

Dec, 2023 Staff Survey Results

Every six months school leadership surveys the students, staff and parents about the overall satisfaction. Each version of the survey is the same, to allow us to search for trends. The spring, 2023 version was conducted by CIS, as part of our accreditation process so that version is not here. The trends are all relatively steady, with some minor variance. The school's Executive and Community Boards will review this data to see how we can best use it to improve the school. In the open-ended comments, about half of the staff added their thoughts. The most mentioned item was about communication via the HR office-something our Community Board has undertaken as an area of focus. We appreciate all the staff members who took time to provide the feedback.

		Sept 2018	May 2018	Dec 2019	Dec 2020	May 2021	Nov 2021	June 2022	Jan 2023	Dec 2023
1	Demographics: Which Division/Department do you belong to?									
2	Mission and Purpose: Projects, programs, tasks, and relationships across the AAC campus are aligned with the school mission, vision, and values.	3.47	3.37	3.75	3.68	3.61	3.86	3.94	4.03	3.91
3	Strategic Plan: I am familiar with the AAC Strategic Plan, and the tasks, projects assigned, and general daily work are clearly linked to established school goals.	3.47	3.60	3.74	3.84	3.87	3.95	4.06	3.96	4.12
4	Leadership: My Division Principal represents the AAC values, provides clear direction for our Division, and is readily accessible and helpful.	4.12	4.27	4.40	4.34	4.26	4.33	4.47	4.31	4.45
5	Leadership: The members of the Senior Leadership Team function well, attend my concerns in a timely manner, and support my work at AAC.	3.47	3.41	4.16	4.32	4.24	3.99	4.26	4.24	4.33
6	Human Resources: The HR Department functions well and attends my concerns in a timely manner, and supports my work at AAC.	2.87	3.02	3.77	3.42	3.30	3.30	3.49	3.40	3.40
7	Operations: The Operations Department (Maintenance, Cleaning, Security, Transportation) functions well, attends my concerns in a timely manner, and supports my work at AAC.	3.02	3.12	3.67	3.74	3.35	3.38	3.44	3.39	3.44
8	Learning: Authentic, project-based, student-centered learning is taking place on a regular basis in my classroom and in other classrooms.	3.42	3.43	3.67	3.95	3.83	3.90	3.95	4.11	4.01
9	Student Happiness: AAC students are happy, motivated to come to school, and engaged in their learning process.	3.66	3.77	3.74	3.92	3.94	4.05	3.99	3.91	4.08
10	Parent Satisfaction: AAC parents are happy and supportive; interactions with parents are usually friendly and productive.	3.67	3.65	4.00	4.00	3.93	3.97	4.08	4.09	4.16
11	Work-Life Balance: Beyond my workload at AAC, I am able to enjoy personal time outside of work each week.	2.67	3.05	3.77	3.71	3.74	3.74	3.85	3.79	3.53
12	Teamwork: There is a sense of teamwork/camaraderie among AAC staff.	3.66	3.44	3.72	3.74	3.70	4.03	3.88	3.85	4.01
13	Motivation and Engagement: I am motivated to come to work each day, and I feel	3.54	3.70	3.88	4.26	4.04	4.03	4.06	4.06	4.15

	engaged in my daily work.									
14	Diversity/Culture: We are a stronger team because of our diversity; cultural differences among staff are respected, built upon, and nourished.	4.05	3.81	4.18	4.03	3.98	4.07	4.14	4.11	4.19
15	Work Environment: AAC is a happy and positive place to work. There are “good vibes” and positive synergy on campus.	3.25	3.19	3.74	3.95	3.74	3.63	3.96	4.02	3.95
16	Support: I find the support I need in professional and personal matters related to work at AAC, either from colleagues or the Administration.	3.42	3.50	3.91	4.03	4.00	3.86	3.97	3.94	4.09
17	Professional Growth: I am regularly (healthily) challenged in my daily work, and I have the opportunity to grow as a professional at AAC.	3.43	3.47	3.82	4.00	3.83	3.86	3.82	3.91	3.95
18	Communication: There is regular and clear communication to staff regarding events, policies, procedures, and expectations.	2.92	3.02	3.60	4.03	3.91	3.92	3.89	3.77	3.93
19	Resources: I have access to the resources that I need in order to carry out my job functions in the best possible way.	2.59	2.74	3.13	3.05	3.17	3.09	3.13	2.99	3.20
20	Bottom Line: AAC is an overall positive place to learn and work.	3.34	3.42	3.84	4.00	3.92	4.08	4.03	4.13	4.09
21	Overall, the school has handle the COVID situation well (N/A)					4.06	4.28	4.32		
	Averages (out of 5)	3.37	3.42	3.82	3.90	3.81	3.85	3.92	3.89	3.95