

USD 330 Mission Valley Staff Climate Survey Results

Question & Choices	AVERAGE	2016-2017	2019-2020	2020-2021	2022-2023
Responses	58.75	64	48	67	56
To which building/area are you assigned?					
Elementary	36.25%	42.00%	29.00%	42.00%	32.00%
Junior High	9.00%	9.00%	9.00%	6.00%	12.00%
High School	37.25%	32.00%	54.00%	31.00%	32.00%
Special Services	12.75%	15.00%	5.00%	15.00%	16.00%
Transportation	1.63%	2.00%	1.50%	2.00%	1.00%
District Office	3.13%	2.00%	1.50%	2.00%	7.00%
What is your job classification?					
Certified	64%	75%	48%	73.00%	61.00%
Classified	36%	25%	52%	27.00%	39.00%
My interaction with my co-works is helpful to me					
Strongly Agree	65.50%	61.00%	75%	69.00%	57.00%
Agree	32.50%	36.00%	25%	31.00%	38.00%
Disagree	1.75%	2.00%	0%	0.00%	5.00%
Strongly Disagree	0.50%	2.00%	0%	0.00%	0.00%
My colleagues hold high expectations for all students and support their academic, cultural, emotional, physical and behavioral development.					
Strongly Agree	25.75%	20.00%	19%	31.00%	33.00%
Agree	63.25%	73.00%	73%	58.00%	49.00%
Disagree	10.00%	5.00%	8%	11.00%	16.00%
Strongly Disagree	1.00%	2.00%	0%	0.00%	2.00%
The Board, administration, teachers, and staff care about students and inspire their best efforts.					
Strongly Agree	25.75%	23.00%	17%	39.00%	24.00%
Agree	69.50%	72.00%	83%	58.00%	65.00%
Disagree	3.25%	3.00%	0%	3.00%	7.00%
Strongly Disagree	1.50%	2.00%	0%	0.00%	4.00%

I receive the support from the Board and the administration to be effective at my job.

Strongly Agree	19.00%	20.00%	10%	23.00%	23.00%
Agree	65.50%	59.00%	77%	70.00%	56.00%
Disagree	11.00%	16.00%	8%	5.00%	15.00%
Strongly Disagree	4.50%	5.00%	5%	2.00%	6.00%

I feel that the school district has developed and sustained a shared vision for the district

Strongly Agree	14%	8%	17%	12.00%	18.00%
Agree	69%	67%	77%	69.00%	63.00%
Disagree	17%	23%	6%	19.00%	19.00%
Strongly Disagree	1%	2%	0%	0.00%	0.00%

Leadership decisions are focused on academic performance and are data driven and collaborative

Strongly Agree	16%	16%	10.00%	19.00%	20.00%
Agree	68%	69%	81.00%	68.00%	55.00%
Disagree	14%	14%	8.00%	13.00%	22.00%
Strongly Disagree	1.50%	2.00%	1.00%	0.00%	3.00%

I feel that I have the instructional resources (textbook, supplemental reading, and technology) to sufficiently and effectively deliver the curriculum.

Strongly Agree	26.00%	45.00%	12.00%	21.00%
Agree	56.00%	34.00%	66.00%	68.00%
Disagree	16.33%	21.00%	21.00%	7.00%
Strongly Disagree	1.67%	0.00%	1.00%	4.00%

I feel I am given the opportunity to work collaboratively with staff and co-workers to improve instructions and student performance.

Strongly Agree	28.67%	13.00%	38.00%	35.00%
Agree	62.33%	75.00%	56.00%	56.00%
Disagree	7.00%	8.00%	6.00%	7.00%
Strongly Disagree	2.00%	4.00%	0.00%	2.00%

My school provides high quality student support services (e.g., counseling, Special Education, and/or career planning) for all students based on their needs.

Strongly Agree	25.50%			28.00%	23.00%
Agree	62.50%			64.00%	61.00%
Disagree	9.50%			8.00%	11.00%
Strongly Disagree	2.50%			0.00%	5.00%

The administration communicates and enforces expectations for staff effectively.

Strongly Agree	23.25%	23.00%	9.00%	35.00%	26.00%
Agree	65.00%	63.00%	87.00%	55.00%	55.00%
Disagree	9.25%	11.00%	4.00%	7.00%	15.00%
Strongly Disagree	2.50%	3.00%	0.00%	3.00%	4.00%

I work in a safe and orderly environment and that disruptions and inappropriate behaviors are dealt with properly and in a timely manner.

Strongly Agree	28.50%	27.00%	17.00%	37.00%	33.00%
Agree	59.50%	63.00%	75.00%	54.00%	46.00%
Disagree	11.00%	9.00%	9.00%	9.00%	17.00%
Strongly Disagree	1.25%	1.00%	0.00%	0.00%	4.00%

I am satisfied with my pay, benefits, and other incentives

Strongly Agree	4.25%	3.00%	4.00%	6.00%	4.00%
Agree	55.00%	58.00%	75.00%	46.00%	41.00%
Disagree	34.00%	31.00%	17.00%	42.00%	46.00%
Strongly Disagree	6.75%	8.00%	4.00%	6.00%	9.00%

I am satisfied with my relationship with my supervisor.

Strongly Agree	47.75%	48.00%	31.00%	58.00%	54.00%
Agree	46.75%	44.00%	67.00%	37.00%	39.00%
Disagree	4.00%	6.00%	2.00%	5.00%	3.00%
Strongly Disagree	1.25%	2.00%	0.00%	0.00%	3.00%

I feel that in today's climate, my position may be at risk.

Strongly Agree	4.67%		4.00%	4.00%	6.00%
Agree	18.00%		13.00%	17.00%	24.00%
Disagree	67.67%		79.00%	65.00%	59.00%
Strongly Disagree	9.67%		4.00%	14.00%	11.00%

The expectations of my supervisor are realistic.

Strongly Agree	41.33%	29.00%	51.00%	44.00%
Agree	54.33%	71.00%	45.00%	47.00%
Disagree	3.67%	0.00%	4.00%	7.00%
Strongly Disagree	0.67%	0.00%	0.00%	2.00%

I feel I have the opportunity to participate in meaningful, on-going, job embedded professional development.

Strongly Agree	32.33%	52.00%	20.00%	25.00%
Agree	57.33%	44.00%	66.00%	62.00%
Disagree	8.33%	4.00%	12.00%	9.00%
Strongly Disagree	2.00%	0.00%	2.00%	4.00%

My school administrative team is actively working to maintain or improve a positive culture for all students.

Strongly Agree	33.50%	37.00%	30.00%
Agree	61.00%	61.00%	61.00%
Disagree	4.50%	2.00%	7.00%
Strongly Disagree	1.00%	0.00%	2.00%

Our district's chain of communication is effective, and I receive the help or support I need when necessary from either my direct supervision or other district leaders.

Strongly Agree	16.00%	19.00%	13.00%
Agree	70.00%	69.00%	71.00%
Disagree	9.00%	9.00%	9.00%
Strongly Disagree	5.00%	3.00%	7.00%

I am considering looking for a job in my field at another school district.

Strongly Agree	1.75%	3.00%	0.00%	0.00%	4.00%
Agree	14.75%	20.00%	13.00%	14.00%	12.00%
Disagree	46.50%	45.00%	31.00%	57.00%	53.00%
Strongly Disagree	36.75%	31.00%	56.00%	29.00%	31.00%

I am considering looking for a new job in a field other than education.

Strongly Agree	1.00%	2.00%	0.00%	0.00%	2.00%
Agree	7.75%	11.00%	0.00%	9.00%	11.00%
Disagree	41.75%	42.00%	33.00%	44.00%	48.00%
Strongly Disagree	49.50%	45.00%	67.00%	47.00%	39.00%

Would you recommend working in this district to your family & friends.

Yes	90.50%	94.00%	94.00%	91.00%	83.00%
No	9.50%	6.00%	6.00%	9.00%	17.00%

I feel well compensated for my work in the district

Strongly Agree	2.50%		5.00%	0.00%
Agree	22.00%		24.00%	20.00%
Neutral	41.50%		40.00%	43.00%
Disagree	25.00%		25.00%	25.00%
Strongly Disagree	8.50%		5.00%	12.00%

I feel satisfied with our current Health Insurance Plan

Strongly Agree	10.00%		9.00%	11.00%
Agree	22.00%		24.00%	20.00%
Neutral	38.00%		50.00%	26.00%
Disagree	25.00%		11.00%	39.00%
Strongly Disagree	9.50%		6.00%	13.00%

My roles and duties are valued by my employer.

Strongly Agree	15.00%		10.00%	20.00%
Agree	46.00%		51.00%	41.00%
Neutral	16.50%		15.00%	18.00%
Disagree	18.00%		18.00%	18.00%
Strongly Disagree	4.50%		6.00%	3.00%