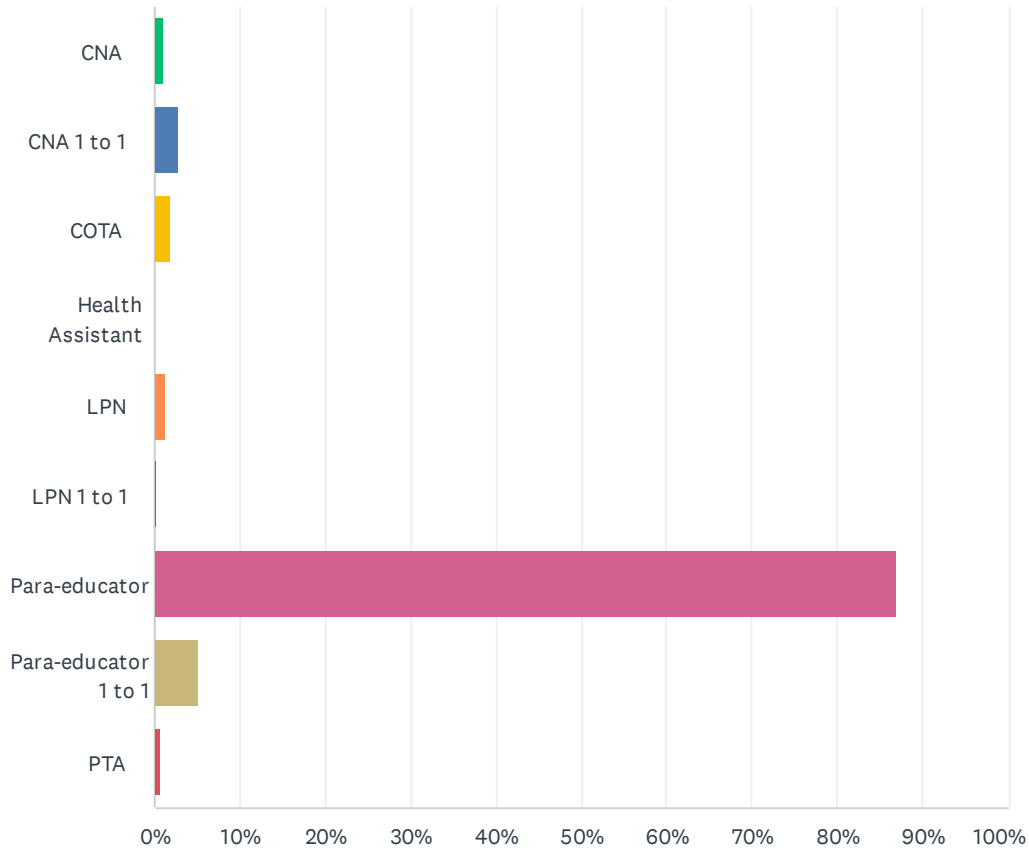


Q1 What position do you currently hold in the Springfield Public Schools?

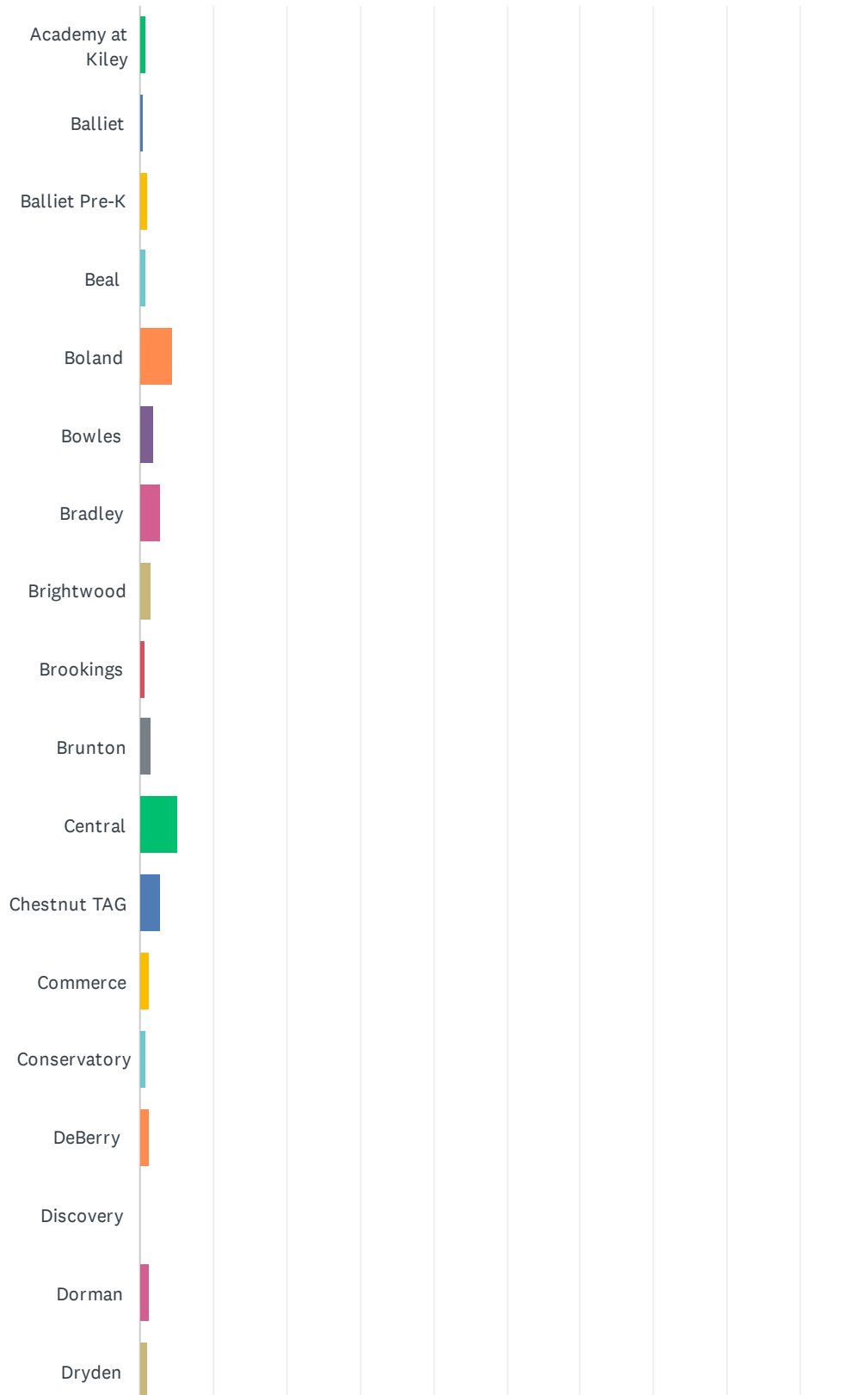
Answered: 439 Skipped: 0



ANSWER CHOICES	RESPONSES
CNA	1.14% 5
CNA 1 to 1	2.73% 12
COTA	1.82% 8
Health Assistant	0.00% 0
LPN	1.37% 6
LPN 1 to 1	0.23% 1
Para-educator	87.02% 382
Para-educator 1 to 1	5.01% 22
PTA	0.68% 3
TOTAL	439

Q2 What school do you currently work in? (If more than one school, please choose your primary working location)

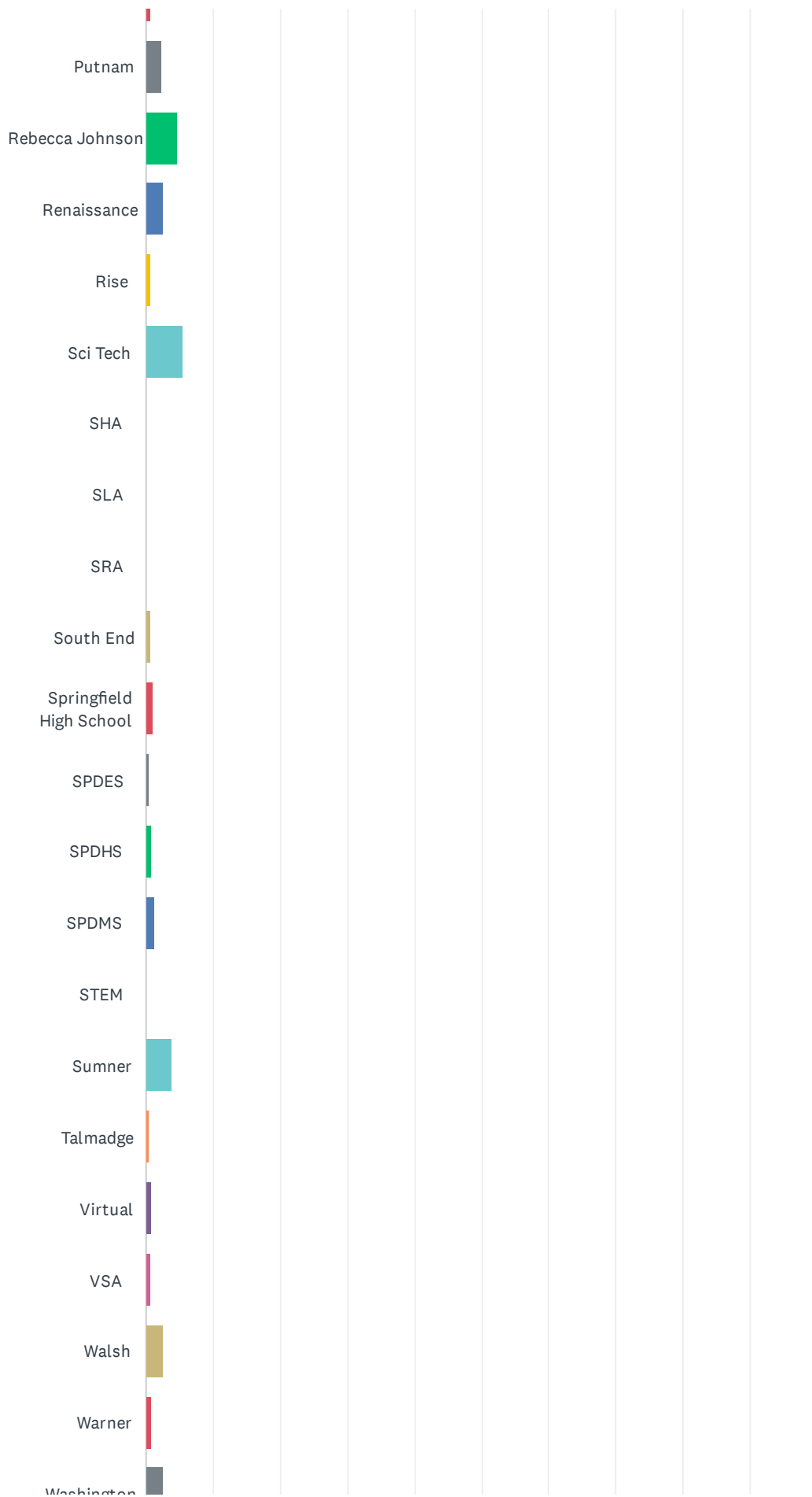
Answered: 439 Skipped: 0



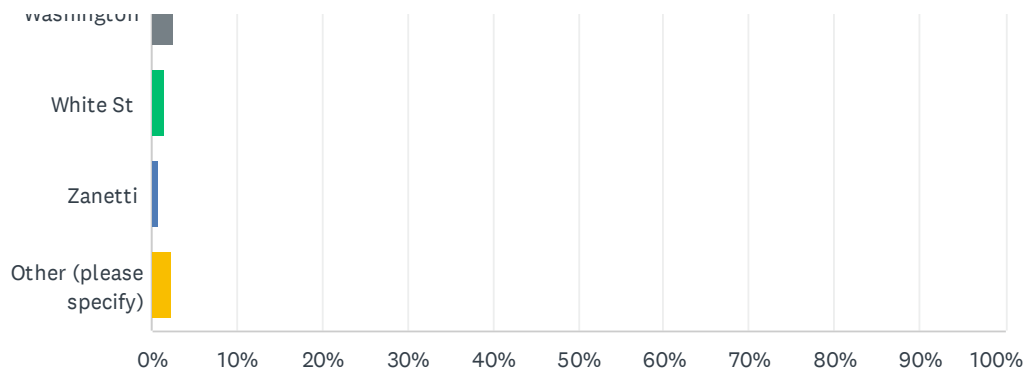
My Employment Satisfaction in the Springfield Public Schools



My Employment Satisfaction in the Springfield Public Schools



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My Employment Satisfaction in the Springfield Public Schools

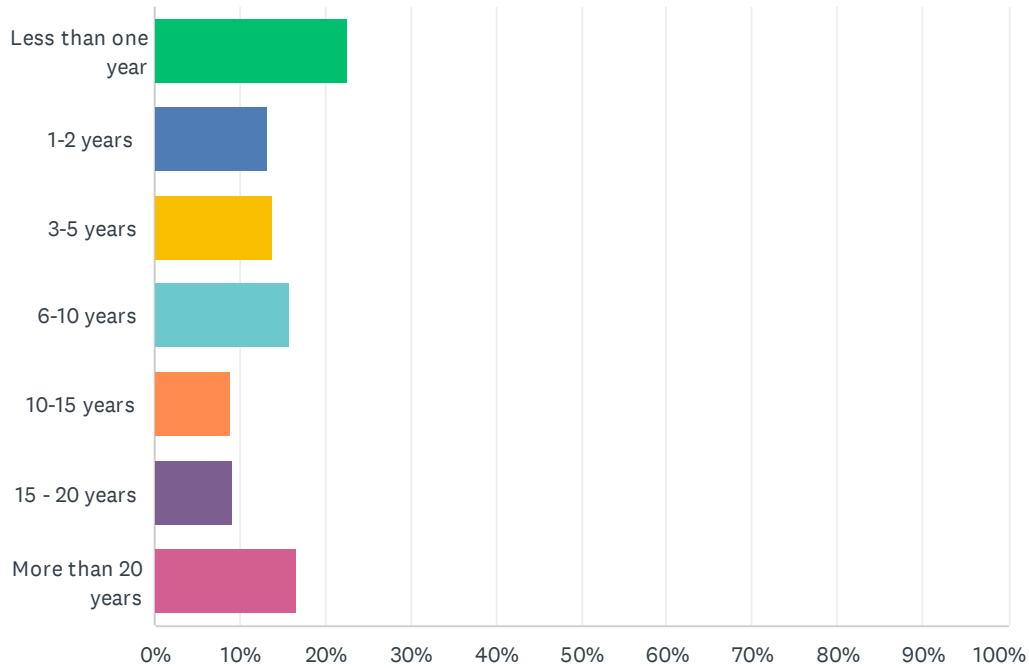
ANSWER CHOICES	RESPONSES	
Academy at Kiley	0.91%	4
Balliet	0.46%	2
Balliet Pre-K	1.14%	5
Beal	0.91%	4
Boland	4.56%	20
Bowles	1.82%	8
Bradley	2.73%	12
Brightwood	1.59%	7
Brookings	0.68%	3
Brunton	1.59%	7
Central	5.01%	22
Chestnut TAG	2.73%	12
Commerce	1.37%	6
Conservatory	0.91%	4
DeBerry	1.37%	6
Discovery	0.00%	0
Dorman	1.37%	6
Dryden	1.14%	5
Duggan	2.73%	12
ECEC	1.37%	6
ECOS	0.00%	0
Ells	3.87%	17
Emergence	0.00%	0
Forest Park	1.59%	7
Freedman	0.91%	4
Gerena	4.78%	21
Glenwood	2.96%	13
Glickman	2.28%	10
Harris	4.10%	18
Homer	1.59%	7
Impact	0.23%	1
IOE	1.59%	7

My Employment Satisfaction in the Springfield Public Schools

Kennedy	0.23%	1
Kensington	0.46%	2
Liberty	0.23%	1
Liberty Prep	0.23%	1
Lincoln	0.91%	4
Lynch	2.05%	9
Pottenger	0.68%	3
Putnam	2.28%	10
Rebecca Johnson	4.78%	21
Renaissance	2.51%	11
Rise	0.68%	3
Sci Tech	5.47%	24
SHA	0.00%	0
SLA	0.00%	0
SRA	0.00%	0
South End	0.68%	3
Springfield High School	1.14%	5
SPDES	0.46%	2
SPDHS	0.91%	4
SPDMS	1.37%	6
STEM	0.00%	0
Sumner	3.87%	17
Talmadge	0.46%	2
Virtual	0.91%	4
VSA	0.68%	3
Walsh	2.51%	11
Warner	0.91%	4
Washington	2.51%	11
White St	1.59%	7
Zanetti	0.91%	4
Other (please specify)	2.28%	10
TOTAL		439

Q3 How many years have you worked in this position in the Springfield Public Schools?

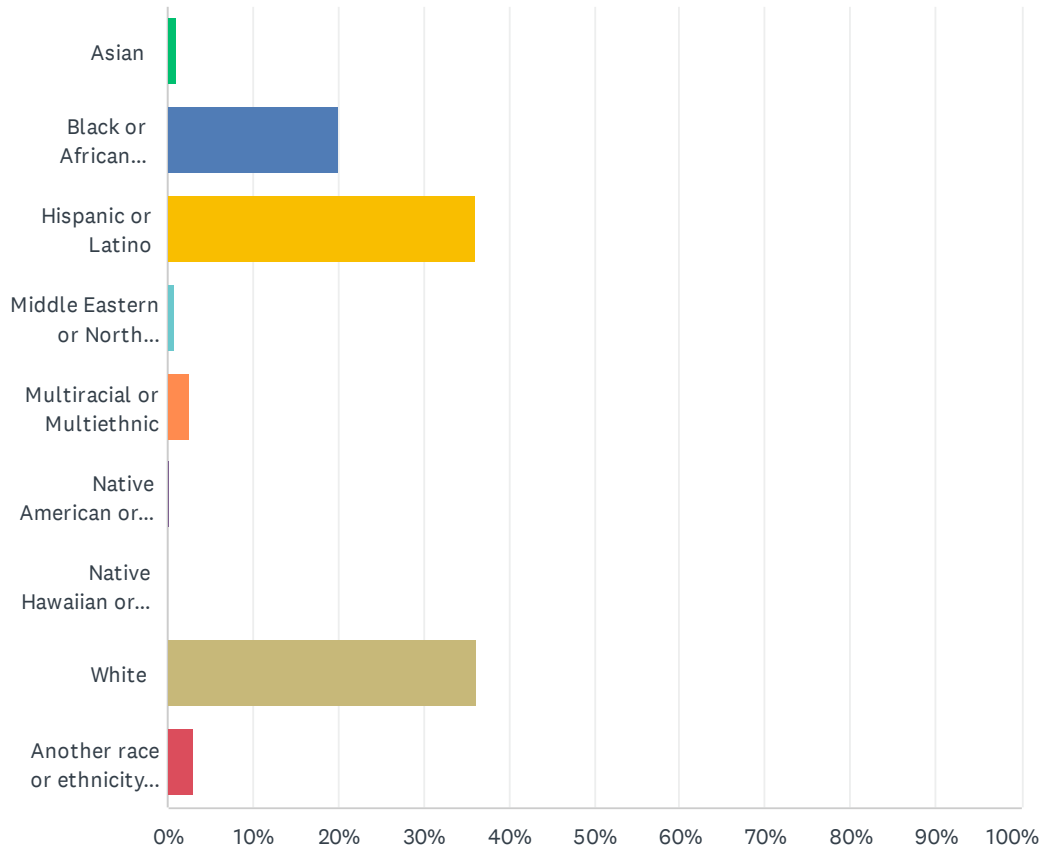
Answered: 439 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than one year	22.55%	99
1-2 years	13.21%	58
3-5 years	13.90%	61
6-10 years	15.72%	69
10-15 years	8.88%	39
15 - 20 years	9.11%	40
More than 20 years	16.63%	73
TOTAL		439

Q4 What is your race or ethnicity?

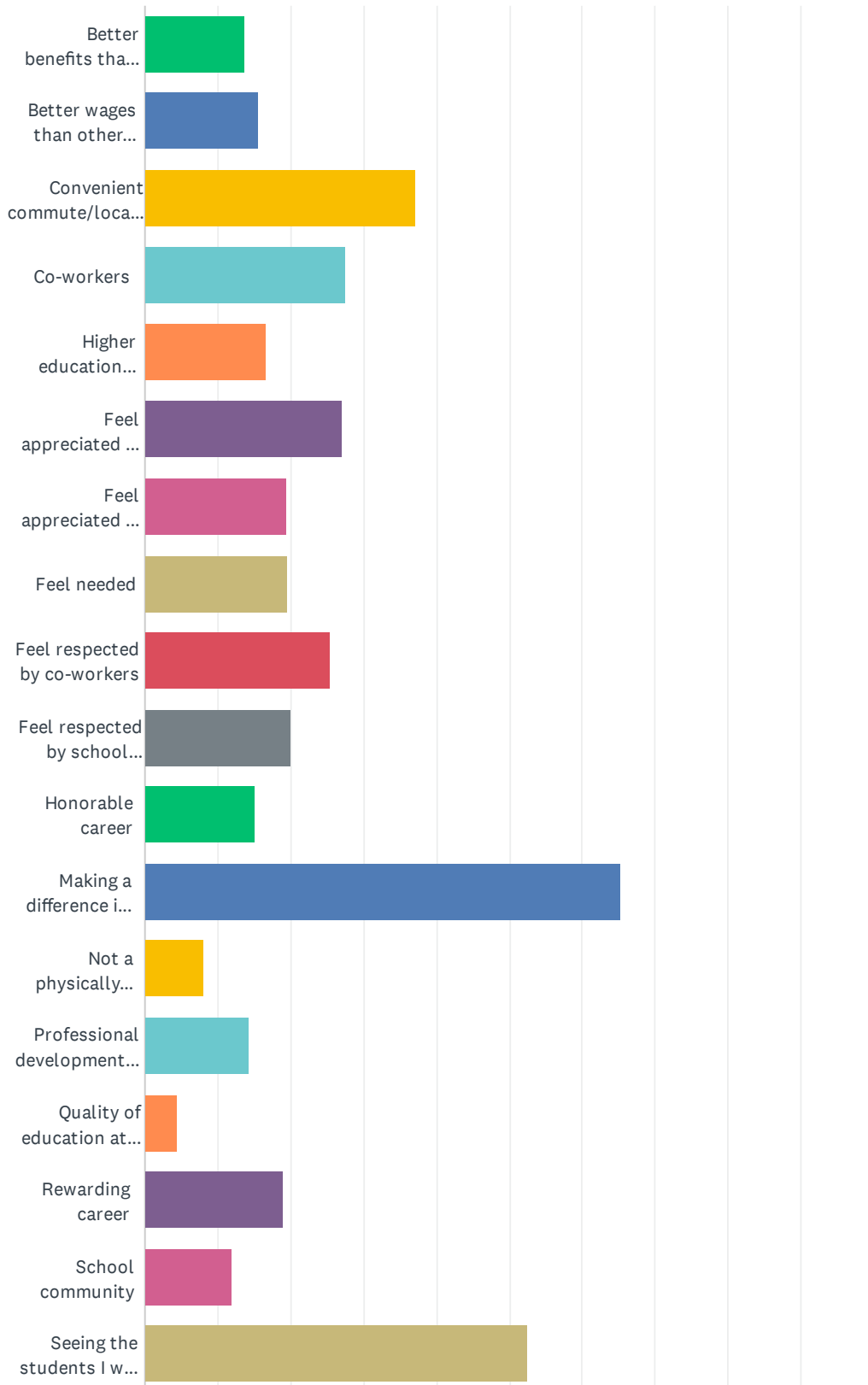
Answered: 439 Skipped: 0



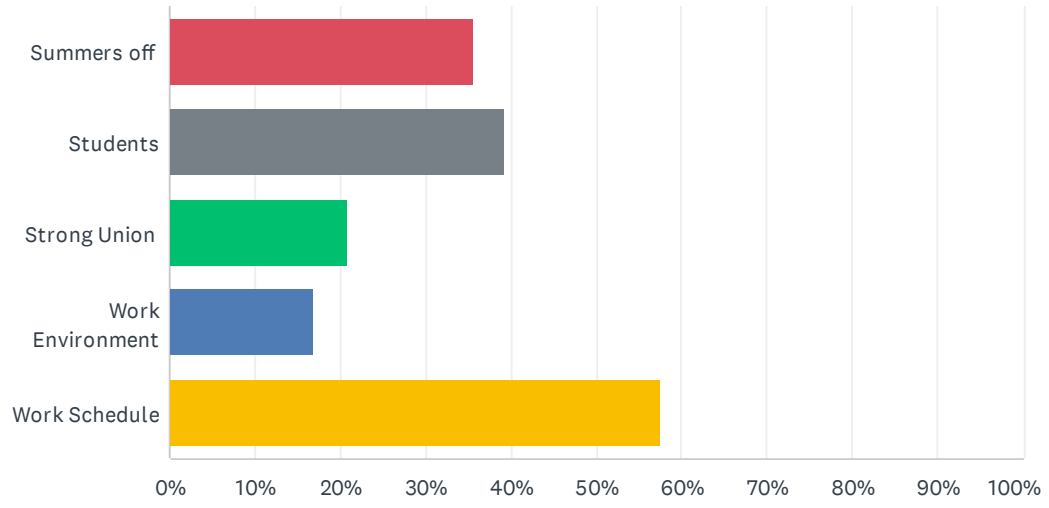
ANSWER CHOICES	RESPONSES	
Asian	1.14%	5
Black or African American	20.05%	88
Hispanic or Latino	35.99%	158
Middle Eastern or North African	0.91%	4
Multiracial or Multiethnic	2.51%	11
Native American or Alaska Native	0.23%	1
Native Hawaiian or other Pacific Islander	0.00%	0
White	36.22%	159
Another race or ethnicity, please describe below	2.96%	13
TOTAL		439

Q5 Why do you stay in the employment of the Springfield Public Schools? Please check as many choices as apply to you

Answered: 439 Skipped: 0



My Employment Satisfaction in the Springfield Public Schools

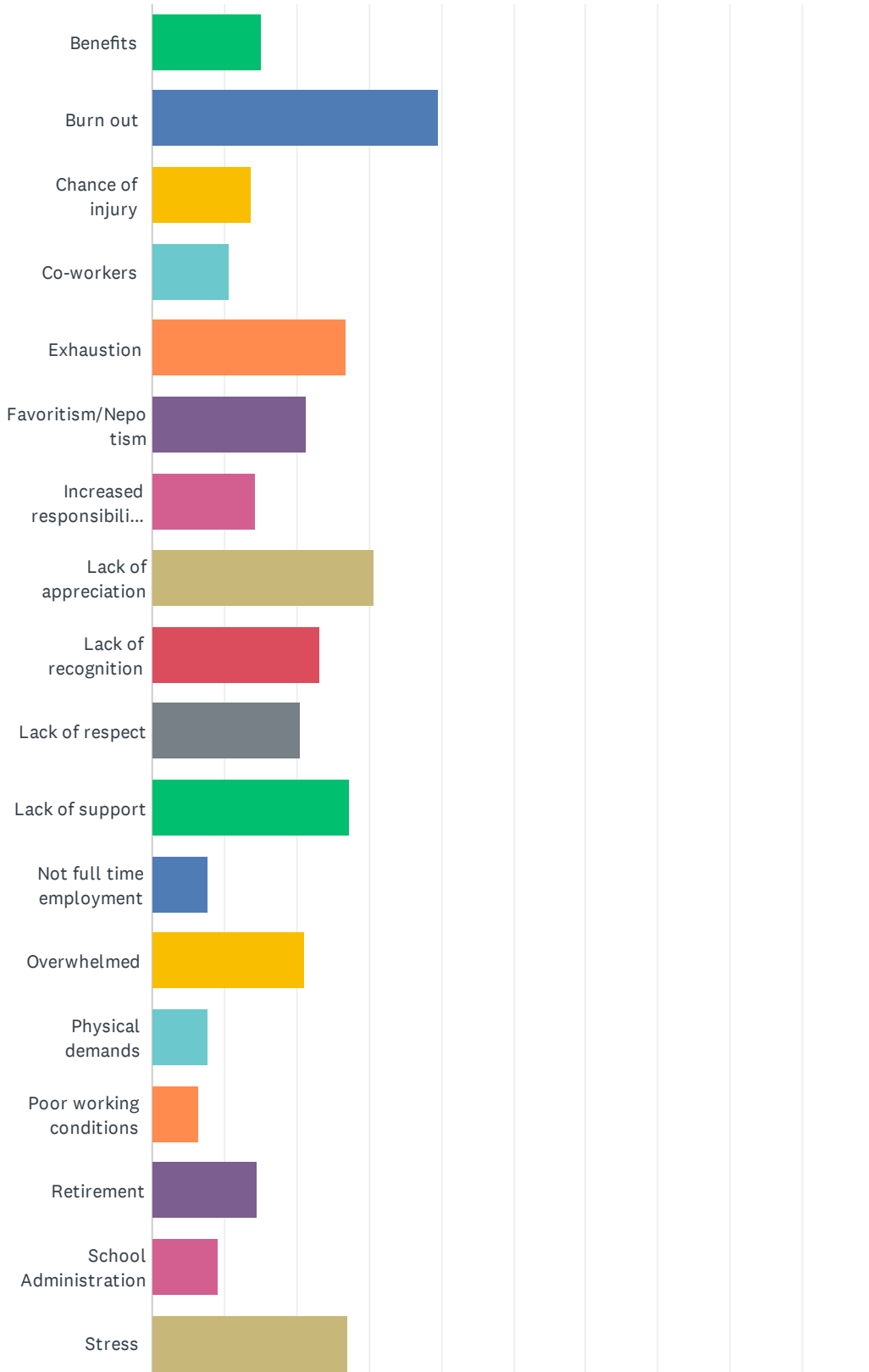


My Employment Satisfaction in the Springfield Public Schools

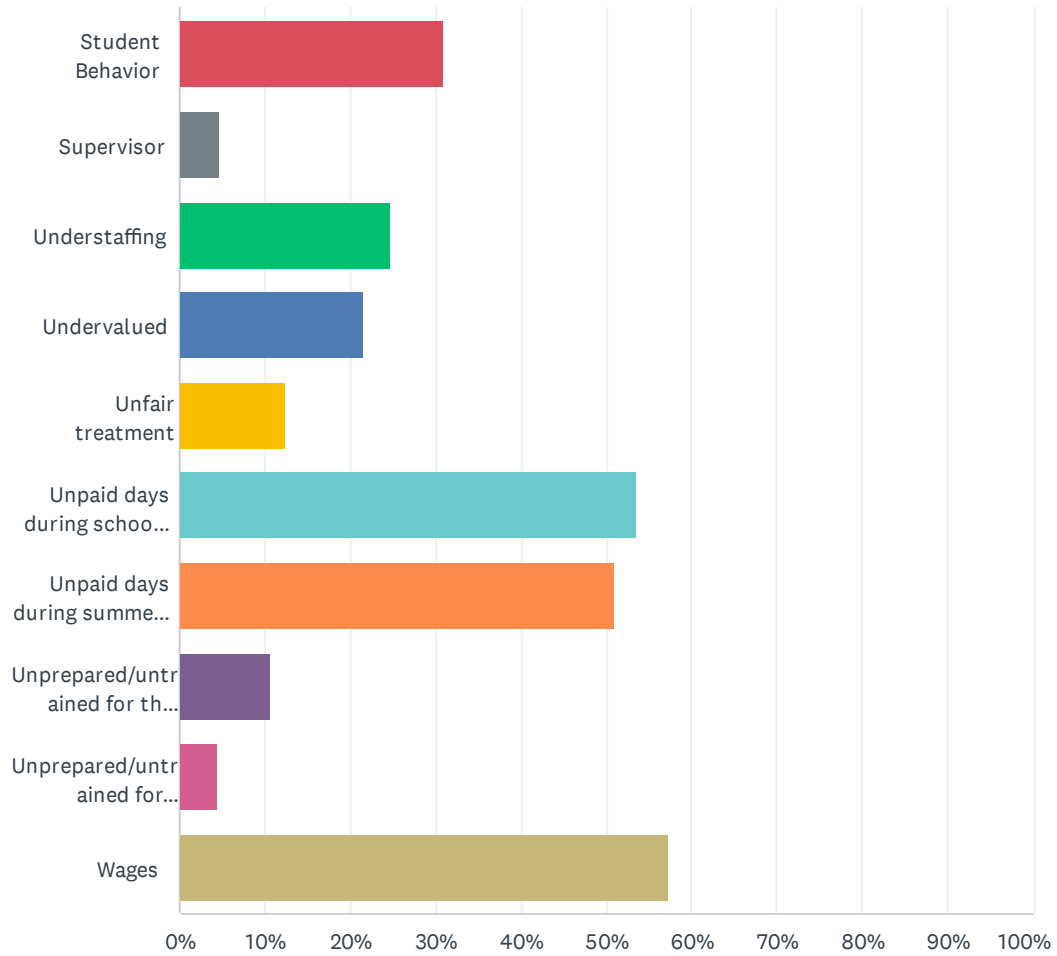
ANSWER CHOICES	RESPONSES	
Better benefits than other districts	13.67%	60
Better wages than other districts	15.49%	68
Convenient commute/location	37.13%	163
Co-workers	27.56%	121
Higher education oppportunities	16.63%	73
Feel appreciated by co-workers	27.11%	119
Feel appreciated by school administration	19.36%	85
Feel needed	19.59%	86
Feel respected by co-workers	25.28%	111
Feel respected by school administration	20.05%	88
Honorable career	15.03%	66
Making a difference in my students life	65.15%	286
Not a physically demanding job	8.20%	36
Professional development opportunity	14.35%	63
Quality of education at SPS	4.56%	20
Rewarding career	18.91%	83
School community	11.85%	52
Seeing the students I work with succeed	52.39%	230
Summers off	35.54%	156
Students	39.18%	172
Strong Union	20.96%	92
Work Environment	16.86%	74
Work Schedule	57.63%	253
Total Respondents: 439		

Q6 What reasons make you consider leaving the employment of the Springfield Public Schools? Please check as many as apply to you.

Answered: 439 Skipped: 0



My Employment Satisfaction in the Springfield Public Schools



My Employment Satisfaction in the Springfield Public Schools

ANSWER CHOICES	RESPONSES	
Benefits	15.03%	66
Burn out	39.64%	174
Chance of injury	13.67%	60
Co-workers	10.71%	47
Exhaustion	26.88%	118
Favoritism/Nepotism	21.41%	94
Increased responsibilities	14.35%	63
Lack of appreciation	30.75%	135
Lack of recognition	23.23%	102
Lack of respect	20.50%	90
Lack of support	27.33%	120
Not full time employment	7.74%	34
Overwhelmed	21.18%	93
Physical demands	7.74%	34
Poor working conditions	6.38%	28
Retirement	14.58%	64
School Administration	9.11%	40
Stress	27.11%	119
Student Behavior	30.98%	136
Supervisor	4.78%	21
Understaffing	24.83%	109
Undervalued	21.64%	95
Unfair treatment	12.30%	54
Unpaid days during school year	53.53%	235
Unpaid days during summer months	51.03%	224
Unprepared/untrained for the educational needs of students	10.71%	47
Unprepared/untrained for medical needs of students	4.56%	20
Wages	57.40%	252
Total Respondents: 439		

Q7 Is there any other information you would like to share about your working experience in the Springfield Public Schools? Please share in the comment box below.

Answered: 139 Skipped: 300