANTITATIVE DATA 2022-2023 STAY SURVEY

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- What grade level do you teach?

What grade level do you teach?

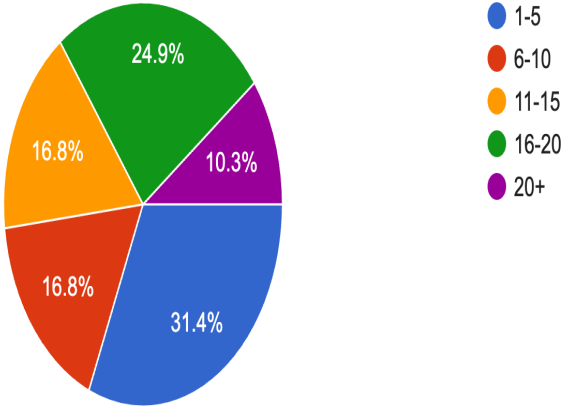
185 responses



- Total Years in USD 232?

Total Years in USD 232

185 responses



# QUALITATIVE DATA

## 2022-2023 STAY SURVEY

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- What do you look forward to each day?
  - Students
  - Colleagues
  - Colleagues & Students
- Why have you chosen to work or stay in USD232?
  - Area/Community/Family
  - Colleagues
  - Size
  - District Focus
  - Students

# QUALITATIVE DATA

## 2022-2023 STAY SURVEY

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- Are there any conditions/reasons that would cause you to consider leaving USD 232?
  - Pay
  - Administration
  - Nothing would cause me to leave
  - Lack of support
  - Students/Behavior
  - Parents
- What are your favorite parts of your job?
  - Students
  - Teachers/Colleagues
  - Relationships
  - Creativity

# QUALITATIVE DATA

## 2022-2023 STAY SURVEY

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- What elements of your job are your least favorite?
  - Workload
  - Parents
  - Student Behavior
  - Administration
  - Pay/Benefits
  - Rude Colleagues
- What can the district do to make your experience at work better for you?
  - Pay
  - Professional Development
  - Support
  - The District is doing well
  - Job Responsibilities
  - Student Behavior
  - Admin
  - Appreciation from AO

# USD 232 EXIT SURVEY FOR 2022-2023

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Relationships with colleagues \*

- Made it very easy to leave
- Made it easy to leave
- It did not impact my decision
- Made it hard to leave
- Made it very hard to leave

# 2022-2023 EXIT SURVEY

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SAMPLE QUESTION



# EXIT SURVEY DATA

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- 29 total surveys completed from 70 surveys sent out (42%)
- Trend data includes:
  - 75.9% of returned surveys stated that their relationships with colleagues made it hard to leave or did not impact their decision
  - 51.7% of returned surveys stated that their relationships with building administration either didn't impact or made it hard to leave
  - 31.0% of returned surveys stated that the workload made their decision to leave the district easy

# TREND DATA CONTINUED

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- 48.2% of returned surveys stated that the level of support they received while in the district made it easy to leave the district
- 55.2% of returned surveys stated that the salary they received while employed in the district made it easy to leave
- 55.1% of returned surveys stated that the vision and direction of the district made it difficult to leave or didn't impact their decision
- 23 out of 29 returned surveys felt they were treated fairly while working in USD232.
- 42.9% of surveys were from elementary
- 57.1% of surveys were from secondary



# 2022-2023 EXIT DATA

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- 70 Total Certified Employees
  - Retirements – 7
  - Resignations – 63
- Breakdown of Resignations by Level
  - Elementary – 29
  - Secondary – 34
- Turnover Rate Not Including Retirements: 11.2%
- Turnover Rate Including Retirements: 12.6%
- Resignations: 63
  - Relocation: 5
  - Job Advancement: 2
  - Similar Position in the Area: 17
  - Family Reasons: 7
  - Leaving Education: 22
  - Other Reasons: 10

# 2023-2024 EMPLOYMENT DATA



- # New Hires
  - New to profession: 19
  - New to the district with prior experience: 58
- Positions added for 2023-2024
  - DHS – 2.0 FTE
    - Math and Journalism
  - MVHS – 1.0 FTE
    - Art
- Positions added for 2023-2024
  - SPED – 5.25 FTE
    - 0.5 FTE Vision Teacher (0.5 FTE to 1.0 FTE)
    - 0.5 FTE Hearing Teacher
    - 0.5 FTE Certified Teacher for RE
    - 1.0 Certified Teacher for Private Schools
    - 1.0 SPED District Improvement Specialist
    - 1.0 Early Childhood Special Education Teacher
    - 0.1 FTE PT (0.4 FTE to 0.5 FTE)
    - 0.5 FTE SLP
    - 0.15 FTE Audiologist (0.6 FTE to 0.75 FTE)

# QUESTIONS

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