

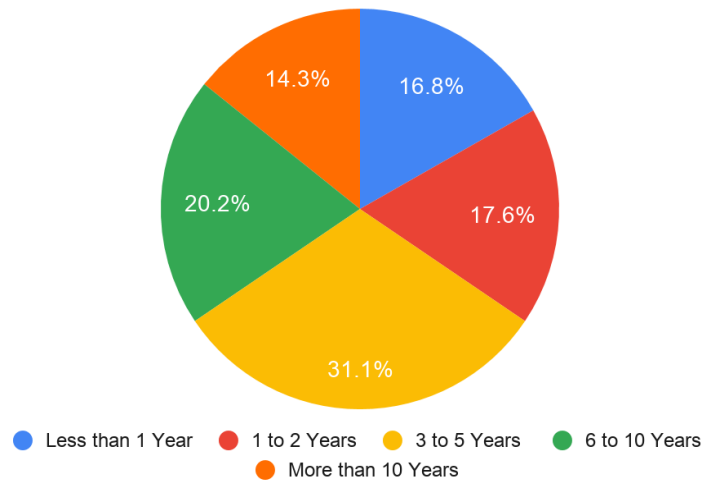
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Relationship with Primary Supervisor	25
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30. I am interested in taking on additional duties at MWA.	32
31. I believe there are desirable career opportunities for me at MWA.	33
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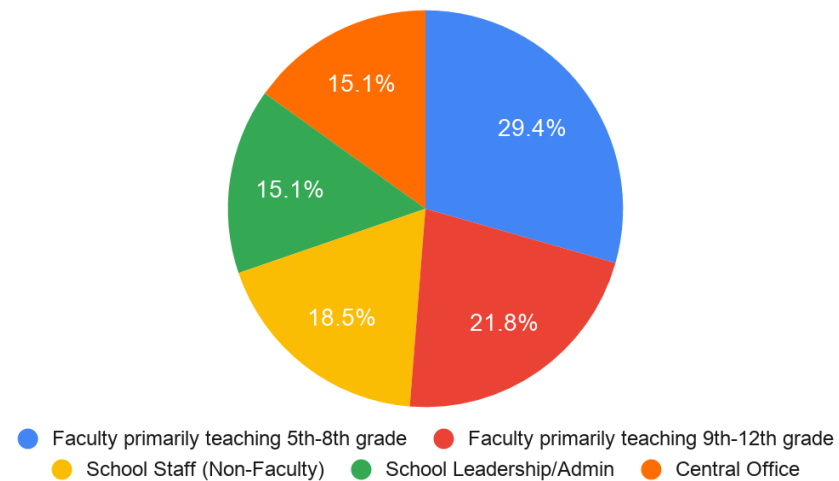
Participation Data

Overall participation for all MWA employees was 89.4% (126 responses).

Survey Participation Disaggregated by Years of Service



Survey Participation Disaggregated by Group

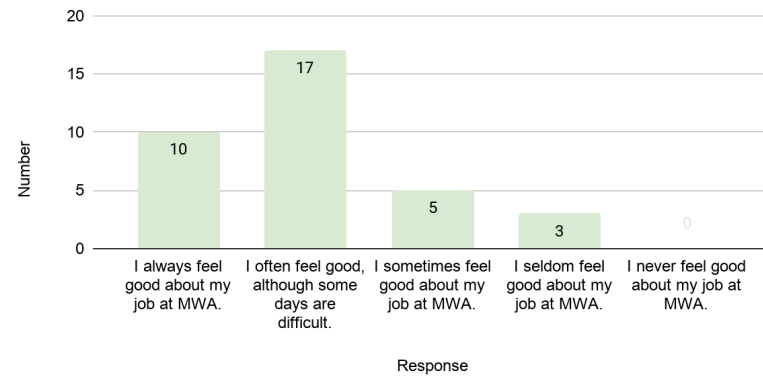


Job Satisfaction & Mission Alignment

1. Overall, how do you feel as an employee at MWA?

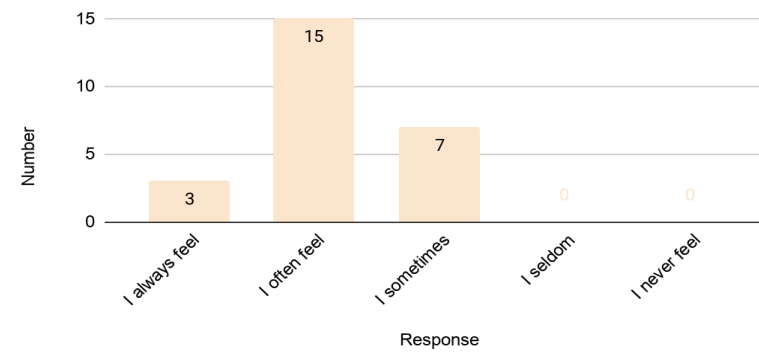
Faculty (5th-8th)

Overall, how do you feel as an employee at MWA?



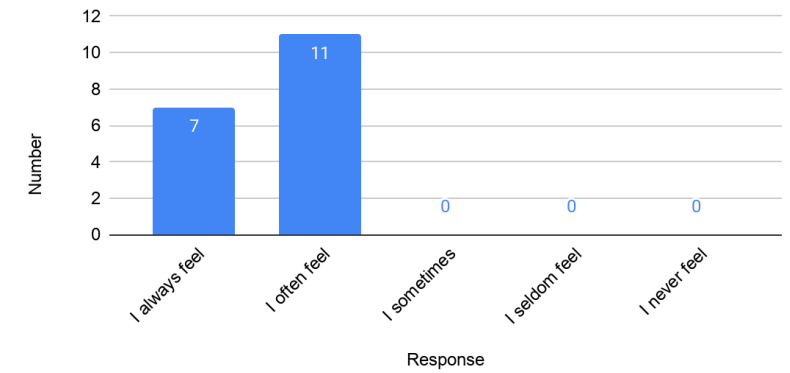
Faculty (9th-12th)

Overall, how do you feel as an employee at MWA?



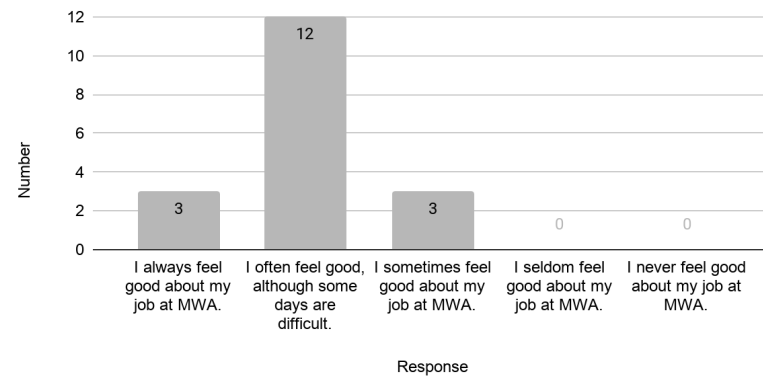
Central Office

Overall, how do you feel as an employee at MWA?



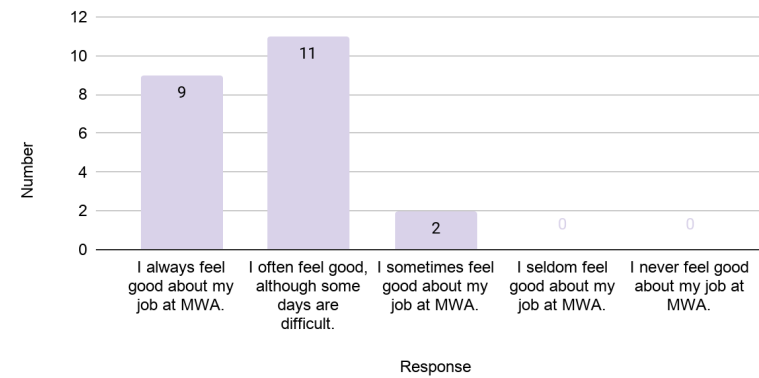
School Leadership/Admin

Overall, how do you feel as an employee at MWA?



Non-Instructional School Staff

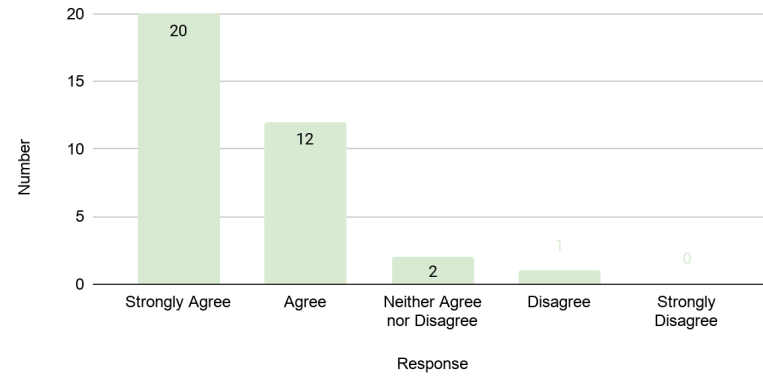
Overall, how do you feel as an employee at MWA?



2. My work has special meaning to me, this is not “just a job”.

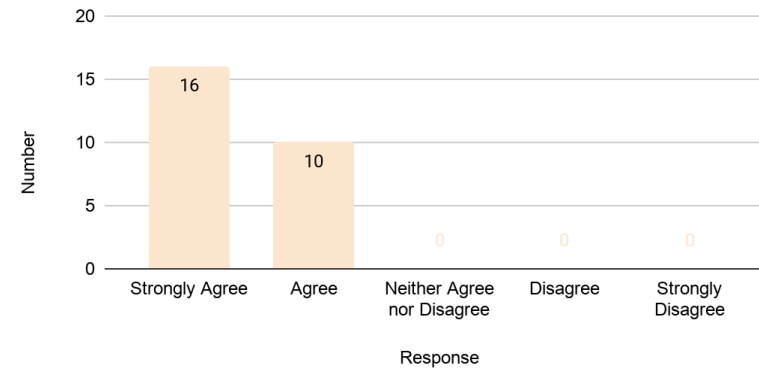
Faculty (5th-8th)

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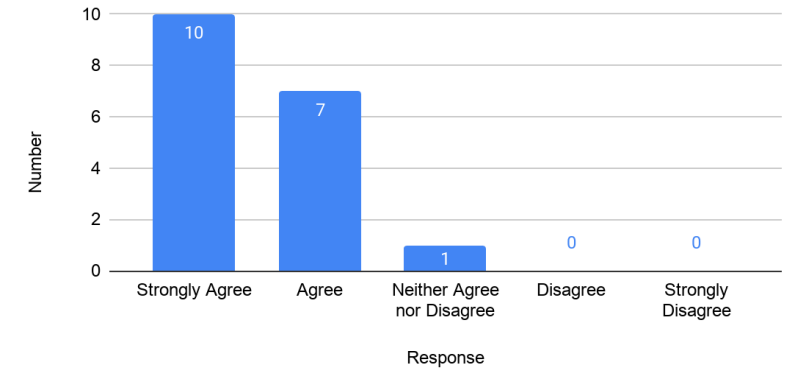
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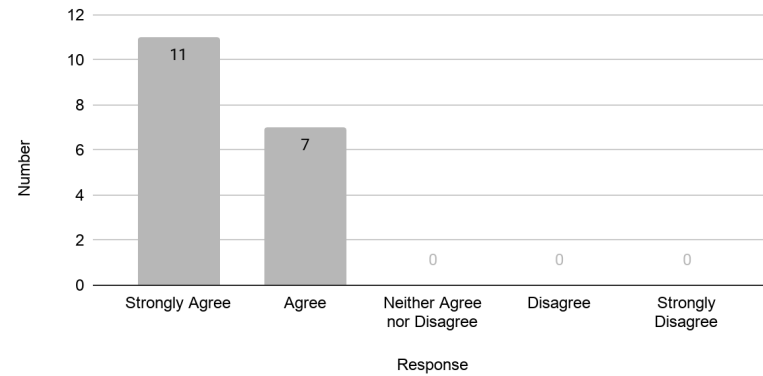
Central Office

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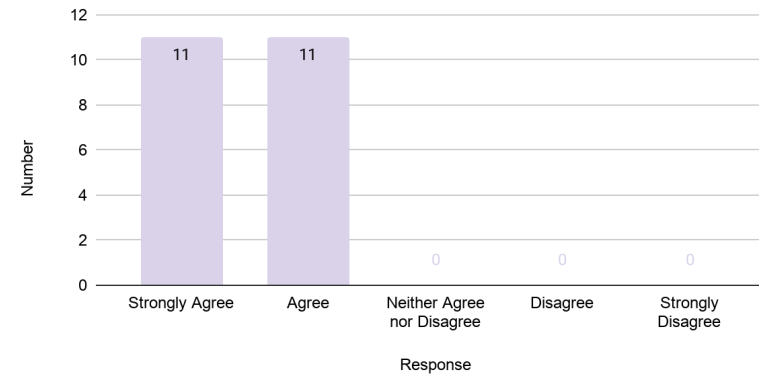
School Leadership/Admin

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Non-Instructional School Staff

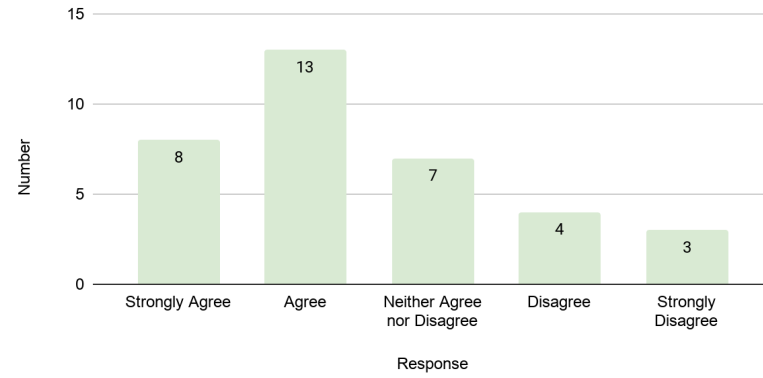
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3. MWA takes adequate action to promote employee wellness.

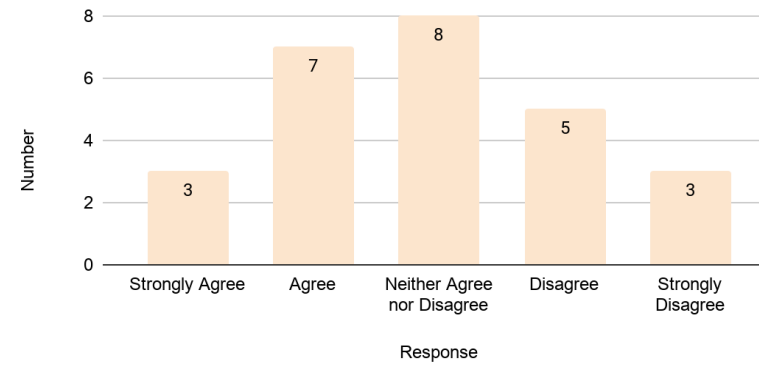
Faculty (5th-8th)

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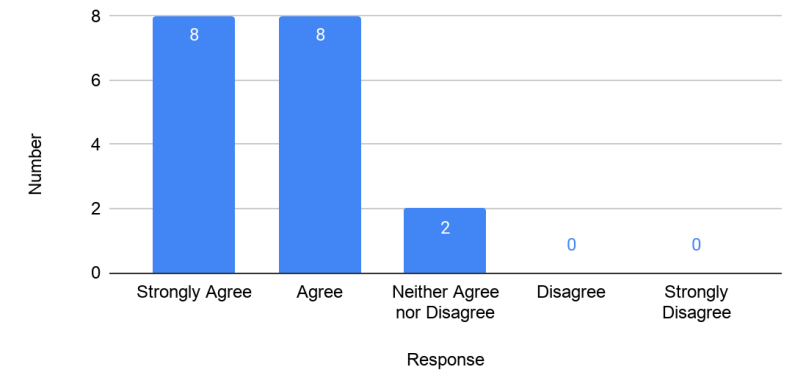
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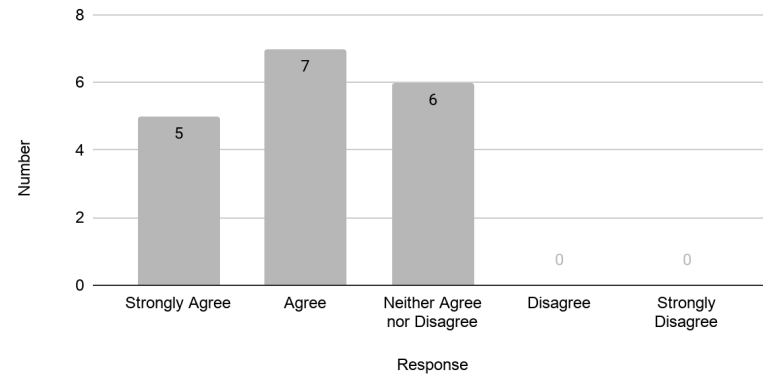
Central Office

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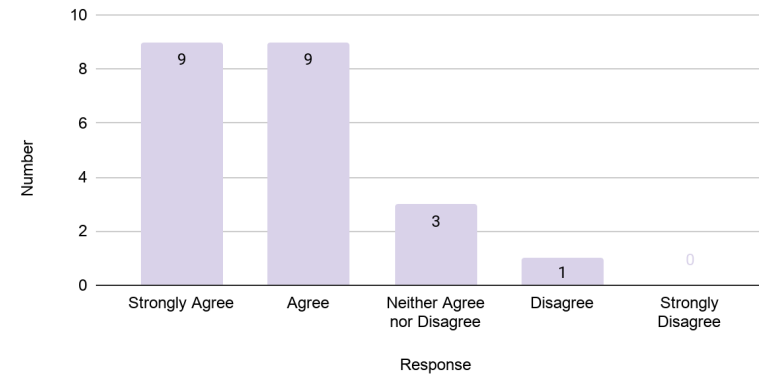
School Leadership/Admin

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Non-Instructional School Staff

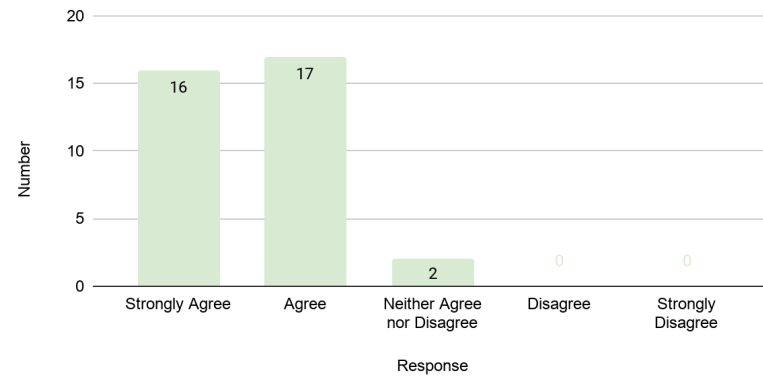
MWA takes adequate action to promote employee wellness.



4. I feel that I personally contribute to MWA's mission.

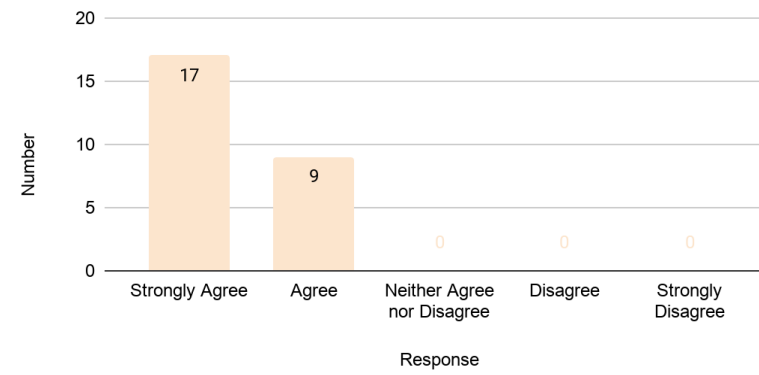
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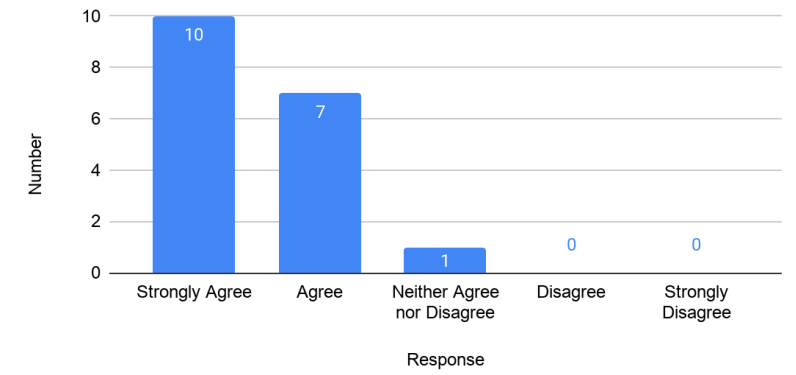
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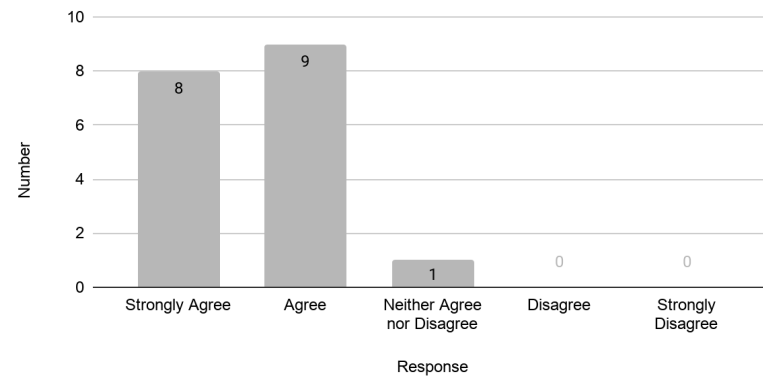
Central Office

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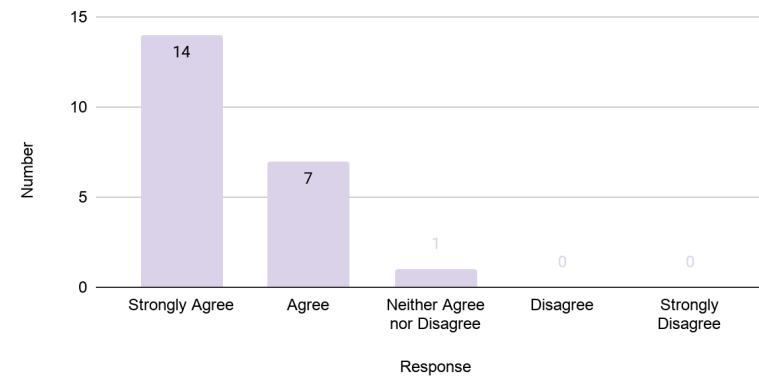
School Leadership/Admin

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Non-Instructional School Staff

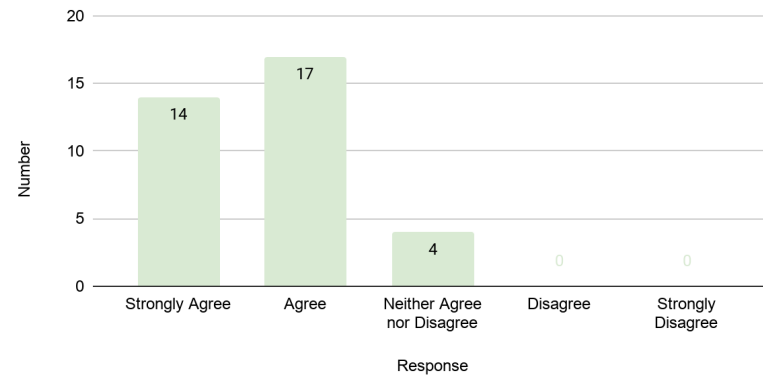
I feel that I personally contribute to MWA's mission.



5. I feel that my colleagues contribute to MWA's mission.

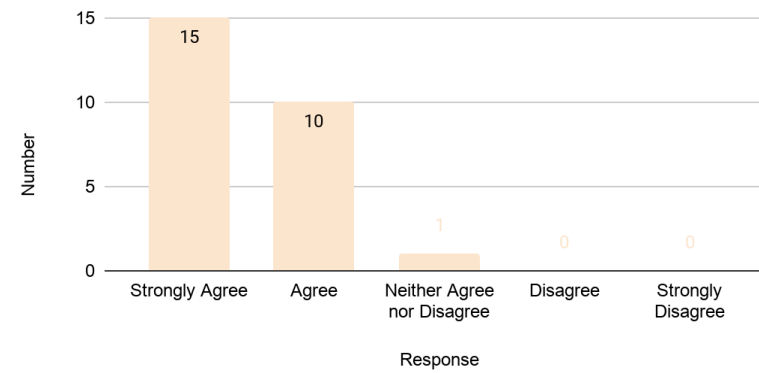
Faculty (5th-8th)

I feel that my colleagues contribute to MWA's mission.



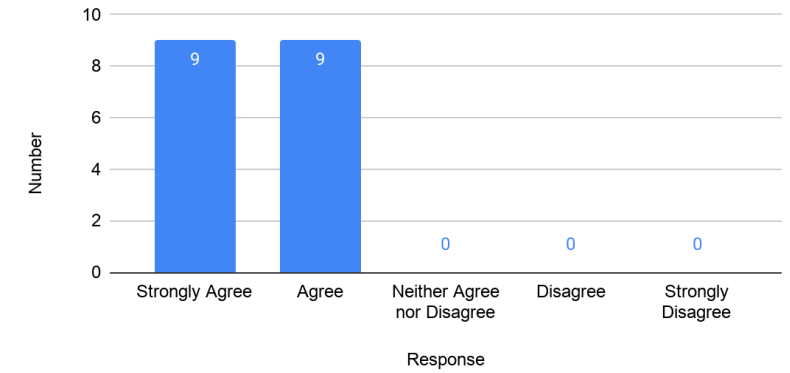
Faculty (9th-12th)

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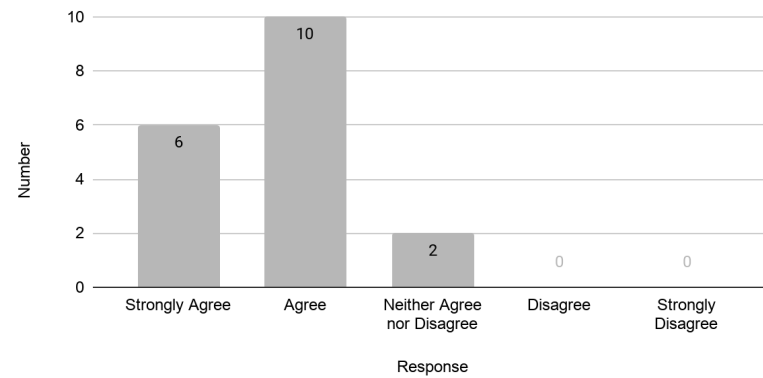
Central Office

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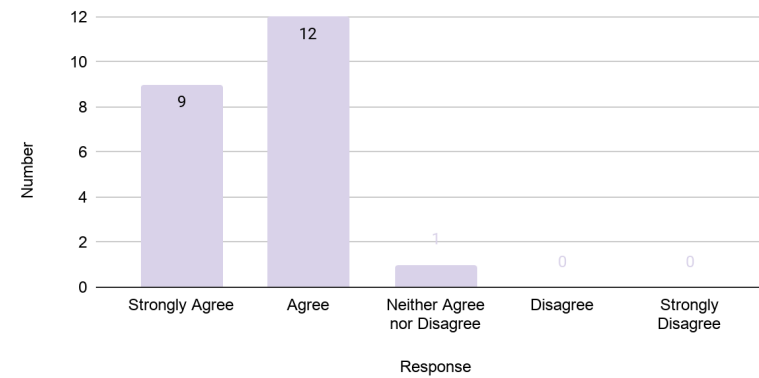
School Leadership/Admin

I feel that my colleagues contribute to MWA's mission.



Non-Instructional School Staff

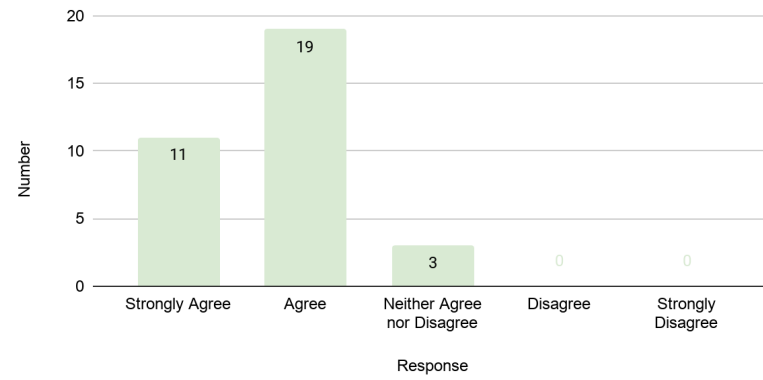
I feel that my colleagues contribute to MWA's mission.



6. I feel that my colleagues embody MWA's core values.

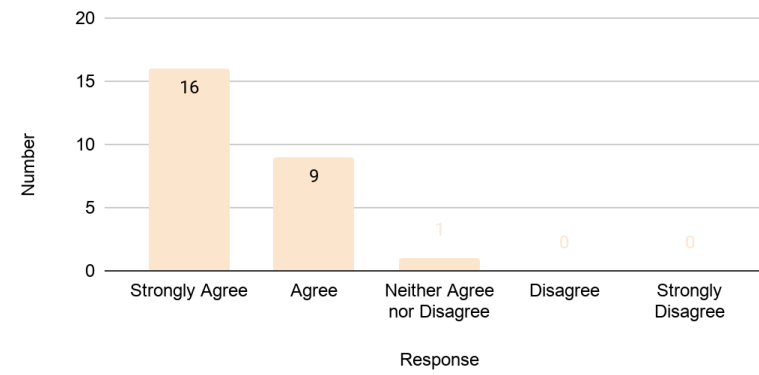
Faculty (5th-8th)

I feel that my colleagues embody MWA's core values (Community, Resilience, Respect,



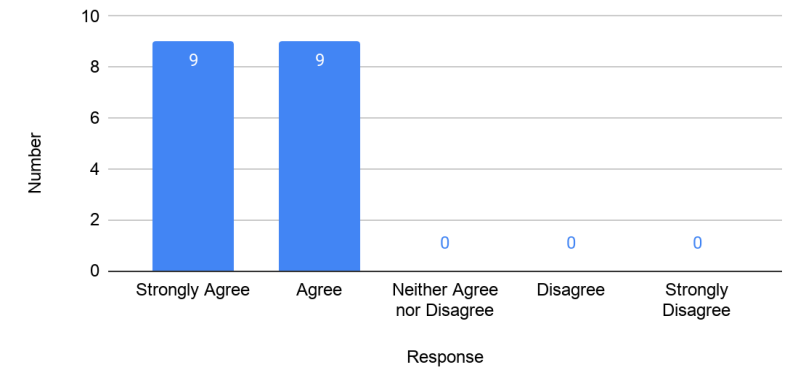
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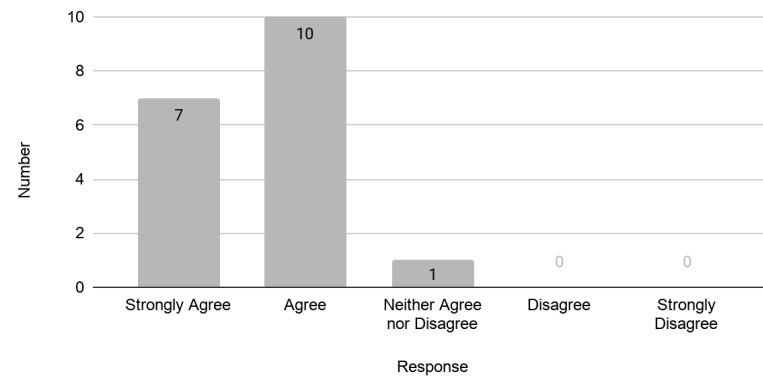
Central Office

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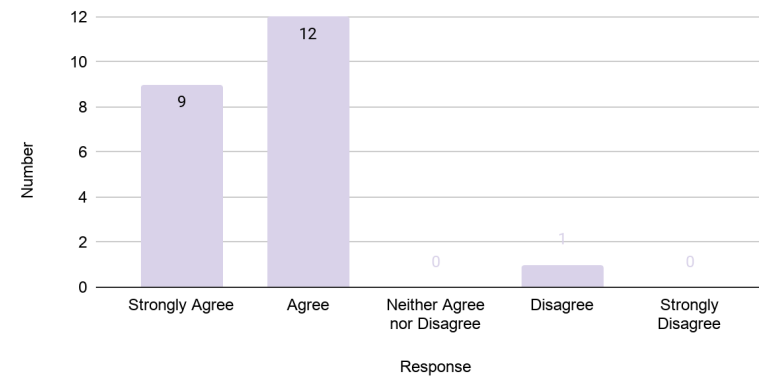
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Non-Instructional School Staff

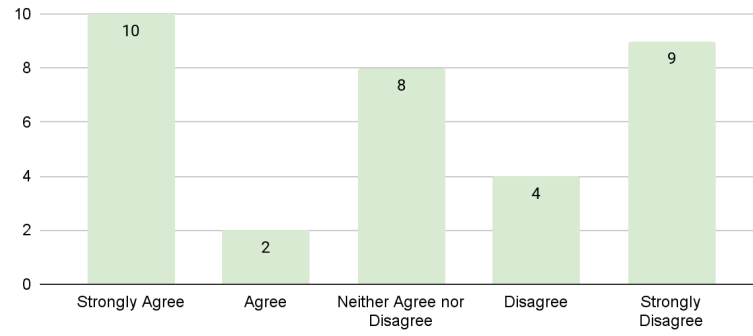
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7. I feel valued in my role at MWA.

Faculty (5th-8th)

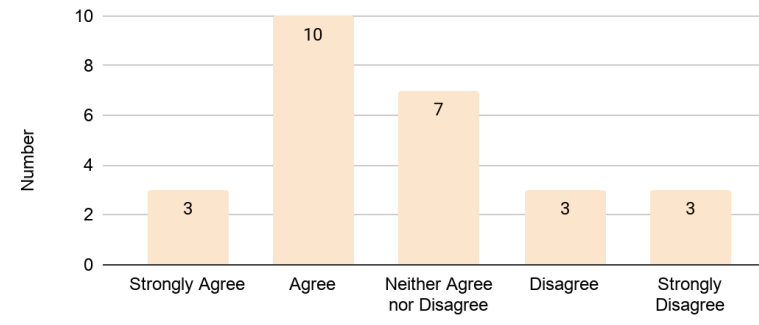
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Faculty (9th-12th)

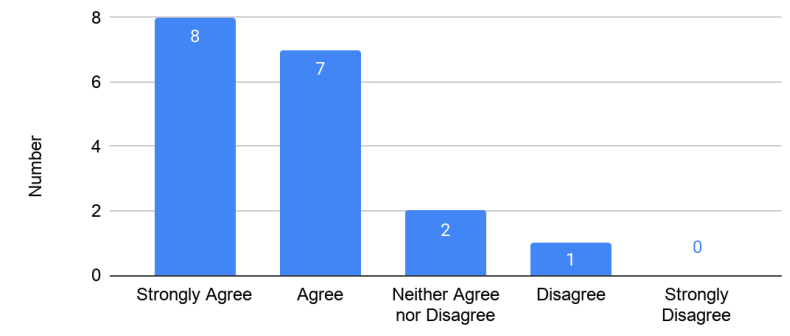
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Response

Central Office

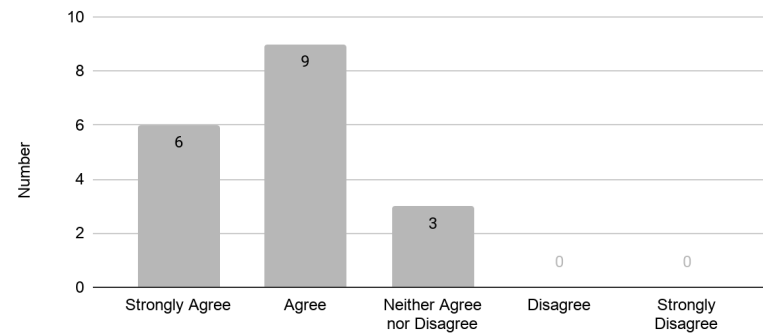
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Response

School Leadership/Admin

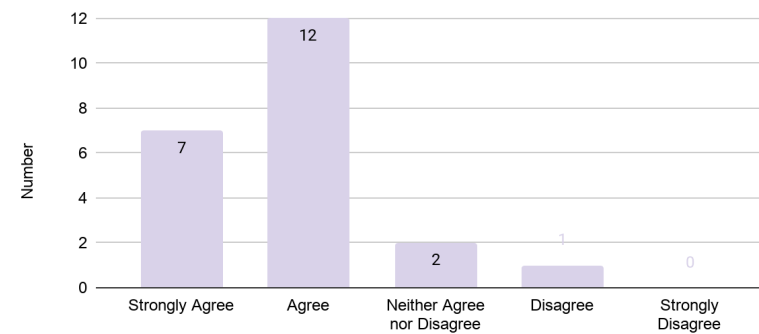
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Response

Non-Instructional School Staff

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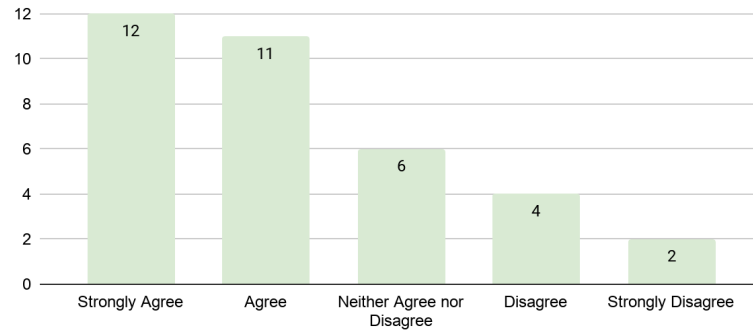


Response

8. I would recommend employment at MWA.

Faculty (5th-8th)

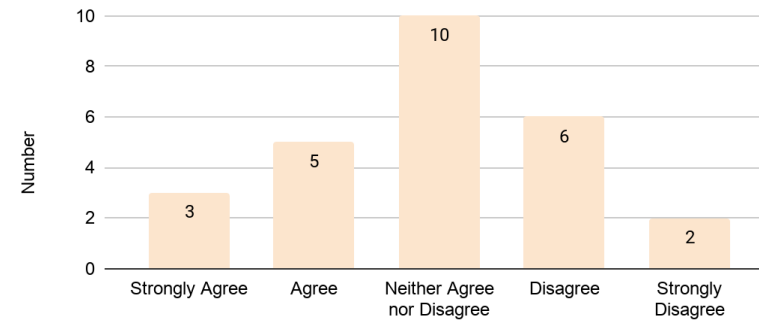
I would recommend employment at MWA.



I feel valued in my role at MWA.

Faculty (9th-12th)

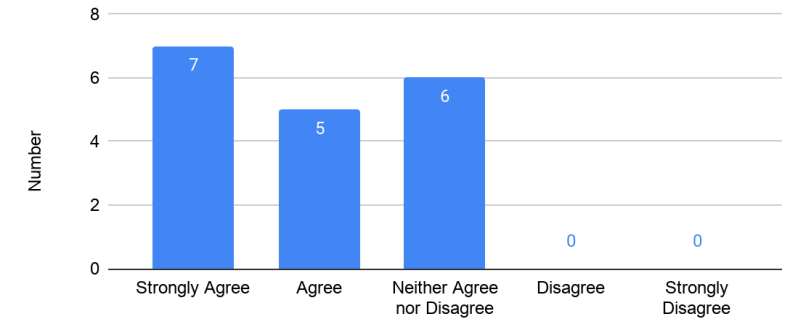
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Response

Central Office

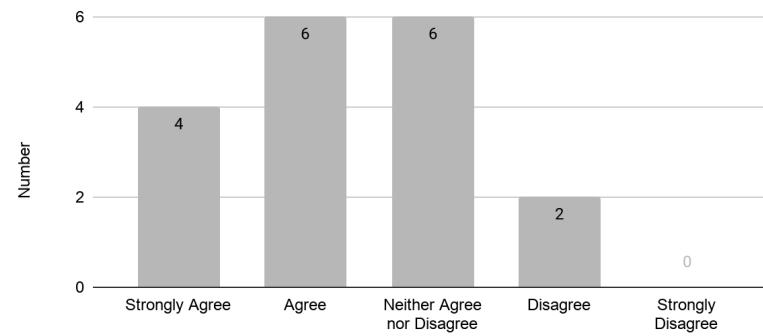
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Response

School Leadership/Admin

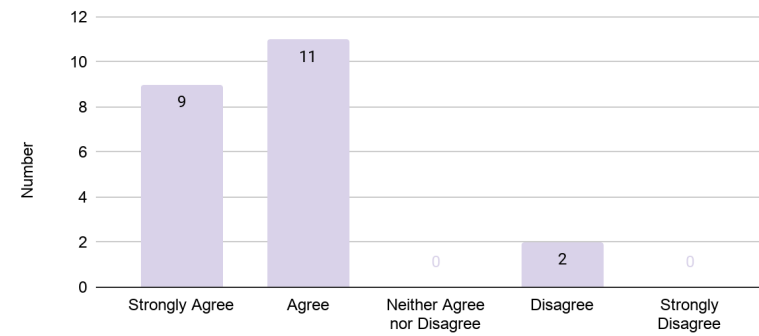
I would recommend employment at MWA.



Response

Non-Instructional School Staff

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Response

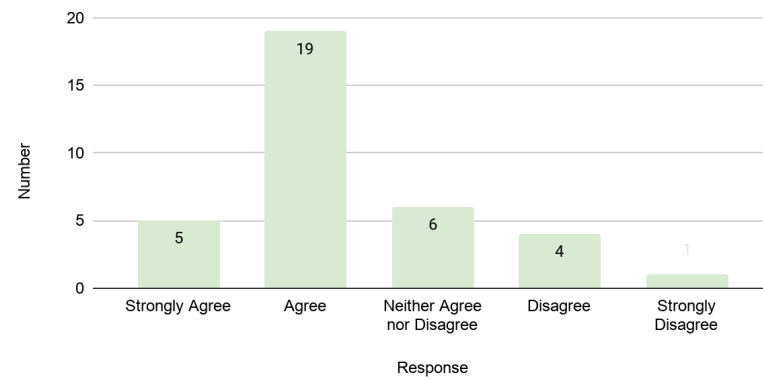
Work Environment/Support

A positive, productive work environment is critical for any successful school or department. Staff members working together for a common purpose and mission will more efficiently and effectively achieve their goals. As you respond to each statement below, think about your office, department or school experiences this school year."

9. I feel comfortable sharing my opinions and ideas.

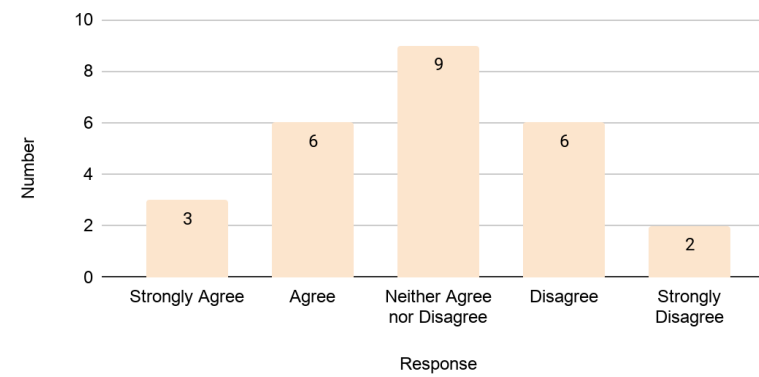
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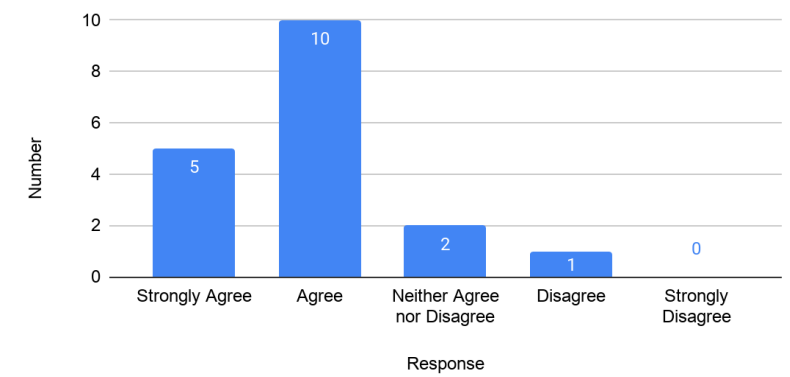
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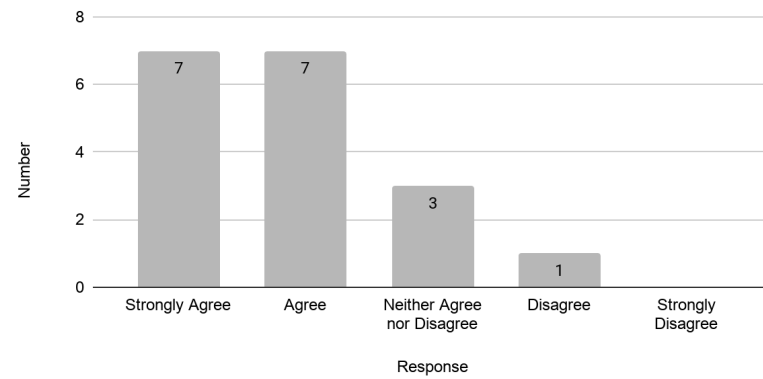
Central Office

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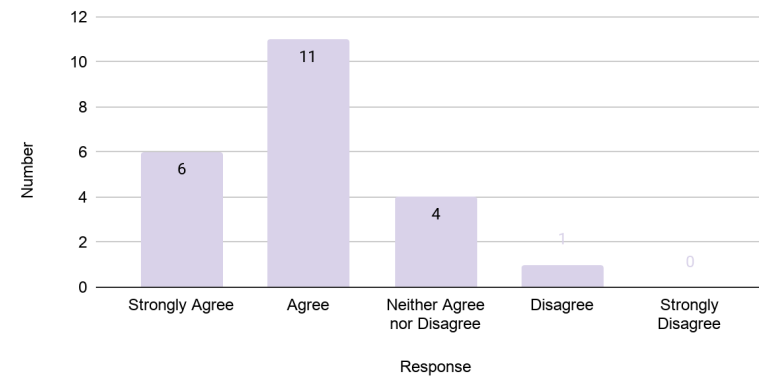
School Leadership/Admin

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Non-Instructional School Staff

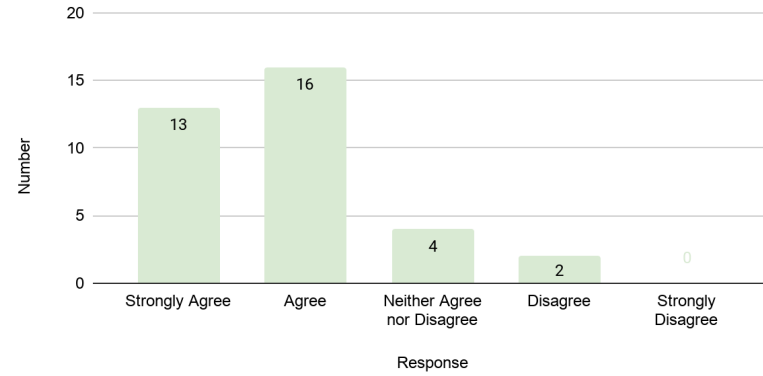
I feel comfortable sharing my opinions and ideas.



10. I believe that collaboration is encouraged among teachers and staff at this school.

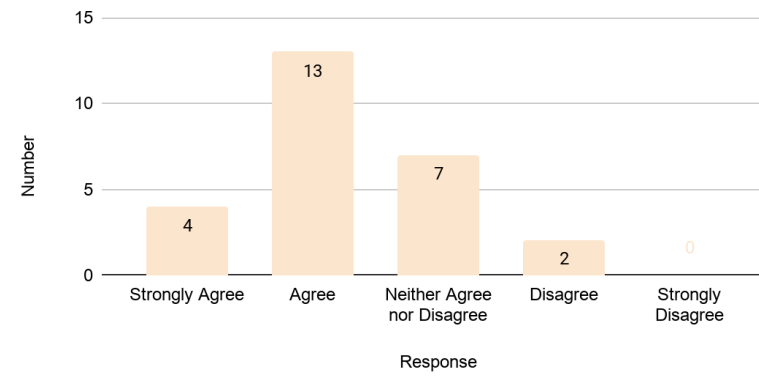
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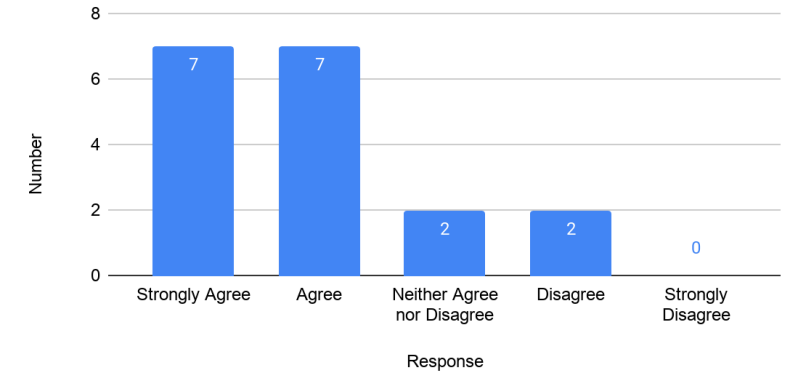
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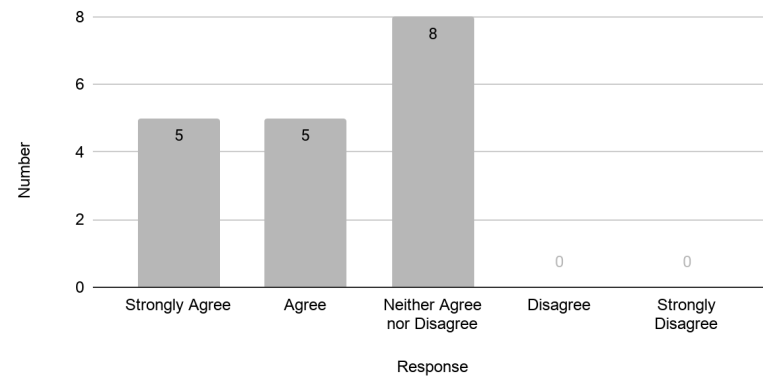
Central Office

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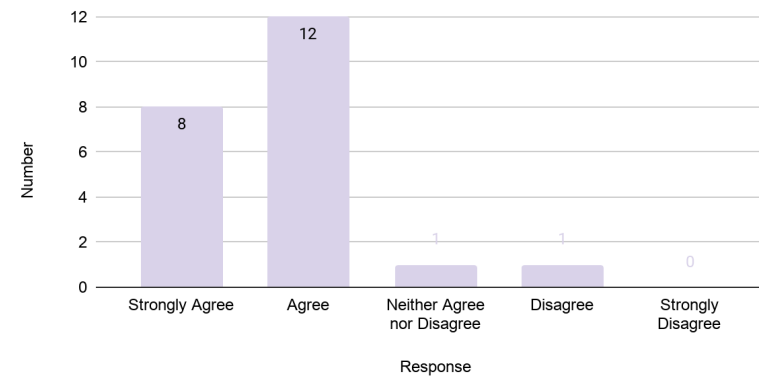
School Leadership/Admin

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Non-Instructional School Staff

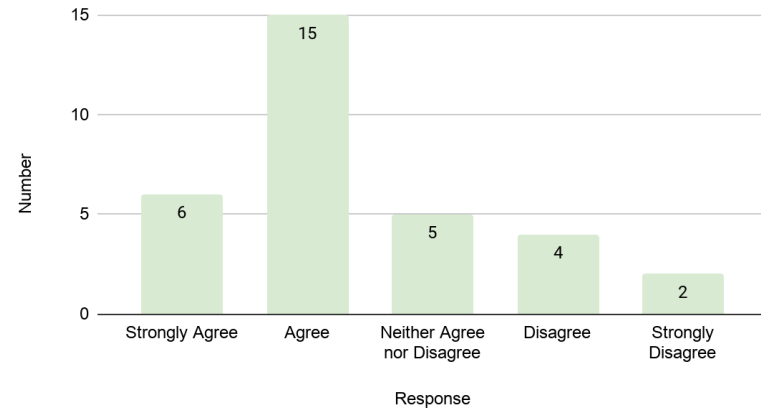
I believe that collaboration is encouraged among teachers and staff at this school.



11. I believe work is distributed fairly in my department (most weeks, I can get my work done during my standard hours).

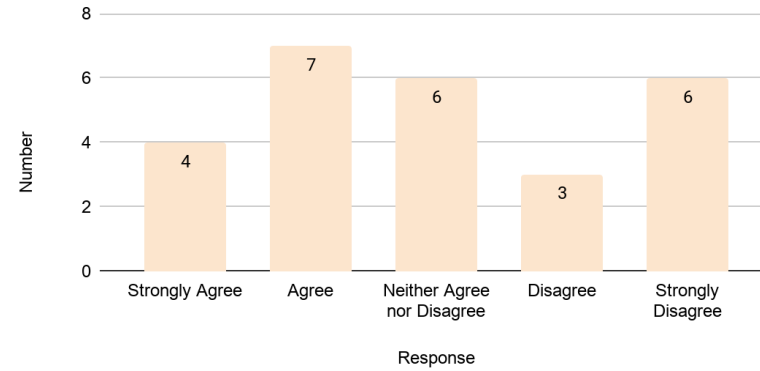
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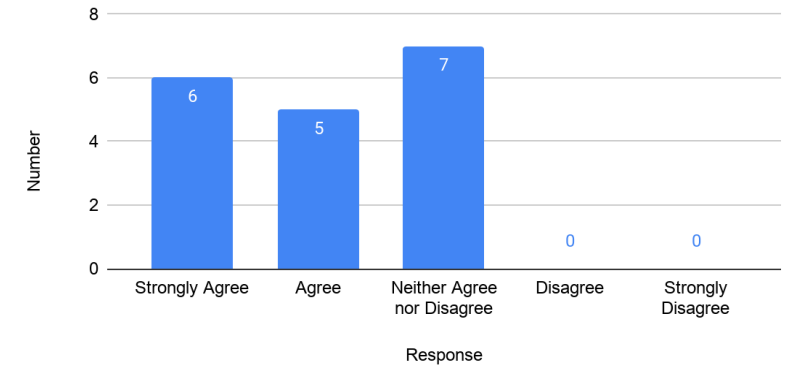
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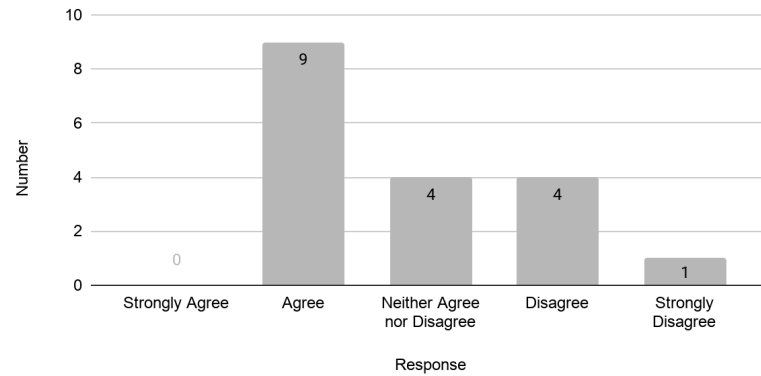
Central Office

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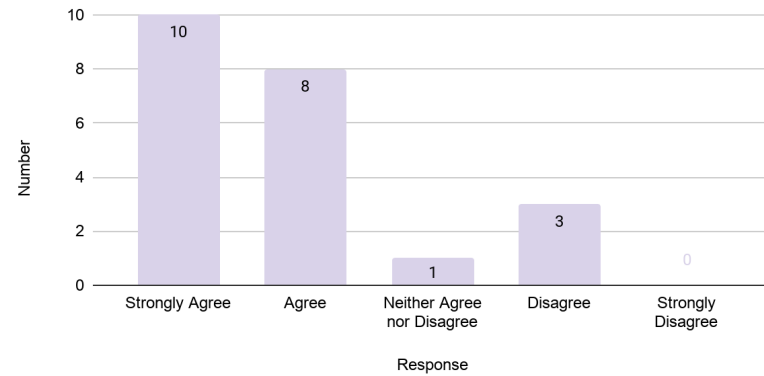
School Leadership/Admin

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Non-Instructional School Staff

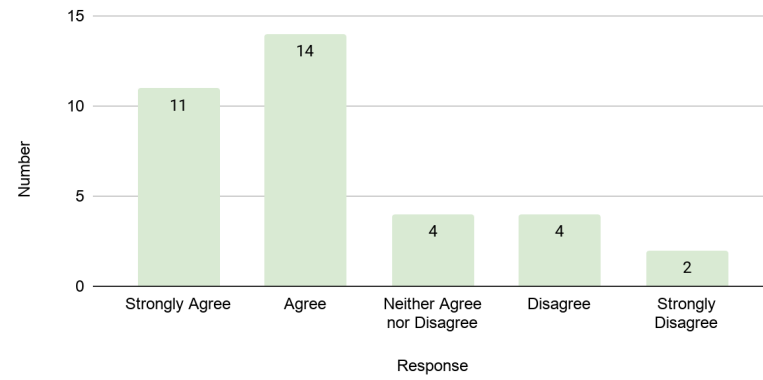
I believe work is distributed fairly in my department (most weeks, I can get my work done



12. If an unusual situation comes up at work, I know who to go to for a solution.

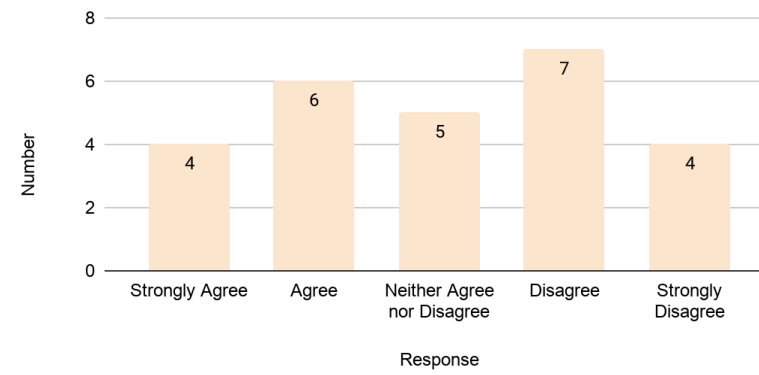
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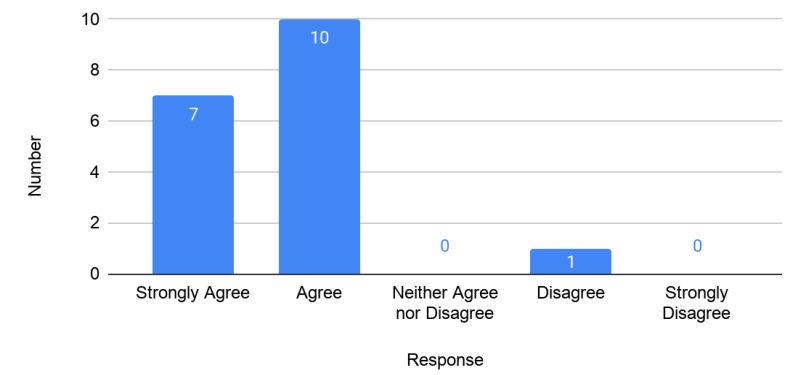
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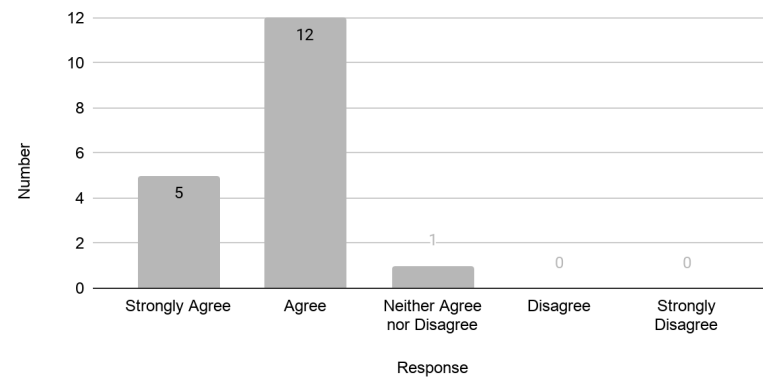
Central Office

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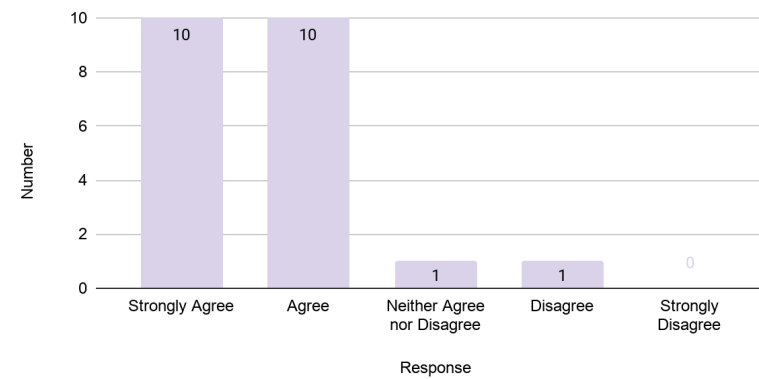
School Leadership/Admin

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Non-Instructional School Staff

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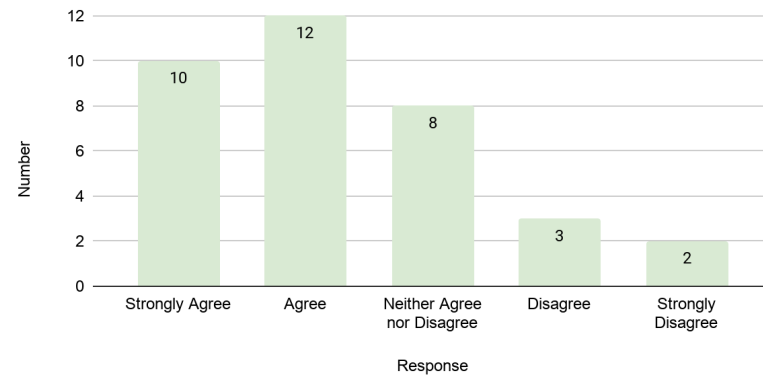
School Leadership

Below are statements related to MWA's school leadership. As you respond, please think about your experience this school year. Note: In addition to the Sr. School Director, school leadership includes the following areas: Academic Instruction, Holistic Support Services, College & Career Counseling, Family Engagement, Athletics & Operations.

13. I have confidence in school leadership.

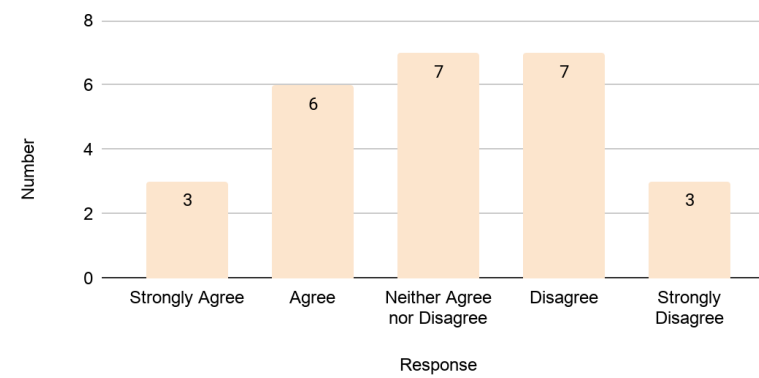
Faculty (5th-8th)

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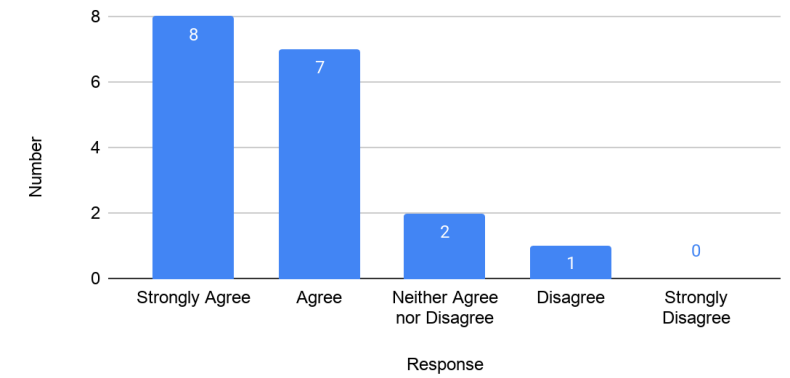
Faculty (9th-12th)

I have confidence in school leadership.



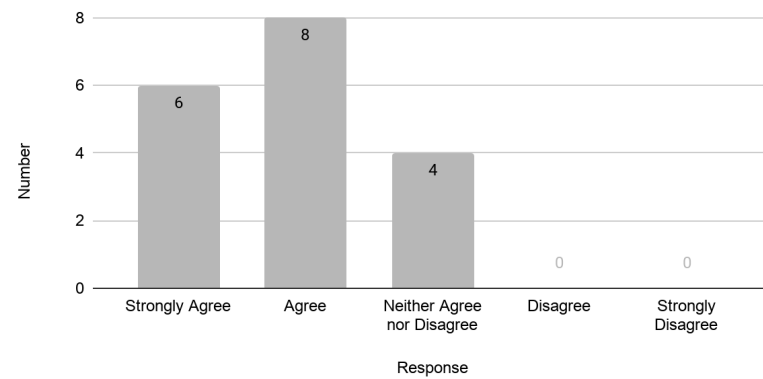
Central Office

I have confidence in school leadership.



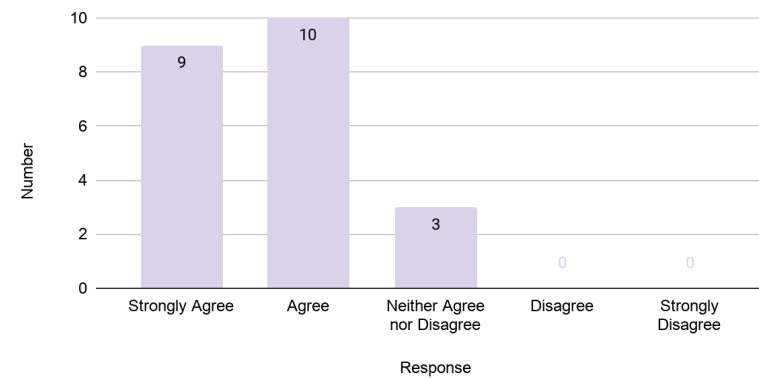
School Leadership/Admin

I have confidence in school leadership.



Non-Instructional School Staff

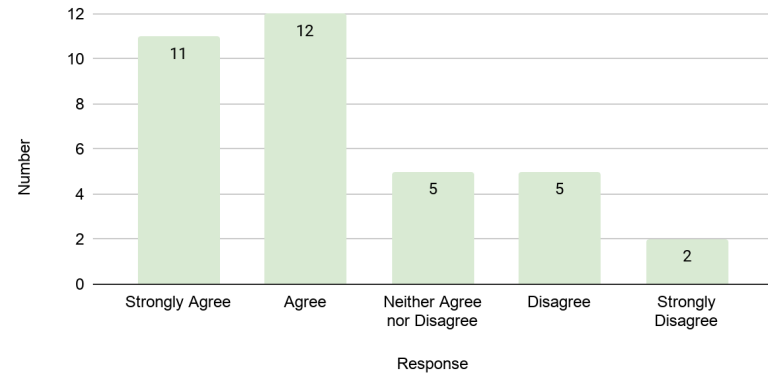
I have confidence in school leadership.



14. School leadership is prepared to deal with both expected and unexpected events/issues.

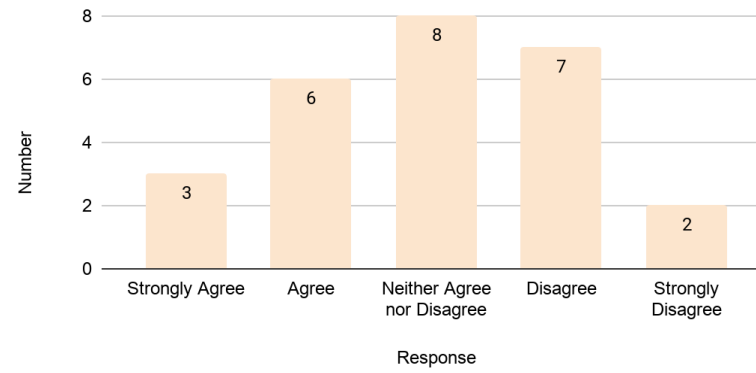
Faculty (5th-8th)

School leadership is prepared to deal with both expected and unexpected events/issues.



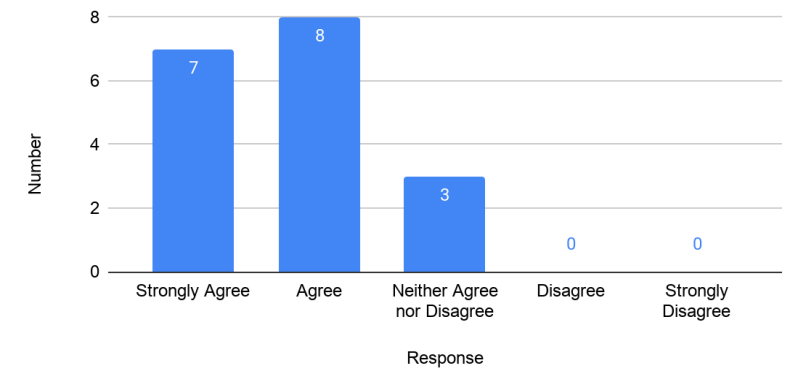
Faculty (9th-12th)

School leadership is prepared to deal with both expected and unexpected



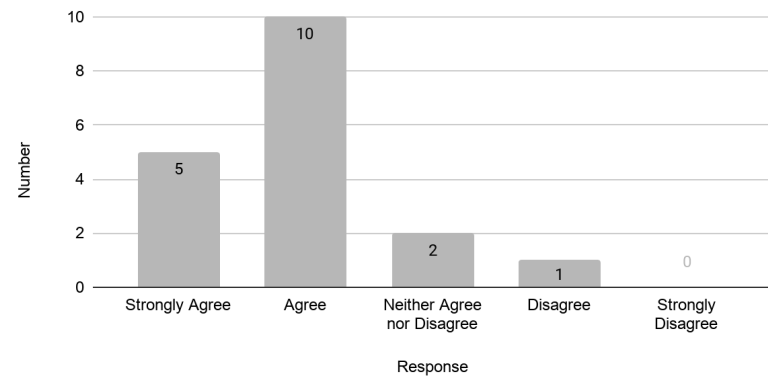
Central Office

School leadership is prepared to deal with both expected and unexpected



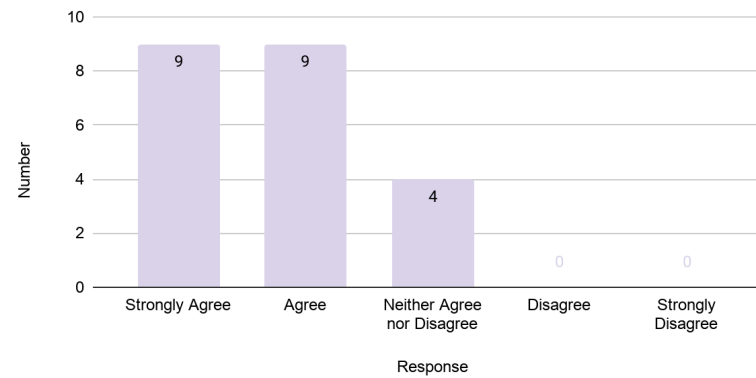
School Leadership/Admin

School leadership is prepared to deal with both expected and unexpected events/issues.



Non-Instructional School Staff

School leadership is prepared to deal with both expected and unexpected events/issues.



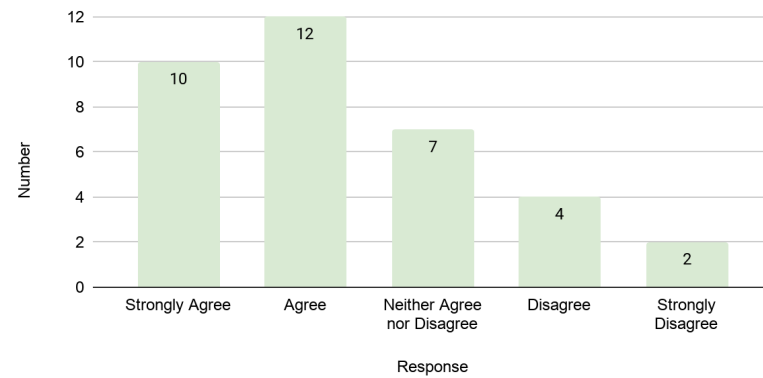
Executive Leadership

Below are statements related to MWA's executive leadership. As you respond, please think about your experience this school year. Note: Executive leadership includes the Chief Executive Officer, Chief of Staff, Managing Director of Community Engagement, Managing Director of IT, Managing Director of Talent Acquisition & Chief Financial Officer.

15. I have confidence in executive leadership.

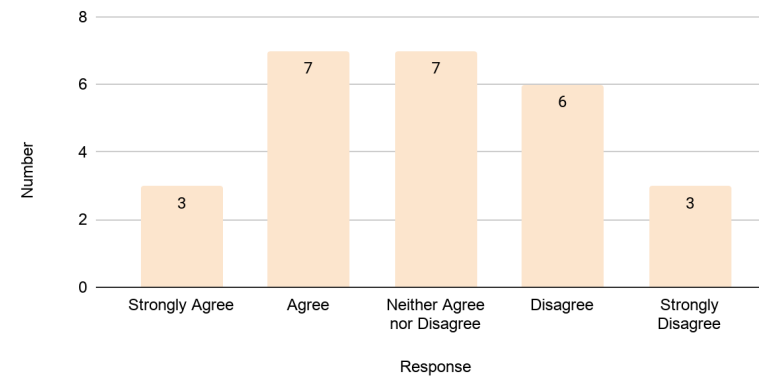
Faculty (5th-8th)

I have confidence in executive leadership.



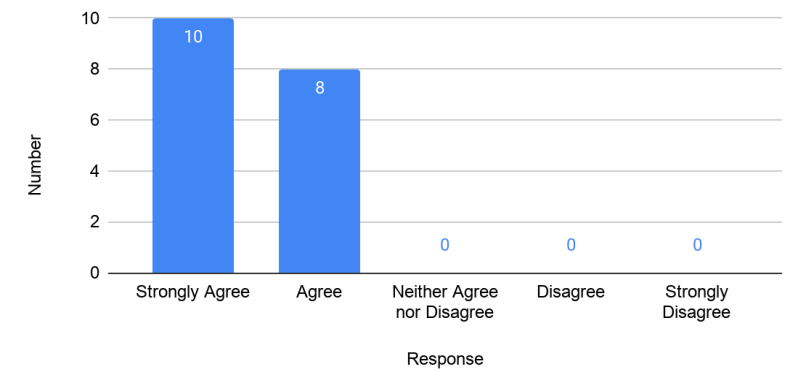
Faculty (9th-12th)

I have confidence in executive leadership.



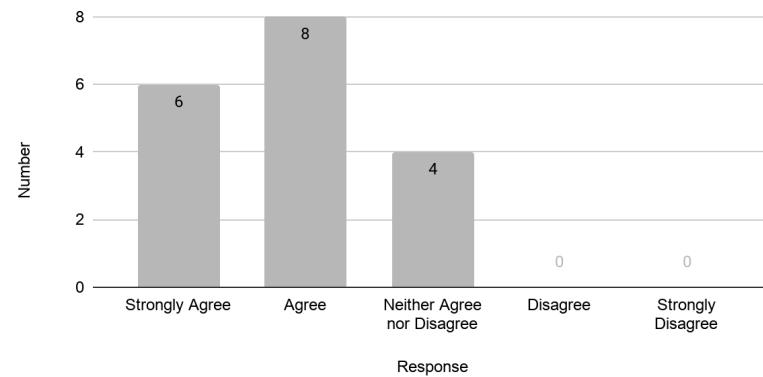
Central Office

I have confidence in executive leadership.



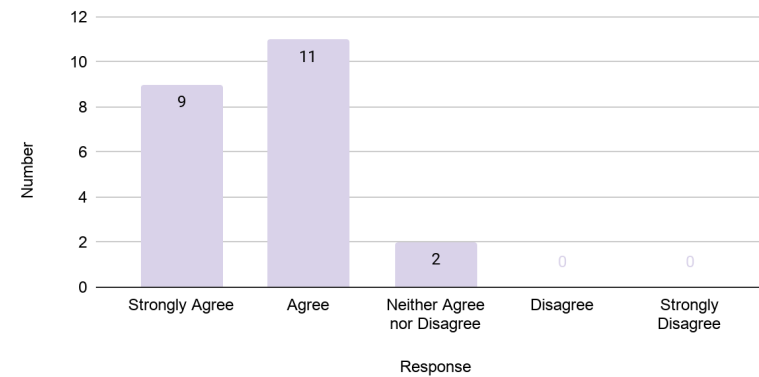
School Leadership/Admin

I have confidence in executive leadership.



Non-Instructional School Staff

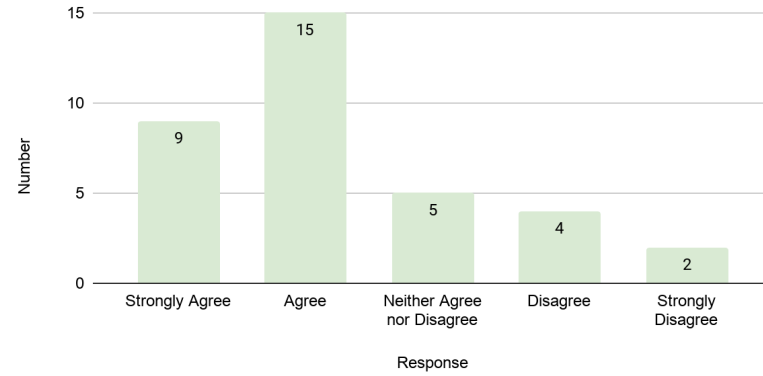
I have confidence in executive leadership.



16. Executive leadership is prepared to deal with both expected and unexpected events/issues.

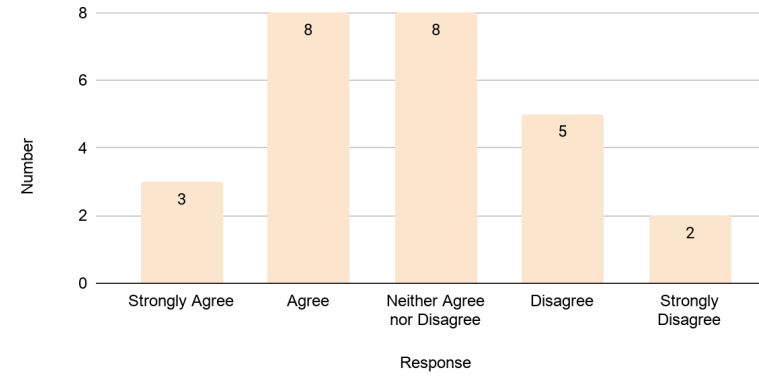
Faculty (5th-8th)

Executive leadership is prepared to deal with both expected and unexpected



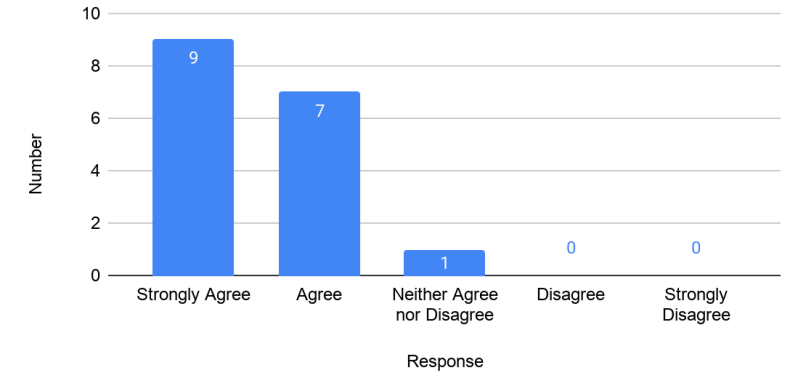
Faculty (9th-12th)

Executive leadership is prepared to deal with both expected and unexpected



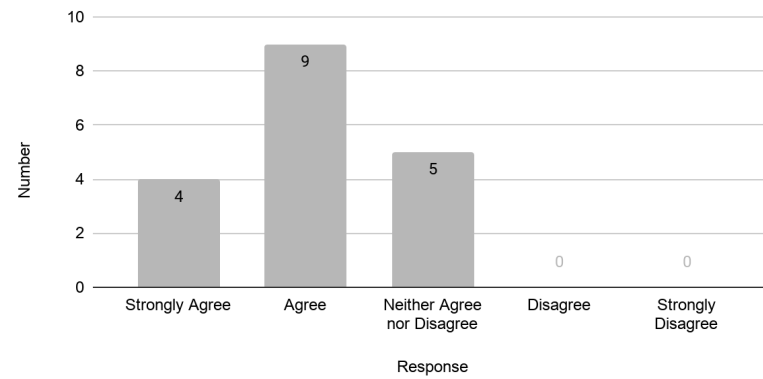
Central Office

Executive leadership is prepared to deal with both expected and unexpected



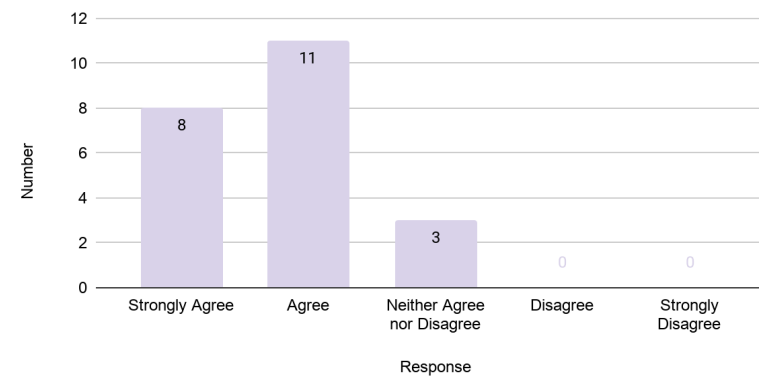
School Leadership/Admin

Executive leadership is prepared to deal with both expected and unexpected



Non-Instructional School Staff

Executive leadership is prepared to deal with both expected and unexpected



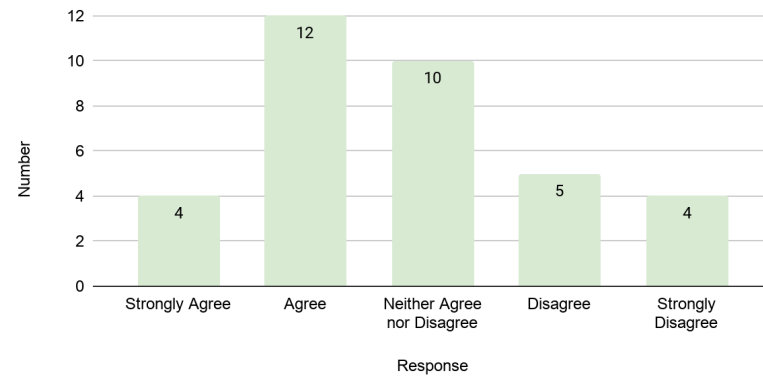
Communication

Communicating effectively and efficiently ensures our staff is informed about important information in the most efficient manner possible. As you respond, please think about your workplace office, department or school experiences this school year.

17. MWA clearly explains how key decisions are made.

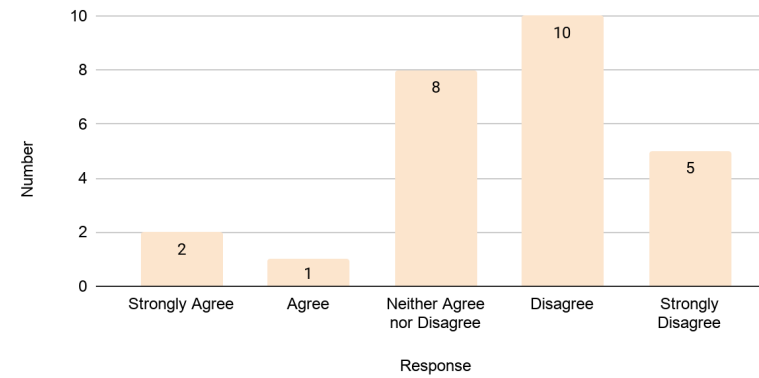
Faculty (5th-8th)

MWA clearly explains how key decisions are made.



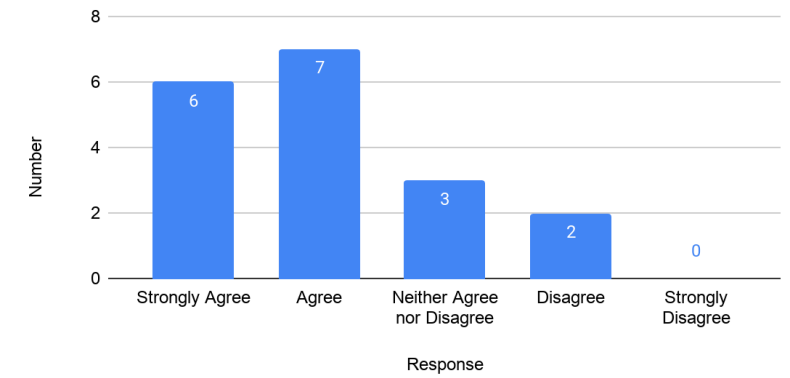
Faculty (9th-12th)

MWA clearly explains how key decisions are made.



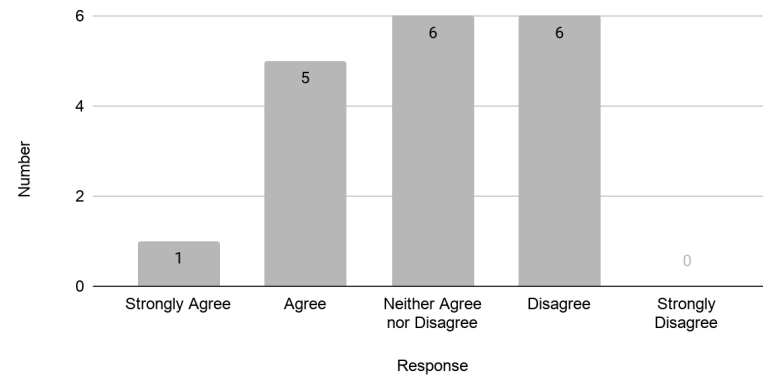
Central Office

MWA clearly explains how key decisions are made.



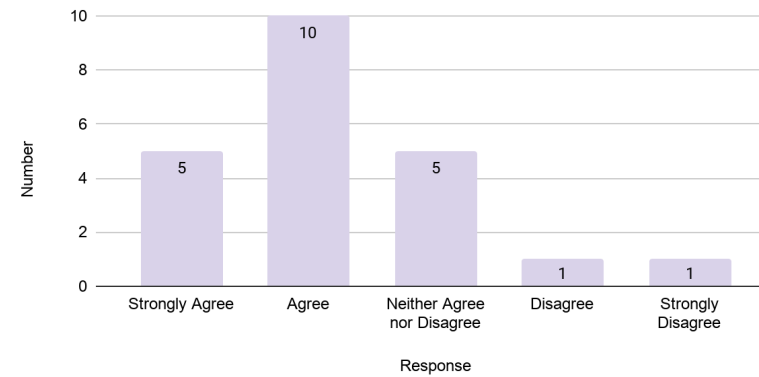
School Leadership/Admin

MWA clearly explains how key decisions are made.



Non-School Instructional Staff

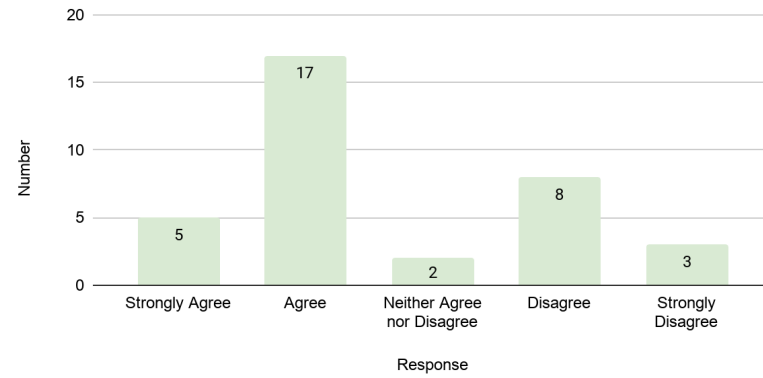
MWA clearly explains how key decisions are made.



18. MWA effectively communicates important issues that affect me.

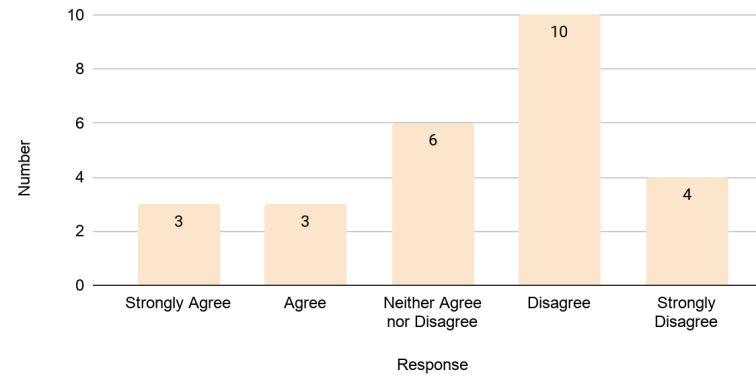
Faculty (5th-8th)

MWA effectively communicates important issues that affect me.



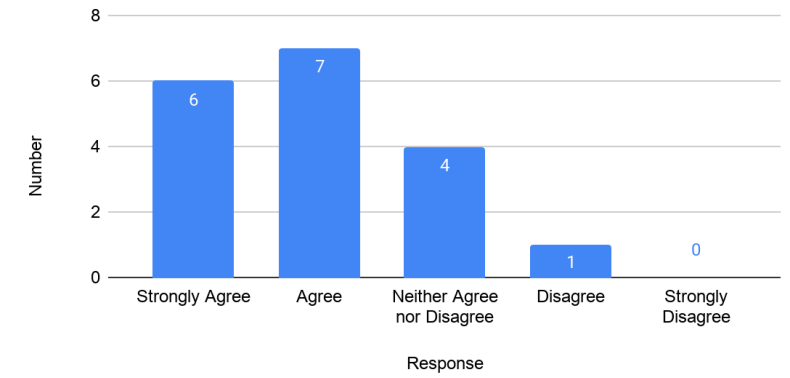
Faculty (9th-12th)

MWA effectively communicates important issues that affect me.



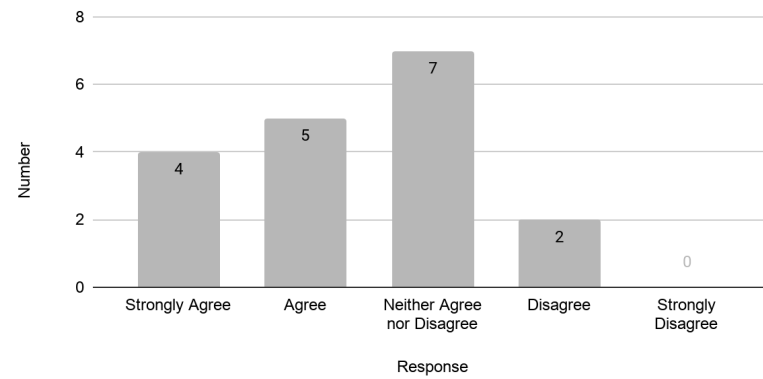
Central Office

MWA effectively communicates important issues that affect me.



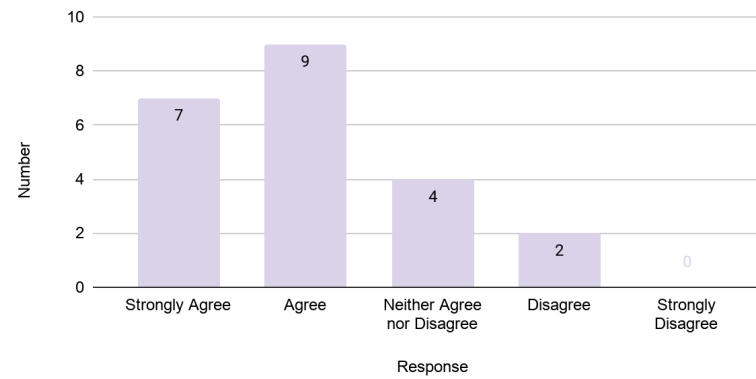
School Leadership/Admin

MWA effectively communicates important issues that affect me.



Non-Instructional Staff

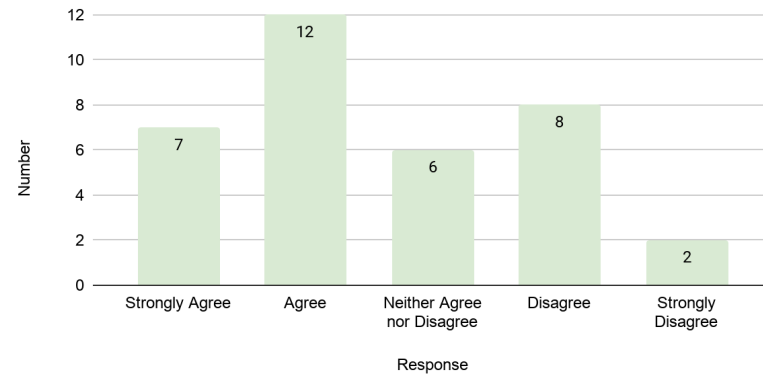
MWA effectively communicates important issues that affect me.



19. MWA actively seeks input from a diverse group of employees regarding decisions that affect staff.

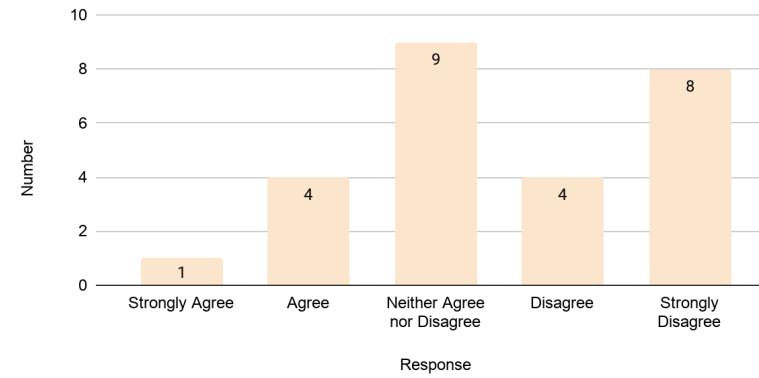
Faculty (5th-8th)

MWA actively seeks input from a diverse group of employees regarding decisions that



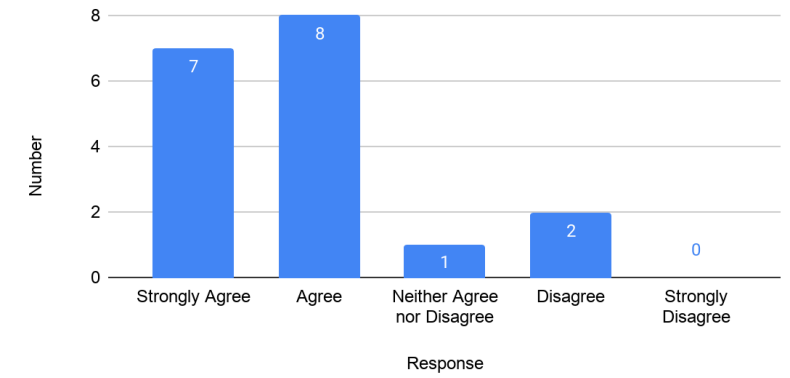
Faculty (9th-12th)

MWA actively seeks input from a diverse group of employees regarding decisions that



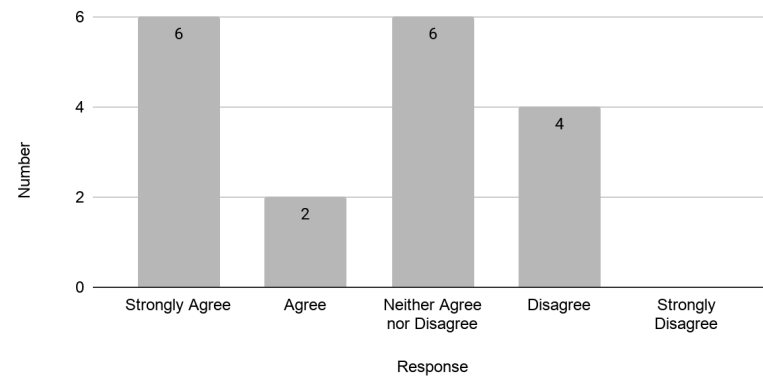
Central Office

MWA actively seeks input from a diverse group of employees regarding decisions



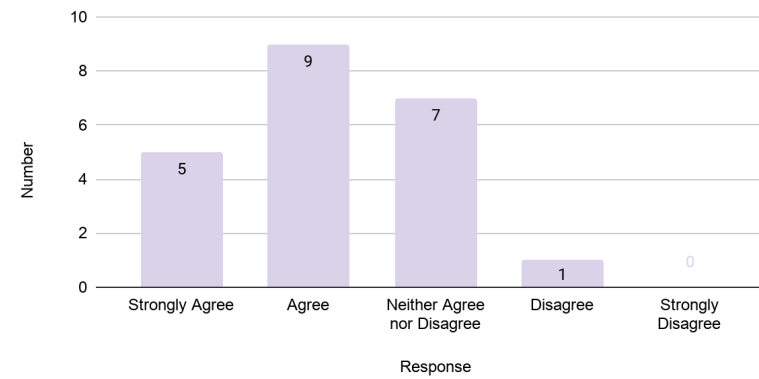
School Leadership/Admin

MWA actively seeks input from a diverse group of employees regarding decisions that



Non-Instructional School Staff

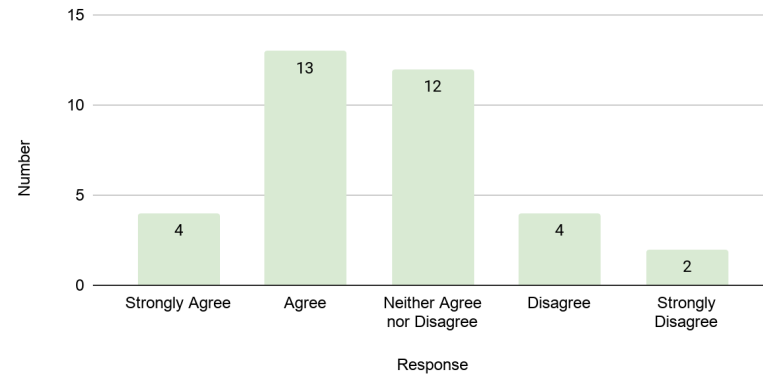
MWA actively seeks input from a diverse group of employees regarding decisions that



20. I believe I can influence decisions at my school or department.

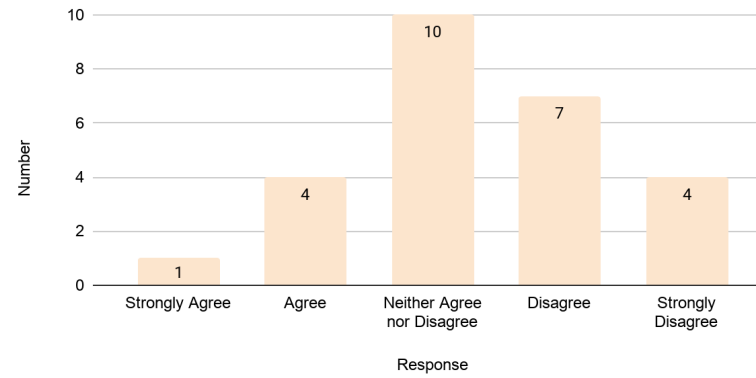
Faculty (5th-8th)

I believe I can influence decisions at MWA or my department.



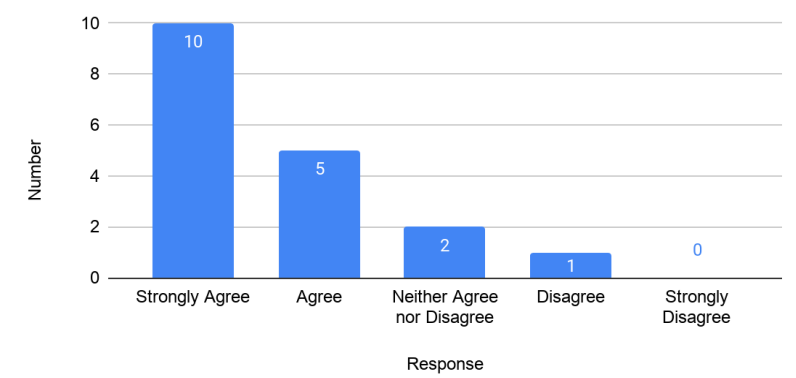
Faculty (9th-12th)

I believe I can influence decisions at MWA or my department.



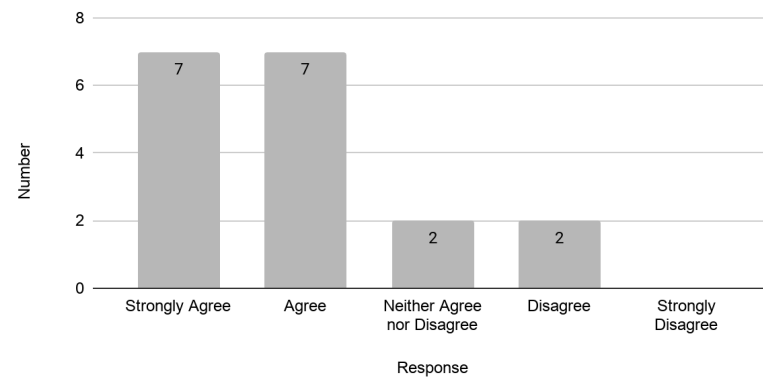
Central Office

I believe I can influence decisions at MWA or my department.



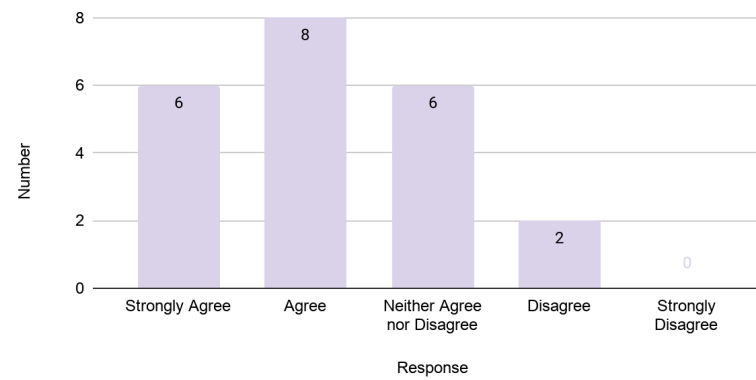
School Leadership/Admin

I believe I can influence decisions at MWA or my department.



Non-Instructional School Staff

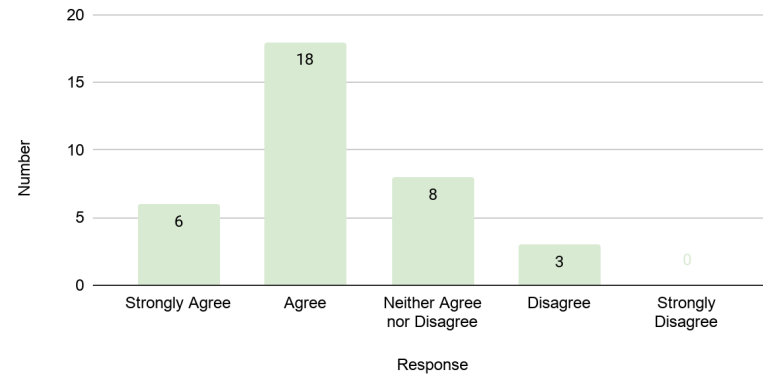
I believe I can influence decisions at MWA or my department.



21. School leaders have communicated a vision that motivates me.

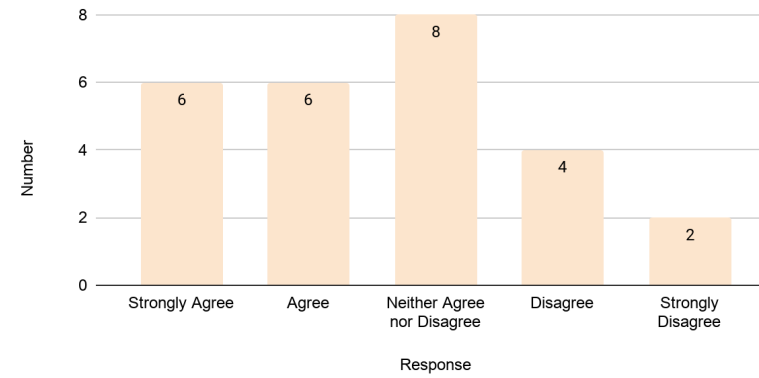
Faculty (5th-8th)

School leaders have communicated a vision that motivates me.



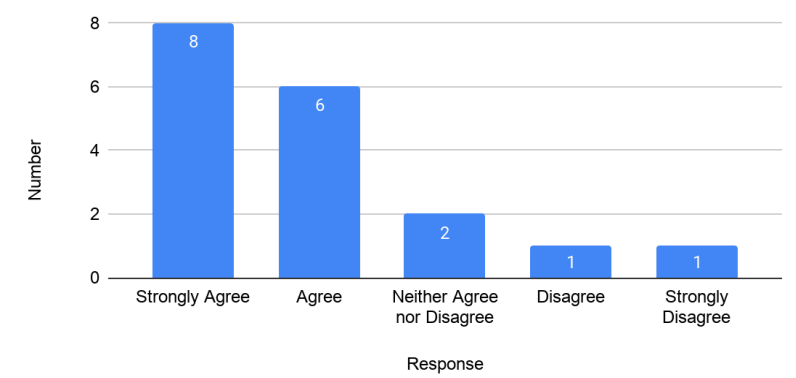
Faculty (9th-12th)

School leaders have communicated a vision that motivates me.



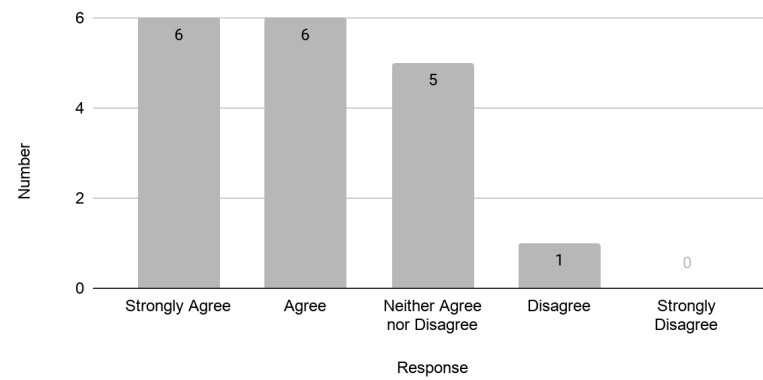
Central Office

School leaders have communicated a vision that motivates me.



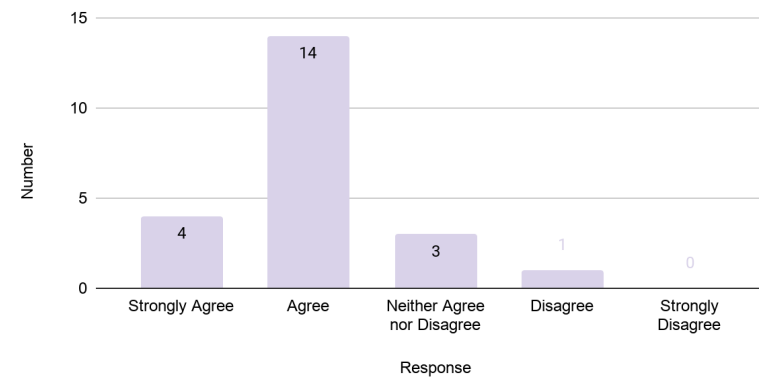
School Leadership/Admin

School leaders have communicated a vision that motivates me.



Non-Instructional School Staff

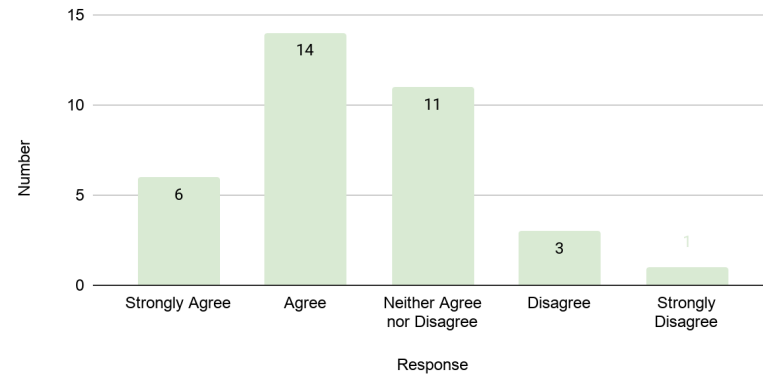
School leaders have communicated a vision that motivates me.



22. Executive leaders have communicated a vision that motivates me.

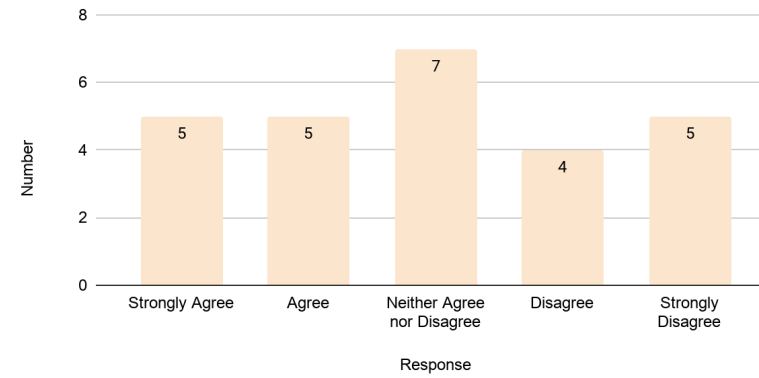
Faculty (5th-8th)

Executive leaders have communicated a vision that motivates me.



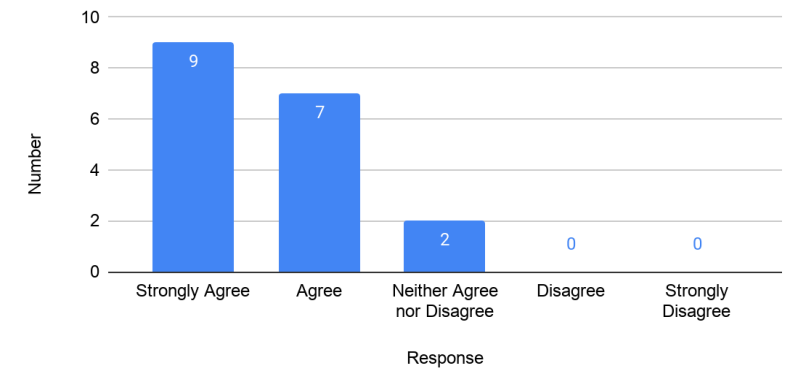
Faculty (9th-12th)

Executive leaders have communicated a vision that motivates me.



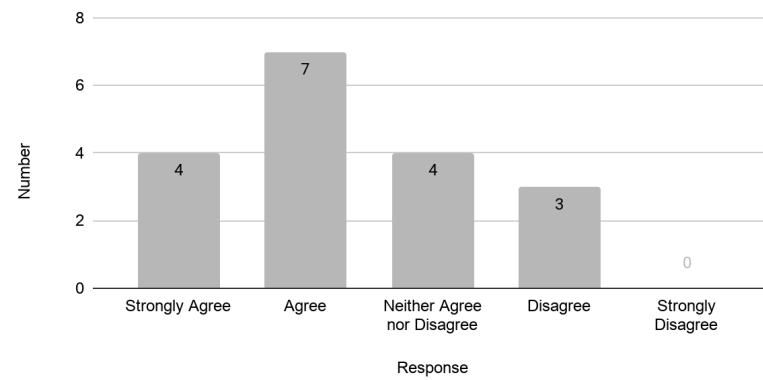
Central Office

Executive leaders have communicated a vision that motivates me.



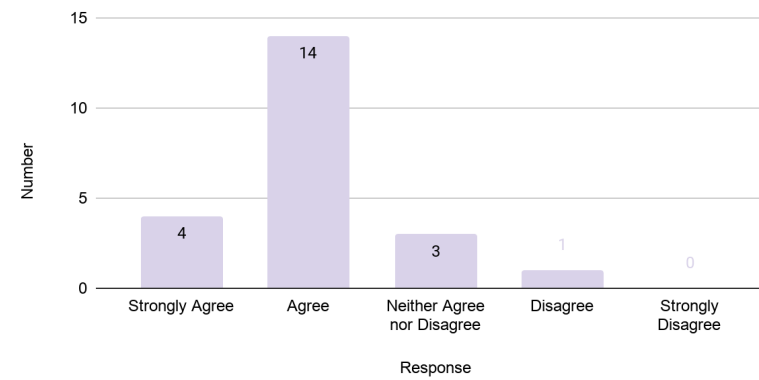
School Leadership/Admin

Executive leaders have communicated a vision that motivates me.



Non-Instructional School Staff

Executive leaders have communicated a vision that motivates me.



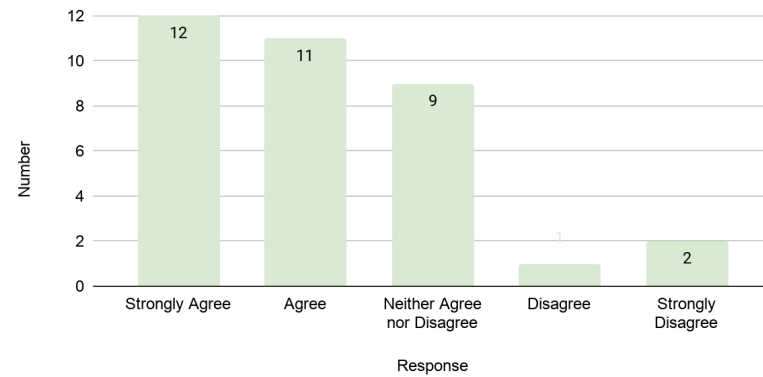
Relationship with Primary Supervisor

Below are statements related to your relationship with your primary supervisor. As you respond, please think about your experiences this school year.

23. My supervisor has helped me identify my strengths and areas for growth.

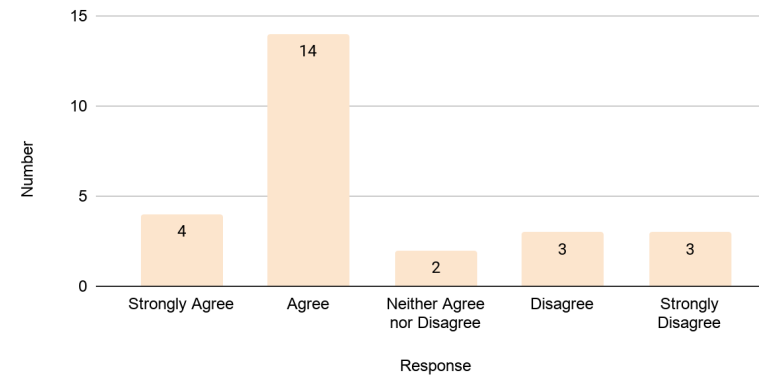
Faculty (5th-8th)

My supervisor has helped me identify my strengths and areas for growth.



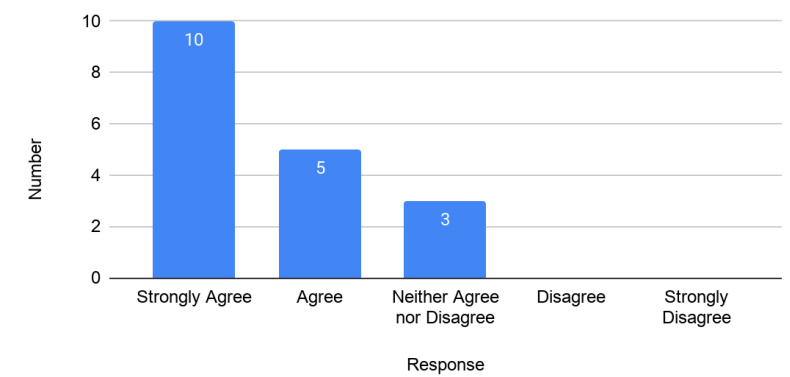
Faculty (9th-12th)

My supervisor has helped me identify my strengths and areas for growth.



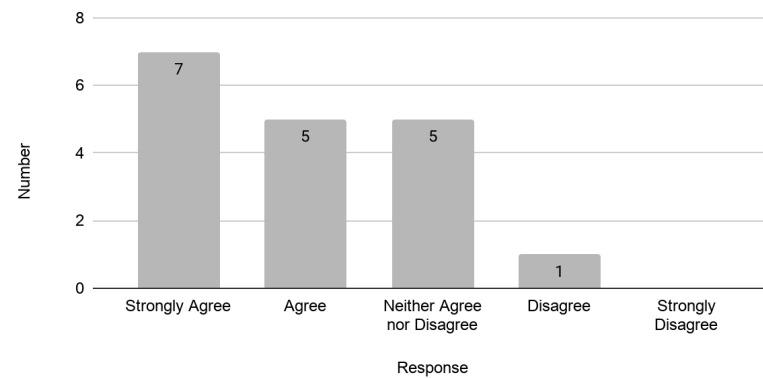
Central Office

My supervisor has helped me identify my strengths and areas for growth.



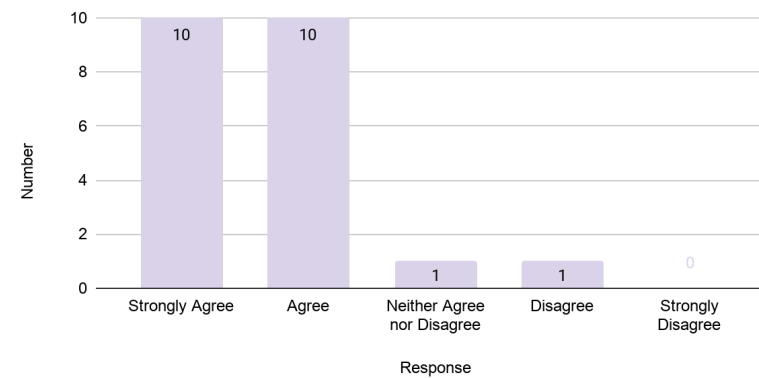
School Leadership/Admin

My supervisor has helped me identify my strengths and areas for growth.



Non-Instructional School Staff

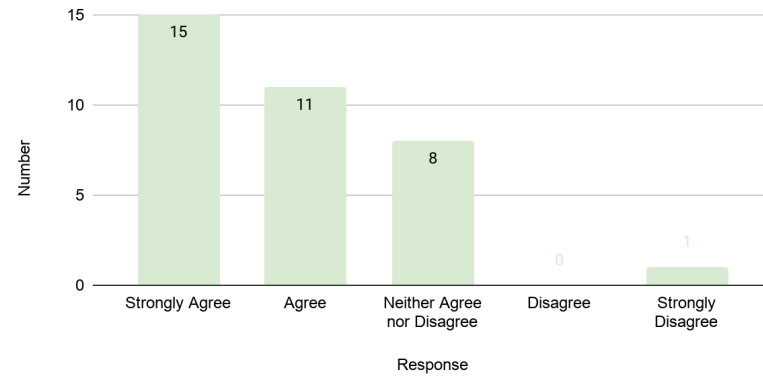
My supervisor has helped me identify my strengths and areas for growth.



24. I feel comfortable asking my supervisor for help.

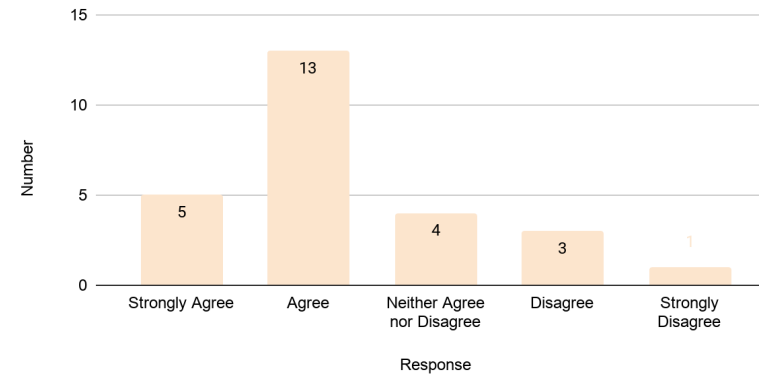
Faculty (5th-8th)

I feel comfortable asking my supervisor for help.



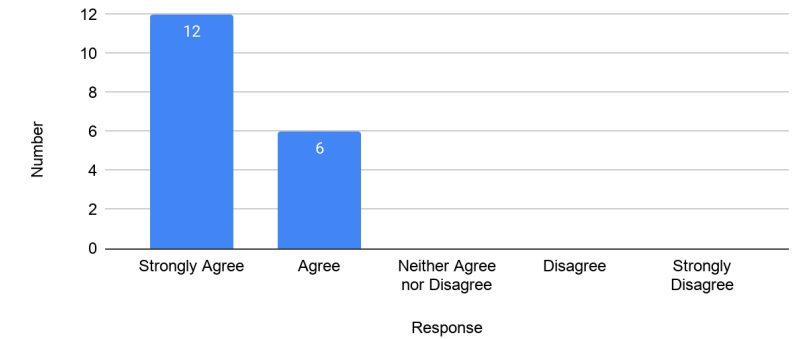
Faculty (9th-12th)

I feel comfortable asking my supervisor for help.



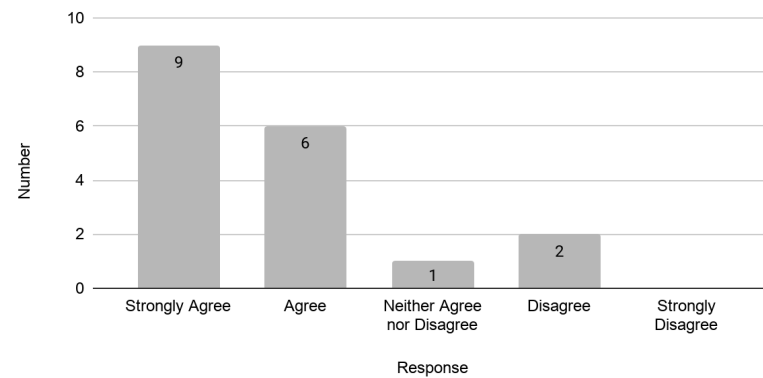
Central Office

I feel comfortable asking my supervisor for help.



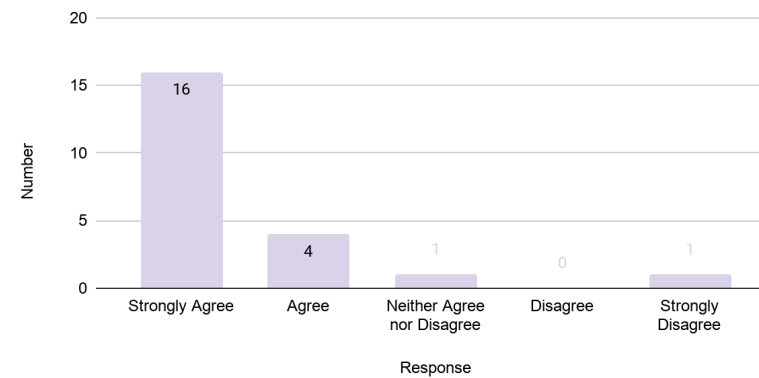
School Leadership/Admin

I feel comfortable asking my supervisor for help.



Non-Instructional School Staff

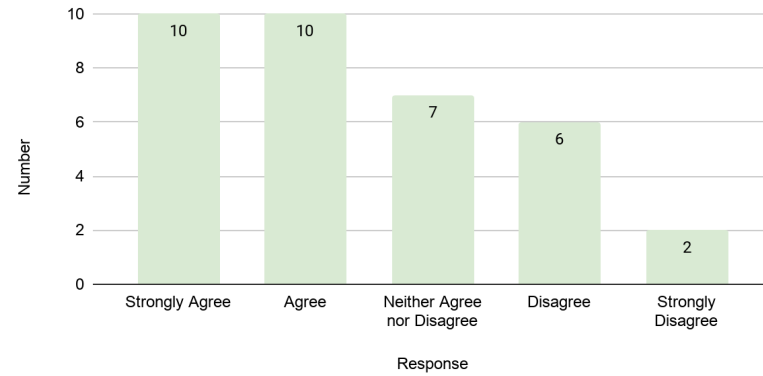
I feel comfortable asking my supervisor for help.



25. I am satisfied with the level of interaction and/or check-ins with my primary supervisor to receive regular support and provide my own feedback.

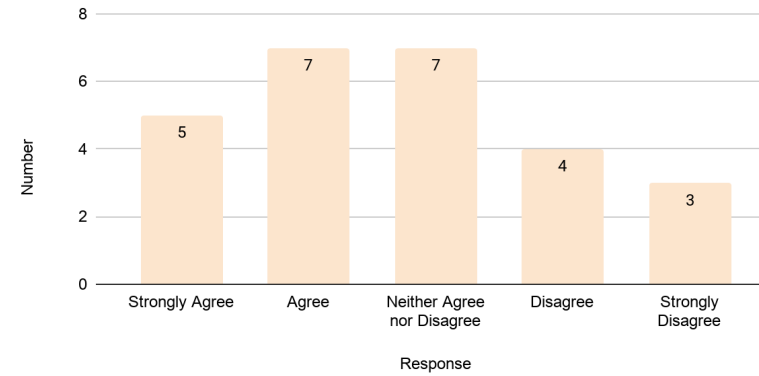
Faculty (5th-8th)

I am satisfied with the level of interaction and/or check-ins with my primary supervisor to



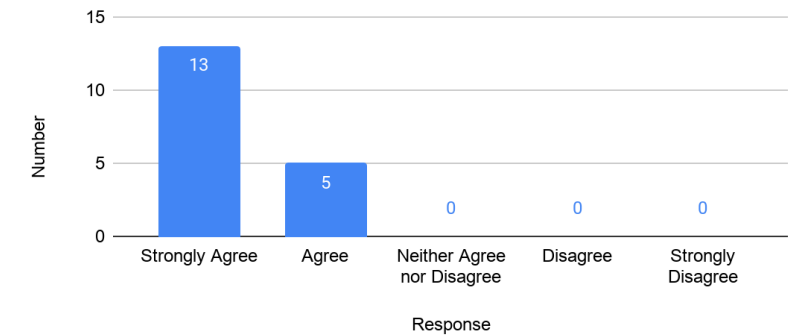
Faculty (9th-12th)

I am satisfied with the level of interaction and/or check-ins with my primary supervisor to



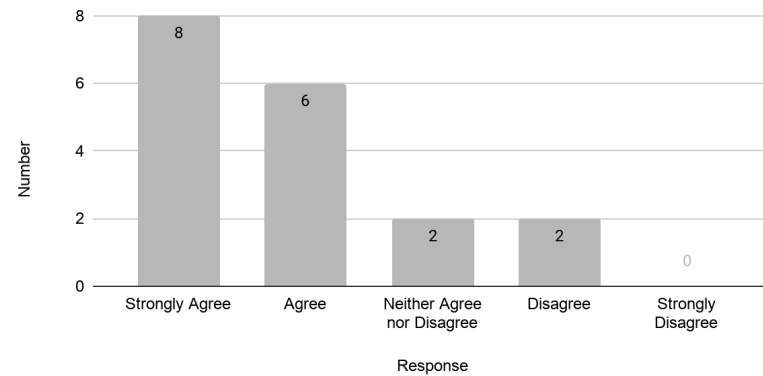
Central Office

I am satisfied with the level of interaction and/or check-ins with my primary



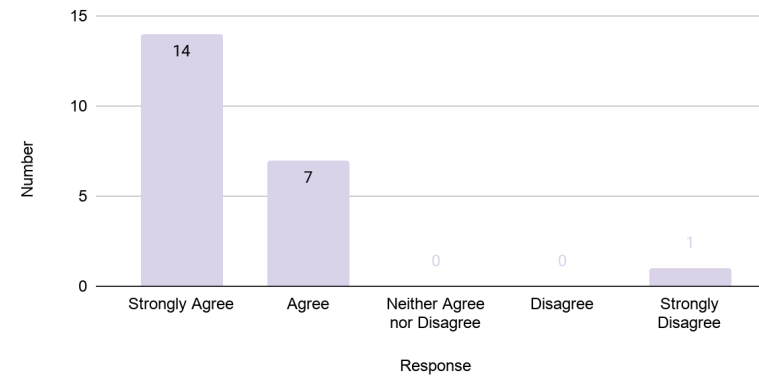
School Leadership/Admin

I am satisfied with the level of interaction and/or check-ins with my primary supervisor to



Non-Instructional School Staff

I am satisfied with the level of interaction and/or check-ins with my primary supervisor to



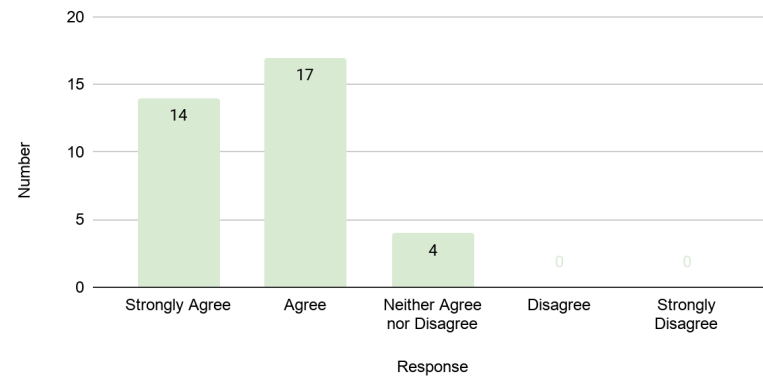
Relationship with Coworkers

Below are statements related to school relations and support. As you respond, please think about your experiences this school year.

26. I feel respected by other employees at MWA.

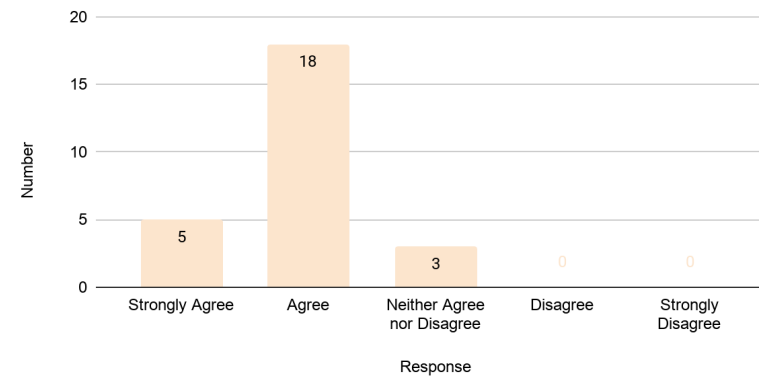
Faculty (5th-8th)

I feel respected by other employees at MWA.



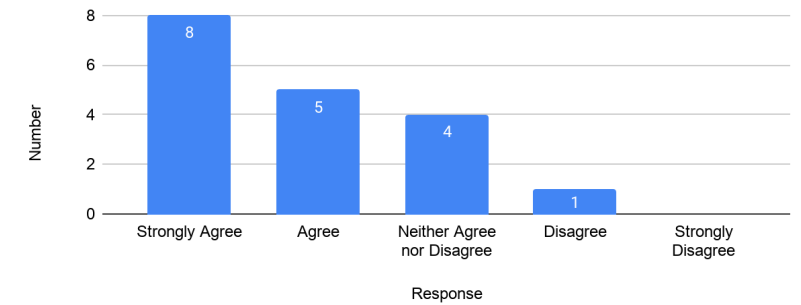
Faculty (9th-12th)

I feel respected by other employees at MWA.



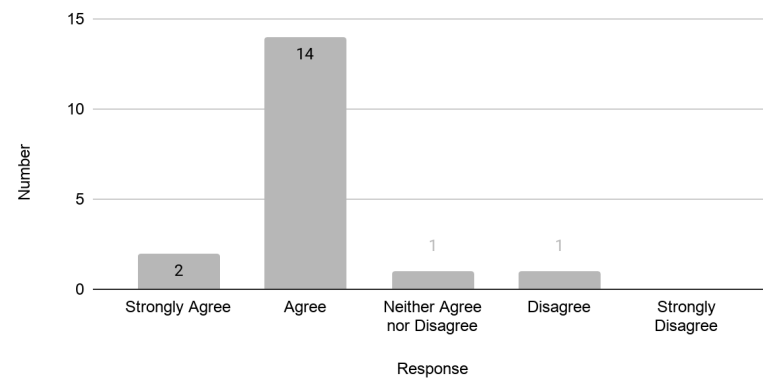
Central Office

I feel respected by other employees at MWA.



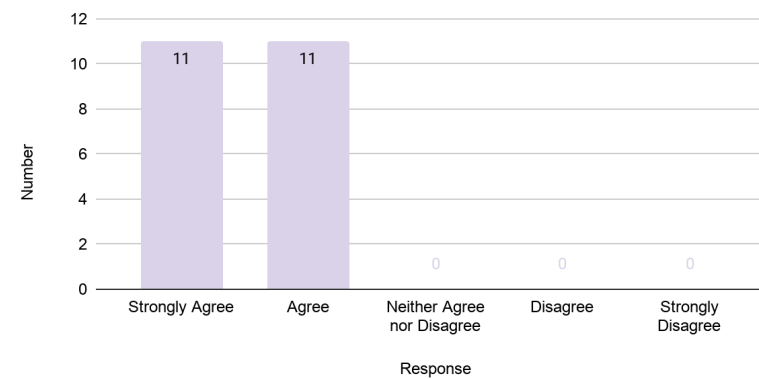
School Leadership/Admin

I feel respected by other employees at MWA.



Non-Instructional School Staff

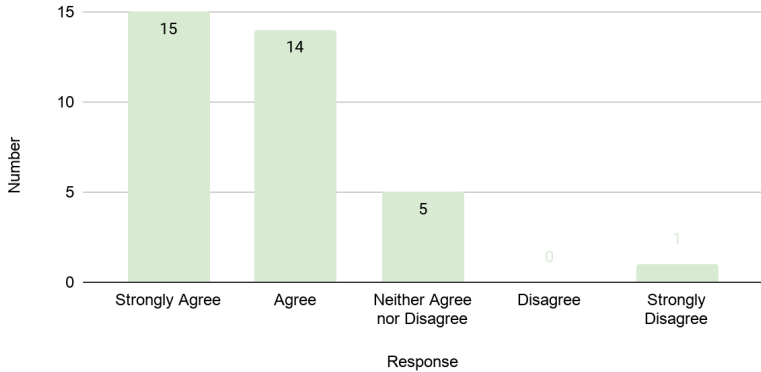
I feel respected by other employees at MWA.



27. Collaboration is encouraged among teachers and staff at MWA.

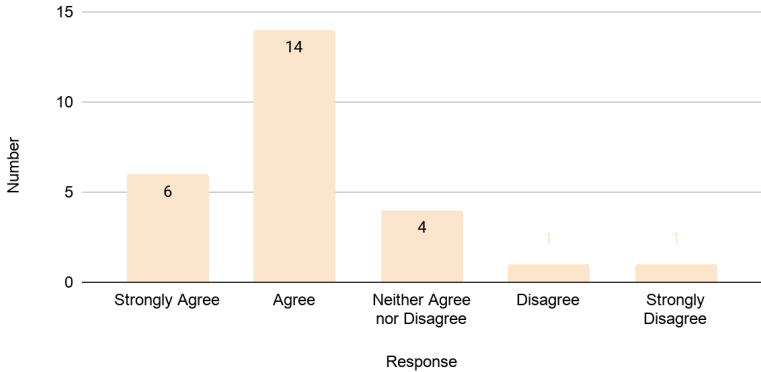
Faculty (5th-8th)

Collaboration is encouraged among teachers and staff at MWA.



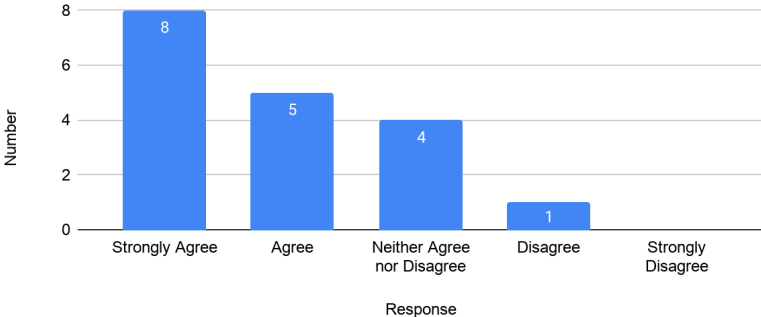
Faculty (9th-12th)

Collaboration is encouraged among teachers and staff at MWA.



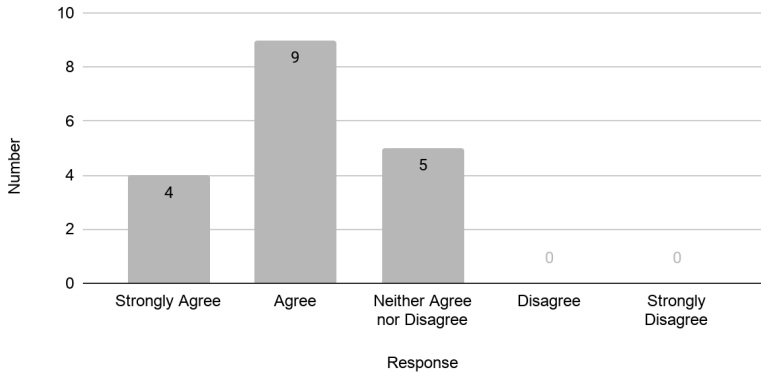
Central Office

Collaboration is encouraged among teachers and staff at MWA.



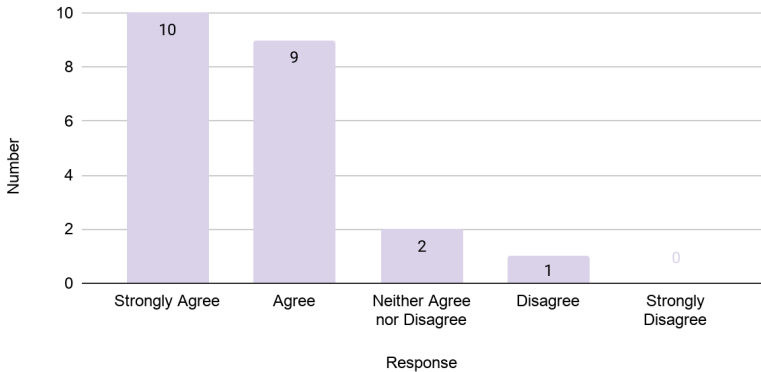
School Leadership/Admin

Collaboration is encouraged among teachers and staff at MWA.



Non-Instructional School Staff

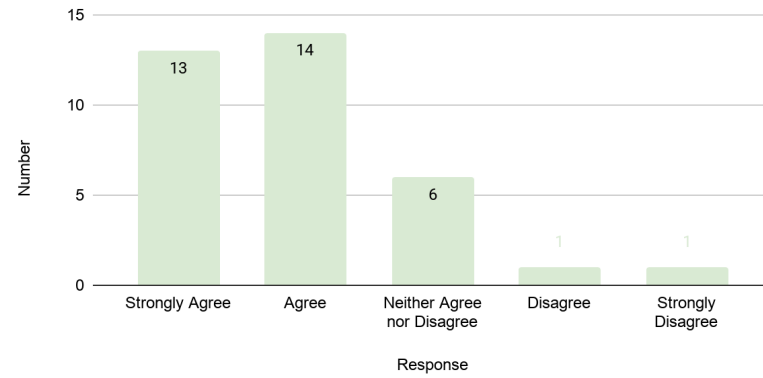
Collaboration is encouraged among teachers and staff at MWA.



28. A colleague has helped me identify my strengths and areas for growth.

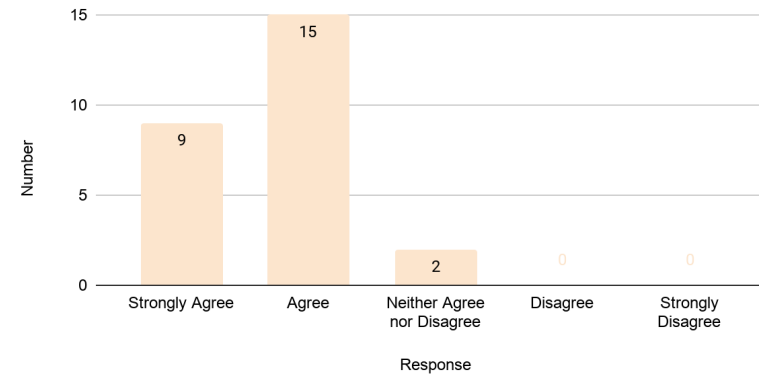
Faculty (5th-8th)

A colleague has helped me identify my strengths and areas for growth.



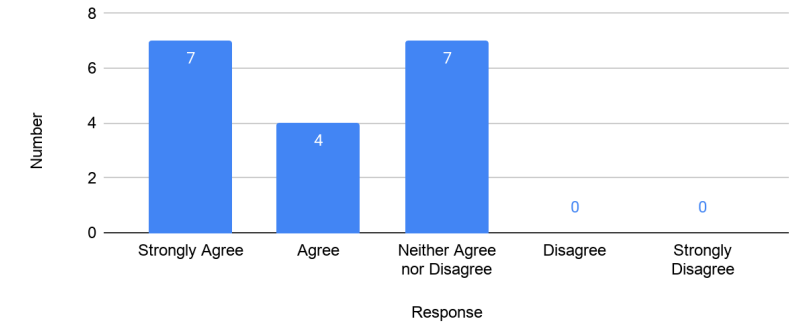
Faculty (9th-12th)

A colleague has helped me identify my strengths and areas for growth.



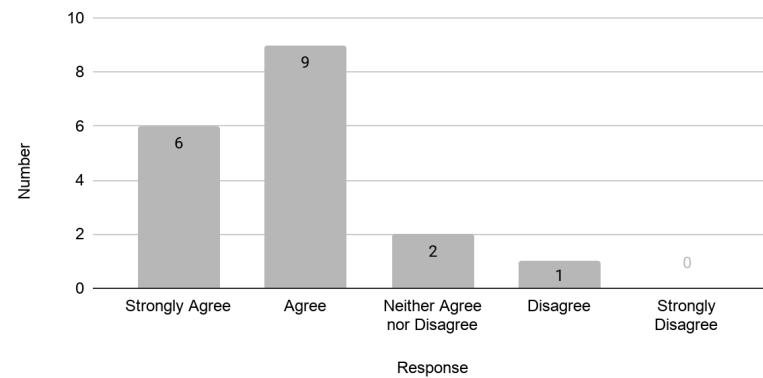
Central Office

A colleague has helped me identify my strengths and areas for growth.



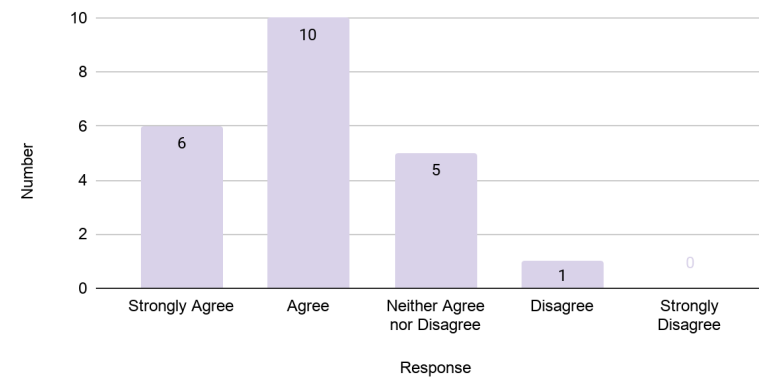
School Leadership/Admin

A colleague has helped me identify my strengths and areas for growth.



Non-Instructional School Staff

A colleague has helped me identify my strengths and areas for growth.



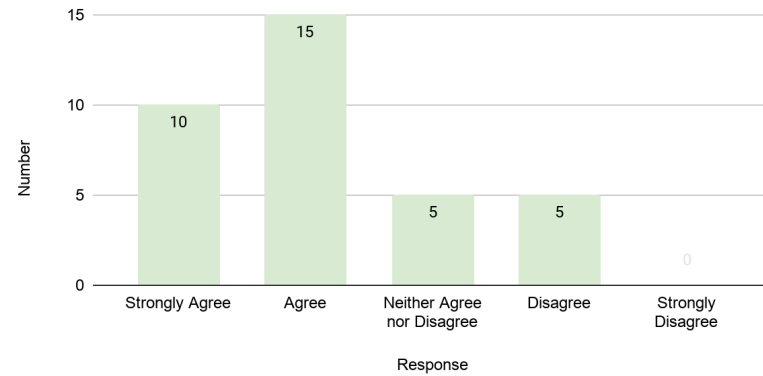
Growth & Development Opportunities

Below are statements related to growth and development opportunities. As you respond, please think about your PD experiences and consideration to take additional duties such as admin, content lead, grade level lead, etc. this school year.

29. I have access to tools and resources needed to be successful in my role.

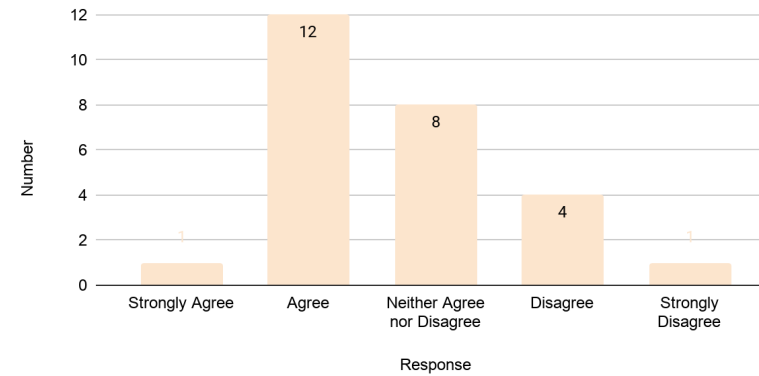
Faculty (5th-8th)

I have access to tools and resources needed to be successful in my role.



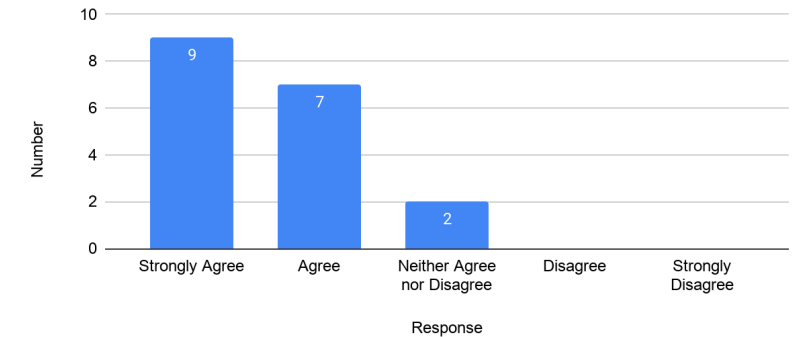
Faculty (9th-12th)

I have access to tools and resources needed to be successful in my role.



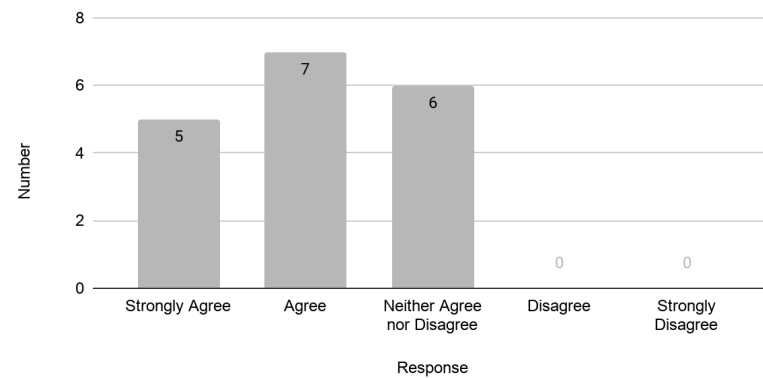
Central Office

I have access to tools and resources needed to be successful in my role.



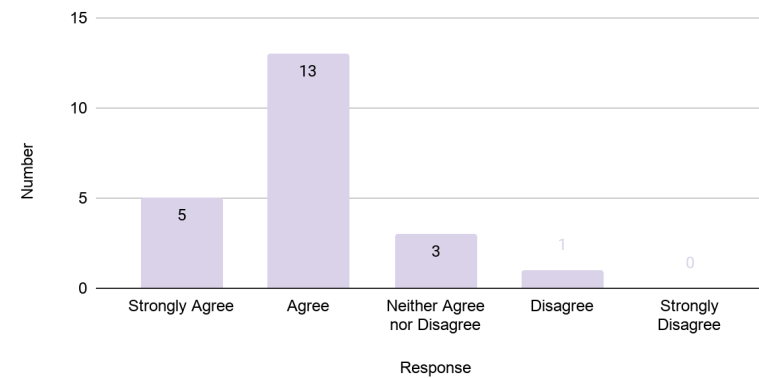
School Leadership/Admin

I have access to tools and resources needed to be successful in my role.



Non-Instructional School Staff

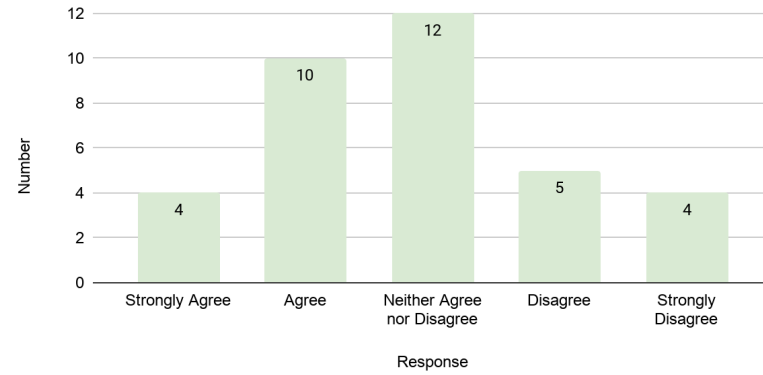
I have access to tools and resources needed to be successful in my role.



30. I am interested in taking on additional duties at MWA.

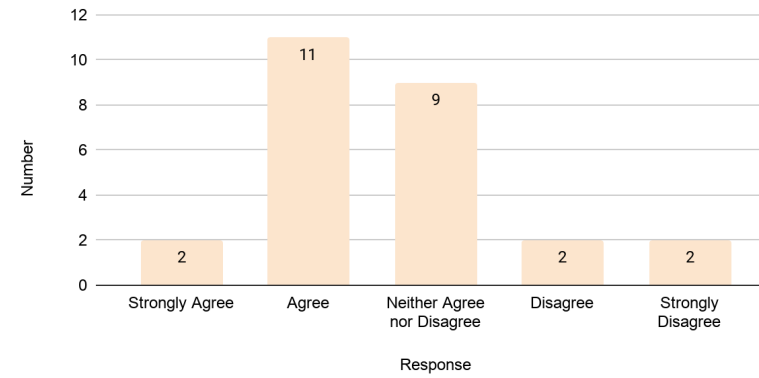
Faculty (5th-8th)

I am interested in taking on additional duties at MWA.



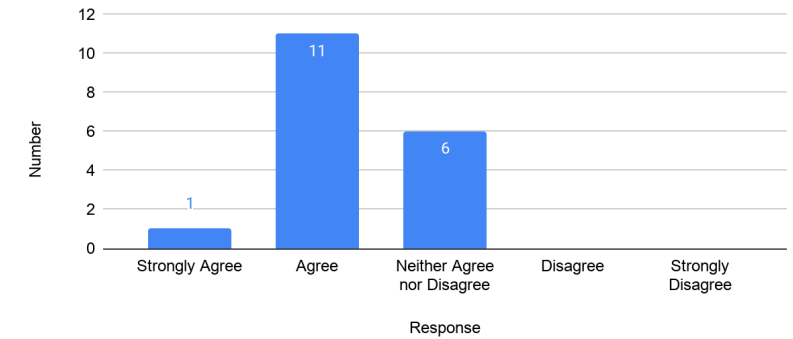
Faculty (9th-12th)

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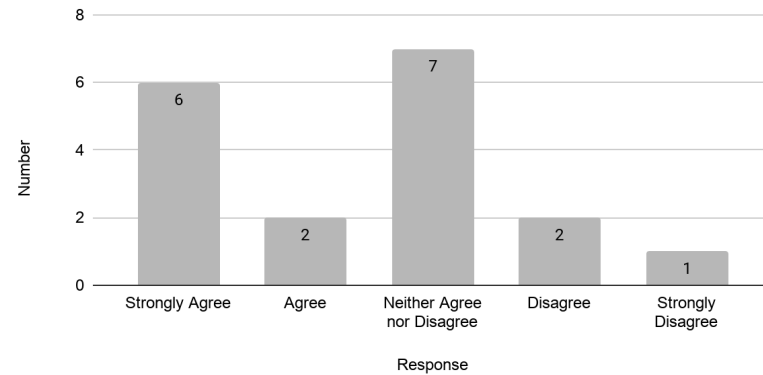
Central Office

I am interested in taking on additional duties at MWA.



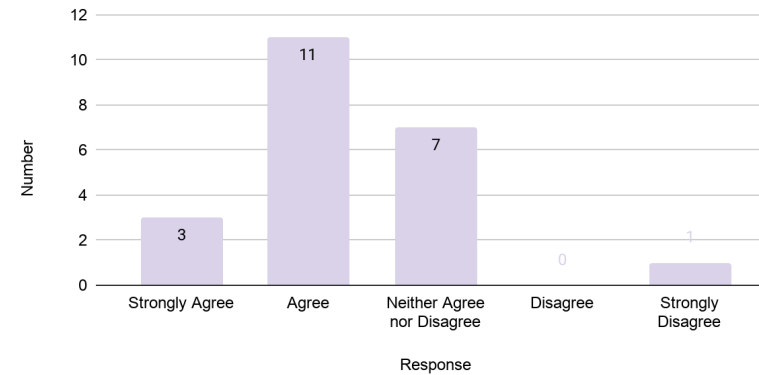
School Leadership/Admin

I am interested in taking on additional duties at MWA.



Non-Instructional School Staff

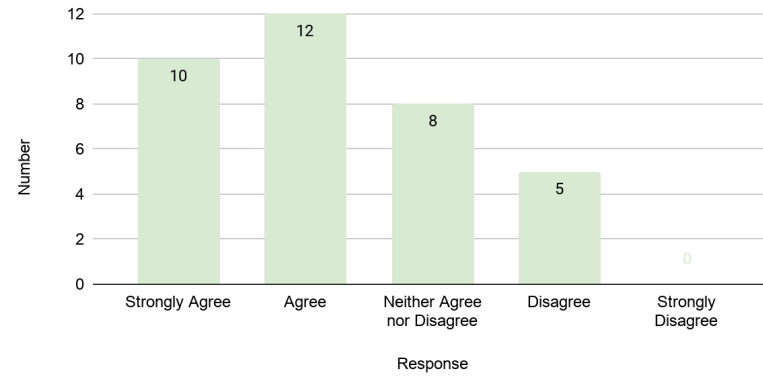
I am interested in taking on additional duties at MWA.



31. I believe there are desirable career opportunities for me at MWA.

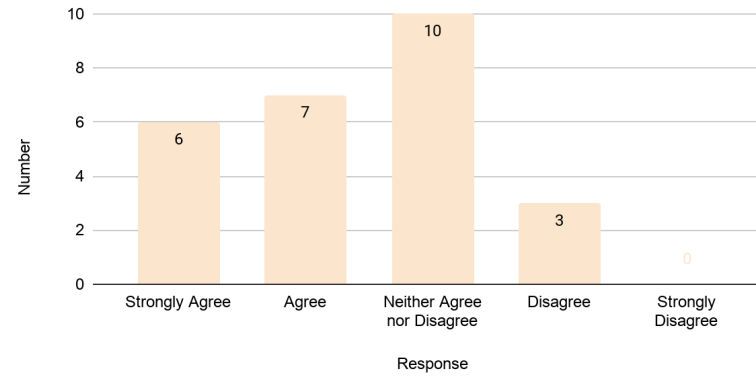
Faculty (5th-8th)

I believe there are desirable career opportunities for me at MWA.



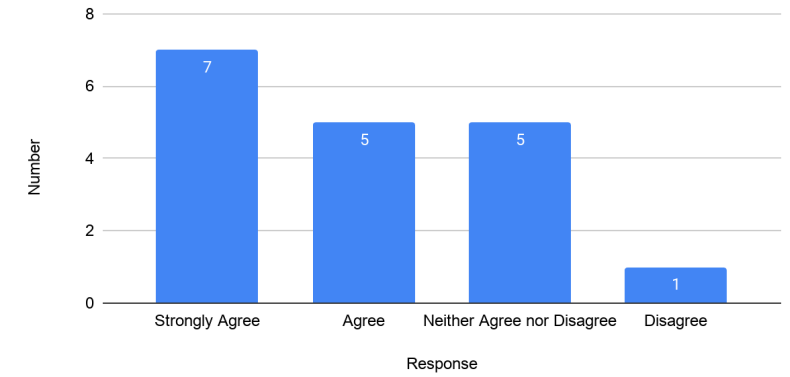
Faculty (9th-12th)

I believe there are desirable career opportunities for me at MWA.



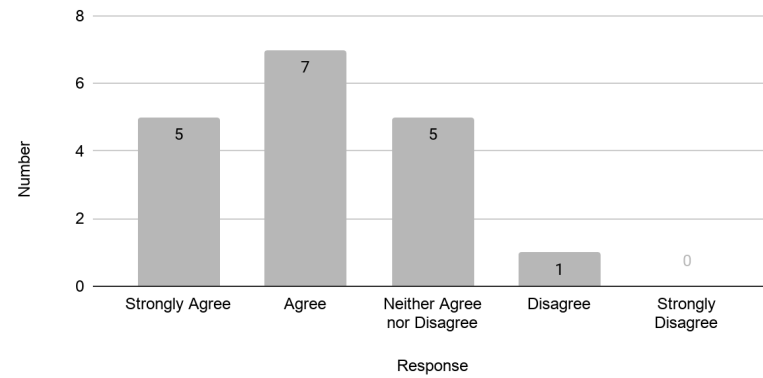
Central Office

I believe there are desirable career opportunities for me at MWA.



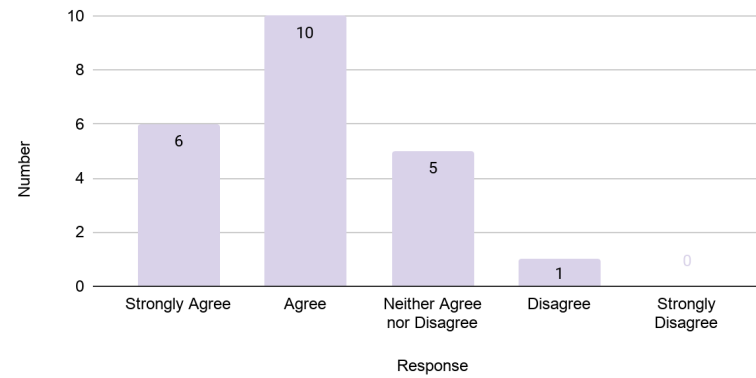
School Leadership/Admin

I believe there are desirable career opportunities for me at MWA.



Non-Instructional School Staff

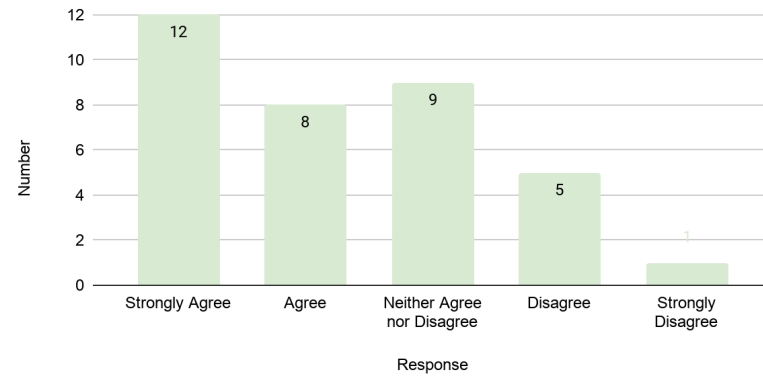
I believe there are desirable career opportunities for me at MWA.



32. I envision myself having a long-term career (5+ years) at MWA.

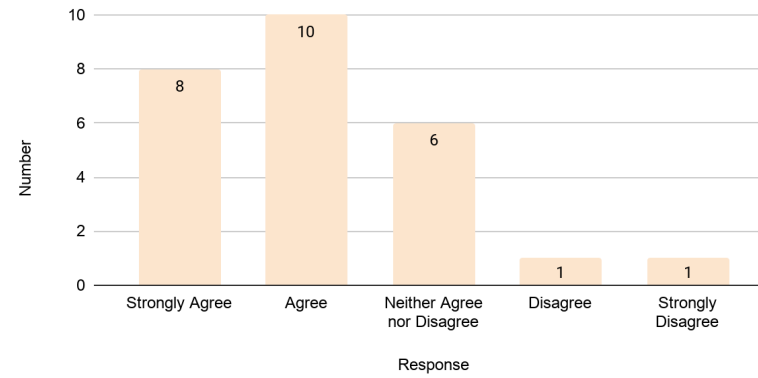
Faculty (5th-8th)

I envision myself having a long-term career (5+ years) at MWA.



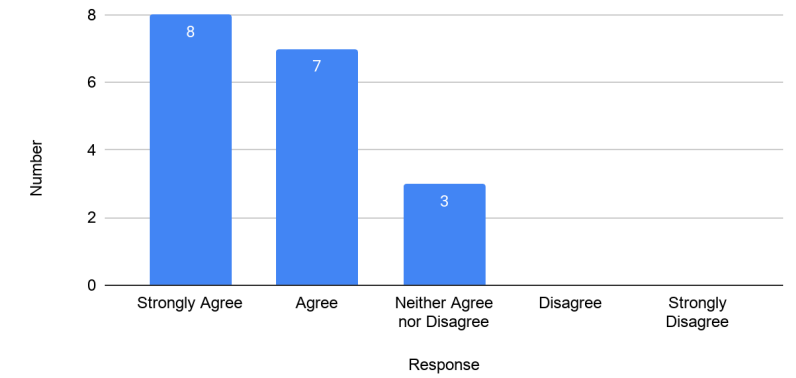
Faculty (9th-12th)

I envision myself having a long-term career (5+ years) at MWA.



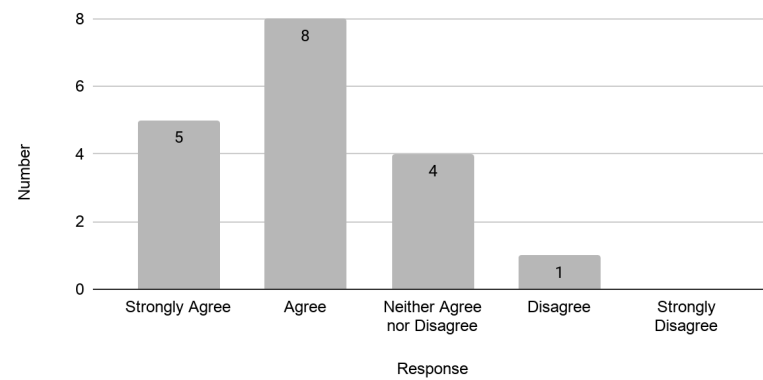
Central Office

I envision myself having a long-term career (5+ years) at MWA.



School Leadership/Admin

I envision myself having a long-term career (5+ years) at MWA.



Non-Instructional School Staff

I envision myself having a long-term career (5+ years) at MWA.

