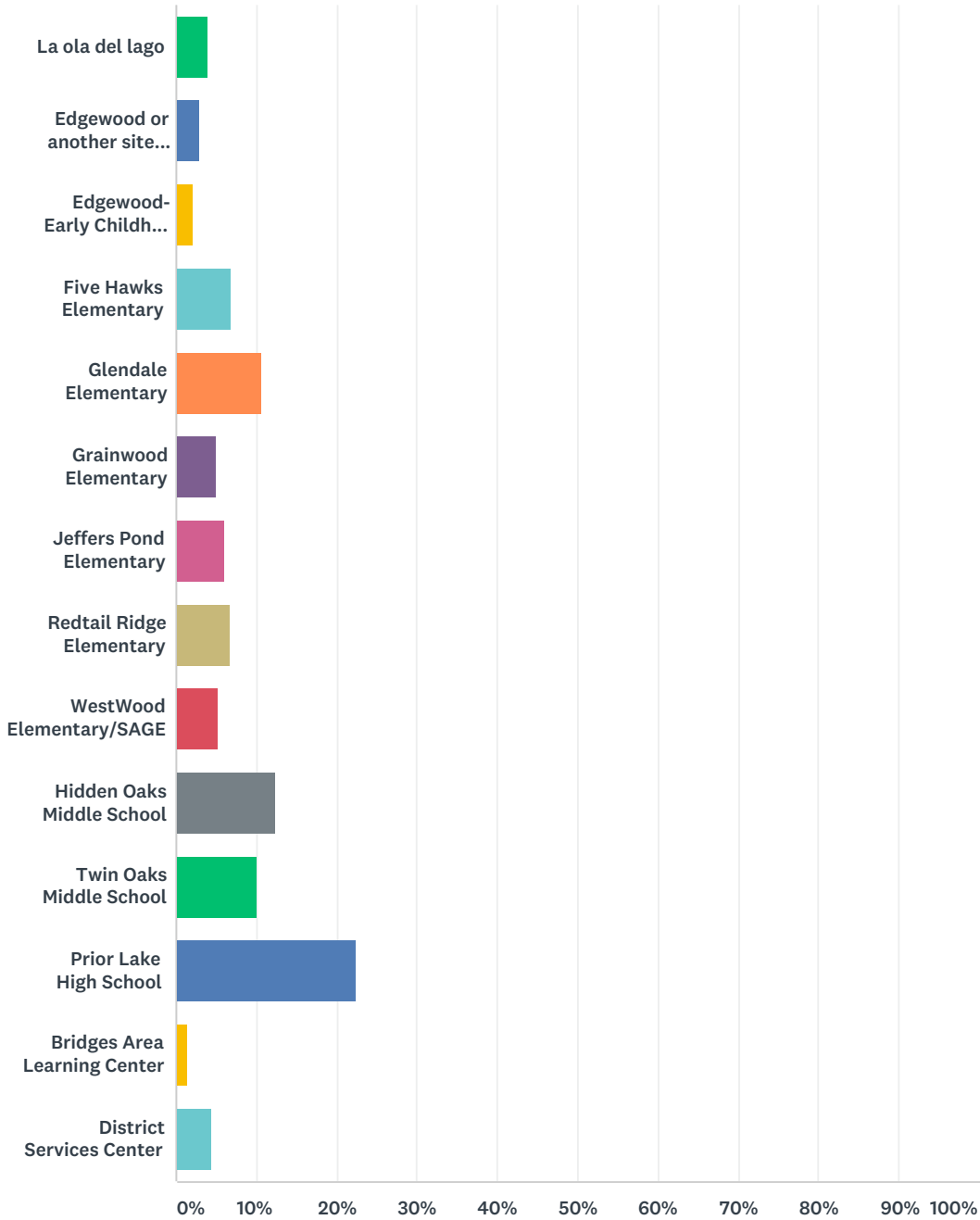


Q1 I work at (choose primary location):

Answered: 435 Skipped: 0



ANSWER CHOICES	RESPONSES	
La ola del lago	3.91%	17
Edgewood or another site- Early Childhood Family Education (ECFE)/Circle of Friends/Screening	2.99%	13
Edgewood- Early Childhood Special Education (ECSE)	2.07%	9
Five Hawks Elementary	6.90%	30
Glendale Elementary	10.57%	46

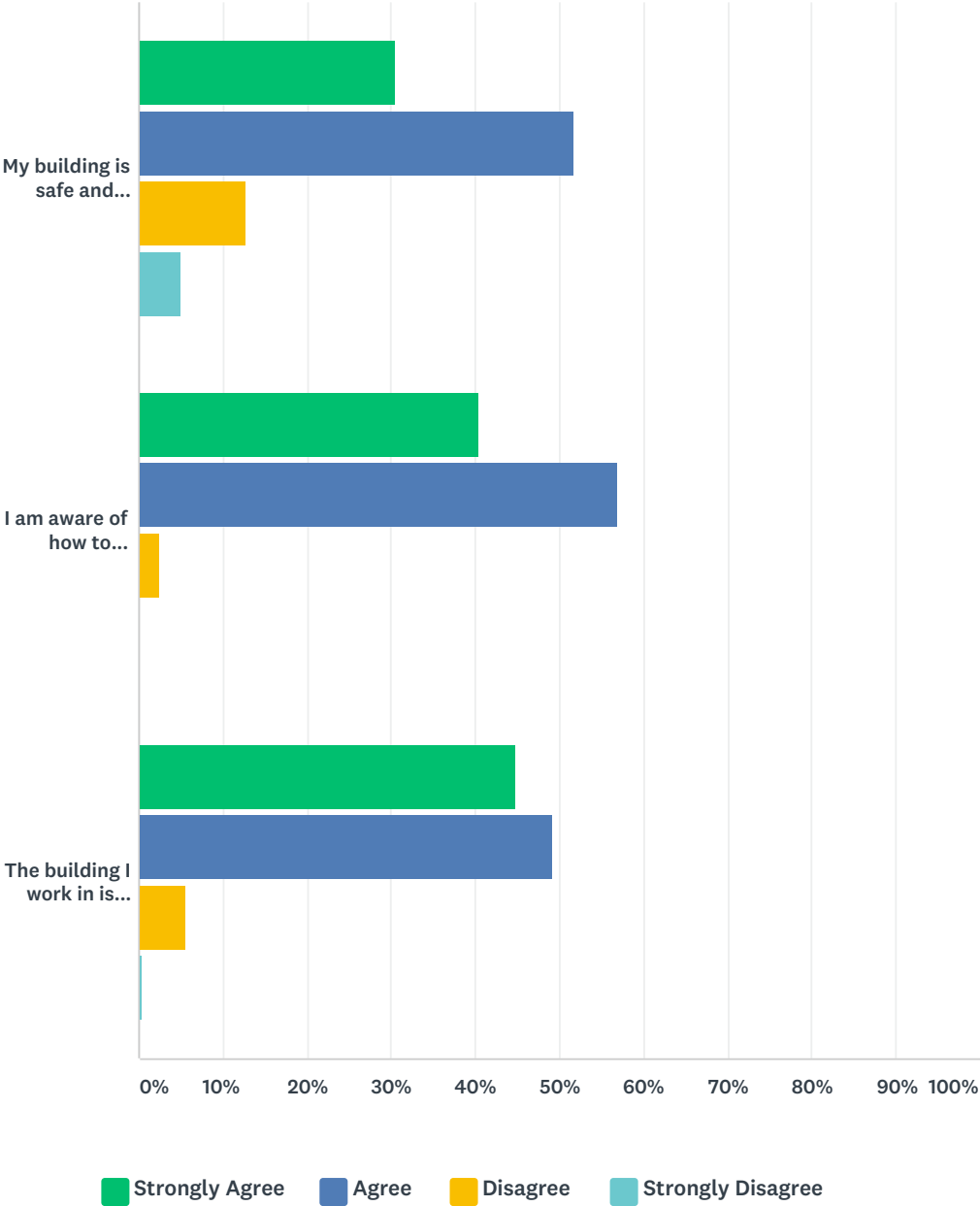
ISD 719 Certified Staff Satisfaction Survey (18-19)

Grainwood Elementary	5.06%	22
Jeffers Pond Elementary	5.98%	26
Redtail Ridge Elementary	6.67%	29
WestWood Elementary/SAGE	5.29%	23
Hidden Oaks Middle School	12.41%	54
Twin Oaks Middle School	10.11%	44
Prior Lake High School	22.30%	97
Bridges Area Learning Center	1.38%	6
District Services Center	4.37%	19
TOTAL		435

Q2 Please answer the following questions regarding your physical work environment:

Answered: 406 Skipped: 29

ISD 719 Certified Staff Satisfaction Survey (18-19)



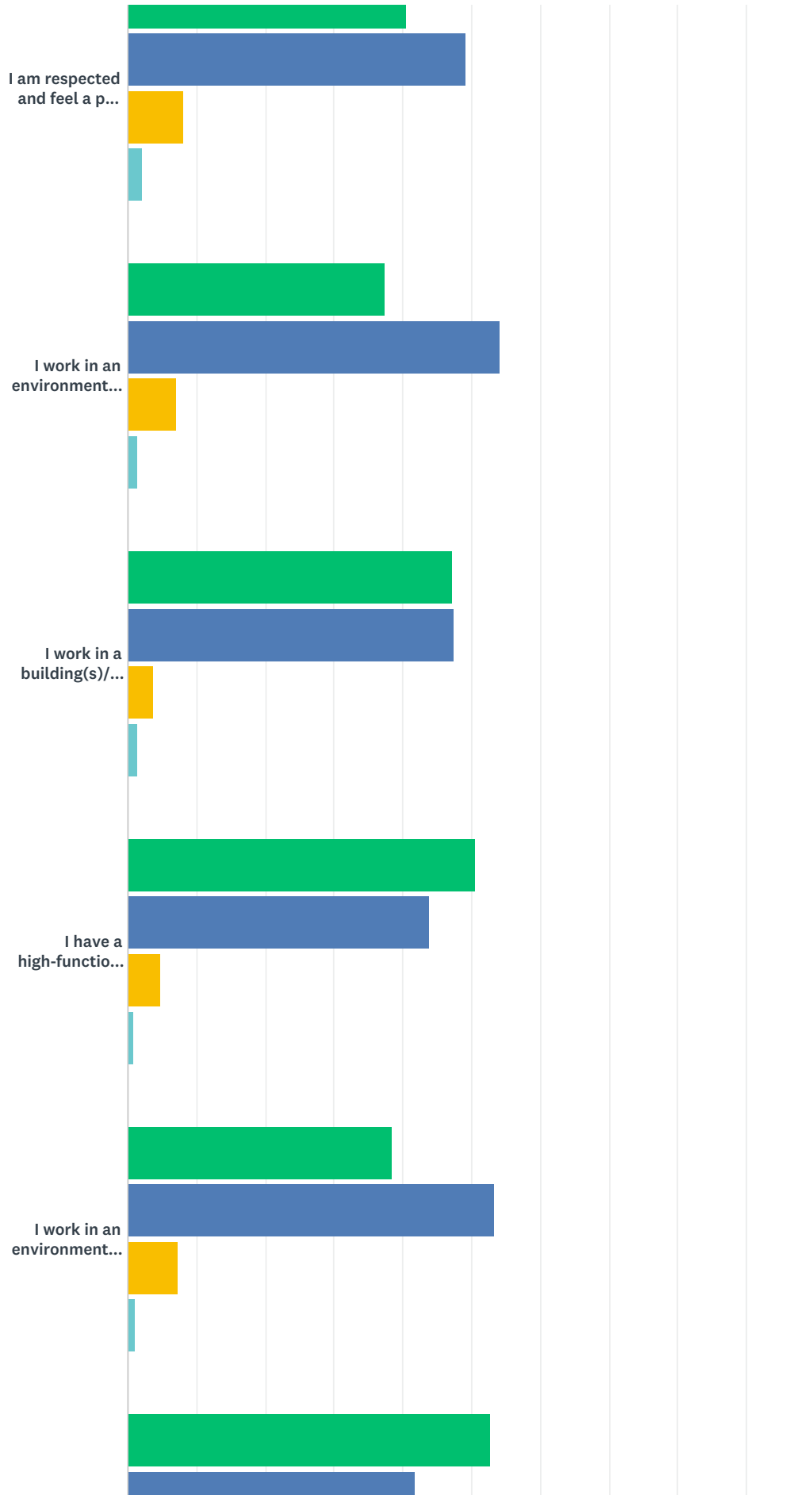
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My building is safe and secure.	30.62% 124	51.60% 209	12.84% 52	4.94% 20	405
I am aware of how to implement the "lockdown with options" procedures.	40.39% 164	56.90% 231	2.46% 10	0.25% 1	406
The building I work in is clean and well-maintained.	44.69% 181	49.14% 199	5.68% 23	0.49% 2	405

Q3 Please rate the following questions regarding your work/school culture.

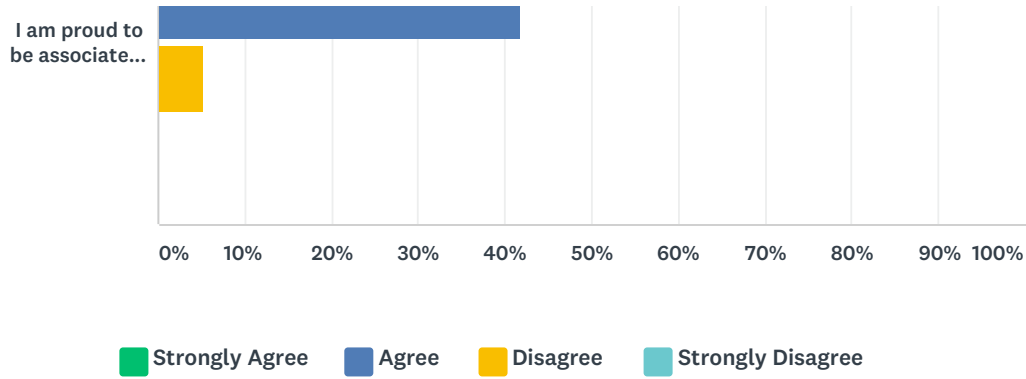
Answered: 400 Skipped: 35



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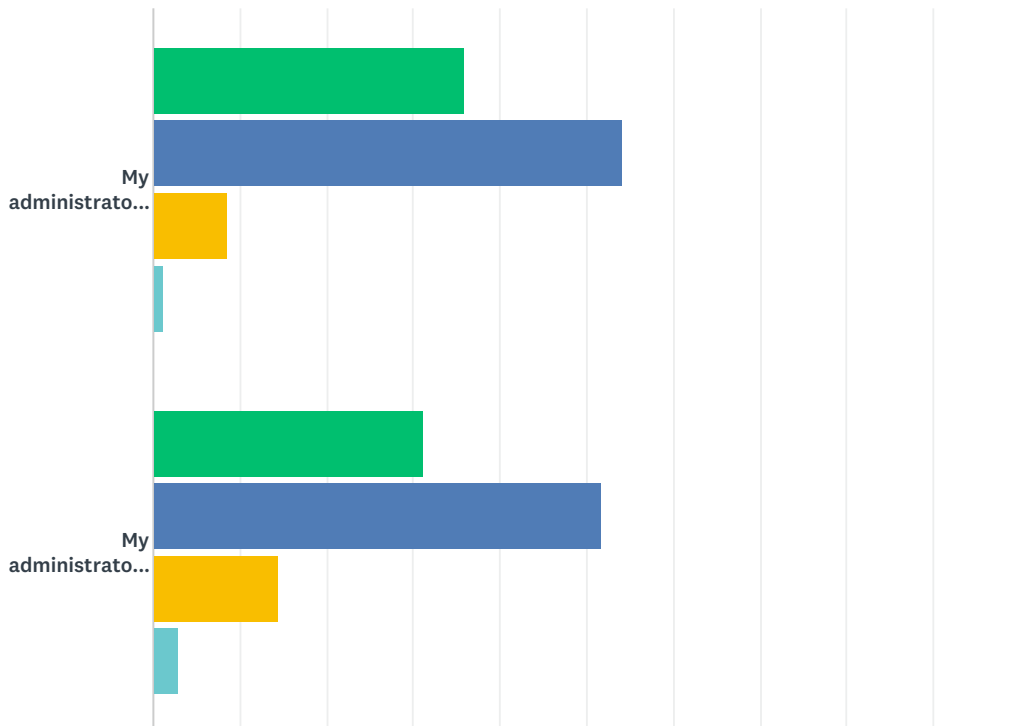
ISD 719 Certified Staff Satisfaction Survey (18-19)



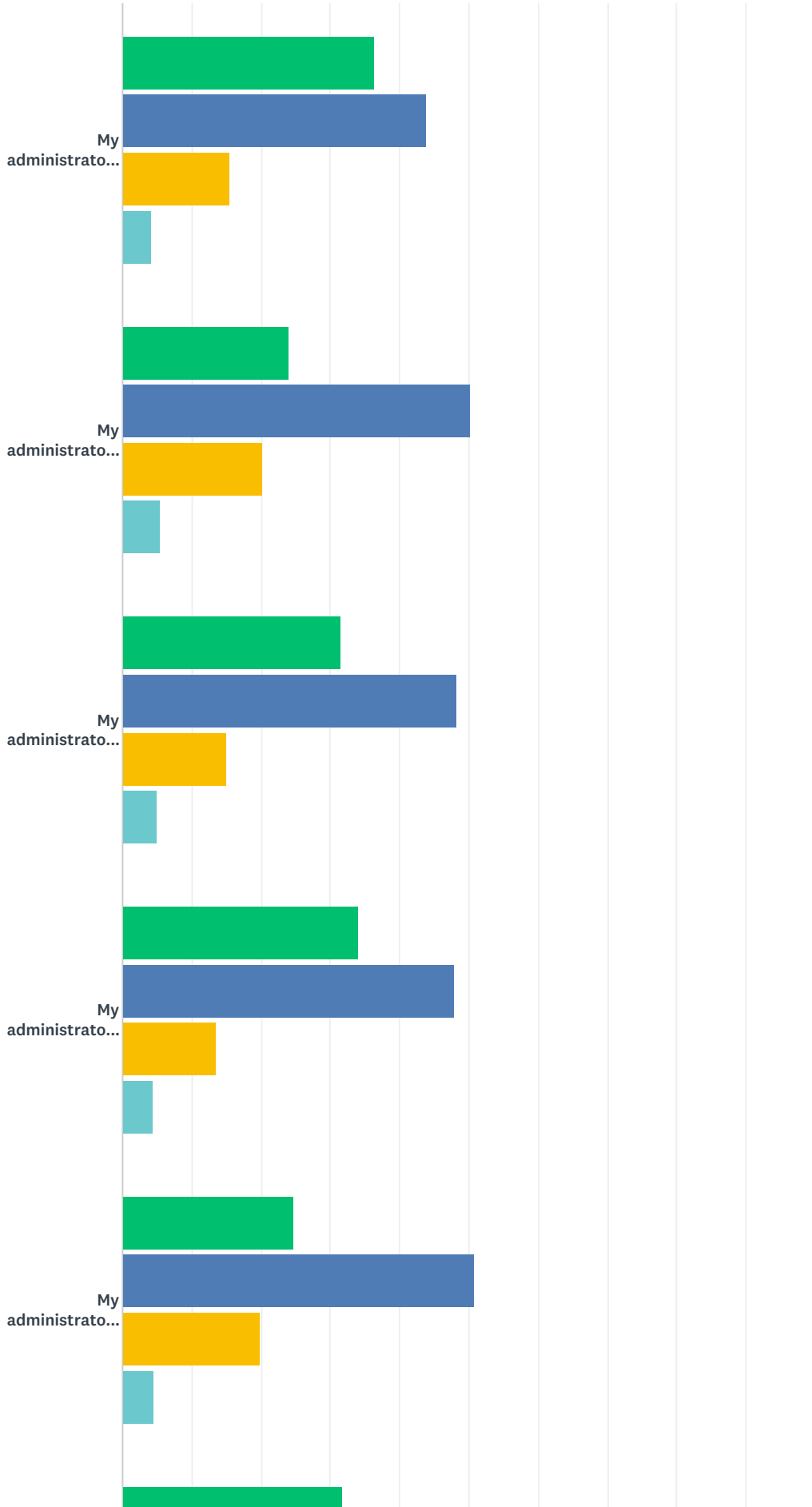
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am respected and feel a part of the building(s)/department(s) in which I work.	40.50% 162	49.25% 197	8.25% 33	2.00% 8	400
I work in an environment that respects diversity and is discrimination-free.	37.34% 149	54.14% 216	7.02% 28	1.50% 6	399
I work in a building(s)/department(s) with high expectations.	47.24% 188	47.49% 189	3.77% 15	1.51% 6	398
I have a high-functioning collaborative working relationship with my colleagues.	50.63% 202	43.86% 175	4.76% 19	0.75% 3	399
I work in an environment that supports innovative ideas and practices.	38.50% 154	53.25% 213	7.25% 29	1.00% 4	400
I am proud to be associated with PLSAS and its brand.	52.64% 209	41.81% 166	5.29% 21	0.25% 1	397

Q4 Please answer the following questions regarding your administrator/supervisor:

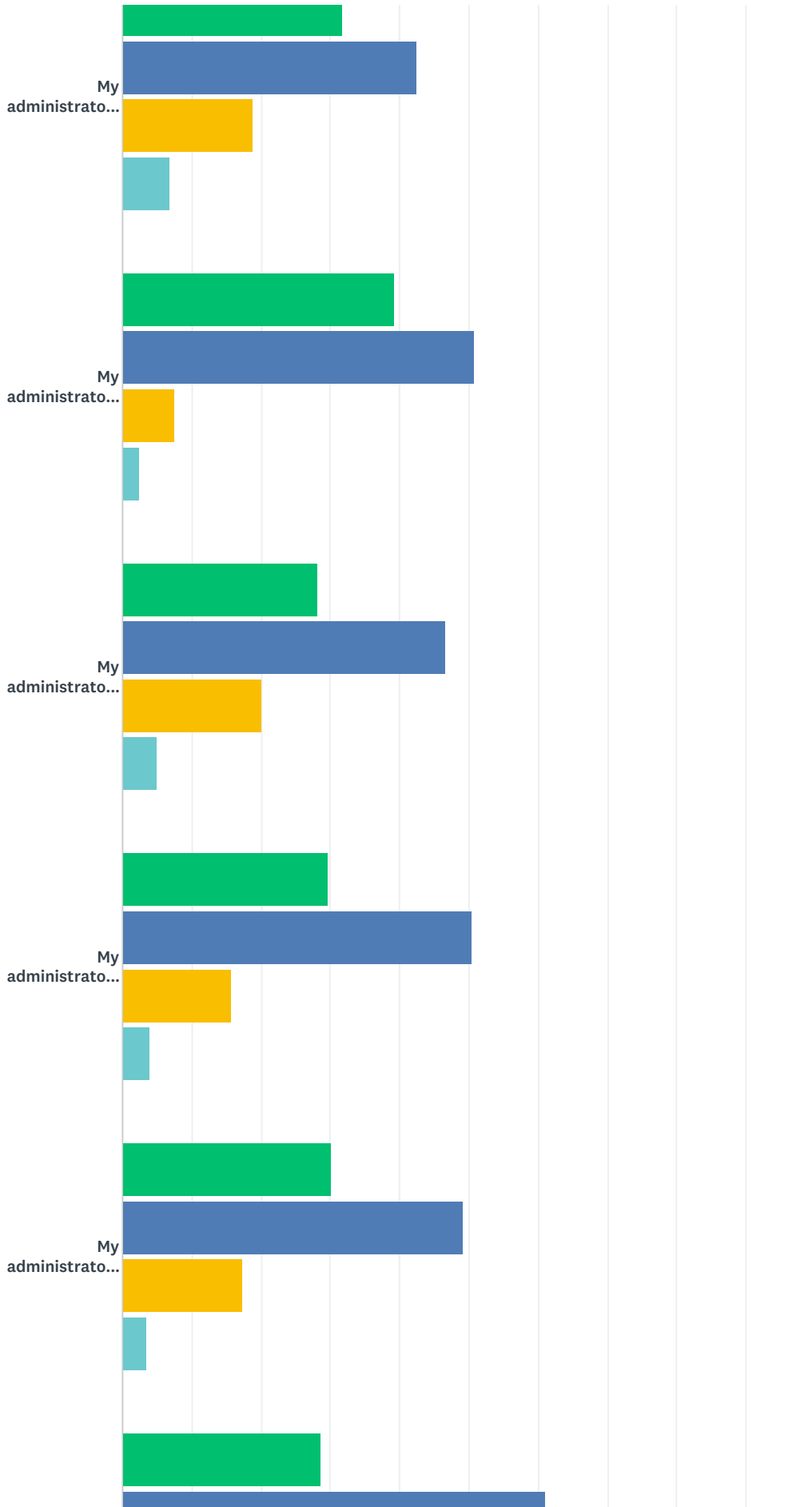
Answered: 378 Skipped: 57



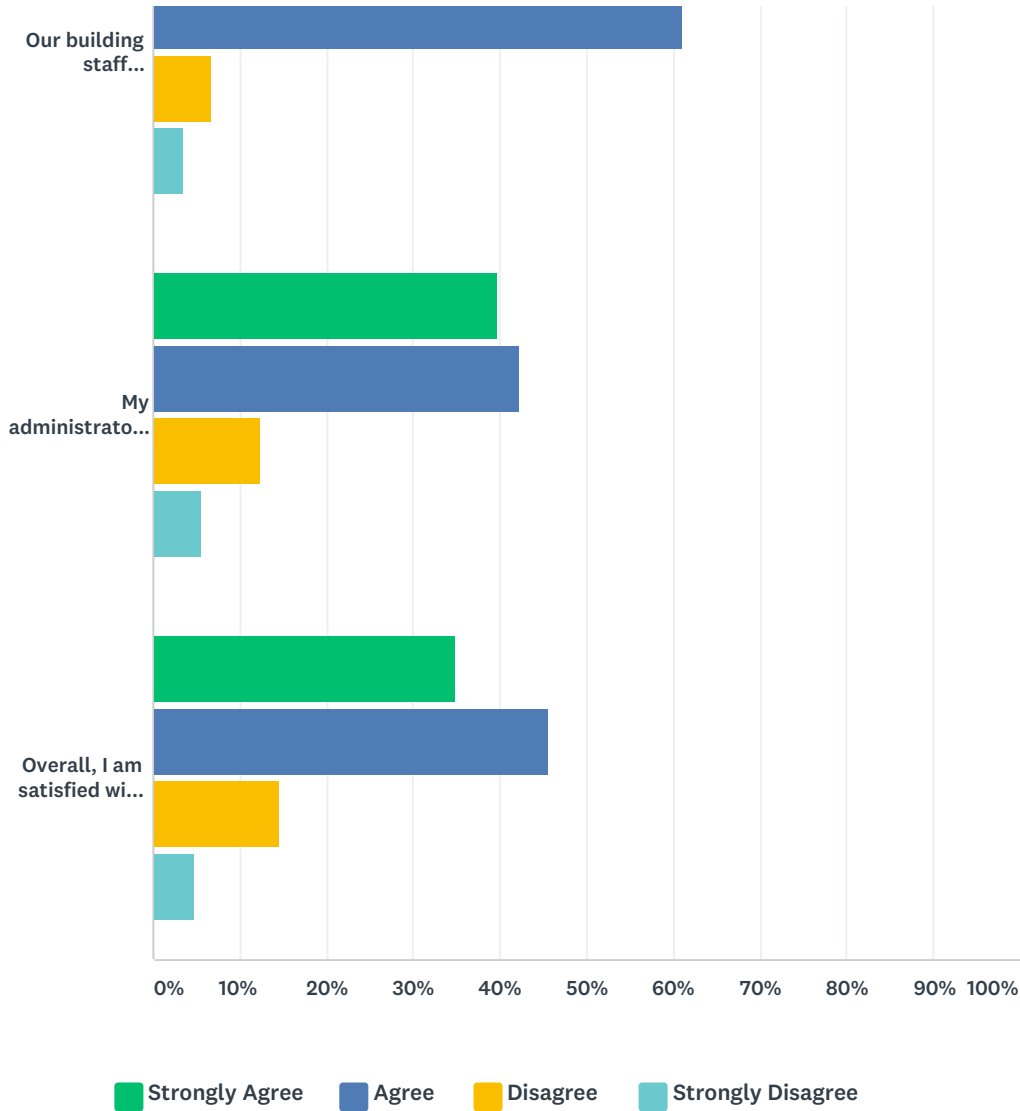
ISD 719 Certified Staff Satisfaction Survey (18-19)



ISD 719 Certified Staff Satisfaction Survey (18-19)



ISD 719 Certified Staff Satisfaction Survey (18-19)



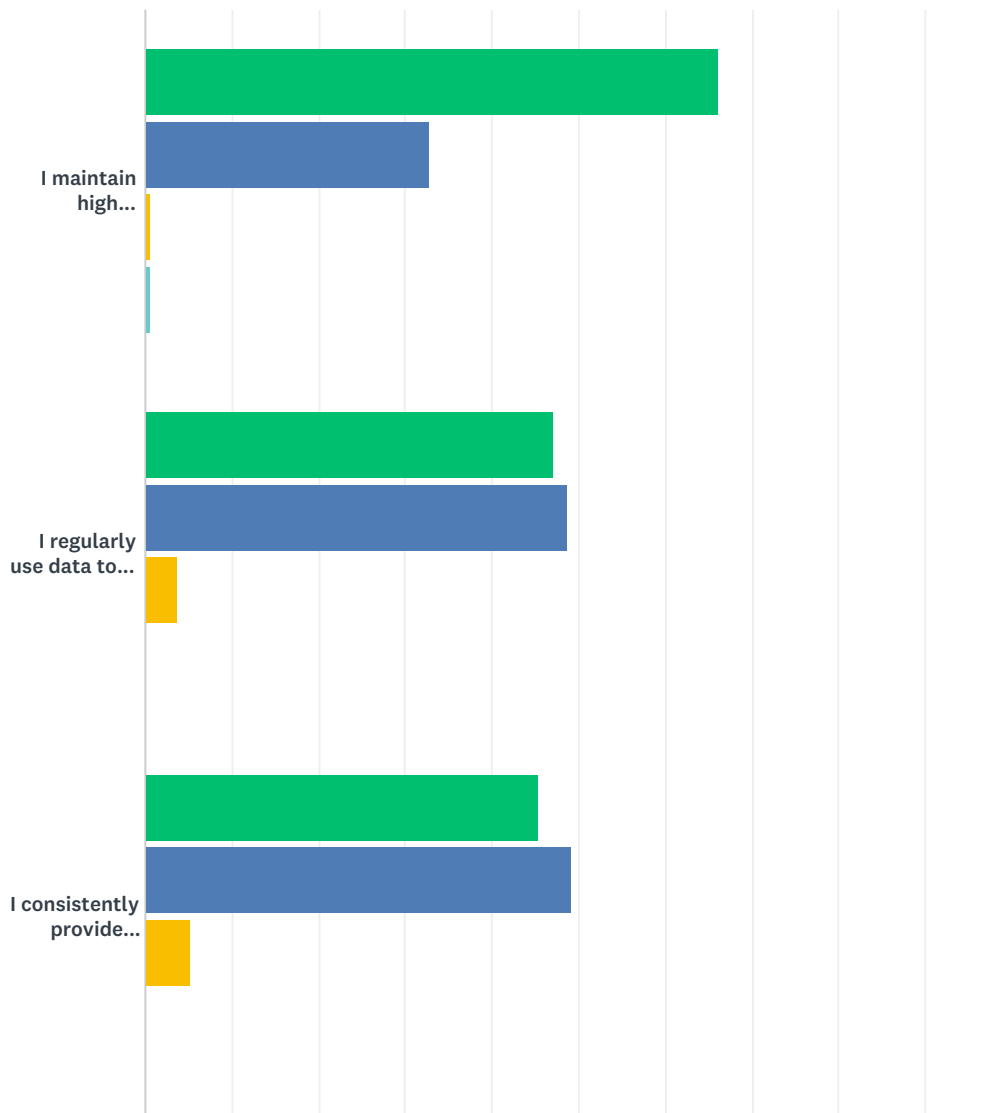
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My administrator(s)/supervisor(s) promotes a district aligned mission, vision, and strategic plan through the building.	36.07% 136	54.11% 204	8.49% 32	1.33% 5	377
My administrator(s)/supervisor(s) involves me in the school continuous improvement plan (SCIP).	31.12% 117	51.60% 194	14.36% 54	2.93% 11	376
My administrator(s)/supervisor(s) is visible and accessible.	36.36% 136	43.85% 164	15.51% 58	4.28% 16	374
My administrator(s)/supervisor(s) routinely observes instruction and provides ongoing feedback and coaching to teachers and other staff in a fair and equitable manner in order to support professional growth.	24.13% 90	50.13% 187	20.38% 76	5.36% 20	373
My administrator(s)/supervisor(s) listens and follows through when I express concerns.	31.55% 118	48.40% 181	14.97% 56	5.08% 19	374
My administrator(s)/supervisor(s) communicates in a professional and timely manner.	34.05% 127	47.99% 179	13.67% 51	4.29% 16	373
My administrator(s)/supervisor(s) provides me clear expectations of how I should measure the quality of my work.	24.73% 92	50.81% 189	19.89% 74	4.57% 17	372
My administrator(s)/supervisor(s) helps to resolve student behavior issues.	31.72% 118	42.47% 158	18.82% 70	6.99% 26	372

ISD 719 Certified Staff Satisfaction Survey (18-19)

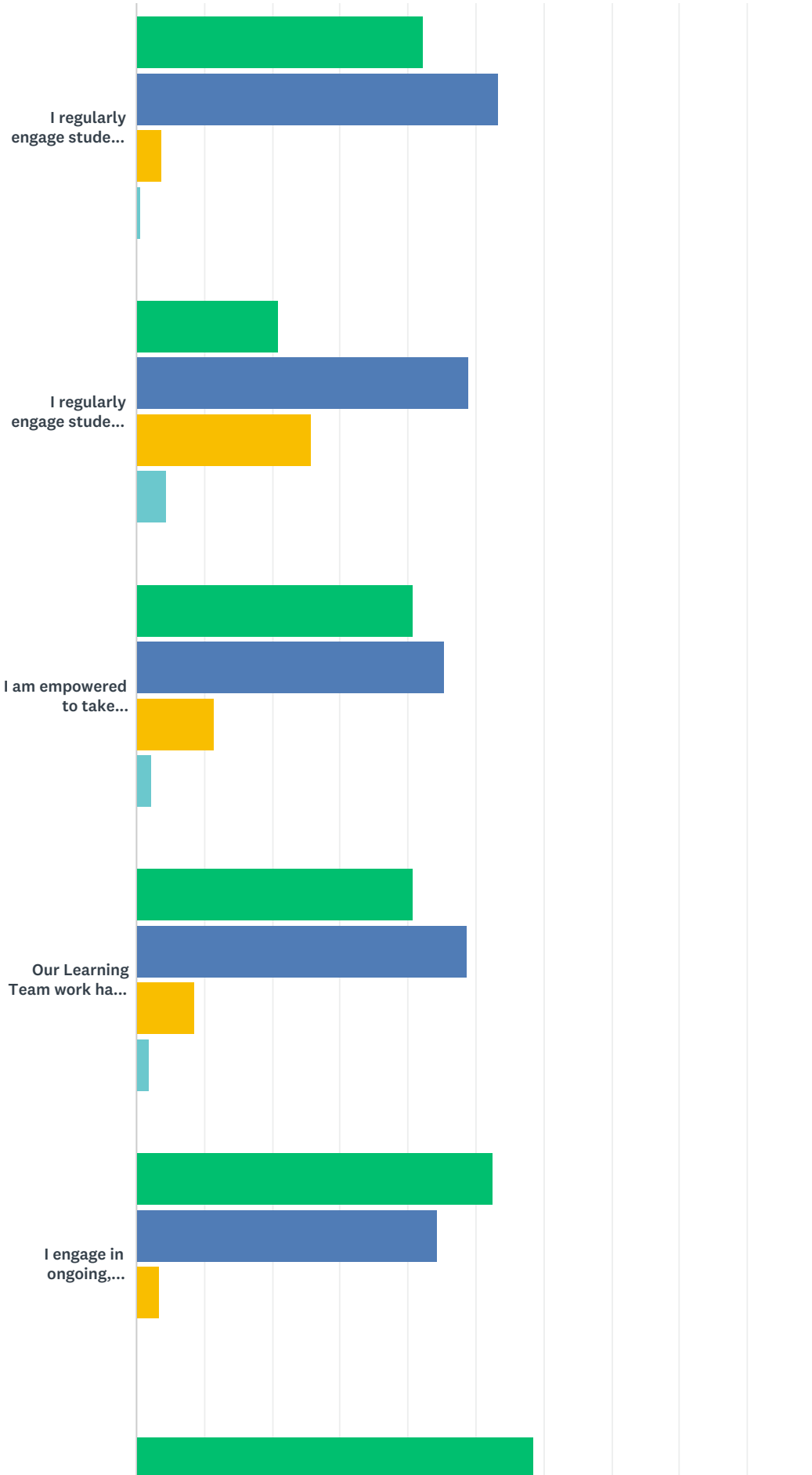
My administrator(s)/supervisor(s) fosters a shared commitment to high expectations for student achievement.	39.30% 147	50.80% 190	7.49% 28	2.41% 9	374
My administrator(s)/supervisor(s) is an instructional leader.	28.27% 106	46.67% 175	20.00% 75	5.07% 19	375
My administrator(s)/supervisor(s) collaborates with teachers to examine student and school data to measure student learning and growth, identify achievement gaps, and develop strategic interventions that improve learning and close identified gaps.	29.81% 110	50.41% 186	15.72% 58	4.07% 15	369
My administrator(s)/supervisor(s) distributes leadership responsibilities and utilizes shared decision making opportunities.	30.03% 112	49.06% 183	17.43% 65	3.49% 13	373
Our building staff development time and activities are directly linked to the building SCIP.	28.76% 107	61.02% 227	6.72% 25	3.49% 13	372
My administrator(s)/supervisor(s) shows appreciation for staff members.	39.68% 148	42.36% 158	12.33% 46	5.63% 21	373
Overall, I am satisfied with my administrator(s)/supervisor(s).	34.86% 129	45.68% 169	14.59% 54	4.86% 18	370

Q5 Please reflect and rate yourself on each of the following:

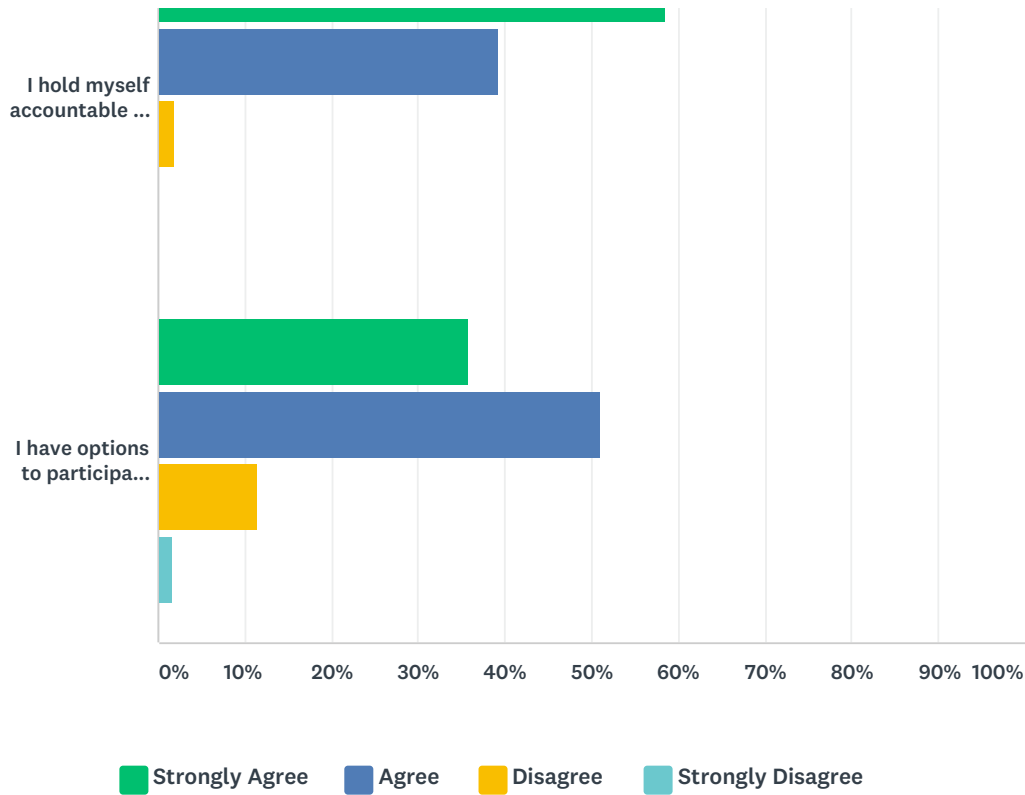
Answered: 367 Skipped: 68



ISD 719 Certified Staff Satisfaction Survey (18-19)



ISD 719 Certified Staff Satisfaction Survey (18-19)

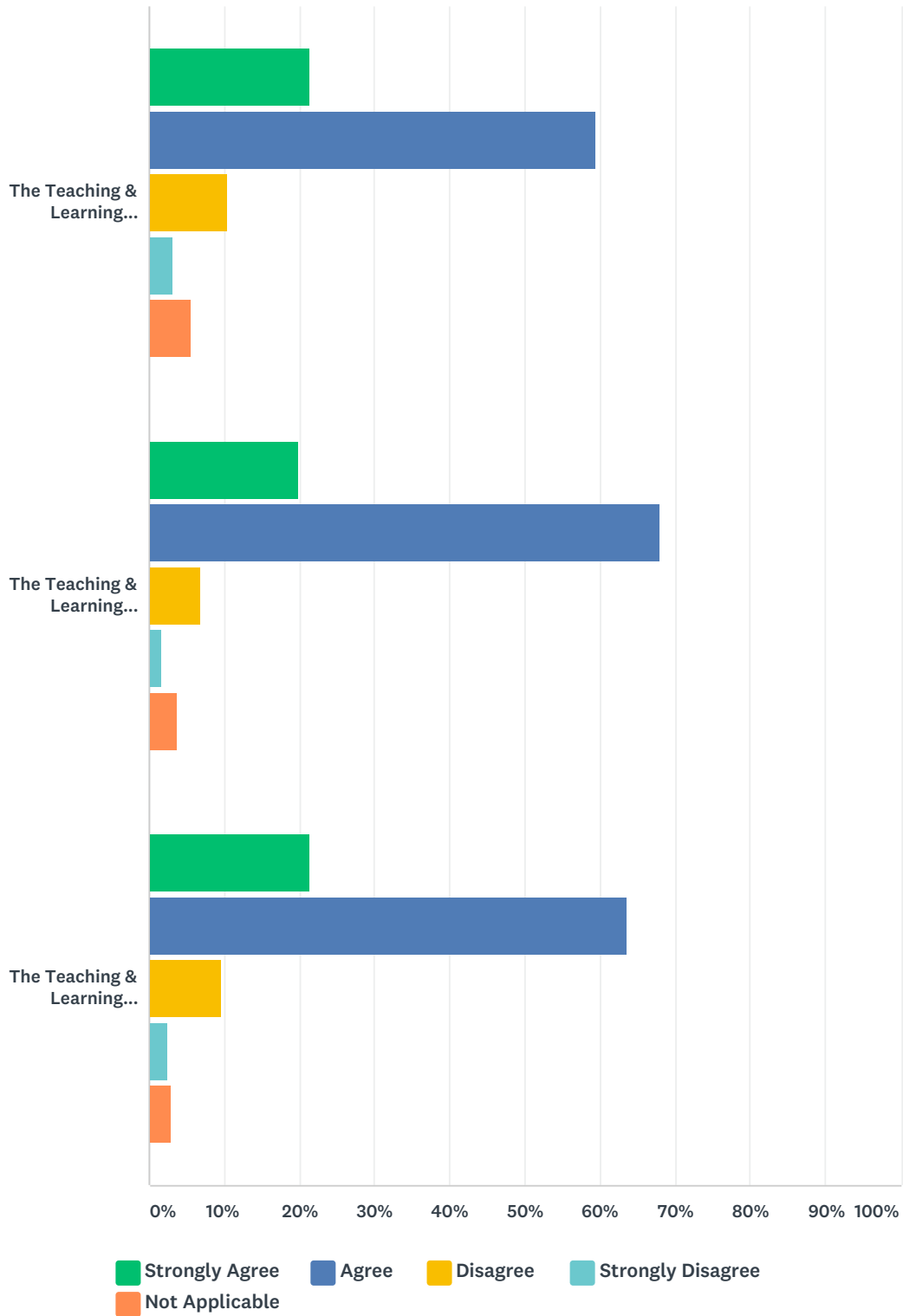


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I maintain high expectations for all of my students.	66.12% 242	32.79% 120	0.55% 2	0.55% 2	366
I regularly use data to make informed decisions and improve my practice and student learning.	47.12% 172	48.77% 178	3.84% 14	0.27% 1	365
I consistently provide interventions to struggling students.	45.33% 165	49.18% 179	5.22% 19	0.27% 1	364
I regularly engage students by integrating 21st century skills into my instruction (creativity, innovation, critical thinking, information and technology literacy, communication and collaboration)	42.31% 154	53.30% 194	3.85% 14	0.55% 2	364
I regularly engage students in E-STEM (Environmental Education, Science, Technology, Engineering and Math) activities.	20.88% 76	48.90% 178	25.82% 94	4.40% 16	364
I am empowered to take professional risks to improve my school, program or department.	40.77% 148	45.45% 165	11.57% 42	2.20% 8	363
Our Learning Team work has helped my professional growth.	40.82% 149	48.77% 178	8.49% 31	1.92% 7	365
I engage in ongoing, collaborative work with my colleagues to ensure student learning.	52.46% 192	44.26% 162	3.28% 12	0.00% 0	366
I hold myself accountable for eliminating racial achievement disparities to ensure the academic success of all learners.	58.52% 213	39.29% 143	1.92% 7	0.27% 1	364
I have options to participate in professional development within the district that I need to reach my goals.	35.79% 131	51.09% 187	11.48% 42	1.64% 6	366

Q6 Please answer the following questions regarding the Teaching and Learning Department (Technology Integrationists, Q-comp, Data & Assessment, Digital Curriculum, Curriculum Specialists, Special

Education Curriculum)

Answered: 352 Skipped: 83



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Teaching & Learning Department staff is responsive to my ideas, needs, and requests.	21.31%	59.38%	10.51%	3.13%	5.68%	352
	75	209	37	11	20	

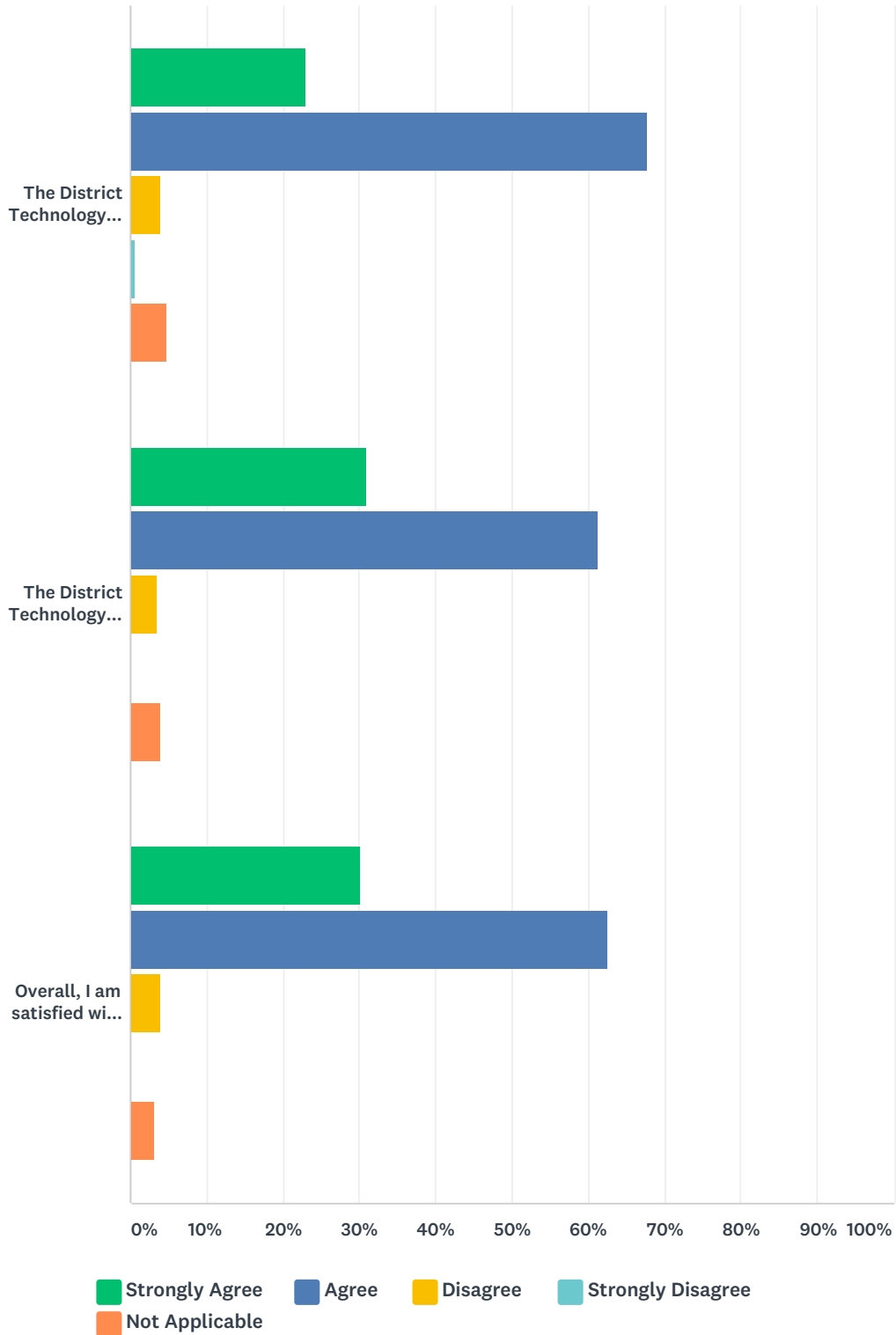
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The Teaching & Learning Department supports the work of improving instructional practices.	19.89% 70	67.90% 239	6.82% 24	1.70% 6	3.69% 13	352
The Teaching & Learning Department supports my professional growth (Districtwide PD, Building Specific PD, Workshop Live, Data Days, Camp Cultivate, etc)	21.31% 75	63.64% 224	9.66% 34	2.56% 9	2.84% 10	352

Q7 Please answer the following questions regarding the District Technology Department:

Answered: 356 Skipped: 79

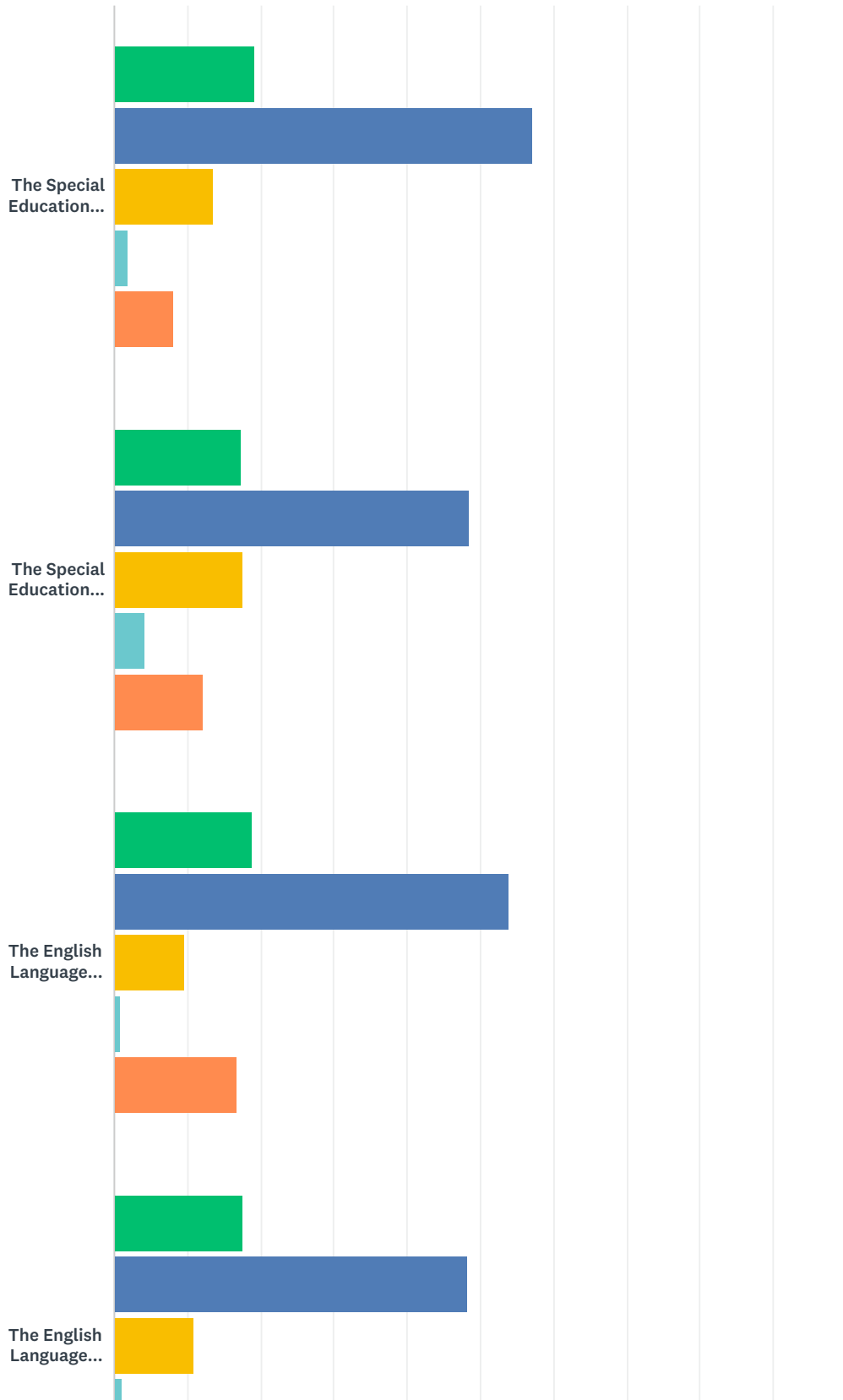
ISD 719 Certified Staff Satisfaction Survey (18-19)



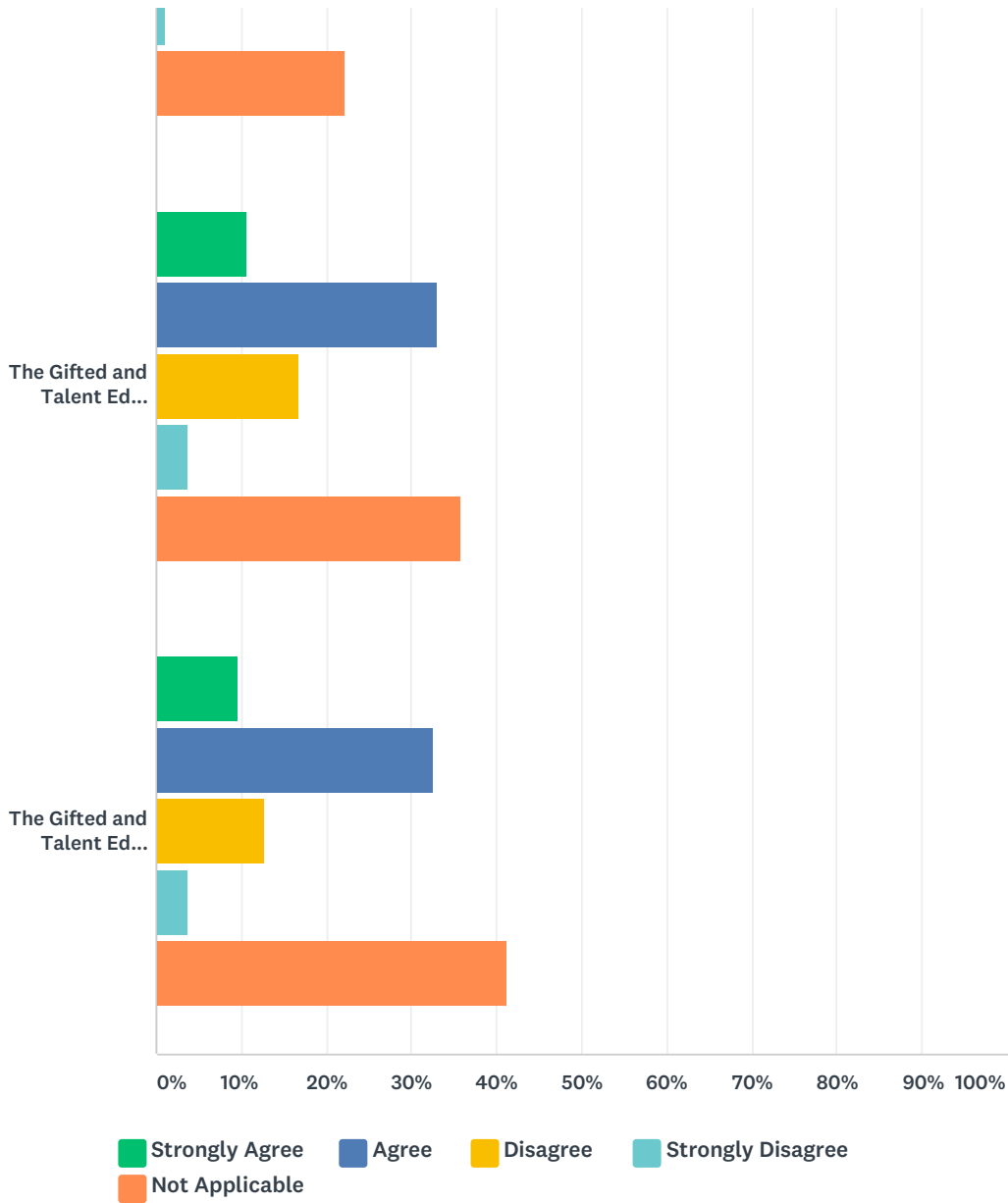
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The District Technology Department supports me in accomplishing my goals.	23.03% 82	67.70% 241	3.93% 14	0.56% 2	4.78% 17	356
The District Technology Department provides a high level of customer service that meets the needs of employees.	30.90% 110	61.24% 218	3.65% 13	0.28% 1	3.93% 14	356
Overall, I am satisfied with the District Technology Department.	30.06% 107	62.64% 223	3.93% 14	0.28% 1	3.09% 11	356

Q8 Please answer the following questions regarding the District Student Support Services Department:

Answered: 355 Skipped: 80



ISD 719 Certified Staff Satisfaction Survey (18-19)



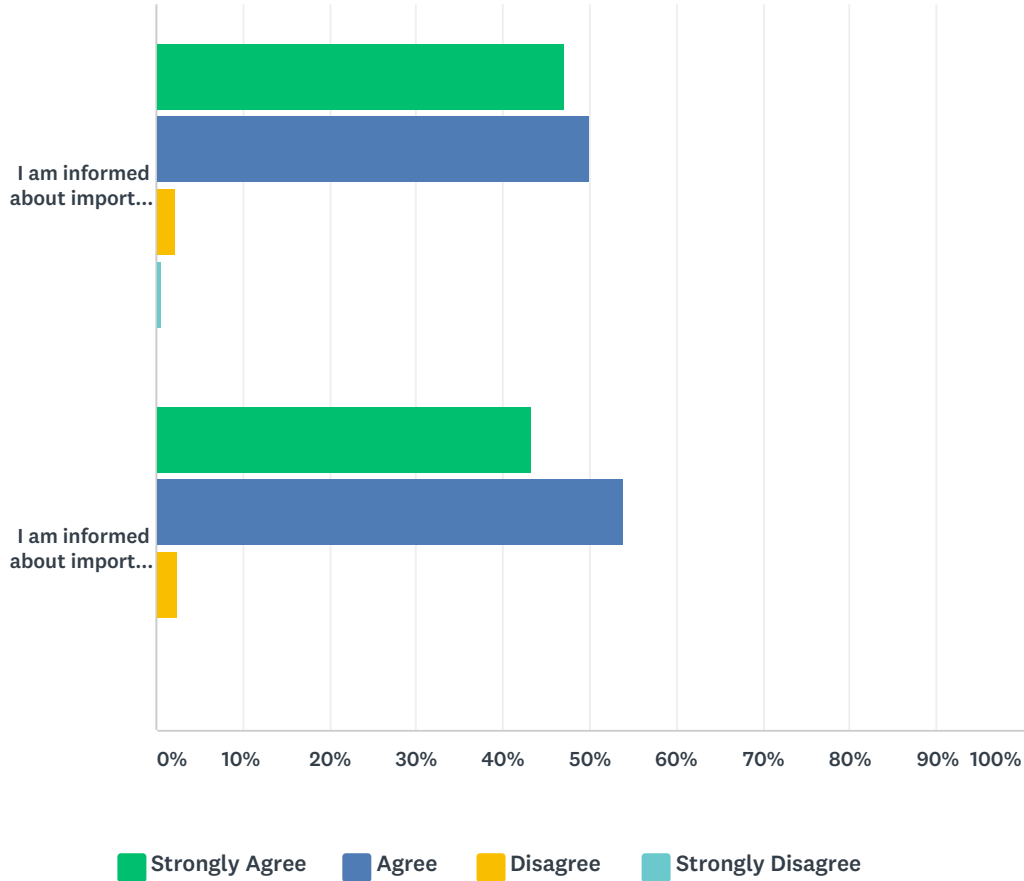
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Special Education Department supports my understanding of how students qualify for Special Education services.	19.21% 68	57.06% 202	13.56% 48	1.98% 7	8.19% 29	354
The Special Education Department works with me to close the skill gap of students receiving Special Education services in my classroom.	17.33% 61	48.58% 171	17.61% 62	4.26% 15	12.22% 43	352
The English Language Learner Department supports my understanding of how students qualify for EL services.	18.75% 66	53.98% 190	9.66% 34	0.85% 3	16.76% 59	352
The English Language Learner Department works with me to close the skill gap of students receiving EL services in my classroom.	17.61% 62	48.30% 170	10.80% 38	1.14% 4	22.16% 78	352
The Gifted and Talent Ed Department supports my understanding of how students qualify for GT services.	10.73% 38	33.05% 117	16.67% 59	3.67% 13	35.88% 127	354

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The Gifted and Talent Ed Department works with me to extend the learning of students receiving GT services in my classroom.	9.71%	32.57%	12.86%	3.71%	41.14%	350
	34	114	45	13	144	

Q9 Please answer the following questions about communications:

Answered: 352 Skipped: 83

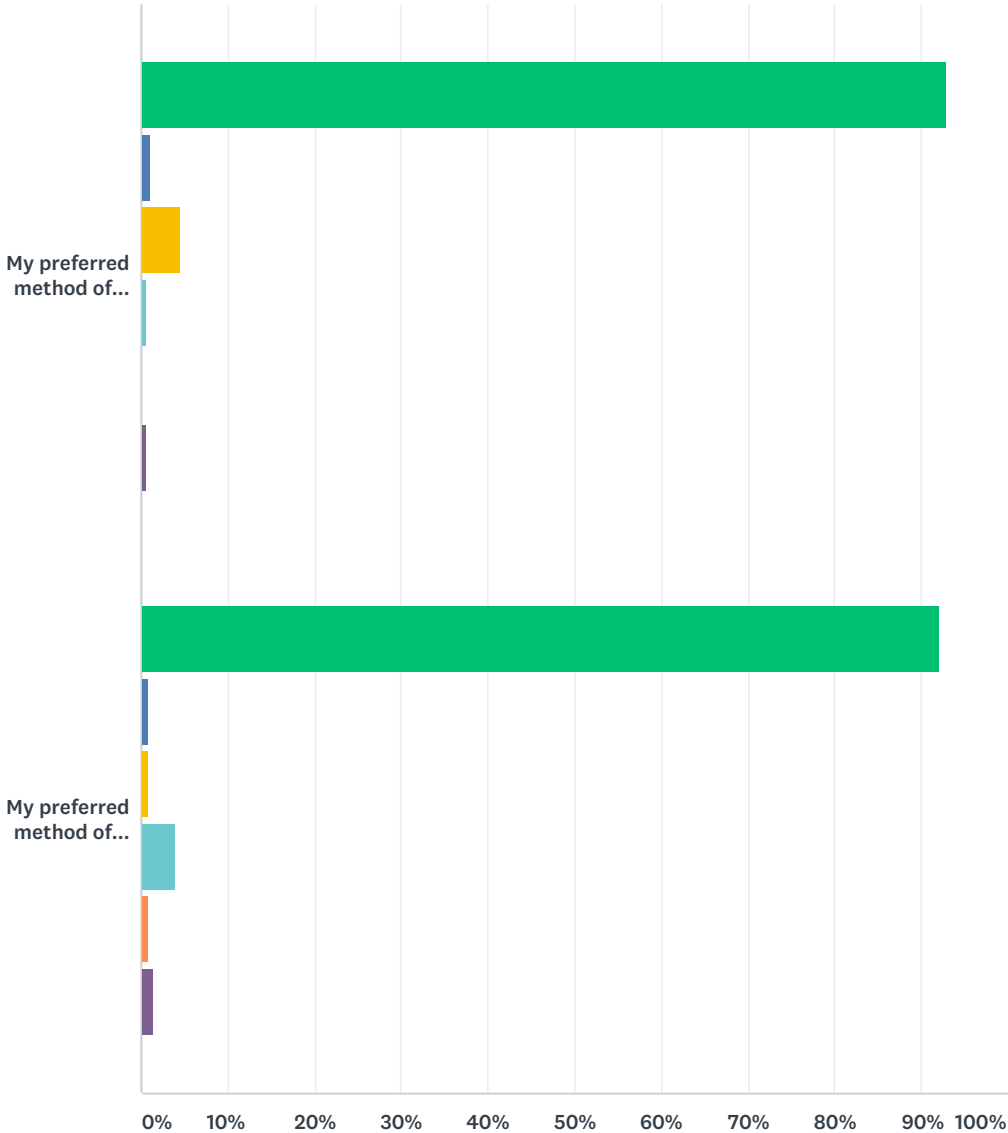


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am informed about important school-level dates, activities, events and information.	47.14% 165	50.00% 175	2.29% 8	0.57% 2	350
I am informed about important district-level dates, activities, events and information.	43.23% 150	53.89% 187	2.59% 9	0.29% 1	347

Q10 Please indicate your preferred methods of communication:

Answered: 354 Skipped: 81

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■ Email
 ■ Printed Information
 ■ School Newsletter
 ■ District Newsletter
■ Webpage
 ■ Social Media

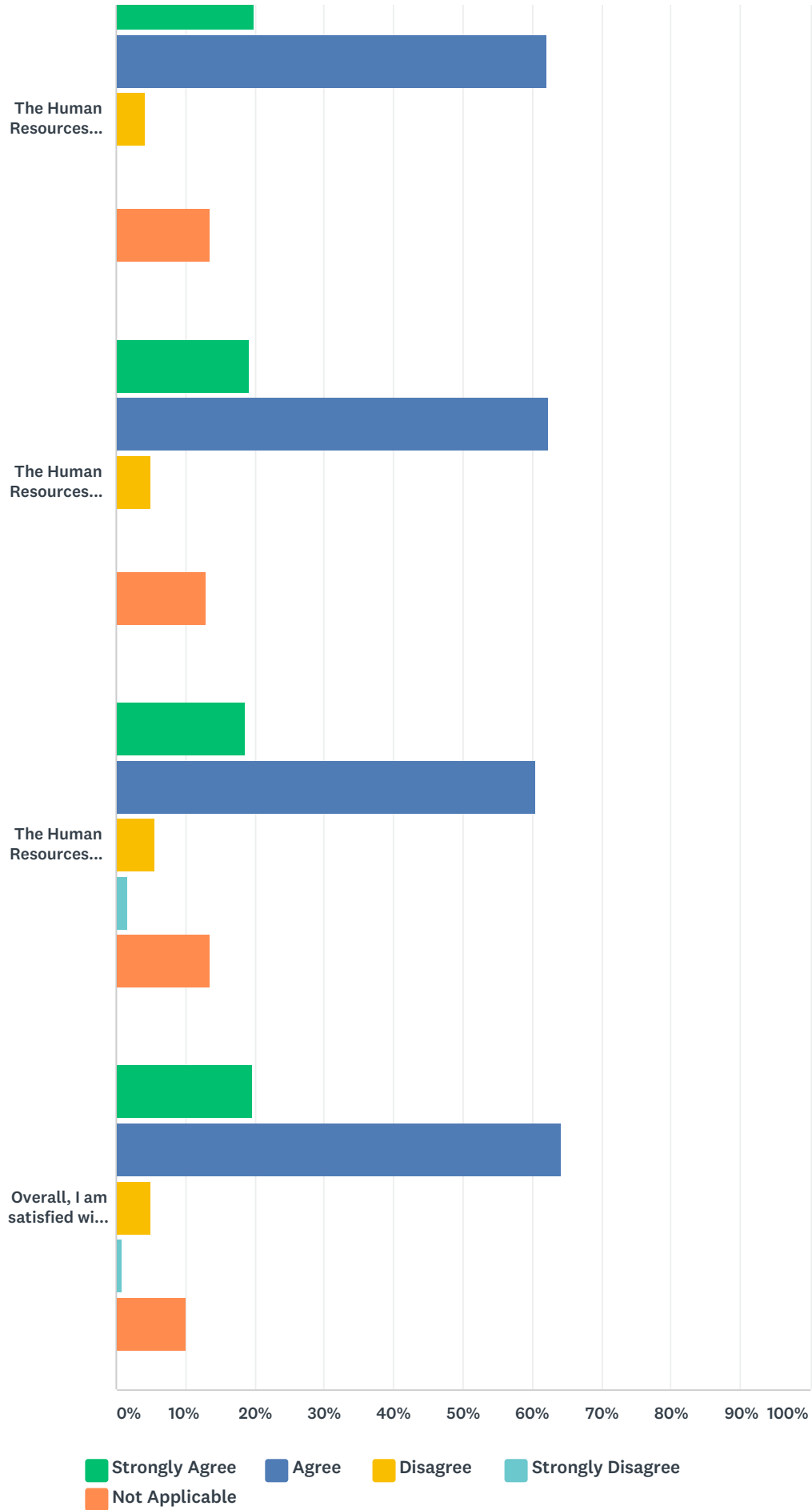
	EMAIL	PRINTED INFORMATION	SCHOOL NEWSLETTER	DISTRICT NEWSLETTER	WEBPAGE	SOCIAL MEDIA	TOTAL
My preferred method of school-level communication is:	92.94% 329	1.13% 4	4.52% 16	0.56% 2	0.28% 1	0.56% 2	354
My preferred method of district-level communication is:	92.02% 323	0.85% 3	0.85% 3	3.99% 14	0.85% 3	1.42% 5	351

Q11 Please answer the following questions regarding Human Resources Department:

Answered: 356 Skipped: 79



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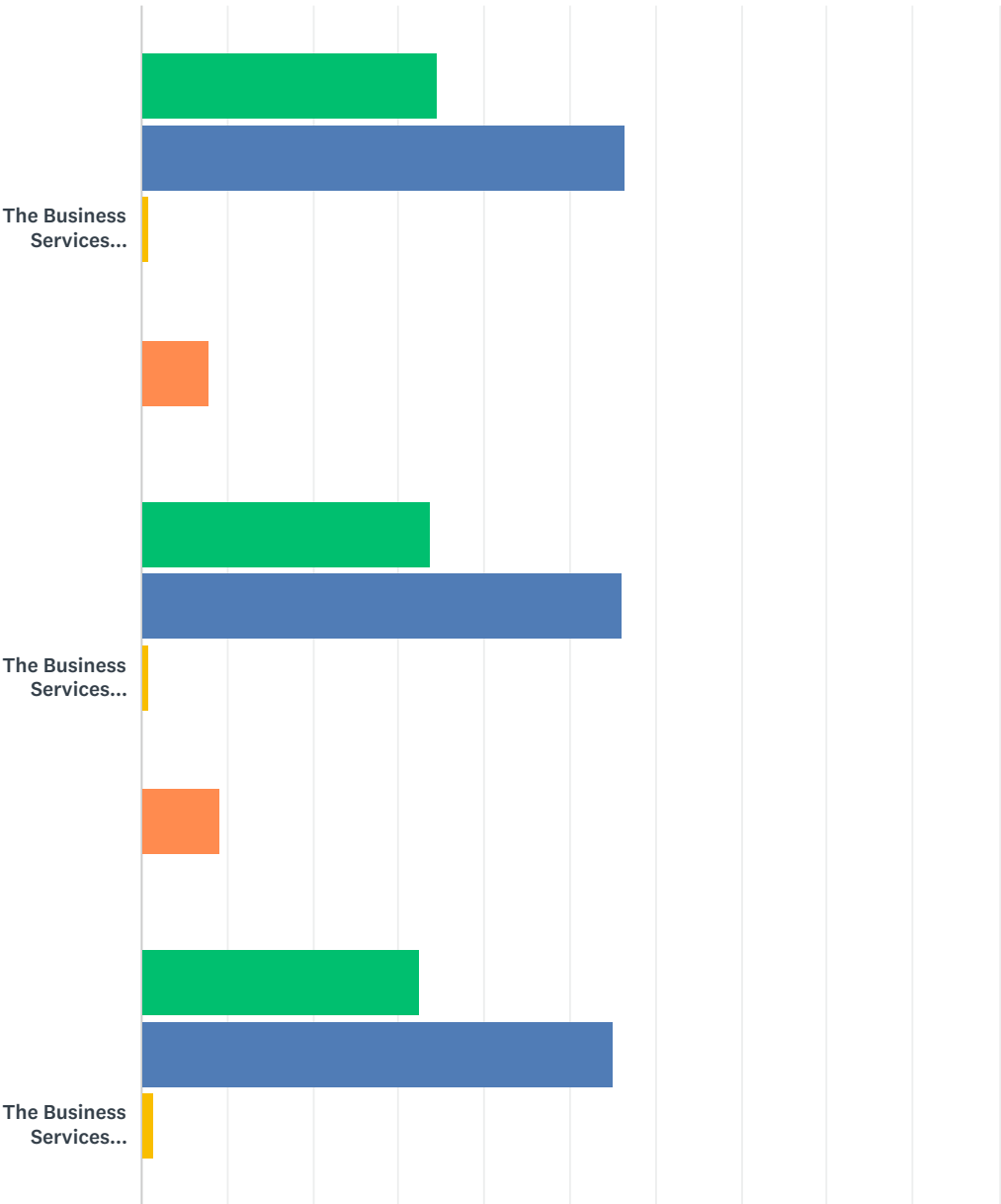


ISD 719 Certified Staff Satisfaction Survey (18-19)

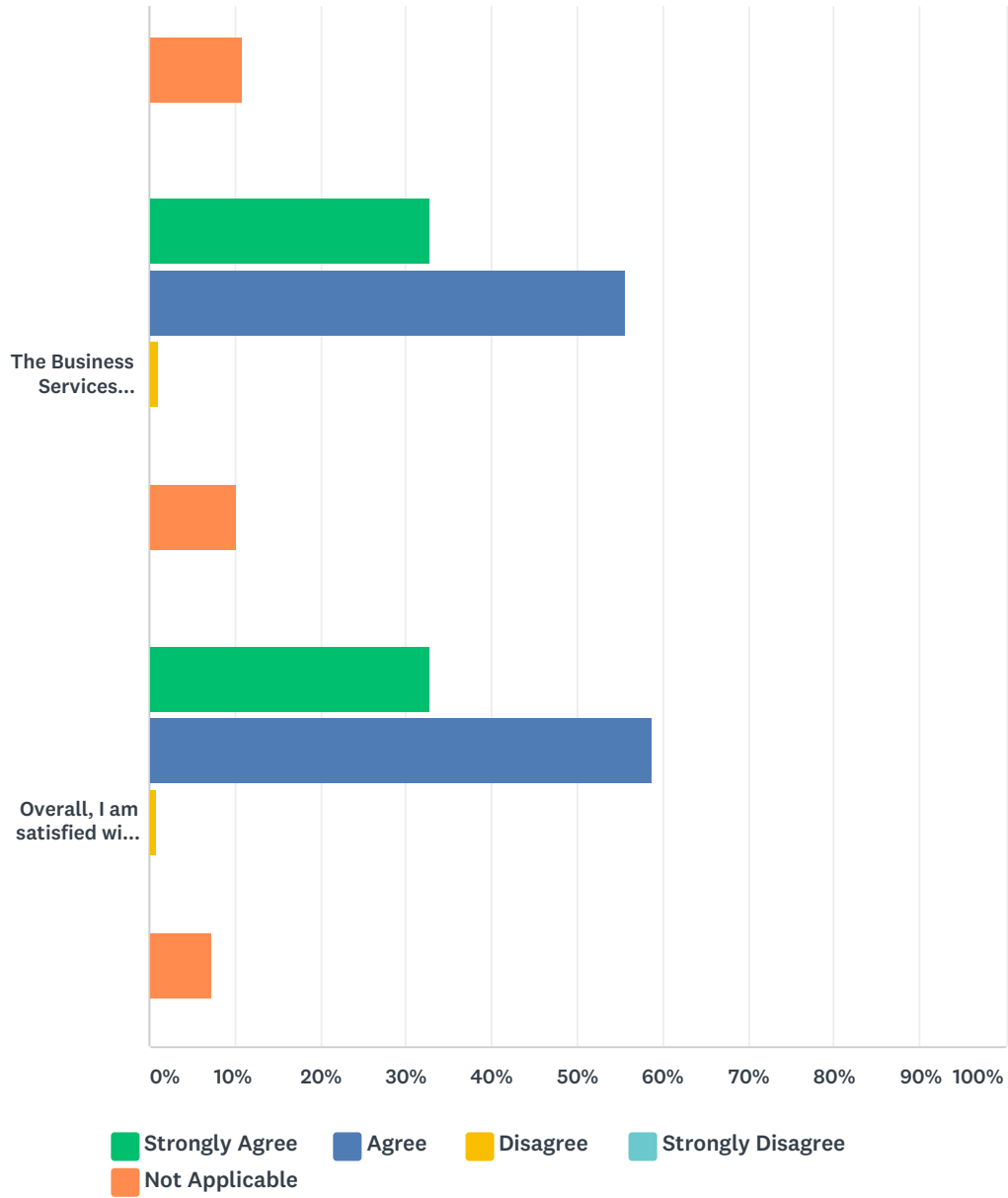
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Human Resources Department provides timely service.	19.77% 70	62.15% 220	4.24% 15	0.28% 1	13.56% 48	354
The Human Resources Department provides accurate and useful information.	19.21% 68	62.43% 221	5.08% 18	0.28% 1	12.99% 46	354
The Human Resources Department provides a high level of customer service which meets the needs of employees.	18.64% 66	60.45% 214	5.65% 20	1.69% 6	13.56% 48	354
Overall, I am satisfied with the Human Resources Department.	19.66% 70	64.33% 229	5.06% 18	0.84% 3	10.11% 36	356

Q12 Please answer the following questions regarding Business Services (payroll, accounts payable):

Answered: 352 Skipped: 83



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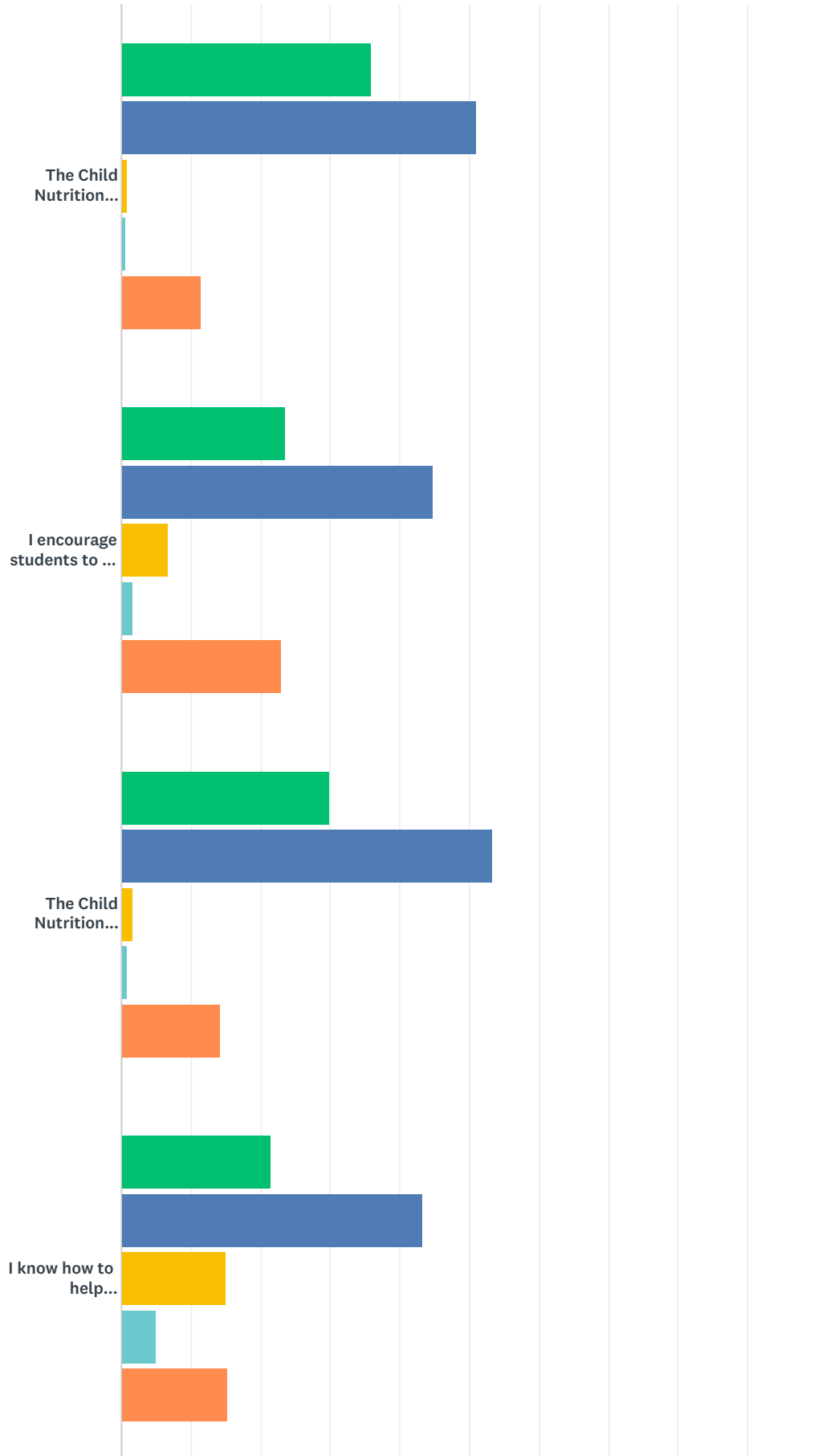


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Business Services Department provides timely service.	34.47% 121	56.41% 198	0.85% 3	0.28% 1	7.98% 28	351
The Business Services Department provides accurate information.	33.62% 118	56.13% 197	0.85% 3	0.28% 1	9.12% 32	351
The Business Services Department provides meaningful and useful information.	32.48% 114	54.99% 193	1.42% 5	0.28% 1	10.83% 38	351
The Business Services Department provides a high level of customer service that meets the needs of employees.	32.76% 115	55.56% 195	1.14% 4	0.28% 1	10.26% 36	351
Overall, I am satisfied with the Business Services Department.	32.76% 115	58.69% 206	0.85% 3	0.28% 1	7.41% 26	351

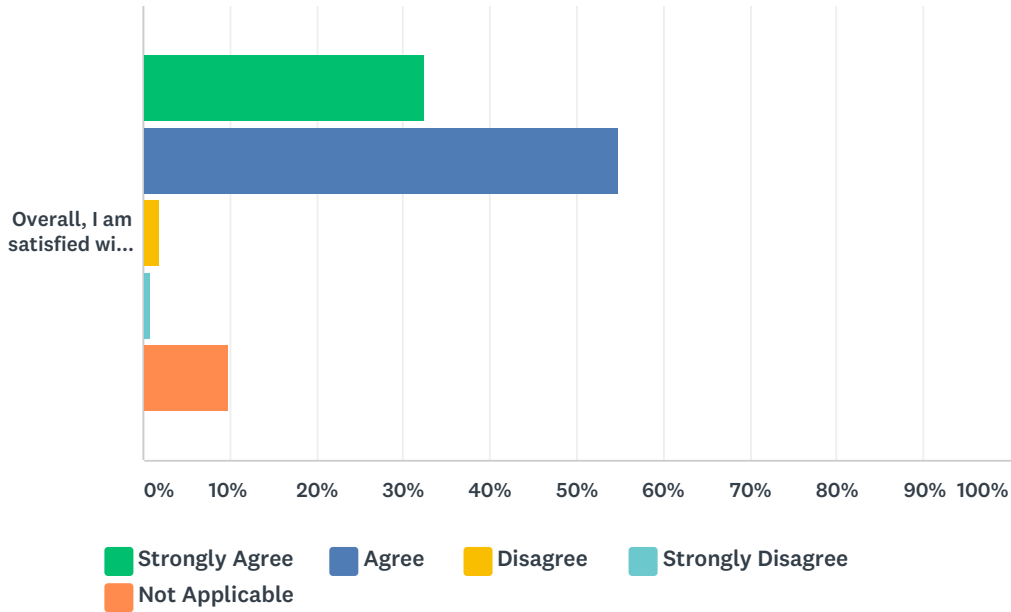
Q13 Please answer the following questions regarding the Child Nutrition Services Department:

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Answered: 356 Skipped: 79



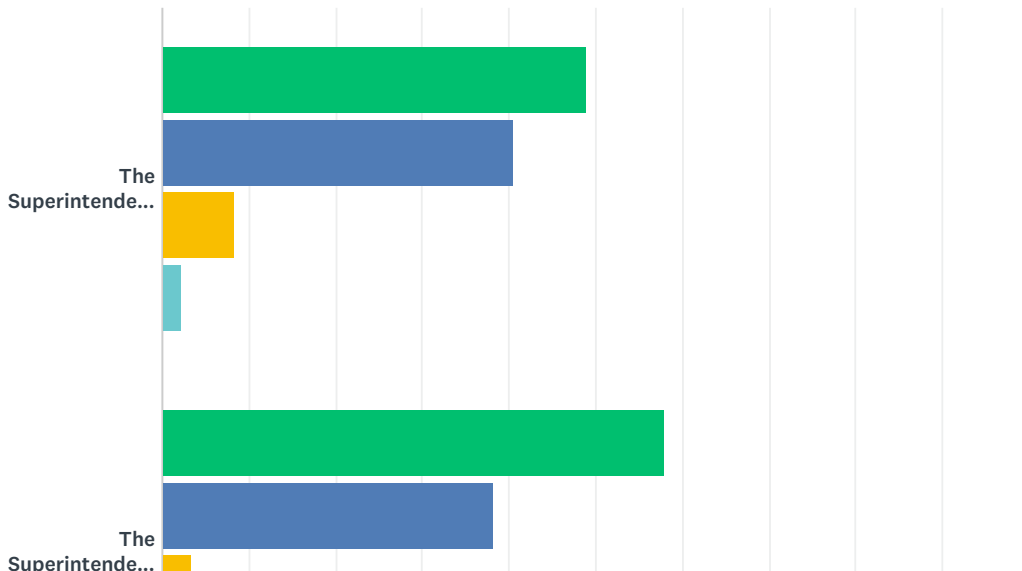
ISD 719 Certified Staff Satisfaction Survey (18-19)



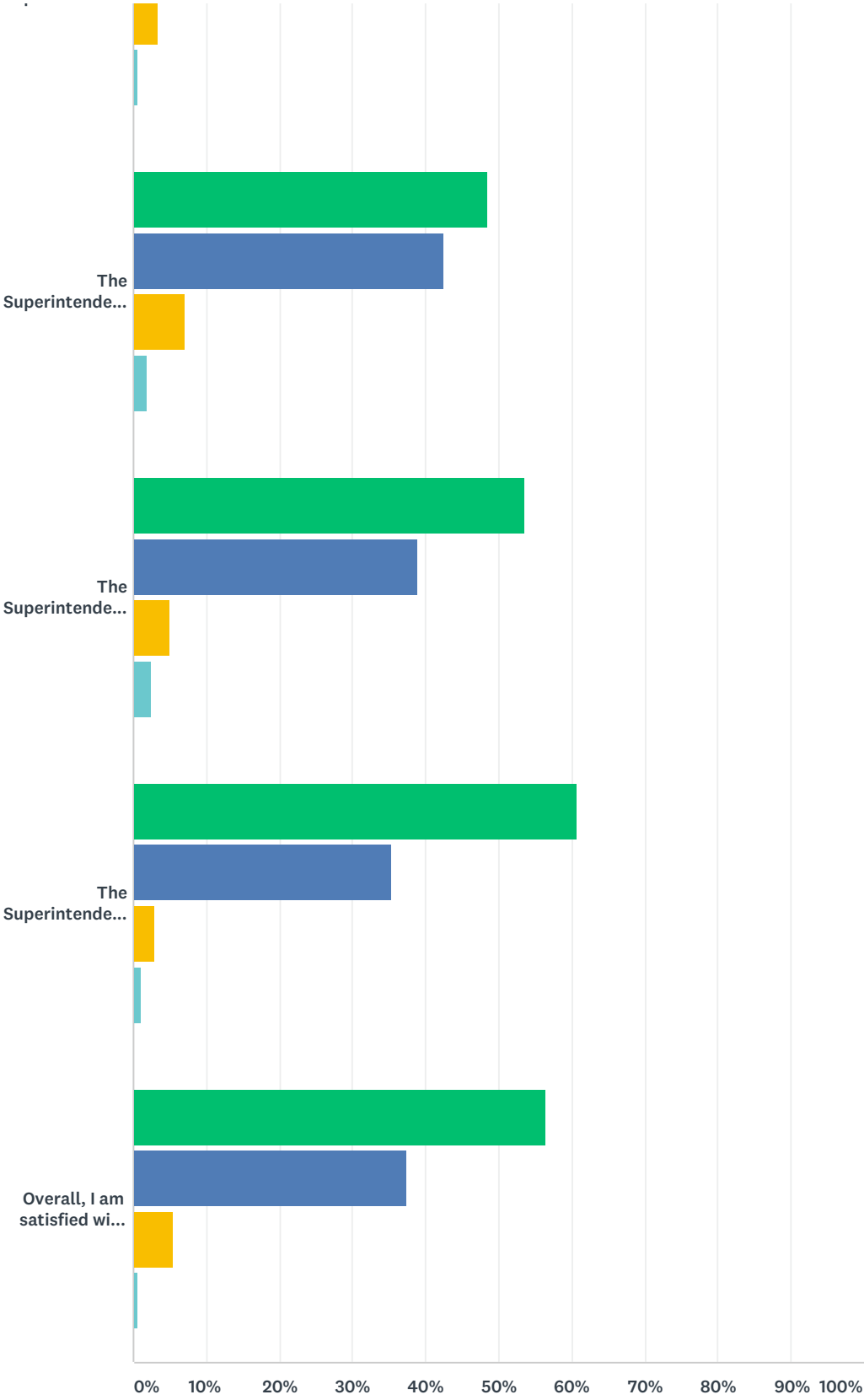
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Child Nutrition Services Department strives to improve the nutritional value of food served.	36.06% 128	50.99% 181	0.85% 3	0.56% 2	11.55% 41	355
I encourage students to eat breakfast and/or lunch at school.	23.66% 84	44.79% 159	6.76% 24	1.69% 6	23.10% 82	355
The Child Nutrition Services Department provides a high level of customer service.	29.94% 106	53.39% 189	1.69% 6	0.85% 3	14.12% 50	354
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	21.47% 76	43.22% 153	14.97% 53	5.08% 18	15.25% 54	354
Overall, I am satisfied with the Child Nutrition Services Department.	32.49% 115	54.80% 194	1.98% 7	0.85% 3	9.89% 35	354

Q14 Please answer the following questions about the Superintendent:

Answered: 358 Skipped: 77



ISD 719 Certified Staff Satisfaction Survey (18-19)



Strongly Agree Agree Disagree Strongly Disagree

STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
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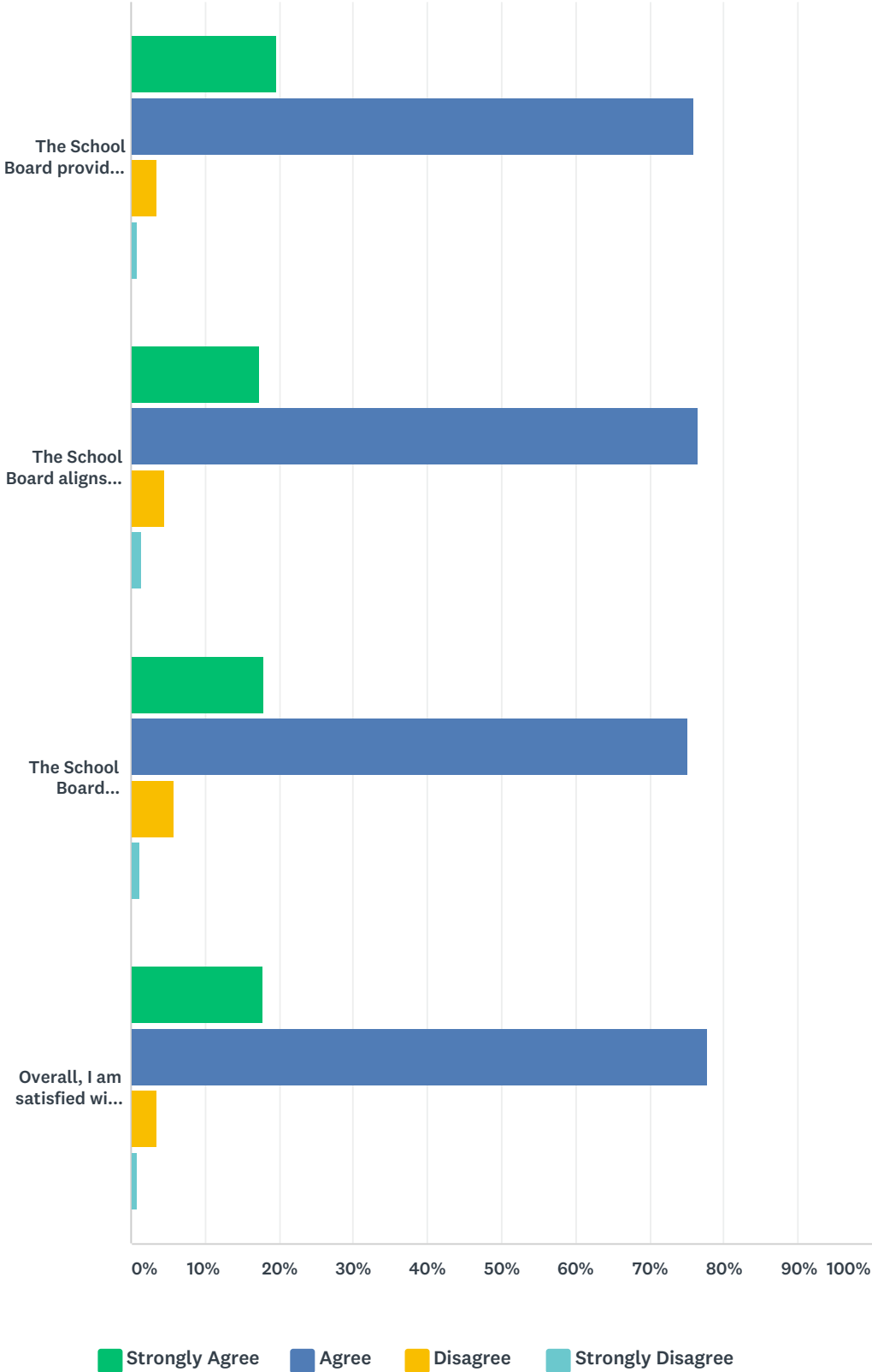
ISD 719 Certified Staff Satisfaction Survey (18-19)

The Superintendent is visible and accessible in the district.	48.88% 175	40.50% 145	8.38% 30	2.23% 8	358
The Superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.	57.87% 206	38.20% 136	3.37% 12	0.56% 2	356
The Superintendent works collaboratively with staff, families and community members to promote and support the mission and goals of the district.	48.59% 172	42.37% 150	7.06% 25	1.98% 7	354
The Superintendent creates an atmosphere of trust and mutual respect with staff and community.	53.54% 189	38.81% 137	5.10% 18	2.55% 9	353
The Superintendent models professionalism and integrity in all interactions.	60.62% 214	35.41% 125	2.83% 10	1.13% 4	353
Overall, I am satisfied with the Superintendent.	56.53% 199	37.50% 132	5.40% 19	0.57% 2	352

Q15 Please answer the following questions about the School Board:

Answered: 347 Skipped: 88

ISD 719 Certified Staff Satisfaction Survey (18-19)



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
The School Board provides the vision and mission necessary to meet the needs of students in our community.	19.71% 68	75.94% 262	3.48% 12	0.87% 3	345
The School Board aligns the resources of the district to the goals they hope to achieve.	17.39% 60	76.52% 264	4.64% 16	1.45% 5	345

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The School Board encourages community and staff collaboration in the direction of the school district.	17.97% 62	75.07% 259	5.80% 20	1.16% 4	345
Overall, I am satisfied with the School Board.	17.78% 61	77.84% 267	3.50% 12	0.87% 3	343