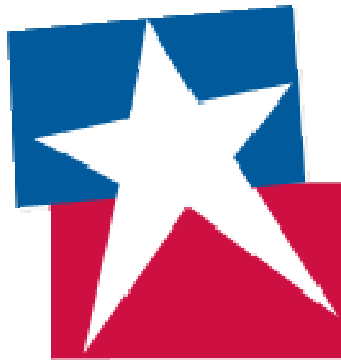


Employee Satisfaction Survey

Results and Analysis

Pfluger Elementary School

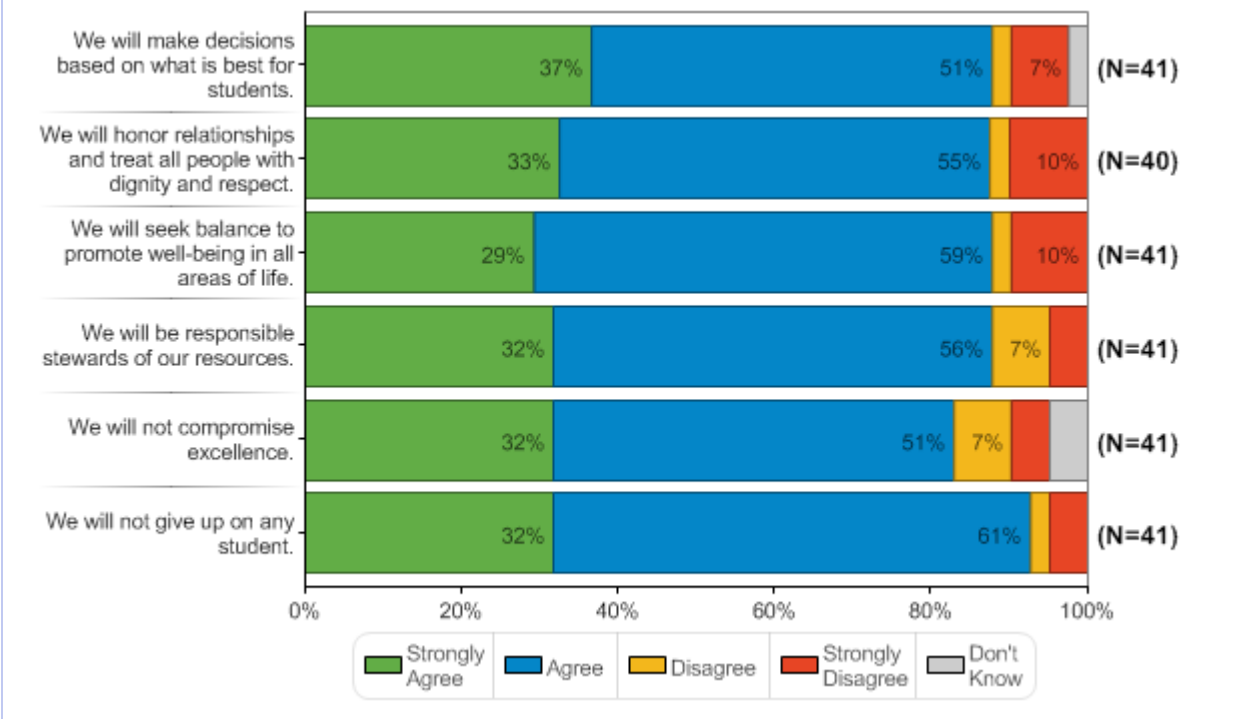
Hays Consolidated I.S.D.



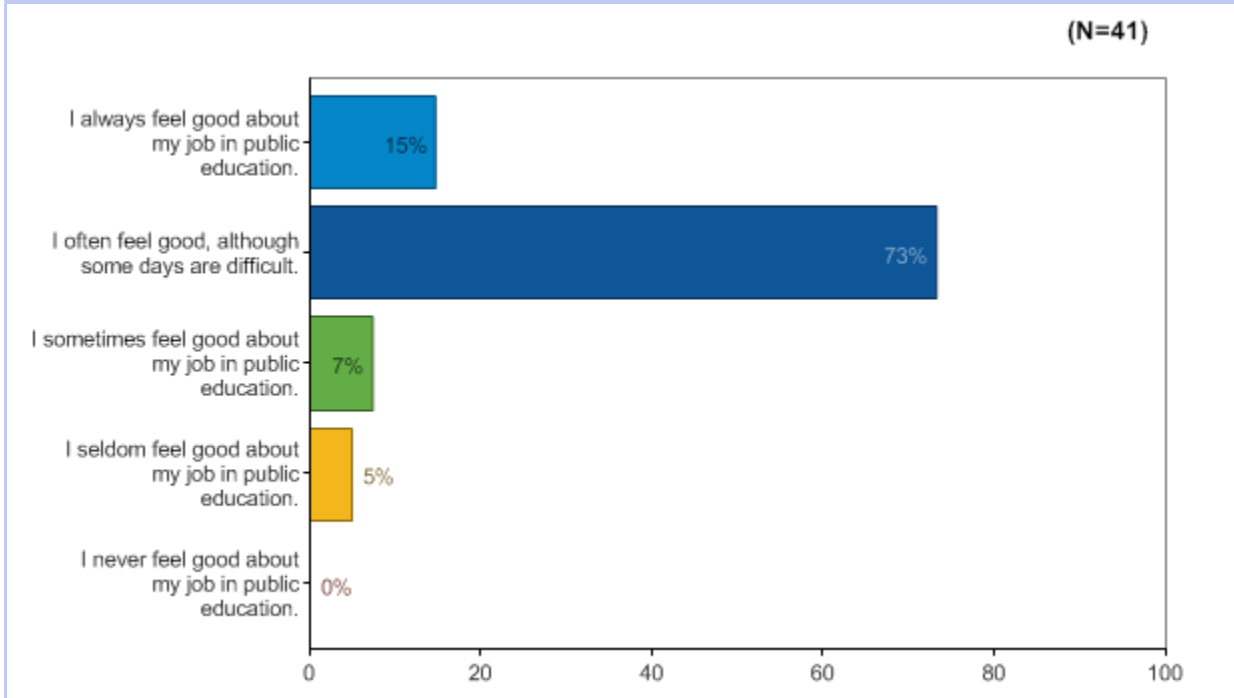
Hays
CISD

After an intensive outreach effort, that included the voices of over 200 community members, Hays CISD developed six core beliefs. As part of our ongoing process of implementing our strategic plan, we ask that you please read the statements below and rate the success of our implementation.

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



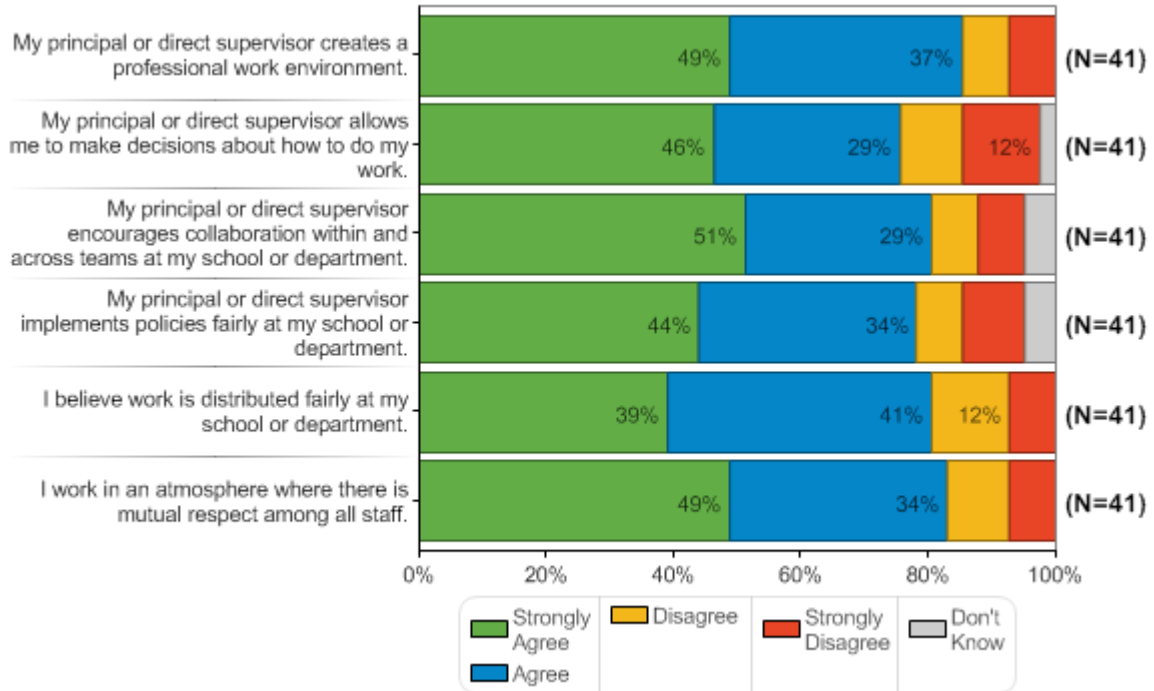
Overall, how do you feel as an employee in a public school system?



WORK ENVIRONMENT

A positive, productive work environment is critical for any successful school, department or district. Staff members working together for a common purpose and mission will more efficiently and effectively achieve their goals. As you respond to each statement below, think about your office, department or school experiences this school year.

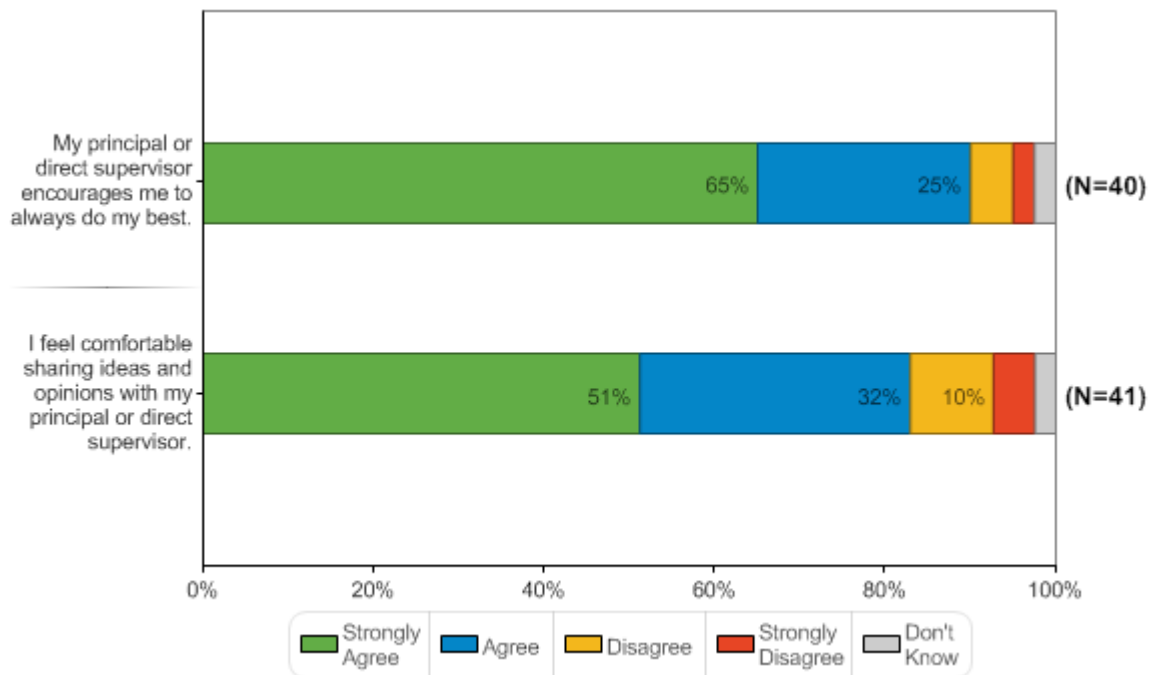
How strongly do you agree or disagree with the following statements?



SHARED VALUES

Shared values are an important part of a highly effective, successful school system. Please read each statement below and consider your experiences this school year.

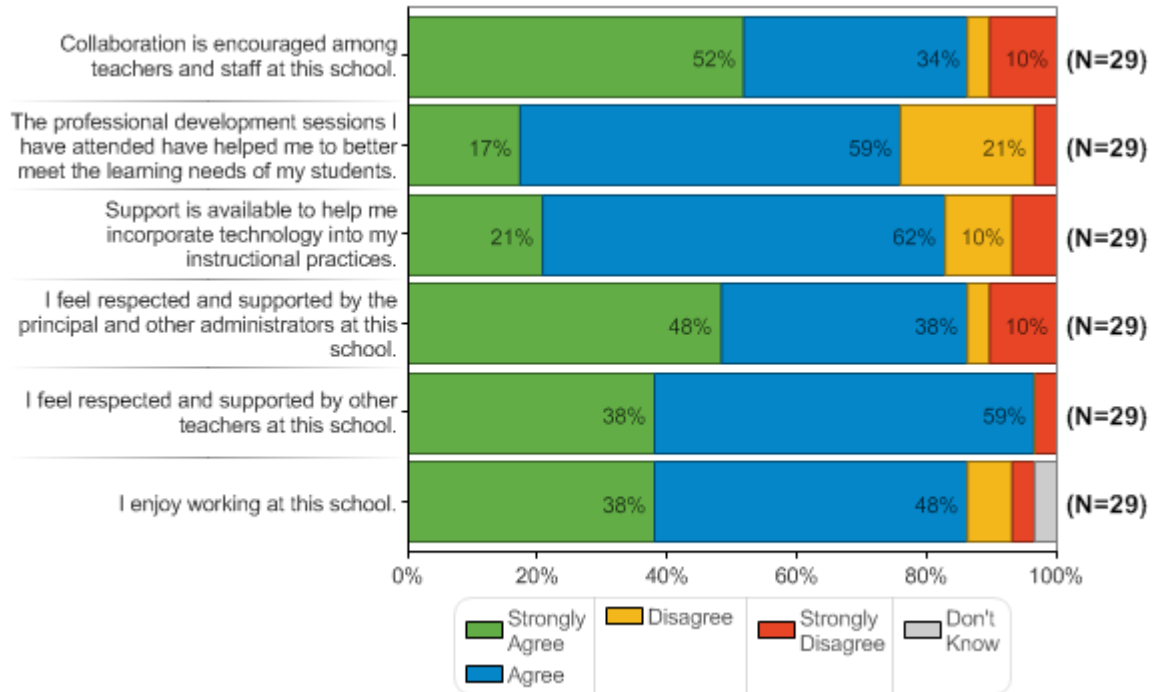
How strongly do you agree or disagree with the following statements?



FACULTY RELATIONS AND SUPPORT

Below are statements related to faculty relations and support. As you respond, please think about your experiences this school year.

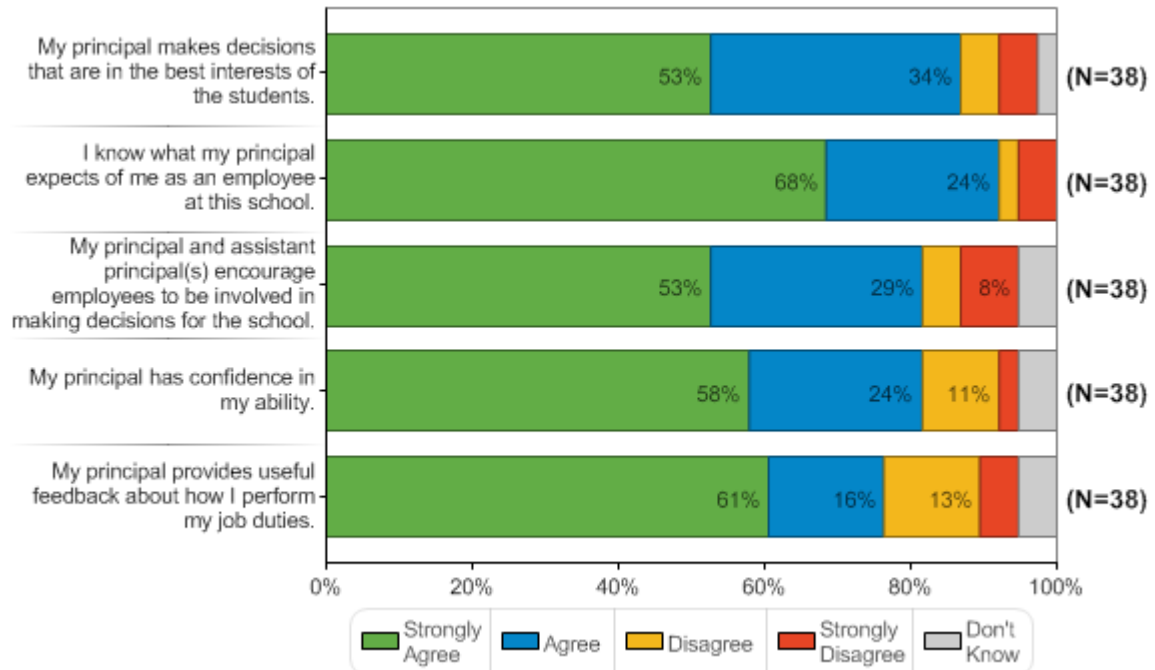
How strongly do you agree or disagree with the following statements?



SCHOOL LEADERSHIP

Below are statements related to your school's leadership. As you respond, please think about your experiences this school year.

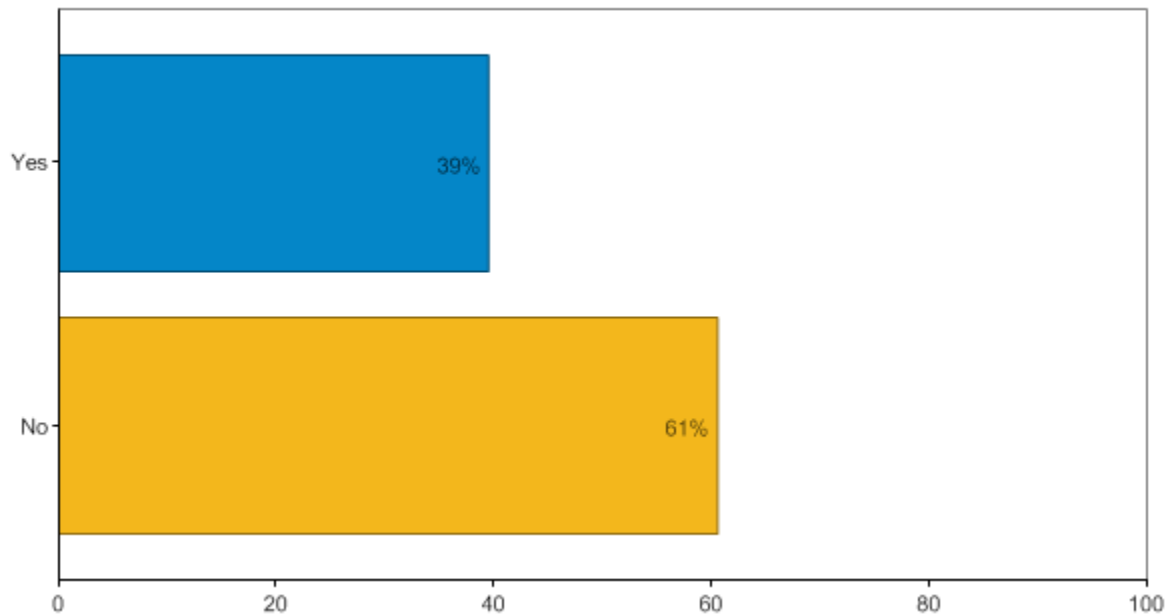
How strongly do you agree or disagree with the following statements?



SCHOOL LEADERSHIP

Have you had an issue or concern to discuss with your principal or assistant principal this year?

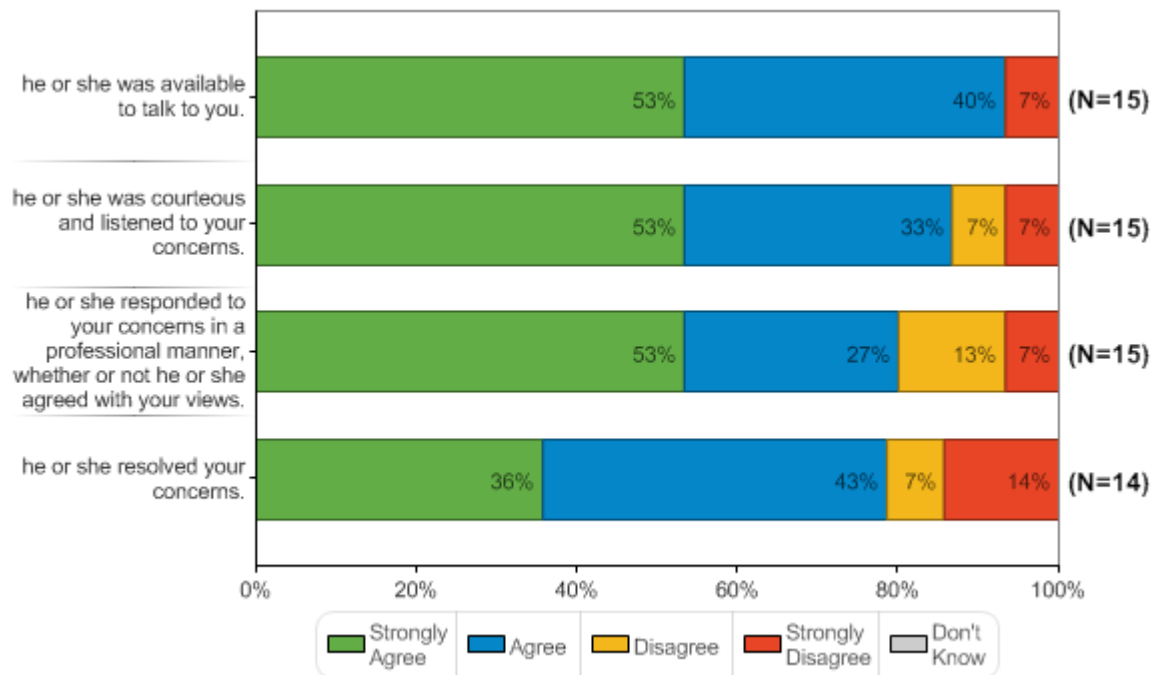
(N=38)



When you have had an issue or concern to discuss with a school administrator . . .

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

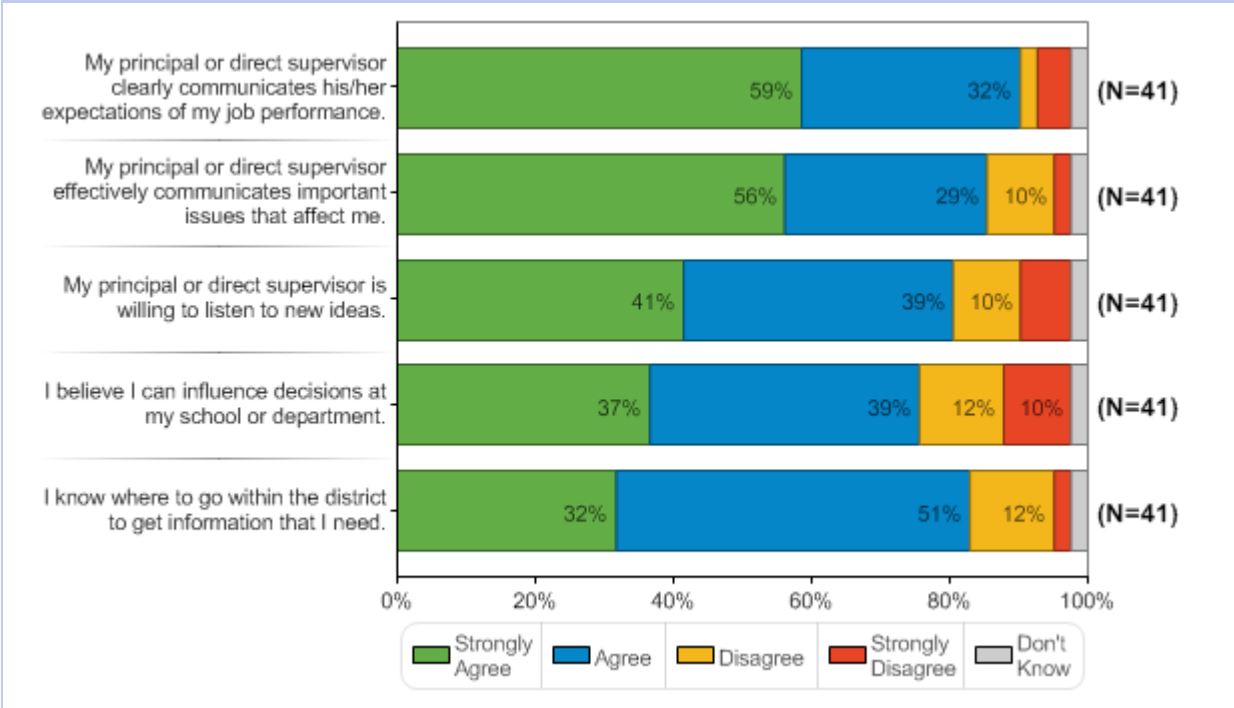
Note: Only survey participants who indicated they have had an issue or concern to discuss with their principal or assistant principal were given the opportunity to respond to these items.



COMMUNICATION

Communicating effectively and efficiently, ensures our staff are informed about important information in the most efficient manner possible. As you respond, please think about your workplace office, department or school experiences this school year.

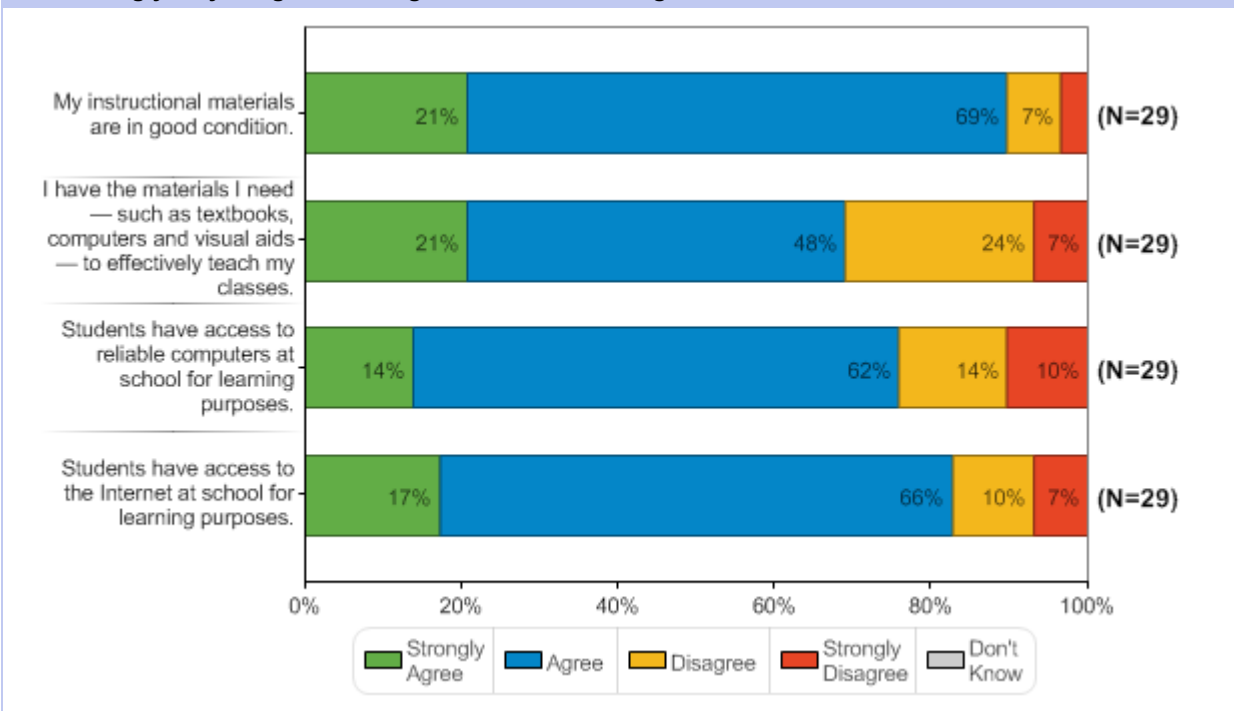
How strongly do you agree or disagree with the following statements?



INSTRUCTIONAL SUPPORT

Below are statements about school operations. As you respond, please think about your experiences this school year.

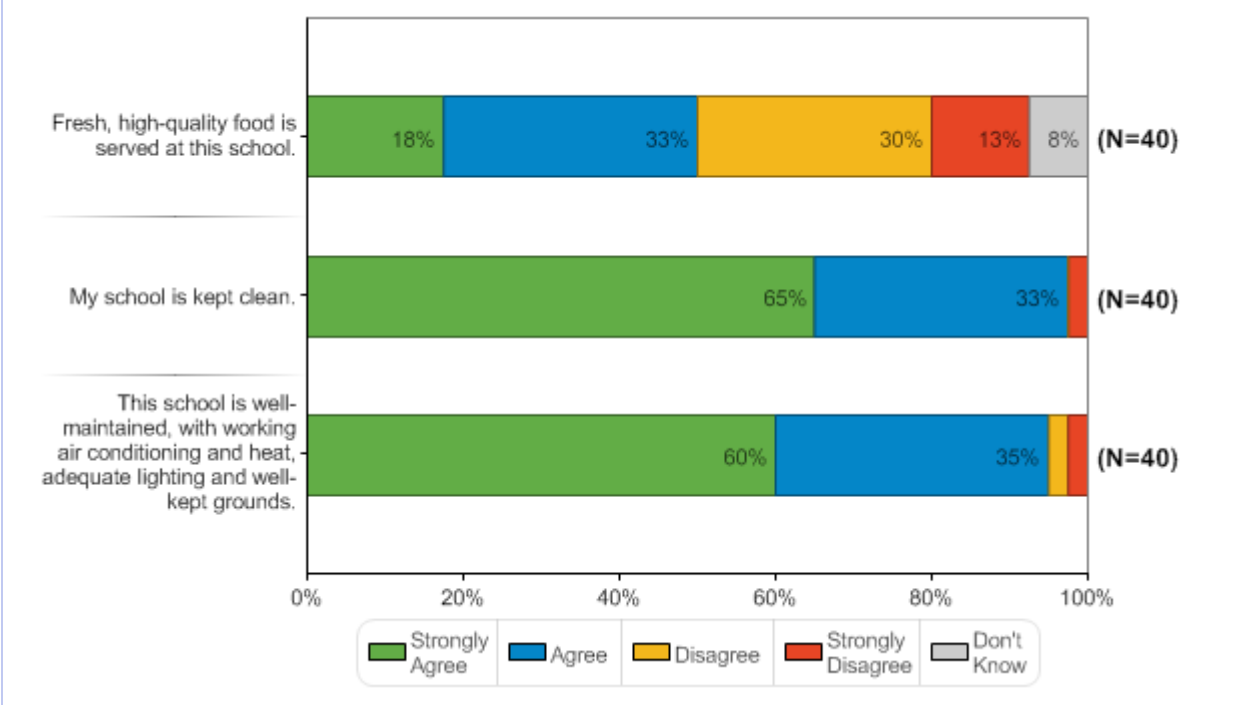
How strongly do you agree or disagree with the following statements?



SCHOOL OPERATIONS

Below are statements about school operations. As you respond, please think about your experiences this school year.

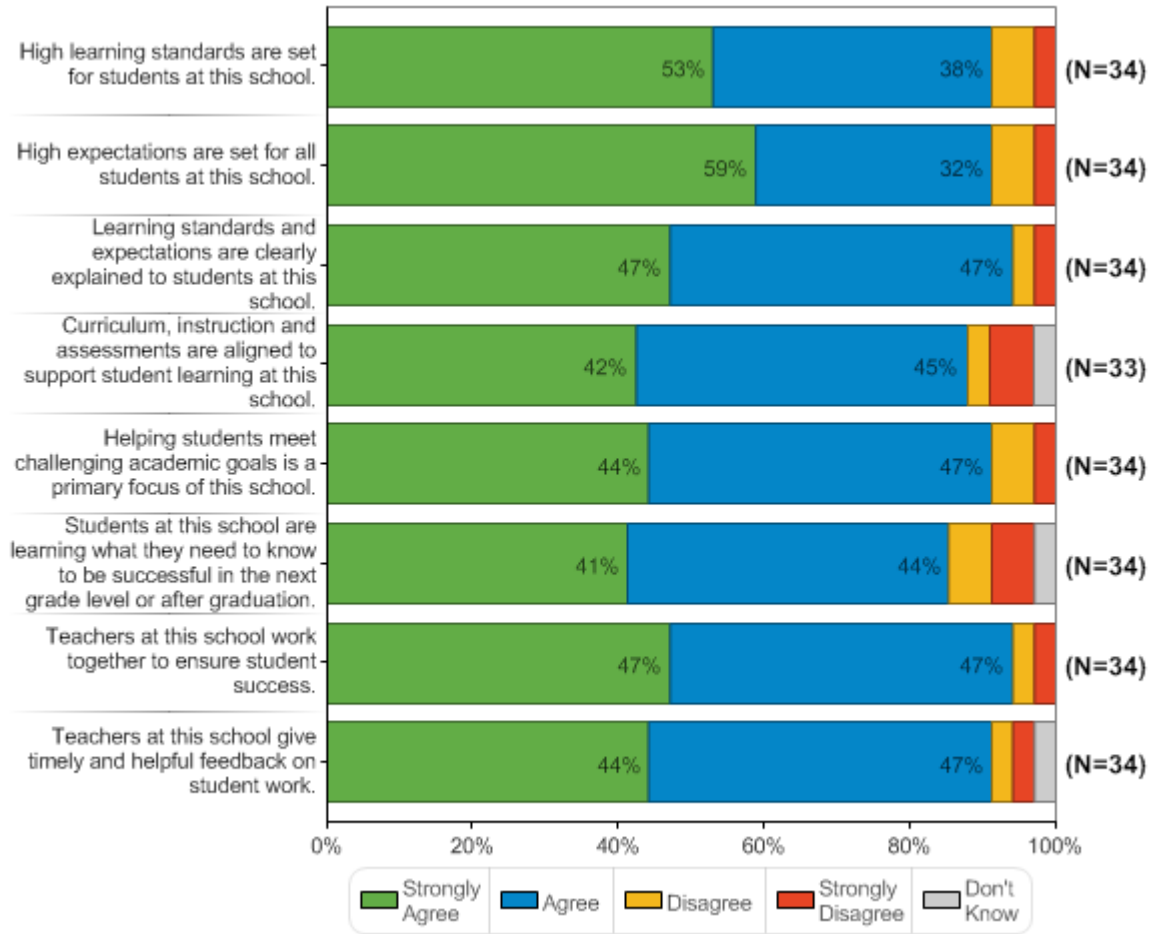
How strongly do you agree or disagree with the following statements?



QUALITY OF EDUCATION

Below are statements about the quality of education your students receive at this school. As you respond, please think about your experiences this school year.

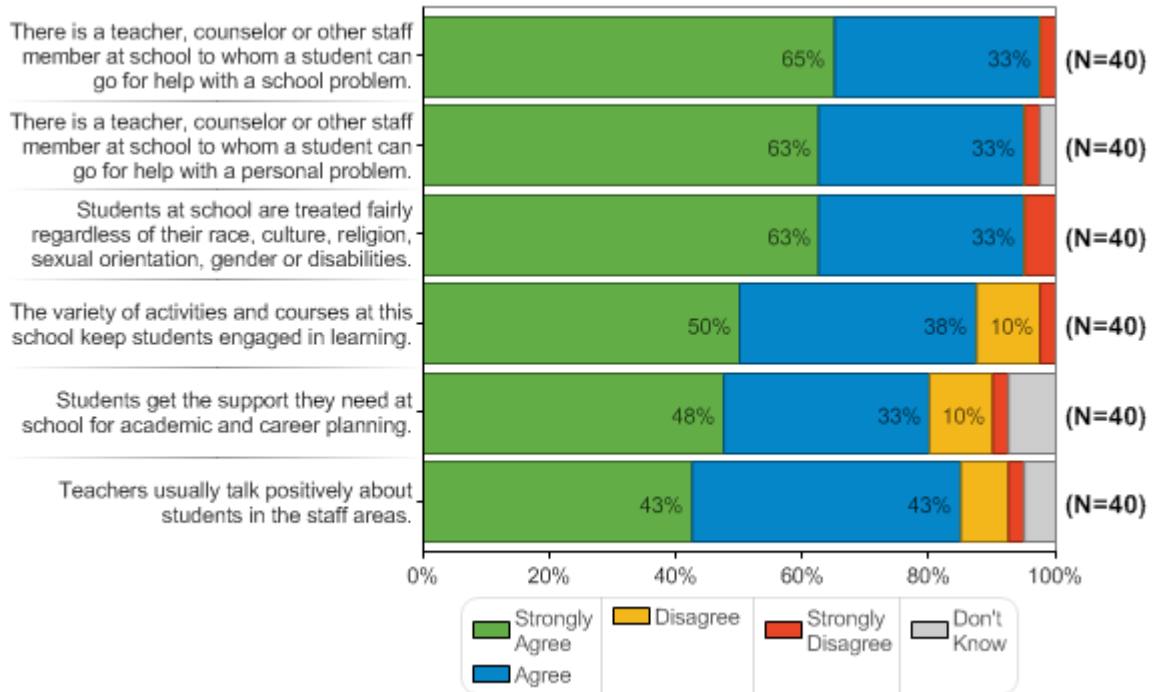
How strongly do you agree or disagree with the following statements?



STUDENT SUPPORT

Below are statements about the support students receive at school. As you respond, please think about your experiences this school year.

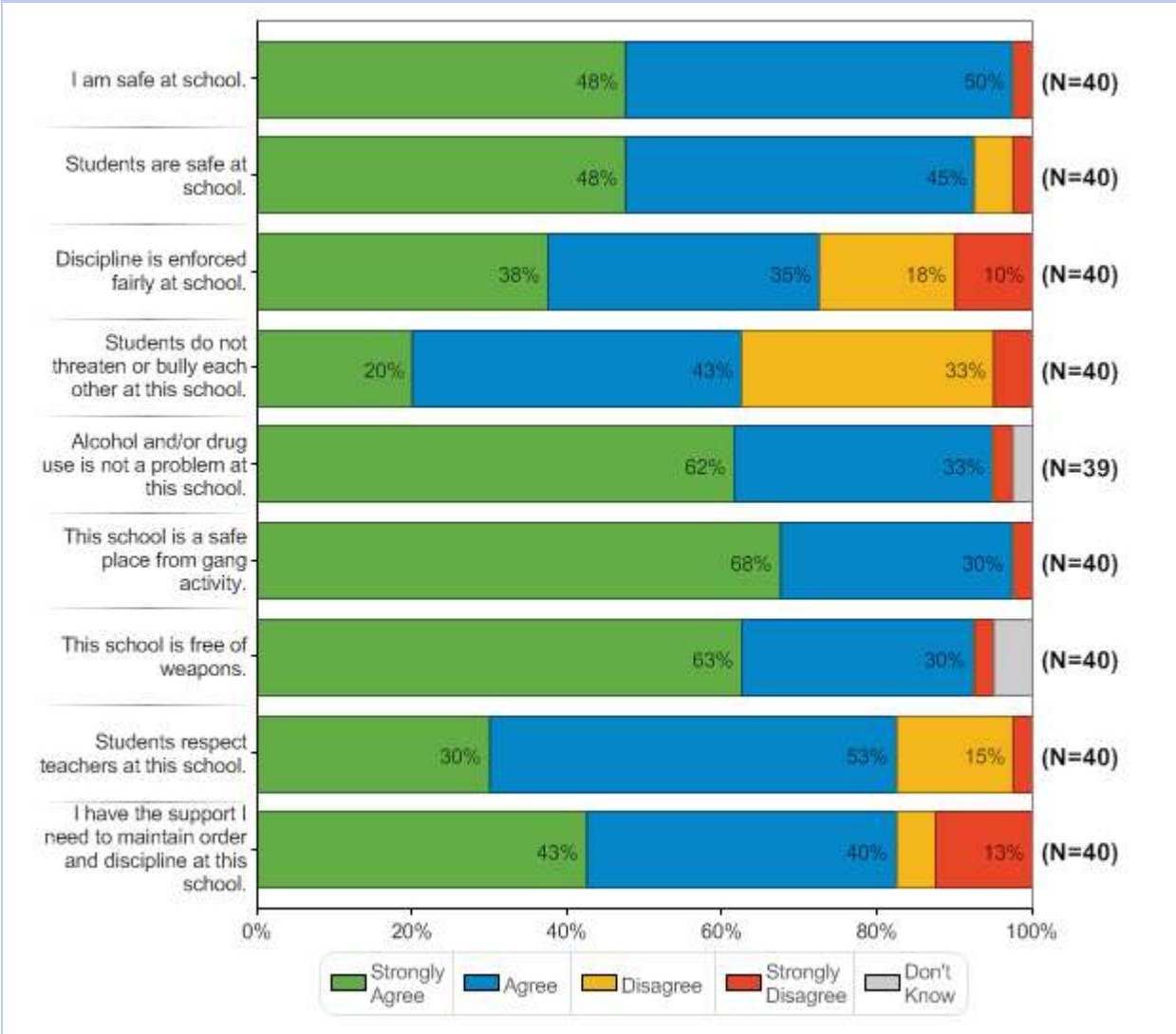
How strongly do you agree or disagree with the following statements?



SAFETY AND BEHAVIOR

Below are statements related to safety and behavior. As you respond, please think about your experiences this school year.

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



Please rate the overall quality of each program or service listed below. Those topics required by HB5 are identified. Consider each program based on your experience this school year.

Note Not Applicable responses were excluded from calculations.

