

2016 Employee Satisfaction Survey

Results and Analysis

Hays Consolidated Independent School District

March 21 – April 8, 2016



Overview

The Hays Consolidated Independent School District (CISD) Employee Satisfaction Survey has been administered each year, beginning in 2014, to ask staff members questions about their engagement in their work and the educational climate at the school where they work. Engagement is the sense of connection that individuals have with their profession in general and with their current jobs in particular. The educational climate within a district's schools and, by extension, between a student's school and home, is critical for enhancing academic achievement.

Questions related to school climate covered the following topics:

- Quality of education
- Student support
- Safety and behavior
- School operations
- Quality of programs and services

Additionally, this study was conducted to:

- Measure engagement of school-based staff
- Identify levels of engagement of school-based staff
- Identify areas to increase employee engagement

Study Details and Understanding the Report

The survey was open March 21 to April 8. K12 *Insight* emailed individual invitations with survey links to employees. The number of responses by school building was monitored to promote participation. In addition, K12 *Insight* sent reminders on March 28 and 30 and April 4, 7, and 8 to those who had not yet taken the survey.

This report summarizes survey results and breaks them down by school level.

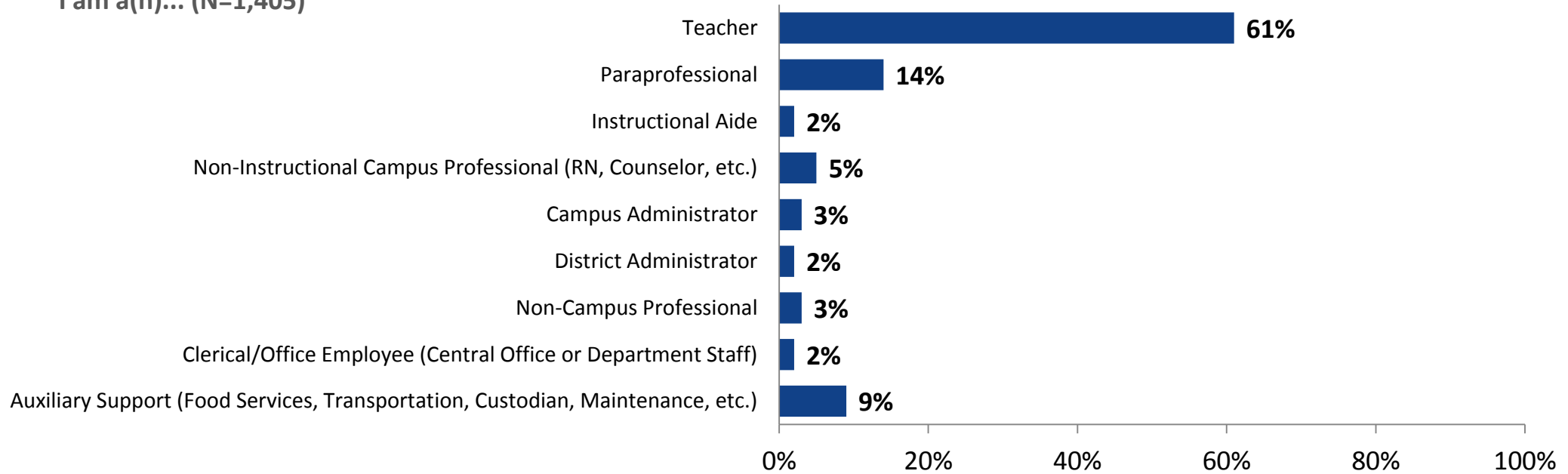
Results do not reflect random sampling; therefore, they should not be generalized to all employees at Hays CISD. Rather, results reflect only the perceptions and opinions of survey participants.

The findings for each item in the report exclude participants who did not answer the item. In charts and graphs, data labels of 5 percent or less are not shown. Percentages may not total 100 due to rounding.

Participation

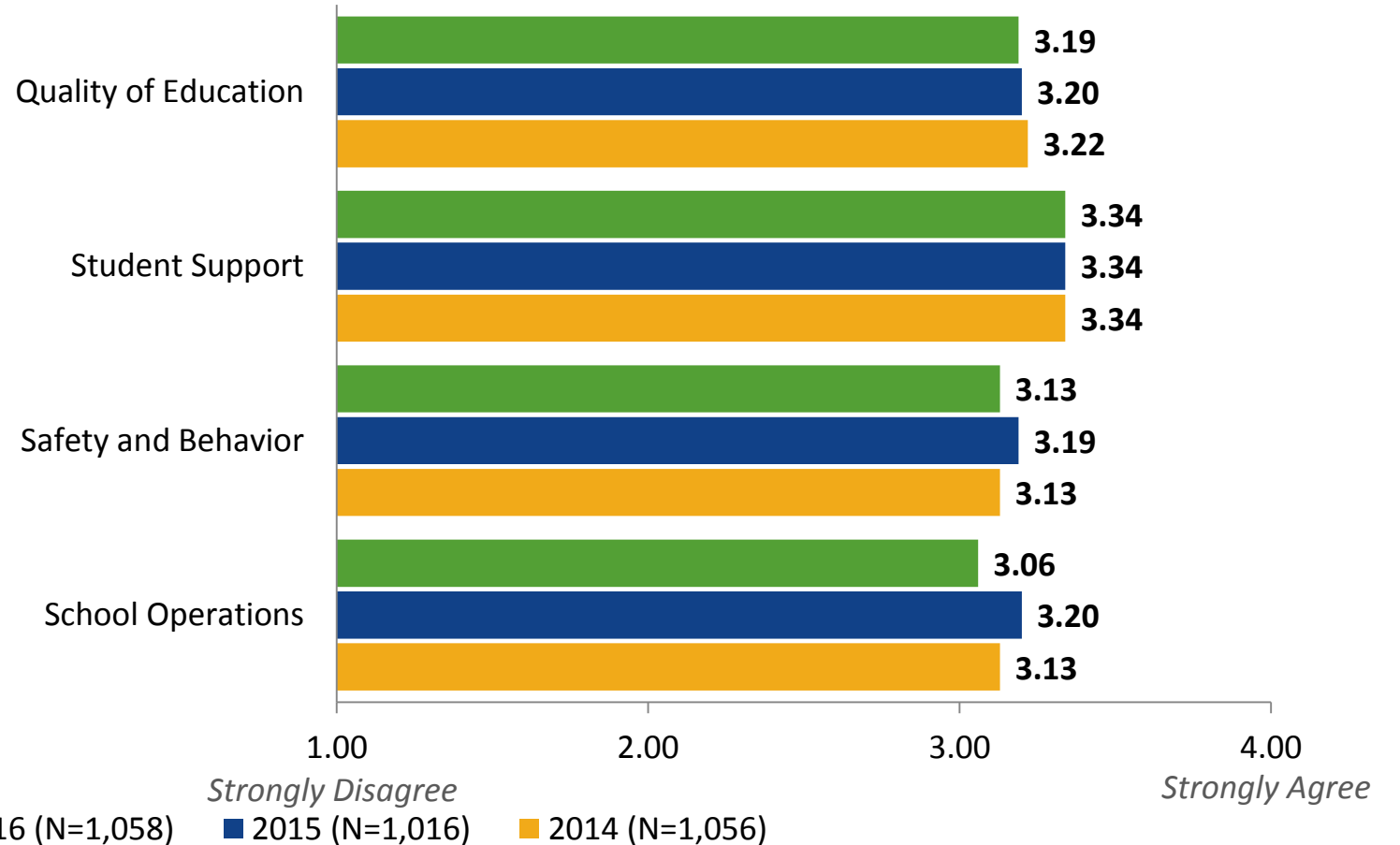
Year	Responding Group	Number of Responses (N)	Max Possible Responses (Nmax)	Response Rate (%)
2016	Employees	1,405	2,477	57%
2015	Employees	1,323	2,208	60%
2014	Employees	1,360	2,386	57%

I am a(n)... (N=1,405)



School Climate

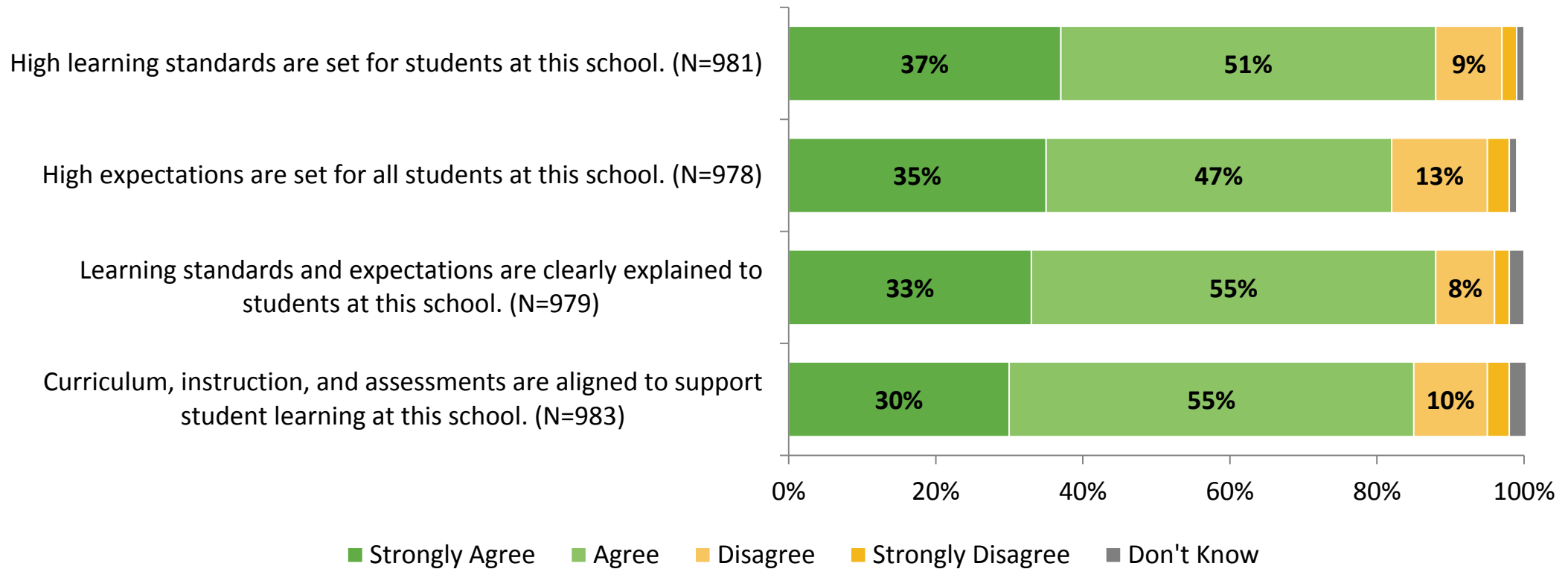
Components of School Climate



Note: These are the weighted scores for each dimension listed. The count of responses is an average of responses for all items within each school climate component.

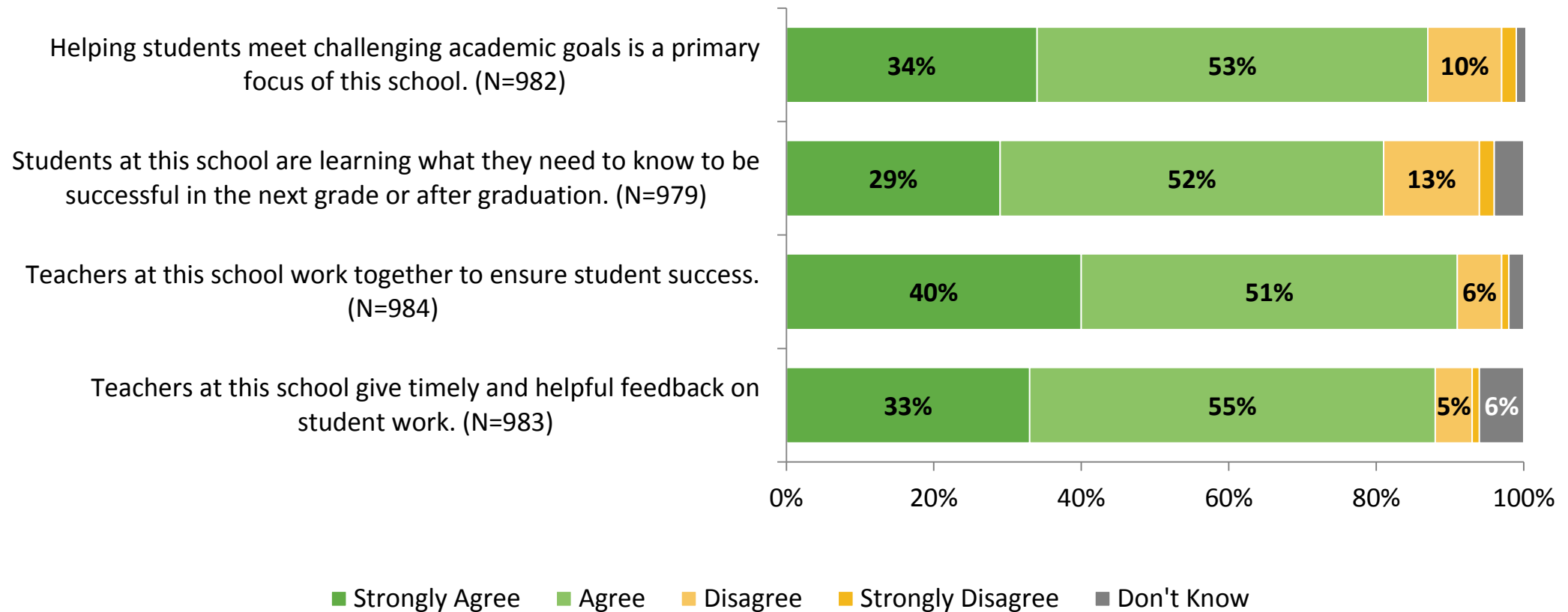
Quality of Education — Instructional Staff

How strongly do you agree or disagree with the following statements?



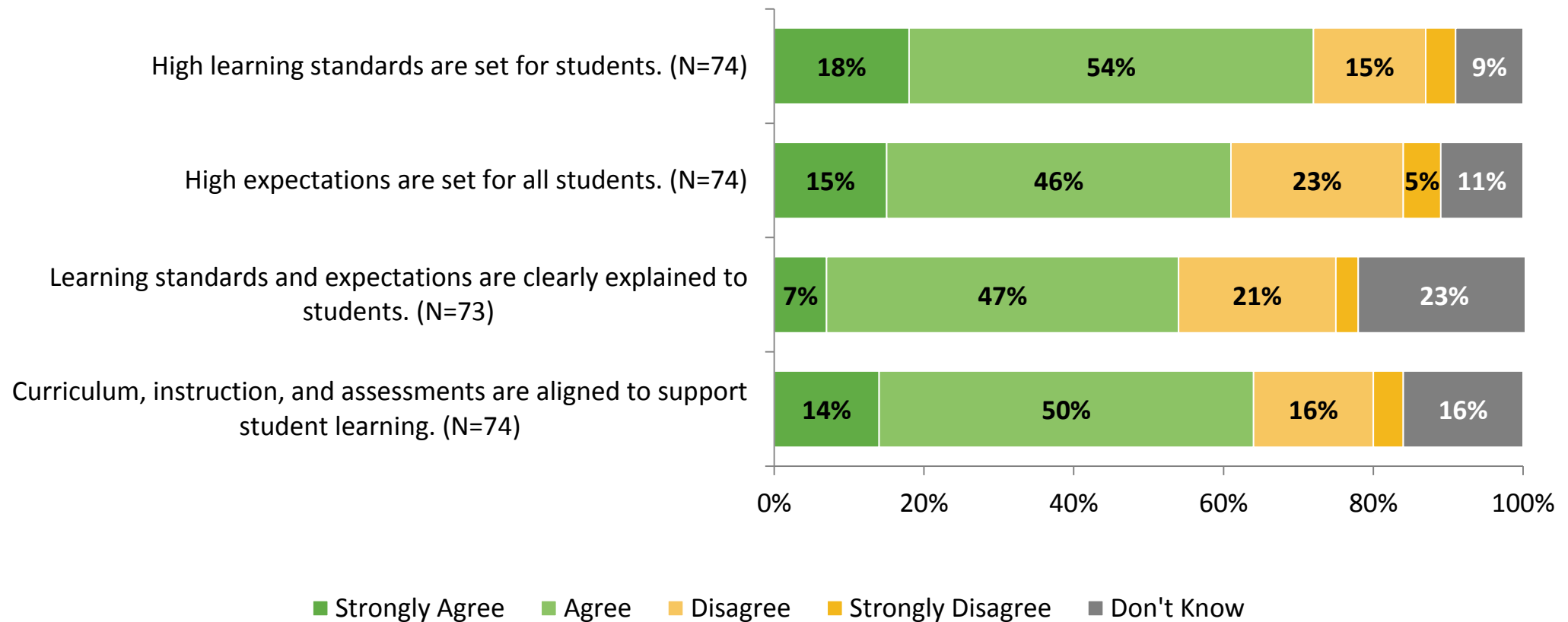
Quality of Education — Instructional Staff (Continued)

How strongly do you agree or disagree with the following statements?



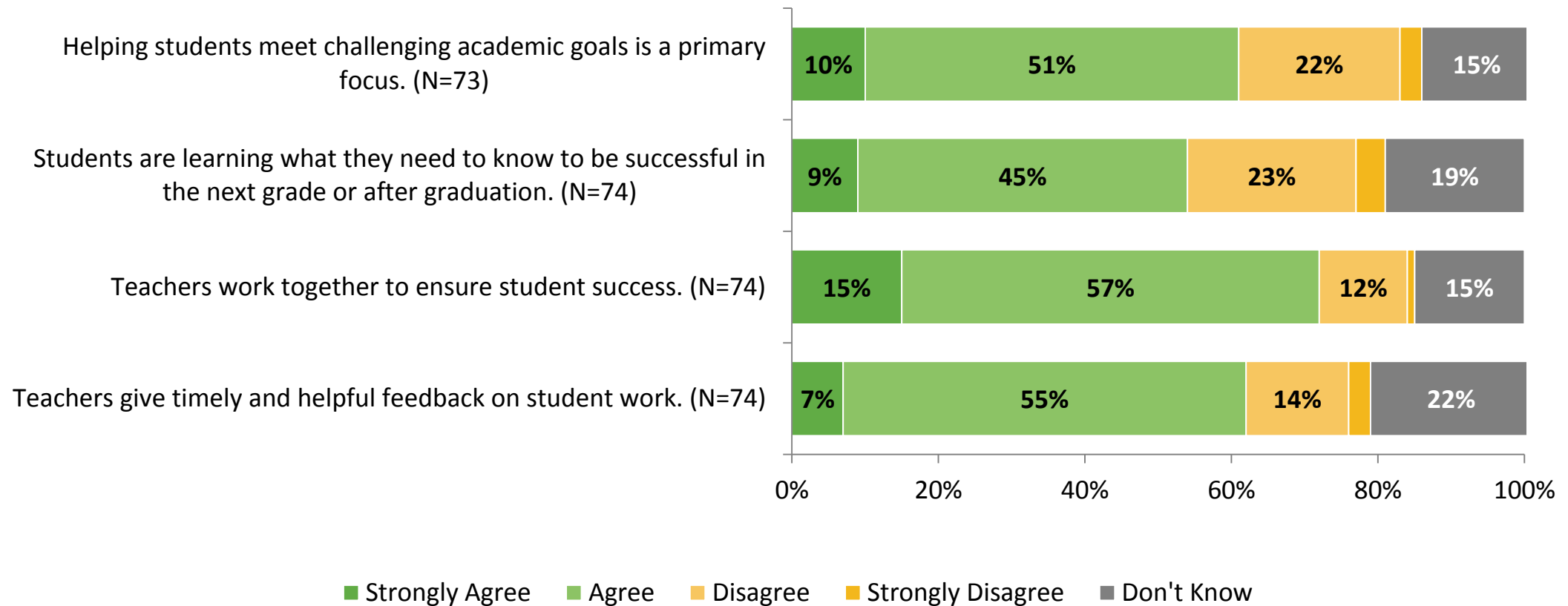
Quality of Education — Non-Instructional Staff

How strongly do you agree or disagree with the following statements?



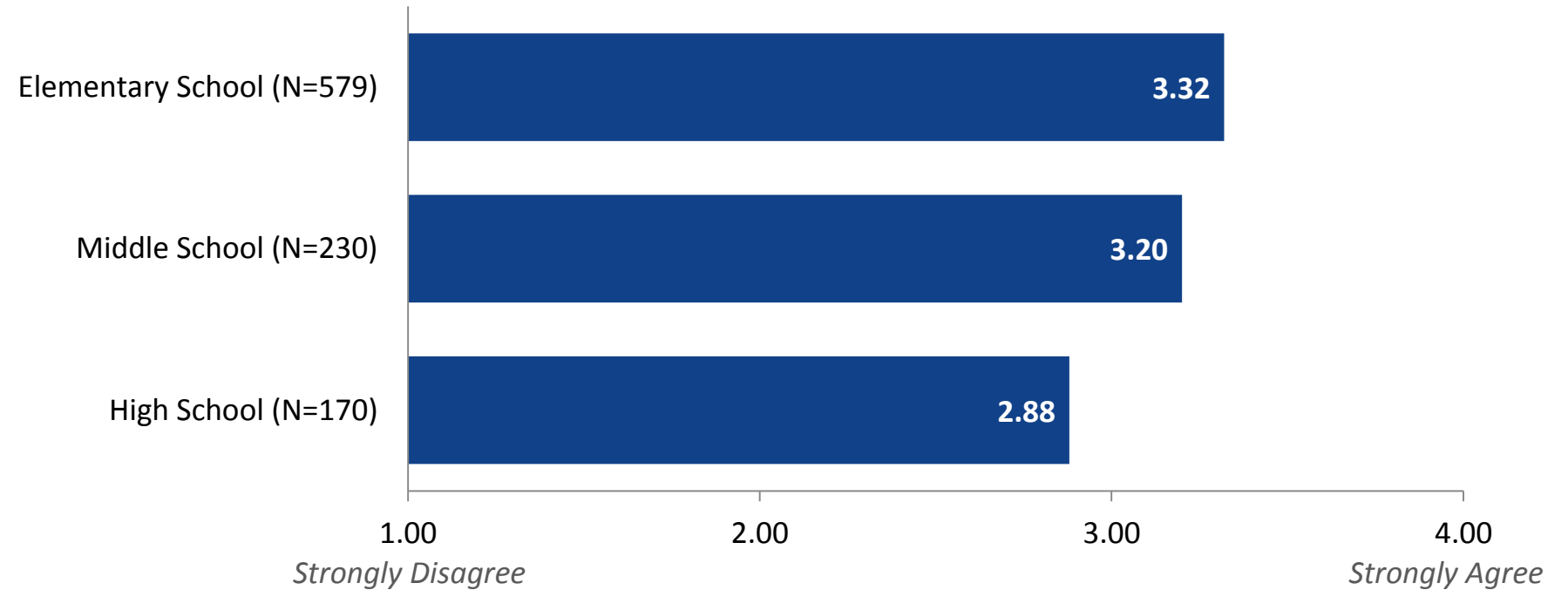
Quality of Education — Non-Instructional Staff (Continued)

How strongly do you agree or disagree with the following statements?



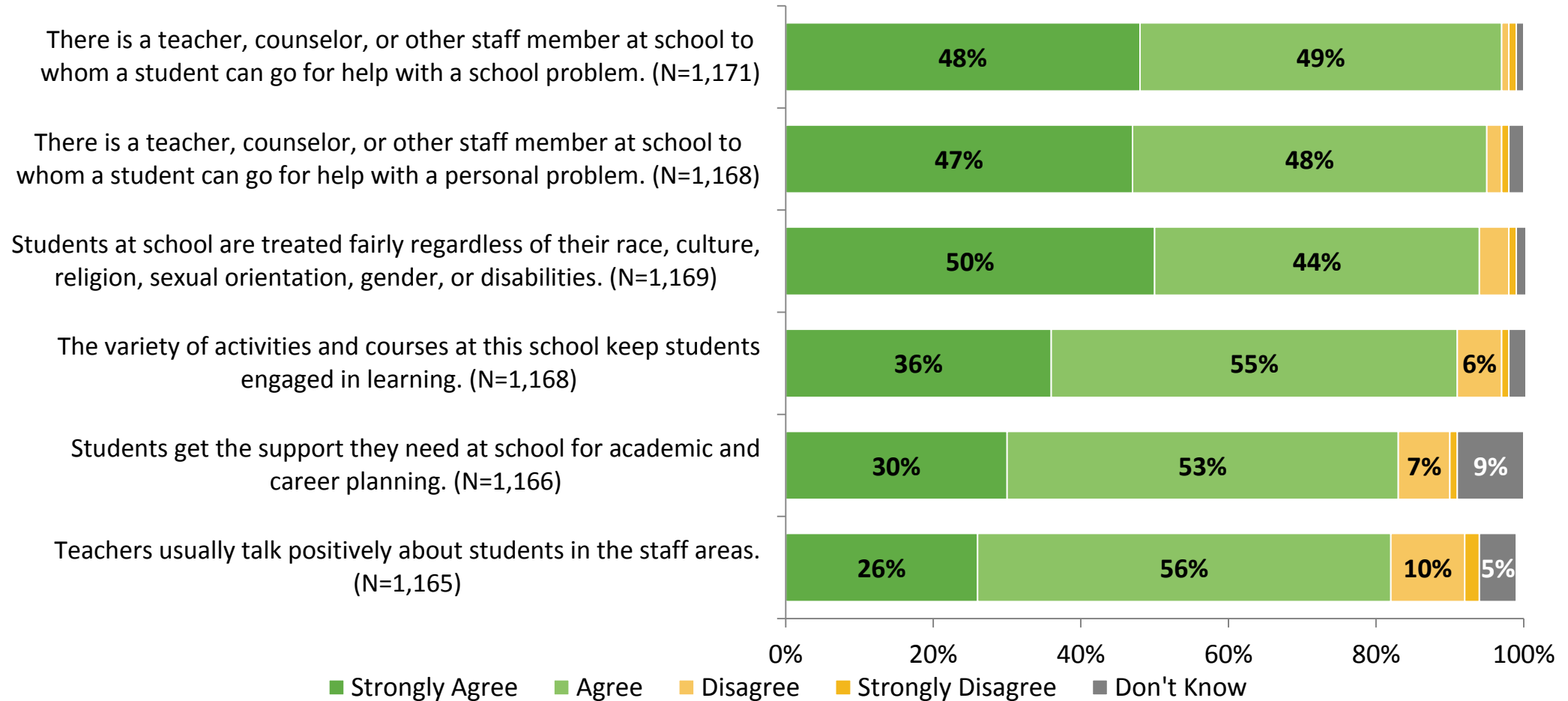
Quality of Education by School Level – Instructional Staff

All quality of education items were used to calculate an overall weighted score by school level.



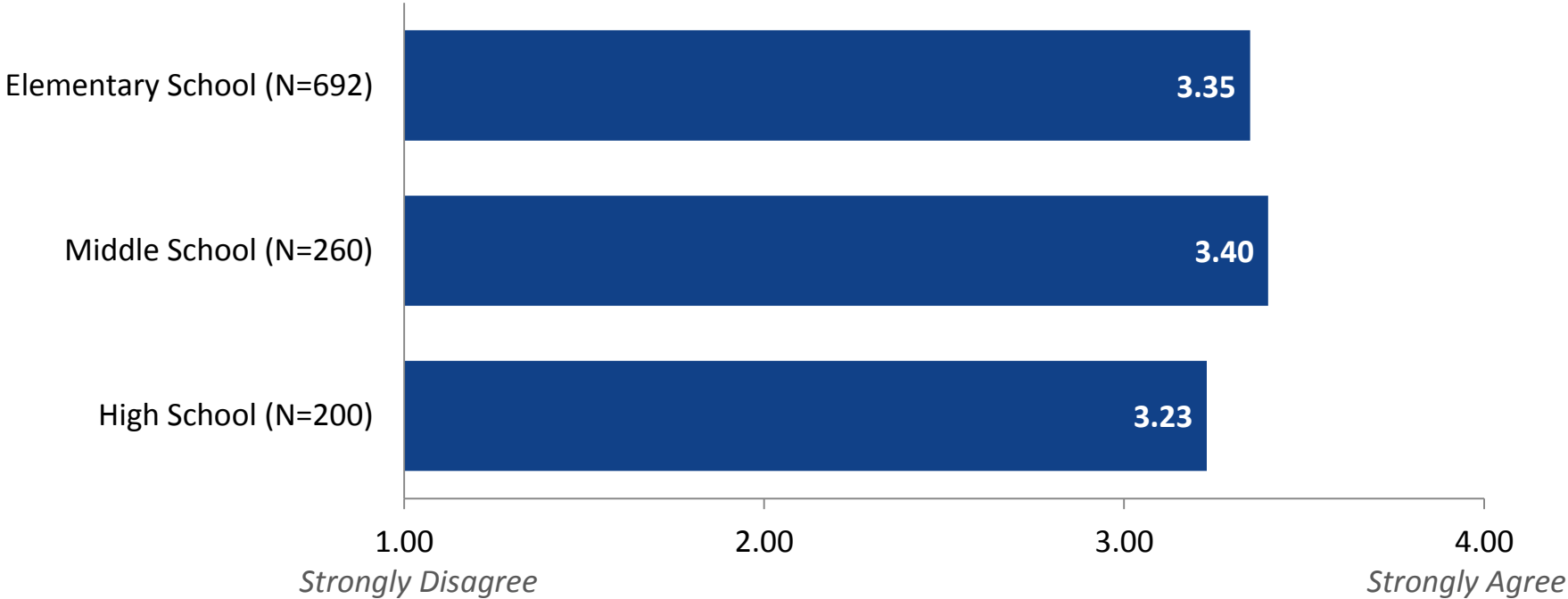
Student Support

How strongly do you agree or disagree with the following statements?



Student Support by School Level

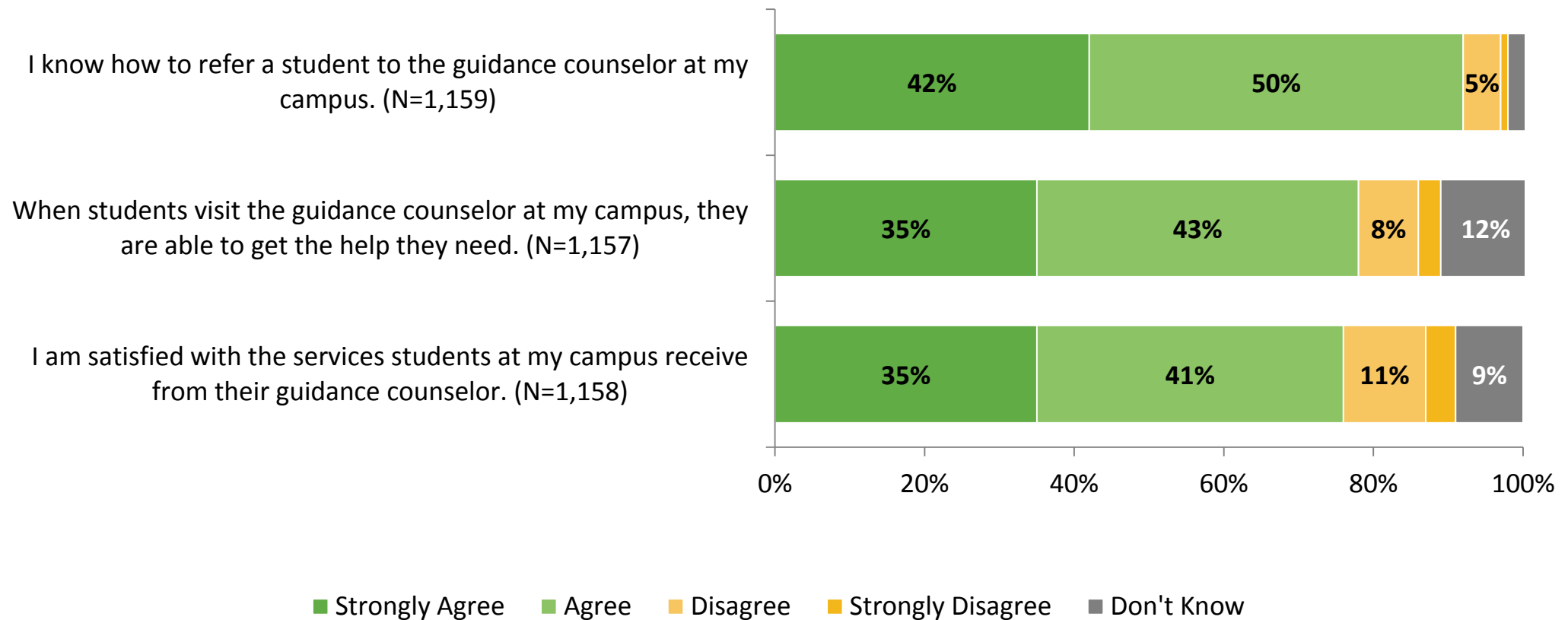
All student support items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Student Counseling

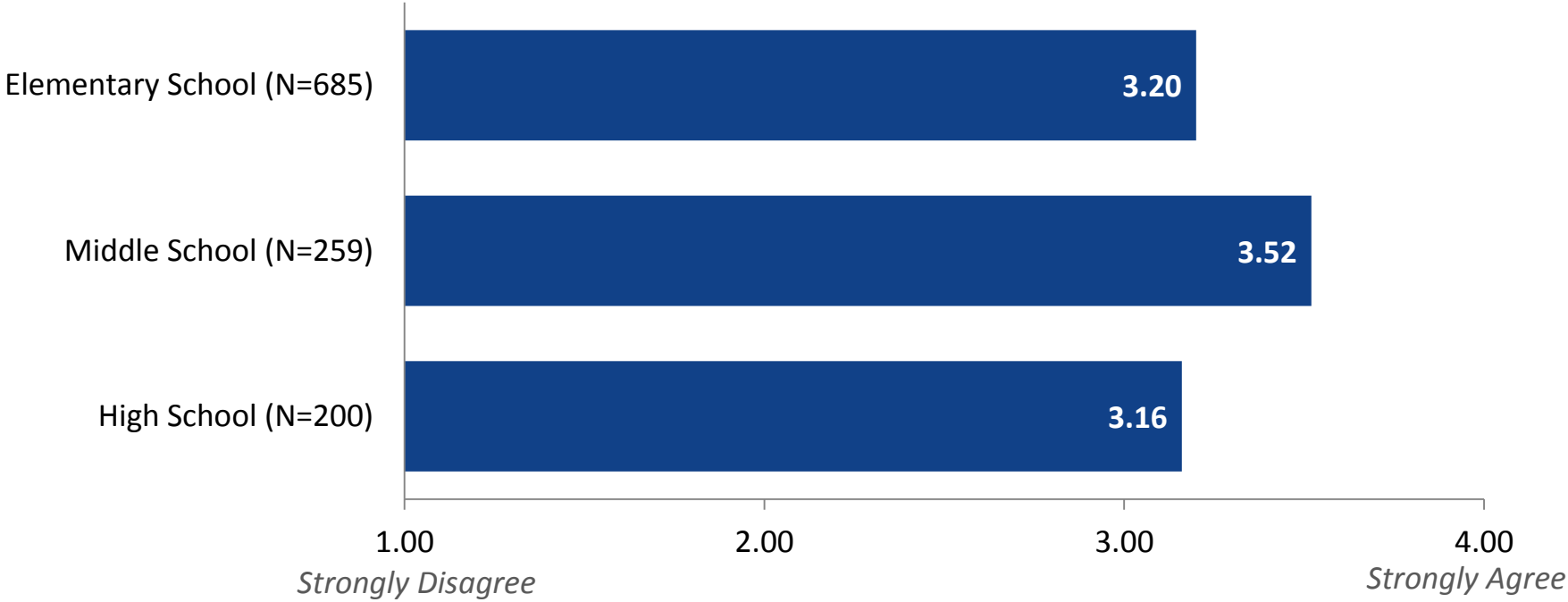
How strongly do you agree or disagree with the following statements?



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Student Counseling by School Level

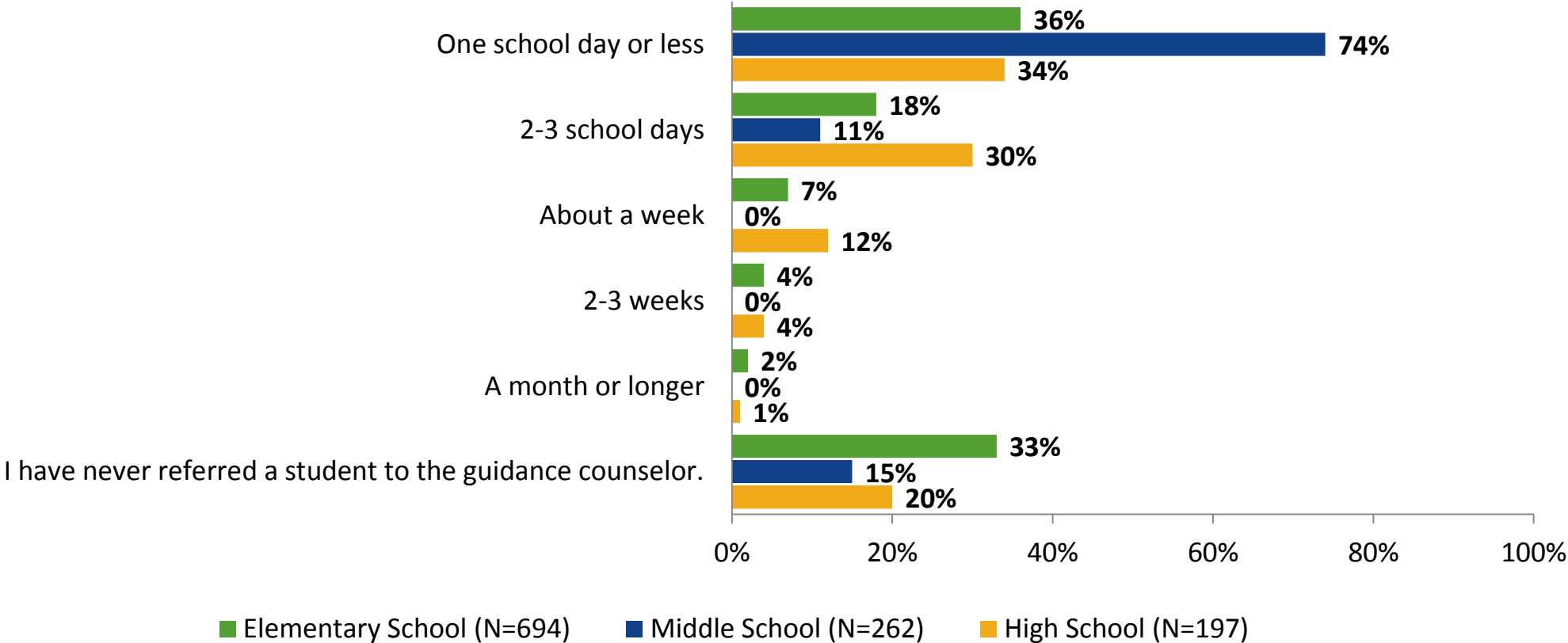
All school counseling items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Student Counseling (Continued)

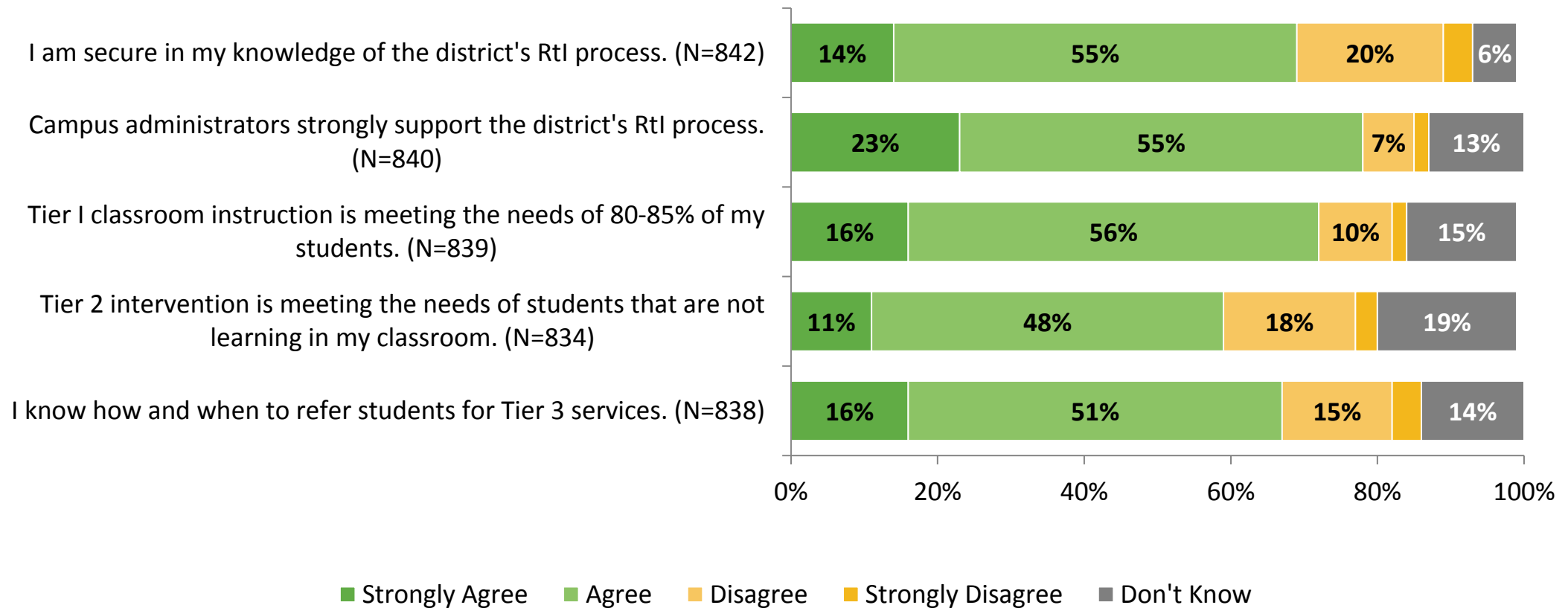
How long does it usually take the counselor to see a student after you referred him or her?



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Response to Intervention (RtI)

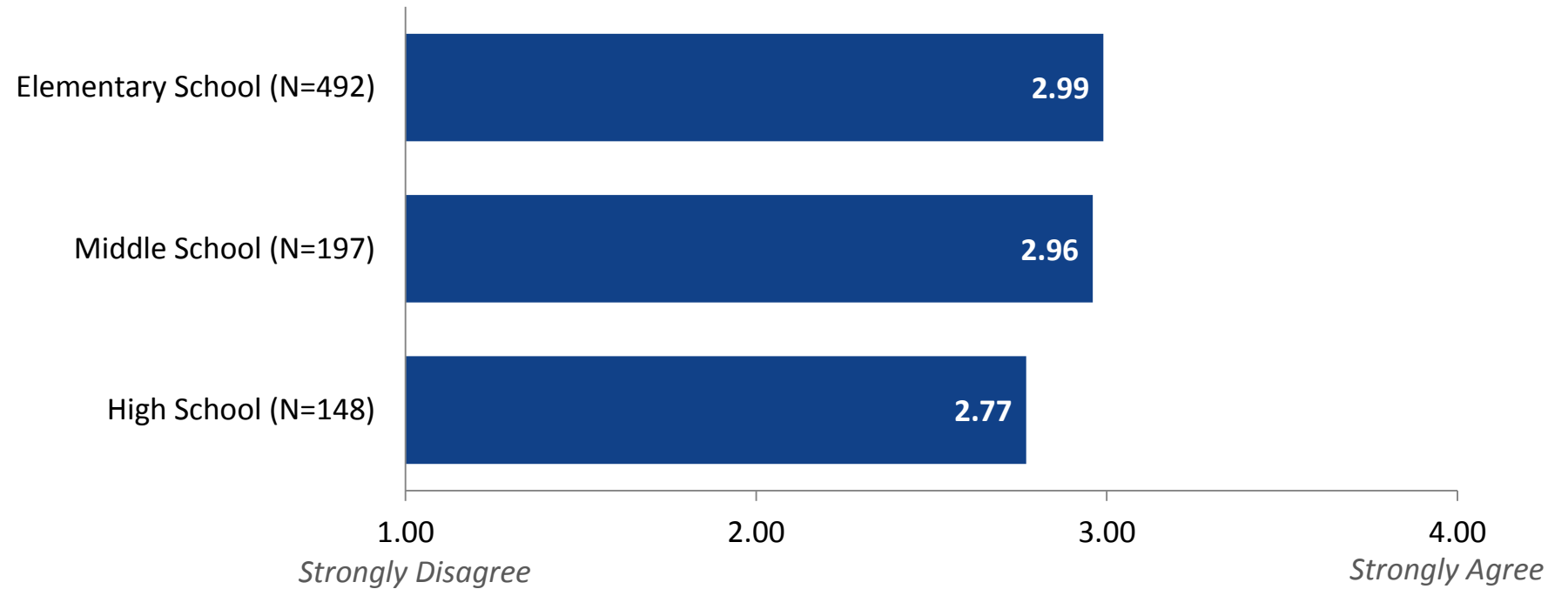
How strongly do you agree or disagree with the following statements?



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

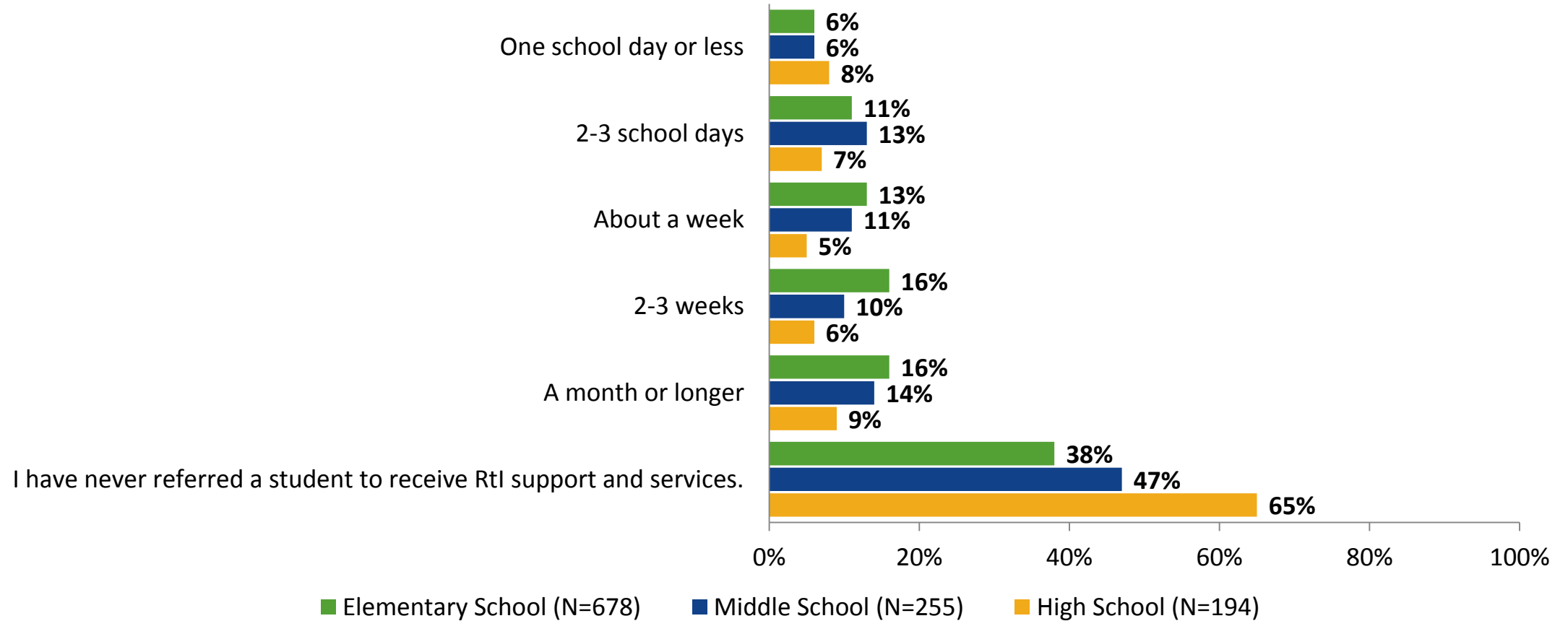
Response to Intervention (RtI) by School Level

All RtI items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

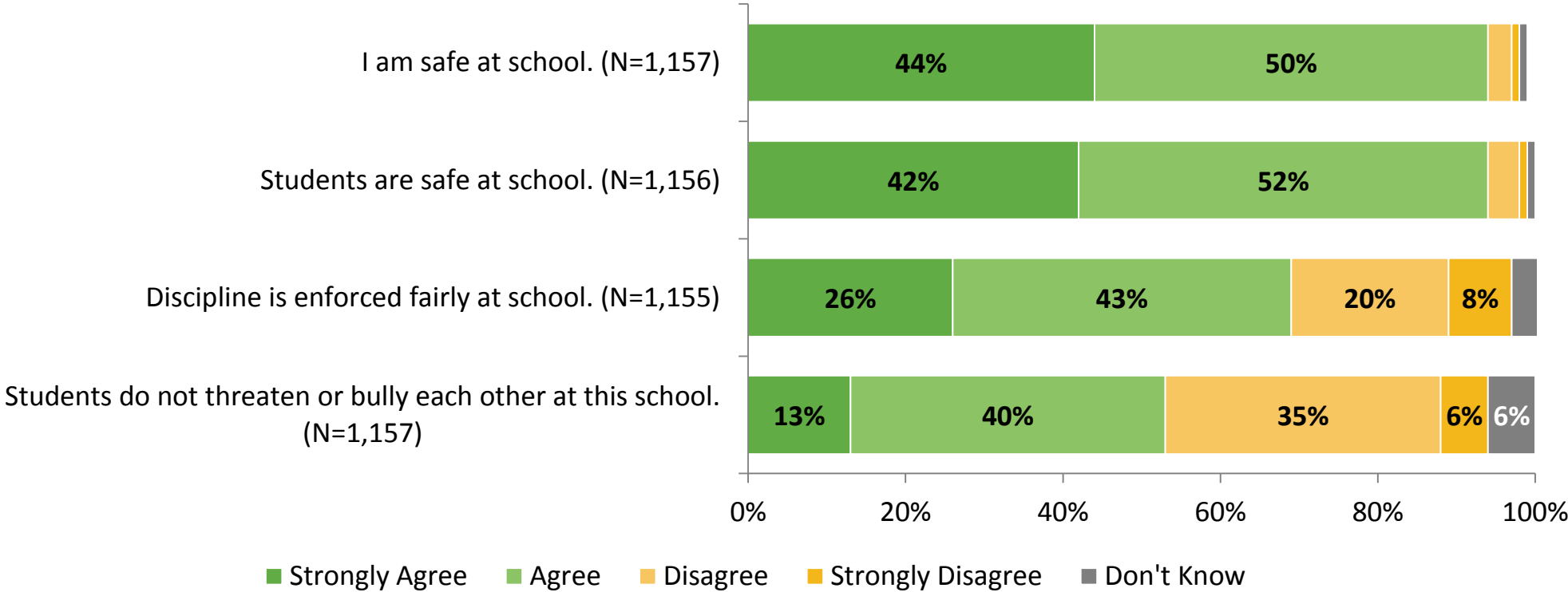
Response to Intervention (RtI) (Continued)



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Safety and Behavior

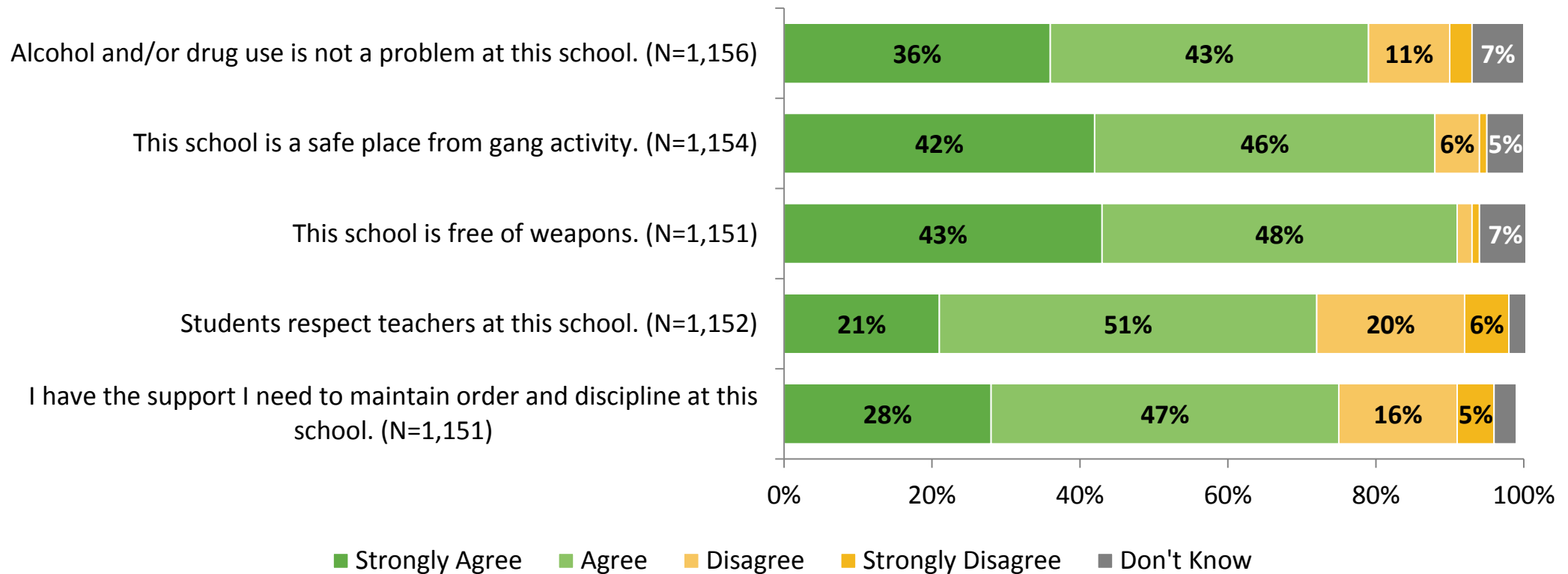
How strongly do you agree or disagree with the following statements?



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Safety and Behavior (Continued)

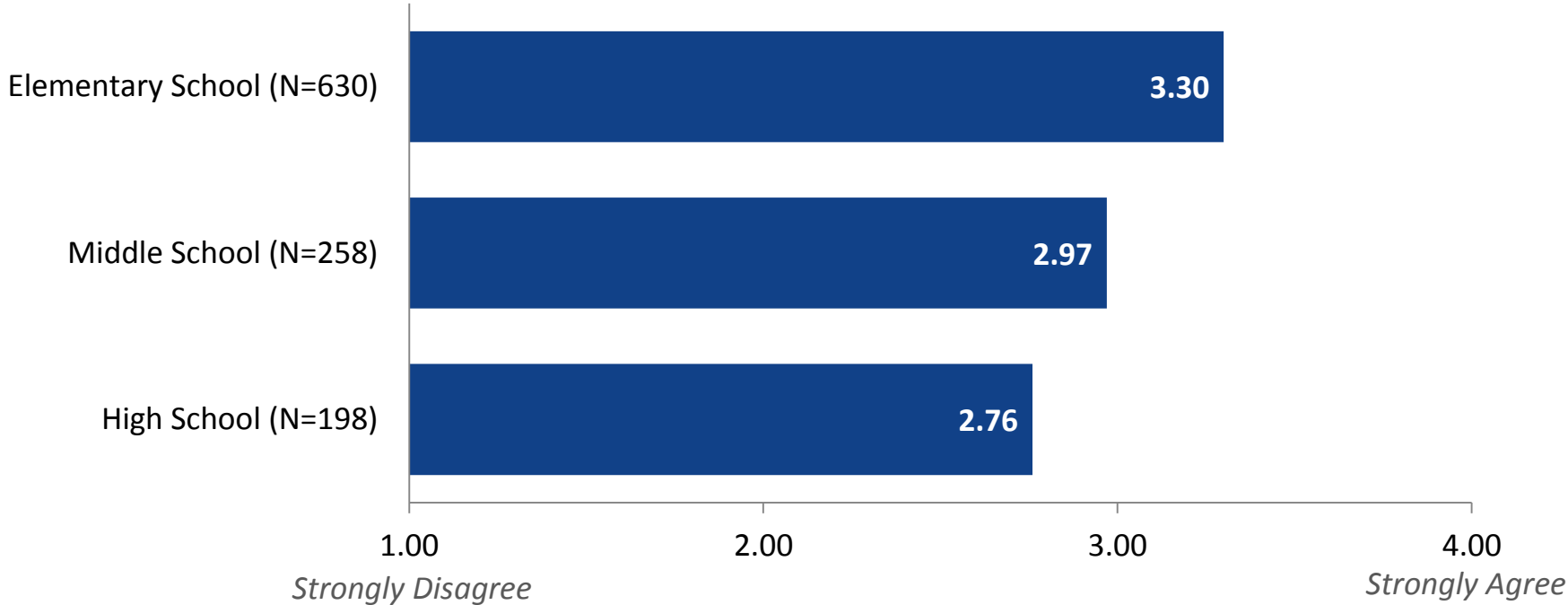
How strongly do you agree or disagree with the following statements?



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Safety and Behavior by School Level

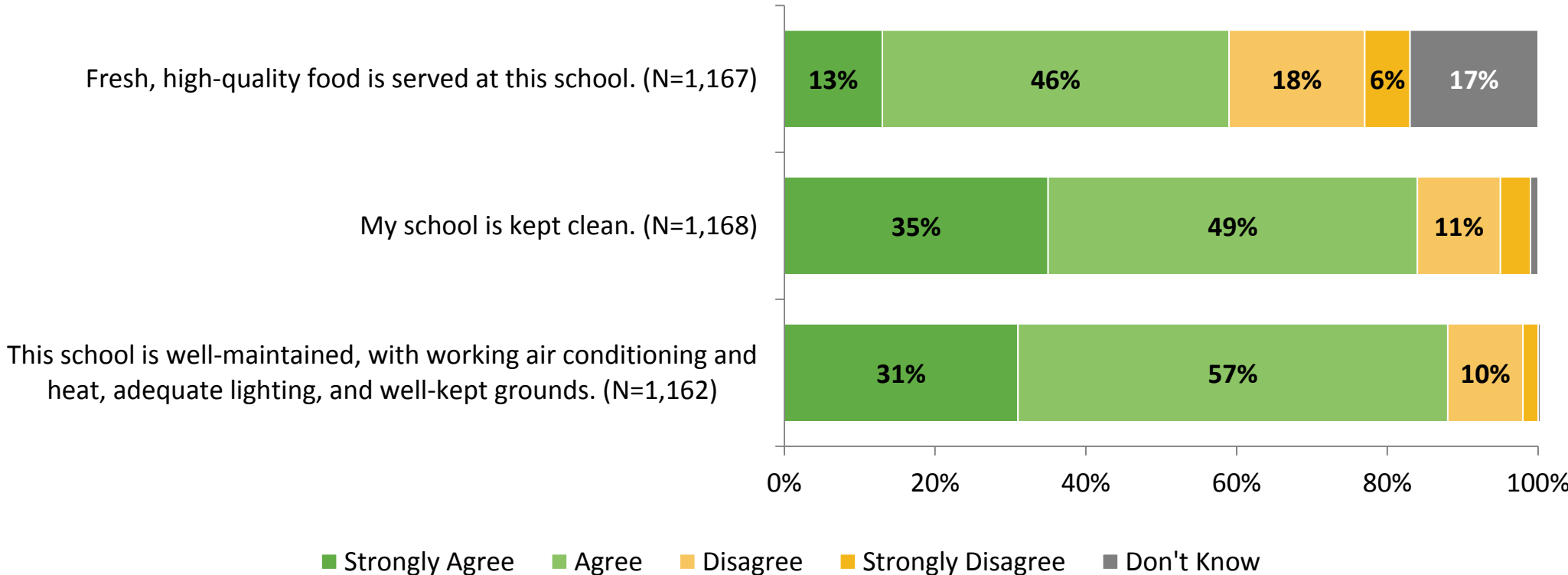
All safety and behavior items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

School Operations

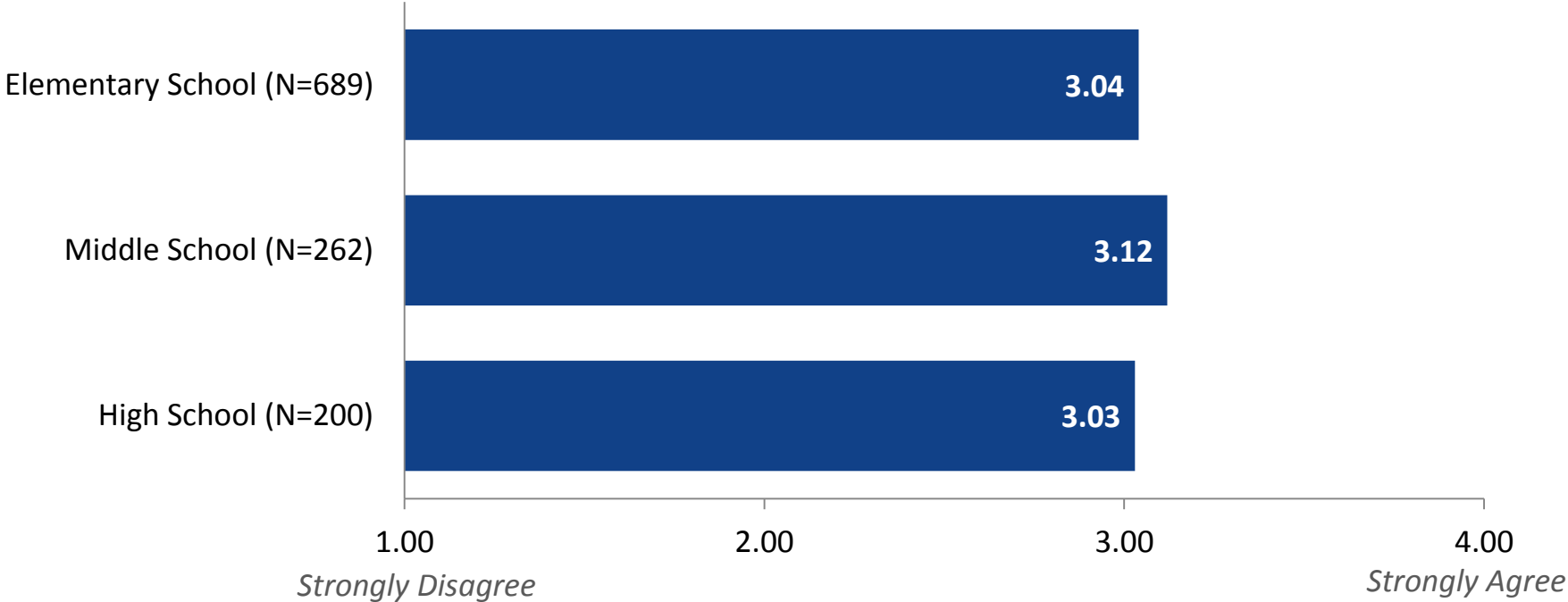
How strongly do you agree or disagree with the following statements?



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

School Operations by School Level

All school operations items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, Non-Instructional Campus Professionals, and Campus Administrators answered this question.

Educational Programs and Services (HB 5)

	2016 (N=885)	2015 (N=1,298)	2014 (N=896)	Percentage Point Difference
Percentage Excellent or Good				
Art and Music Education Programs (HB 5)	86%	86%	87%	-1
Health Services (School Nurse) (HB 5)	86%	84%	86%	0
Physical Education Program/Gym Class (HB 5)	82%	82%	80%	+2
Co-curricular/Extracurricular Activities (Sports, Academic Clubs, Student Performances, etc.)	81%	82%	80%	+1
Career and Technical Education (HB 5)	78%	78%	73%	+5
Advanced Academic Programs (Honors, AP, or Dual Enrollment)	74%	71%	73%	+1
English Language Development for English Learners (Programs designed specifically for limited-English speaking students)	73%	68%	67%	+6
Guidance Counseling Services (HB 5)	73%	71%	68%	+5
Special Education Services	73%	73%	75%	-2

Answer Options: Excellent, Good, Fair, Poor, Not Applicable

Note: Not Applicable responses have been excluded from calculations.

Educational Programs and Services (HB 5) (Continued)

	2016 (N=885)	2015 (N=1,298)	2014 (N=896)	Percentage Point Difference
Percentage Excellent or Good				
Student Engagement (HB 5)	73%	72%	72%	+1
Second Language Programs (HB 5)	71%	68%	69%	+2
Digital Learning Environment (HB 5)	71%	61%	59%	+12
College and Career Readiness (HB 5)	70%	71%	69%	+1
Adult Education Programs (Help adults learn new skills or complete a Graduate Equivalency Diploma)	64%	62%	61%	+3
Dropout Prevention Strategies (HB 5)	63%	63%	62%	+1
Parent and Community Involvement (HB 5)	58%	59%	60%	-2
Gifted and Talented Program (HB 5)	54%	50%	67%	-13

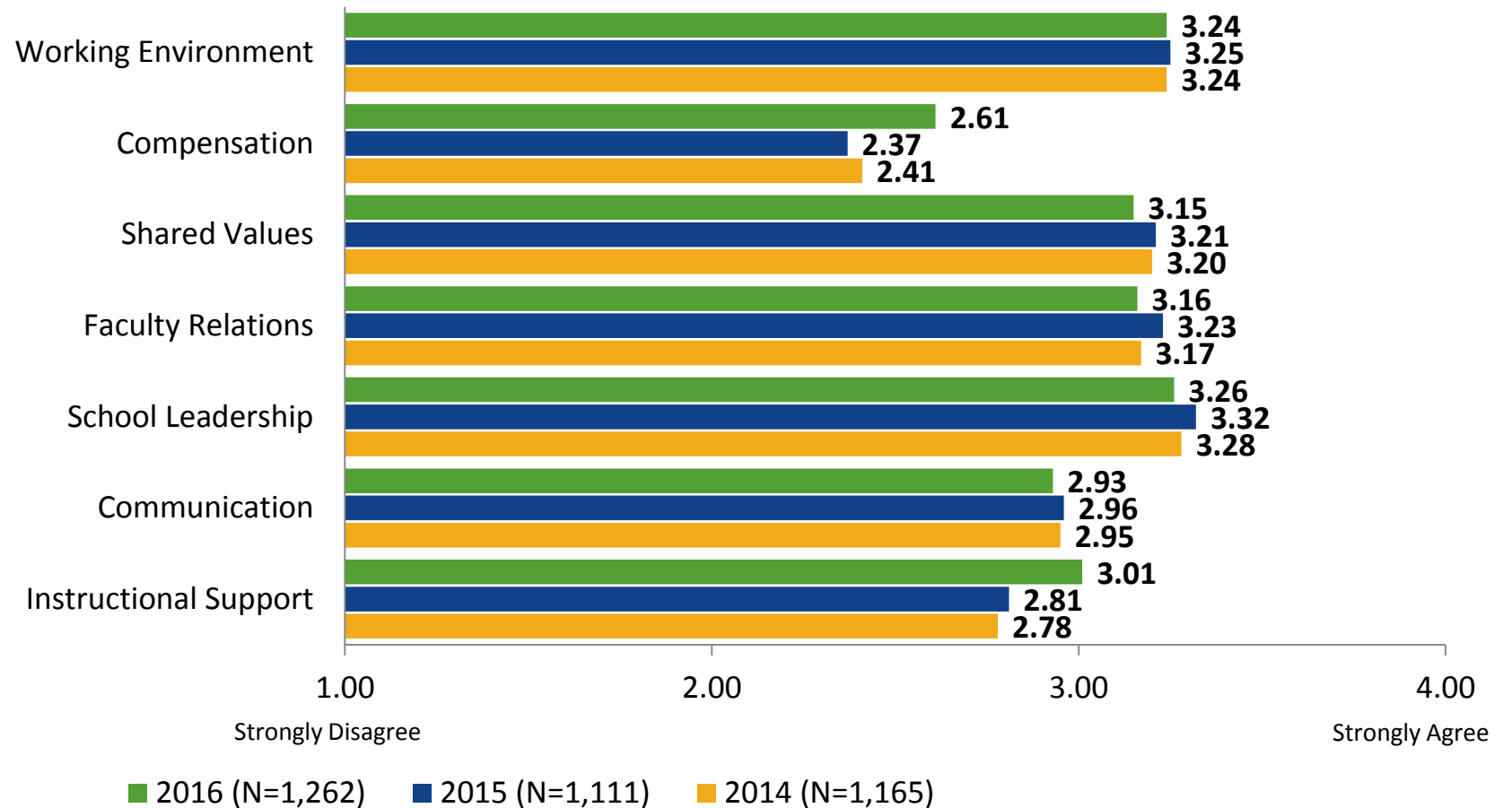
Answer Options: Excellent, Good, Fair, Poor, Not Applicable

Note: Not Applicable responses have been excluded from calculations.

Employee Engagement

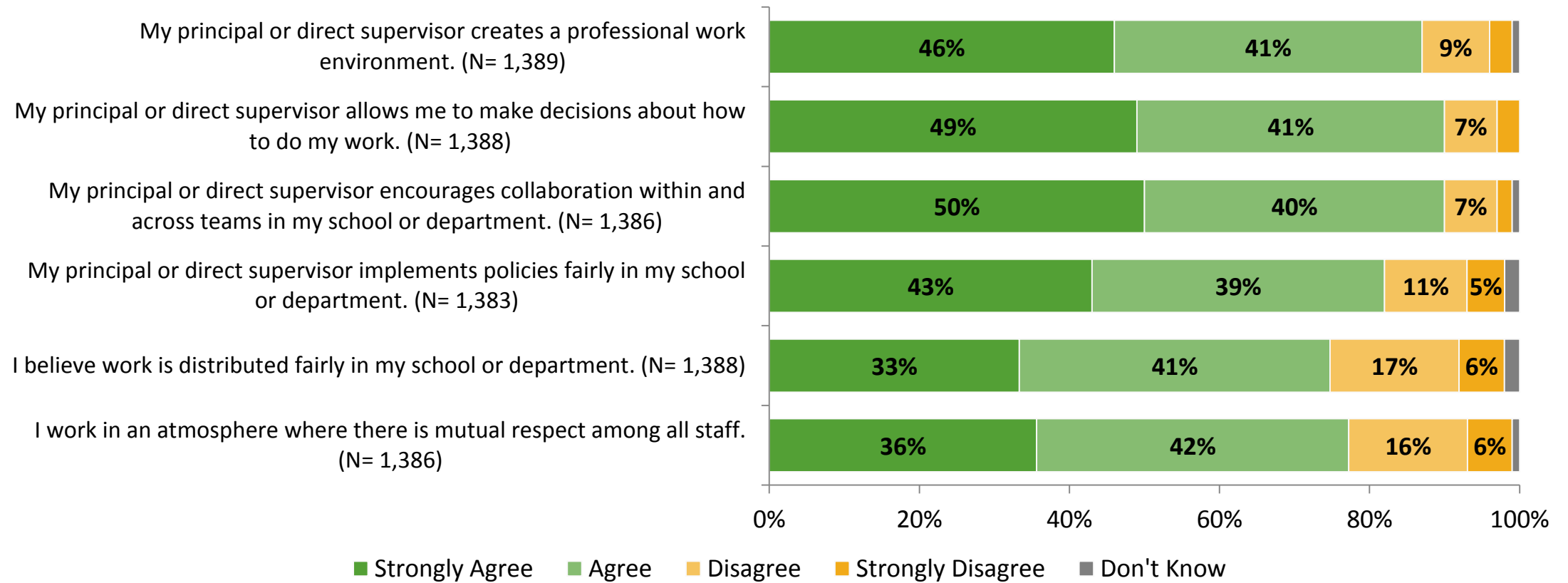
Components of Employee Engagement

The component weighted score is calculated based on how participants responded to each question, with Strongly Agree receiving 4 points, Agree receiving 3 points, Disagree using 2 points, and Strongly Disagree receiving 1 point.



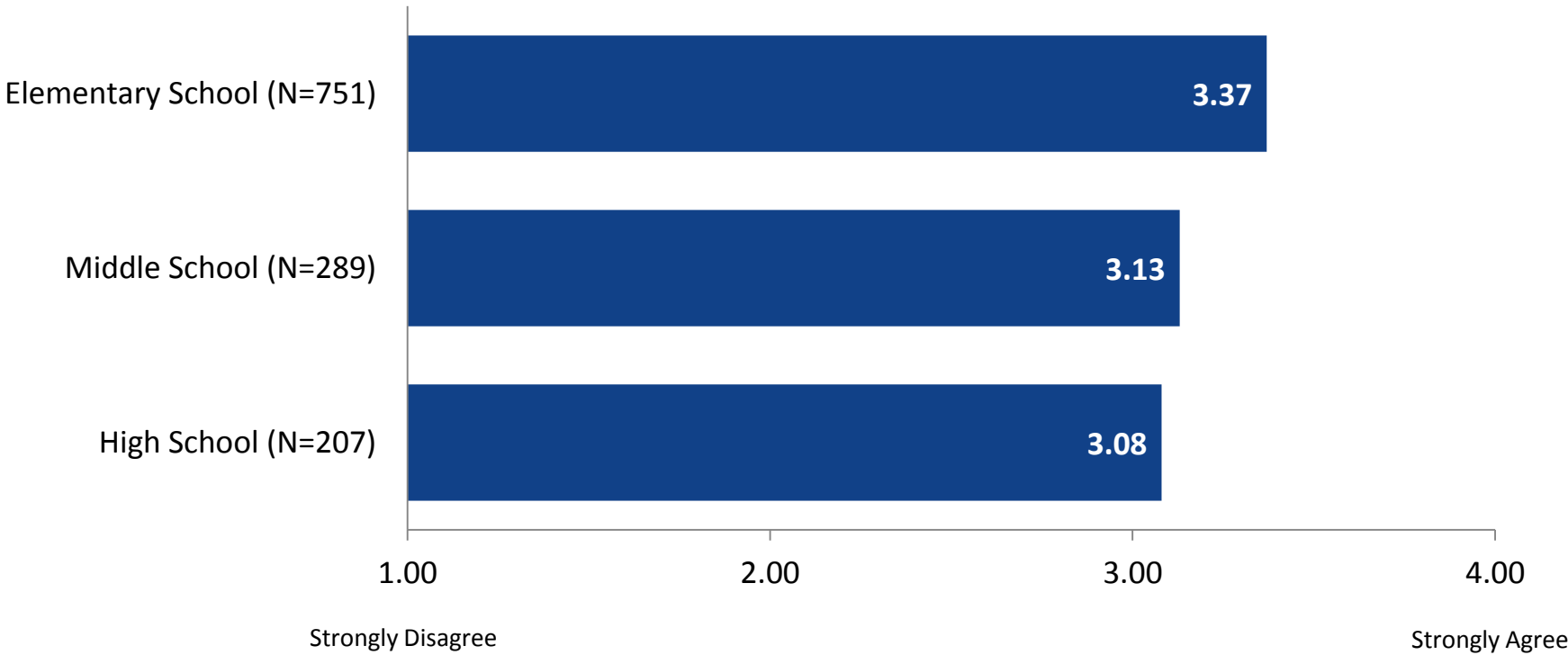
Working Environment

How strongly do you agree or disagree with the following statements?



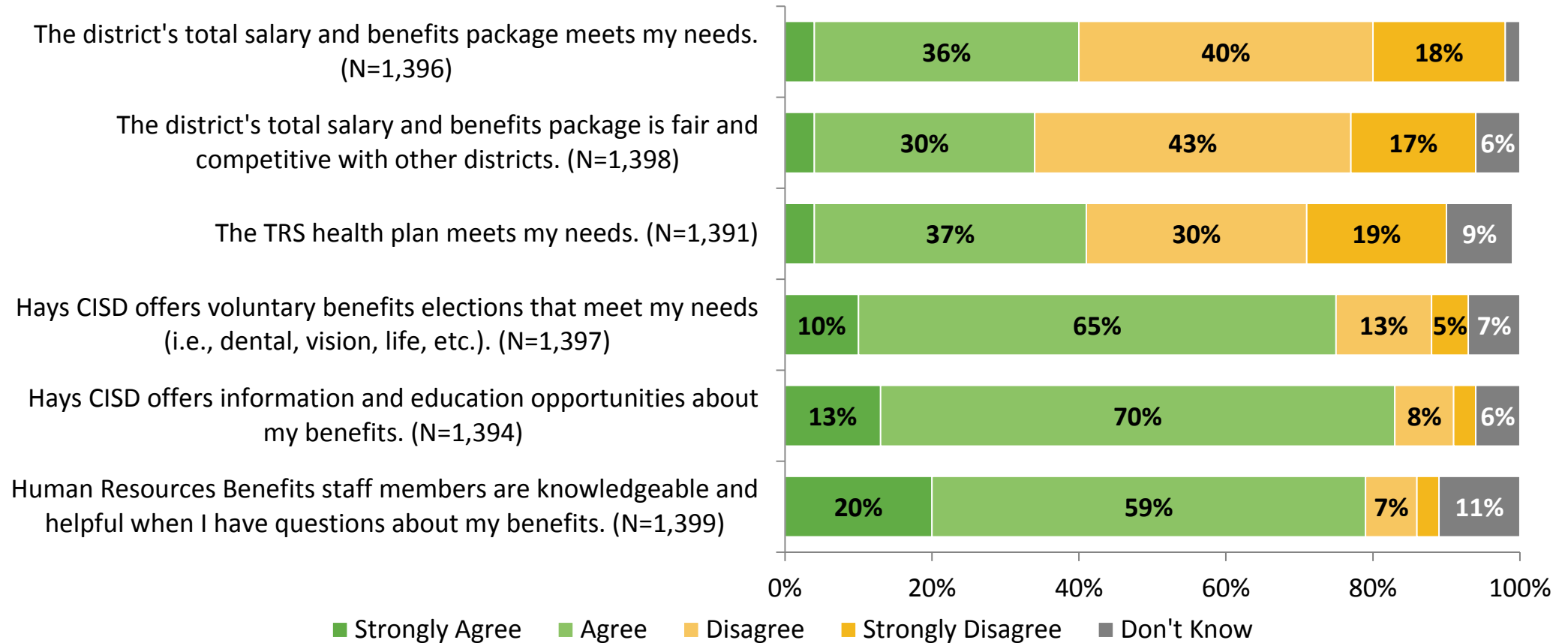
Working Environment Weighted Score by School Level

All working environment items were used to calculate an overall weighted score by school level.



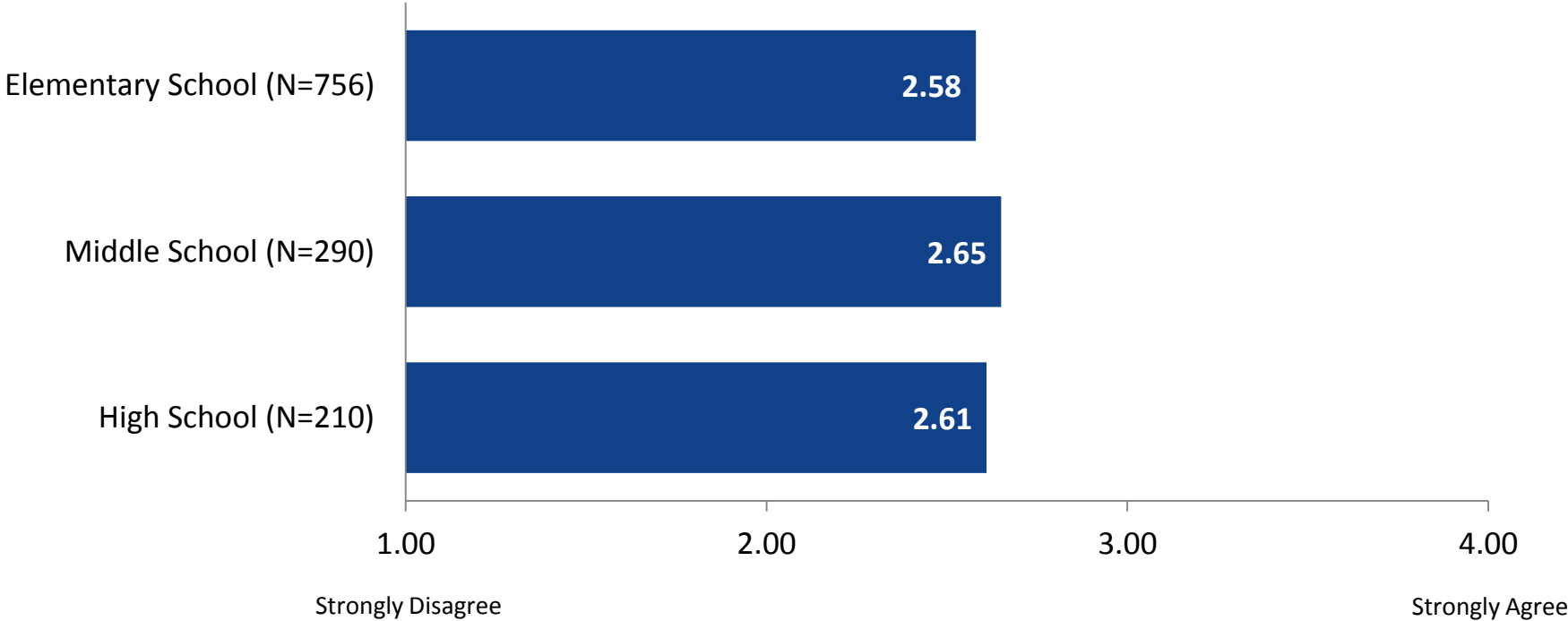
Compensation

How strongly do you agree or disagree with the following statements?



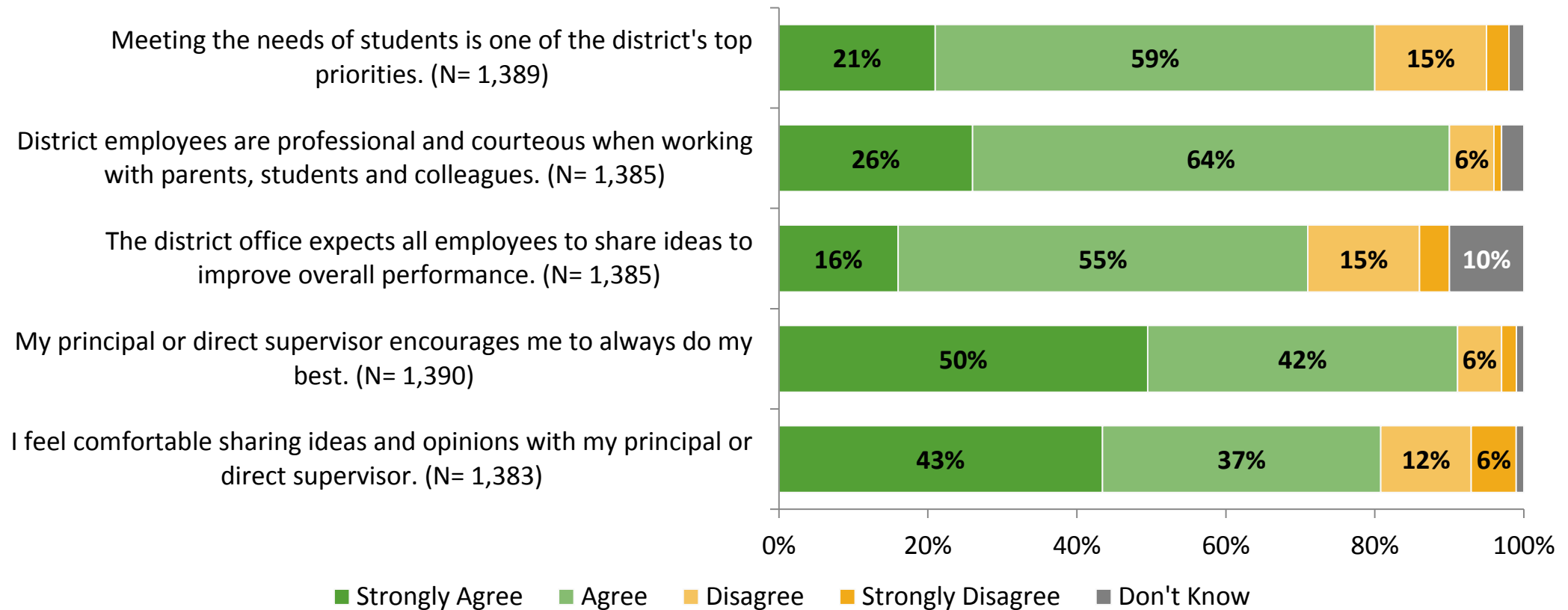
Compensation Weighted Score by School Level

All compensation items were used to calculate an overall weighted score by school level.



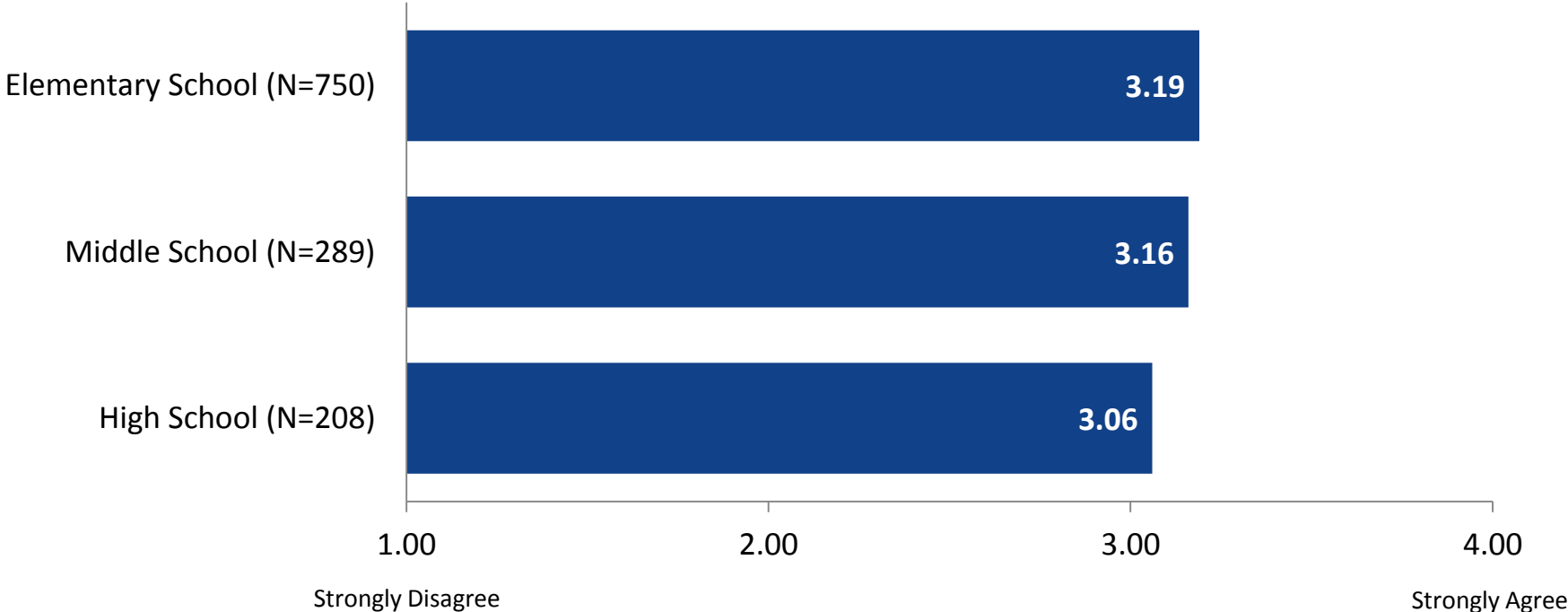
Shared Values

How strongly do you agree or disagree with the following statements?



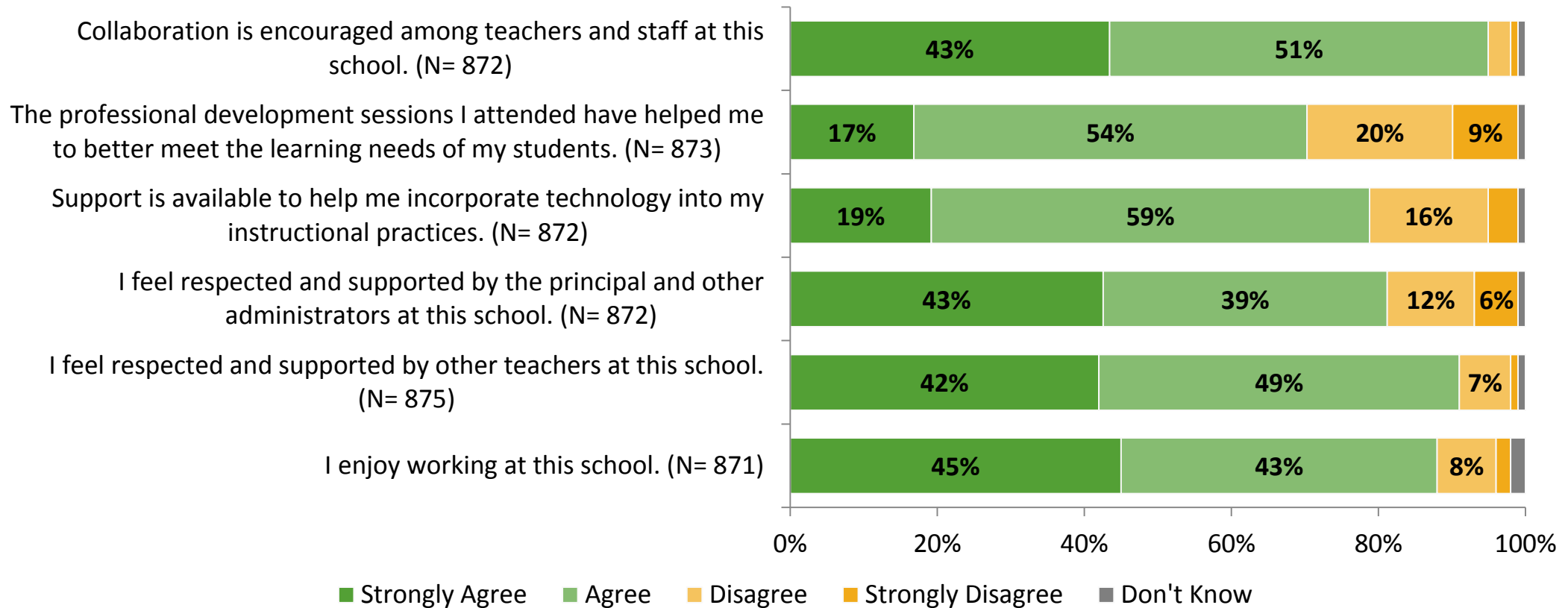
Shared Values Weighted Score by School Level

All shared values items were used to calculate an overall weighted score by school level.



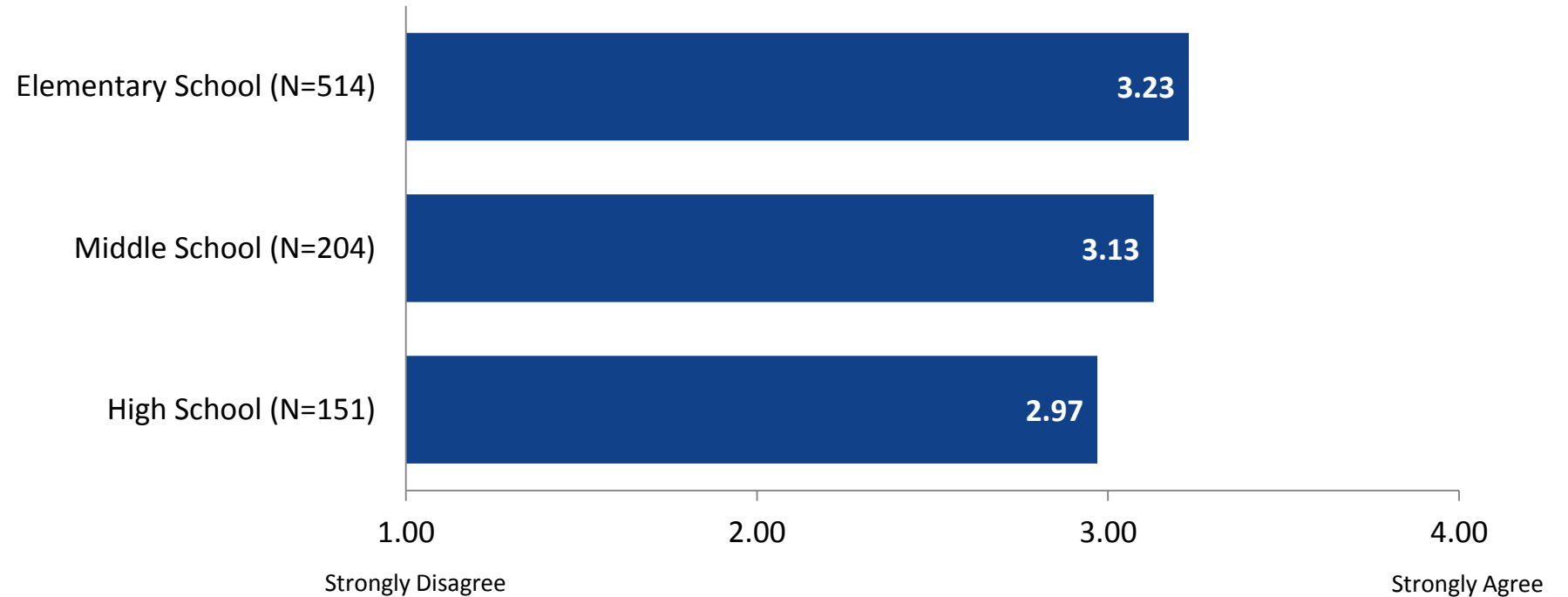
Faculty Relations and Support

How strongly do you agree or disagree with the following statements?



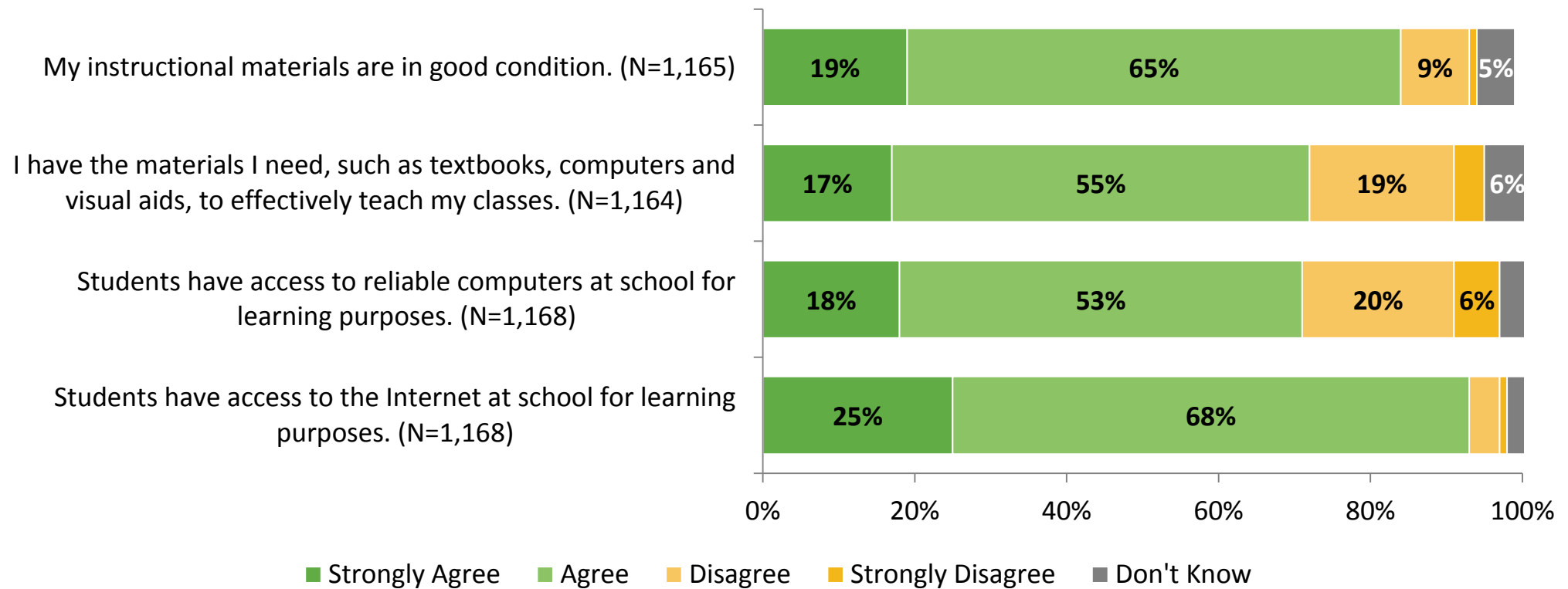
Faculty Relations and Support Weighted Score by School Level

All faculty relations and support items were used to calculate an overall weighted score by school level.



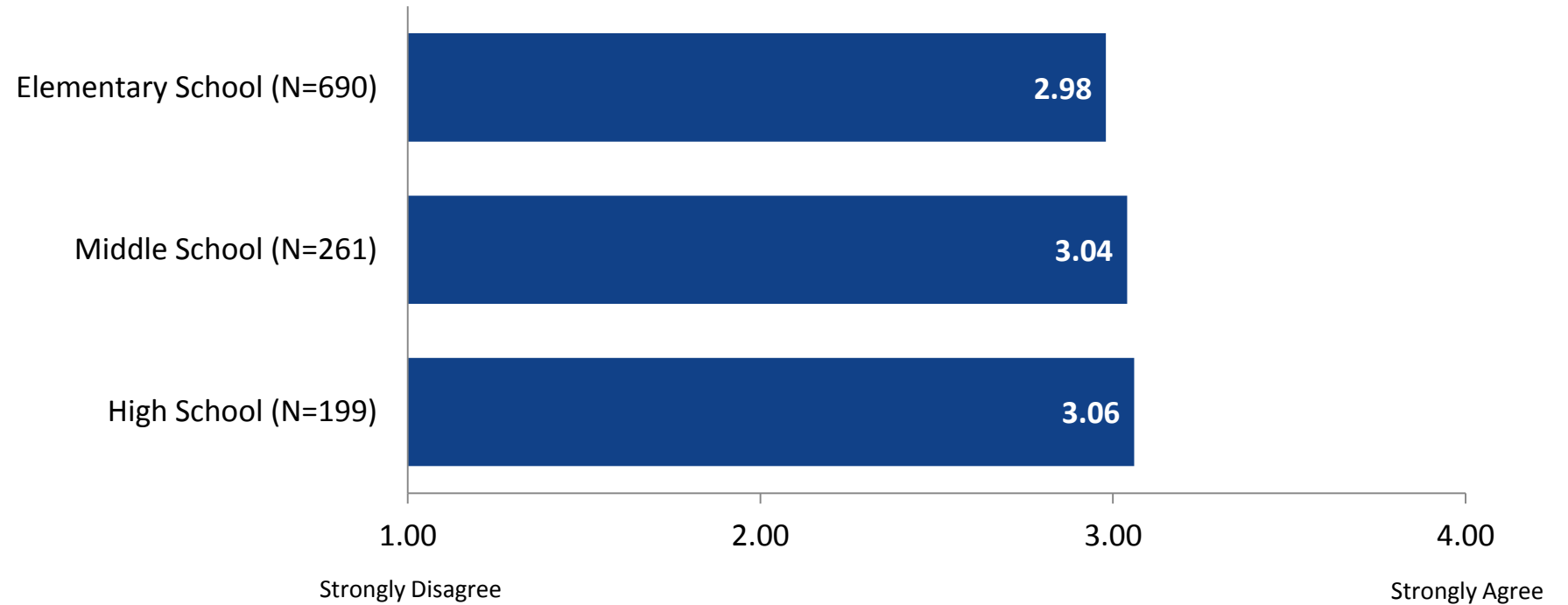
Instructional Support

How strongly do you agree or disagree with the following statements?



Instructional Support Weighted Score by School Level

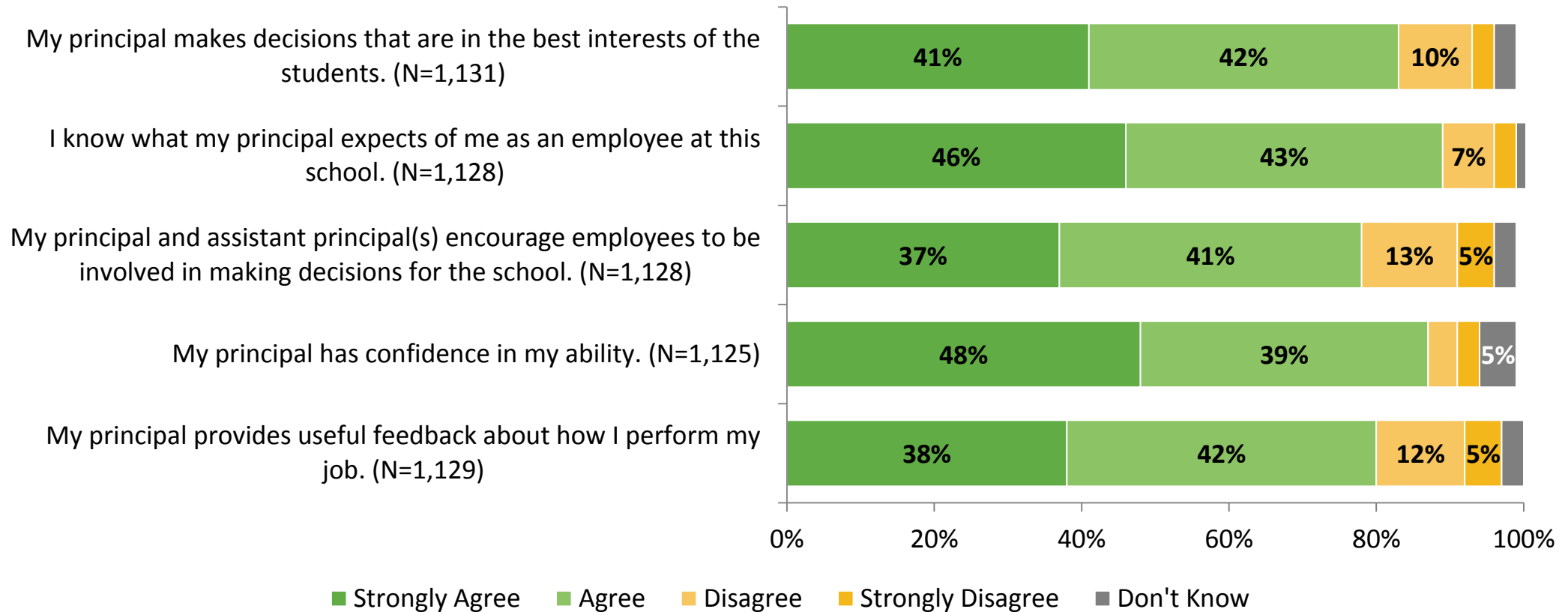
All instructional support items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, and Non-Instructional Campus Professionals answered this set of questions.

School Leadership

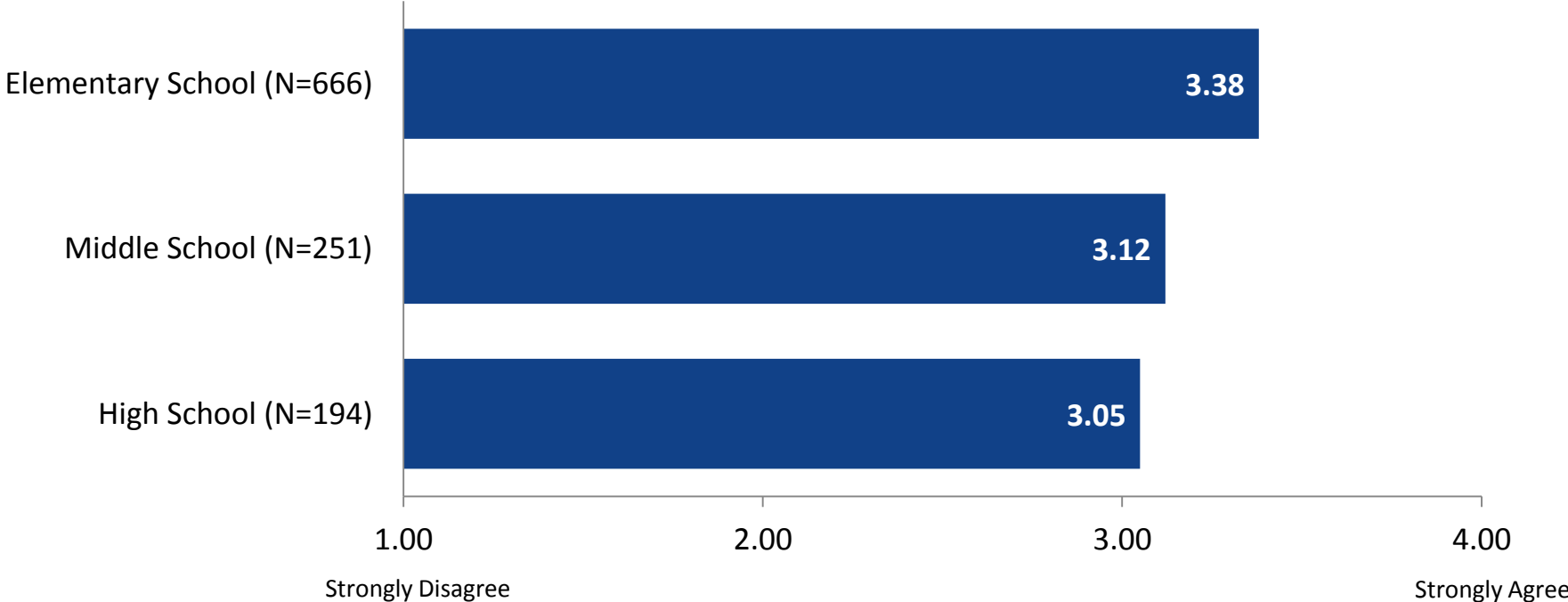
How strongly do you agree or disagree with the following statements?



Note: Only Teachers, Paraprofessionals, Instructional Aides, and Non-Instructional Campus Professionals answered this question.

School Leadership Weighted Score by School Level

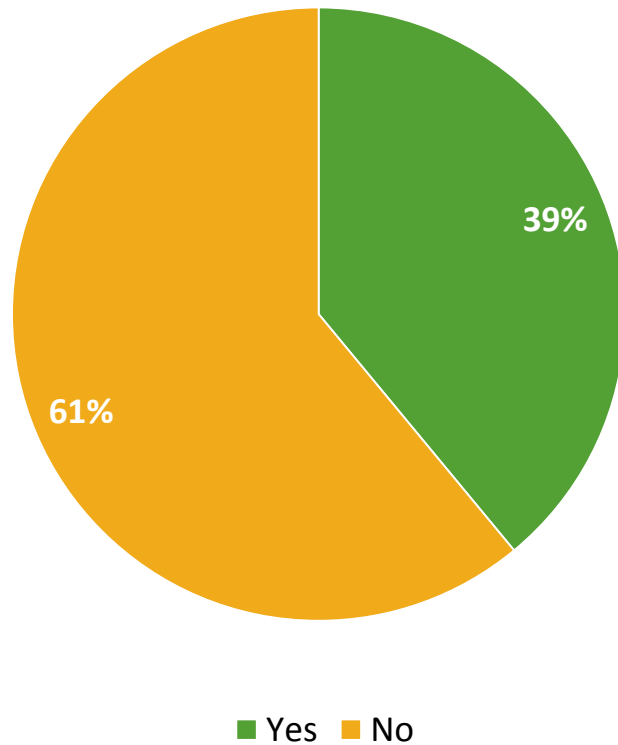
All school leadership items were used to calculate an overall weighted score by school level.



Note: Only Teachers, Paraprofessionals, Instructional Aides, and Non-Instructional Campus Professionals answered this set of questions.

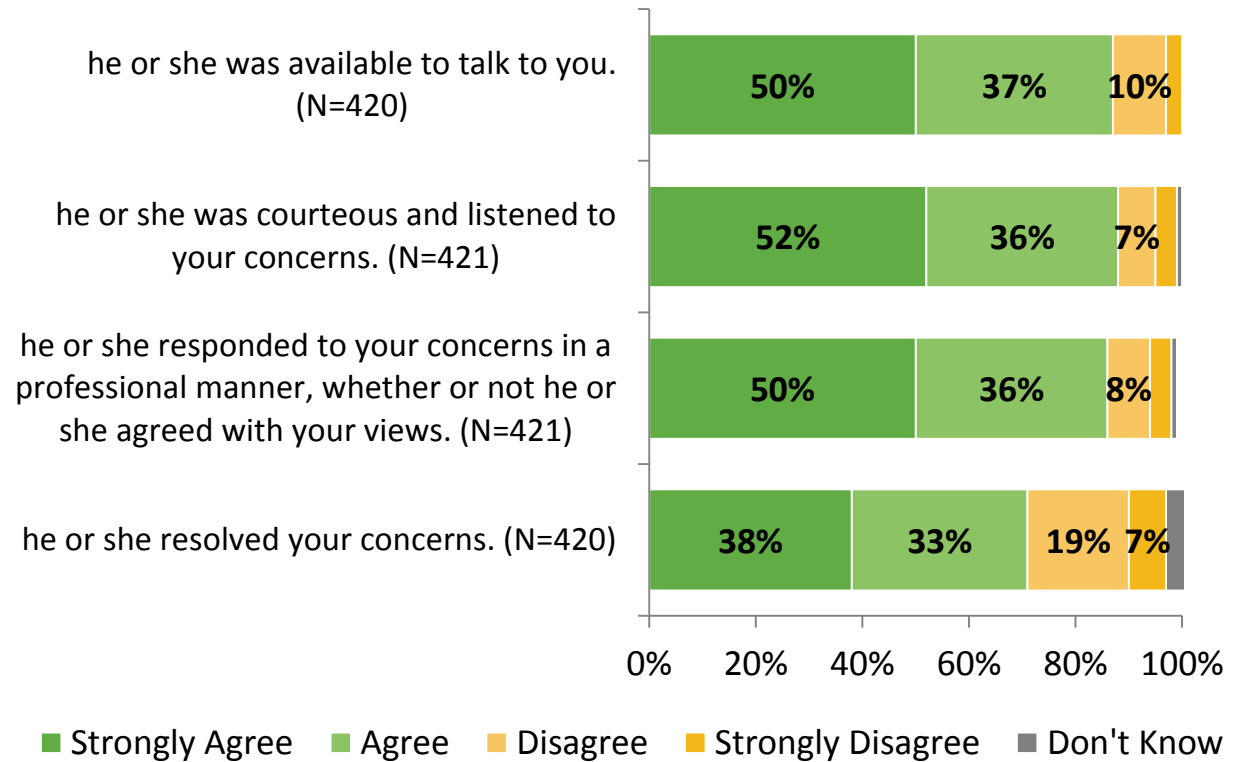
Contact With School Leadership

Have you had an issue or concern to discuss with your principal or assistant principal(s) this year? (N=1,091)



Note: Only participants who are not Campus Administrators answered this question.

How strongly do you agree or disagree with the following statements? When you have had an issue or concern to discuss with a principal/assistant principal...

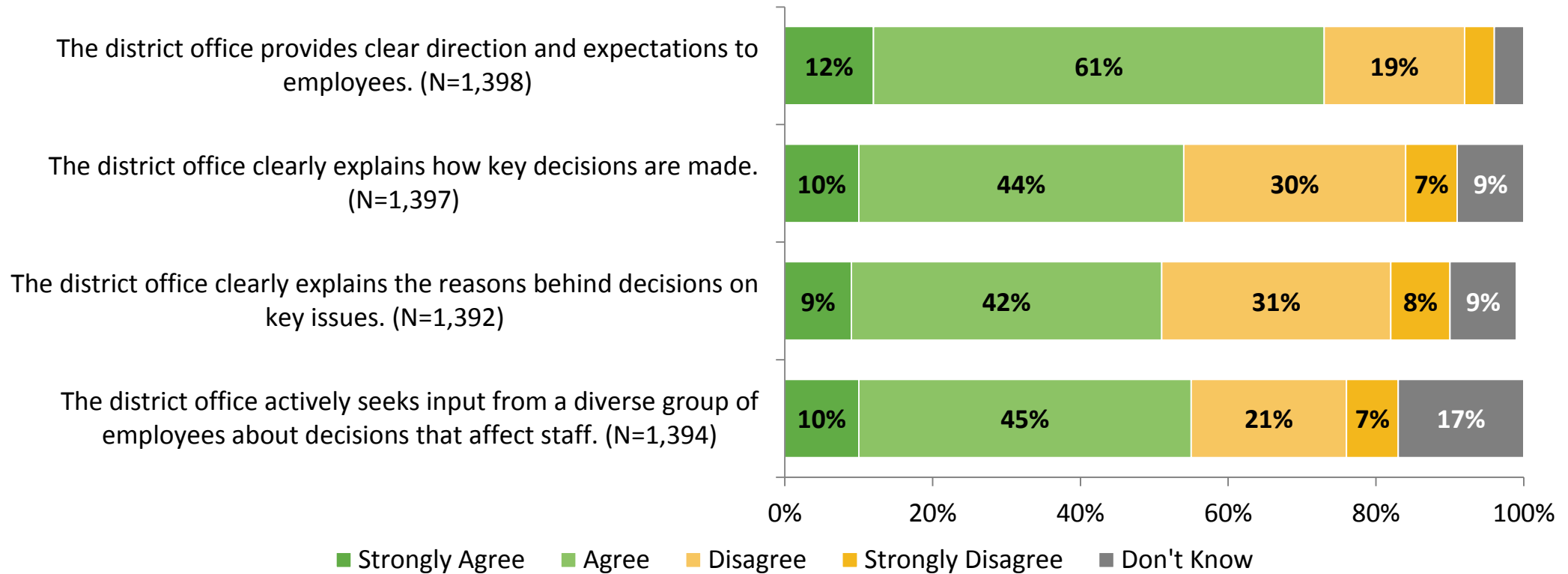


Note: Only participants who said they had an issue to discuss with a principal or assistant principal this year answered this question.

Organizational Decision-Making

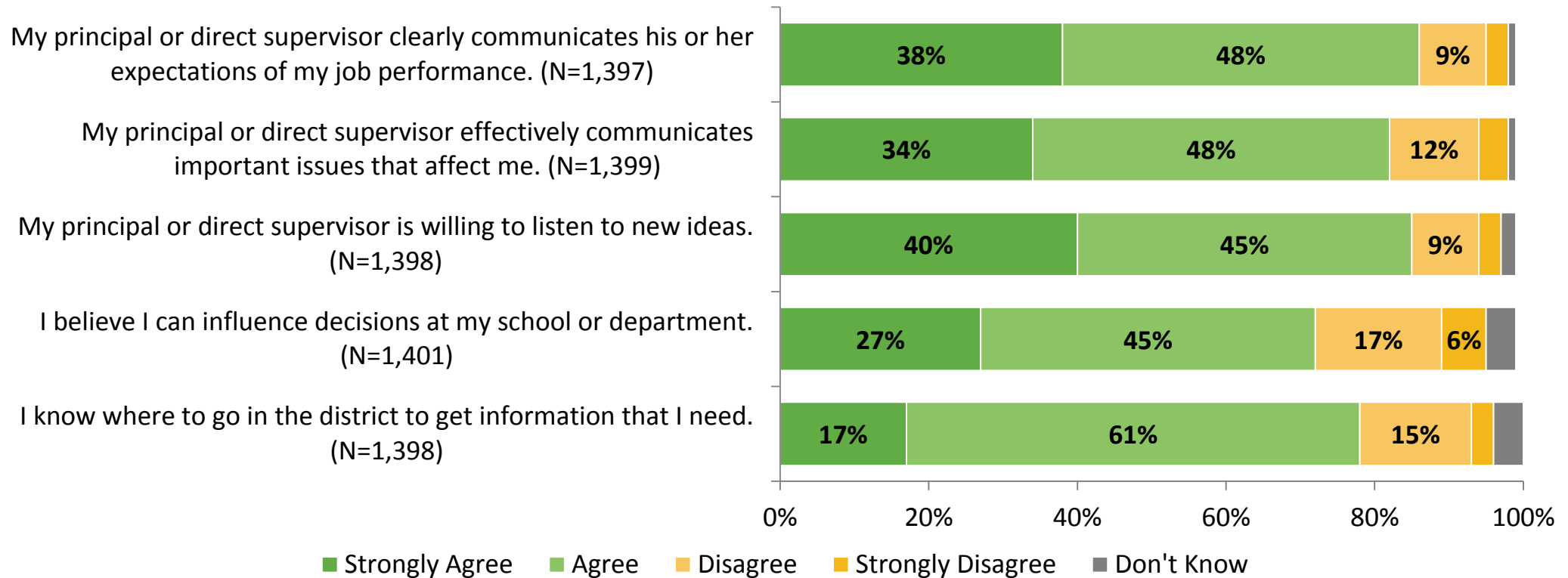
Organizational Decision-Making

How strongly do you agree or disagree with the following statements?



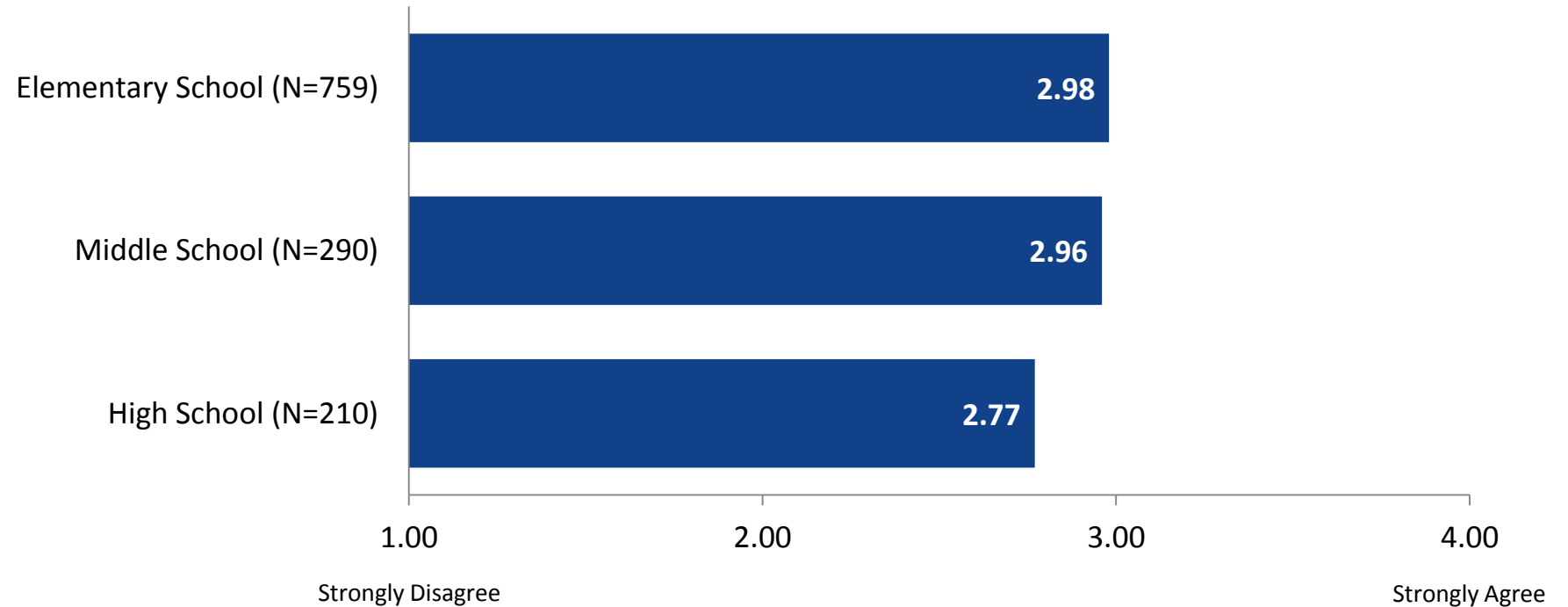
Organizational Decision-Making (Continued)

How strongly do you agree or disagree with the following statements?



Organizational Decision-Making Weighted Score by School Level

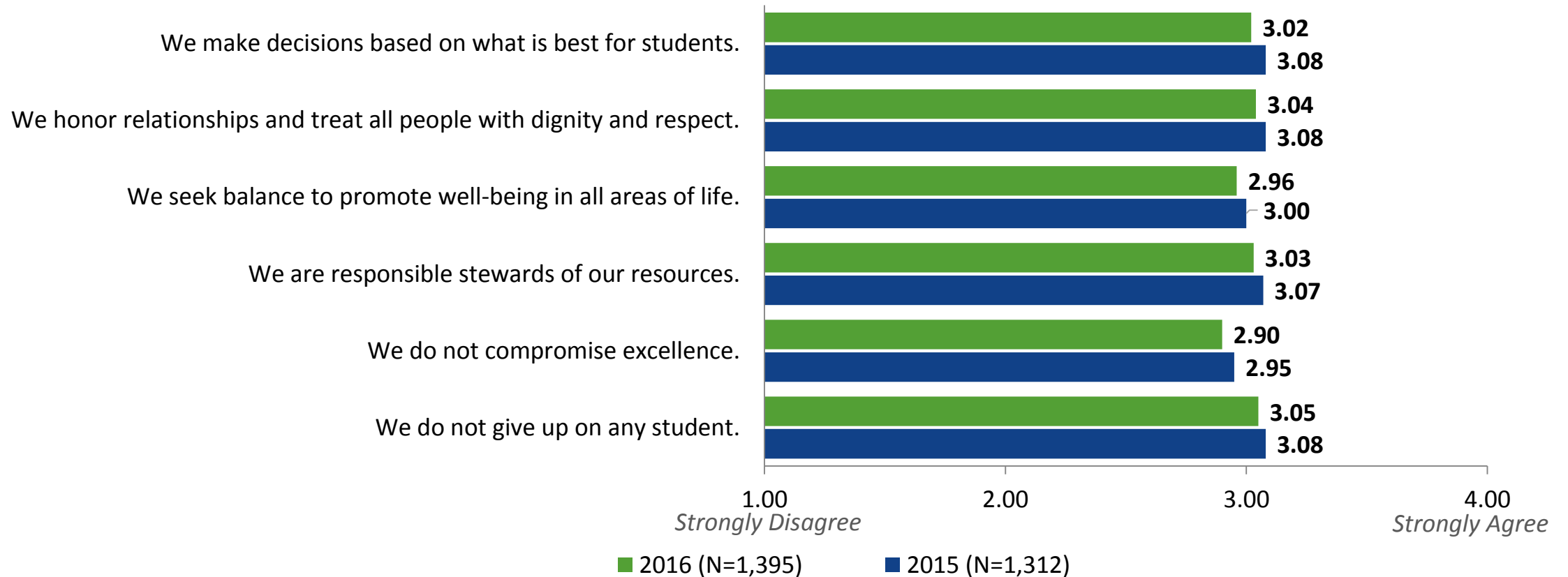
All organizational decision-making items were used to calculate an overall weighted score by school level.



Satisfaction at the District Level

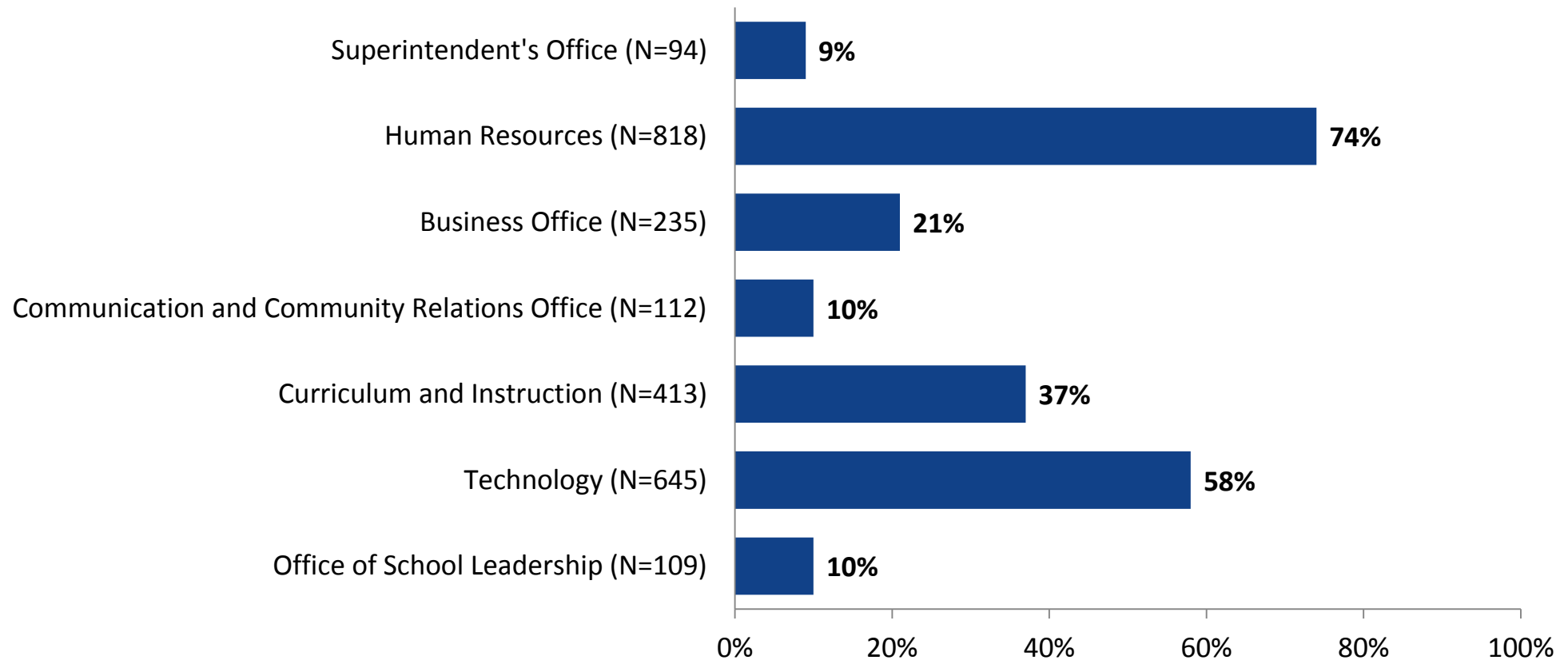
Six Core Beliefs

After an intensive outreach effort that included the voices of more than 200 community members, Hays CISD developed six core beliefs. As part of our ongoing implementation of our strategic plan, we ask that you please read the statements below and rate our success in meeting these core beliefs. How strongly do you agree or disagree with the following statements?



Contact With District Departments

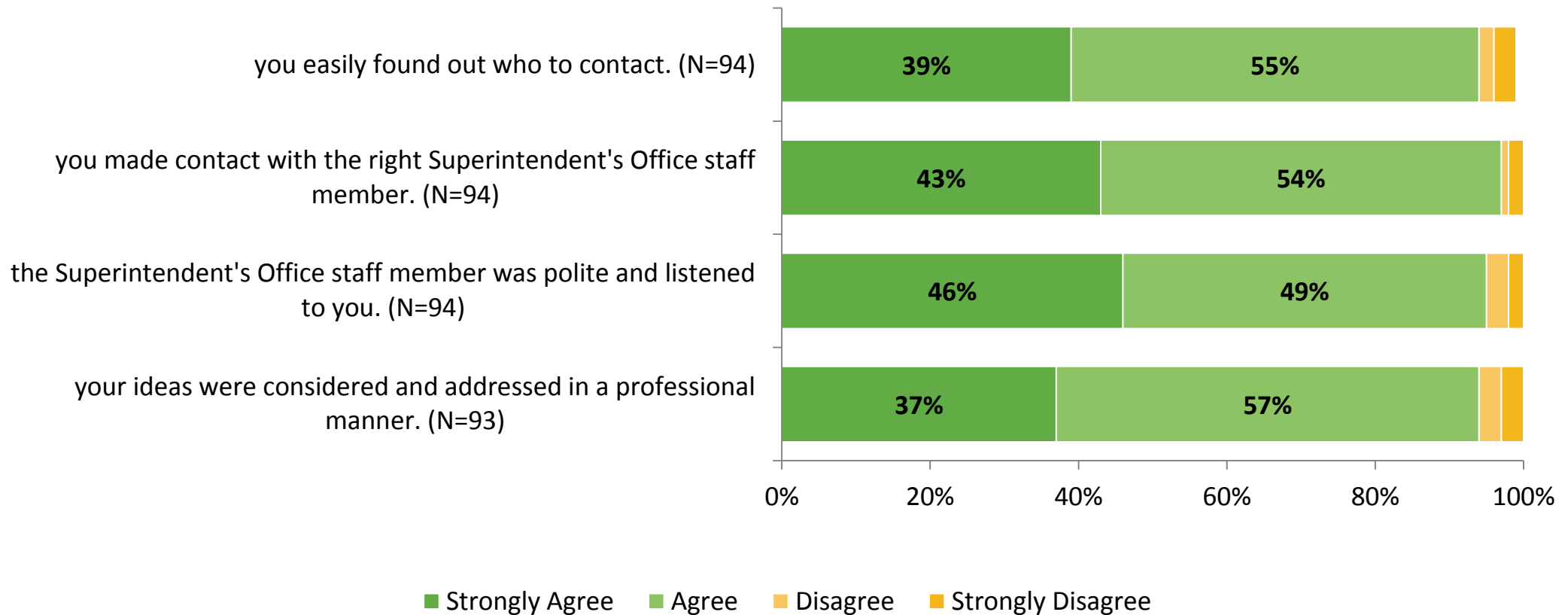
Which offices or departments have you contacted in the past 12 months? (N=1,104)



Note: Percentage totals may exceed 100 since participants could select more than one answer.

Satisfaction With Superintendent's Office

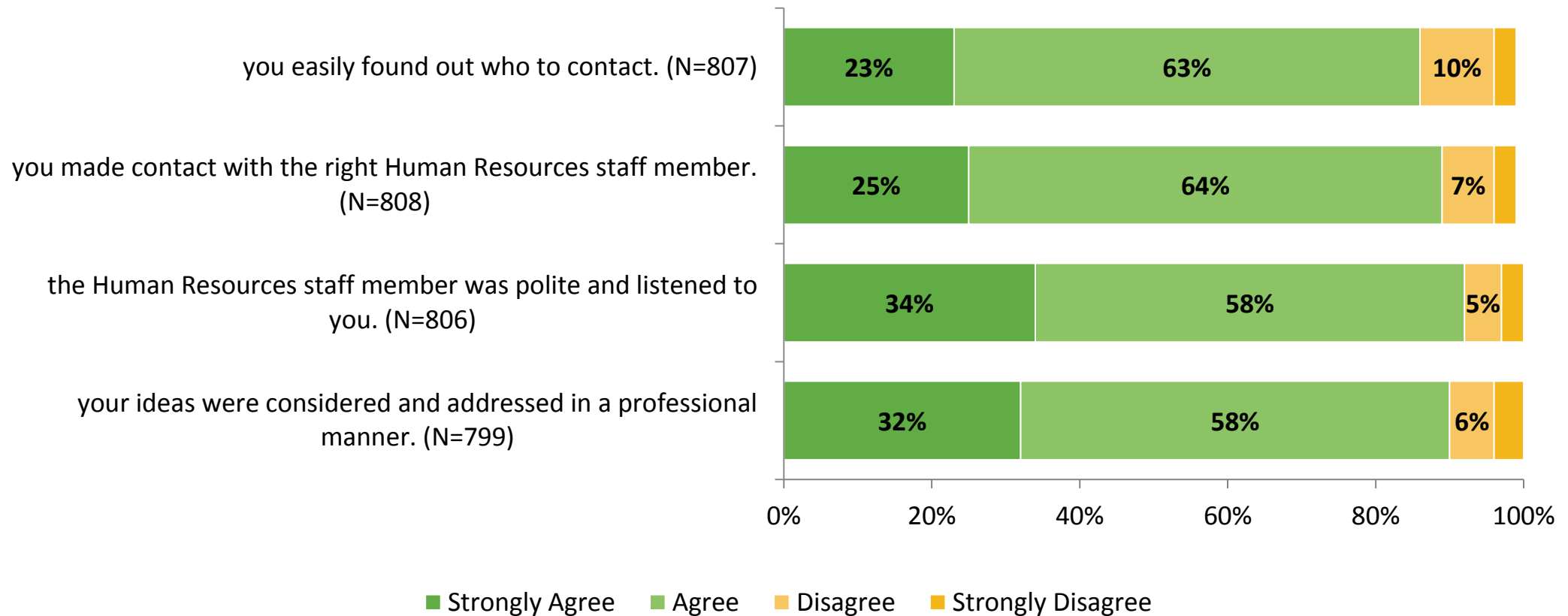
How strongly do you agree or disagree with the following statements?
When you have contacted the Superintendent's Office . . .



Note: Only participants who responded they had contacted the Superintendent's Office in the past 12 months answered this question.

Satisfaction With Human Resources

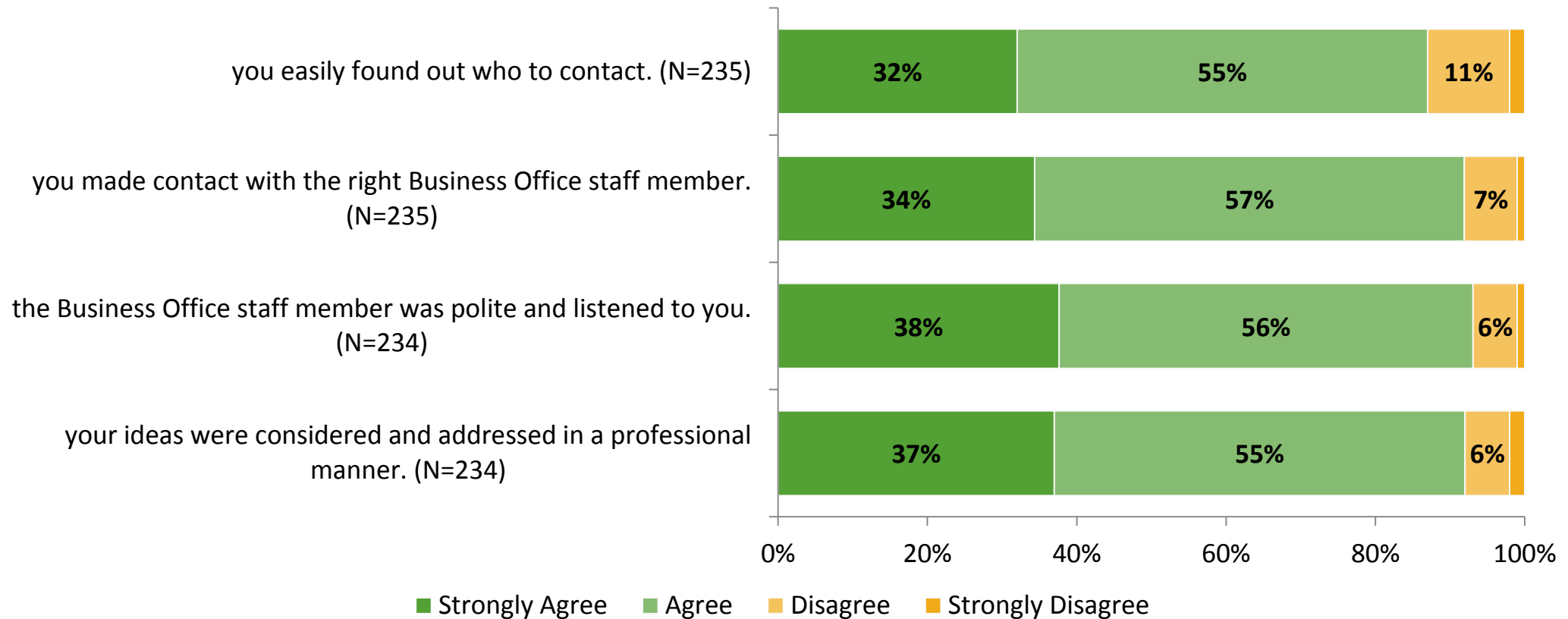
How strongly do you agree or disagree with the following statements?
When you have contacted Human Resources . . .



Note: Only participants who responded they had contacted Human Resources in the past 12 months answered this question.

Satisfaction With Business Office

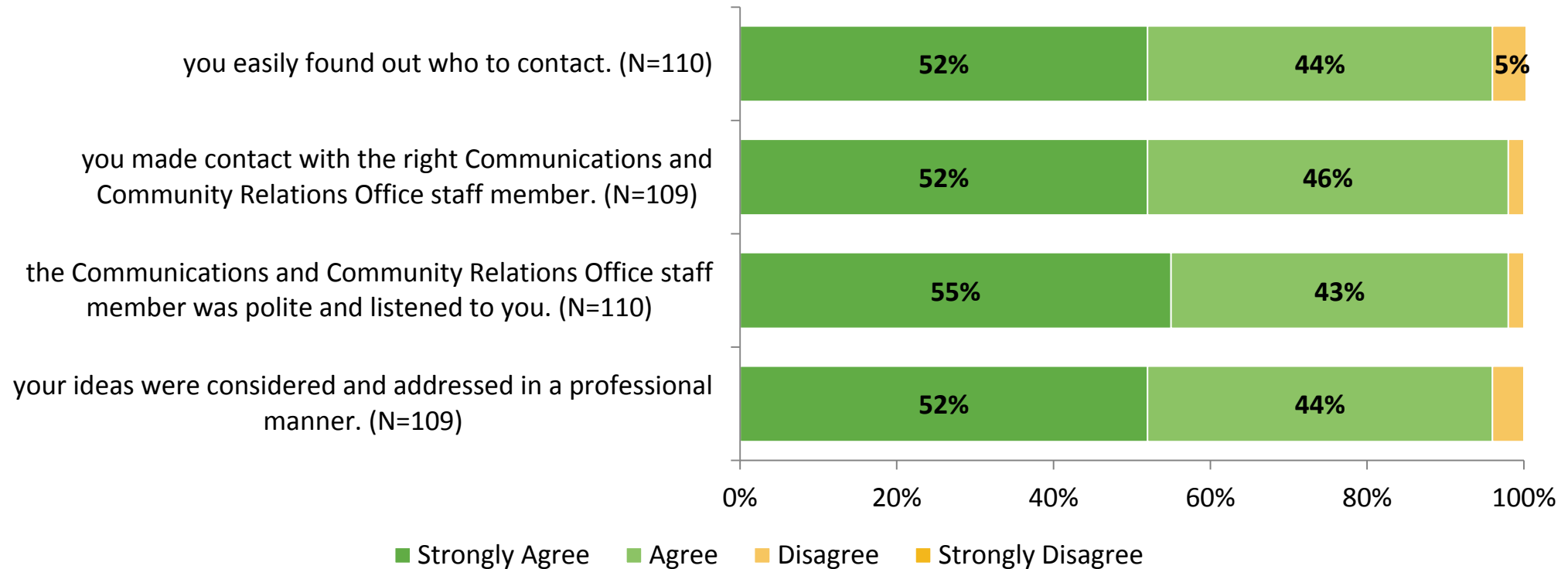
How strongly do you agree or disagree with the following statements?
When you have contacted the Business Office . . .



Note: Only participants who responded they had contacted the Business Office in the past 12 months answered this question.

Satisfaction With Communications and Community Relations Office

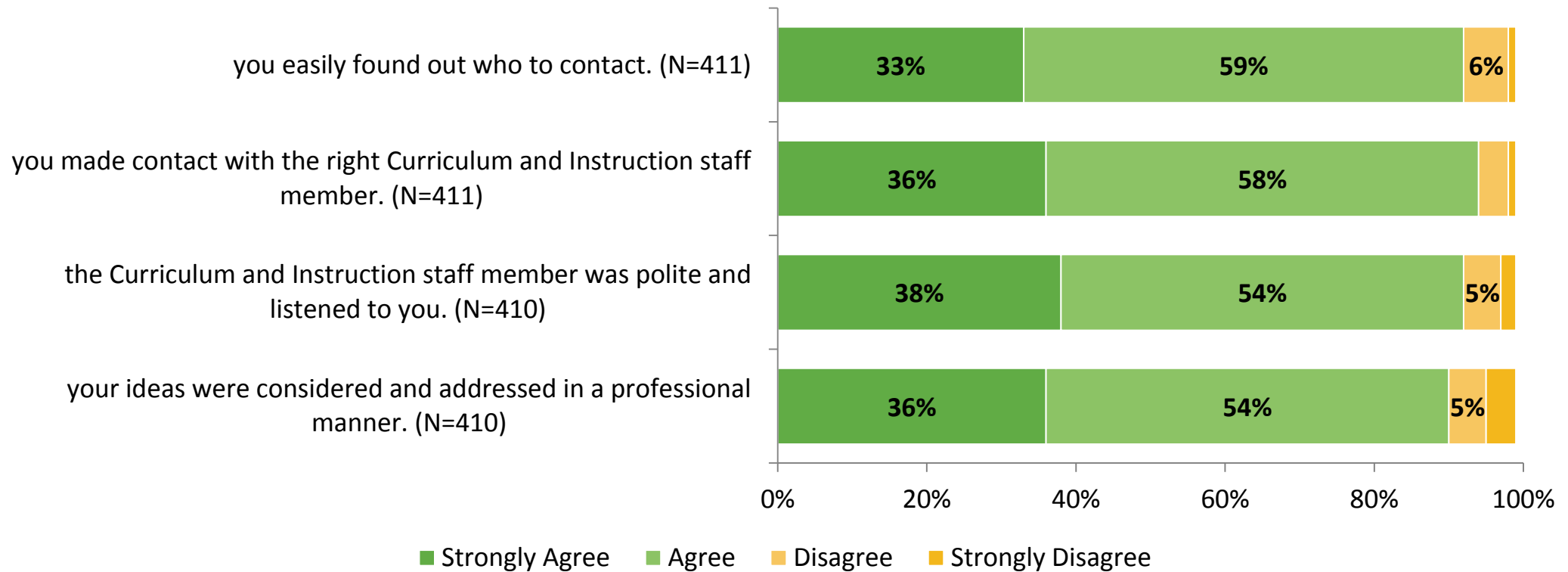
How strongly do you agree or disagree with the following statements?
When you have contacted the Communications and Community Relations Office . . .



Note: Only participants who responded they had contacted the Communications and Community Relations Office in the past 12 months answered this question.

Satisfaction With Curriculum and Instruction

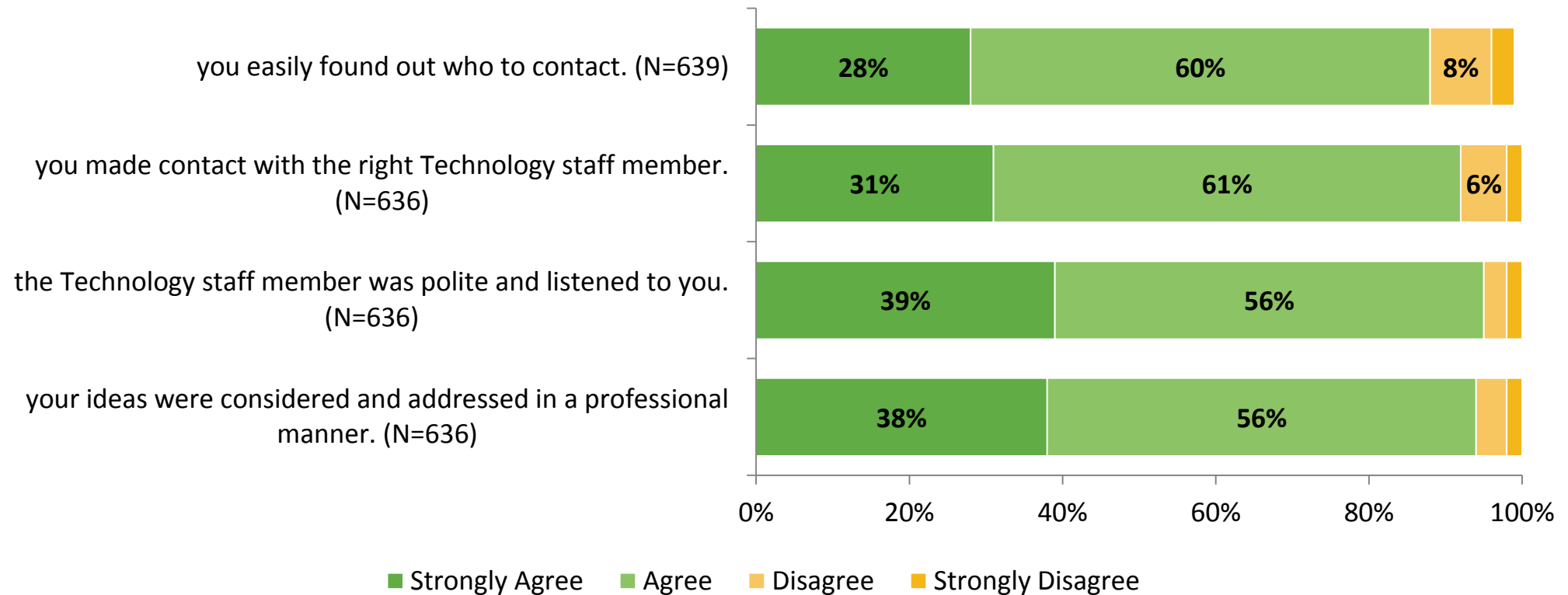
How strongly do you agree or disagree with the following statements?
When you have contacted Curriculum and Instruction . . .



Note: Only participants who responded they had contacted Curriculum and Instruction in the past 12 months answered this question.

Satisfaction With Technology

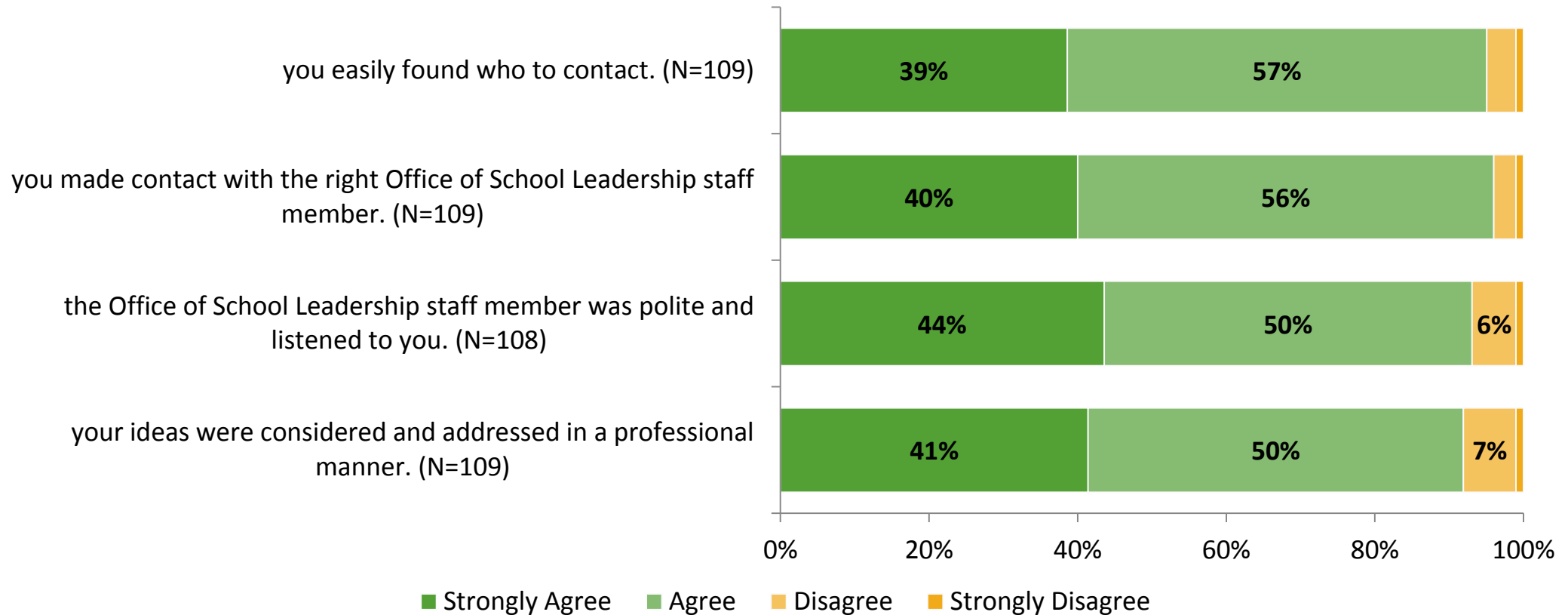
How strongly do you agree or disagree with the following statements?
When you have contacted Technology . . .



Note: Only participants who responded they had contacted Technology in the past 12 months answered this question.

Satisfaction With Office of School Leadership

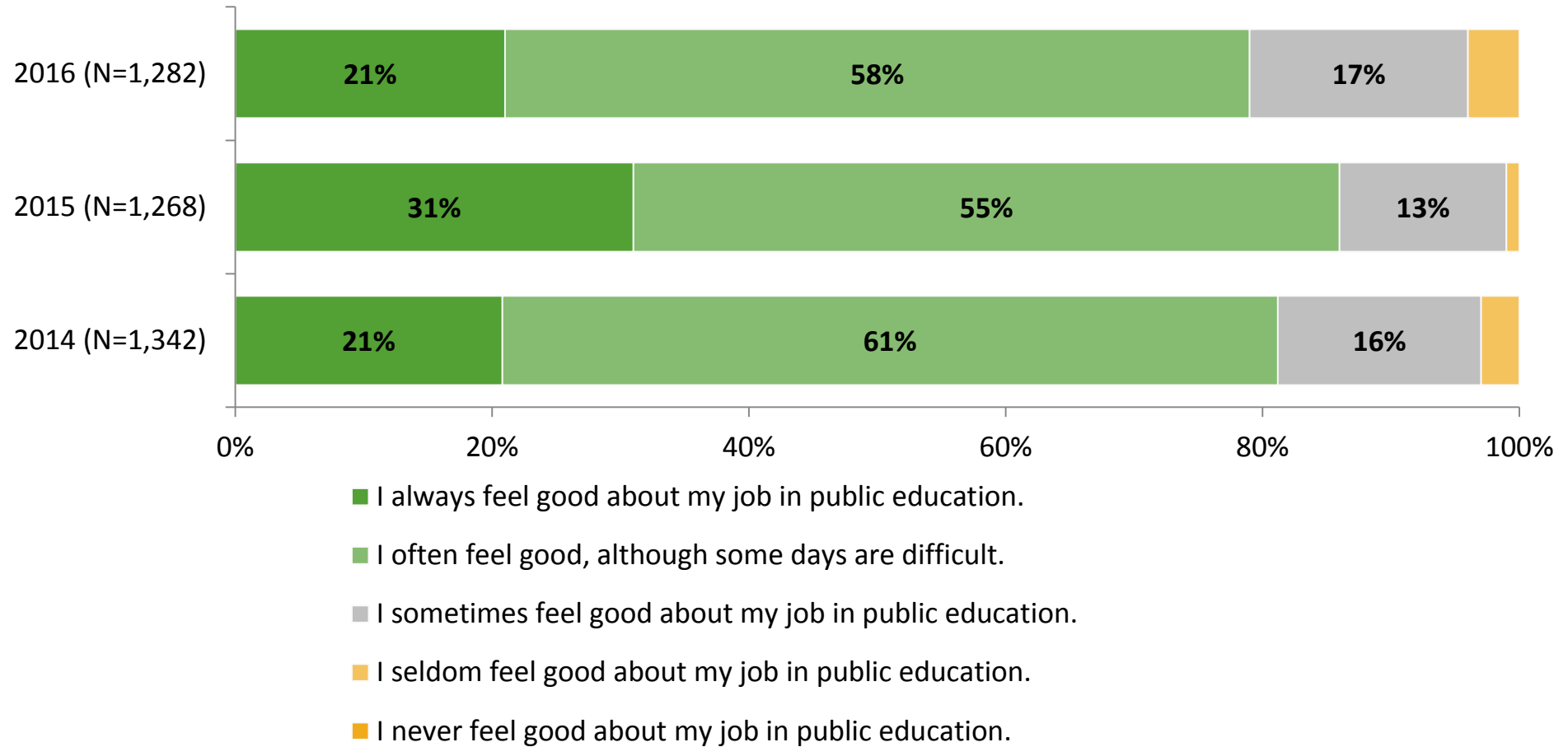
How strongly do you agree or disagree with the following statements?
When you have contacted the Office of School Leadership . . .



Note: Only participants who responded they had contacted Office of School Leadership in the past 12 months answered this question.

Overall Satisfaction

Overall, how do you feel as an employee in a public school system?





Learn more: info@k12insight.com

Follow us on Twitter: [@k12insight](https://twitter.com/k12insight)

www.k12insight.com