

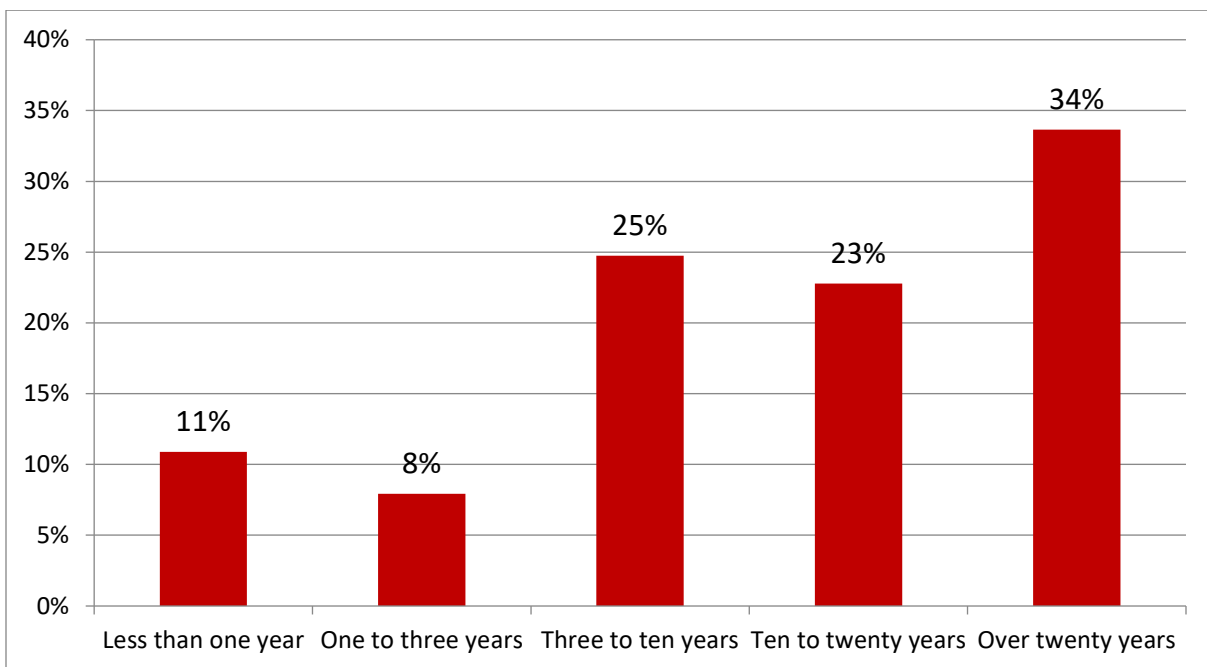


River Valley School District Strategic Plan 2023-2028
TEACHER AND SUPPORT STAFF SURVEY RESULTS
February/March 2023

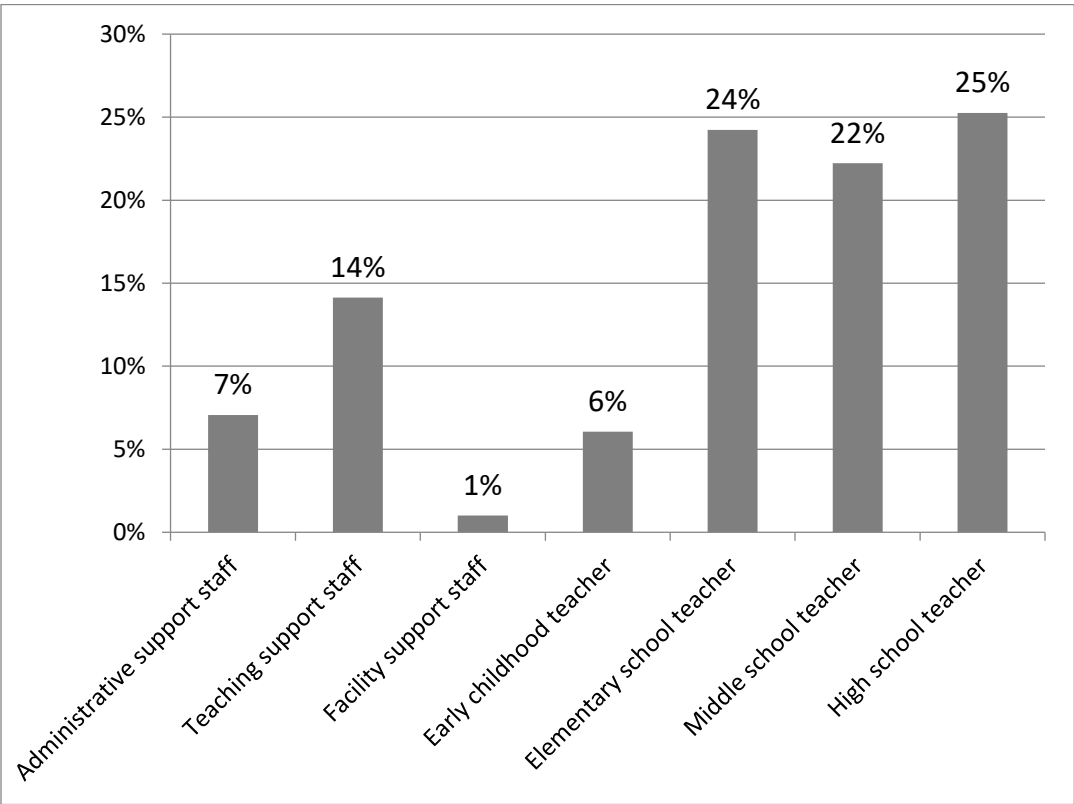
The primary purpose of this survey was to gather teacher and support staff opinions for priorities in the updated Strategic Plan, including how they relate to the professional goals of respondents. Other related purposes were to gauge awareness of the current Strategic Plan, and professional interest in assisting with implementing the updated Plan once complete.

101 RVSD teachers and teaching, facility, and administrative support staff completed the survey. This represents approximately 55% of the RVSD's total staff. Approximately 75% of teachers responded. Not all respondents answered every question. The following is a summary of the results for each of the ten survey questions.

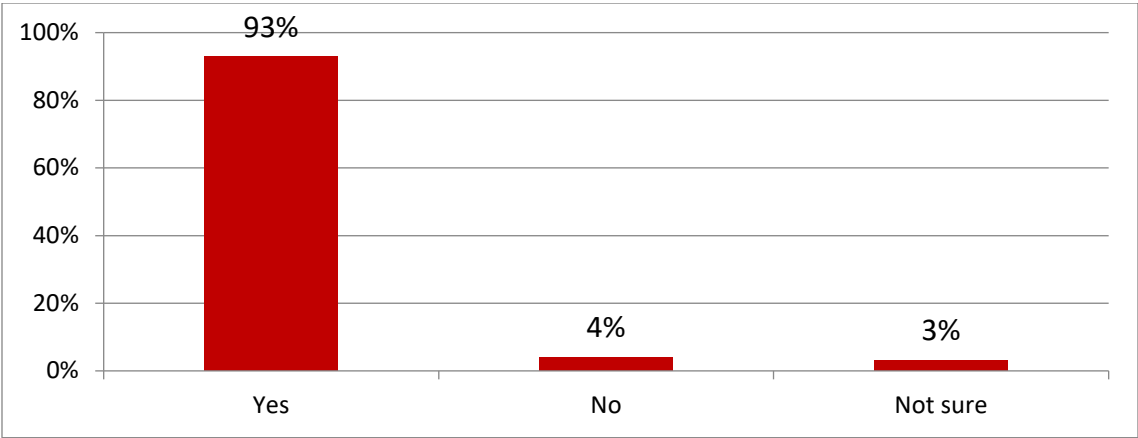
Question 1: How long have you been employed with the River Valley School District?



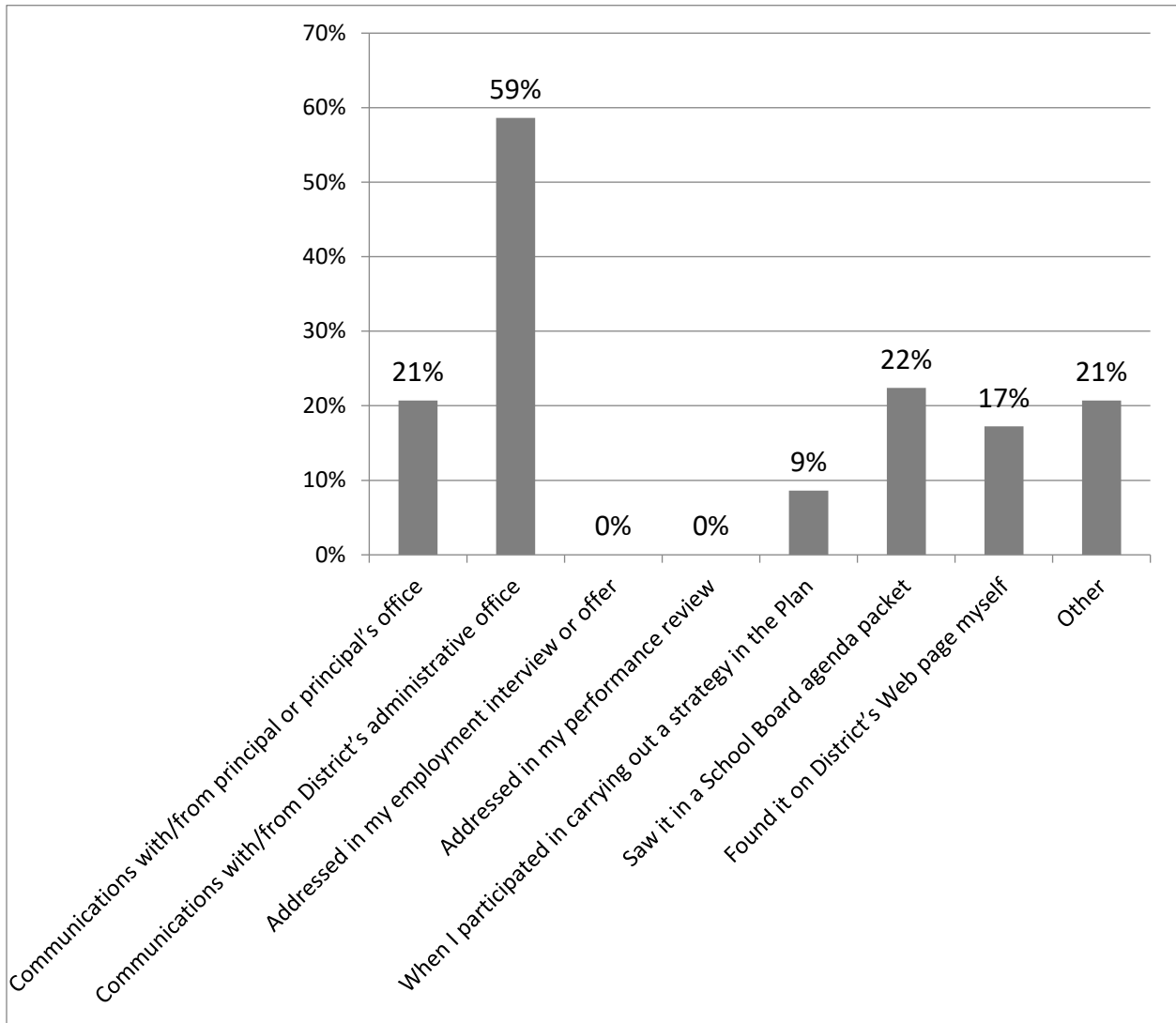
Question 2: Which of the following best describes your current position with the School District?



Question 3: Before you started this survey, were you aware that the School District had a Strategic Plan?



**Question 4: Because you answered “yes” to the previous question, which of the following describes how you became acquainted with the Strategic Plan?
(Respondents could check all that applied, which is why totals do not add to 100%.)**



Question 5: “Student Achievement and Instruction” means the amount of academic content a student learns, and the knowledge and skills that will prepare them for happy and successful lives. What in your opinion should the District do to maintain or improve Student Achievement and Instruction over the next year to five years?

This open-ended question yielded a number of responses. The most common responses, reported generally in order of mentions, had the following elements:

- Maintain or lower class sizes (most common among staff with >10 years with RVSD)
- Examine and update curriculum (most common among staff with <10 years with RVSD)
- Hold students to higher standards.
- Review, update, and implement interventions for students in need.
- Provide teachers with more prep time and/or more support.
- Maintain a wide array of courses (most common among high school teachers).

Question 6: “Student Engagement and Support” means the degree of attention, curiosity, interest, optimism, and passion a student shows towards his or her learning experience. It also includes social and emotional connections to peers, teachers, and parents, including through classes, co-curricular activities, and less formal contacts. What in your opinion should the District do to maintain or improve Student Engagement and Support over the next year to five years?

This open-ended question yielded a number of responses. The most common responses, reported generally in order of mentions, had the following elements:

- Continue co-curriculars and electives as places for students to connect, and encourage more participation.
- Reconfigure or improve schools, classrooms, and common spaces to allow greater collaboration and increase pride.
- Provide smaller class sizes and/or more support to enable greater connections between teachers and students.
- Build on social, behavior, and wellbeing training in multiple forums and classes.
- Encourage District-wide standards for behavior and device use (response most common among high school teachers).

Question 7: “Community Communications and Engagement” describes how the District shares information, and involves and interacts with members of the school community, including parents, residents without kids in school, and community and business leaders. What in your opinion should the District do to maintain or improve Community Communications and Engagement over the next year to five years?

This open-ended question yielded a number of responses. The most common responses, reported generally in order of mentions, had the following elements:

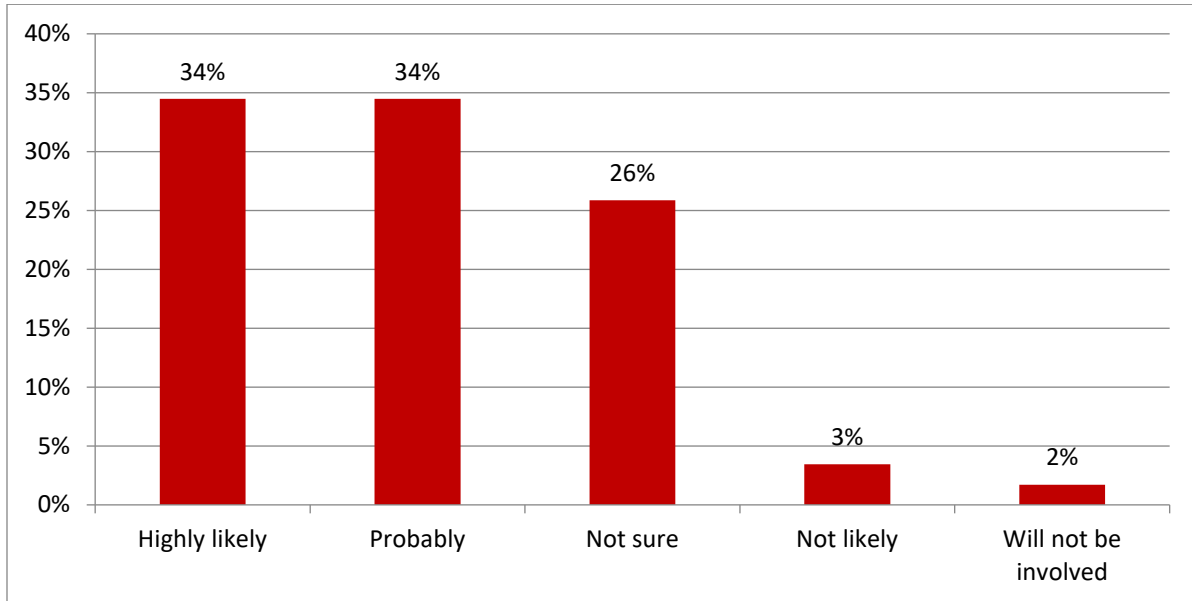
- Believe that interaction with the community is good already, including methods used and transparency demonstrated.
- Continue to encourage and expand business partnerships.
- Get students and their work out in the community (response most common among elementary school teachers).
- More events for families and other community members outside of school hours.
- Engage with all teachers and with all community members—beyond those who are regular go-to’s.
- Continue/expand community surveys and Q&A sessions for focused feedback.

Question 8: “Finance and Operations” describes how the District is run, including budgetary constraints and opportunities, school board, administration, teachers, and support staff. What in your opinion should the District do to maintain or improve Finances and Operations over the next year to five years?

This open-ended question yielded a number of responses. The most common responses, reported generally in order of mentions, had the following elements:

- Remain competitive in pay, benefits, job/leave flexibility, and other non-financial ways to show support—especially for staff that demonstrate growth and commitment.
- Improve State financial support and/or funding formula for the RVSD and rural schools.
- Update school facilities.
- Positive comments regarding RVSD Business Manager.
- Work to make the RVSD more attractive to new families and to grow enrollment.

Question 9: Recognizing that the updated Strategic Plan is not yet complete, how likely do you anticipate being involved in carrying out its strategies that relate to your job or professional interests?



Question 10: Please let us know why you answered the last question the way you did.

For those who indicated that it was “highly likely” that they would be involved in carrying out an updated Strategic Plan, common reasons focused on their professional investment in the RVSD, their interest in serving their “team” and its goals, and their agreement with the current strategic plan or interest in pursuing a particular strategy.

Those who indicated they would “probably” be involved had similar sentiments, but were often more concerned about their time availability, expected level of involvement, or the Strategic Plan’s relevance to their work.

For those who indicated they were “not sure”—plus the small set indicating “not likely” or “will not be involved”—common reasons focused on not having enough time, not being willing to commit to strategies not yet created, or a focus towards retirement. One-half of the respondents in this group have worked with the RVSD for over 20 years.