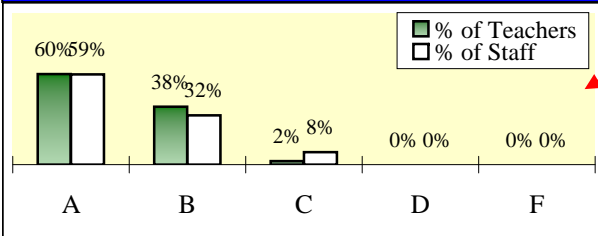


SATISFACTION WITH CAREER



YOUR CAREER: TEACHERS/STAFF

Teachers'/Staff's Satisfaction Rating Distribution

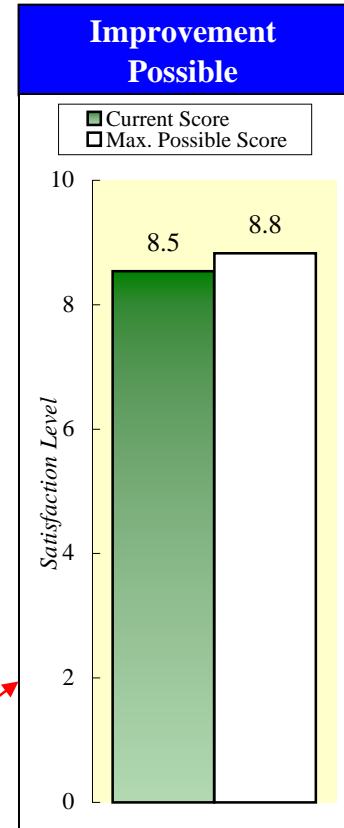


This graph shows the distribution of satisfaction scores teachers and staff provided for the overall career rating question.

Impact Index is a combination of the penalty and the % reporting the problem. It represents the percent of **potential improvement** that can be realized if the occurrence of the problem is reduced to zero.

Penalty for each issue is the difference between the mean satisfaction scores of those who reported that an issue was a problem and those who reported that the same issue was not a problem. The larger the penalty, the larger the effect of the problem is on satisfaction for those people who have experienced the issue.

YOUR CAREER ISSUES	% with Problem	Penalty	IMPACT INDEX
Does your District provide adequate opportunities for training?	13%	1.5	100%
Is your salary fair for the work you do?	44%	0.0	0%
Is teacher/staff excellence recognized and rewarded in your district?	32%	0.0	0%
Are counseling services adequate for your needs?	32%	0.0	0%
Are you challenged to continually improve?	13%	0.0	0%
Is your job secure?	10%	0.0	0%
Are you treated as a professional by the community?	7%	0.0	0%
Do your supervisors feel your job is valuable?	4%	0.0	0%
Do you enjoy your work?	4%	0.0	0%



This graph shows the current teachers/staff mean rating for their career along with the **maximum possible score**.