

# **Eagle Mountain- Saginaw ISD**

**Employee Opinion Survey Report**

**April 2009**

**HR Services  
Texas Association of School Boards  
Austin, Texas**



# **Employee Opinion Survey Report**

## **Eagle Mountain-Saginaw ISD**

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# **INTRODUCTION AND METHODOLOGY**

# Introduction

In April 2009, Eagle Mountain-Saginaw Independent School District contracted with HR Services of the Texas Association of School Boards (TASB) to independently poll the opinions and perceptions of Eagle Mountain-Saginaw ISD staff about their jobs and the District as a whole. The survey was conducted to provide District leaders with input on employee job satisfaction.

## Methodology

In collaboration with Eagle Mountain-Saginaw ISD, TASB developed the on-line survey. When the survey questionnaire was finalized, the district sent e-mails to district staff with internet access and provided printed questionnaires to employees who did not have electronic access requesting their participation.

### Questionnaire

The survey contained seven categories of questions to gather data about the following:

- Demographics
- Job Satisfaction
- Support From Coworkers
- Working Conditions
- Compensation and Benefits
- District Environment
- Supervisor Support
- Campus Environment
- Support For Teachers

The survey document is included in the Appendix of this report.

### Survey Population

Invitations to participate in the survey were sent to 1,853 EMSISD staff members on April 13, 2009. Paper copies of the survey were made available to those employees without direct access to the internet through their jobs. District employees were given until April 20, 2009, to complete the survey, which was submitted anonymously to TASB.

Nine hundred fifty-seven (957) employees participated in the survey for a total response rate of 52% percent. All questions were not answered by all respondents. Therefore, the number of respondents varies from question to question.

While TASB is confident in the data and the analysis, the results presented in this report are only truly representative of the sample of Eagle Mountain-Saginaw ISD employees responding to the survey. Therefore, caution should be used in generalizing the results beyond this group.

## **Analysis**

Survey responses were analyzed using standard statistical methods. Some responses were combined for purposes of analysis. For example, “Strongly Agree” and “Agree” responses were combined to indicate a *positive* response.

# **SURVEY RESPONDENT DEMOGRAPHICS**

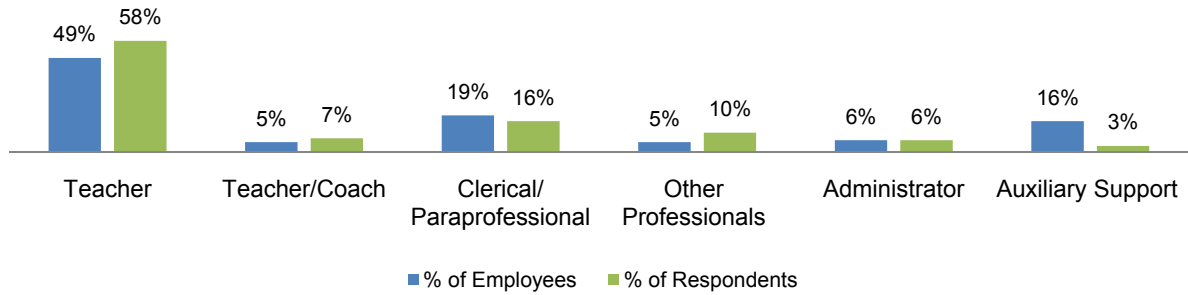
# Survey Respondent Demographics

## Participation by Job Type

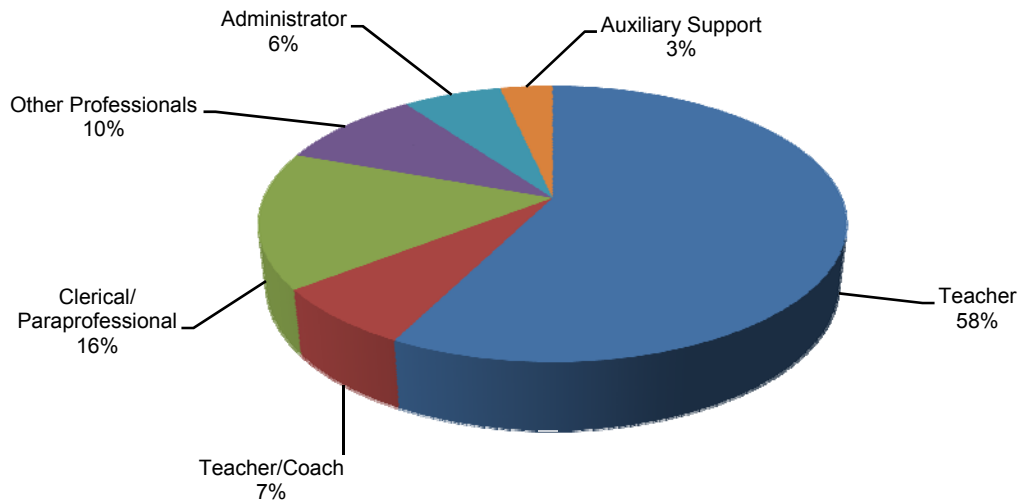
- ◆ A total of 957 surveys were completed and submitted, yielding a response rate of 52%. Not all respondents answered every question.
- ◆ The participation rate by job type was consistent with the percentage of employees in each job type in the district with the exception of the auxiliary support employees who comprise 16% of the employees in the District, compared to 3% of the respondents.
- ◆ The largest employee group responding to the survey was the teacher group (58% of the total respondents).
- ◆ Because the majority of respondents were teachers, summary responses for the district overall were influenced by the opinions of this employee group.

<b>Job Type</b>	<b># of Employees</b>	<b>% of Employees</b>	<b># of Respondents</b>	<b>% of Respondents</b>
Teacher	912	49	550	58
Teacher/Coach	101	5	67	7
Clerical/Paraprofessional	353	19	154	16
Other Professionals	93	5	91	10
Administrator	102	6	62	6
Auxiliary Support	292	16	33	3
<b>TOTAL</b>	<b>1,853</b>	<b>100</b>	<b>957</b>	<b>100</b>

### Comparative Representation by Job Type Employees/Respondents

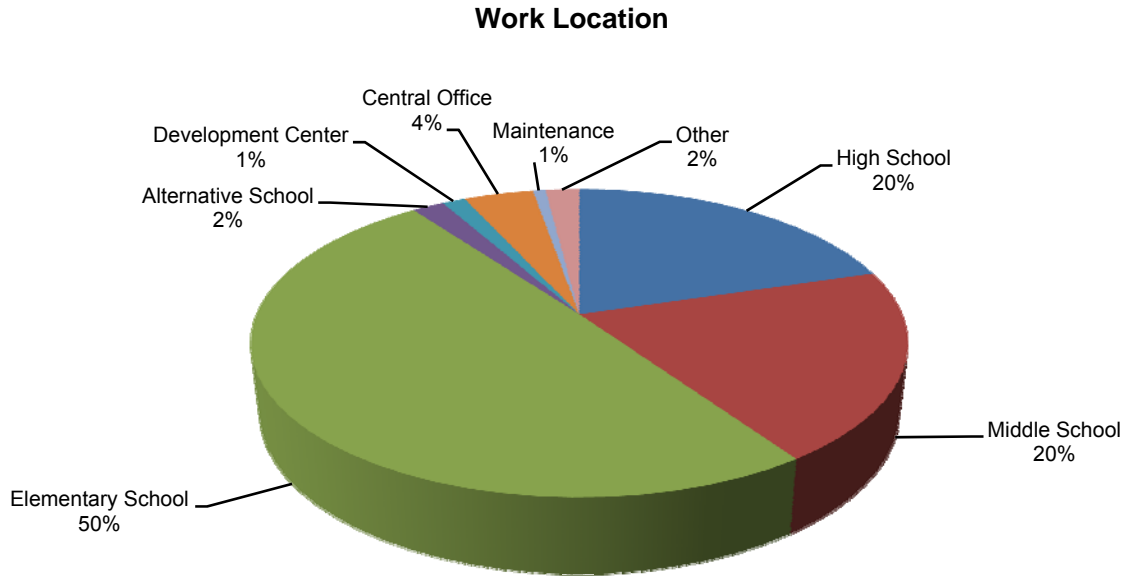


### Participation by Job Type



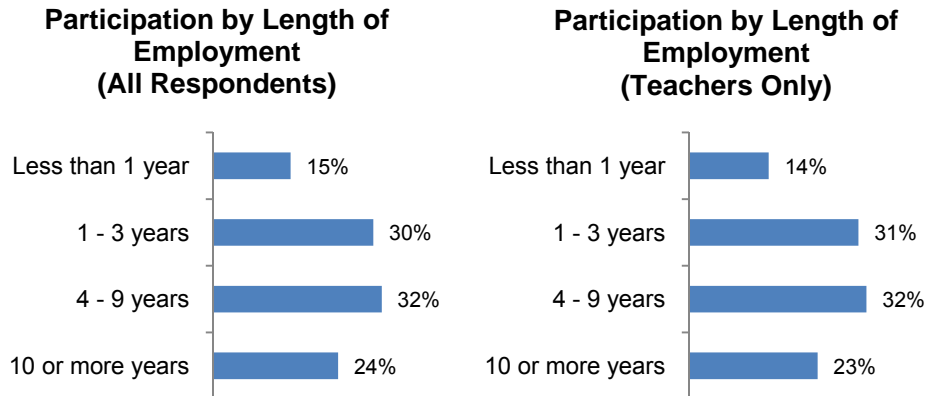
## Participation by Work Location

- ◆ Ninety-three (93) percent of the survey respondents work at a school campus.
- ◆ Those citing a work location as “Other” indicated that they worked at multiple locations.



## Participation by Length of Employment

- ◆ More than half (56%) of the workforce has been employed by Eagle Mountain-Saginaw ISD for four or more years.
- ◆ The distribution by length of employment of participating teachers was almost identical to that of the respondents as a whole.



## **SUMMARY TABLES**

# Summary Tables

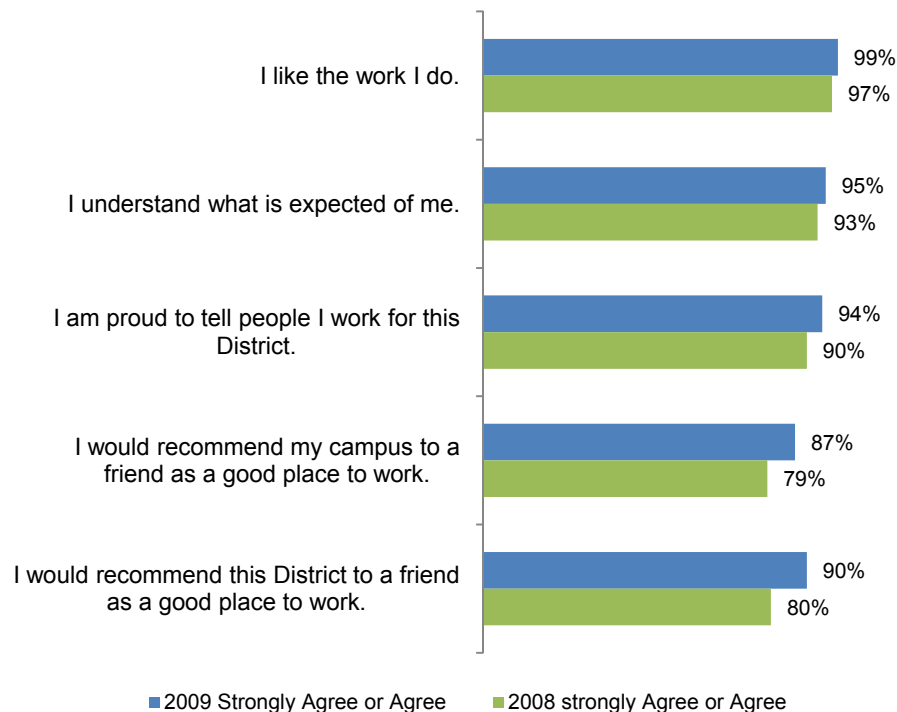
Data analysis was based on the survey responses submitted to TASB from 957 district employees received by April 20, 2009. Not all questions were answered by every participant.

Respondents were asked to indicate their level of agreement from “Strongly Agree” to “Strongly Disagree” several statements regarding job satisfaction, working conditions, compensation and benefits, district and campus environment, and support.

## Job Satisfaction

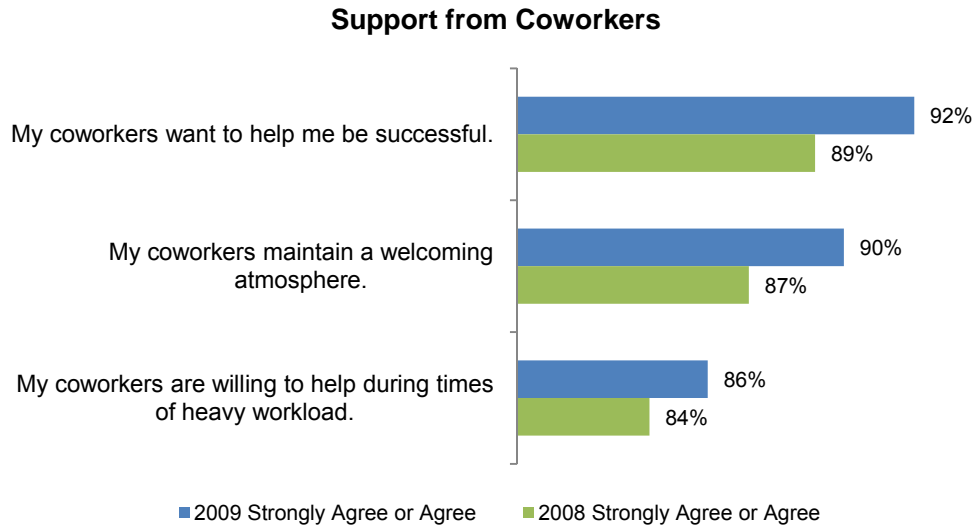
- ◆ Eagle Mountain-Saginaw ISD employees responded favorably with regard to job satisfaction.
  - ❖ Survey responses for 2009 were consistent with the responses to the survey conducted in May of 2008, with all five statements showing increases in level of agreement ranging from 2 to 10 percent.
  - ❖ More than 90% of the employees responding in 2009 like the work they do (99%), understand what is expected of them in their job (95%), and are proud to tell people they work for the district (94%).
  - ❖ Of those surveyed, 87% of the respondents would recommend their campus and 90% would recommend the District to a friend as a good place to work, which is an increase of nearly 10% in both categories over 2008.

**Job Satisfaction**



## Support from Coworkers

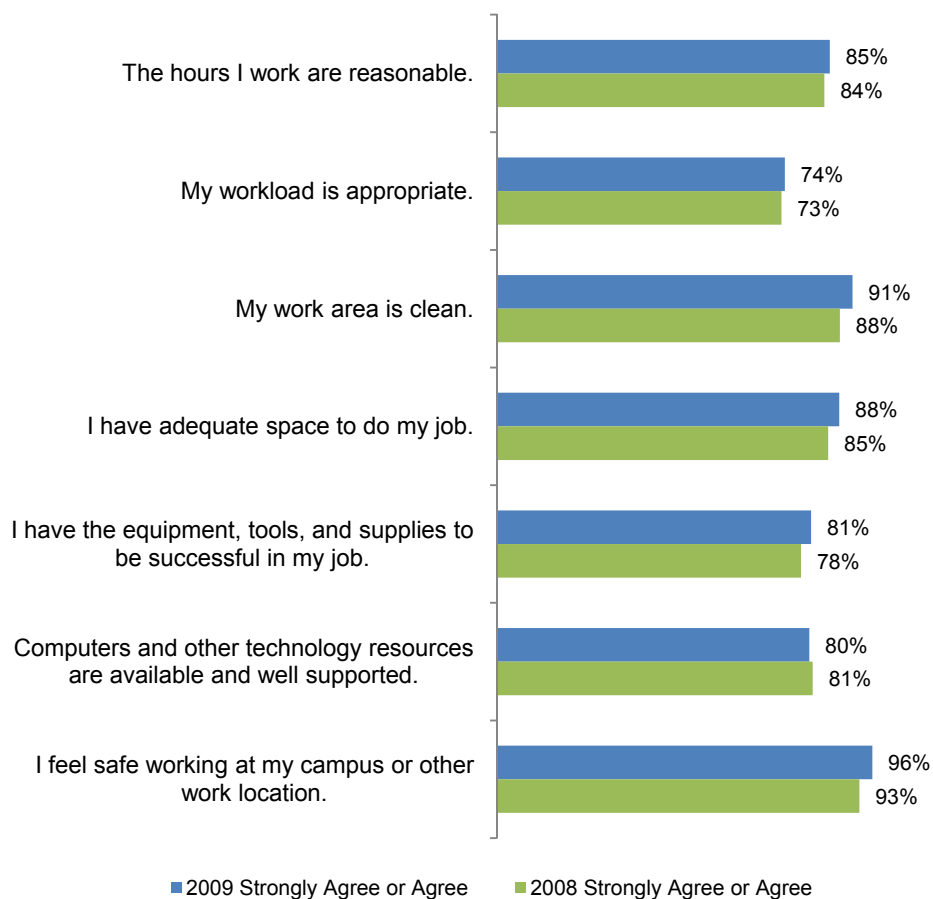
- ◆ Participating employees indicated they are well supported by their co-workers and have a strong sense of camaraderie within their work group.
- ◆ The responses from the 2009 survey were similar to those from the 2008 survey and showed a slight increase (2 to 3 percent) in level of agreement to all three statements.



## Working Conditions

- ◆ Participating employees responded similarly in 2008 and 2009, with increases in the level of agreement in 6 of the 7 areas surveyed.
- ◆ Overall, employees expressed satisfaction with their working conditions in 2009.
- ◆ Eighty-five (85) percent or more of those surveyed indicated they feel safe at their work location (96%), their work area is clean (91%), they have adequate space to do their job (88%), and the hours they work are reasonable (85%).
- ◆ Respondents indicated they have the equipment, tools, and supplies to be successful in the job (81%) and computers and other technology resources are available and well supported (80%).

## Working Conditions

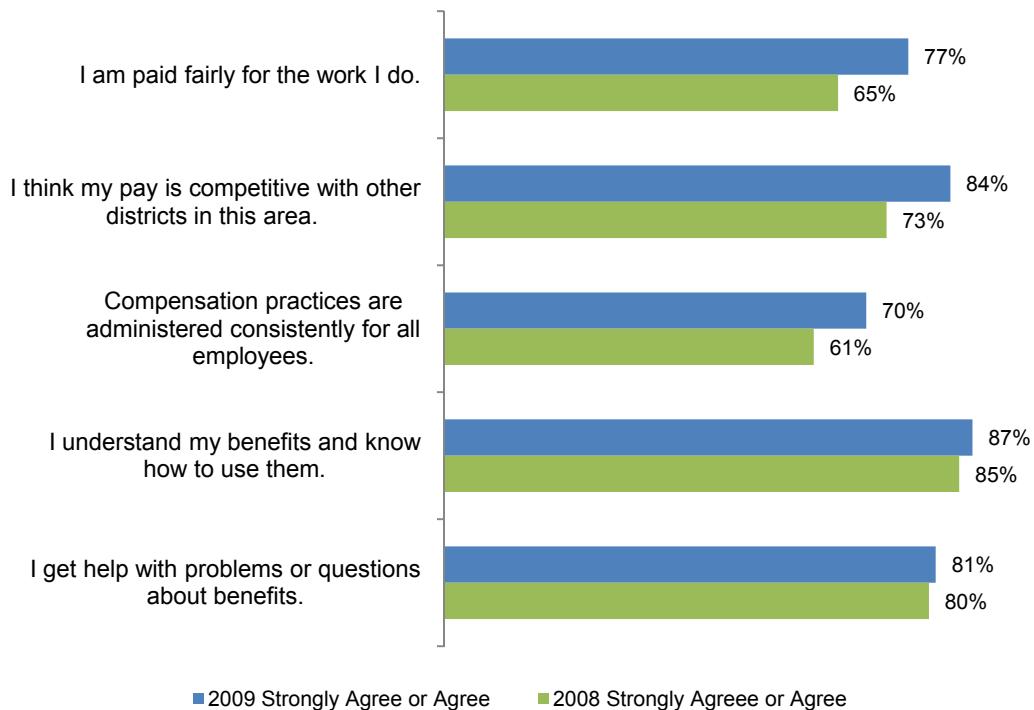


## Compensation and Benefits

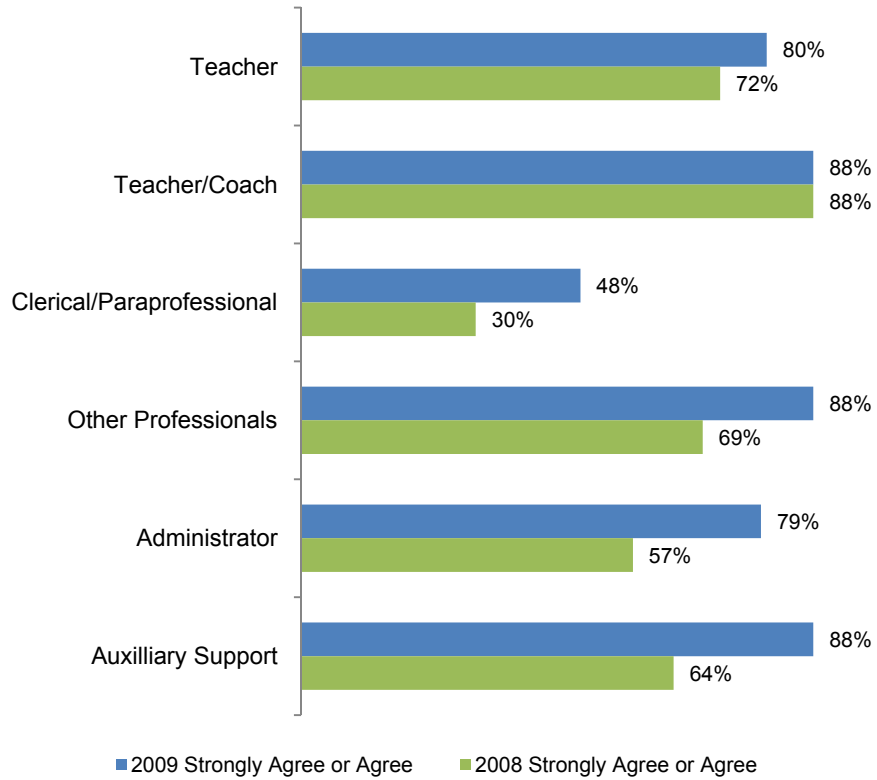
- ◆ The overall level of agreement among employees regarding their compensation and benefits is consistent from 2008 to 2009.
  - ❖ The level of agreement on compensation statements increased approximately 10% from one year to the next.
  - ❖ Over 80% of the 2009 participants understand their benefits and know how to use them (87%), think their pay is competitive with other districts in the area (84%), and get help with problems or questions about benefits (81%).
  - ❖ Seventy-seven (77) percent of the employees feel they are paid fairly for the work they do, which is a 12% increase from last year to this year.

- ◆ While 70% or more of employees responding in 2009 were satisfied with compensation and benefits, responses varied widely by question and job category.
  - ❖ The greatest changes (all increases) from last year to this year regarding the fairness of their pay were among the non-teacher groups (clerical/paraprofessional, other professional, administrator, and auxiliary support) and ranged from 18 to 24 percent.
  - ❖ A greater percentage of teachers (80% vs. 72%) indicated in 2009 that they were paid fairly for the work they do.
  - ❖ The 2009 responses from all job types showed significant increases in the level of agreement to the statement about their pay being competitive with area districts. The increases ranged from 5% for teachers to 33% for auxiliary support employees.
  - ❖ All job types except teacher/coach indicated that compensation practices are being more consistently administered for all employees this year compared to last year.

### Compensation and Benefits

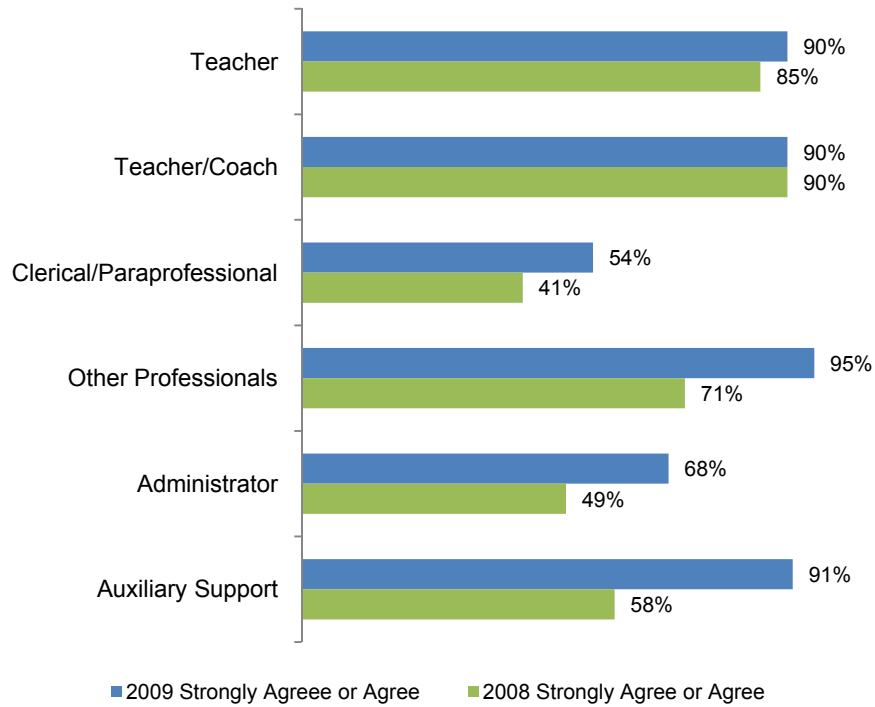


**I am paid fairly for the work I do.**



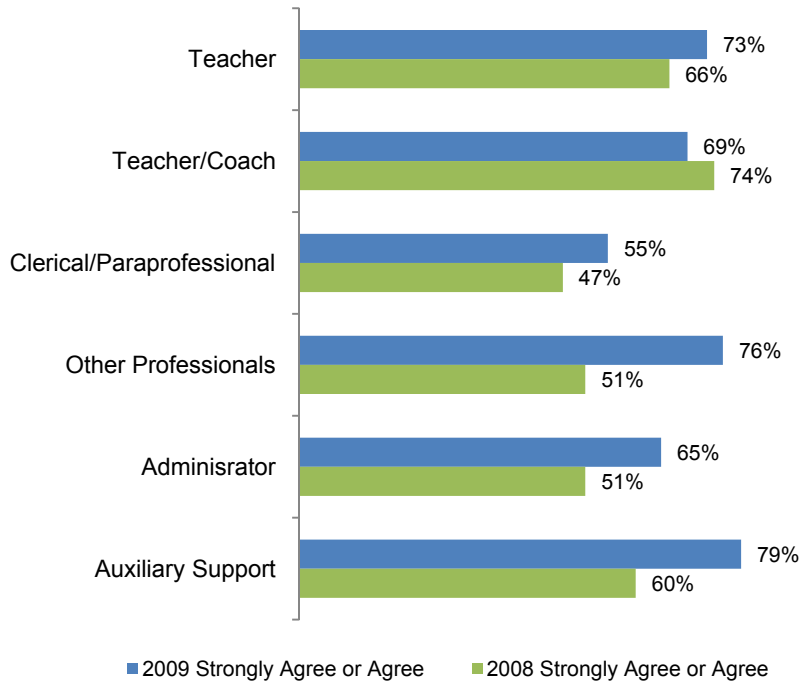
Note: Graph represents the percent of responses from that job type.

**I think my pay is competitive with other districts in this area.**



Note: Graph represents the percent of responses from that job type.

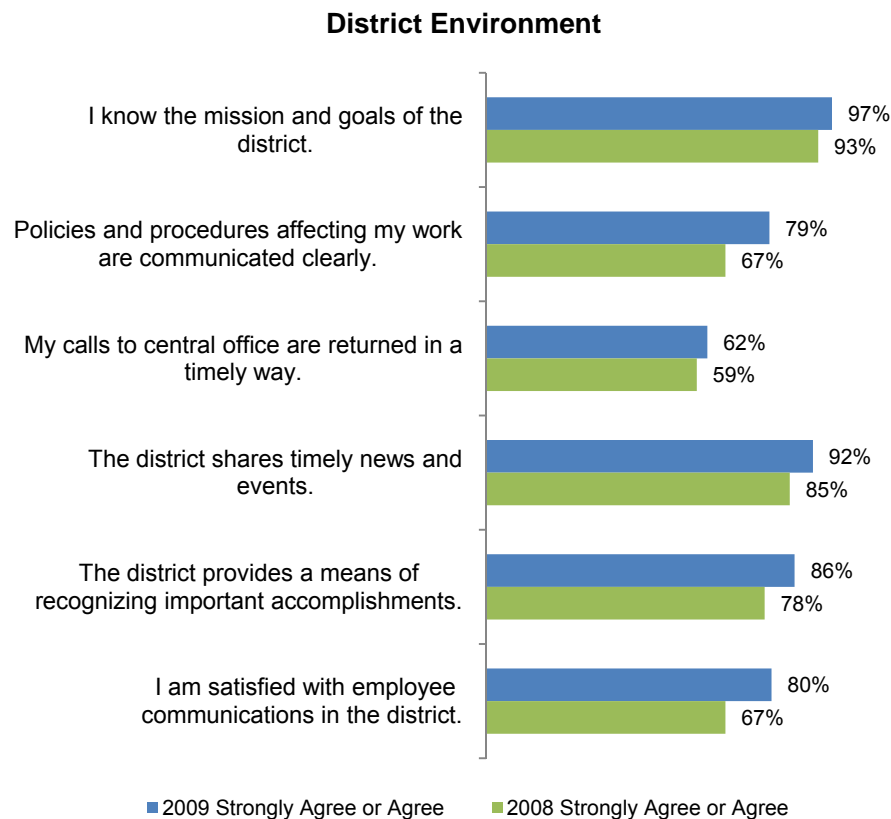
**Compensation practices are administered consistently for all employees.**



Note: Graph represents the percent of responses from that job type.

## District Environment

- ◆ The majority of Eagle Mountain-Saginaw ISD employees are satisfied with the district environment in all six areas surveyed.
  - ❖ Participating employees showed an increase in their level of agreement to all 6 statements in this category. The increases ranged from 3% for calls to central office being timely returned to 13% for satisfactory employee communications.
  - ❖ Ninety-seven (97) percent of the respondents know the mission and goals of the district and 92% felt the district shared timely news and events.
  - ❖ Eighty (80) percent or more indicated the district provides a means of recognizing accomplishments (86%) and are satisfied with employee communications in the district (80%).

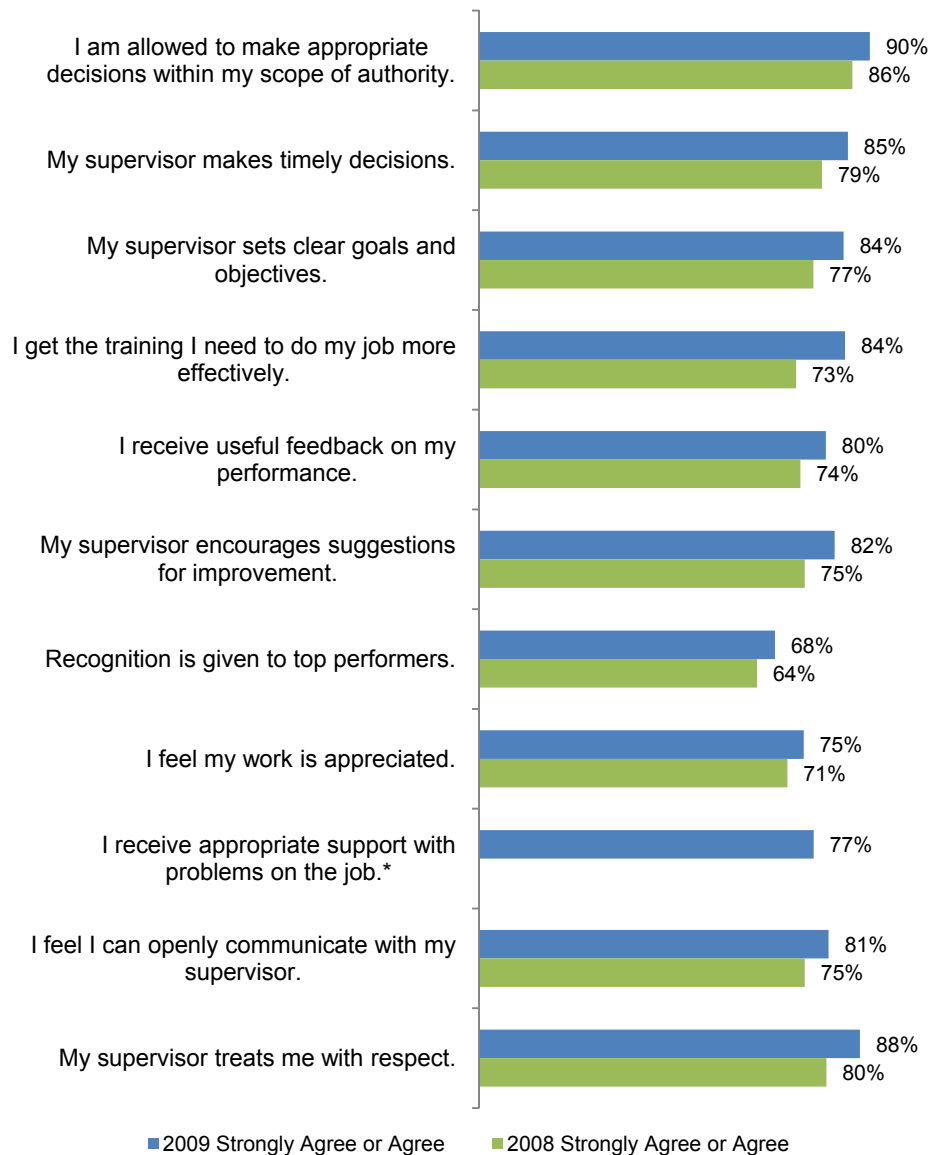


## Supervisor Support

- ◆ Three-fourths or more of the Eagle Mountain-Saginaw ISD survey respondents reported that they received support from their supervisor in ten of the eleven areas surveyed.
  - ❖ Eighty-five (85) percent or more of the participants agreed that their supervisor allowed them to make appropriate decisions within the scope of their authority (90%), their supervisor treats them with respect (88%), and their supervisor makes timely decisions (85%).

- ❖ More than 80% indicated their supervisor sets clear goals and objectives (84%), the training they received helps them do their job more effectively (84%), they felt free to communicate openly with their supervisor (81%), and their supervisor encouraged suggestions for improvement (82%).
- ❖ More than 75% of employees agreed they received useful feedback on performance (80%), appropriate support with problems on the job (77%), and felt their work was appreciated (75%).
- ❖ The respondents showed an increase in the level of agreement to all 10 statements regarding supervisor support from last year to this year. The increase averaged more than 6%.

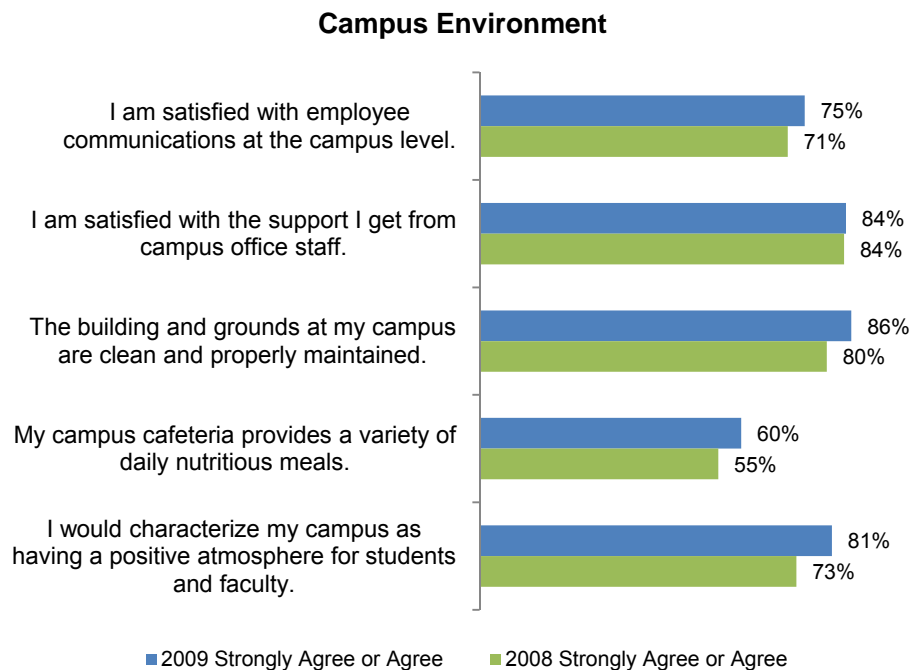
### Supervisor Support



\* This statement was not surveyed in 2008.

## Campus Environment

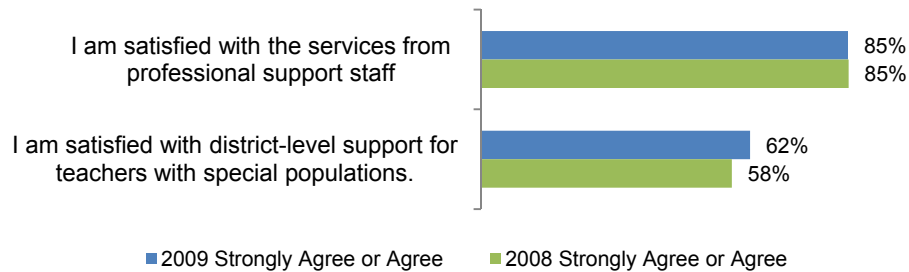
- ◆ Respondents who identified themselves as teachers, coaches, clerical or paraprofessionals, other professionals, and administrators who completed the survey electronically were asked to respond to statements related to the campus environment.
- ◆ Seventy-five (75) percent or more of the respondents reported that the building and grounds at their campus were clean and properly maintained (86%), they were satisfied with the support they get from campus office staff (84%), they would characterize their campus as having a positive atmosphere for students and faculty (81%), and they are satisfied with employee communications at the campus level (75%).
  - ❖ All 5 statements related to campus environment had a higher level of agreement in 2009 compared to 2008, with the increases ranging from 4 to 8 percent.



## Support for Teachers

- ◆ Six hundred seventeen (617) teachers and coaches responded to statements regarding teacher support.
- ◆ Eighty-five (85) percent of the teachers and teacher/coaches responding in both 2008 and 2009 reported they were satisfied with services from other professional staff members.
- ◆ Teachers and coaches expressed a greater level of satisfaction with the district-level support they receive with special populations this year versus last year (62% vs. 58%).

## Teacher Support



## Comments and Suggestions

- ◆ Additional comments were provided by 323 respondents - 34% of the survey participants.
- ◆ Twenty (20) percent of the comments included accolades for other district employees, including the superintendent, and compliments such as “EMSISD is a great place to work,” “I’m proud to be part of the EMSISD team,” and “I love my job!”
- ◆ The greatest concentration of comments and suggestions were student-related.
  - ❖ Curriculum and Instruction
    - Coordinate curriculum planning and communication between subject areas to ensure overall alignment and minimize inconsistencies in communications with teachers and the need for midyear changes; maintain a master meeting calendar so conflicts can be avoided.
    - Provide the necessary resource materials, particularly for reading and in the dual language programs.
    - Select a group of teachers to pilot a new program prior to implementing it in the district.
  - ❖ Student Discipline
    - Implement a district-wide student discipline system which includes appropriate consequences and ensure consistent application with all students.
    - Support teachers who enforce the student code of conduct.
- ◆ Other comments and suggestions included the following.
  - ❖ Staff Development and Training
    - Use professional development time more effectively; avoid redundancy in training by making teachers accountable for completing a set number of hours established by the District and allowing them to schedule themselves in sessions appropriate for their subject area and level of experience.
    - Schedule professional development to minimize teacher time away from the classroom.

- Plan the timing of training so sessions related to implementation of new concepts or changes are scheduled for early in the year and workshops in the middle of the year support the curriculum being implemented.
- Provide training that includes activities to enhance understanding and use of new procedures, reports, and systems.
- ❖ Respond to e-mails and phone calls in a timely manner.
- ❖ Resolve technology problems related to the accessibility of programs and the speed and reliability of the e-mail system; reduce response time to requests for support.
- ❖ Implement a leadership development program to enable district employees to better prepare for advancement.
- ❖ Increase the capacity of the day care center to accommodate more children; extend the hours of the center to 5:30 PM allowing employees to do after school tutoring at the high school level or attend meetings; extend the days of service to accommodate teachers who attend professional development provided after the academic year ends.
- ❖ Provide written procedures, including scheduling of field trips, use of vendors, and parent chaperone requirements, and make the reference manuals easily accessible to employees to assure greater compliance.
- ❖ Allow jeans to be worn on Friday on all campuses.
- ❖ Expand the survey questions to allow for more in-depth feedback on curriculum and support; survey job fair participants for feedback.
- ◆ Concern was expressed that there appears to be division among the Board instead of teamwork, with undue focus put on extracurricular activities rather than on supporting efforts to improve curriculum and instruction.

# **APPENDIX**

# Eagle Mountain-Saginaw ISD 2009 Employee Opinion Survey

<b>1.</b>	<b>Job Type</b>	
	<input type="checkbox"/>	Teacher
	<input type="checkbox"/>	Teacher/Coach
	<input type="checkbox"/>	Clerical/Paraprofessional
	<input type="checkbox"/>	Other Professionals (librarian, counselor, diagnostician, nurse, etc.)
	<input type="checkbox"/>	Administrator
	<input type="checkbox"/>	Auxiliary Support (day care, custodial, maintenance, child nutrition, etc.)

<b>2.</b>	<b>Location</b>	
	<input type="checkbox"/>	High School
	<input type="checkbox"/>	Middle School
	<input type="checkbox"/>	Elementary School
	<input type="checkbox"/>	Alternative School
	<input type="checkbox"/>	Development Center
	<input type="checkbox"/>	Central Office
	<input type="checkbox"/>	Maintenance
	<input type="checkbox"/>	Other _____

<b>3.</b>	<b>Length of employment at Eagle Mountain-Saginaw ISD (<i>completed full years of experience</i>)</b>	
	<input type="checkbox"/>	Less than 1 year
	<input type="checkbox"/>	1 - 3 years
	<input type="checkbox"/>	4 - 9 years
	<input type="checkbox"/>	10 or more years

<b>4.</b>	<b>Job Satisfaction</b>					
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
	I like the work I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I understand what is expected of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I am proud to tell people I work for this District.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I would recommend my <b>campus</b> to a friend as a good place to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I would recommend this <b>District</b> to a friend as a good place to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>5. Support from Coworkers</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
	My coworkers want to help me be successful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	My coworkers maintain a welcoming atmosphere.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	My coworkers are willing to help during times of heavy workload.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>6. Working Conditions</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
	The hours I work are reasonable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	My workload is appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	My work area is clean.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I have adequate space to do my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I have the equipment, tools, and supplies to be successful in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Computers and other technology resources are available and well supported.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I feel safe working at my campus or other work location.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>7. Compensation and Benefits</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
	I am paid fairly for the work I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I think my pay is competitive with other districts in this area.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Compensation practices are administered consistently for all employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I understand my benefits and know how to use them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I get help with problems or questions about benefits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>8. District Environment</b>					
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
I know the mission and goals of the district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policies and procedures affecting my work are communicated clearly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My calls to central office are returned in a timely way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The district shares timely news and events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The district provides a means of recognizing important accomplishments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am satisfied with employee communications in the district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>9. Supervisor Support</b>					
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
I am allowed to make appropriate decisions within my scope of authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor makes timely decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor sets clear goals and objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I get the training I need to do my job more effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive useful feedback on my performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor encourages suggestions for improvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognition is given to top performers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel my work is appreciated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive appropriate support with problems on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel I can openly communicate with my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor treats me with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>10. Campus Environment</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
	I am satisfied with employee communications at the campus level.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I am satisfied with the support I get from campus office staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	The building and grounds at my campus are clean and properly maintained.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	My campus cafeteria provides a variety of daily nutritious meals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I would characterize my campus as having a positive atmosphere for students and faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>11. Teachers Only</b>						
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Opinion/Not Applicable</b>
	I am satisfied with the services from professional support staff (librarians, counselors, reading specialists, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I am satisfied with district-level support for teachers with special populations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any additional comments or feedback.	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
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 HR Services

# CAMPUS CONNECTION

APRIL 6

## *The Pulse of the District*

One of the first things your doctor does at your annual visit is check your pulse to make sure things are running smoothly. Well, it is check up time at EM-S ISD and even though we have been checking the pulse of the district throughout the year, it is time for that official annual check-up and we need your help.

For the second year, Eagle Mountain-Saginaw ISD has partnered with the Texas Association of School Boards (TASB) to conduct an on-line employee opinion survey. This survey will help us to understand how employees feel about working in EM-S ISD. The results will help us identify areas where we show strengths and areas that need improvement

This short on-line survey will be sent to you during the week of April 13-17.

Paper copies will also be available for those who wish to complete the survey in that format. A pre-addressed stamped envelope will be provided. Please let your supervisor know if you wish to complete a paper copy of the survey.

We realize that you are preparing for TAKS, working on spring projects and programs, and you are extremely busy. However, a high number of responses will allow us to gain a more accurate understanding of our employees' views.

Please help us by completing the survey by the end of the day on Friday, April 17.

Your survey will be submitted directly to TASB and your individual survey responses will not be shared with us in an effort to encourage candor and protect confidentiality.

We appreciate your willingness to help us keep EM-S ISD a great place to work.

# CAMPUS CONNECTION

APRIL 13

## *An Invitation to Provide Feedback 2008–09 Employee Opinion Survey*

Throughout the year we have been seeking employee feedback through personal campus visits, committees such as Key Communicators, the District Planning and Advisory Committee (DPAC), the Superintendent's Advisory Council, and the Attendance Zone Task Force. We have also sought suggestions, comments and ideas through our electronic suggestion box, e-share. These methods have all provided us with valuable insight and information from our employees. Another step in the process of soliciting feedback is our employee opinion survey.

For the second year, Eagle Mountain-Saginaw ISD has partnered with the Texas Association of School Boards (TASB) to conduct an employee opinion survey. This survey will help us understand how employees feel about working in EM-S ISD. The results help us identify strengths and opportunities for improvement.

Click [here](#) to access the survey. You can also access the link from the "Employee" page of our district Web site.

Paper copies are available for those who wish to complete the survey in that format. A pre-addressed stamped envelope will be provided. Please let your supervisor know if you wish to complete a paper copy of the survey.

The survey should take no more than 10-15 minutes to complete. The survey is completely anonymous. Nowhere on the survey does it ask for your name or for specific information about your campus or position. The survey only asks for general information for demographic purposes. Your survey will be submitted directly to TASB and your individual survey responses will not be shared with EM-S ISD officials in an effort to encourage candor and protect confidentiality.

You may complete the survey on any computer with Internet access.

We realize that you are preparing for TAKS, working on spring projects and programs, and that you are extremely busy. However, a high number of responses will allow us to gain a more accurate understanding of our employees' views.

Please help us by completing the survey by 5 p.m. on Friday, April 17.

Once TASB compiles the results and sends them to EM-S ISD, we will share them with the entire EM-S ISD team.

We appreciate your willingness to help us keep EM-S ISD a great place to work.

# CAMPUS CONNECTION

APRIL 16

## *An Invitation to Provide Feedback 2008–09 Employee Opinion Survey*

Throughout the year we have been seeking employee feedback through personal campus visits, committees such as Key Communicators, the District Planning and Advisory Committee (DPAC), the Superintendent's Advisory Council, and the Attendance Zone Task Force. We have also sought suggestions, comments and ideas through our electronic suggestion box, e-share. These methods have all provided us with valuable insight and information from our employees. Another step in the process of soliciting feedback is our employee opinion survey.

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Click [here](#) to access the survey. You can also access the link from the "Employee" page of our district Web site.

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You may complete the survey on any computer with Internet access.

We realize that you are preparing for TAKS, working on spring projects and programs, and you are extremely busy. However, a high number of responses will allow us to gain a more accurate understanding of our employees' views.

We have extended the deadline for completing the survey through Monday, April 20 by 5:00 p.m.

Once TASB compiles the results and sends them to EM-S ISD, we will share them with the entire EM-S ISD team.

We appreciate your willingness to help us keep EM-S ISD a great place to work