


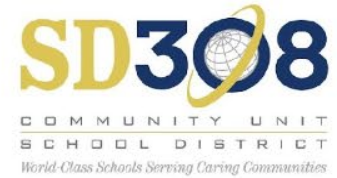
# **Hanover Staff Climate Survey**

## **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

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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

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Target 60%

62% - Teachers

66% - Other District Staff

64% - School Administration

72% - School Office Staff

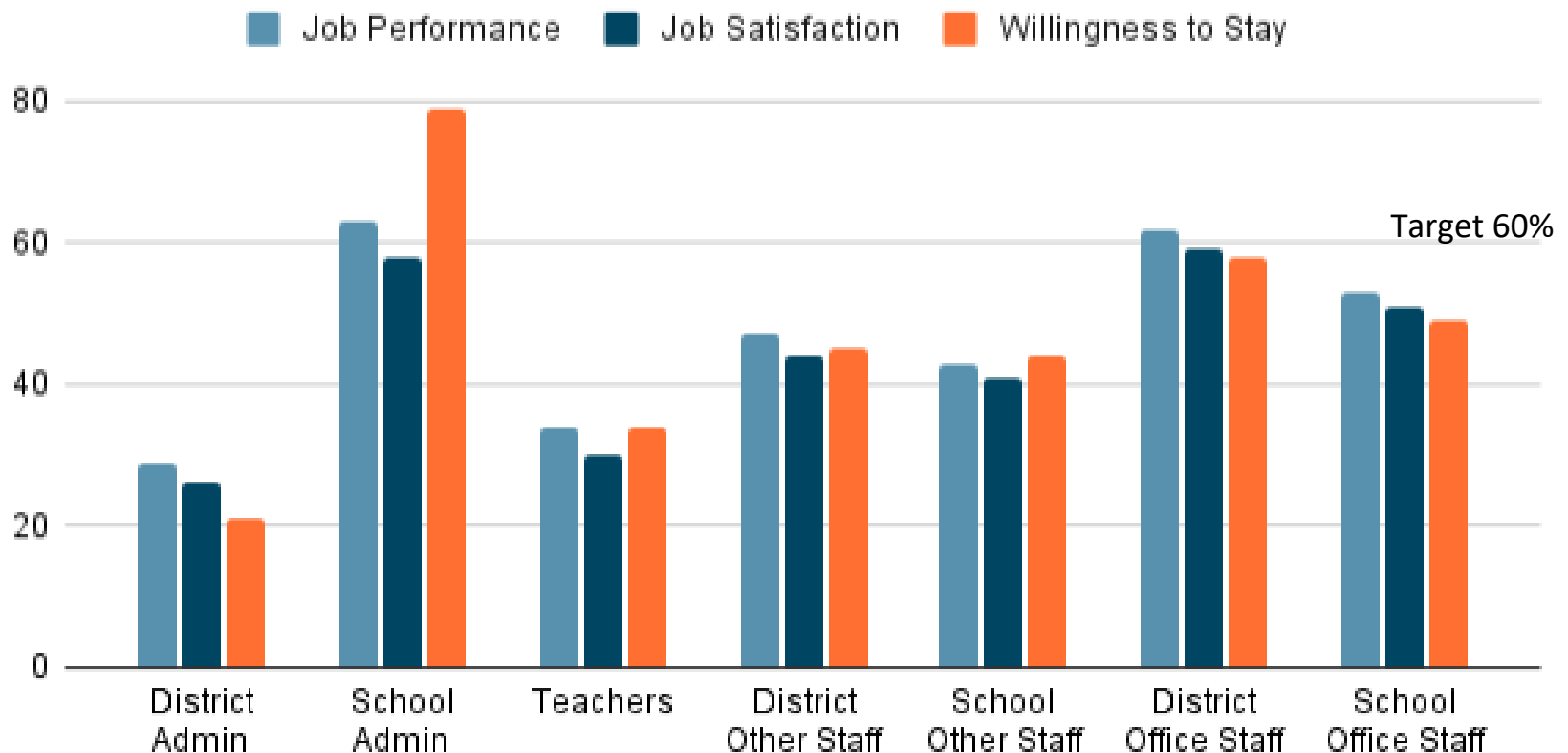
73% - Other School Staff

76% - District Office Staff

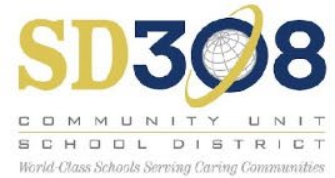
# Key Findings: District Climate Effect

% 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**

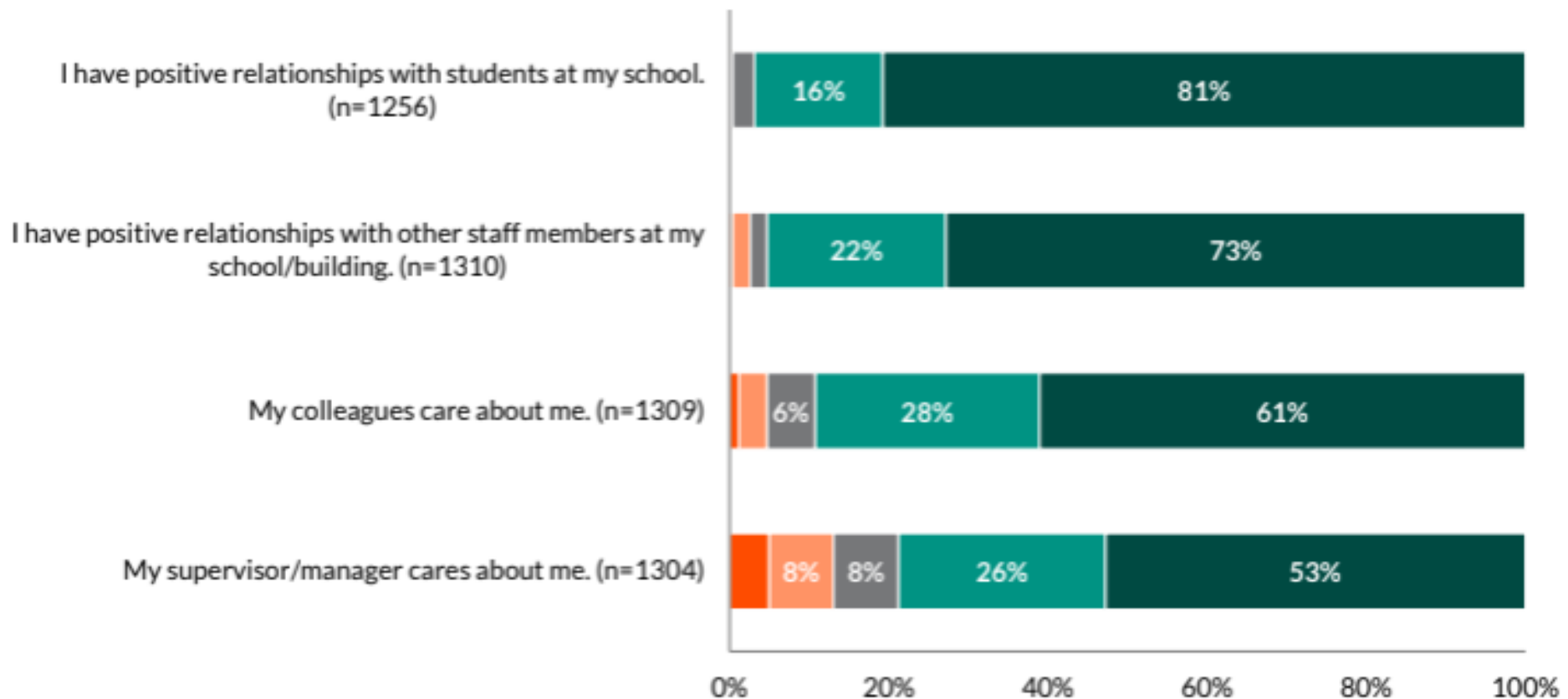
**Level of Satisfaction with your school as a place to work:**

**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





# 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