



MYPCorporation

Olivet Christian College

Summary Report

Survey name: SRS - Staff - Olivet Christian College 2011

Dates conducted: 24 May 2011 to 7 June 2011



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1. Foreword

MYP Corporation is delighted to provide Olivet Christian College with this Summary Report obtained from the results of the School Results Survey (SRS) for staff undertaken between 24 May 2011 and 7 June 2011. 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 MYP Corporation include:

- **Comprehensive 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)
- **Inter-school Comparison Report** - Summary of survey results compared to results from other schools
- **PowerPoint presentation** - PowerPoint presentation of survey results
- **Excel spreadsheet** - Spreadsheet containing all survey data
- **Excel pivot table** - Pivot table containing customised segmented 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 Staff Feedback Report to your staff.

MYP Corporation encourages you to review the report findings carefully and consider how you may be able to enhance the benefits from conducting this survey. To obtain additional reports, please contact Jenny Eager, Director - Operations & Education Services at MYP Corporation on:

phone: +61 7 3393 2833

email: jeager@myyardstick.com

web: www.myyardstick.com

2. Executive Summary

MYP Corporation conducted a School Results Survey for Olivet Christian College commencing 24 May 2011 and concluding 7 June 2011.

Olivet Christian College provides educational services to students from 49 families.

Survey responses were received from 18 out of a total of 18 eligible respondents. This equates to a response rate of 100%.

Olivet Christian College recorded an overall satisfaction score of 88% (4.38 out of 5).

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

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

Highest

Gender:	Male
Age Bracket:	50+ yrs
Employment Type:	Perm Full-time
Employment Period:	10+ yrs
School Role:	Leadership
Distance from School:	<2 km
School Sector:	Secondary

Lowest

Gender:	Female
Age Bracket:	<30 yrs
Employment Type:	Volunteer
Employment Period:	7-9 yrs
School Role:	Ancillary
Distance from School:	6-10 km
School Sector:	>1 School Sector

The response rate to open questions is summarised as follows:

- 16 responses were received to the question: "What do you like about working at Olivet Christian College?"
- 11 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 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. (Please refer to the Comprehensive Report for the 'School Strategies' component.)

Information regarding the survey was distributed to Olivet Christian College's staff detailing how to complete the survey online through MYP 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
- Staff Engagement
- Resources
- Workplace Health & Safety
- Training/Professional Development
- Career Advancement

Note: To protect anonymity, segments containing feedback from only 1 respondent have been merged into the largest segment.

3.2 Report

The report comprises 2 sections:

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

Throughout the report, results have been colour coded.

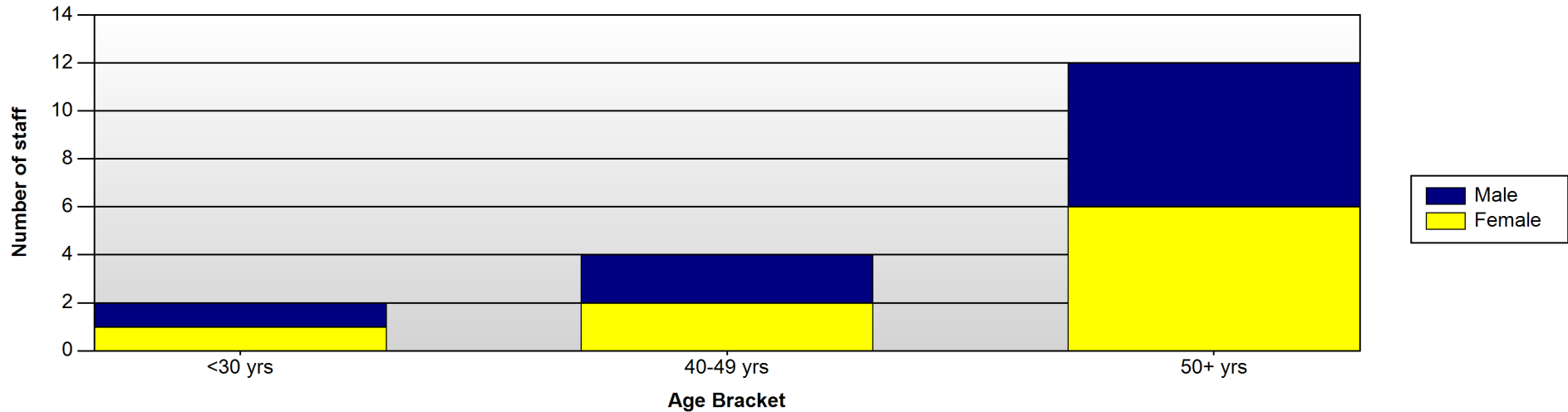
4 - 5	An excellent outcome that indicates a real commitment on behalf of the organisation to address this issue in a tangible and relevant manner. Maintain vigilance and continue to adapt to the changing nature of the school environment.
3 - 4	A fair to good score that reflects a level of satisfaction on this issue. However, it falls short of an '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 - 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.

4.1 Staff by Gender and Age Bracket

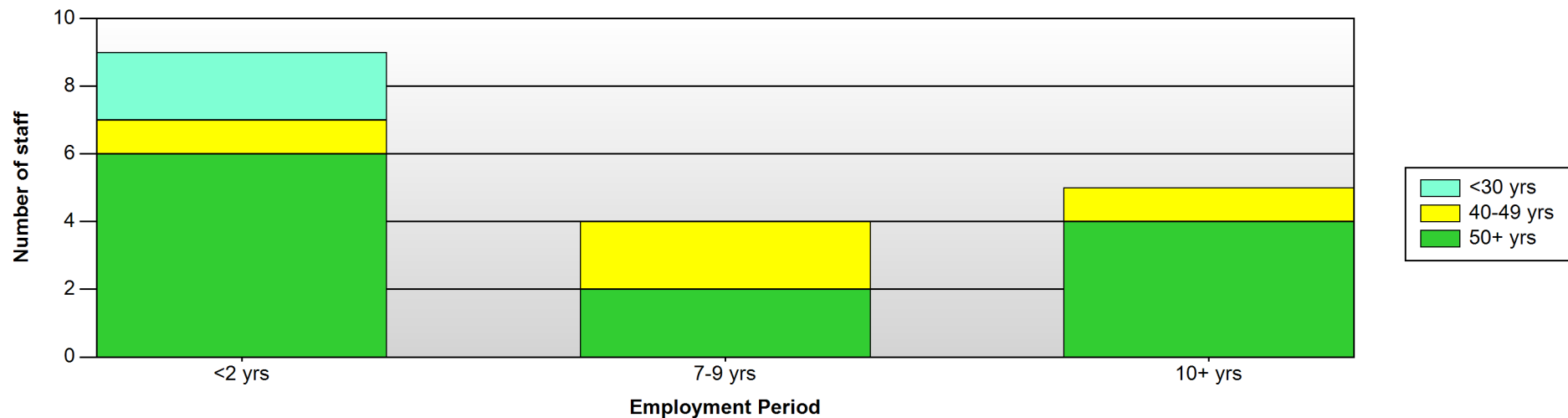


Age Bracket	Male	Female	Total	%
<30 yrs	1	1	2	11%
40-49 yrs	2	2	4	22%
50+ yrs	6	6	12	67%
Total	9	9	18	
%	50%	50%		

Staff selecting the gender group 'Male' and age bracket '40-49 yrs' recorded the highest satisfaction score of 92% (4.61 out of 5).

Staff selecting the gender group 'Female' and age bracket '40-49 yrs' recorded the lowest satisfaction score of 85% (4.24 out of 5).

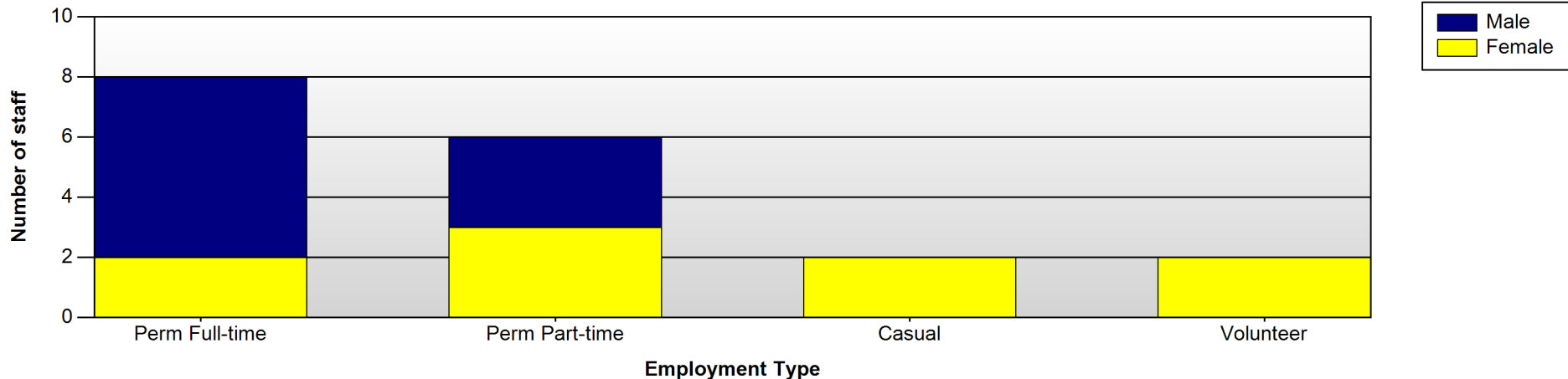
4.2 Staff by Employment Period and Age Bracket



Employment Period	<30 yrs	40-49 yrs	50+ yrs	Total	%
<2 yrs	2	1	6	9	50%
7-9 yrs		2	2	4	22%
10+ yrs		1	4	5	28%
Total	2	4	12	18	
%	11%	22%	67%		

- Staff selecting the employment period '10+ yrs' and age bracket '50+ yrs' recorded the highest satisfaction score of 94% (4.71 out of 5).
- Staff selecting the employment period '7-9 yrs' and age bracket '50+ yrs' recorded the lowest satisfaction score of 83% (4.17 out of 5).

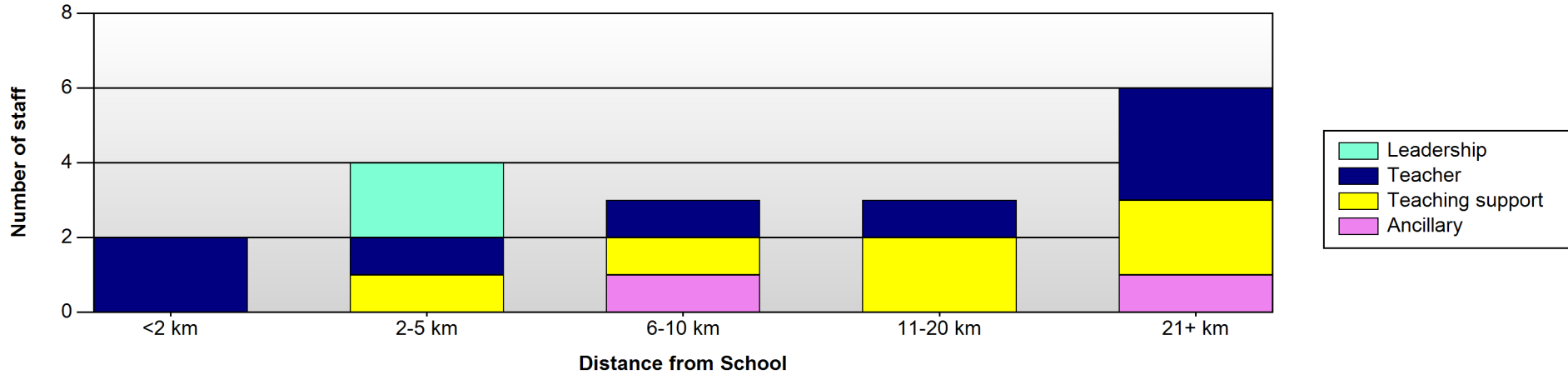
4.3 Staff by Gender and Employment Type



Employment Type	Male	Female	Total	%
Perm Full-time	6	2	8	44%
Perm Part-time	3	3	6	33%
Casual		2	2	11%
Volunteer		2	2	11%
Total	9	9	18	
%	50%	50%		

- Staff selecting the employment type 'Perm Full-time' and gender 'Female' recorded the highest satisfaction score of 94% (4.68 out of 5).
- Staff selecting the employment type 'Volunteer' and gender 'Female' recorded the lowest satisfaction score of 74% (3.71 out of 5).

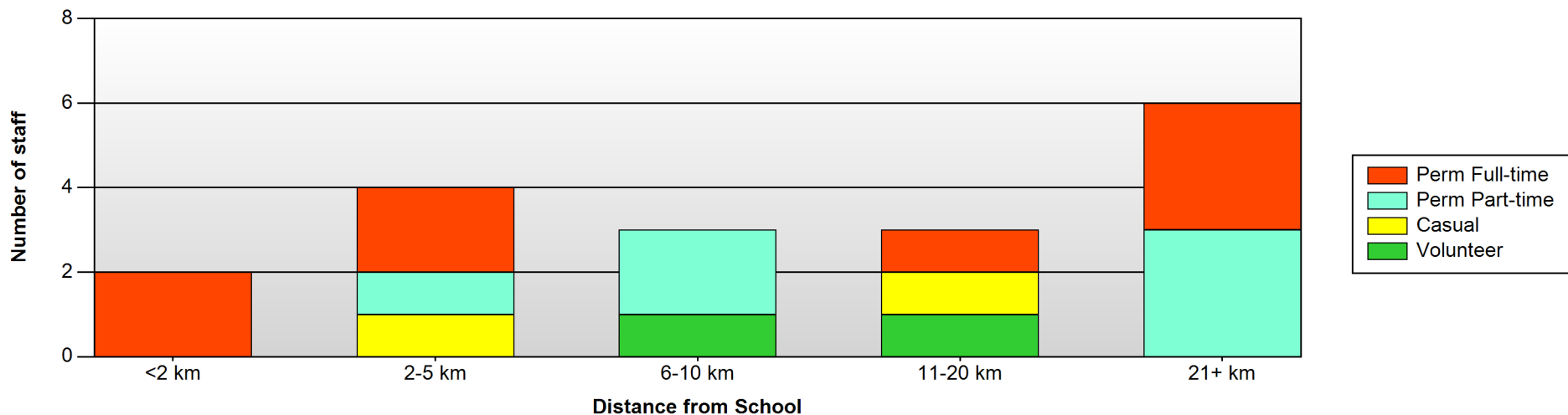
4.4 Staff by Distance from School and School Role



Distance from School	Leadership	Teacher	Teaching support	Ancillary	Total	%
<2 km		2			2	11%
2-5 km	2	1	1		4	22%
6-10 km		1	1	1	3	17%
11-20 km		1	2		3	17%
21+ km		3	2	1	6	33%
Total	2	8	6	2	18	
%	11%	44%	33%	11%		

- Staff selecting the distance from school '<2 km' and school role 'Teacher' recorded the highest satisfaction score of 95% (4.77 out of 5).
- Staff selecting the distance from school '<2 km' and school role 'Teacher' recorded the highest satisfaction score of 95% (4.77 out of 5).
- Staff selecting the distance from school '11-20 km' and school role 'Teaching support' recorded the lowest satisfaction score of 82% (4.1 out of 5).
- Staff selecting the distance from school '11-20 km' and school role 'Teaching support' recorded the lowest satisfaction score of 82% (4.1 out of 5).

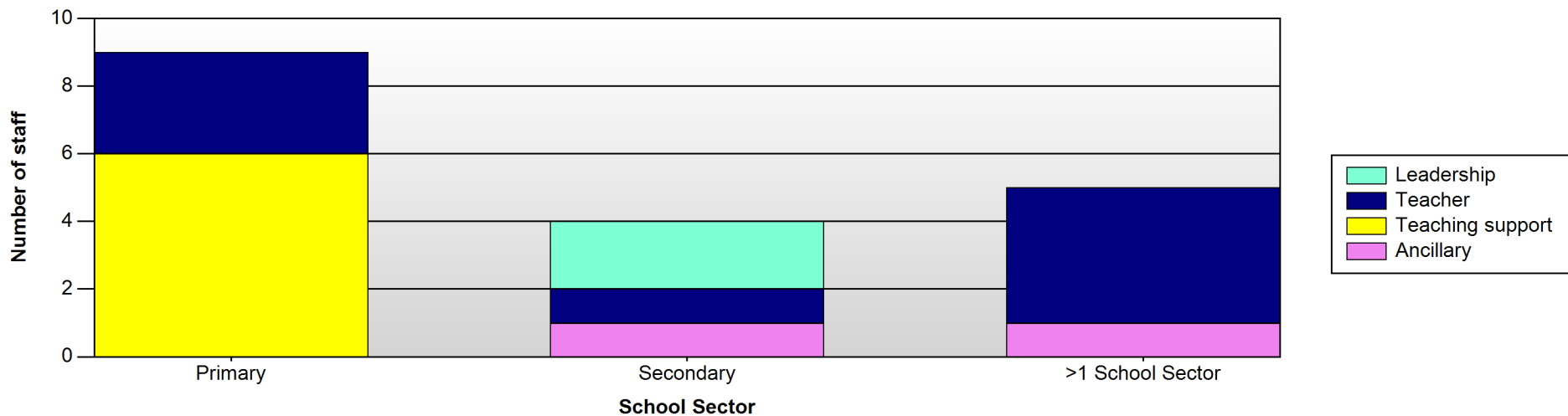
4.5 Staff by Distance from School and Employment Type



Distance from School	Perm Full-time	Perm Part-time	Casual	Volunteer	Total	%
<2 km	2				2	11%
2-5 km	2	1	1		4	22%
6-10 km		2		1	3	17%
11-20 km	1		1	1	3	17%
21+ km	3	3			6	33%
Total	8	6	2	2	18	
%	44%	33%	11%	11%		

- Staff selecting the distance from school '<2 km' and employment type 'Perm Full-time' recorded the highest satisfaction score of 95% (4.77 out of 5).
- Staff selecting the distance from school '6-10 km' and employment type 'Perm Part-time' recorded the lowest satisfaction score of 74% (3.69 out of 5).

4.6 Staff by School Sector and School Role

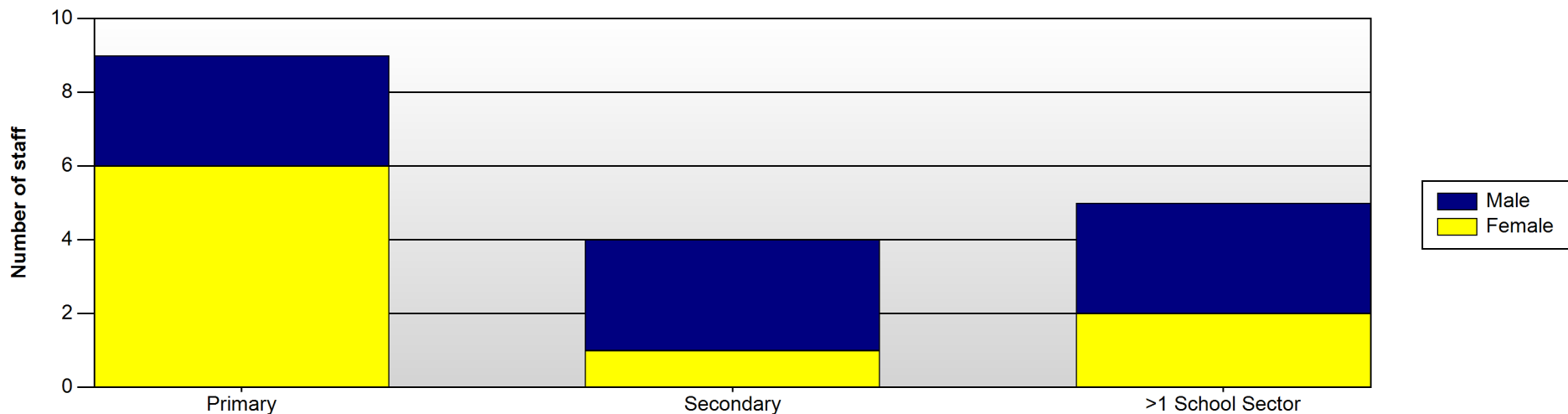


School Sector	Leadership	Teacher	Teaching support	Ancillary	Total	%
Primary		3	6		9	50%
Secondary	2	1		1	4	22%
>1 School Sector		4		1	5	28%
Total	2	8	6	2	18	
%	11%	44%	33%	11%		

Staff selecting the school sector 'Primary' and school role 'Teacher' recorded the highest satisfaction score of 92% (4.61 out of 5).

Staff selecting the school sector 'Primary' and school role 'Teaching support' recorded the lowest satisfaction score of 85% (4.24 out of 5).

4.7 Staff by School Sector and Gender



School Sector	Male	Female	Total	%
Primary	3	6	9	50%
Secondary	3	1	4	22%
>1 School Sector	3	2	5	28%
Total	9	9	18	
%	50%	50%		

Female staff selecting the school sector segment of '>1 School Sector' recorded the highest satisfaction score of 94% (4.69 out of 5).

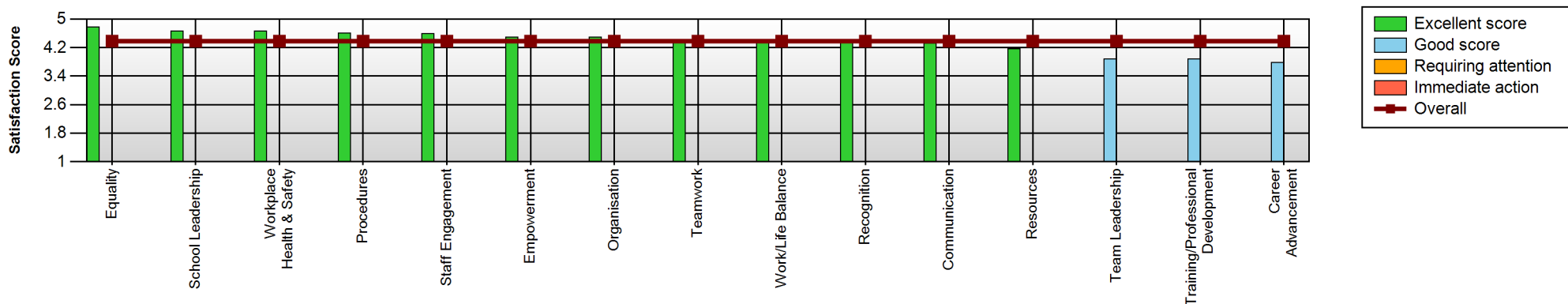
Male staff selecting the school sector segment of '>1 School Sector' recorded the lowest satisfaction score of 82% (4.08 out of 5).

5. Section 2 - Responses by Segmentation and Key Area

5.1 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.



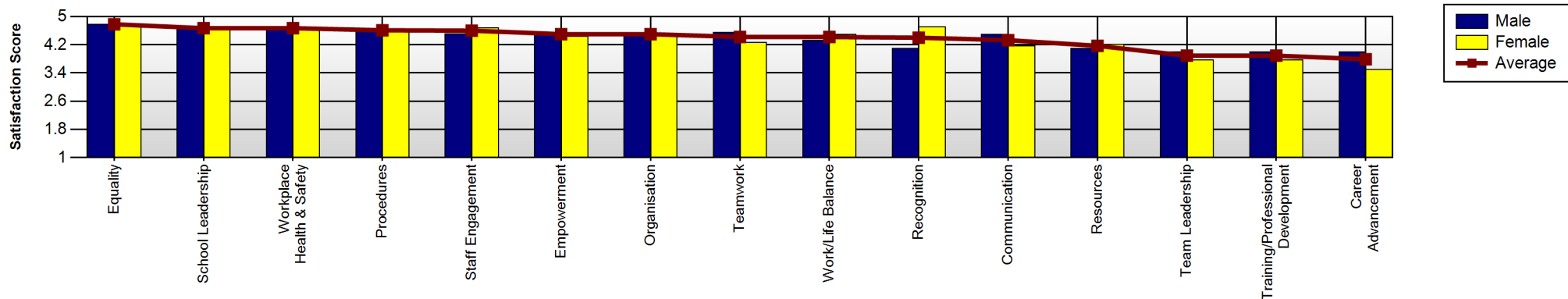
Key Area	Satisfaction	Overall	Variance
Equality	4.78	4.38	9%
School Leadership	4.67	4.38	7%
Workplace Health & Safety	4.67	4.38	7%
Procedures	4.61	4.38	5%
Staff Engagement	4.60	4.38	5%
Empowerment	4.50	4.38	3%
Organisation	4.50	4.38	3%
Teamwork	4.42	4.38	1%
Work/Life Balance	4.42	4.38	1%
Recognition	4.40	4.38	0%
Communication	4.33	4.38	-1%
Resources	4.17	4.38	-5%
Team Leadership	3.89	4.38	-11%
Training/Professional Development	3.89	4.38	-11%
Career Advancement	3.79	4.38	-13%

	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 an '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 88% (4.38 out of 5).
- Best practice areas include: Equality, School Leadership, Workplace Health & Safety, Procedures, Staff Engagement, Organisation, Empowerment, Teamwork, Work/Life Balance, Recognition, Communication, Resources.
- Fair to good areas include: Team Leadership, Training/Professional Development, Career Advancement.

5.2 Responses by Key Area and Gender



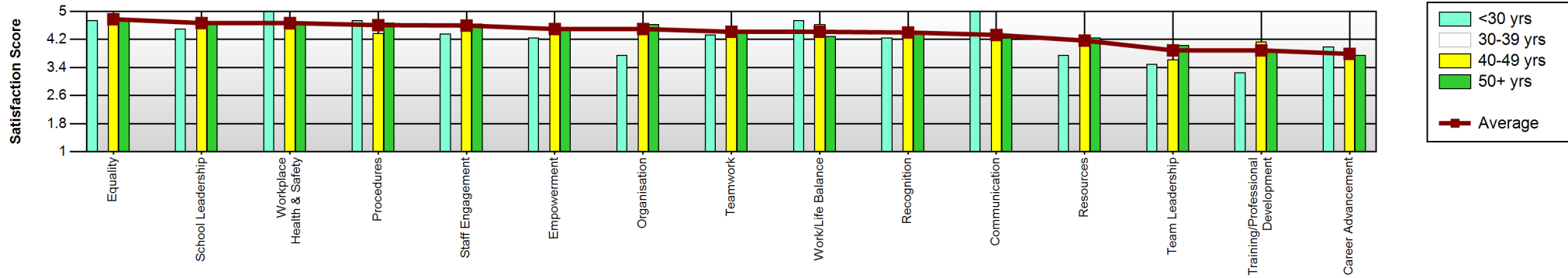
Key Area	Avg	Male		Female	
		Score	Var %	Score	Var %
Equality	4.78	4.78	0%	4.78	0%
School Leadership	4.67	4.67	0%	4.67	0%
Workplace Health & Safety	4.67	4.67	0%	4.67	0%
Procedures	4.61	4.61	0%	4.61	0%
Staff Engagement	4.60	4.51	-2%	4.68	2%
Empowerment	4.50	4.56	1%	4.44	-1%
Organisation	4.50	4.50	0%	4.50	0%
Teamwork	4.42	4.56	3%	4.27	-3%
Work/Life Balance	4.42	4.33	-2%	4.50	2%
Recognition	4.40	4.11	-7%	4.71	7%
Communication	4.33	4.50	4%	4.17	-4%
Resources	4.17	4.11	-1%	4.22	1%
Team Leadership	3.89	4.00	3%	3.78	-3%
Training/Professional Development	3.89	4.00	3%	3.78	-3%
Career Advancement	3.79	4.00	6%	3.50	-8%
Overall Score	4.38	4.39	0%	4.35	-1%

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

Key Outcomes

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

5.3 Responses by Key Area and Age Bracket



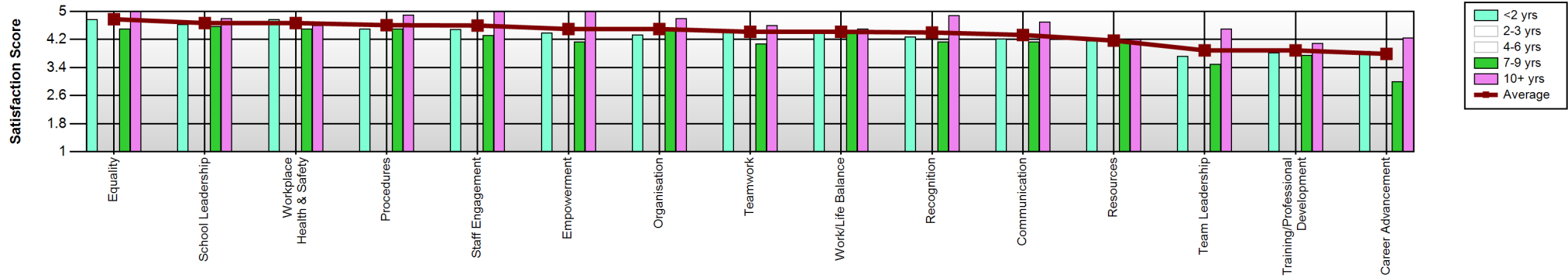
Key Area	Avg	<30 yrs		40-49 yrs		50+ yrs	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.78	4.75	-1%	4.75	-1%	4.79	0%
School Leadership	4.67	4.50	-4%	4.83	3%	4.64	-1%
Workplace Health & Safety	4.67	5.00	7%	4.50	-4%	4.67	0%
Procedures	4.61	4.75	3%	4.38	-5%	4.67	1%
Staff Engagement	4.60	4.36	-5%	4.54	-1%	4.65	1%
Empowerment	4.50	4.25	-6%	4.63	3%	4.50	0%
Organisation	4.50	3.75	-17%	4.50	0%	4.63	3%
Teamwork	4.42	4.33	-2%	4.50	2%	4.40	0%
Work/Life Balance	4.42	4.75	7%	4.63	5%	4.29	-3%
Recognition	4.40	4.25	-3%	4.50	2%	4.39	0%
Communication	4.33	5.00	15%	4.25	-2%	4.25	-2%
Resources	4.17	3.75	-10%	4.13	-1%	4.25	2%
Team Leadership	3.89	3.50	-10%	3.63	-7%	4.04	4%
Training/Professional Development	3.89	3.25	-16%	4.13	6%	3.92	1%
Career Advancement	3.79	4.00	6%	3.75	-1%	3.75	-1%
Overall Score	4.38	4.28	-2%	4.38	0%	4.39	0%

Legend	■ Excellent score	■ Good score	■ Requires attention	■ Immediate action
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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 'Team Leadership' area; staff selecting '50+ yrs' are least satisfied in the 'Work/Life Balance' area.

5.4 Responses by Key Area and Employment Period



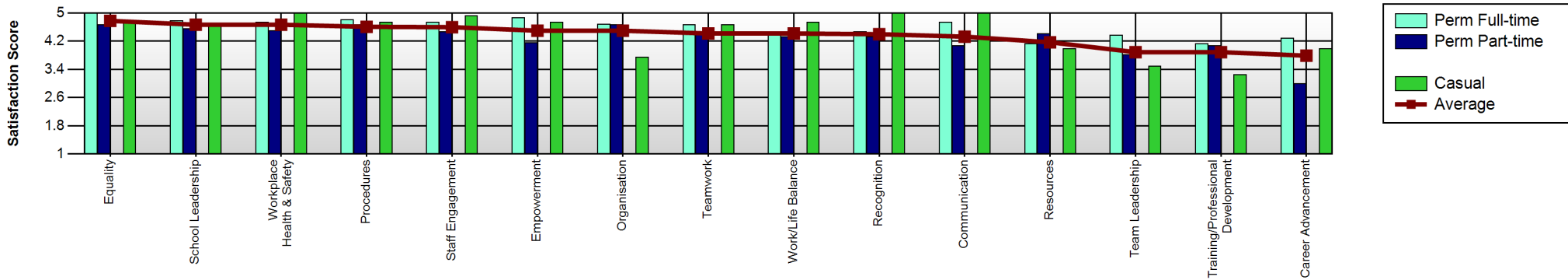
Key Area	Avg	<2 yrs		7-9 yrs		10+ yrs	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.78	4.78	0%	4.50	-6%	5.00	5%
School Leadership	4.67	4.63	-1%	4.58	-2%	4.80	3%
Workplace Health & Safety	4.67	4.78	2%	4.50	-4%	4.60	-1%
Procedures	4.61	4.50	-2%	4.50	-2%	4.90	6%
Staff Engagement	4.60	4.49	-2%	4.32	-6%	5.00	9%
Empowerment	4.50	4.39	-2%	4.13	-8%	5.00	11%
Organisation	4.50	4.33	-4%	4.50	0%	4.80	7%
Teamwork	4.42	4.46	1%	4.08	-8%	4.60	4%
Work/Life Balance	4.42	4.39	-1%	4.38	-1%	4.50	2%
Recognition	4.40	4.28	-3%	4.13	-6%	4.89	11%
Communication	4.33	4.22	-2%	4.13	-5%	4.70	9%
Resources	4.17	4.17	0%	4.13	-1%	4.20	1%
Team Leadership	3.89	3.72	-4%	3.50	-10%	4.50	16%
Training/Professional Development	3.89	3.83	-1%	3.75	-4%	4.10	5%
Career Advancement	3.79	3.86	2%	3.00	-21%	4.25	12%
Overall Score	4.38	4.32	-1%	4.14	-5%	4.66	6%

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

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 'Team Leadership' area; Staff selecting '7-9 yrs' are least satisfied in the 'Career Advancement' area; Staff selecting '10+ yrs' are least satisfied in the 'Workplace Health & Safety' area.

5.5 Responses by Key Area and Employment Type



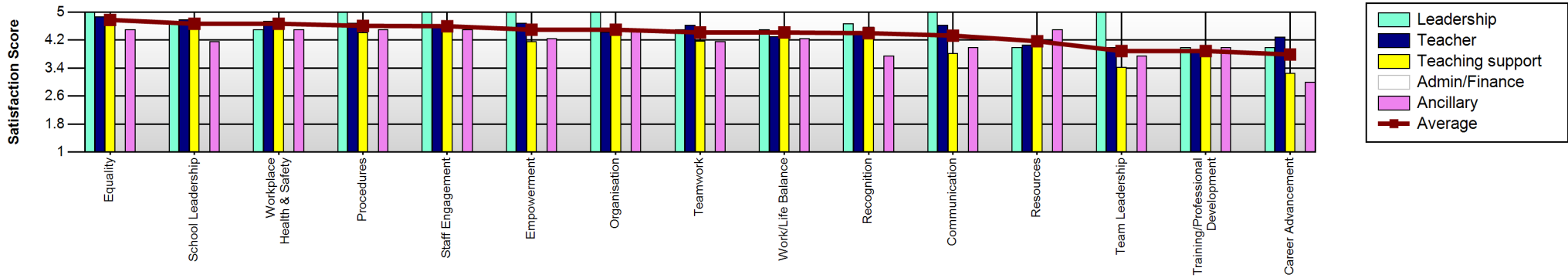
Key Area	Avg	Perm Full-time		Perm Part-time		Casual		Volunteer	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %
Equality	4.78	5.00	5%	4.67	-2%	4.75	-1%	4.25	-11%
School Leadership	4.67	4.79	3%	4.56	-2%	4.67	0%	4.50	-4%
Workplace Health & Safety	4.67	4.75	2%	4.50	-4%	5.00	7%	4.50	-4%
Procedures	4.61	4.81	4%	4.67	1%	4.75	3%	3.50	-24%
Staff Engagement	4.60	4.75	3%	4.48	-3%	4.93	7%	4.00	-13%
Empowerment	4.50	4.88	8%	4.17	-7%	4.75	6%	3.75	-17%
Organisation	4.50	4.69	4%	4.67	4%	3.75	-17%	4.00	-11%
Teamwork	4.42	4.67	6%	4.39	-1%	4.67	6%	3.00	-32%
Work/Life Balance	4.42	4.44	0%	4.33	-2%	4.75	7%	4.25	-4%
Recognition	4.40	4.47	2%	4.33	-2%	5.00	14%	3.75	-15%
Communication	4.33	4.75	10%	4.08	-6%	5.00	15%	2.75	-36%
Resources	4.17	4.13	-1%	4.42	6%	4.00	-4%	3.75	-10%
Team Leadership	3.89	4.38	12%	3.83	-1%	3.50	-10%	2.50	-36%
Training/Professional Development	3.89	4.13	6%	4.08	5%	3.25	-16%	3.00	-23%
Career Advancement	3.79	4.29	13%	3.00	-21%	4.00	6%	3.00	-21%
Overall Score	4.38	4.60	5%	4.28	-2%	4.45	2%	3.63	-17%

Legend	Excellent score	Good score	Requires attention	Immediate action
	Green	Blue	Yellow	Red

Key Outcomes

- Staff selecting 'Perm Full-time' recorded the highest satisfaction score; Staff selecting 'Volunteer' recorded the lowest satisfaction score.
- Staff selecting 'Perm Full-time' are least satisfied in the 'Resources' area; Staff selecting 'Perm Part-time' are least satisfied in the 'Career Advancement' area; Staff selecting 'Casual' are least satisfied in the 'Organisation' area; Staff selecting 'Volunteer' are least satisfied in the 'Communication' area.

5.6 Responses by Key Area and School Role



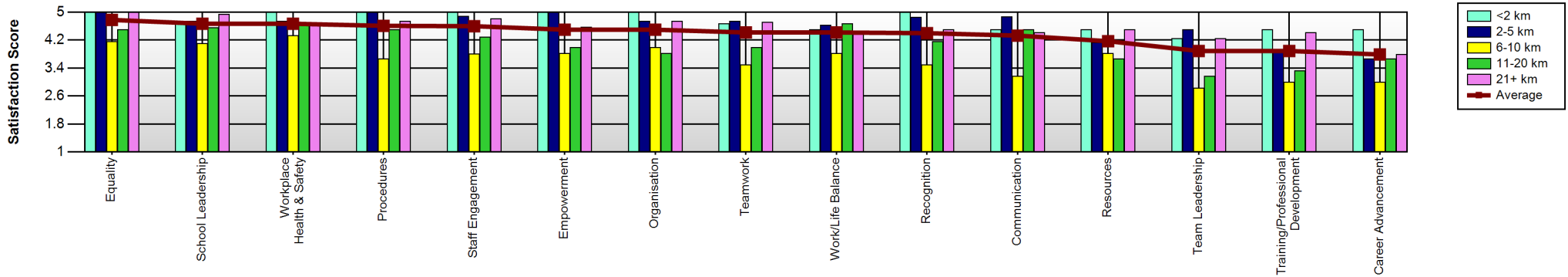
Key Area	Avg	Leadership		Teacher		Teaching support		Ancillary	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %
Equality	4.78	5.00	5%	4.88	2%	4.67	-2%	4.50	-6%
School Leadership	4.67	4.67	0%	4.79	3%	4.67	0%	4.17	-11%
Workplace Health & Safety	4.67	4.50	-4%	4.75	2%	4.67	0%	4.50	-4%
Procedures	4.61	5.00	8%	4.69	2%	4.42	-4%	4.50	-2%
Staff Engagement	4.60	5.00	9%	4.57	-1%	4.52	-2%	4.50	-2%
Empowerment	4.50	5.00	11%	4.69	4%	4.17	-7%	4.25	-6%
Organisation	4.50	5.00	11%	4.44	-1%	4.42	-2%	4.50	0%
Teamwork	4.42	4.50	2%	4.63	5%	4.18	-6%	4.17	-6%
Work/Life Balance	4.42	4.50	2%	4.31	-2%	4.58	4%	4.25	-4%
Recognition	4.40	4.67	6%	4.38	-1%	4.58	4%	3.75	-15%
Communication	4.33	5.00	15%	4.63	7%	3.83	-11%	4.00	-8%
Resources	4.17	4.00	-4%	4.06	-3%	4.25	2%	4.50	8%
Team Leadership	3.89	5.00	29%	4.00	3%	3.42	-12%	3.75	-4%
Training/Professional Development	3.89	4.00	3%	3.94	1%	3.75	-4%	4.00	3%
Career Advancement	3.79	4.00	6%	4.29	13%	3.25	-14%	3.00	-21%
Overall Score	4.38	4.66	6%	4.47	2%	4.23	-4%	4.16	-5%

Legend	Excellent score	Good score	Requires attention	Immediate action
	Green	Light Blue	Yellow	Red

Key Outcomes

- Staff selecting 'Leadership' recorded the highest satisfaction score; Staff selecting 'Ancillary' recorded the lowest satisfaction score.
- Staff selecting 'Leadership' are least satisfied in the 'Resources' area; Staff selecting 'Teacher' are least satisfied in the 'Resources' area; Staff selecting 'Teaching support' are least satisfied in the 'Career Advancement' area; Staff selecting 'Ancillary' are least satisfied in the 'Career Advancement' area.

5.7 Responses by Key Area and Distance from School



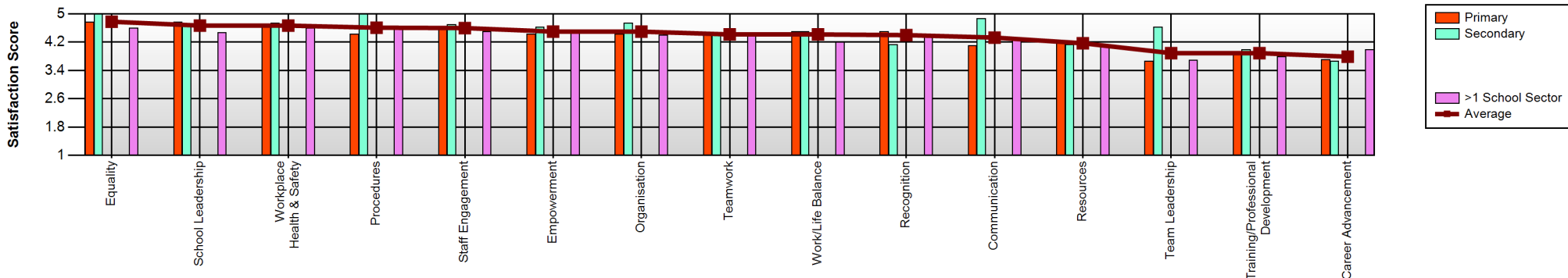
Key Area	Avg	<2 km		2-5 km		6-10 km		11-20 km		21+ km	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %	Score	Var %
Equality	4.78	5.00	5%	5.00	5%	4.17	-13%	4.50	-6%	5.00	5%
School Leadership	4.67	4.67	0%	4.75	2%	4.11	-12%	4.56	-2%	4.94	6%
Workplace Health & Safety	4.67	5.00	7%	4.75	2%	4.33	-7%	4.67	0%	4.67	0%
Procedures	4.61	5.00	8%	5.00	8%	3.67	-20%	4.50	-2%	4.75	3%
Staff Engagement	4.60	5.00	9%	4.89	6%	3.81	-17%	4.29	-7%	4.81	5%
Empowerment	4.50	5.00	11%	5.00	11%	3.83	-15%	4.00	-11%	4.58	2%
Organisation	4.50	5.00	11%	4.75	6%	4.00	-11%	3.83	-15%	4.75	6%
Teamwork	4.42	4.67	6%	4.75	7%	3.50	-21%	4.00	-10%	4.72	7%
Work/Life Balance	4.42	4.50	2%	4.63	5%	3.83	-13%	4.67	6%	4.42	0%
Recognition	4.40	5.00	14%	4.86	10%	3.50	-20%	4.17	-5%	4.50	2%
Communication	4.33	4.50	4%	4.88	13%	3.17	-27%	4.50	4%	4.42	2%
Resources	4.17	4.50	8%	4.13	-1%	3.83	-8%	3.67	-12%	4.50	8%
Team Leadership	3.89	4.25	9%	4.50	16%	2.83	-27%	3.17	-19%	4.25	9%
Training/Professional Development	3.89	4.50	16%	3.88	0%	3.00	-23%	3.33	-14%	4.42	14%
Career Advancement	3.79	4.50	19%	3.67	-3%	3.00	-21%	3.67	-3%	3.80	0%
Overall Score	4.38	4.74	8%	4.63	6%	3.64	-17%	4.10	-6%	4.57	4%

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

Key Outcomes

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

5.8 Responses by Key Area and School Sector



Key Area	Avg	Primary		Secondary		>1 School Sector	
		Score	Var %	Score	Var %	Score	Var %
Equality	4.78	4.78	0%	5.00	5%	4.60	-4%
School Leadership	4.67	4.78	2%	4.67	0%	4.47	-4%
Workplace Health & Safety	4.67	4.67	0%	4.75	2%	4.60	-1%
Procedures	4.61	4.44	-4%	5.00	8%	4.60	0%
Staff Engagement	4.60	4.59	0%	4.71	2%	4.51	-2%
Empowerment	4.50	4.44	-1%	4.63	3%	4.50	0%
Organisation	4.50	4.44	-1%	4.75	6%	4.40	-2%
Teamwork	4.42	4.42	0%	4.42	0%	4.40	0%
Work/Life Balance	4.42	4.50	2%	4.50	2%	4.20	-5%
Recognition	4.40	4.50	2%	4.14	-6%	4.40	0%
Communication	4.33	4.11	-5%	4.88	13%	4.30	-1%
Resources	4.17	4.22	1%	4.13	-1%	4.10	-2%
Team Leadership	3.89	3.67	-6%	4.63	19%	3.70	-5%
Training/Professional Development	3.89	3.89	0%	4.00	3%	3.80	-2%
Career Advancement	3.79	3.71	-2%	3.67	-3%	4.00	6%
Overall Score	4.38	4.34	-1%	4.53	3%	4.31	-2%

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

Key Outcomes

- Staff selecting 'Secondary' recorded the highest satisfaction score; staff selecting '>1 School Sector' recorded the lowest satisfaction score.
- Staff selecting 'Primary' are least satisfied in the 'Team Leadership' area; staff selecting 'Secondary' are least satisfied in the 'Recognition' area; staff selecting '>1 School Sector' are least satisfied in the 'Work/Life Balance' area.