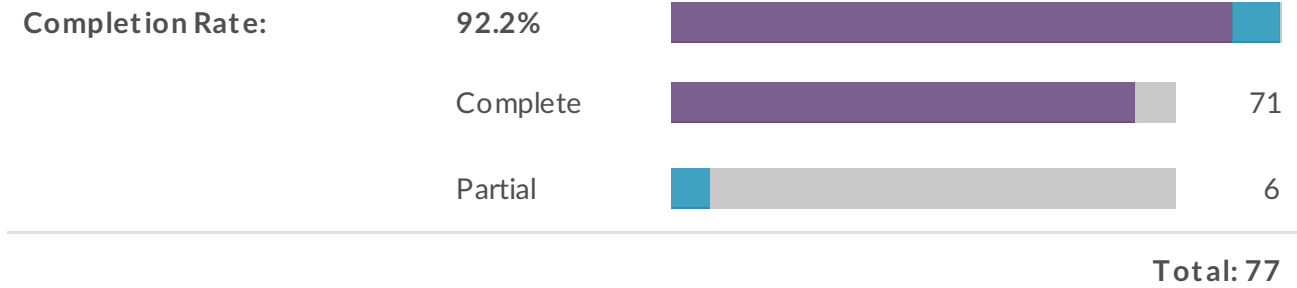
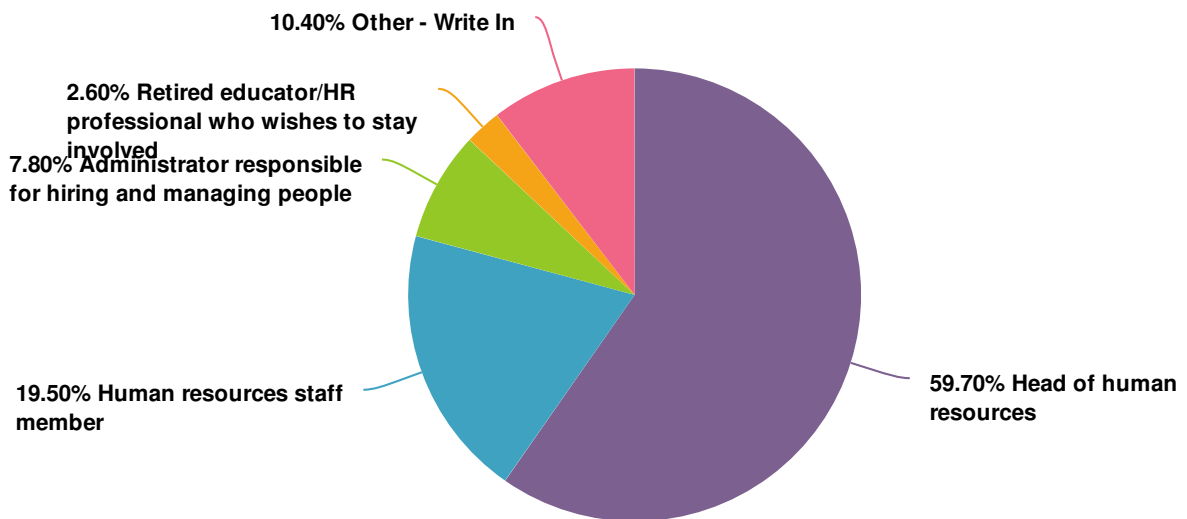


Report for GASPA Strategic Plan Survey

Response Counts



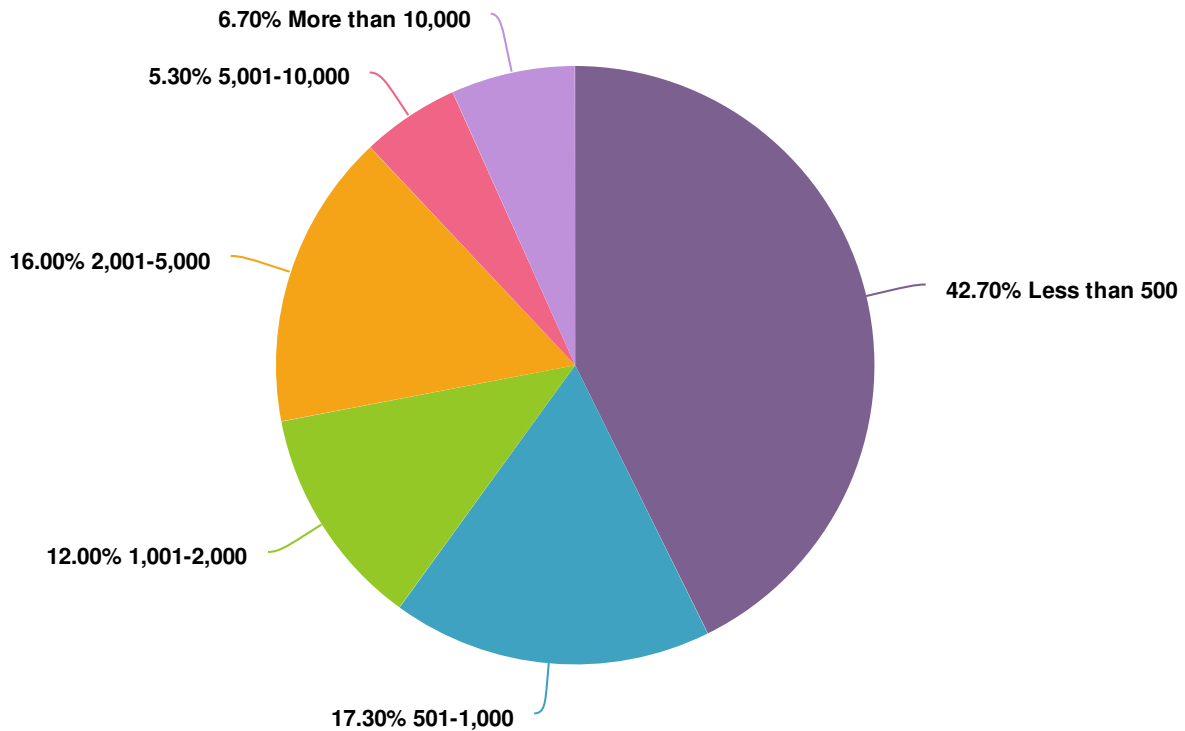
1. What is your current position at your district?









Value		Percent	Responses
Head of human resources		59.7%	46
Human resources staff member		19.5%	15
Administrator responsible for hiring and managing people		7.8%	6
Retired educator/HR professional who wishes to stay involved		2.6%	2
Other - Write In		10.4%	8

Total: 77

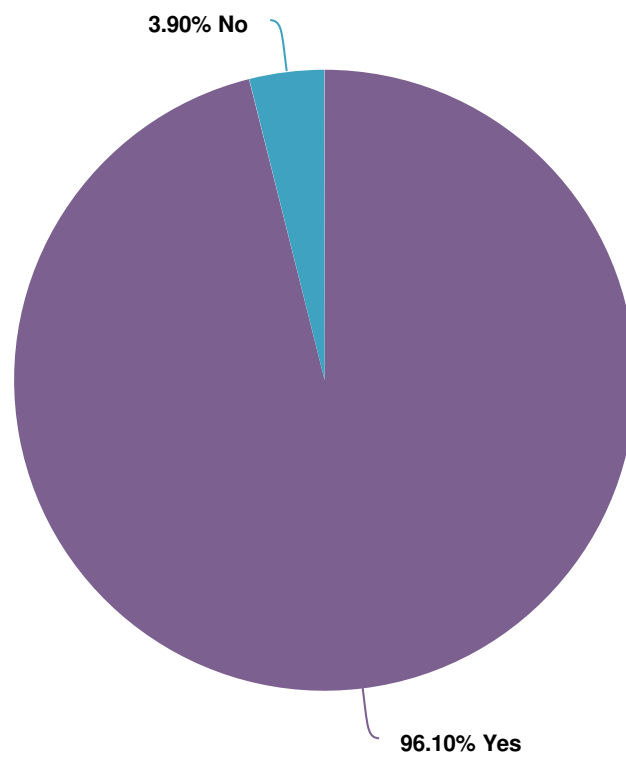
2. How many full time employees work at your district?



Value		Percent	Responses
Less than 500		42.7%	32
501-1,000		17.3%	13
1,001-2,000		12.0%	9
2,001-5,000		16.0%	12
5,001-10,000		5.3%	4
More than 10,000		6.7%	5

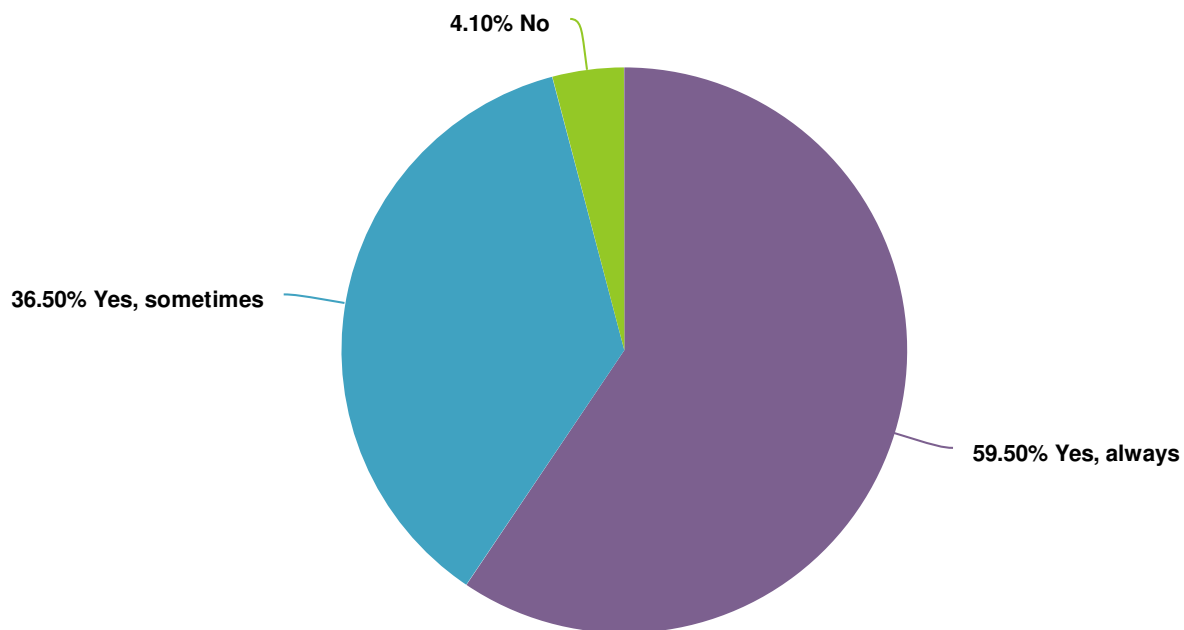
Total: 75

3. Are you currently a GASPA member?



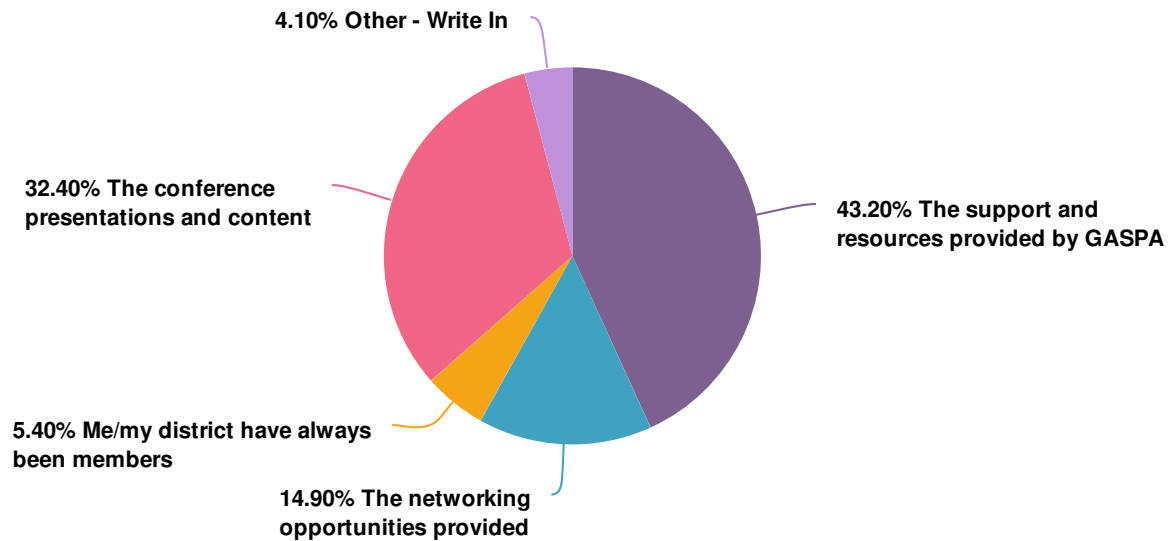
Value	Percent	Responses
Yes	96.1%	74
No	3.9%	3
Total: 77		

4. Do you attend the GASPA conferences?



Value	Percent	Responses
Yes, always	59.5%	44
Yes, sometimes	36.5%	27
No	4.1%	3
Total: 74		

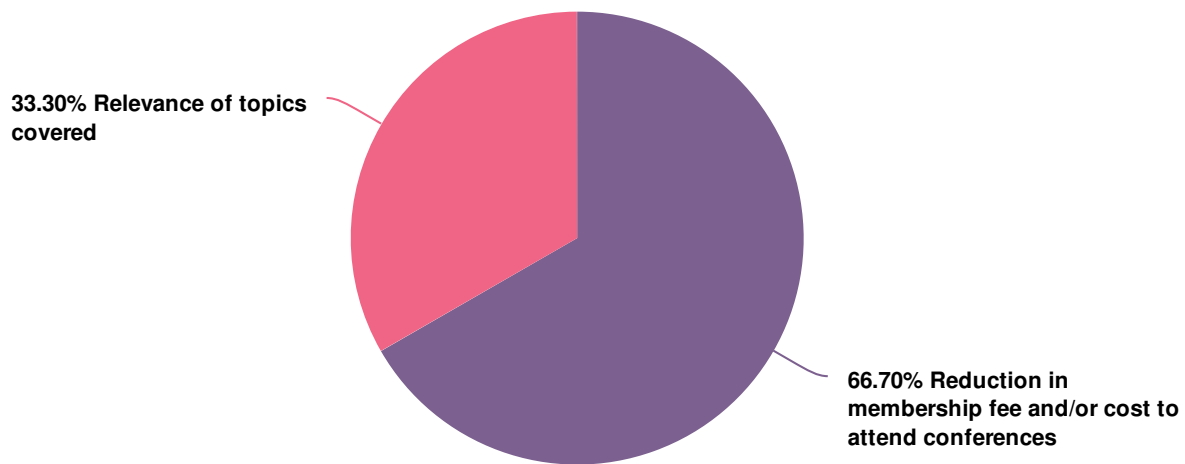
5. What is the main reason you are a GASPA member?



Value	Percent	Responses
The support and resources provided by GASPA	43.2%	32
The networking opportunities provided	14.9%	11
Me/my district have always been members	5.4%	4
The conference presentations and content	32.4%	24
Other - Write In	4.1%	3

Total: 74

6. What would be the strongest reason for you to join GASPA?



Value	Percent	Responses
Reduction in membership fee and/or cost to attend conferences	66.7%	2
Relevance of topics covered	33.3%	1

Total: 3

7. Please rate these human resources areas based on importance to you and your district in terms of time, attention, resources, etc.

	Very Important	Somewhat important	Not Important	Not Applicable/HR not involved in this area
Strategic Planning Count	49	19	0	9
Budgets/Staffing Count	62	12	0	3
Job Analysis/Job Descriptions Count	32	40	4	1
Recruitment Count	54	23	0	0
Selection Count	52	23	0	1
On-Boarding New Hires Count	44	28	2	3
Training & Professional Development Count	43	24	1	9
Compensation Count	44	24	3	5
Benefits Count	36	30	5	6
Employee Supervision & Evaluation Count	46	24	2	4
Employee Services & Relations (recognition, handbooks, conflict management, complaints, etc.) Count	33	40	1	3

	Very Important	Somewhat important	Not Important	Not Applicable/HR not involved in this area
Safety & Risk Management Count	28	37	4	8
Employee Records Count	40	31	4	2
HR Technology Management Count	36	31	6	4

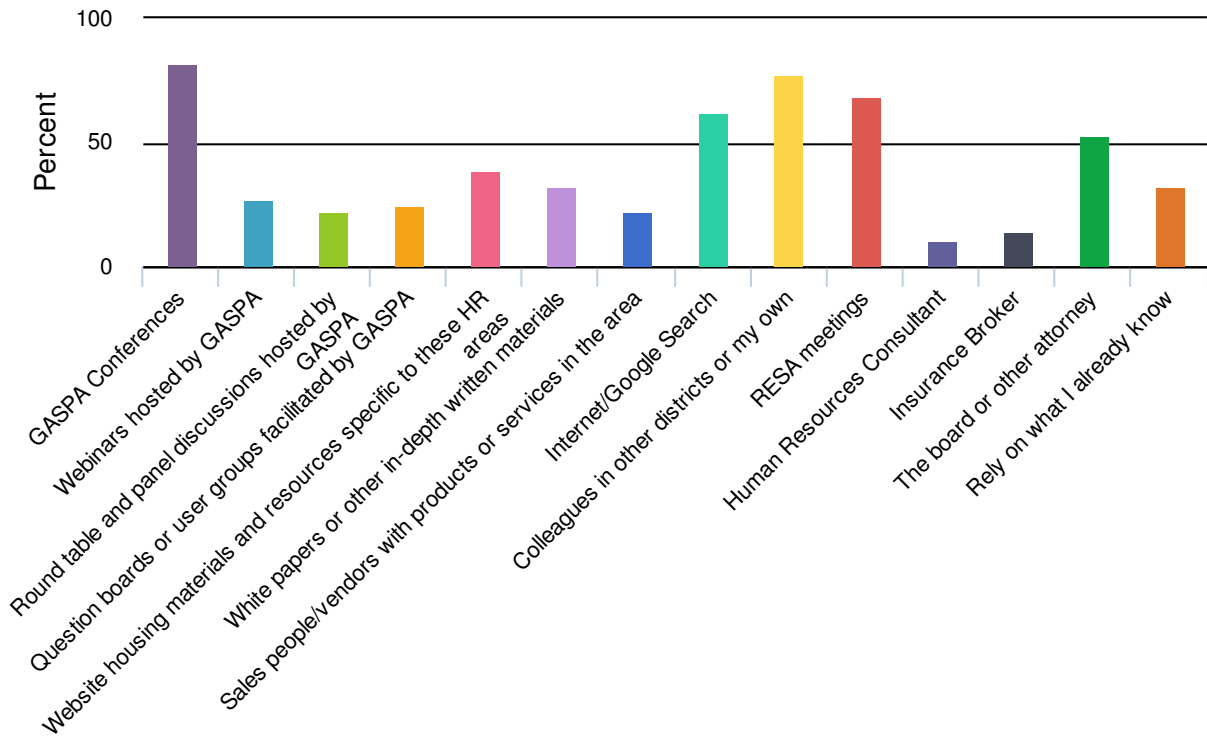
8. For each area, please indicate how well equipped the HR department is to handle the challenges you face every day in terms of processes, policies, staff, tools, and resources .















	We have everything we need	We have most of what we need	We have many gaps and lack what we need	We have not addressed this area in any way	Not Applicable/HR not involved in this area
Strategic Planning Count	9	44	13	2	9
Budgets/Staffing Count	11	51	11	0	4
Job Analysis/Job Descriptions Count	9	38	26	2	2

	We have everything we need	We have most of what we need	We have many gaps and lack what we need	We have not addressed this area in any way	Not Applicable/HR not involved in this area
Recruitment Count	10	42	22	1	2
Selection Count	11	45	17	2	2
On-Boarding New Hires Count	7	53	12	2	3
Training & Professional Development Count	7	47	12	1	9
Compensation Count	7	41	20	2	6
Benefits Count	15	47	7	0	8
Employee Supervision & Evaluation Count	14	42	16	0	5
Employee Services & Relations (recognition, handbooks, conflict management, complaints, etc.) Count	5	43	24	1	4

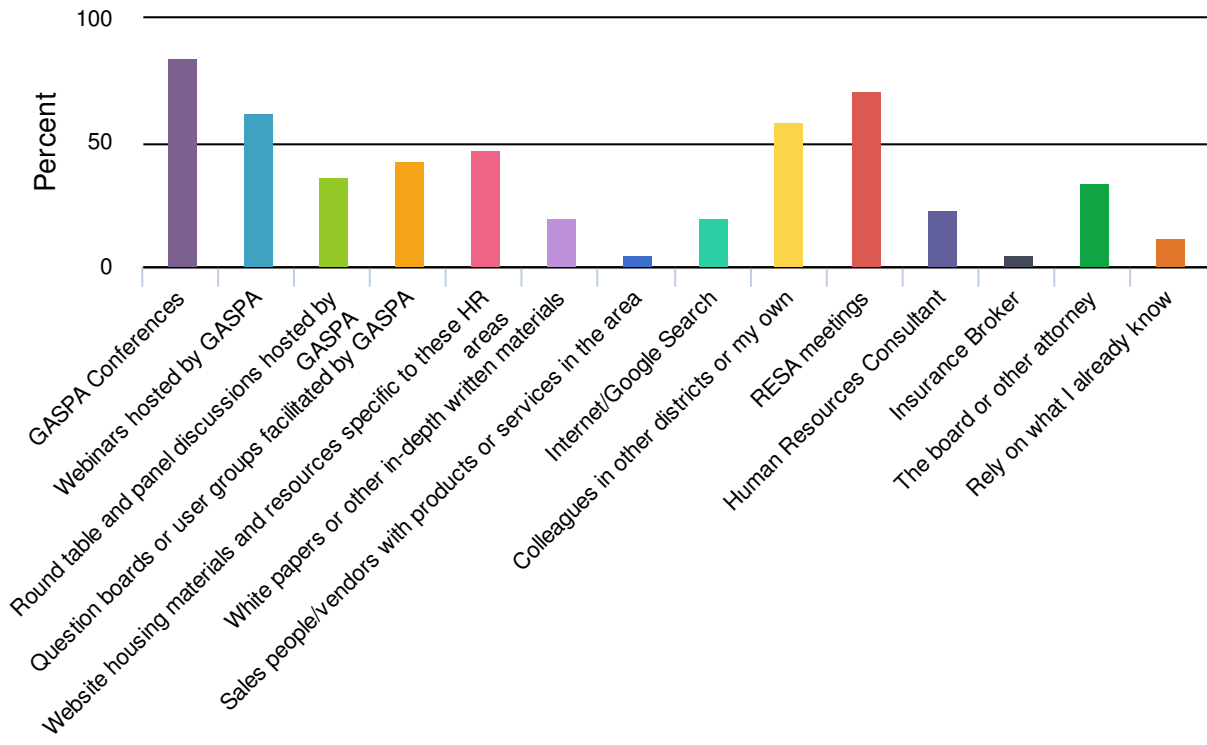
	We have everything we need	We have most of what we need	We have many gaps and lack what we need	We have not addressed this area in any way	Not Applicable/HR not involved in this area
Safety & Risk Management Count	8	50	8	0	11
Employee Records Count	16	47	10	1	3
HR Technology Management Count	5	41	21	4	5















9. Where do you currently go to learn about the areas for which you would like assistance? (check all that apply)



Value		Percent	Responses
GASPA Conferences		81.8%	63
Webinars hosted by GASPA		27.3%	21
Round table and panel discussions hosted by GASPA		22.1%	17
Question boards or user groups facilitated by GASPA		24.7%	19
Website housing materials and resources specific to these HR areas		39.0%	30
White papers or other in-depth written materials		32.5%	25
Sales people/vendors with products or services in the area		22.1%	17
Internet/Google Search		62.3%	48
Colleagues in other districts or my own		77.9%	60
RESA meetings		68.8%	53
Human Resources Consultant		10.4%	8
Insurance Broker		14.3%	11
The board or other attorney		53.2%	41
Rely on what I already know		32.5%	25

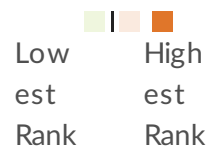
10. What do you feel should be the best way to get the information you need? (check all that apply)



Value		Percent	Responses
GASPA Conferences		84.4%	65
Webinars hosted by GASPA		62.3%	48
Round table and panel discussions hosted by GASPA		36.4%	28
Question boards or user groups facilitated by GASPA		42.9%	33
Website housing materials and resources specific to these HR areas		46.8%	36
White papers or other in-depth written materials		19.5%	15
Sales people/vendors with products or services in the area		5.2%	4
Internet/Google Search		19.5%	15
Colleagues in other districts or my own		58.4%	45
RESA meetings		71.4%	55
Human Resources Consultant		23.4%	18
Insurance Broker		5.2%	4
The board or other attorney		33.8%	26
Rely on what I already know		11.7%	9

11. Please rank the following strategic goals for GASPA from the most important/impactful to the least important/impactful.

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Professional Learning (includes partnering with other groups and organizations to present professional workshops and other learning opportunities)	1		149	63
Communication and Networking (includes upgrading functionality of website for professional use)	2		129	62
Impact K-12 (includes a focus on service and outreach to encourage choosing School Personnel Administration as a career, work with the legislature, etc.) influence and activities.	3		99	63



12. Please share your thoughts with us by listing other goal areas that you believe are essential to include in GASPA's 5 Year Plan.

growth or district work
time other meet
gaspa higher districts
professional future

12

13. Please rate the following objectives designed to support meeting the strategic goal for GASPA to Positively Impact K12 Education based on importance or positive impact.

	Very Important/impactful	Somewhat important/impactful	Not very important/impactful
Impact K-12 Education through legislative influence and activities. Count	57	14	0
Promote school personnel administration as a career choice through community outreach. Count	25	41	5

14. Please rate the following objectives designed to support meeting the strategic goal for GASPA to Improve Communication and Networking based on importance or positive impact.

	Very important/impactful	Somewhat important/impactful	Not very important/impactful
Improve communication and networking through an enhanced website. Count	53	18	0
Improve communication and networking through use of online meeting technologies. Count	41	26	3
Improve communication and networking by creating a user group managed via email. Count	33	33	4
Improve communication and networking by creating associate memberships for non-HR professionals such as principals Count	21	34	14

	Very important/impactful	Somewhat important/impactful	Not very important/impactful
Update and expand the repository of strategic and tactical information in HR. Count	48	21	1

15. Please rate the following objectives designed to support meeting the strategic goal for GASPA to Improve Professional Learning based on importance or positive impact.

	Very important/impactful	Somewhat important/impactful	Not very important/impactful
Improve professional learning through statewide, regional, or web-based workshops. Count	63	7	1

	Very important/impactful	Somewhat important/impactful	Not very important/impactful
Improve professional learning through facilitating the availability of HR content experts to present at other state organization conferences - GAEL, GASBO, GELI, etc. Count	51	20	0
Improve professional learning through partnerships presentations by other organizations - Harben and Hartley, SHRM, ASPA, etc. Count	50	18	2
Improve professional learning through RESAs. Count	58	13	0

	Very important/impactful	Somewhat important/impactful	Not very important/impactful
Improve professional learning through HR certifications. Count	28	34	9

16. Please share your thoughts with us by listing other objectives that you believe are essential to include in GASPA's 5 Year Plan.

