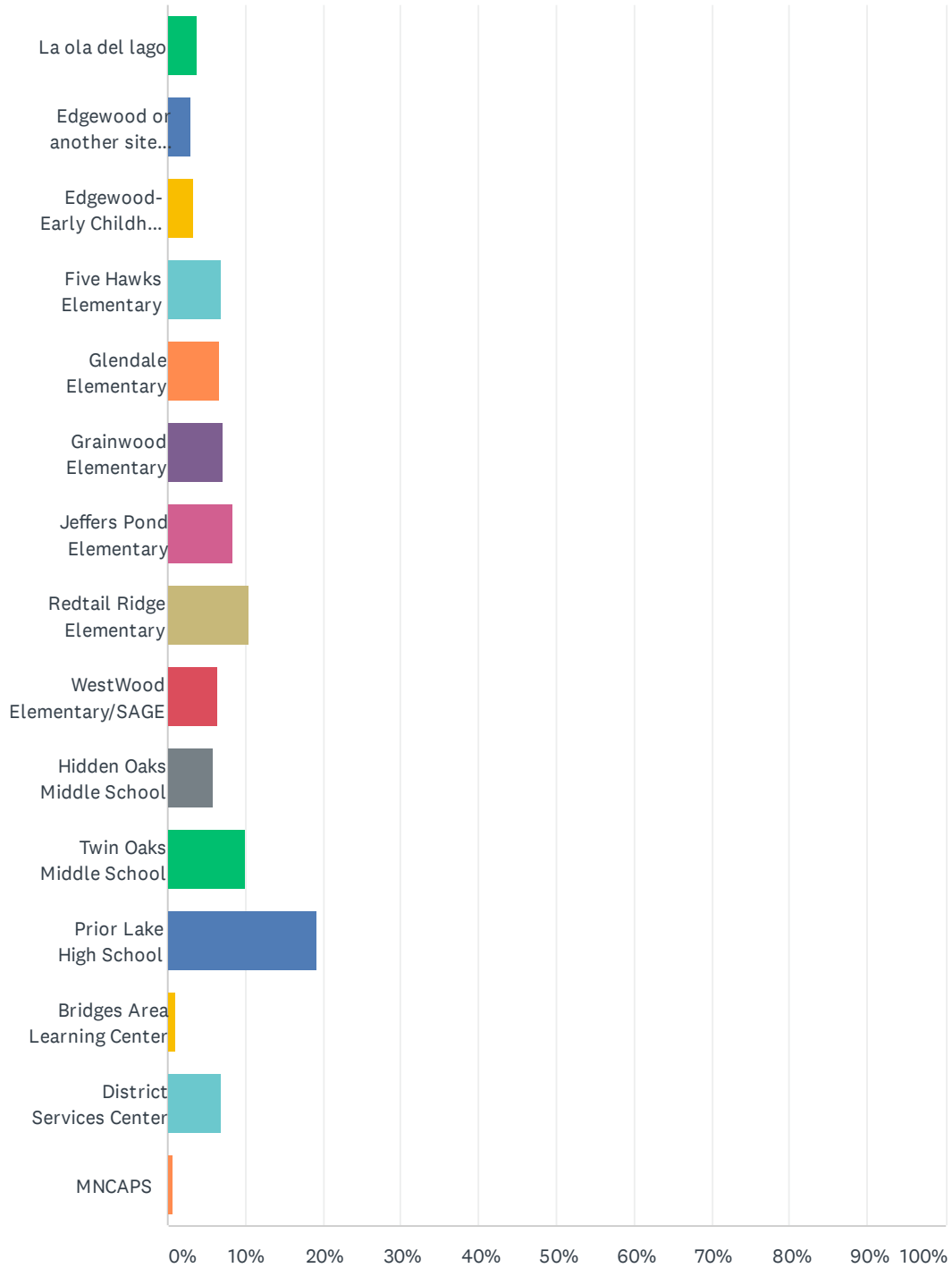


### Q1 I work at (choose primary location):

Answered: 458 Skipped: 1

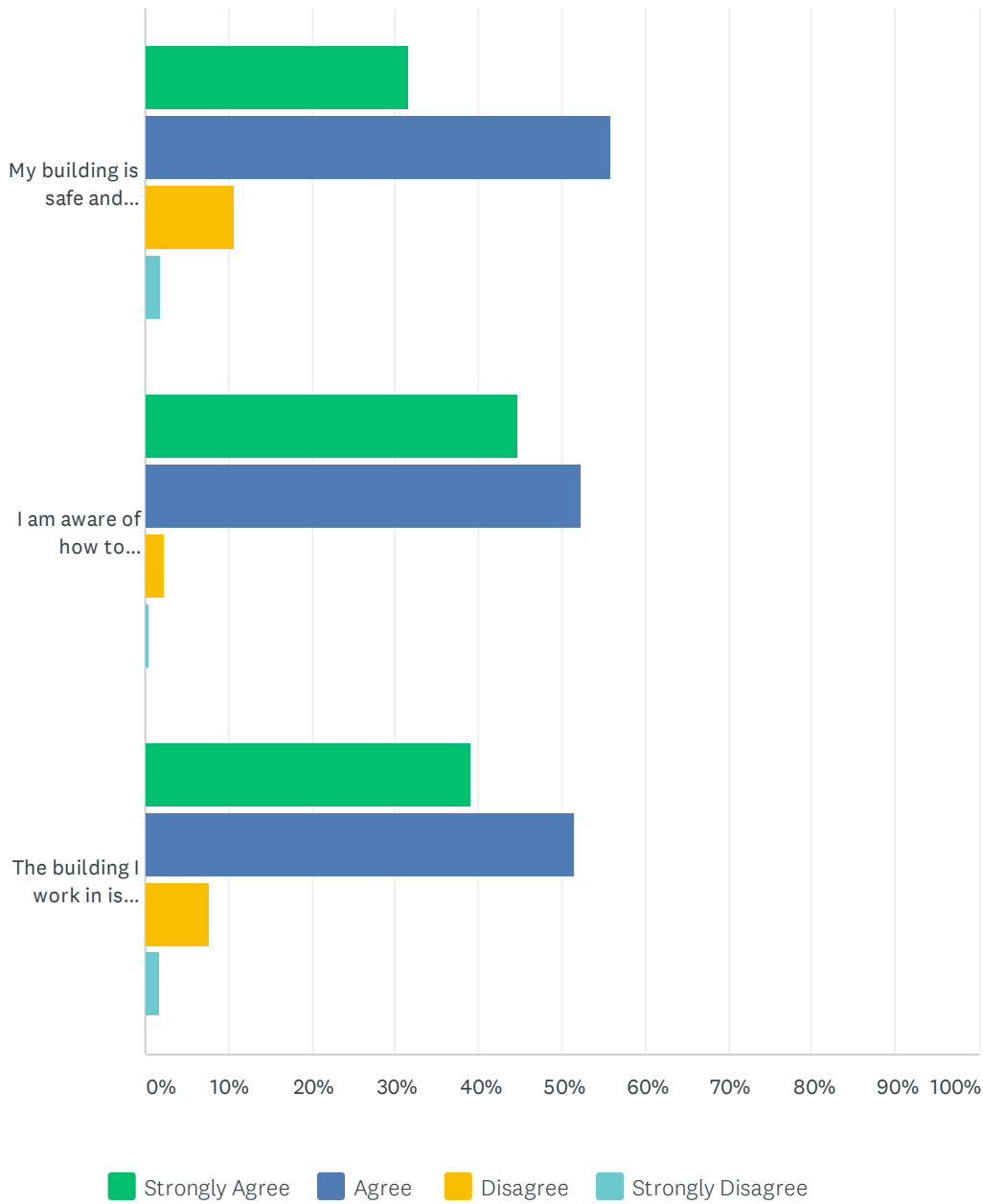


ISD 719 Certified Staff Satisfaction Survey (19-20)

ANSWER CHOICES	RESPONSES	
La ola del lago	3.71%	17
Edgewood or another site- Early Childhood Family Education (ECFE)/Circle of Friends/Screening	2.84%	13
Edgewood- Early Childhood Special Education (ECSE)	3.28%	15
Five Hawks Elementary	6.99%	32
Glendale Elementary	6.77%	31
Grainwood Elementary	7.21%	33
Jeffers Pond Elementary	8.30%	38
Redtail Ridge Elementary	10.48%	48
WestWood Elementary/SAGE	6.55%	30
Hidden Oaks Middle School	5.90%	27
Twin Oaks Middle School	10.04%	46
Prior Lake High School	19.21%	88
Bridges Area Learning Center	1.09%	5
District Services Center	6.99%	32
MNCAPS	0.66%	3
<b>TOTAL</b>		<b>458</b>

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

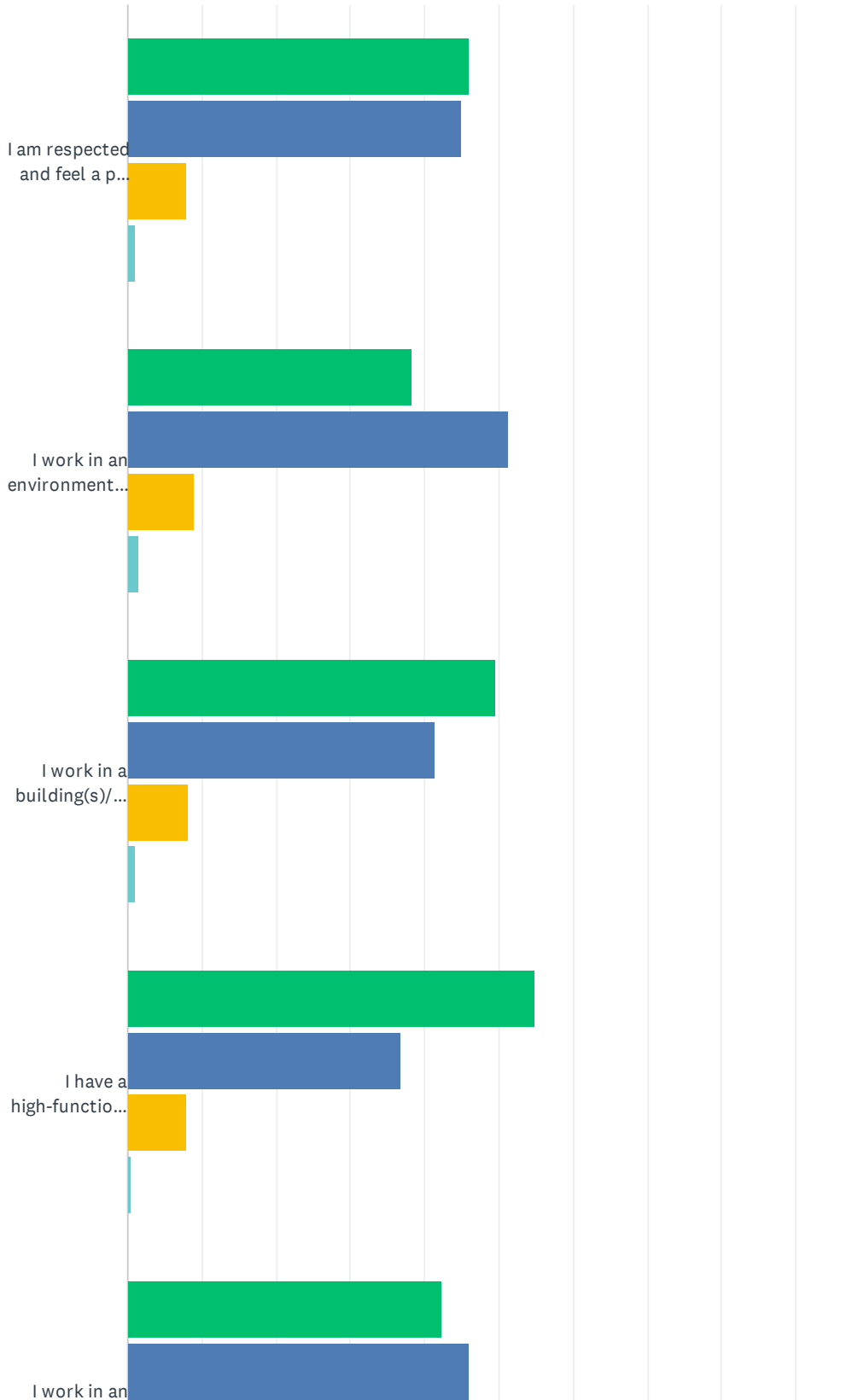
Answered: 416 Skipped: 43



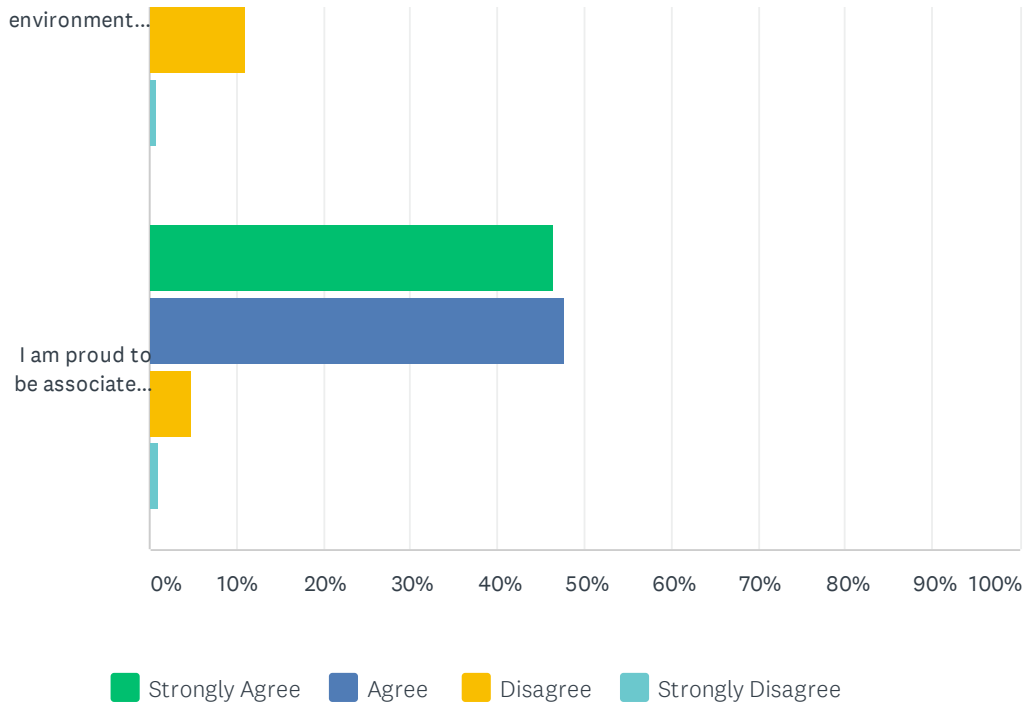
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My building is safe and secure.	31.64% 131	55.80% 231	10.63% 44	1.93% 8	414
I am aware of how to implement the "lockdown with options" procedures.	44.71% 186	52.40% 218	2.40% 10	0.48% 2	416
The building I work in is clean and well-maintained.	39.18% 163	51.44% 214	7.69% 32	1.68% 7	416

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

Answered: 393 Skipped: 66



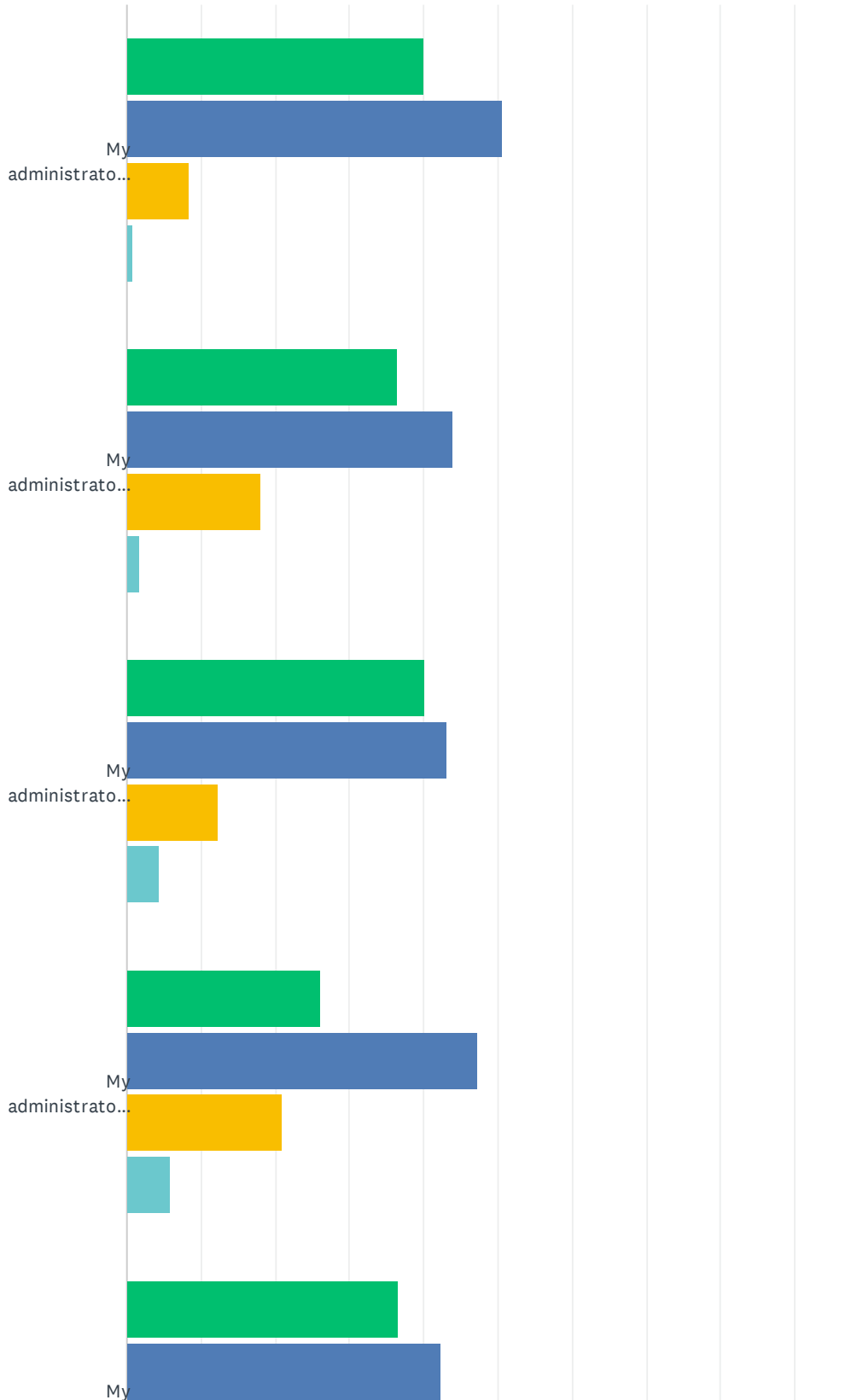
## ISD 719 Certified Staff Satisfaction Survey (19-20)



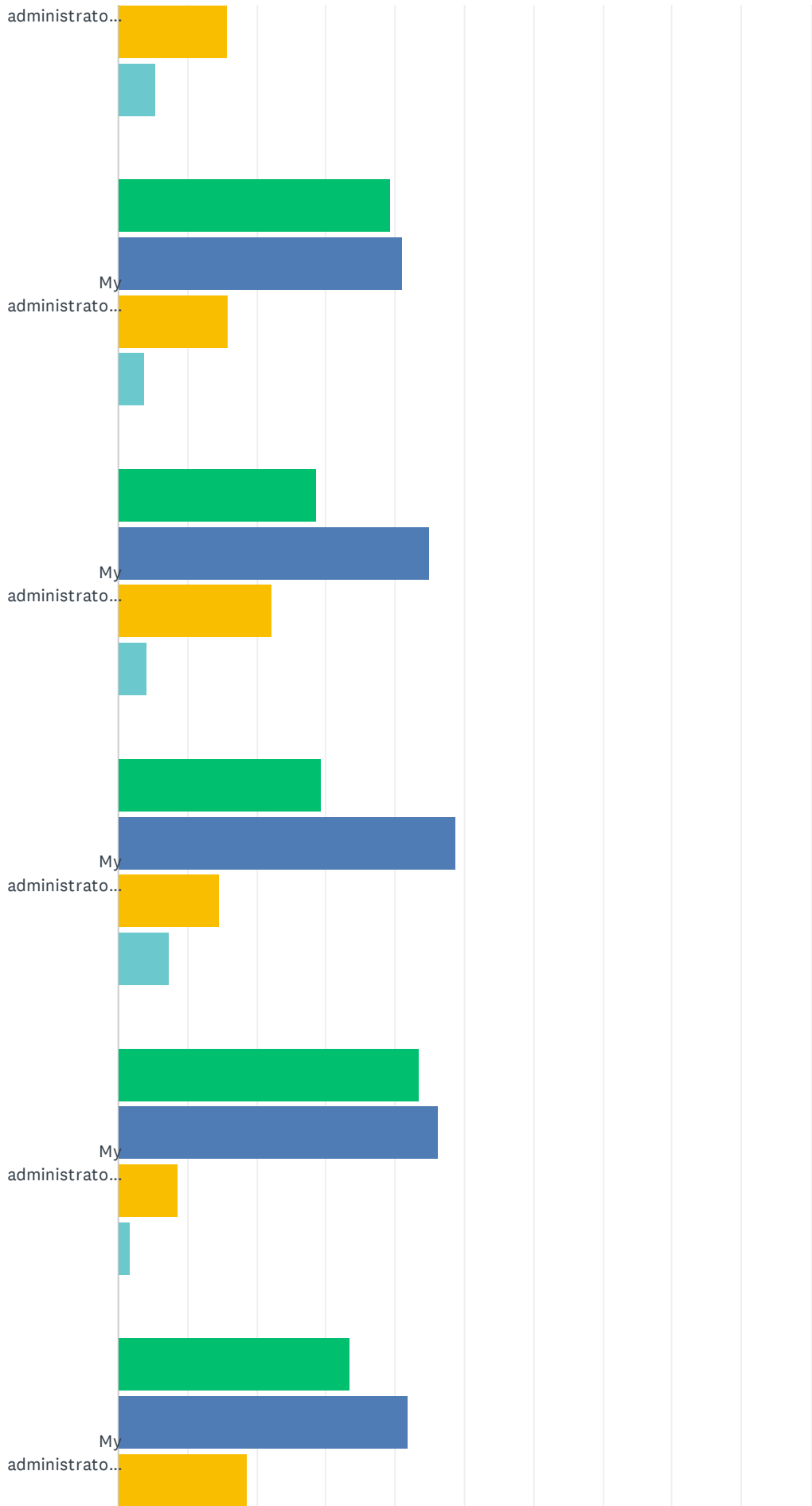
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am respected and feel a part of the building(s)/department(s) in which I work.	46.04% 180	45.01% 176	7.93% 31	1.02% 4	391
I work in an environment that respects diversity and is discrimination-free.	38.27% 150	51.28% 201	8.93% 35	1.53% 6	392
I work in a building(s)/department(s) with high expectations.	49.49% 194	41.33% 162	8.16% 32	1.02% 4	392
I have a high-functioning collaborative working relationship with my colleagues.	54.73% 214	36.83% 144	7.93% 31	0.51% 2	391
I work in an environment that supports innovative ideas and practices.	42.20% 165	46.04% 180	11.00% 43	0.77% 3	391
I am proud to be associated with PLSAS and its brand.	46.39% 180	47.68% 185	4.90% 19	1.03% 4	388

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

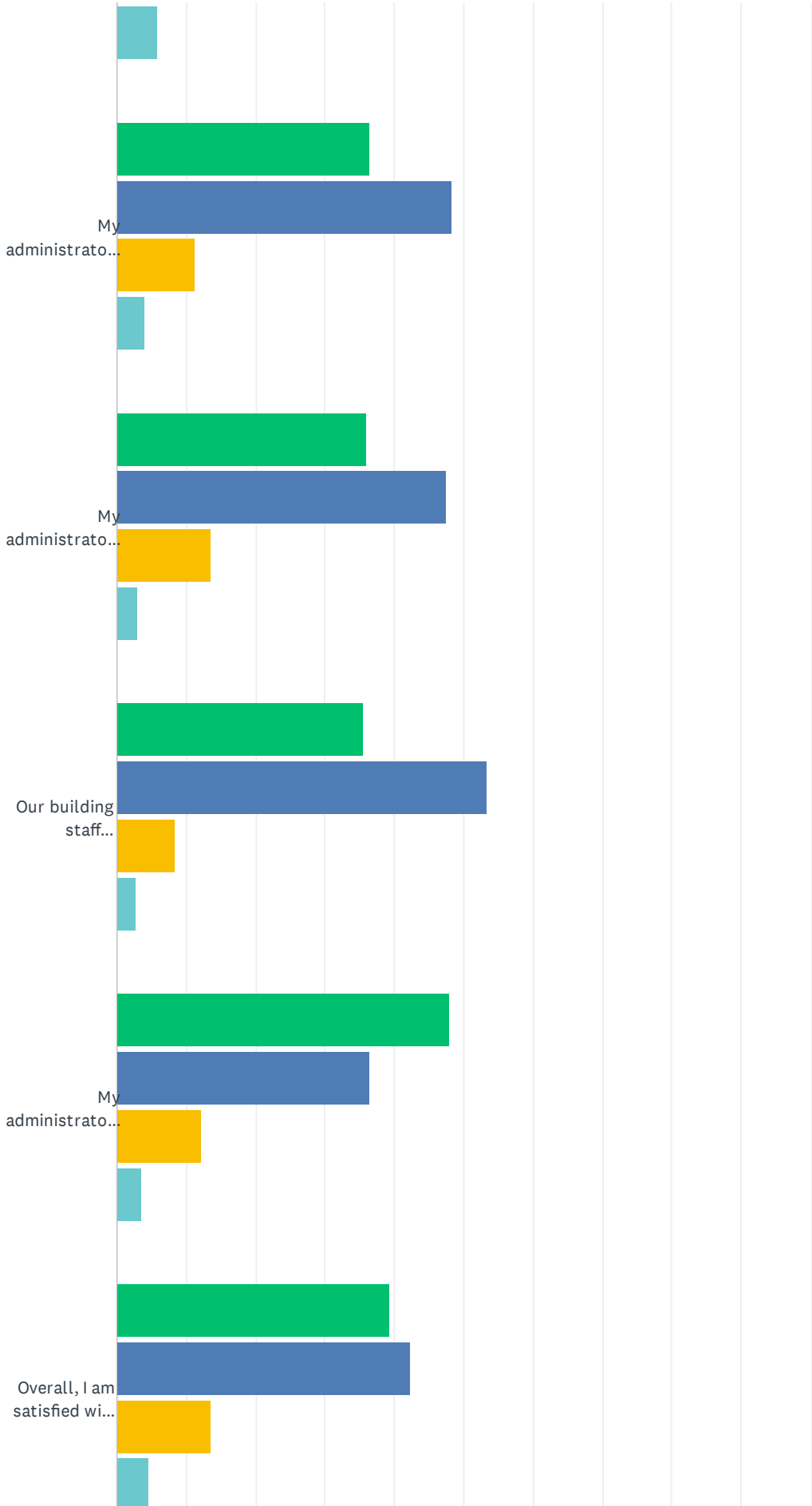
Answered: 348 Skipped: 111



ISD 719 Certified Staff Satisfaction Survey (19-20)

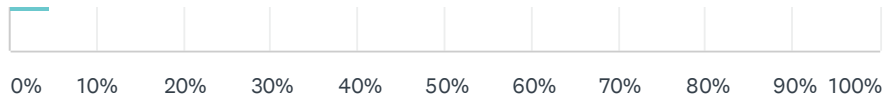


ISD 719 Certified Staff Satisfaction Survey (19-20)





## ISD 719 Certified Staff Satisfaction Survey (19-20)

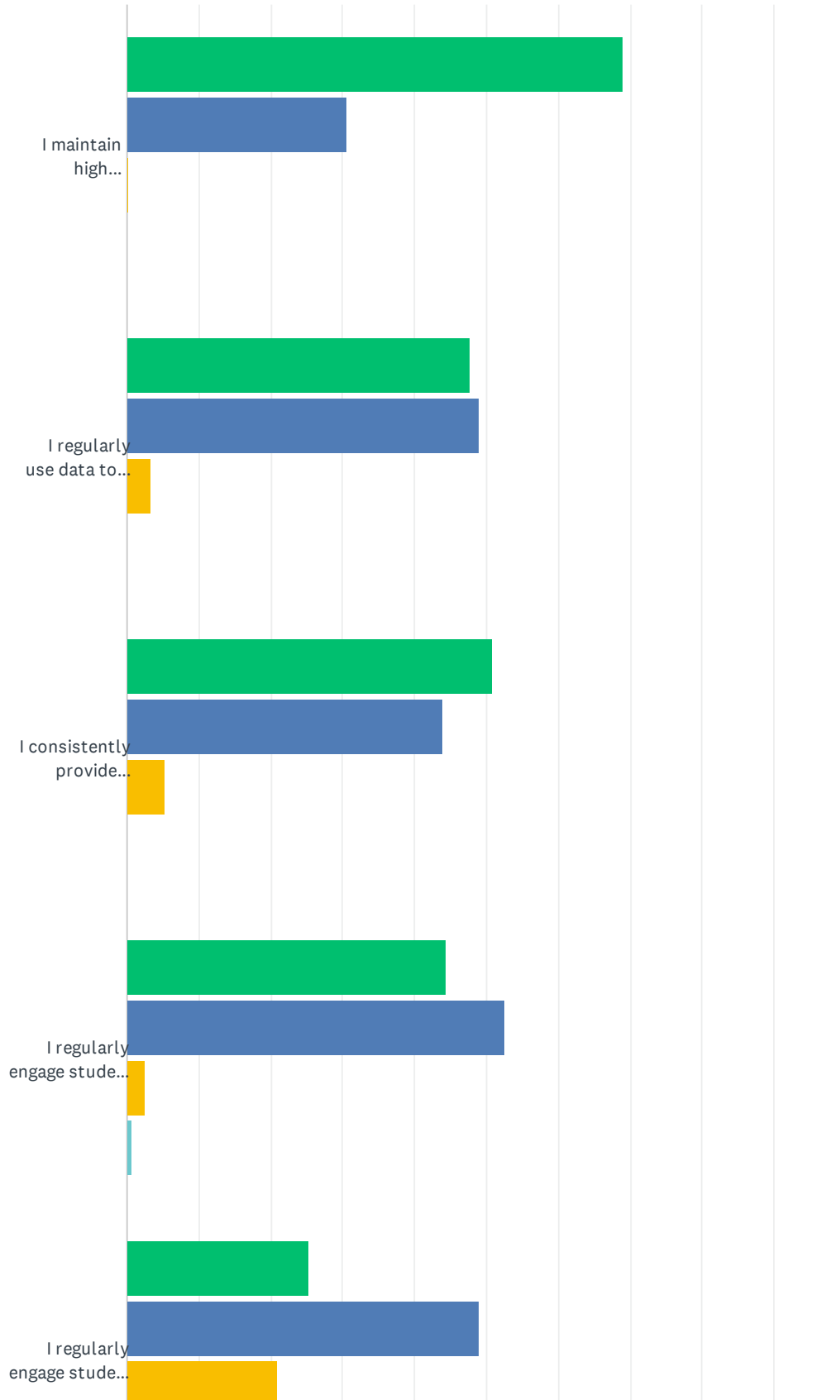


■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree

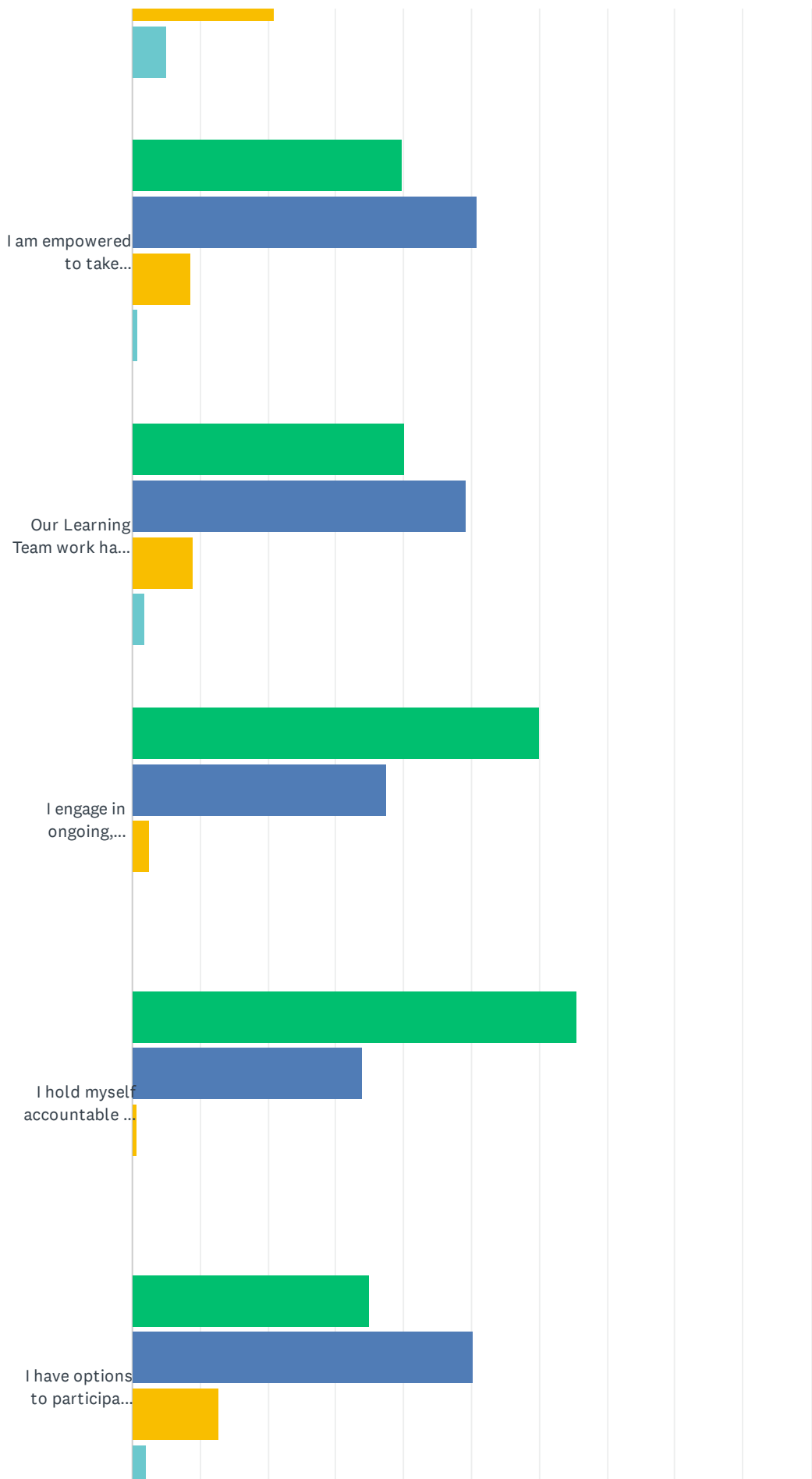
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My administrator(s)/supervisor(s) promotes a district aligned mission, vision, and strategic plan through the building.	40.06% 139	50.72% 176	8.36% 29	0.86% 3	347
My administrator(s)/supervisor(s) involves me in the school continuous improvement plan (SCIP).	36.42% 126	43.93% 152	17.92% 62	1.73% 6	346
My administrator(s)/supervisor(s) is visible and accessible.	40.17% 139	43.06% 149	12.43% 43	4.34% 15	346
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.	26.09% 90	47.25% 163	20.87% 72	5.80% 20	345
My administrator(s)/supervisor(s) listens and follows through when I express concerns.	36.52% 126	42.32% 146	15.65% 54	5.51% 19	345
My administrator(s)/supervisor(s) communicates in a professional and timely manner.	39.24% 135	40.99% 141	15.99% 55	3.78% 13	344
My administrator(s)/supervisor(s) provides me clear expectations of how I should measure the quality of my work.	28.65% 98	45.03% 154	22.22% 76	4.09% 14	342
My administrator(s)/supervisor(s) helps to resolve student behavior issues.	29.33% 100	48.68% 166	14.66% 50	7.33% 25	341
My administrator(s)/supervisor(s) fosters a shared commitment to high expectations for student achievement.	43.49% 147	46.15% 156	8.58% 29	1.78% 6	338
My administrator(s)/supervisor(s) is an instructional leader.	33.53% 113	41.84% 141	18.69% 63	5.93% 20	337
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.	36.42% 122	48.36% 162	11.34% 38	3.88% 13	335
My administrator(s)/supervisor(s) distributes leadership responsibilities and utilizes shared decision making opportunities.	35.91% 121	47.48% 160	13.65% 46	2.97% 10	337
Our building staff development time and activities are directly linked to the building SCIP.	35.52% 119	53.43% 179	8.36% 28	2.69% 9	335
My administrator(s)/supervisor(s) shows appreciation for staff members.	47.94% 163	36.47% 124	12.06% 41	3.53% 12	340
Overall, I am satisfied with my administrator(s)/supervisor(s).	39.41% 134	42.35% 144	13.53% 46	4.71% 16	340

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

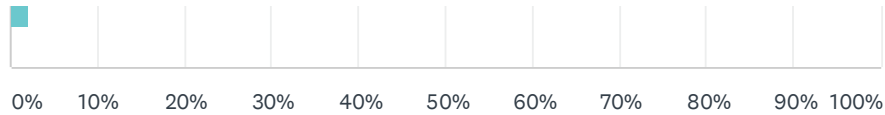
Answered: 329 Skipped: 130



ISD 719 Certified Staff Satisfaction Survey (19-20)



## ISD 719 Certified Staff Satisfaction Survey (19-20)



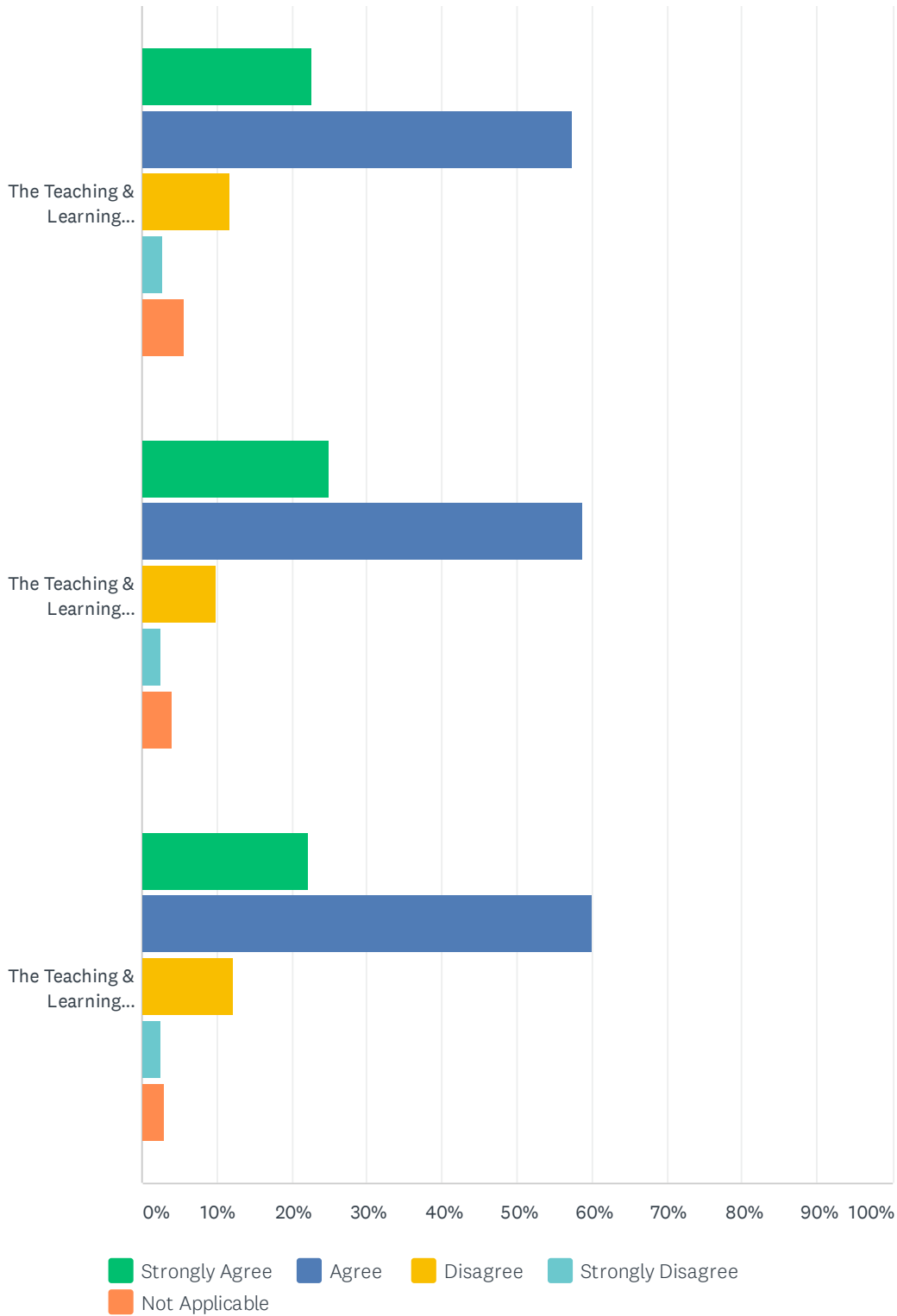
■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>TOTAL</b>
I maintain high expectations for all of my students.	69.11% 226	30.58% 100	0.31% 1	0.00% 0	327
I regularly use data to make informed decisions and improve my practice and student learning.	47.71% 156	48.93% 160	3.36% 11	0.00% 0	327
I consistently provide interventions to struggling students.	50.77% 164	43.96% 142	5.26% 17	0.00% 0	323
I regularly engage students by integrating 21st century skills into my instruction (creativity, innovation, critical thinking, information and technology literacy, communication and collaboration)	44.44% 144	52.47% 170	2.47% 8	0.62% 2	324
I regularly engage students in E-STEM (Environmental Education, Science, Technology, Engineering and Math) activities.	25.24% 80	48.90% 155	20.82% 66	5.05% 16	317
I am empowered to take professional risks to improve my school, program or department.	39.76% 130	50.76% 166	8.56% 28	0.92% 3	327
Our Learning Team work has helped my professional growth.	40.18% 131	49.08% 160	8.90% 29	1.84% 6	326
I engage in ongoing, collaborative work with my colleagues to ensure student learning.	60.00% 195	37.54% 122	2.46% 8	0.00% 0	325
I hold myself accountable for eliminating racial achievement disparities to ensure the academic success of all learners.	65.54% 213	33.85% 110	0.62% 2	0.00% 0	325
I have options to participate in professional development within the district that I need to reach my goals.	34.86% 114	50.15% 164	12.84% 42	2.14% 7	327

**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: 306 Skipped: 153

ISD 719 Certified Staff Satisfaction Survey (19-20)

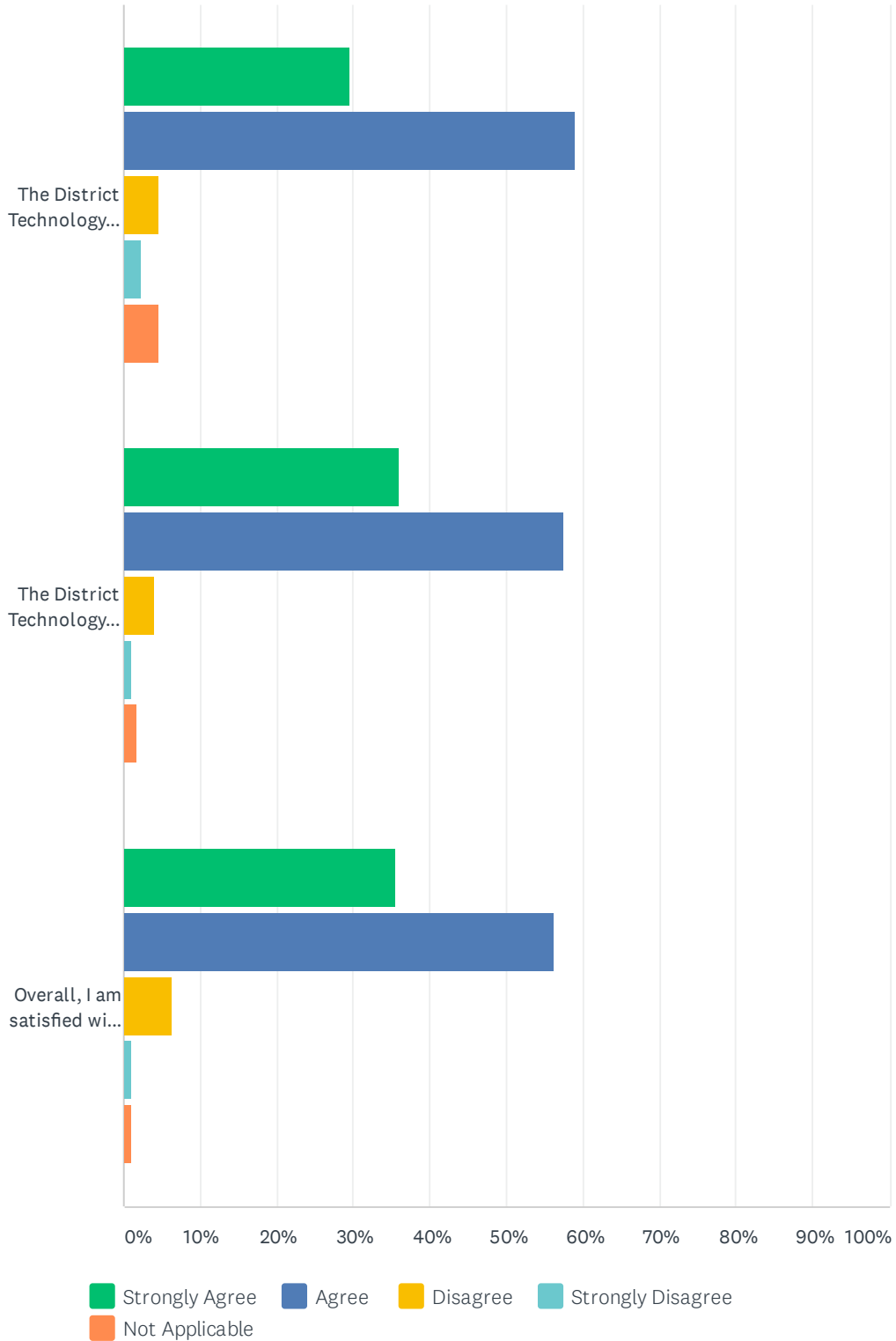


ISD 719 Certified Staff Satisfaction Survey (19-20)

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>NOT APPLICABLE</b>	<b>TOTAL</b>
The Teaching & Learning Department staff is responsive to my ideas, needs, and requests.	22.62% 69	57.38% 175	11.80% 36	2.62% 8	5.57% 17	305
The Teaching & Learning Department supports the work of improving instructional practices.	24.84% 76	58.82% 180	9.80% 30	2.61% 8	3.92% 12	306
The Teaching & Learning Department supports my professional growth (Districtwide PD, Building Specific PD, Workshop Live, Data Days, Camp Cultivate, etc)	22.22% 68	60.13% 184	12.09% 37	2.61% 8	2.94% 9	306

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

Answered: 308 Skipped: 151



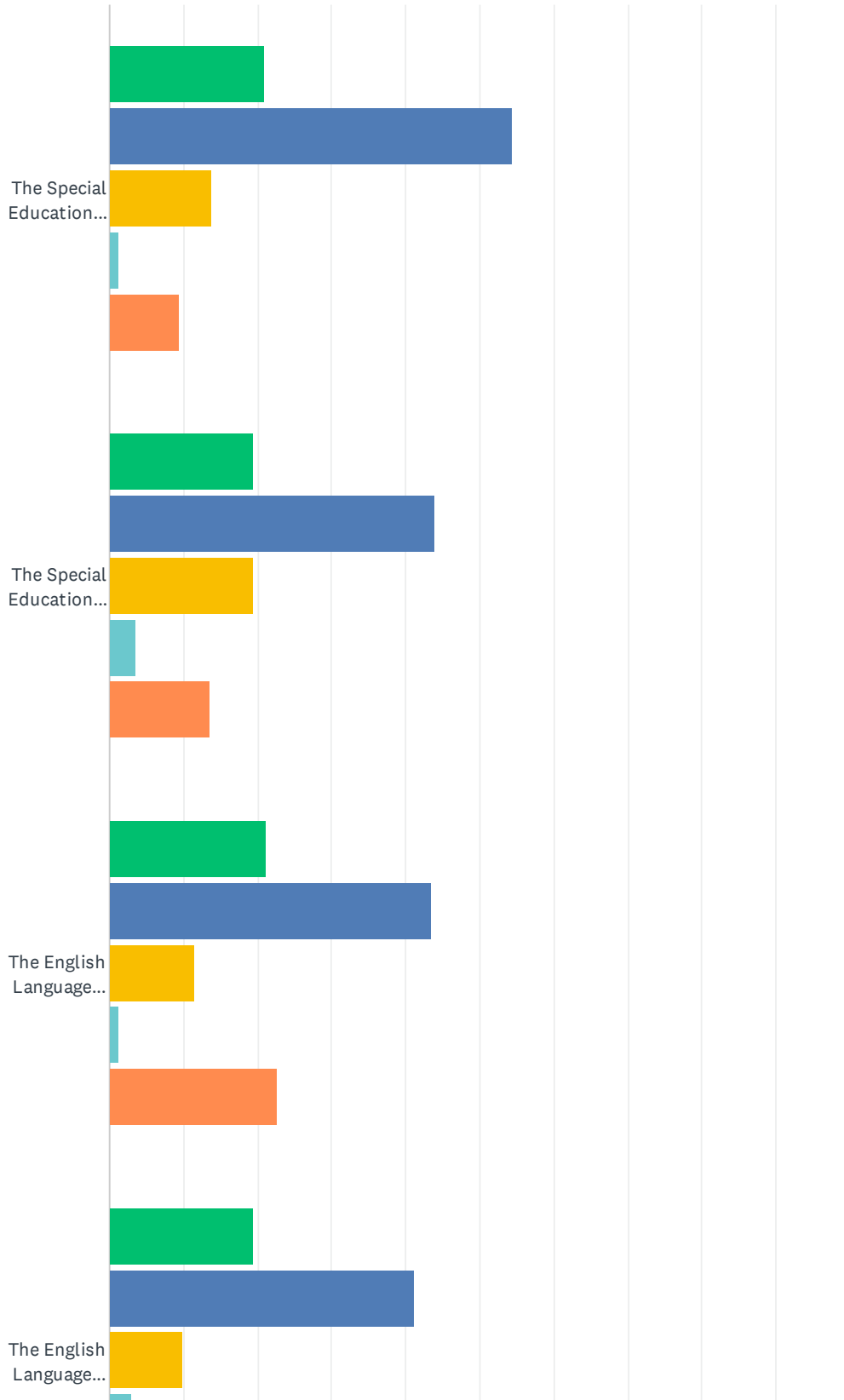


ISD 719 Certified Staff Satisfaction Survey (19-20)

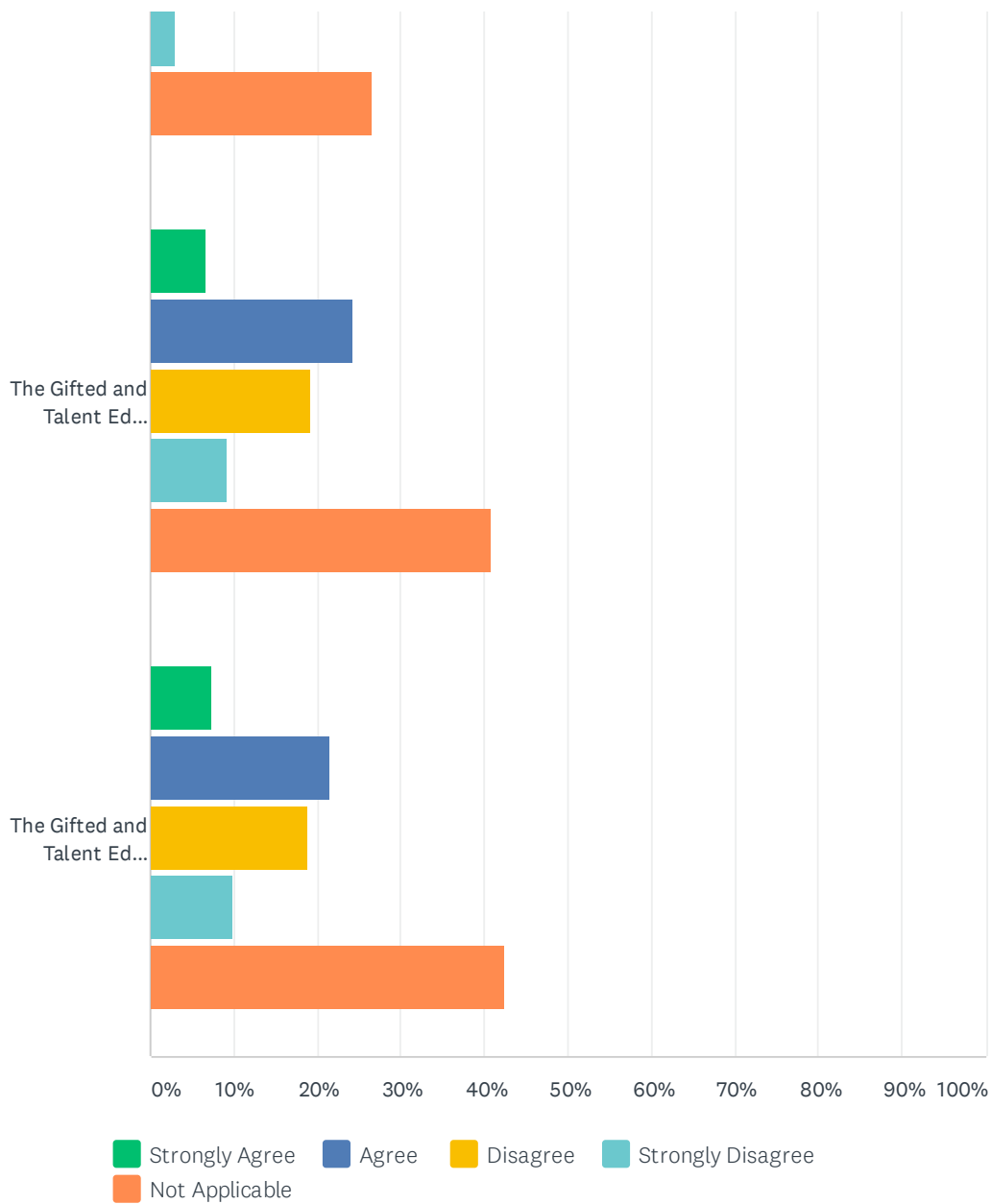
	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>NOT APPLICABLE</b>	<b>TOTAL</b>
The District Technology Department supports me in accomplishing my goals.	29.55% 91	59.09% 182	4.55% 14	2.27% 7	4.55% 14	308
The District Technology Department provides a high level of customer service that meets the needs of employees.	35.95% 110	57.52% 176	3.92% 12	0.98% 3	1.63% 5	306
Overall, I am satisfied with the District Technology Department.	35.50% 109	56.35% 173	6.19% 19	0.98% 3	0.98% 3	307

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

Answered: 305 Skipped: 154



ISD 719 Certified Staff Satisfaction Survey (19-20)

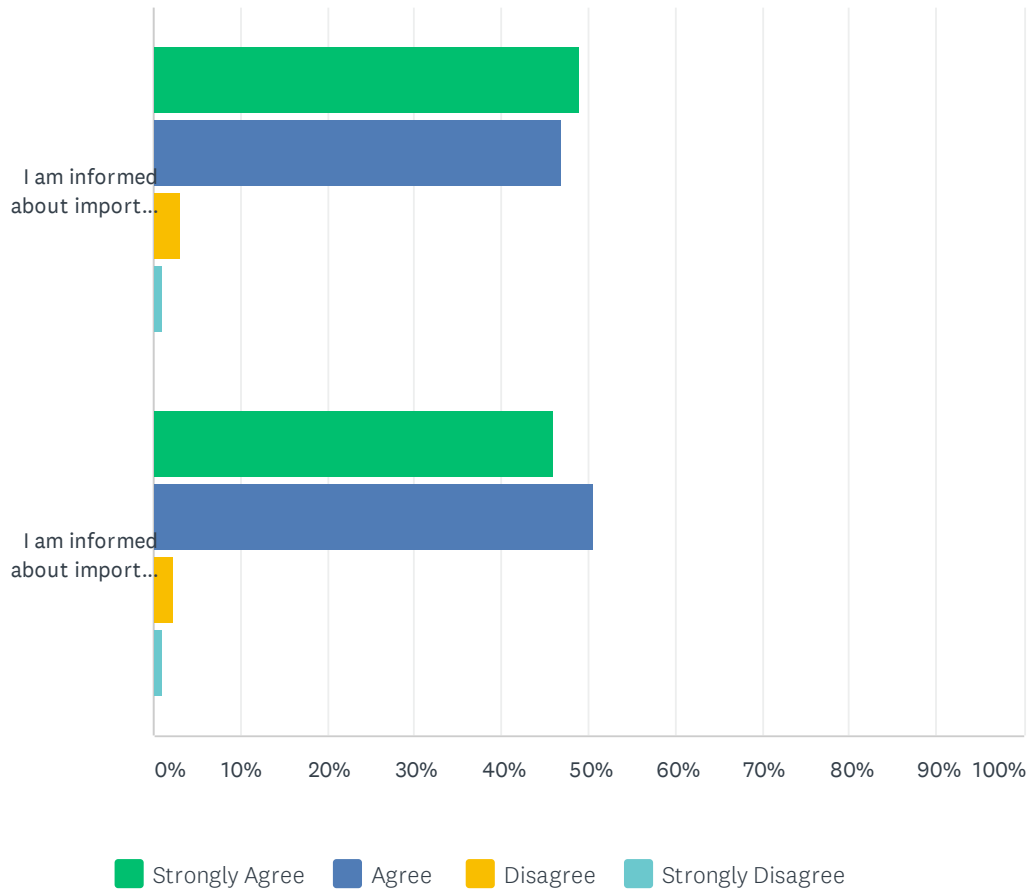


ISD 719 Certified Staff Satisfaction Survey (19-20)

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>NOT APPLICABLE</b>	<b>TOTAL</b>
The Special Education Department supports my understanding of how students qualify for Special Education services.	20.98% 64	54.43% 166	13.77% 42	1.31% 4	9.51% 29	305
The Special Education Department works with me to close the skill gap of students receiving Special Education services in my classroom.	19.47% 59	43.89% 133	19.47% 59	3.63% 11	13.53% 41	303
The English Language Learner Department supports my understanding of how students qualify for EL services.	21.05% 64	43.42% 132	11.51% 35	1.32% 4	22.70% 69	304
The English Language Learner Department works with me to close the skill gap of students receiving EL services in my classroom.	19.41% 59	41.12% 125	9.87% 30	2.96% 9	26.64% 81	304
The Gifted and Talent Ed Department supports my understanding of how students qualify for GT services.	6.62% 20	24.17% 73	19.21% 58	9.27% 28	40.73% 123	302
The Gifted and Talent Ed Department works with me to extend the learning of students receiving GT services in my classroom.	7.28% 22	21.52% 65	18.87% 57	9.93% 30	42.38% 128	302

### Q9 Please answer the following questions about communications:

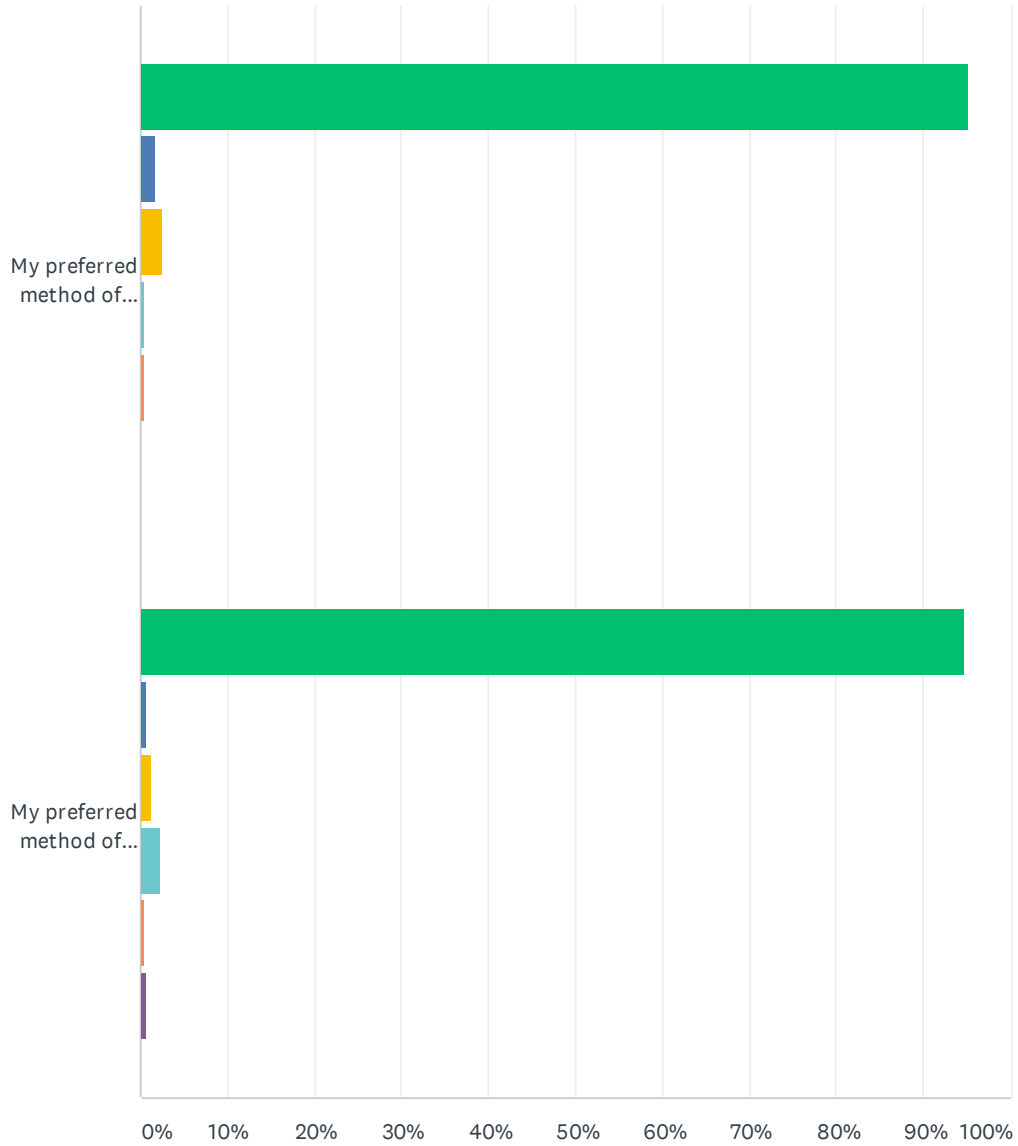
Answered: 310 Skipped: 149



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am informed about important school-level dates, activities, events and information.	49.03% 152	46.77% 145	3.23% 10	0.97% 3	310
I am informed about important district-level dates, activities, events and information.	46.10% 142	50.65% 156	2.27% 7	0.97% 3	308

### Q10 Please indicate your preferred methods of communication:

Answered: 310 Skipped: 149

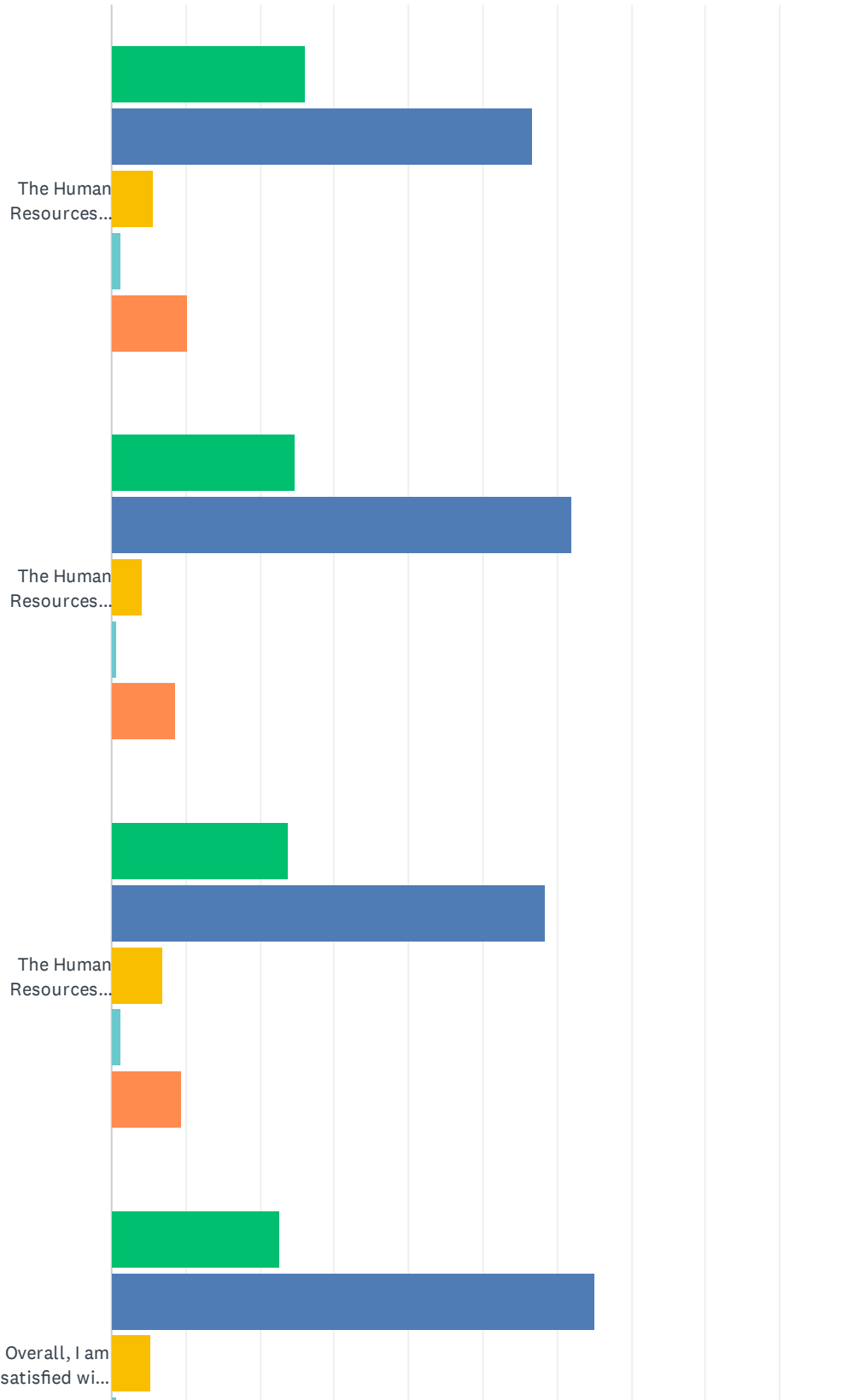


■ Email   
 ■ Printed Information   
 ■ School Newsletter   
 ■ District Newsletter  
■ Webpage   
 ■ Social Media

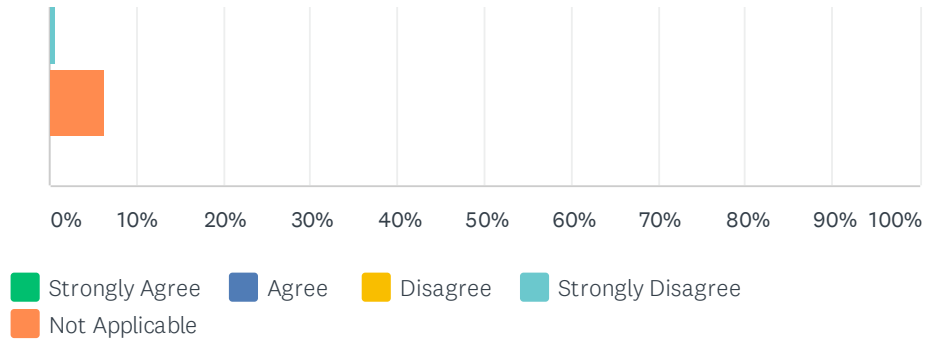
	EMAIL	PRINTED INFORMATION	SCHOOL NEWSLETTER	DISTRICT NEWSLETTER	WEBPAGE	SOCIAL MEDIA	TOTAL
My preferred method of school-level communication is:	95.13% 293	1.62% 5	2.60% 8	0.32% 1	0.32% 1	0.00% 0	308
My preferred method of district-level communication is:	94.84% 294	0.65% 2	1.29% 4	2.26% 7	0.32% 1	0.65% 2	310

# Q11 Please answer the following questions regarding Human Resources Department:

Answered: 306 Skipped: 153



## ISD 719 Certified Staff Satisfaction Survey (19-20)

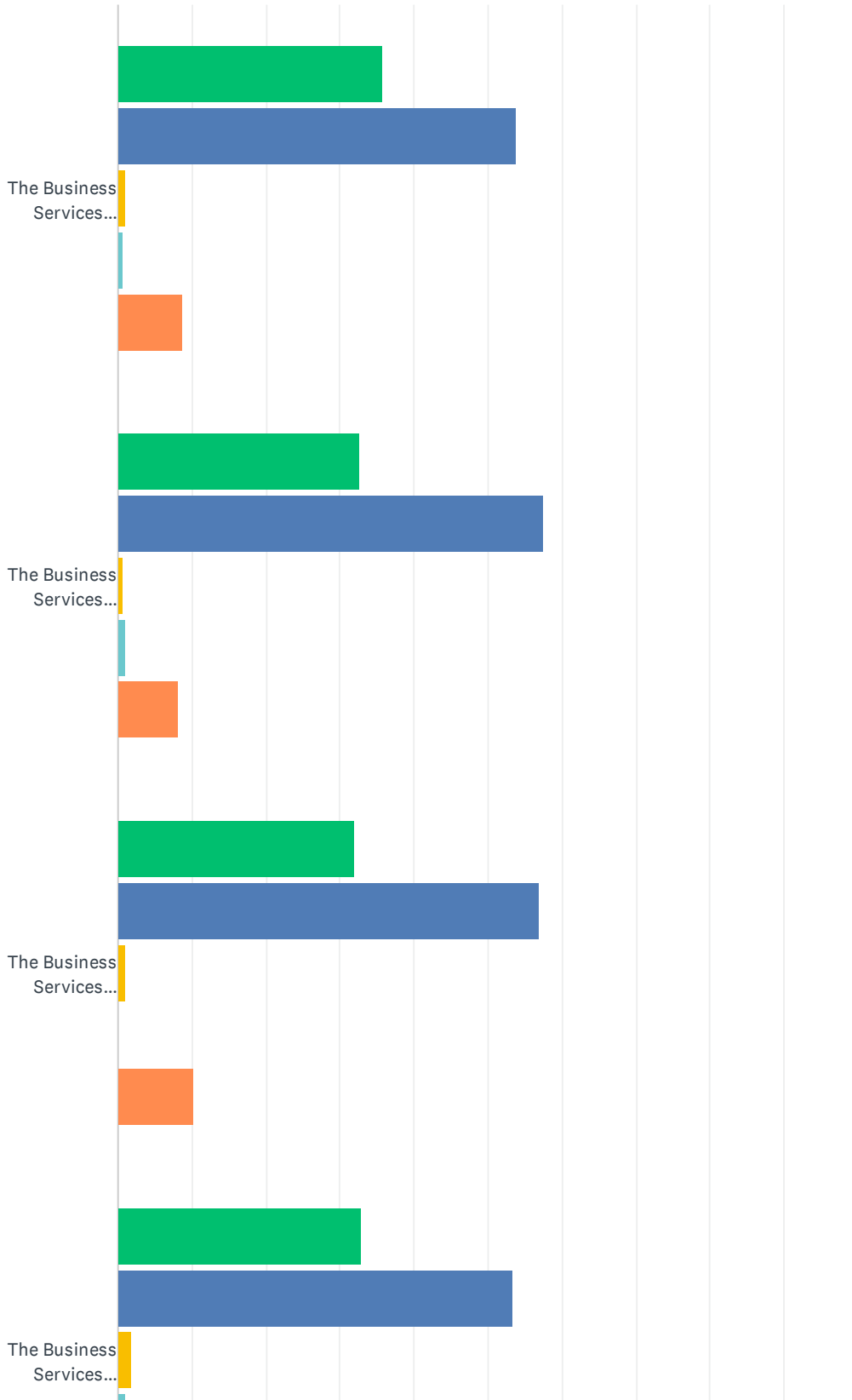


	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>NOT APPLICABLE</b>	<b>TOTAL</b>
The Human Resources Department provides timely service.	26.23% 80	56.72% 173	5.57% 17	1.31% 4	10.16% 31	305
The Human Resources Department provides accurate and useful information.	24.67% 75	61.84% 188	4.28% 13	0.66% 2	8.55% 26	304
The Human Resources Department provides a high level of customer service which meets the needs of employees.	23.93% 73	58.36% 178	6.89% 21	1.31% 4	9.51% 29	305
Overall, I am satisfied with the Human Resources Department.	22.70% 69	65.13% 198	5.26% 16	0.66% 2	6.25% 19	304

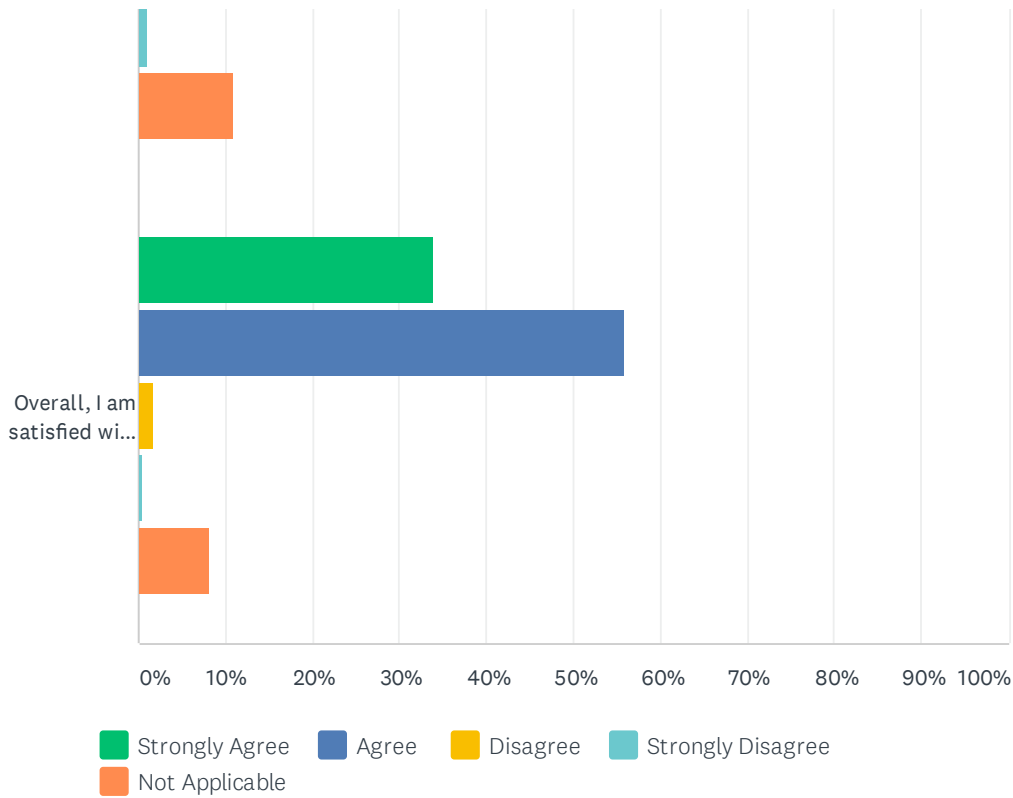


# Q12 Please answer the following questions regarding Business Services ( payroll, accounts payable):

Answered: 307 Skipped: 152



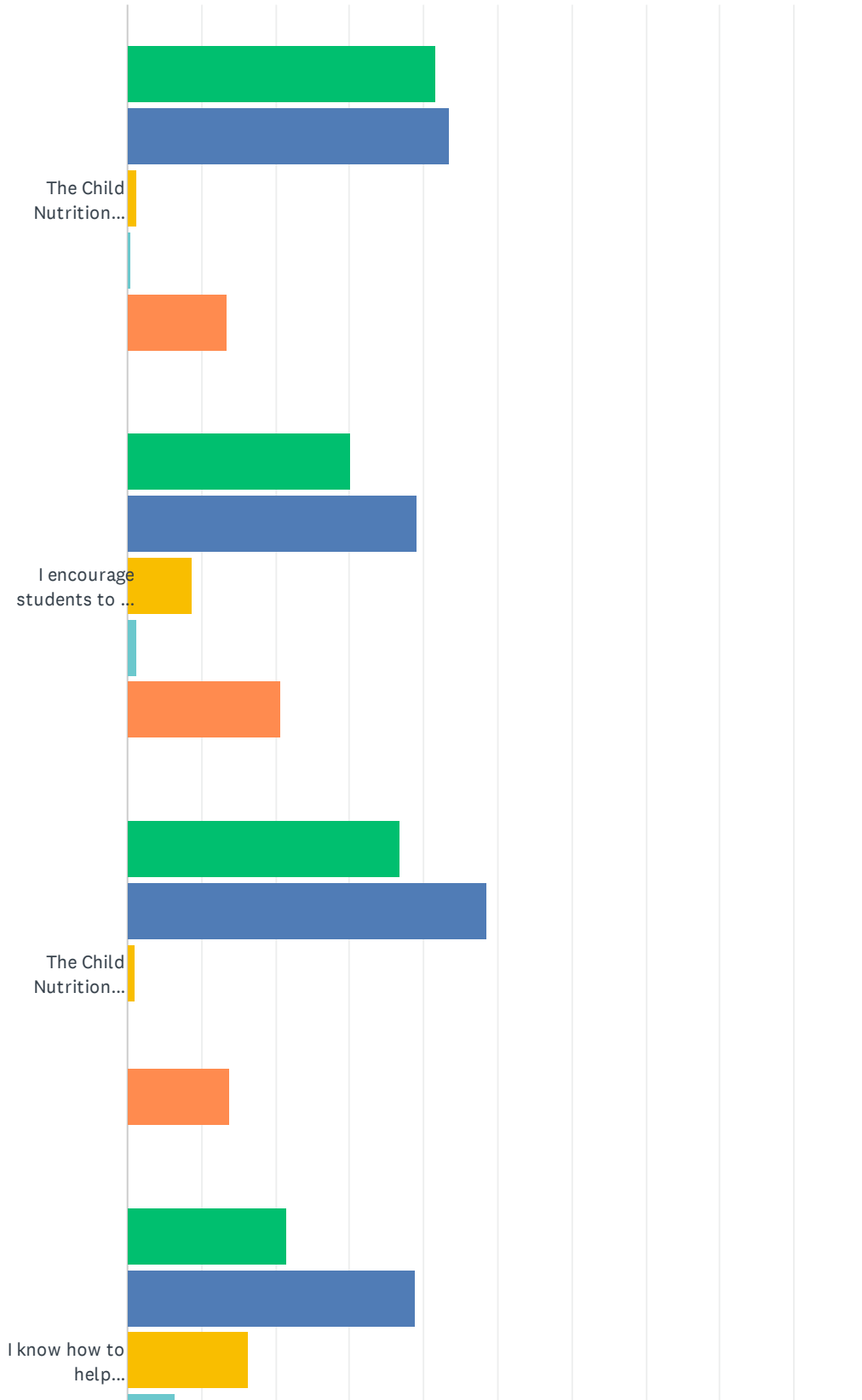
## ISD 719 Certified Staff Satisfaction Survey (19-20)



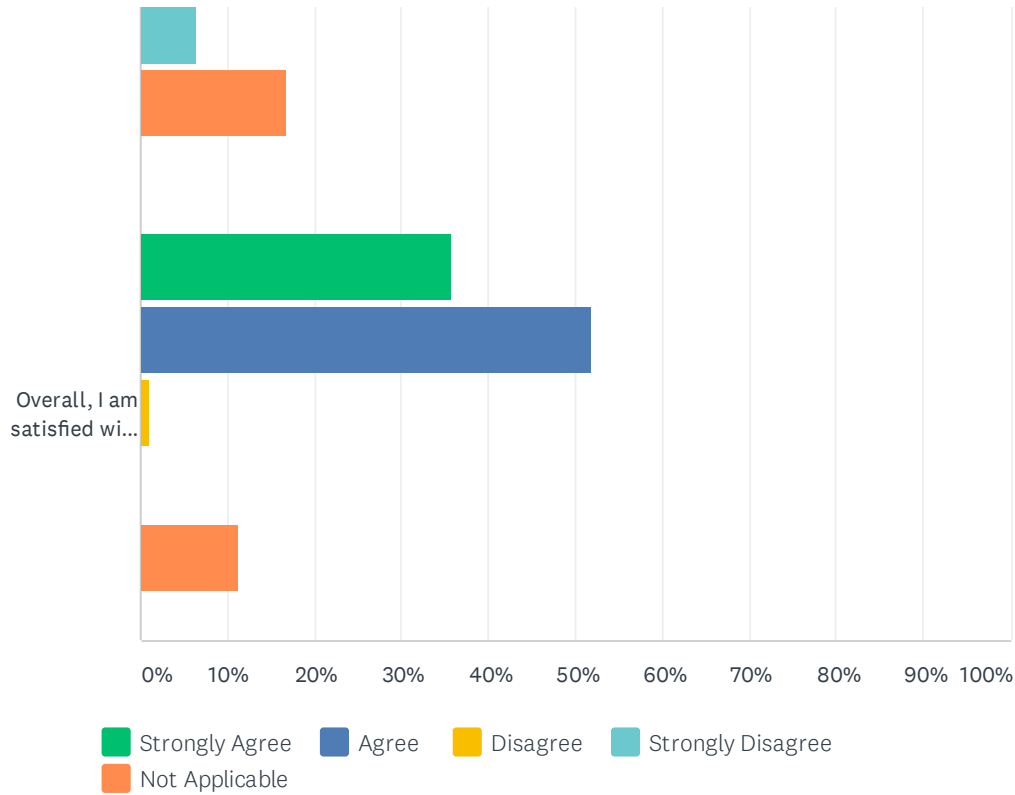
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Business Services Department provides timely service.	35.83% 110	53.75% 165	0.98% 3	0.65% 2	8.79% 27	307
The Business Services Department provides accurate information.	32.68% 100	57.52% 176	0.65% 2	0.98% 3	8.17% 25	306
The Business Services Department provides meaningful and useful information.	31.91% 97	56.91% 173	0.99% 3	0.00% 0	10.20% 31	304
The Business Services Department provides a high level of customer service that meets the needs of employees.	32.79% 100	53.44% 163	1.97% 6	0.98% 3	10.82% 33	305
Overall, I am satisfied with the Business Services Department.	33.88% 103	55.92% 170	1.64% 5	0.33% 1	8.22% 25	304

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

Answered: 309 Skipped: 150



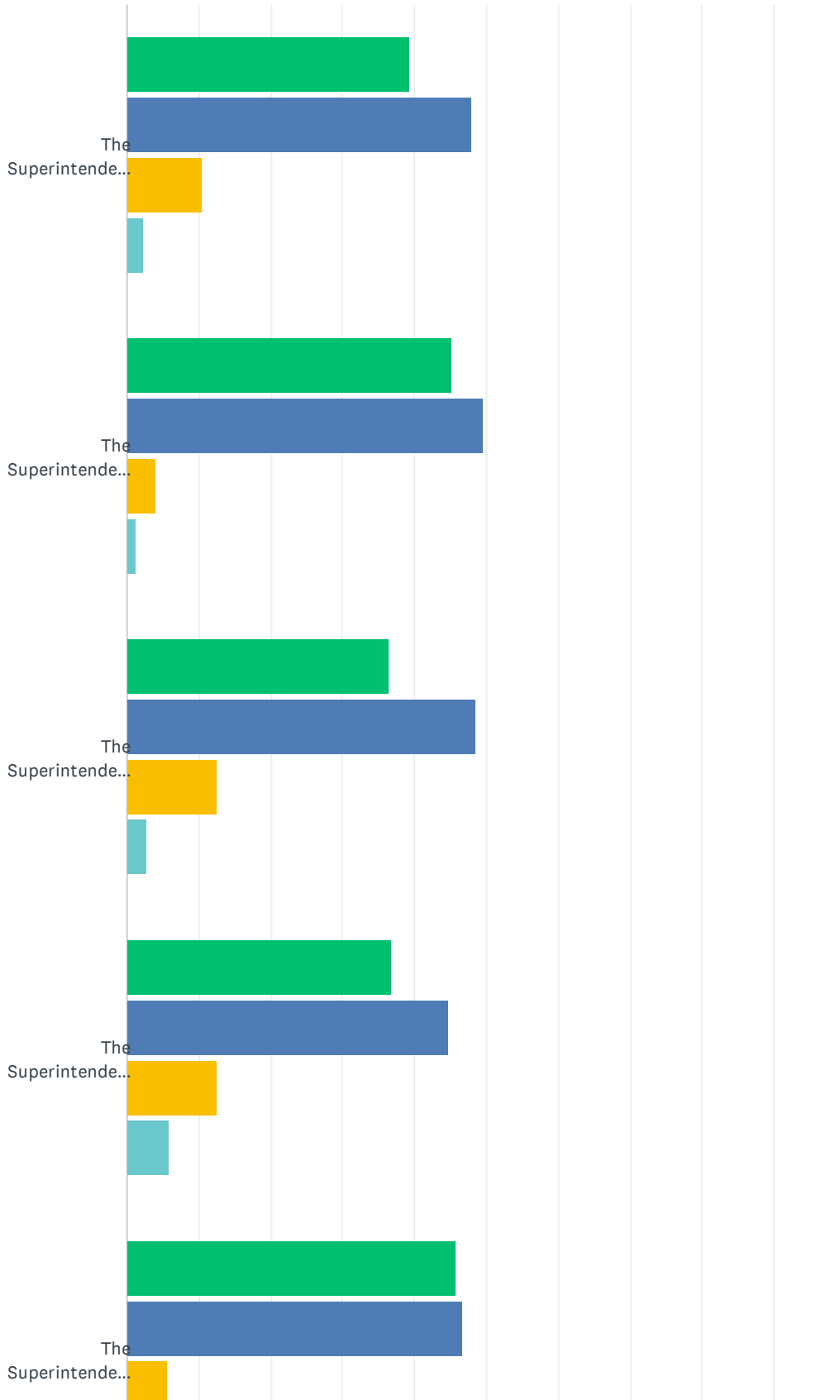
## ISD 719 Certified Staff Satisfaction Survey (19-20)



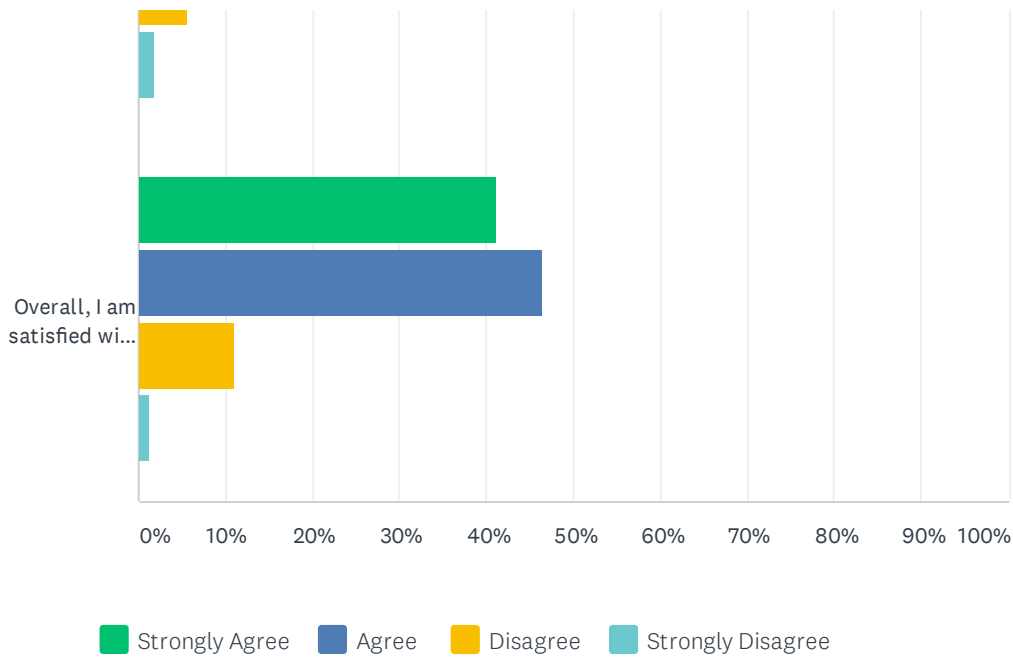
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Child Nutrition Services Department strives to improve the nutritional value of food served.	41.56% 128	43.51% 134	1.30% 4	0.32% 1	13.31% 41	308
I encourage students to eat breakfast and/or lunch at school.	30.10% 93	39.16% 121	8.74% 27	1.29% 4	20.71% 64	309
The Child Nutrition Services Department provides a high level of customer service.	36.72% 112	48.52% 148	0.98% 3	0.00% 0	13.77% 42	305
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	21.57% 66	38.89% 119	16.34% 50	6.54% 20	16.67% 51	306
Overall, I am satisfied with the Child Nutrition Services Department.	35.83% 110	51.79% 159	0.98% 3	0.00% 0	11.40% 35	307

### Q14 Please answer the following questions about the Superintendent:

Answered: 307 Skipped: 152



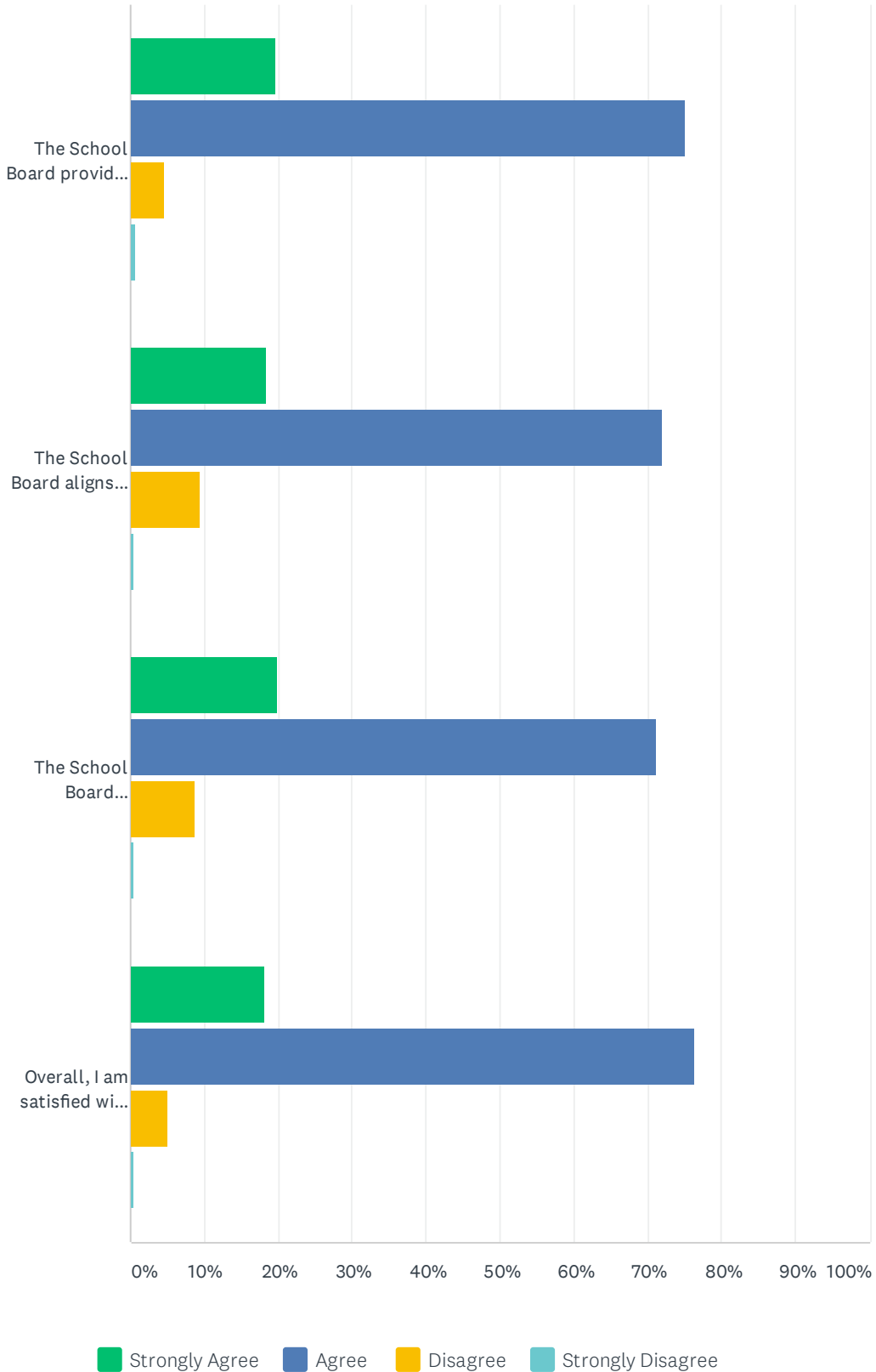
## ISD 719 Certified Staff Satisfaction Survey (19-20)



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
The Superintendent is visible and accessible in the district.	39.41% 121	47.88% 147	10.42% 32	2.28% 7	307
The Superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.	45.25% 138	49.51% 151	3.93% 12	1.31% 4	305
The Superintendent works collaboratively with staff, families and community members to promote and support the mission and goals of the district.	36.30% 110	48.51% 147	12.54% 38	2.64% 8	303
The Superintendent creates an atmosphere of trust and mutual respect with staff and community.	36.75% 111	44.70% 135	12.58% 38	5.96% 18	302
The Superintendent models professionalism and integrity in all interactions.	45.75% 140	46.73% 143	5.56% 17	1.96% 6	306
Overall, I am satisfied with the Superintendent.	41.12% 125	46.38% 141	11.18% 34	1.32% 4	304

### Q15 Please answer the following questions about the School Board:

Answered: 301 Skipped: 158



ISD 719 Certified Staff Satisfaction Survey (19-20)

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>TOTAL</b>
The School Board provides the vision and mission necessary to meet the needs of students in our community.	19.60% 59	75.08% 226	4.65% 14	0.66% 2	301
The School Board aligns the resources of the district to the goals they hope to achieve.	18.33% 55	72.00% 216	9.33% 28	0.33% 1	300
The School Board encourages community and staff collaboration in the direction of the school district.	19.87% 59	71.04% 211	8.75% 26	0.34% 1	297
Overall, I am satisfied with the School Board.	18.18% 54	76.43% 227	5.05% 15	0.34% 1	297