



Summary Report

for

Olivet Christian College

Survey name: SRS - Staff - Olivet Christian College 2010

Dates conducted: 17 May 2010 to 31 May 2010

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1. Foreword

Access Management Corporation is delighted to provide Olivet Christian College with the following report which summarises the findings of the School Results Survey (SRS) for staff undertaken between 17 May 2010 and 31 May 2010. This report reviews the effectiveness of your current strategies and addresses the following key questions (and more):

- **How effectively are we managing our people?**
- **What do our people think we are doing well?**
- **What strategies could give us an edge in recruiting and retaining staff?**

This report provides a summarised view of the results from the SRS. Other available reporting options from Access Management Corporation include:

- **Comprehensive School Report** - Comprehensive summary of survey results by statements
- **Staff Feedback Report** - Brief summary of survey results for staff
- **School Comparison Report** - Summary of survey results compared to previous surveys (if available)
- **PowerPoint presentation** - PowerPoint presentation of survey results
- **Excel spreadsheet** - Excel spreadsheet containing survey data

The process of conducting this survey has created an expectation amongst staff that Olivet Christian College will provide feedback on the outcomes of the survey. To assist in this regard, we would recommend emailing the Employee Feedback Report to your staff.

Access Management Corporation encourages you to review the report findings carefully and consider how you may be able to enhance the benefits from conducting this survey. If Olivet Christian College would benefit from independent assistance in:

- presenting the results of the survey to respondents
- reporting on the outcomes of the survey and their implications to the school leadership team
- developing strategies to address issues of concern
- developing employee relationship programs

or to obtain any further reports, please contact Jenny Eager, Senior HR & Education Consultant at Access Management Corporation on:

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email: jeager@accessmc.com.au

2. Executive Summary

Access Management Corporation conducted a School Results Survey for Olivet Christian College commencing 17 May 2010 and concluding 31 May 2010.

Survey responses were received from 14 out of a total of 15 eligible respondents. This equates to a response rate of 93%.

Olivet Christian College recorded an overall satisfaction score of 87% (4.35 out of 5).

- Best practice areas include: Equality, Staff Engagement, Procedures, School Leadership, Organisation, Workplace Health & Safety, Recognition, Empowerment, Work/Life Balance, Teamwork, Resources, Training/Professional Development, Communication, Team Leadership.
- Fair to good areas include: Career Advancement.

The highest and lowest satisfaction score in each staff segment has been identified as follows:

Highest

- Gender: Male
- Age Bracket: 30-39 yrs
- Employment Type: Permanent full-time
- Employment Period: 10+ yrs
- School Role: Administration & business services
- Distance from School: <2 km
- School Sector: ELC

Lowest

- Gender: Female
- Age Bracket: <30 yrs
- Employment Type: Volunteer
- Employment Period: 2-3 yrs
- School Role: Teacher
- Distance from School: 6-10 km
- School Sector: Gamma

The response rate to open ended questions is summarised as follows:

- 14 responses were received to the question: "What do you like about working at Olivet Christian College?"
- 12 responses were received to the question: "What would you like to see improved at Olivet Christian College?"

(Please refer to the Comprehensive School Report for detailed responses to all open ended questions.)

Reviewing and analysing the results of this survey will allow Olivet Christian College to ascertain whether its current strategies are effective and what the key issues are for staff. This will provide Olivet Christian College with a clear indication of where to focus efforts in order to improve staff attraction, engagement and retention.

3. Background

The following section explains how the survey was conducted, how results were scored and how to best interpret the report.

3.1 Survey Methodology

The survey contained two components: School Strategies and Staff Engagement.

Olivet Christian College management provided responses to the 'School Strategies' component while staff were asked to provide responses to the 'Staff Engagement' component.

Information regarding the survey was distributed to Olivet Christian College's staff detailing how to complete the survey online through Access Management Corporation's secure website. To encourage staff to provide honest feedback, this communication outlined the confidentiality of individual responses. In addition, to encourage a high level of participation, regular email reminders were forwarded to staff until they completed the survey or until the survey closing date.

The SRS for Olivet Christian College contained 35 standard statements and Olivet Christian College elected to include no additional custom statements. All statements had 6 possible responses which were scored as follows:

- Strongly Agree (5)
- Agree (4)
- Neutral (3)
- Disagree (2)
- Strongly Disagree (1)
- N/A (-)

The 'Not Applicable' option enabled staff to opt out of responding to a statement that had no applicability to them. 'Not Applicable' responses were not included in the calculation of summary results.

The key areas in which staff feedback was sought include:

- Organisation
- School Leadership
- Team Leadership
- Teamwork
- Empowerment
- Communication
- Procedures
- Equality
- Work/Life Balance
- Recognition
- Career Advancement
- Resources
- Staff Engagement
- Training/Professional Development
- Workplace Health & Safety

3.2 Report

The report comprises 3 sections:

- Section 1 - School Strategies
- Section 2 - Staff Demographics
- Section 3 - Responses by School Segmentation and Key Area

Throughout the report, results have been colour coded.

4 - 5	An excellent outcome that indicates a real commitment on behalf of the organisation to address this issue in a tangible and relevant manner. Maintain vigilance and continue to adapt to the changing nature of the school environment.
3 - 4	A fair to good score that reflects a level of satisfaction on this issue. However, it falls short of a 'employer of choice' outcome. Continual and increased focus on this issue is recommended.
2 - 3	A poor result that suggests a core level of underlying dissatisfaction on this issue. Investigation and corrective action required.
1 - 2	There are significant issues for concern. This score reflects an unhealthy disconnect on this issue between the current situation and the needs and/or expectations of staff. Major corrective action required.

Note: Variance is the percentage difference between the average score recorded for a survey segment or statement and the overall survey average (rounded to a whole number).

4. Section 1 - School Strategies

This section of the SRS report provides information on the school strategies employed by Olivet Christian College.

School Strategies Currently Employed by Olivet Christian College		
Communication	Monthly (or more frequent) newsletters - hardcopy	YES
	Monthly (or more frequent) newsletters - electronic	YES
	Parent/teacher interviews (at least 2 per year)	YES
	Professional and up to date website	YES
Competitions	Interschool academic competitions	YES
	Interschool co-curricular competitions	YES
	Public performing arts concerts (at least annually)	YES
Events	Annual awards and speech nights	YES
	Affiliated religious/belief celebrations	YES
	Annual open days	YES
Facilities	Dedicated bus service	YES
	Volunteer building fund	YES
	Scholarships	YES
	Internal uniform shop	YES
	Centrally co-ordinated student resource/stationery packs	YES
	Class sizes capped	YES
	Planning	Current school strategic plan
Programs	Outdoor education program	YES
	Student leadership/mentoring program	YES
	Accelerated learning program	YES
	Study skills program	YES
	Community program	YES

Other School Strategies Currently Employed by Olivet Christian College		
Character development		
Christian teaching		

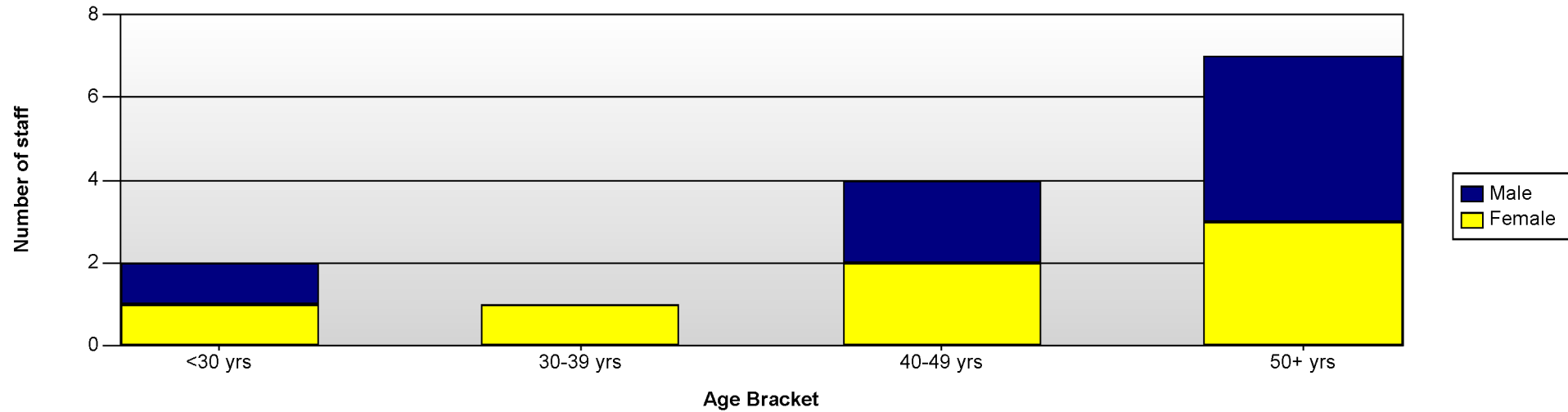
School Strategies Not Employed by Olivet Christian College		
Associations	Alumni association	NO
	Parent association	NO

School Strategies Not Employed by Olivet Christian College		
Communication	Online access to general correspondence	NO
	Online access to curriculum and assessments	NO
	Year level information evenings	NO
	Parent education programs e.g. behaviour management, teaching, reading	NO
Competitions	Participation in school expos	NO
Events	Annual parents, grandparents and friends day/s	NO
	Regular fundraising activities/events	NO
Facilities	Personal student computers	NO
	Book hire scheme	NO
	Optional out of class tutorials	NO
	Canteen (health food focus)	NO
Planning	Current marketing & PR plan	NO
Programs	Co-curricular programs e.g. chess club, debating teams, sporting clubs	NO
	Before school care program	NO
	After school care program	NO
	International student program	NO
	Transition program	NO
	Peer support program	NO
	Speed reading program	NO
Staffing	Dedicated business development manager	NO
	Dedicated guidance officer/psychologist/counsellor	NO
	Dedicated extension teacher	NO
	Dedicated learning support teacher	NO
	Dedicated ESL teacher	NO
	Dedicated behaviour management teacher	NO
	Visiting specialist teachers e.g. vision, hearing, physical, speech	NO

5. Section 2 - Staff Demographics

This section of the report provides insight into the surveyed demographic. The most and least satisfied segment of each demographic is highlighted. To protect anonymity, segments containing responses of only 1 staff are not highlighted.

5.1 Staff by Gender and Age Bracket



Age Bracket	Male	Female	Total	%
<30 yrs	1	1	2	14%
30-39 yrs		1	1	7%
40-49 yrs	2	2	4	29%
50+ yrs	4	3	7	50%
Total	7	7	14	
%	50%	50%		

Staff selecting the gender group 'Female' and age bracket '40-49 yrs' recorded the highest satisfaction score of 87% (4.34 out of 5).

Staff selecting the gender group 'Female' and age bracket '50+ yrs' recorded the lowest satisfaction score of 85% (4.25 out of 5).

5.2 Staff by Employment Period and Age Bracket

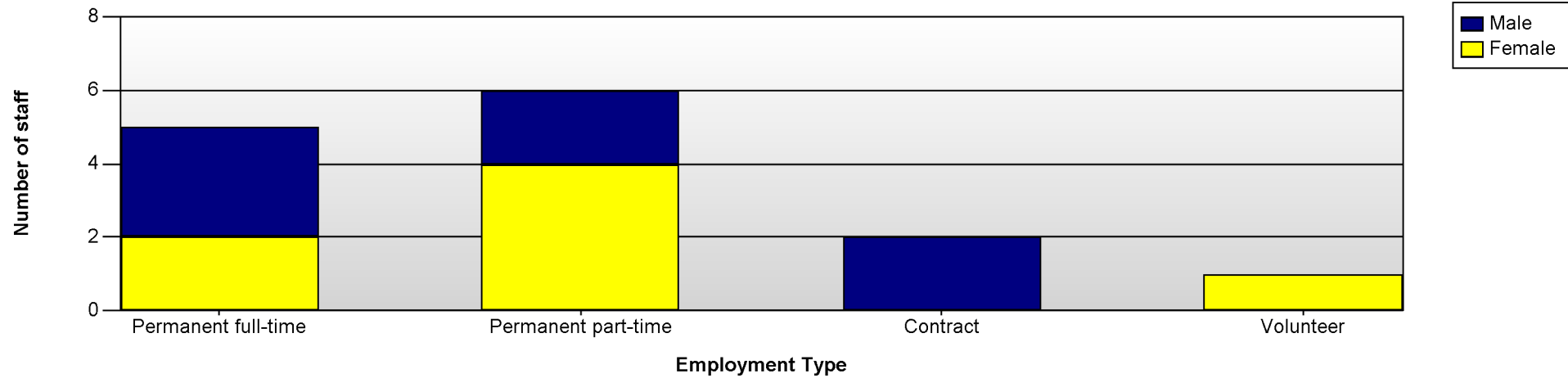


Employment Period	<30 yrs	30-39 yrs	40-49 yrs	50+ yrs	Total	%
<2 yrs	2	1	1	1	5	36%
2-3 yrs				1	1	7%
7-9 yrs			2	2	4	29%
10+ yrs			1	3	4	29%
Total	2	1	4	7	14	
%	14%	7%	29%	50%		

Staff selecting the employment period '10+ yrs' and age bracket '50+ yrs' recorded the highest satisfaction score of 93% (4.65 out of 5).

Staff selecting the employment period '7-9 yrs' and age bracket '50+ yrs' recorded the lowest satisfaction score of 83% (4.13 out of 5).

5.3 Staff by Gender and Employment Type

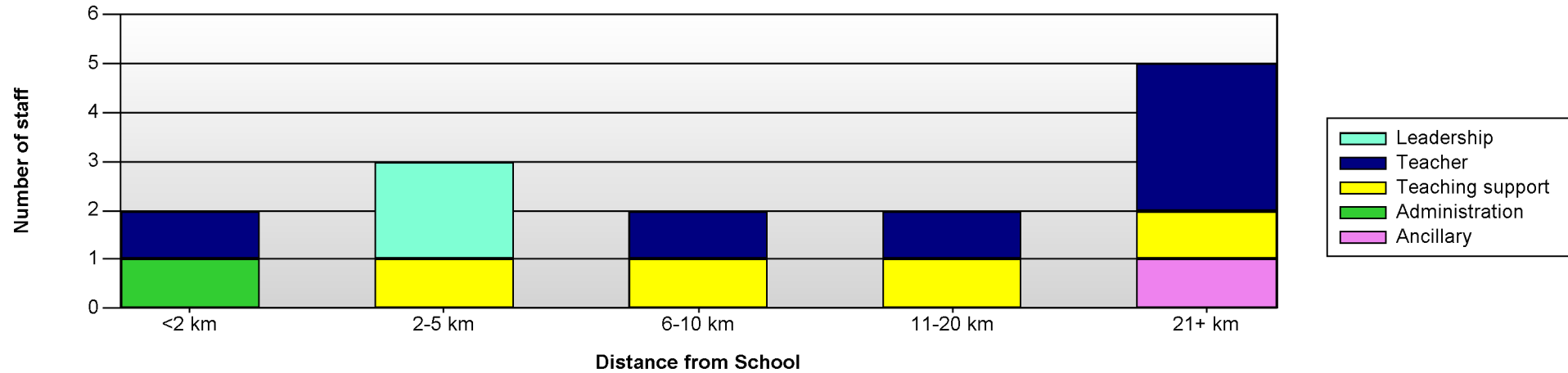


Employment Type	Male	Female	Total	%
Permanent full-time	3	2	5	36%
Permanent part-time	2	4	6	43%
Contract	2		2	14%
Volunteer		1	1	7%
Total	7	7	14	
%	50%	50%		

Staff selecting the employment type 'Permanent Full-time' and gender 'Female' recorded the highest satisfaction score of 93% (4.66 out of 5).

Staff selecting the employment type 'Permanent Part-time' and gender 'Male' recorded the lowest satisfaction score of 83% (4.13 out of 5).

5.4 Staff by Distance from School and School Role

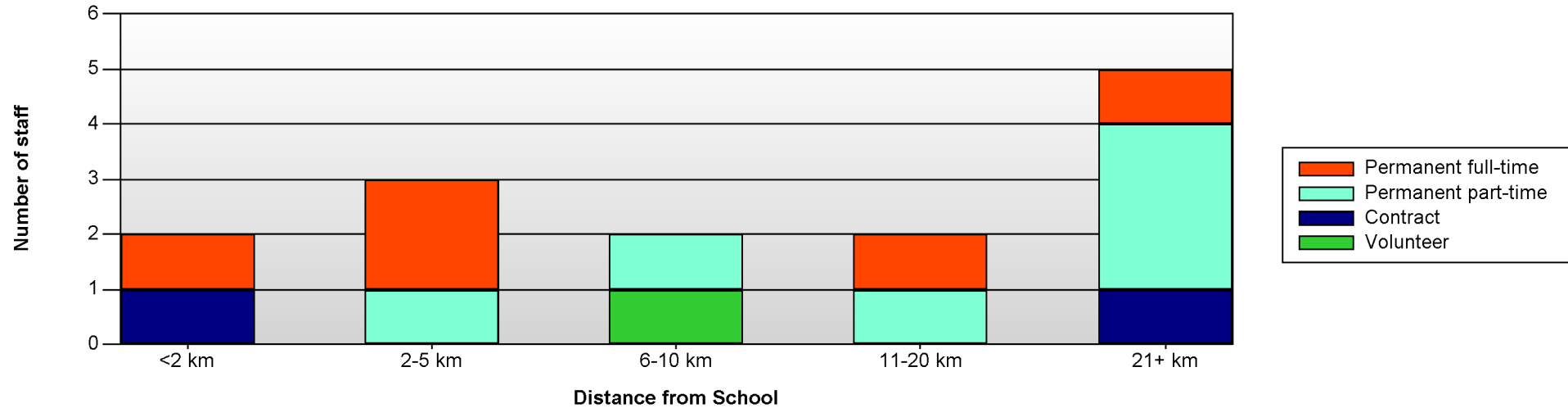


Distance from School	Leadership	Teacher	Teaching support	Administration	Ancillary	Total	%
<2 km		1		1		2	14%
2-5 km	2		1			3	21%
6-10 km		1	1			2	14%
11-20 km		1	1			2	14%
21+ km		3	1		1	5	36%
Total	2	6	4	1	1	14	
%	14%	43%	29%	7%	7%		

Staff selecting the distance from school '2-5 km' and school role 'Leadership' recorded the highest satisfaction score of 91% (4.56 out of 5).

Staff selecting the distance from school '21+ km' and school role 'Teacher' recorded the lowest satisfaction score of 84% (4.2 out of 5).

5.5 Staff by Distance from School and Employment Type

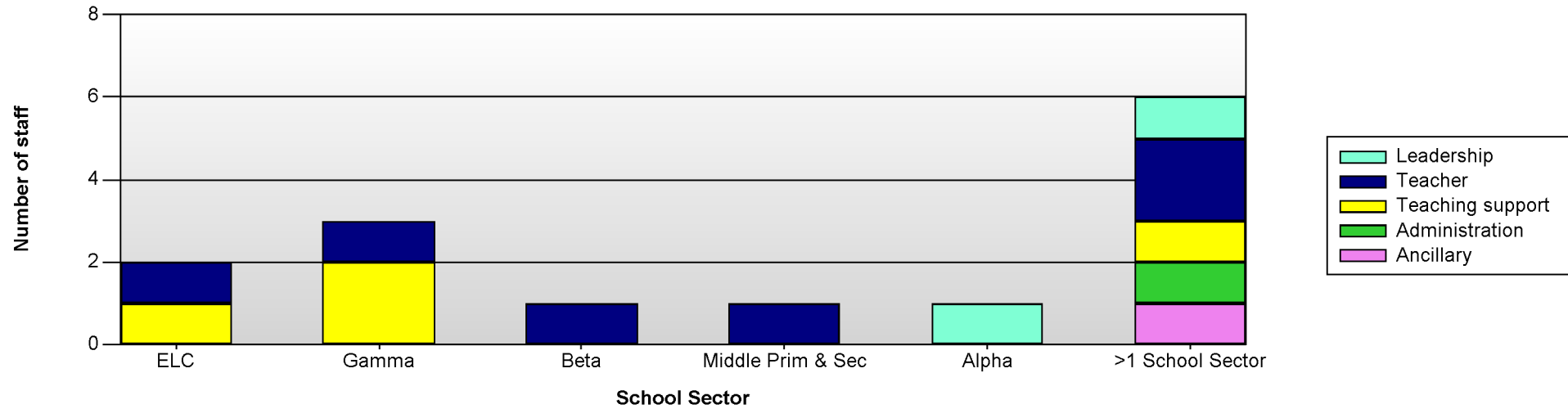


Distance from School	Permanent full-time	Permanent part-time	Contract	Volunteer	Total	%
<2 km	1		1		2	14%
2-5 km	2	1			3	21%
6-10 km		1		1	2	14%
11-20 km	1	1			2	14%
21+ km	1	3	1		5	36%
Total	5	6	2	1	14	
%	36%	43%	14%	7%		

Staff selecting the distance from school '21+ km' and employment type 'Permanent Part-time' recorded the highest satisfaction score of 92% (4.62 out of 5).

Staff selecting the distance from school '2-5 km' and employment type 'Permanent Full-time' recorded the lowest satisfaction score of 91% (4.56 out of 5).

5.6 Staff by School Sector and School Role

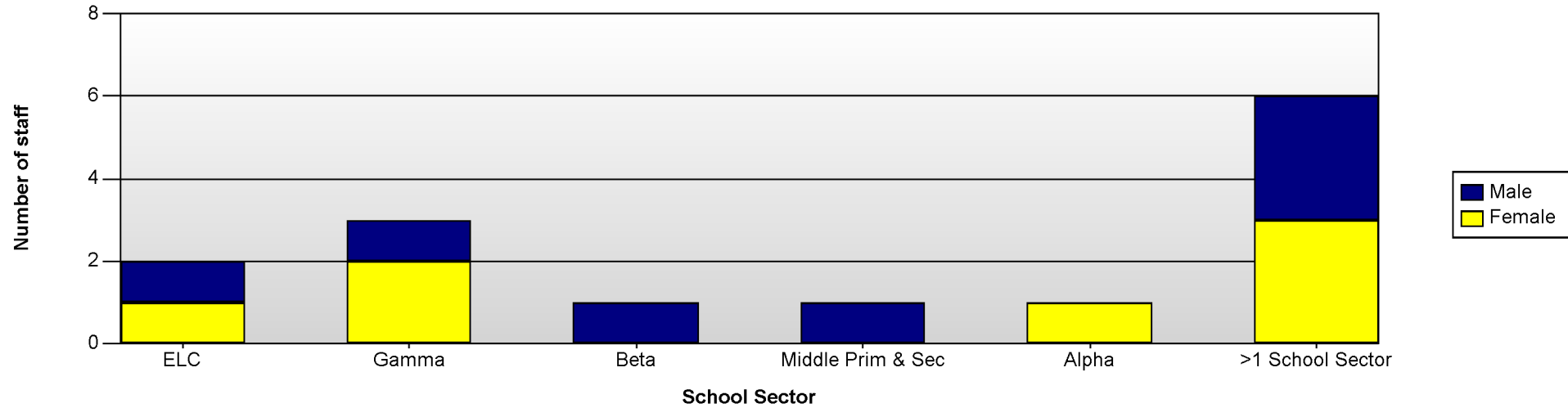


School Sector	Leadership	Teacher	Teaching support	Administration	Ancillary	Total	%
ELC		1	1			2	14%
Gamma		1	2			3	21%
Beta		1				1	7%
Middle Prim & Sec		1				1	7%
Alpha	1					1	7%
>1 School Sector	1	2	1	1	1	6	43%
Total	2	6	4	1	1	14	
%	14%	43%	29%	7%	7%		

Staff selecting the school sector 'Gamma' and school role 'Teaching support' recorded the highest satisfaction score of 81% (4.06 out of 5).

Staff selecting the school sector '>1 School Sector' and school role 'Teacher' recorded the lowest satisfaction score of 76% (3.79 out of 5).

5.7 Staff by School Sector and Gender



School Sector	Male	Female	Total	%
ELC	1	1	2	14%
Gamma	1	2	3	21%
Beta	1		1	7%
Middle Prim & Sec	1		1	7%
Alpha		1	1	7%
>1 School Sector	3	3	6	43%
Total	7	7	14	
%	50%	50%		

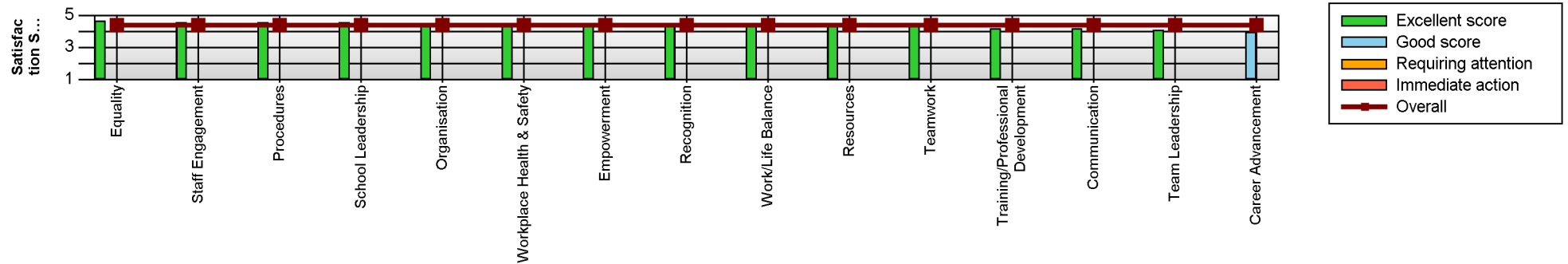
- Female staff selecting the school sector segment of '>1 School Sector' recorded the highest satisfaction score of 86% (4.3 out of 5).
- Male staff selecting the school sector segment of '>1 School Sector' recorded the highest satisfaction score of 86% (4.3 out of 5).
- Female staff selecting the school sector segment of 'Gamma' recorded the lowest satisfaction score of 81% (4.06 out of 5).

6. Section 3 - Responses by Segmentation and Key Area

6.1 Responses by Key Area Summary

This section of the report provides a summary of the total responses grouped by key area. Results are ranked from highest to lowest and compared to the average overall score. In the following tables, percentages highlighted in grey represent the lowest level of satisfaction within that segment.

Note: Percentages have been rounded to the nearest whole number.



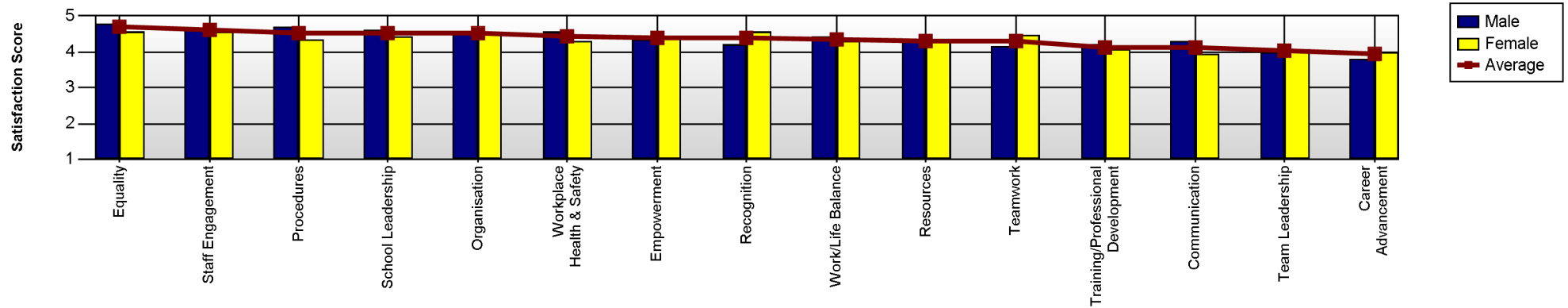
Key Area	Satisfaction	Overall	Variance
Equality	4.68	4.35	8%
Staff Engagement	4.60	4.35	6%
Procedures	4.54	4.35	4%
School Leadership	4.54	4.35	4%
Organisation	4.50	4.35	3%
Workplace Health & Safety	4.43	4.35	2%
Empowerment	4.39	4.35	1%
Recognition	4.39	4.35	1%
Work/Life Balance	4.36	4.35	0%
Resources	4.32	4.35	-1%
Teamwork	4.32	4.35	-1%
Training/Professional Development	4.14	4.35	-5%
Communication	4.11	4.35	-6%
Team Leadership	4.04	4.35	-7%
Career Advancement	3.92	4.35	-10%

	An excellent outcome that indicates a real commitment on behalf of the organisation to address this issue in a tangible and relevant manner. Maintain vigilance and continue to adapt to the changing nature of the school environment.
	A fair to good score that reflects a level of satisfaction on this issue. However, it falls short of a 'employer of choice' outcome. Continual and increased focus on this issue is recommended.
	A poor result that suggests a core level of underlying dissatisfaction on this issue. Investigation and corrective action required.
	There are significant issues for concern. This score reflects an unhealthy disconnect on this issue between the current situation and the needs and/or expectations of staff. Major corrective action required.

Key Outcomes

- Olivet Christian College recorded an overall satisfaction score of 87% (4.35 out of 5).
- Best practice areas include: Equality, Staff Engagement, Procedures, School Leadership, Organisation, Workplace Health & Safety, Recognition, Empowerment, Work/Life Balance, Teamwork, Resources, Training/Professional Development, Communication, Team Leadership.
- Fair to good areas include: Career Advancement.

6.2 Responses by Key Area and Gender



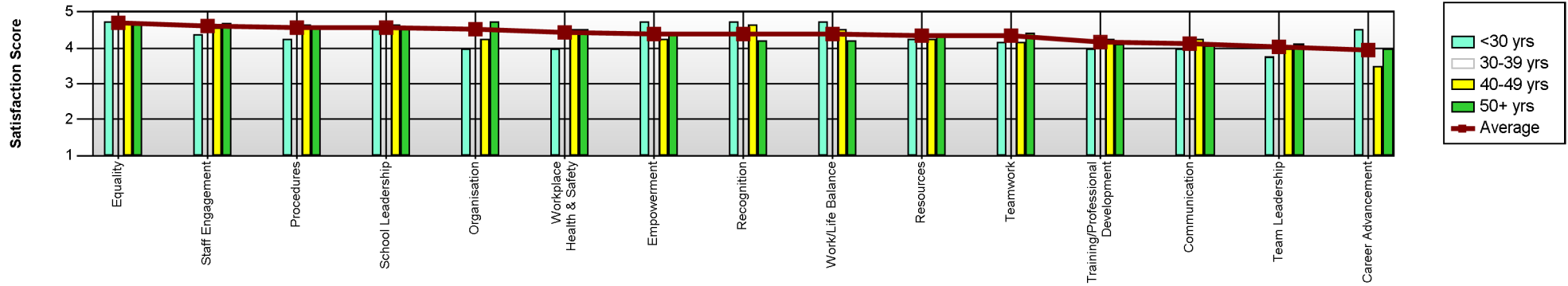
Key Area	Avg	Male		Female	
		Score	Var %	Score	Var %
Equality	4.68	4.79	2 %	4.57	-2 %
Staff Engagement	4.60	4.65	1 %	4.55	-1 %
Procedures	4.54	4.71	4 %	4.36	-4 %
School Leadership	4.54	4.62	2 %	4.45	-2 %
Organisation	4.50	4.50	0 %	4.50	0 %
Workplace Health & Safety	4.43	4.57	3 %	4.29	-3 %
Empowerment	4.39	4.36	-1 %	4.43	1 %
Recognition	4.39	4.21	-4 %	4.57	4 %
Work/Life Balance	4.36	4.43	2 %	4.29	-2 %
Resources	4.32	4.29	-1 %	4.36	1 %
Teamwork	4.32	4.15	-4 %	4.48	4 %
Training/Professional Development	4.14	4.21	2 %	4.07	-2 %
Communication	4.11	4.29	4 %	3.93	-4 %
Team Leadership	4.04	4.00	-1 %	4.07	1 %
Career Advancement	3.92	3.80	-3 %	4.00	2 %
Overall Score	4.35	4.37	1 %	4.33	-1 %

Legend	■ Excellent score	■ Good score	■ Requires attention	■ Immediate action
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Key Outcomes

- Staff selecting 'Male' recorded the highest satisfaction score; staff selecting 'Female' recorded the lowest satisfaction score.
- Staff selecting 'Female' are least satisfied in the 'Communication' area; staff selecting 'Male' are least satisfied in the 'Recognition' area.

6.3 Responses by Key Area and Age Bracket



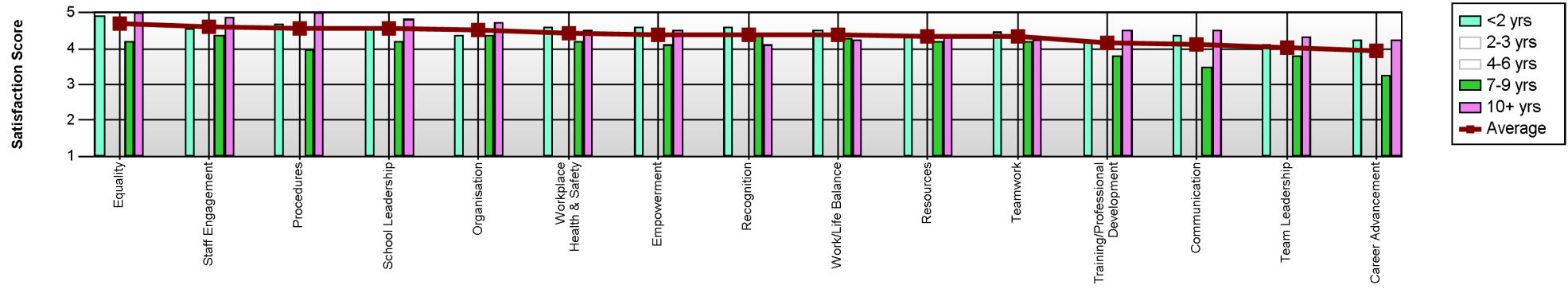
Key Area	Avg	<30 yrs		40-49 yrs		50+ yrs	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.68	4.75	1 %	4.75	1 %	4.63	-1 %
Staff Engagement	4.60	4.36	-5 %	4.54	-1 %	4.70	2 %
Procedures	4.54	4.25	-6 %	4.63	2 %	4.56	0 %
School Leadership	4.54	4.50	-1 %	4.64	2 %	4.50	-1 %
Organisation	4.50	4.00	-11 %	4.25	-6 %	4.75	6 %
Workplace Health & Safety	4.43	4.00	-10 %	4.50	2 %	4.50	2 %
Empowerment	4.39	4.75	8 %	4.25	-3 %	4.38	0 %
Recognition	4.39	4.75	8 %	4.63	5 %	4.19	-5 %
Work/Life Balance	4.36	4.75	9 %	4.50	3 %	4.19	-4 %
Resources	4.32	4.25	-2 %	4.25	-2 %	4.38	1 %
Teamwork	4.32	4.17	-4 %	4.17	-4 %	4.43	3 %
Training/Professional Development	4.14	4.00	-3 %	4.25	3 %	4.13	0 %
Communication	4.11	4.00	-3 %	4.25	3 %	4.06	-1 %
Team Leadership	4.04	3.75	-7 %	4.00	-1 %	4.13	2 %
Career Advancement	3.92	4.50	15 %	3.50	-11 %	4.00	2 %
Overall Score	4.35	4.32	-1 %	4.34	0 %	4.37	0 %

Legend: ■ Excellent score ■ Good score ■ Requires attention ■ Immediate action

Key Outcomes

- Staff selecting '50+ yrs' recorded the highest satisfaction score; staff selecting '<30 yrs' recorded the lowest satisfaction score.
- Staff selecting '<30 yrs' are least satisfied in the 'Organisation' area; staff selecting '40-49 yrs' are least satisfied in the 'Career Advancement' area; staff selecting '50+ yrs' are least satisfied in the 'Recognition' area.

6.4 Responses by Key Area and Employment Period



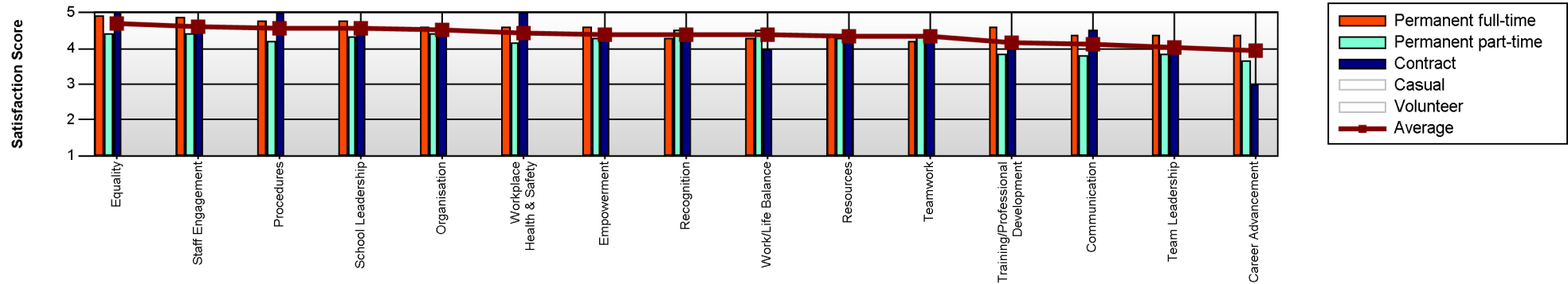
Key Area	Avg	<2 yrs		7-9 yrs		10+ yrs	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.68	4.90	5 %	4.20	-10 %	5.00	7 %
Staff Engagement	4.60	4.57	-1 %	4.40	-4 %	4.89	6 %
Procedures	4.54	4.70	4 %	4.00	-12 %	5.00	10 %
School Leadership	4.54	4.60	1 %	4.21	-7 %	4.83	6 %
Organisation	4.50	4.40	-2 %	4.40	-2 %	4.75	6 %
Workplace Health & Safety	4.43	4.60	4 %	4.20	-5 %	4.50	2 %
Empowerment	4.39	4.60	5 %	4.10	-7 %	4.50	3 %
Recognition	4.39	4.60	5 %	4.40	0 %	4.13	-6 %
Work/Life Balance	4.36	4.50	3 %	4.30	-1 %	4.25	-3 %
Resources	4.32	4.40	2 %	4.20	-3 %	4.38	1 %
Teamwork	4.32	4.47	3 %	4.21	-2 %	4.25	-2 %
Training/Professional Development	4.14	4.20	1 %	3.80	-8 %	4.50	9 %
Communication	4.11	4.40	7 %	3.50	-15 %	4.50	9 %
Team Leadership	4.04	4.11	2 %	3.80	-6 %	4.33	7 %
Career Advancement	3.92	4.25	8 %	3.25	-17 %	4.25	8 %
Overall Score	4.35	4.49	3 %	4.06	-7 %	4.54	4 %

Legend	■ Excellent score	■ Good score	■ Requires attention	■ Immediate action
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Key Outcomes

- Staff selecting '10+ yrs' recorded the highest satisfaction score; staff selecting '7-9 yrs' recorded the lowest satisfaction score.
- Staff selecting '<2 yrs' are least satisfied in the 'Organisation' area; staff selecting '10+ yrs' are least satisfied in the 'Recognition' area.

6.5 Responses by Key Area and Employment Type



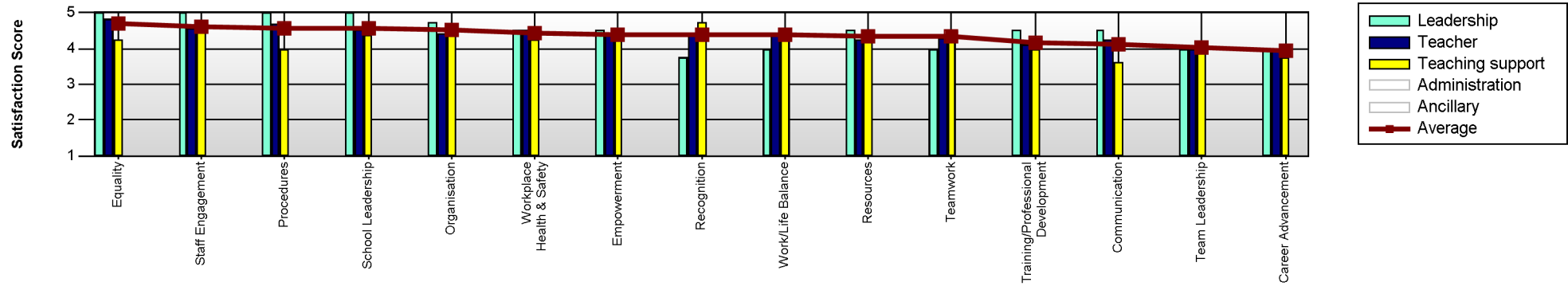
Key Area	Avg	Permanent full-time		Permanent part-time		Contract	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.68	4.90	5 %	4.43	-5 %	5.00	7 %
Staff Engagement	4.60	4.89	6 %	4.41	-4 %	4.57	-1 %
Procedures	4.54	4.80	6 %	4.21	-7 %	5.00	10 %
School Leadership	4.54	4.80	6 %	4.35	-4 %	4.50	-1 %
Organisation	4.50	4.60	2 %	4.43	-2 %	4.50	0 %
Workplace Health & Safety	4.43	4.60	4 %	4.14	-6 %	5.00	13 %
Empowerment	4.39	4.60	5 %	4.29	-2 %	4.25	-3 %
Recognition	4.39	4.30	-2 %	4.50	3 %	4.25	-3 %
Work/Life Balance	4.36	4.30	-1 %	4.50	3 %	4.00	-8 %
Resources	4.32	4.40	2 %	4.29	-1 %	4.25	-2 %
Teamwork	4.32	4.20	-3 %	4.35	1 %	4.50	4 %
Training/Professional Development	4.14	4.60	11 %	3.86	-7 %	4.00	-3 %
Communication	4.11	4.40	7 %	3.79	-8 %	4.50	9 %
Team Leadership	4.04	4.38	8 %	3.86	-5 %	4.00	-1 %
Career Advancement	3.92	4.40	12 %	3.67	-6 %	3.00	-23 %
Overall Score	4.35	4.54	4 %	4.21	-3 %	4.35	0 %

Legend: ■ Excellent score ■ Good score ■ Requires attention ■ Immediate action

Key Outcomes

- Staff selecting 'Permanent Full-time' recorded the highest satisfaction score; staff selecting 'Permanent Part-time' recorded the lowest satisfaction score.
- Staff selecting 'Permanent Full-time' are least satisfied in the 'Teamwork' area; staff selecting 'Permanent Part-time' are least satisfied in the 'Communication' area; staff selecting 'Contract' are least satisfied in the 'Career Advancement' area.

6.6 Responses by Key Area and School Role



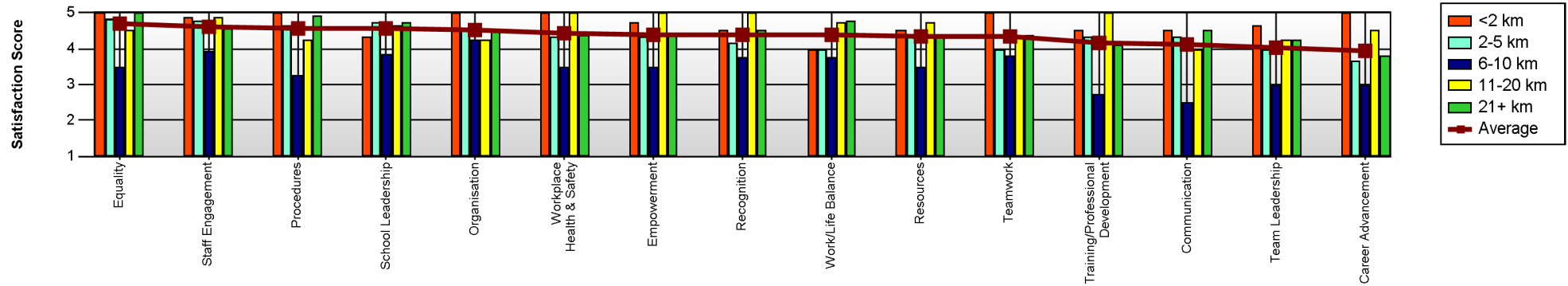
Key Area	Avg	Leadership team		Teacher		Teaching support	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.68	5.00	7 %	4.81	3 %	4.25	-9 %
Staff Engagement	4.60	5.00	9 %	4.55	-1 %	4.50	-2 %
Procedures	4.54	5.00	10 %	4.69	3 %	4.00	-12 %
School Leadership	4.54	5.00	10 %	4.50	-1 %	4.36	-4 %
Organisation	4.50	4.75	6 %	4.44	-1 %	4.50	0 %
Workplace Health & Safety	4.43	4.50	2 %	4.50	2 %	4.25	-4 %
Empowerment	4.39	4.50	3 %	4.38	0 %	4.38	0 %
Recognition	4.39	3.75	-15 %	4.38	0 %	4.75	8 %
Work/Life Balance	4.36	4.00	-8 %	4.44	2 %	4.38	0 %
Resources	4.32	4.50	4 %	4.25	-2 %	4.38	1 %
Teamwork	4.32	4.00	-7 %	4.30	0 %	4.50	4 %
Training/Professional Development	4.14	4.50	9 %	4.13	0 %	4.00	-3 %
Communication	4.11	4.50	9 %	4.25	3 %	3.63	-12 %
Team Leadership	4.04	4.00	-1 %	4.00	-1 %	4.13	2 %
Career Advancement	3.92	4.00	2 %	4.00	2 %	3.75	-4 %
Overall Score	4.35	4.47	3 %	4.37	1 %	4.25	-2 %

Legend: ■ Excellent score ■ Good score ■ Requires attention ■ Immediate action

Key Outcomes

- Staff selecting 'Leadership team' recorded the highest satisfaction score; staff selecting 'Student/teacher support' recorded the lowest satisfaction score.
- Staff selecting 'Leadership team' are least satisfied in the 'Recognition' area; staff selecting 'Teacher' are least satisfied in the 'Resources' area; staff selecting 'Student/teacher support' are least satisfied in the 'Procedures' area.

6.7 Responses by Key Area and Distance from School



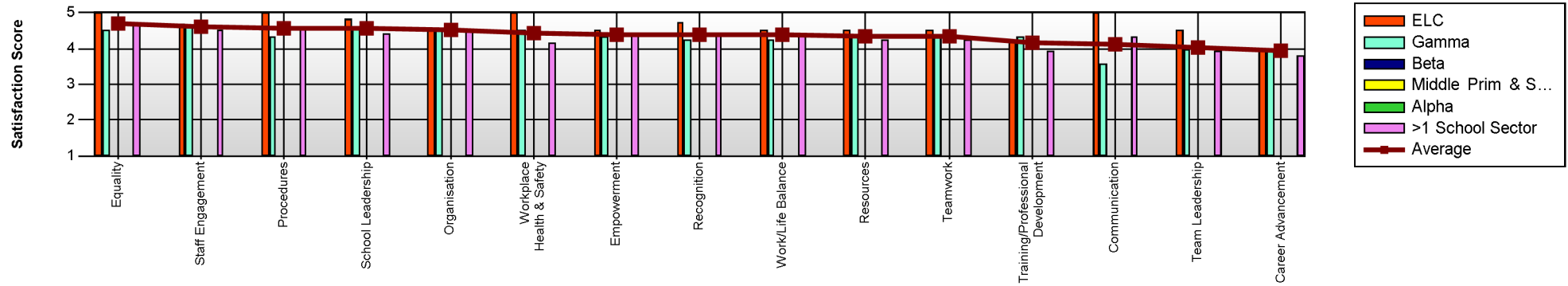
Key Area	Avg	<2 km		2-5 km		6-10 km		11-20 km		21+ km	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %	Score	Var %
Equality	4.68	5.00	7 %	4.83	3 %	3.50	-25 %	4.50	-4 %	5.00	7 %
Staff Engagement	4.60	4.86	6 %	4.76	4 %	3.93	-15 %	4.86	6 %	4.57	-1 %
Procedures	4.54	5.00	10 %	4.67	3 %	3.25	-28 %	4.25	-6 %	4.90	8 %
School Leadership	4.54	4.33	-5 %	4.75	5 %	3.83	-16 %	4.67	3 %	4.73	4 %
Organisation	4.50	5.00	11 %	4.50	0 %	4.25	-6 %	4.25	-6 %	4.50	0 %
Workplace Health & Safety	4.43	5.00	13 %	4.33	-2 %	3.50	-21 %	5.00	13 %	4.40	-1 %
Empowerment	4.39	4.75	8 %	4.33	-1 %	3.50	-20 %	5.00	14 %	4.40	0 %
Recognition	4.39	4.50	3 %	4.17	-5 %	3.75	-15 %	5.00	14 %	4.50	3 %
Work/Life Balance	4.36	4.00	-8 %	4.00	-8 %	3.75	-14 %	4.75	9 %	4.80	10 %
Resources	4.32	4.50	4 %	4.33	0 %	3.50	-19 %	4.75	10 %	4.40	2 %
Teamwork	4.32	5.00	16 %	4.00	-7 %	3.80	-12 %	4.33	0 %	4.40	2 %
Training/Professional Development	4.14	4.50	9 %	4.33	5 %	2.75	-34 %	5.00	21 %	4.10	-1 %
Communication	4.11	4.50	9 %	4.33	5 %	2.50	-39 %	4.00	-3 %	4.50	9 %
Team Leadership	4.04	4.67	16 %	4.00	-1 %	3.00	-26 %	4.25	5 %	4.25	5 %
Career Advancement	3.92	5.00	28 %	3.67	-6 %	3.00	-23 %	4.50	15 %	3.80	-3 %
Overall Score	4.35	4.71	8 %	4.33	0 %	3.45	-21 %	4.61	6 %	4.48	3 %

Legend: ■ Excellent score ■ Good score ■ Requires attention ■ Immediate action

Key Outcomes

- Staff selecting '<2 km from school' recorded the highest satisfaction score; staff selecting '6-10 km from school' recorded the lowest satisfaction score.
- Staff selecting '<2 km' are least satisfied in the 'Work/Life Balance' area; staff selecting '2-5 km' are least satisfied in the 'Work/Life Balance' area; staff selecting '6-10 km' are least satisfied in the 'Communication' area; staff selecting '11-20 km' are least satisfied in the 'Procedures' area; staff selecting '21+ km' are least satisfied in the 'Career Advancement' area.

6.8 Responses by Key Area and School Sector



Key Area	Avg	ELC		Gamma		>1 School Sector	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.68	5.00	7 %	4.50	-4 %	4.75	1 %
Staff Engagement	4.60	4.71	2 %	4.64	1 %	4.52	-2 %
Procedures	4.54	5.00	10 %	4.33	-5 %	4.58	1 %
School Leadership	4.54	4.83	6 %	4.56	0 %	4.41	-3 %
Organisation	4.50	4.50	0 %	4.50	0 %	4.50	0 %
Workplace Health & Safety	4.43	5.00	13 %	4.50	2 %	4.17	-6 %
Empowerment	4.39	4.50	3 %	4.33	-1 %	4.42	1 %
Recognition	4.39	4.75	8 %	4.25	-3 %	4.42	1 %
Work/Life Balance	4.36	4.50	3 %	4.25	-3 %	4.42	1 %
Resources	4.32	4.50	4 %	4.33	0 %	4.25	-2 %
Teamwork	4.32	4.50	4 %	4.33	0 %	4.24	-2 %
Training/Professional Development	4.14	4.25	3 %	4.33	5 %	3.92	-5 %
Communication	4.11	5.00	22 %	3.58	-13 %	4.33	5 %
Team Leadership	4.04	4.50	11 %	4.00	-1 %	3.92	-3 %
Career Advancement	3.92	4.00	2 %	4.00	2 %	3.80	-3 %
Overall Score	4.35	4.64	7 %	4.30	-1 %	4.31	-1 %

Legend: ■ Excellent score ■ Good score ■ Requires attention ■ Immediate action

Key Outcomes

- Staff selecting 'ELC' recorded the highest satisfaction score; staff selecting 'Gamma' recorded the lowest satisfaction score.
- Staff selecting 'Gamma' are least satisfied in the 'Communication' area; staff selecting '>1 School Sector' are least satisfied in the 'Workplace Health & Safety' area.