



# Hanover Staff Climate Survey

## Preliminary Report Summary

Presented by Superintendent Dr. John Sparlin

# Survey Administration



- Administered online in May of 2022
- Includes a total of 1,470 respondents
- Respondents broken out by categories:
  - District Administration
  - School Administration
  - Teachers
  - District Office Staff
  - Other District Staff
  - Other School Staff

# Hanover Methodology



- Hanover identified and removed low-quality or duplicate responses from data.
- Sample sizes vary across questions as some only pertain to a subset of respondents.
- Favorable responses include 60% or more of respondents agree/strongly agree, Unfavorable is 59% or less.

# Key Findings: Job Satisfaction

*“I am satisfied with my job”*



% Of those who agree or strongly agree

58% - District Administration

Target 60%

62% - Other District Staff

67% - Teachers

74% - School Office Staff

75% - Other School Staff

77% - School Administration

79% - District Office Staff

# Key Findings: Work-Life Balance

*“I have a good work-life balance”*



% Of those who agree or strongly agree

35% - District Administration

Target 60%

62% - Teachers

66% - Other District Staff

64% - School Administration

72% - School Office Staff

73% - Other School Staff

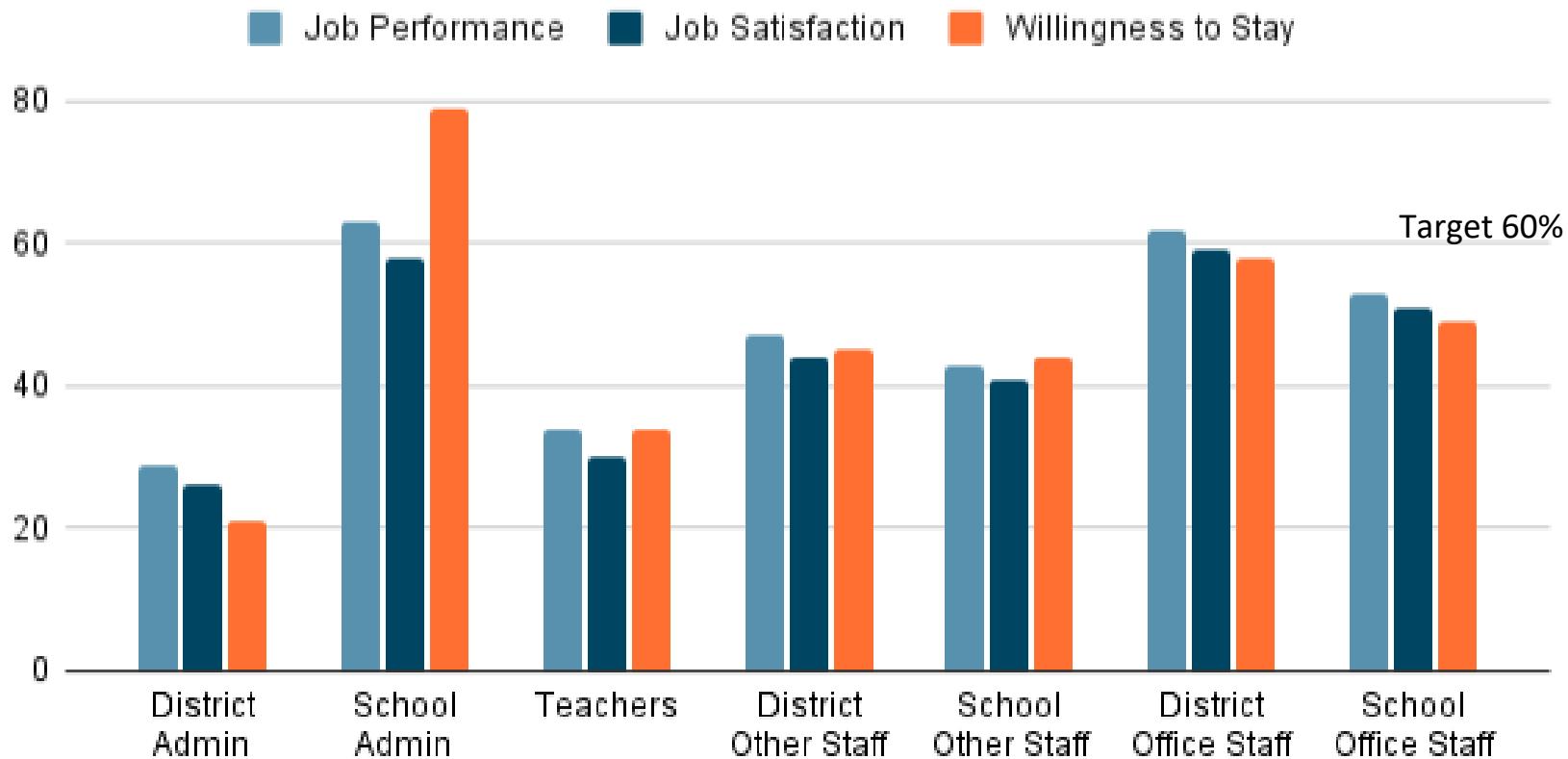
76% - District Office Staff

# Key Findings: District Climate Effect



% Of very positive or somewhat positive

Overall what effect does the current climate of your district have on....



# Key Findings: Overall Satisfaction



**Level of Satisfaction with your district as a place to work:**

48% Somewhat or Completely Satisfied

**Level of Satisfaction with your school as a place to work:**

68% Somewhat or Completely Satisfied

# Key Findings: Relationships Overall

% Of those who agree or strongly agree



■ Strongly disagree ■ Somewhat disagree ■ Neither agree nor disagree ■ Somewhat agree ■ Strongly agree

I have positive relationships with students at my school.  
(n=1256)



I have positive relationships with other staff members at my school/building. (n=1310)



My colleagues care about me. (n=1309)



My supervisor/manager cares about me. (n=1304)



0% 20% 40% 60% 80% 100%

# Next Steps:



- Communication with Hanover on data interpretation/understanding
- Identification of additional data collection needs
- Finalizing a Survey Response Plan
  - Includes needs, possible initiatives for improvement, action plans, to-do lists
- Provide plan of response to BOE
- Finalize the communication plan to staff
- Plan for a measurement of change in Spring