

## **Appendix D: Summary of respondents from staff survey**

### ***Survey Methods***

Survey 1 (see Appendix E) was distributed via e-mail to Madeira City Schools' staff to assess their status as coaches and activity group advisors. The questions were primarily designed to determine satisfaction with compensation and to identify the factors that make people want to coach/advise or not coach/advise in Madeira.

Survey 2 (see Appendix E) was distributed to all Madeira athletic coaches, whether they are on the staff of Madeira City Schools or not. Questions of the coaches were related to compensation, support, and program personnel.

### ***Results***

#### **Survey 1**

In Survey 1, the first question divided the responders into those currently filling the role of coach or advisor to Madeira athletic team or activity group and those not. Twenty of the 48 staff members who responded were coaches/advisors (see Table X). Among the 20 coaches/advisors, 80% receive a stipend. Seventy-five percent of the coaches/advisors feel that they are not compensated fairly.

The staff members not currently serving as coaches/advisors were asked questions about their interest in serving as coaches/advisors and/or their prior experience in those roles. Sixteen of the 26 (62%) said that they would like to use their talents or skills in coaching or advising a group of Madeira students, if the compensation was increased. When asked if they have ever coached/advise before, 10 of 27 (37%) respondents said that they had coached/advise before. When asked the reason that they are not coaching/advise currently, the largest number of respondents (16 of 35 responses or 46%) indicated that a combination of compensation, time, and family commitments kept them from starting or continuing in the coach/advisor role. Others claimed that time, family commitments and other reasons, individually, prevented them from coaching/advise.

Staff members were asked to list their top two motivators to work in Madeira City Schools. The top two reasons cited (see Table X) were the quality reputation of Madeira, as a school district, and the support of parents and the community. Coaches/advisors were asked why they coach/advise in Madeira and the top two responses were to work with the Madeira kids and to make a contribution to the community outside of the classroom.

#### **Survey 2**

Survey 2 (see Table Y) directed questions towards all athletic team coaches, head coaches only, and assistant coaches only. Of the 19 coaches who responded to the survey, 13 (68%) felt that they were not fairly compensated, 5 (26%) felt that they were fairly compensated and one (6%) was unsure because of a lack of knowledge of the pay scale for a comparable position. Among all of the coaches, the majority (12 of 19 or 63%) answered that they felt they had adequate

personnel for their program to be successful. The remainder (7 of 19 or 27%) felt that staffing was lacking. In Survey 2, two additional questions were asked regarding compensation. To the question of whether compensation is a form of support and commitment to the coach and the program, 11 of 16 (69%) said that it is. When asked to consider whether the salary for their position placed them at a competitive disadvantage, 8 of 16 (50%) said that it did.

When head coaches were asked whether they felt supported by the groups with whom they interact, the vast majority (see Table Y for breakdowns) indicated that they had the support of the district, the administration the parents, community and student athletes. Head coaches were asked whether they felt they had adequate personnel to run their program and the majority (8 of 11 or 73%) said that they did. The coaches, in large majority (8 of 9 or 89%), indicated that they were offering the appropriate amount of competition for their program.

Assistant coaches were asked about the support of the groups with whom they interact including the head coach and they also felt, in large part, that they had the support of the district, administration, parents, head coach, and student athletes.

Again, coaches were asked to list their reasons for coaching in Madeira as well as how they could feel more appreciated. In Survey 2, the top two reasons coaches have chosen to coach at Madeira City Schools were because of the student athletes in Madeira and because the job is close to home. The top way in which they could feel more appreciated as a coach at Madeira City Schools was, overwhelmingly, to increase the pay for coaching. Other suggestions as to how to feel more appreciated included: more positive feedback, more support from administration, payment for successful seasons, and proper game assistance. To view the numerous other ways in which Madeira coaches identified they could feel more appreciated, see Table Y.

### ***Discussion***

According to the results of the surveys administered to Madeira staff and non-staff working as coaches and advisors to the students, in general, inadequate compensation is the chief complaint. The potential issues of personnel and support of important groups do not appear to be problematic at this time. If compensation is increased, it appears from the survey that more Madeira City Schools staff would be interested in coaching/advising.

Table X  
SURVEY RESULTS: Staff Questionnaire

| <i><b>QUESTION</b></i>   | <i><b>YES</b></i> | <i><b>NO</b></i> | <i><b>\$</b></i> | <i><b>Time</b></i> | <i><b>Family</b></i> | <i><b>All</b></i> | <i><b>Other</b></i> |
|--|-------------------|------------------|------------------|--------------------|----------------------|-------------------|---------------------|
| Are you currently serving as an advisor/coach?                                     | 20                | 28               |                  |                    |                      |                   |                     |
| COACH/ADVISORS: Are you receiving a stipend?                                       | 16                | 4                |                  |                    |                      |                   |                     |
| COACH/ADVISORS: Do you feel that you are compensated fairly?                       | 5                 | 15               |                  |                    |                      |                   |                     |
| NON-COACH/ADVISORS: Would you consider advising/coaching if stipend was increased? | 16                | 10               |                  |                    |                      |                   |                     |
| NON-COACH/ADVISORS: Have you advised/coached in the past?                          | 10                | 17               |                  |                    |                      |                   |                     |
| NON-COACH/ADVISORS: Why are you not advising/coaching now?                         |                   |                  | 0                | 6                  | 5                    | 16                | 8                   |

**Reasons survey responders have chosen to work in Madeira:**

- Quality reputation of Madeira City Schools as district: 18
- Support of parents/community: 16
- Small size of district: 13
- Support of staff/administration: 9
- Great kids/students: 9
- Emphasis on academics: 8
- Close to my home: 6
- No union: 4
- Good work environment: 3
- Contribution to education: 2
- Opportunity for career growth: 1
- Quality of teachers: 1
- Flexibility of curriculum: 1

**Reasons survey responders have chosen to coach/advise in Madeira:**

- Working with kids: 6
- Making a contribution outside of classroom: 5
- Love of sport/activity: 3
- Extra income: 3
- Offer non-athletic program for kids: 3
- Giving back to community: 3
- Help build program: 2
- Self-improvement/career development: 2
- Program reputation: 1
- Offer winter and lifetime sport option: 1
- Fun: 1

- Convenience: 1

Table Y  
SURVEY RESULTS: Coaches Questionnaire

| <i>Question</i>                                      | <i>YES</i> | <i>NO</i> |
|--|------------|-----------|
| Are you fairly compensated? *                        | 5          | 13        |
| Does your program have adequate personnel?           | 12         | 7         |
| Does your salary indicate support/commitment?        | 11         | 5         |
| Does your salary result in competitive disadvantage? | 8          | 8         |
| HEAD COACHES: Are you supported by: District?        | 8          | 2         |
| Administration?                                      | 10         | 0         |
| Parents?   | 9          | 2         |
| Community?   | 10         | 1         |
| Students/Players?                                    | 8          | 3         |
| HEAD COACHES: Do you have adequate personnel?        | 8          | 3         |
| HEAD COACHES: Do you offer right competition level?  | 8          | 1         |
| ASST. COACHES: Are you supported by: District?       | 7          | 1         |
| Administration?                                      | 7          | 1         |
| Parents?   | 7          | 2         |
| Head Coach?  | 8          | 0         |
| Students/Players?                                    | 8          | 0         |

\*One responder indicated that they were unsure, since they were not knowledgeable of other salaries for comparable positions.

**Reasons survey responders have chosen to coach at Madeira:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Good student/athletes: 10</li> <li>• Close to home: 5</li> <li>• Parents: 4</li> <li>• Administration support: 2</li> <li>• Small school/athletic atmosphere: 2</li> <li>• Teach here: 2</li> </ul> | <ul style="list-style-type: none"> <li>• Flexibility: 2</li> <li>• Community support: 2</li> <li>• To build a program: 2</li> <li>• Give back to community: 2</li> <li>• Strength of athletic program: 1</li> <li>• Love the sport: 1</li> </ul> |
|--|--|

**Things that would make Madeira coaches (survey responders) feel more appreciated:**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Increase in pay: 13</li> <li>• More verbal (positive) feedback: 2</li> <li>• Support from administration: 2</li> <li>• Payment for successful seasons: 2</li> <li>• Proper game staff for assistance with details: 2</li> <li>• Communication improved between administration and coaching staff: 1</li> <li>• More coaching apparel: 1</li> <li>• Designated coaches area: 1</li> </ul> | <ul style="list-style-type: none"> <li>• Increased student participation: 1</li> <li>• Less athletic specialization: 1</li> <li>• Proper channels for parent complaints: 1</li> <li>• Payment for summer work: 1</li> <li>• More staff: 1</li> <li>• More teachers as coaches: 1</li> <li>• More financial support for program needs: 1</li> <li>• Increased pay for longevity: 1</li> <li>• Increased promotion of sport: 1</li> </ul> |
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