MYPCorporation
perform

St Pius X College

Summary Report

Survey name: SRS - Staff - St Pius X College 2019
Report period: 13 May 2019 to 24 May 2019

[school] *results*
S U R V E Y S

Contents

1. Foreword

MYP Corporation is delighted to provide St Pius X College with this Summary Report obtained from the results of the School Results Survey (SRS) for staff undertaken between 13 May 2019 and 24 May 2019. 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
Open Response Keyword Report	Frequency analysis of the key words and phrases in the open responses
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	Comprehensive summary of survey results in PowerPoint format
Review and Action Plan	Planning template including statement scores for current survey and up to two past surveys

The process of conducting this survey has created an expectation amongst staff that St Pius X College will provide feedback on the outcomes of the survey. To assist in this regard, we would recommend emailing the Staff Feedback Report to the 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 at MYP Corporation on:

phone:	07 3393 2833
email:	**jeager@mypcorp.com**
web:	**www.mypcorp.com**

2. Executive Summary

MYP Corporation conducted a School Results Survey with staff of St Pius X College commencing 13 May 2019 and concluding 24 May 2019.

St Pius X College provides educational services to students from 850 families.

Survey responses were received from 108 out of a total of 160 eligible respondents. This equates to a response rate of 67.5%.

St Pius X College recorded an overall satisfaction score of 83% (4.17 out of 5).

- • Best practice areas include: WH&S, Organisation, Procedures, School Leadership, Staff Engagement, Training/PD, Teamwork, Team Leadership, Empowerment, Resources, Work/Life Balance, Communication, General, Equality.
- • Fair to good areas include: Recognition, Career.

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

Highest		Lowest	
Age Bracket	<30 yrs	Age Bracket	30-39 yrs
Employment Type	Contract	Employment Type	Casual
Employment Period	<2 yrs	Employment Period	4-6 yrs
School Role	Leadership team	School Role	Teaching Support
Distance Travelled to School	<2 km	Distance Travelled to School	2-5 km
School Sector	Junior School	School Sector	Senior School

The response rate to open questions is summarised as follows:

- • 57 responses were received to the question: "What do you most like about working at St Pius X College?"
- • 51 responses were received to the question: "What would you most like to see improved at St Pius X 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 St Pius X College to ascertain whether its current strategies are effective and what the key issues are for staff. This will provide St Pius X 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.

St Pius X 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 staff at St Pius X College 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 St Pius X College contained 35 standard statements and St Pius X College elected to include 10 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)   • Not applicable (-)

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
• Resources
• WH&S
• Training/PD
• Career Advancement
• Staff Engagement
• General

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.
+	A score that is equal to or higher than the 'Average Score'.
-	A score that is lower than the 'Average Score'.

Note:

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

• To protect anonymity, satisfaction levels in any demographic containing only a single respondent are recorded as N/A.

4. Section 1 - Staff Demographics

This section of the report provides insight into the surveyed demographic. Graphs and tables display participation and satisfaction summary data for two identified demographics.

4.1 Staff by Employment Period and Age Bracket
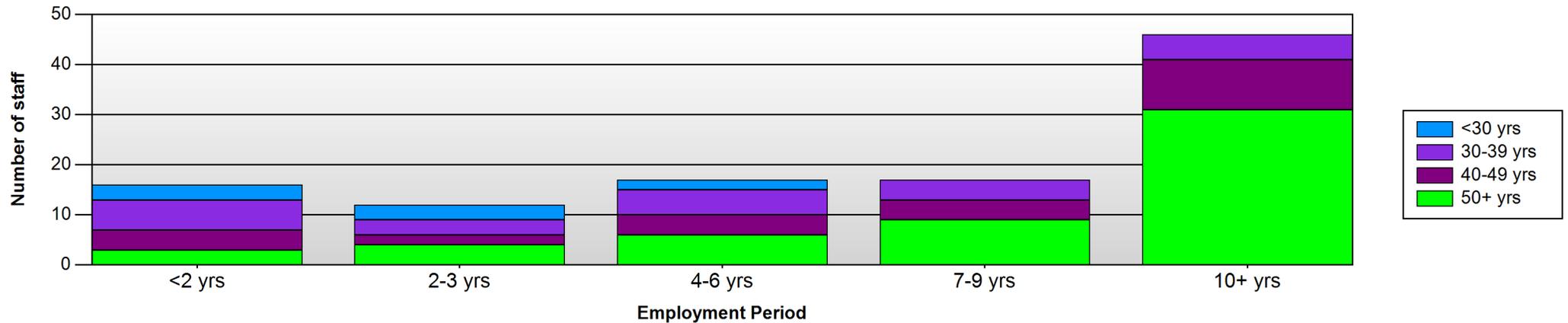
Employment Period	<30 yrs		30-39 yrs		40-49 yrs		50+ yrs		Total		Percentage
<2 yrs	3	4.55	6	4.22	4	4.47	3	4.06	16	4.32	14.8%
2-3 yrs	3	4.00	3	4.19	2	4.35	4	4.13	12	4.15	11.1%
4-6 yrs	2	4.31	5	3.94	4	4.15	6	4.11	17	4.09	15.7%
7-9 yrs	0	N/A	4	3.95	4	4.28	9	4.38	17	4.25	15.7%
10+ yrs	0	N/A	5	4.39	10	3.95	31	4.15	46	4.13	42.6%
Total	**8**	**4.28**	**23**	**4.14**	**24**	**4.16**	**53**	**4.18**	**108**		*100.0%*
Percentage		*7.4%*		*21.3%*		*22.2%*		*49.1%*		*100.0%*	

	Excellent		Good score		Requires attention		Immediate action

4.2 Staff by Distance Travelled to School and School Role
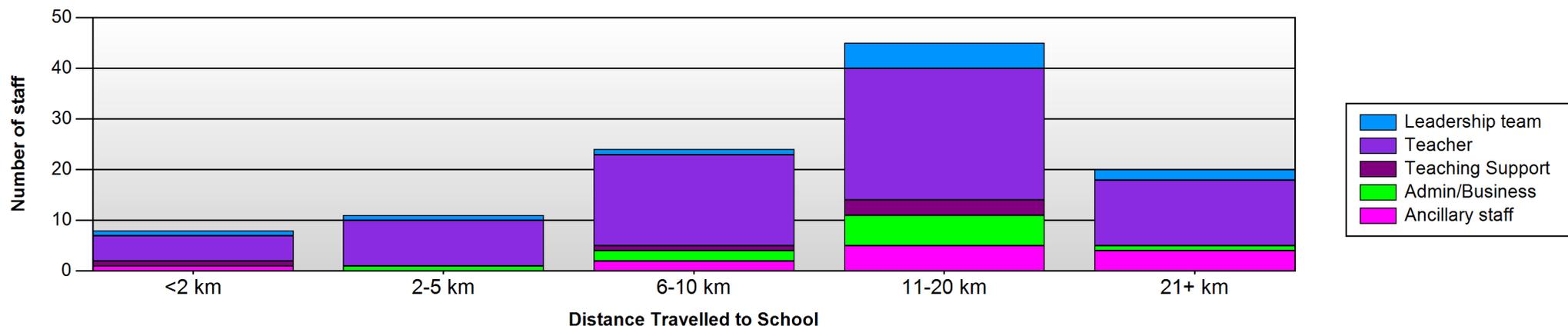
Distance Travelled to School	Leadership team		Teacher		Teaching Support		Admin/Business		Ancillary staff		Total		Percentage
<2 km	1	N/A	5	4.12	1	N/A	0	N/A	1	N/A	8	4.12	7.4%
2-5 km	1	N/A	9	3.96	0	N/A	1	N/A	0	N/A	11	3.96	10.2%
6-10 km	1	N/A	18	4.15	1	N/A	2	3.51	2	3.83	24	4.07	22.2%
11-20 km	5	4.59	26	4.08	3	3.61	6	4.17	5	4.47	45	4.16	41.7%
21+ km	2	4.52	13	4.26	0	N/A	1	N/A	4	4.30	20	4.30	18.5%
Total	10	4.57	71	4.12	5	3.61	10	4.00	12	4.30	108		100.0%
Percentage		9.3%		65.7%		4.6%		9.3%		11.1%		100.0%	

	Excellent		Good score		Requires attention		Immediate action
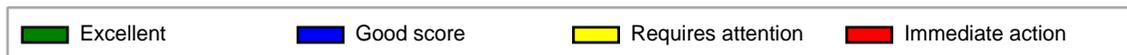
4.3 Staff by Distance Travelled to School and Employment Type
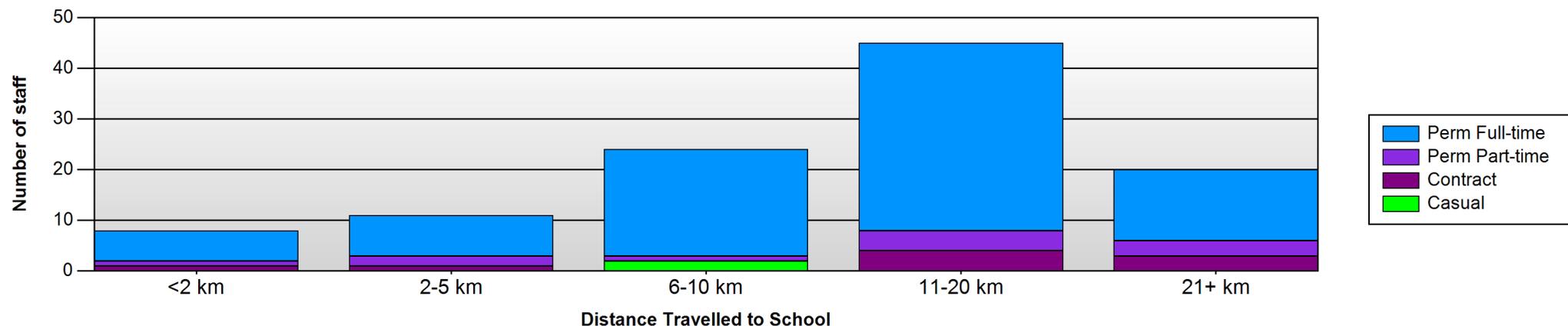
Distance Travelled to School	Perm Full-time		Perm Part-time		Contract		Casual		Total		Percentage
<2 km	6	4.25	1	N/A	1	N/A	0	N/A	8	4.25	7.4%
2-5 km	8	3.98	2	4.35	1	N/A	0	N/A	11	4.05	10.2%
6-10 km	21	4.19	1	N/A	0	N/A	2	3.41	24	4.12	22.2%
11-20 km	37	4.13	4	4.22	4	4.38	0	N/A	45	4.16	41.7%
21+ km	14	4.23	3	4.05	3	4.75	0	N/A	20	4.28	18.5%
Total	86	4.15	11	4.19	9	4.54	2	3.41	108		100.0%
Percentage		79.6%		10.2%		8.3%		1.9%		100.0%	

■ Excellent   ■ Good score   ■ Requires attention   ■ Immediate action
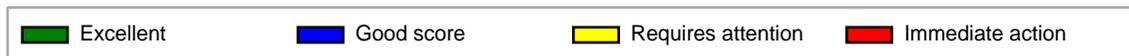
4.4 Staff by School Sector and School Role
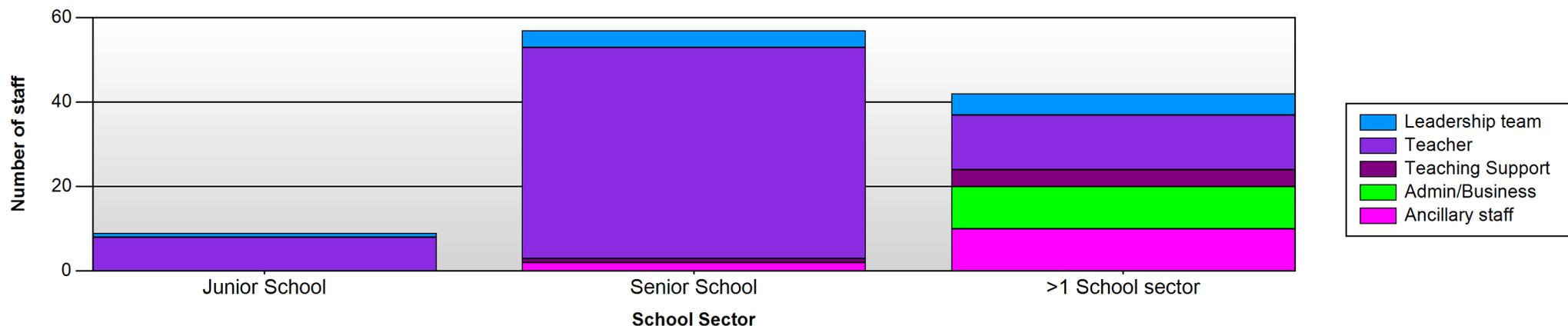
School Sector	Leadership team		Teacher		Teaching Support		Admin/Business		Ancillary staff		Total		Percentage
Junior School	1	N/A	8	4.36	0	N/A	0	N/A	0	N/A	9	4.36	8.3%
Senior School	4	4.43	50	4.03	1	N/A	0	N/A	2	4.51	57	4.08	52.8%
>1 School sector	5	4.87	13	4.31	4	4.15	10	4.00	10	4.28	42	4.29	38.9%
Total	**10**	**4.67**	**71**	**4.12**	**5**	**4.15**	**10**	**4.00**	**12**	**4.32**	**108**		100.0%
Percentage		9.3%		65.7%		4.6%		9.3%		11.1%		100.0%	

	Excellent		Good score		Requires attention		Immediate action

5. Section 2 - Summary of Responses by Key Area

This report section 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.
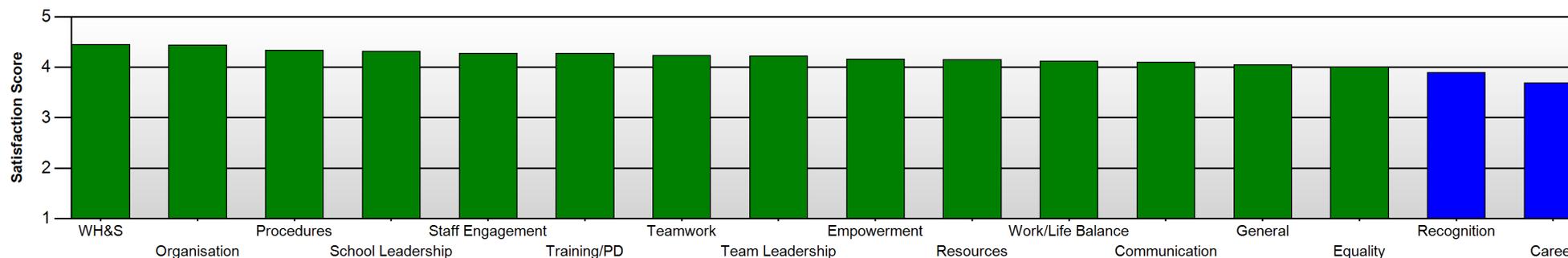
Key Area	Satisfaction	Variance
WH&S	4.45	7%
Organisation	4.44	6%
Procedures	4.34	4%
School Leadership	4.32	4%
Staff Engagement	4.28	3%
Training/PD	4.28	3%
Teamwork	4.24	2%
Team Leadership	4.23	1%
Empowerment	4.16	0%
Resources	4.15	0%
Work/Life Balance	4.12	-1%
Communication	4.10	-2%
General	4.05	-3%
Equality	4.01	-4%
Recognition	3.89	-7%
Career	3.70	-11%
Average Score	4.17	

	Excellent		Good score		Requires attention		Immediate action		Above average		Below average

5.1 Responses by Key Area and Age Bracket
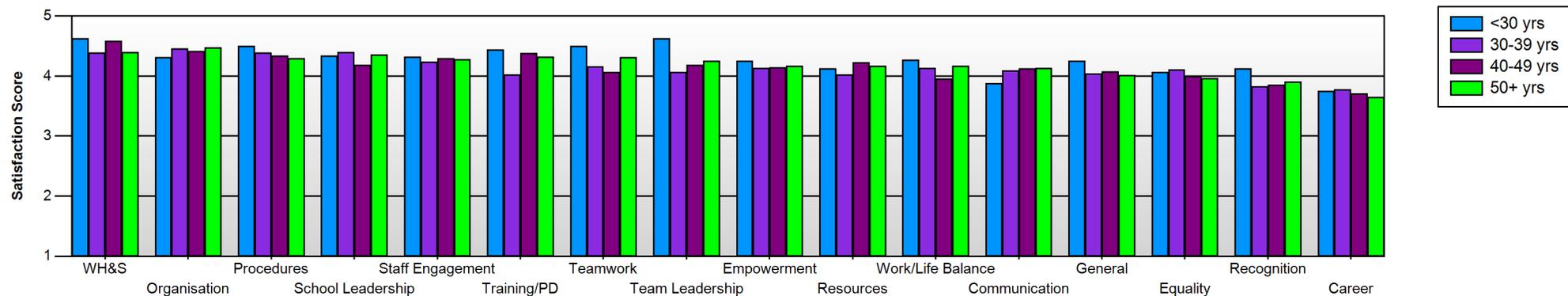
Key Area	Avg	<30 yrs		30-39 yrs		40-49 yrs		50+ yrs	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %
WH&S	4.45	4.63	11%	4.39	5%	4.58	10%	4.40	6%
Organisation	4.44	4.31	3%	4.46	7%	4.42	6%	4.47	7%
Procedures	4.34	4.50	8%	4.39	5%	4.33	4%	4.29	3%
School Leadership	4.32	4.33	4%	4.40	6%	4.18	0%	4.35	4%
Staff Engagement	4.28	4.32	4%	4.24	2%	4.30	3%	4.28	3%
Training/PD	4.28	4.44	6%	4.02	-4%	4.38	5%	4.32	4%
Teamwork	4.24	4.50	8%	4.16	0%	4.07	-2%	4.31	3%
Team Leadership	4.23	4.63	11%	4.07	-2%	4.19	0%	4.25	2%
Empowerment	4.16	4.25	2%	4.13	-1%	4.15	0%	4.17	0%
Resources	4.15	4.13	-1%	4.02	-4%	4.23	1%	4.17	0%
Work/Life Balance	4.12	4.27	2%	4.13	-1%	3.96	-5%	4.17	0%
Communication	4.10	3.88	-7%	4.09	-2%	4.13	-1%	4.13	-1%
General	4.05	4.25	2%	4.04	-3%	4.07	-2%	4.01	-4%
Equality	4.01	4.06	-3%	4.11	-1%	4.00	-4%	3.96	-5%
Recognition	3.89	4.13	-1%	3.83	-8%	3.85	-8%	3.90	-6%
Career	3.70	3.75	-10%	3.77	-10%	3.71	-11%	3.65	-12%
Average Score	4.17	4.28	3%	4.14	-1%	4.16	0%	4.18	0%

■ Excellent   ■ Good score   ■ Requires attention   ■ Immediate action   ■ Above average   ■ Below average
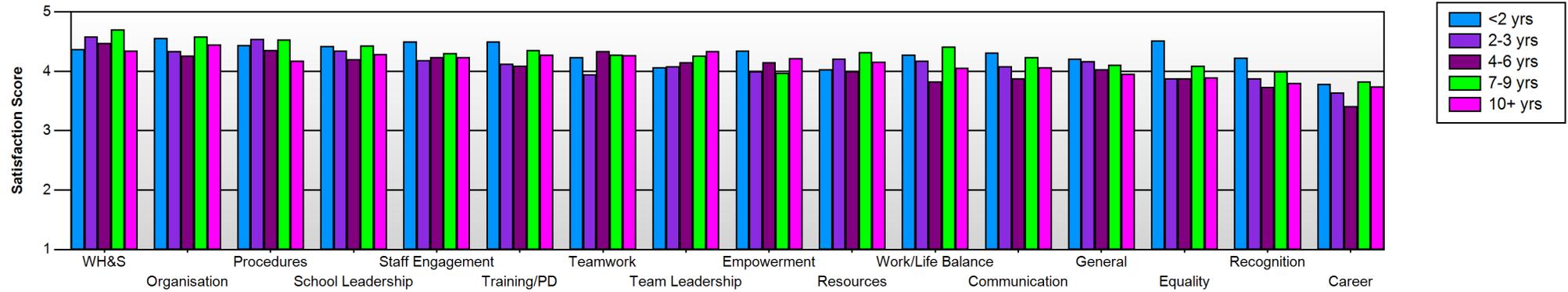
5.2 Responses by Key Area and Employment Type
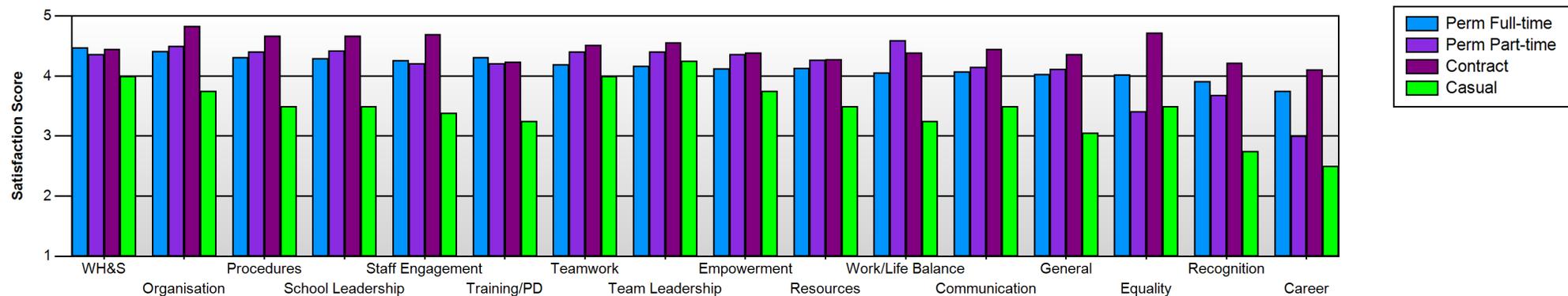
Key Area	Avg	Perm Full-time		Perm Part-time		Contract		Casual	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %
WH&S	4.45	4.48	7%	4.36	5%	4.44	6%	4.00	-4%
Organisation	4.44	4.41	6%	4.50	8%	4.83	16%	3.75	-10%
Procedures	4.34	4.31	3%	4.41	6%	4.67	12%	3.50	-16%
School Leadership	4.32	4.29	3%	4.42	6%	4.67	12%	3.50	-16%
Staff Engagement	4.28	4.26	2%	4.21	1%	4.70	13%	3.38	-19%
Training/PD	4.28	4.31	3%	4.21	1%	4.24	2%	3.25	-22%
Teamwork	4.24	4.20	1%	4.41	6%	4.52	8%	4.00	-4%
Team Leadership	4.23	4.17	0%	4.41	6%	4.56	9%	4.25	2%
Empowerment	4.16	4.12	-1%	4.36	5%	4.39	5%	3.75	-10%
Resources	4.15	4.13	-1%	4.27	2%	4.28	3%	3.50	-16%
Work/Life Balance	4.12	4.05	-3%	4.59	10%	4.39	5%	3.25	-22%
Communication	4.10	4.08	-2%	4.15	0%	4.44	6%	3.50	-16%
General	4.05	4.03	-3%	4.12	-1%	4.36	5%	3.06	-27%
Equality	4.01	4.02	-4%	3.41	-18%	4.72	13%	3.50	-16%
Recognition	3.89	3.91	-6%	3.68	-12%	4.22	1%	2.75	-34%
Career	3.70	3.75	-10%	3.00	-28%	4.11	-1%	2.50	-40%
Average Score	4.17	4.15	0%	4.20	1%	4.49	8%	3.41	-18%

	Excellent		Good score		Requires attention		Immediate action		Above average		Below average

5.3 Responses by Key Area and Employment Period

Key Area	Avg	<2 yrs		2-3 yrs		4-6 yrs		7-9 yrs		10+ yrs	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %	Score	Var %
WH&S	4.45	4.38	5%	4.58	10%	4.47	7%	4.71	13%	4.35	4%
Organisation	4.44	4.56	9%	4.33	4%	4.26	2%	4.59	10%	4.45	7%
Procedures	4.34	4.44	6%	4.54	9%	4.35	4%	4.53	9%	4.17	0%
School Leadership	4.32	4.42	6%	4.34	4%	4.20	1%	4.43	6%	4.29	3%
Staff Engagement	4.28	4.50	8%	4.18	0%	4.24	2%	4.30	3%	4.23	1%
Training/PD	4.28	4.50	8%	4.13	-1%	4.09	-2%	4.35	4%	4.28	3%
Teamwork	4.24	4.23	1%	3.94	-6%	4.33	4%	4.27	2%	4.27	2%
Team Leadership	4.23	4.06	-3%	4.08	-2%	4.15	0%	4.26	2%	4.34	4%
Empowerment	4.16	4.34	4%	4.00	-4%	4.15	0%	3.97	-5%	4.22	1%
Resources	4.15	4.03	-3%	4.21	1%	4.00	-4%	4.32	4%	4.16	0%
Work/Life Balance	4.12	4.28	3%	4.17	0%	3.82	-8%	4.41	6%	4.05	-3%
Communication	4.10	4.31	3%	4.08	-2%	3.88	-7%	4.24	2%	4.07	-2%
General	4.05	4.21	1%	4.17	0%	4.03	-3%	4.11	-1%	3.96	-5%
Equality	4.01	4.52	8%	3.88	-7%	3.88	-7%	4.09	-2%	3.89	-7%
Recognition	3.89	4.23	1%	3.88	-7%	3.74	-10%	4.00	-4%	3.80	-9%
Career	3.70	3.79	-9%	3.64	-13%	3.41	-18%	3.82	-8%	3.74	-10%
Average Score	4.17	4.32	4%	4.15	0%	4.09	-2%	4.25	2%	4.13	-1%

Legend: ■ Excellent ■ Good score ■ Requires attention ■ Immediate action ■ Above average ■ Below average

5.4 Responses by Key Area and School Role
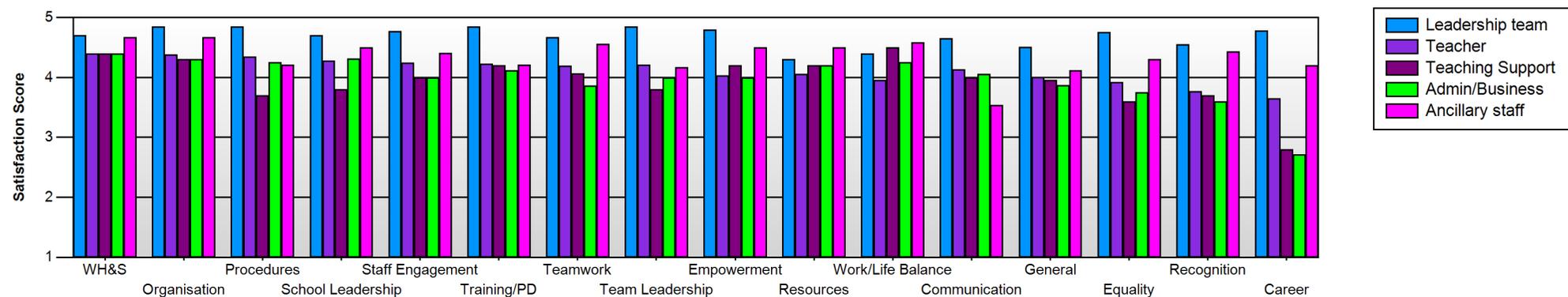
Key Area	Avg	Leadership team		Teacher		Teaching Support		Admin/Business		Ancillary staff	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %	Score	Var %
WH&S	4.45	4.70	13%	4.39	5%	4.40	6%	4.40	6%	4.67	12%
Organisation	4.44	4.85	16%	4.38	5%	4.30	3%	4.30	3%	4.67	12%
Procedures	4.34	4.85	16%	4.35	4%	3.70	-11%	4.25	2%	4.21	1%
School Leadership	4.32	4.70	13%	4.28	3%	3.80	-9%	4.31	3%	4.50	8%
Staff Engagement	4.28	4.77	14%	4.24	2%	4.00	-4%	4.00	-4%	4.41	6%
Training/PD	4.28	4.85	16%	4.23	1%	4.20	1%	4.12	-1%	4.21	1%
Teamwork	4.24	4.67	12%	4.19	0%	4.07	-2%	3.86	-7%	4.56	9%
Team Leadership	4.23	4.85	16%	4.21	1%	3.80	-9%	4.00	-4%	4.17	0%
Empowerment	4.16	4.80	15%	4.04	-3%	4.20	1%	4.00	-4%	4.50	8%
Resources	4.15	4.30	3%	4.06	-3%	4.20	1%	4.20	1%	4.50	8%
Work/Life Balance	4.12	4.40	6%	3.96	-5%	4.50	8%	4.25	2%	4.58	10%
Communication	4.10	4.65	12%	4.13	-1%	4.00	-4%	4.06	-3%	3.54	-15%
General	4.05	4.51	8%	4.00	-4%	3.96	-5%	3.87	-7%	4.11	-1%
Equality	4.01	4.75	14%	3.92	-6%	3.60	-14%	3.75	-10%	4.30	3%
Recognition	3.89	4.55	9%	3.77	-10%	3.70	-11%	3.60	-14%	4.43	6%
Career	3.70	4.78	15%	3.65	-12%	2.80	-33%	2.71	-35%	4.20	1%
Average Score	4.17	4.66	12%	4.12	-1%	3.97	-5%	4.00	-4%	4.32	4%

Legend: ■ Excellent ■ Good score ■ Requires attention ■ Immediate action ■ Above average ■ Below average

5.5 Responses by Key Area and Distance Travelled to School
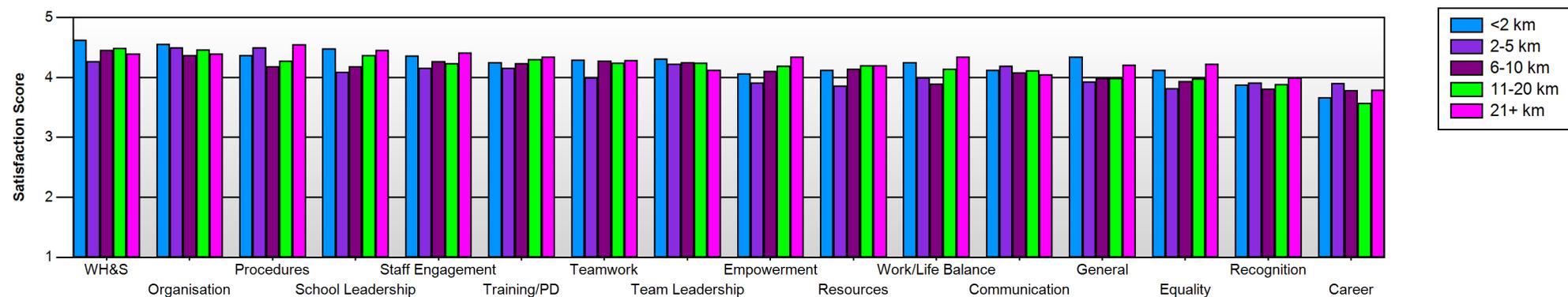
Key Area	Avg	<2 km		2-5 km		6-10 km		11-20 km		21+ km	
		Score	Var %	Score	Var %	Score	Var %	Score	Var %	Score	Var %
WH&S	4.45	4.63	11%	4.27	2%	4.46	7%	4.49	8%	4.40	6%
Organisation	4.44	4.56	9%	4.50	8%	4.38	5%	4.47	7%	4.40	6%
Procedures	4.34	4.38	5%	4.50	8%	4.19	0%	4.28	3%	4.55	9%
School Leadership	4.32	4.48	7%	4.09	-2%	4.18	0%	4.37	5%	4.46	7%
Staff Engagement	4.28	4.36	5%	4.16	0%	4.27	2%	4.24	2%	4.41	6%
Training/PD	4.28	4.25	2%	4.16	0%	4.23	1%	4.30	3%	4.34	4%
Teamwork	4.24	4.29	3%	4.00	-4%	4.28	3%	4.24	2%	4.29	3%
Team Leadership	4.23	4.31	3%	4.23	1%	4.25	2%	4.24	2%	4.13	-1%
Empowerment	4.16	4.06	-3%	3.91	-6%	4.10	-2%	4.19	0%	4.35	4%
Resources	4.15	4.13	-1%	3.86	-7%	4.15	0%	4.20	1%	4.20	1%
Work/Life Balance	4.12	4.25	2%	4.00	-4%	3.90	-6%	4.15	0%	4.35	4%
Communication	4.10	4.13	-1%	4.19	0%	4.08	-2%	4.11	-1%	4.05	-3%
General	4.05	4.35	4%	3.93	-6%	3.99	-4%	3.99	-4%	4.21	1%
Equality	4.01	4.13	-1%	3.82	-8%	3.94	-6%	3.98	-5%	4.23	1%
Recognition	3.89	3.88	-7%	3.91	-6%	3.81	-9%	3.89	-7%	4.00	-4%
Career	3.70	3.67	-12%	3.90	-6%	3.78	-9%	3.57	-14%	3.79	-9%
Average Score	4.17	4.28	3%	4.07	-2%	4.12	-1%	4.16	0%	4.28	3%

	Excellent		Good score		Requires attention		Immediate action		Above average		Below average

5.6 Responses by Key Area and School Sector
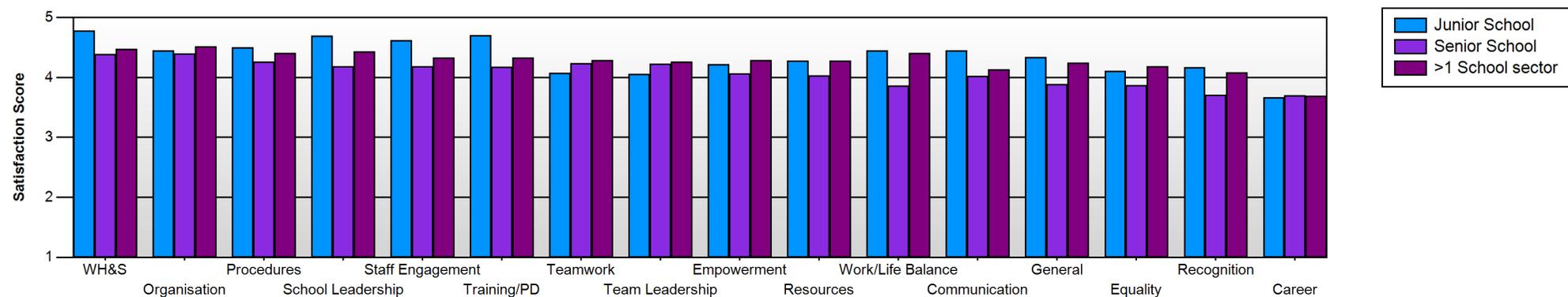
Key Area	Avg	Junior School		Senior School		>1 School sector	
		Score	Var %	Score	Var %	Score	Var %
WH&S	4.45	4.78	15%	4.39	5%	4.48	7%
Organisation	4.44	4.44	6%	4.39	5%	4.51	8%
Procedures	4.34	4.50	8%	4.26	2%	4.40	6%
School Leadership	4.32	4.69	12%	4.18	0%	4.43	6%
Staff Engagement	4.28	4.62	11%	4.19	0%	4.33	4%
Training/PD	4.28	4.71	13%	4.17	0%	4.33	4%
Teamwork	4.24	4.07	-2%	4.23	1%	4.28	3%
Team Leadership	4.23	4.06	-3%	4.23	1%	4.26	2%
Empowerment	4.16	4.22	1%	4.06	-3%	4.29	3%
Resources	4.15	4.28	3%	4.04	-3%	4.27	2%
Work/Life Balance	4.12	4.44	6%	3.86	-7%	4.40	6%
Communication	4.10	4.44	6%	4.03	-3%	4.13	-1%
General	4.05	4.34	4%	3.89	-7%	4.24	2%
Equality	4.01	4.11	-1%	3.87	-7%	4.18	0%
Recognition	3.89	4.17	0%	3.71	-11%	4.08	-2%
Career	3.70	3.67	-12%	3.70	-11%	3.69	-12%
Average Score	4.17	4.38	5%	4.06	-3%	4.29	3%

■ Excellent	■ Good score	■ Requires attention	■ Immediate action	■ Above average	■ Below average