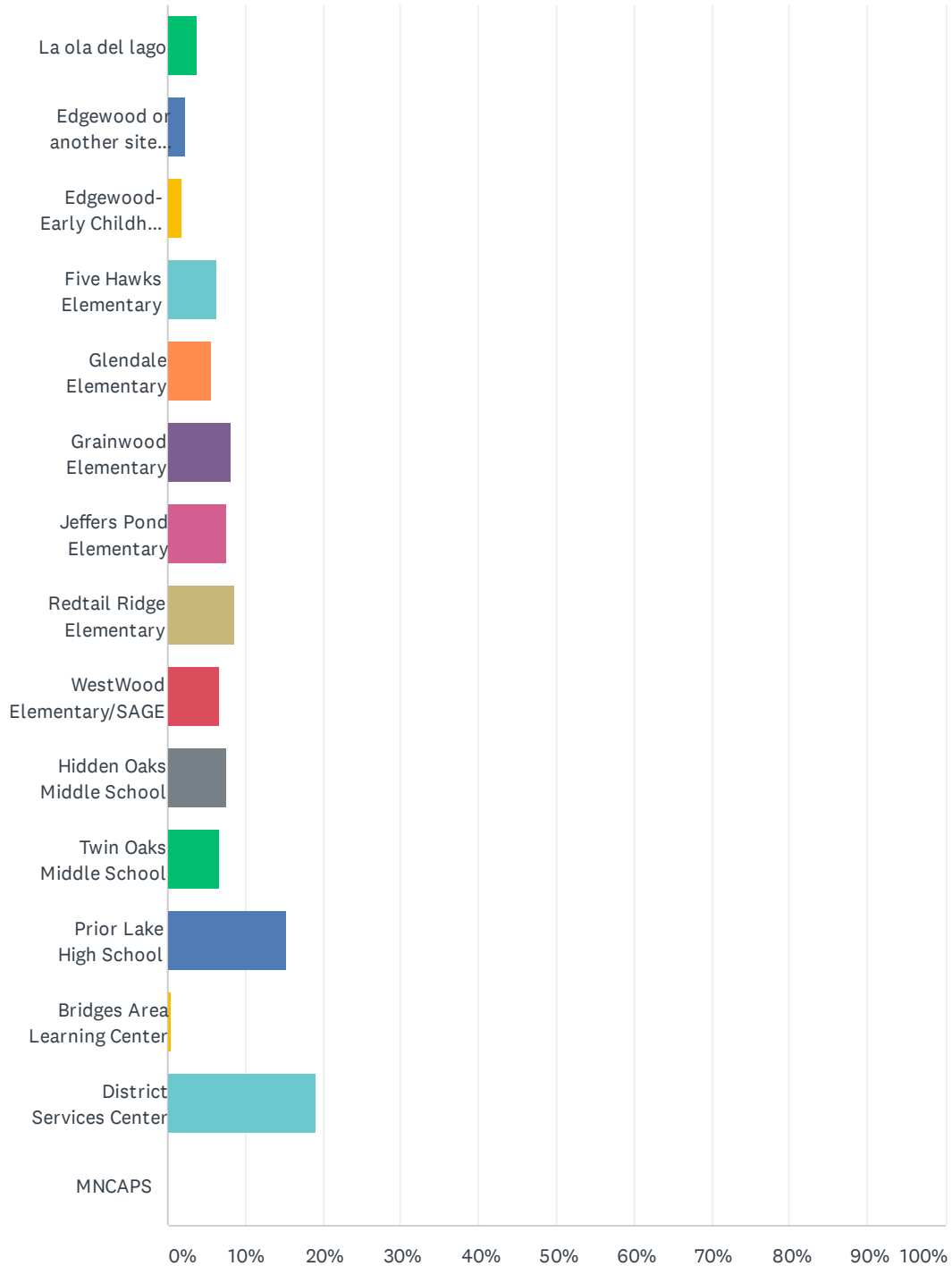


### Q1 I work at (choose your primary location):

Answered: 210 Skipped: 2

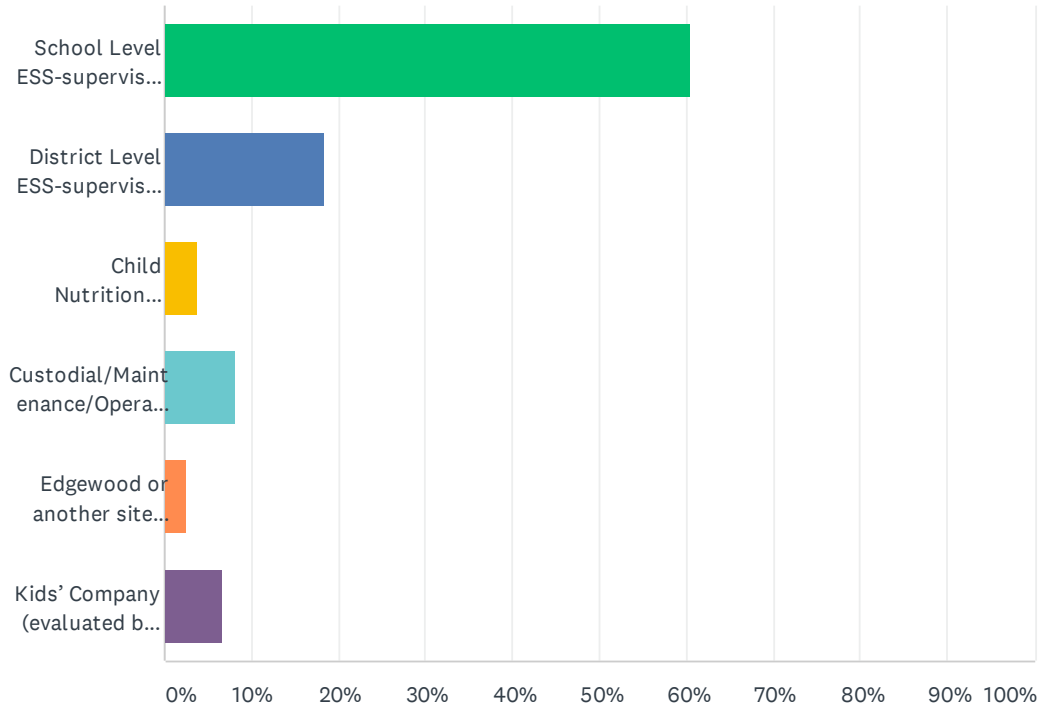


ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)

ANSWER CHOICES	RESPONSES	
La ola del lago	3.81%	8
Edgewood or another site- Early Childhood Family Education (ECFE)/Circle of Friends/Screening	2.38%	5
Edgewood- Early Childhood Special Education (ECSE)	1.90%	4
Five Hawks Elementary	6.19%	13
Glendale Elementary	5.71%	12
Grainwood Elementary	8.10%	17
Jeffers Pond Elementary	7.62%	16
Redtail Ridge Elementary	8.57%	18
WestWood Elementary/SAGE	6.67%	14
Hidden Oaks Middle School	7.62%	16
Twin Oaks Middle School	6.67%	14
Prior Lake High School	15.24%	32
Bridges Area Learning Center	0.48%	1
District Services Center	19.05%	40
MNCAPS	0.00%	0
<b>TOTAL</b>		<b>210</b>

## Q2 My primary job duties fall under the following:

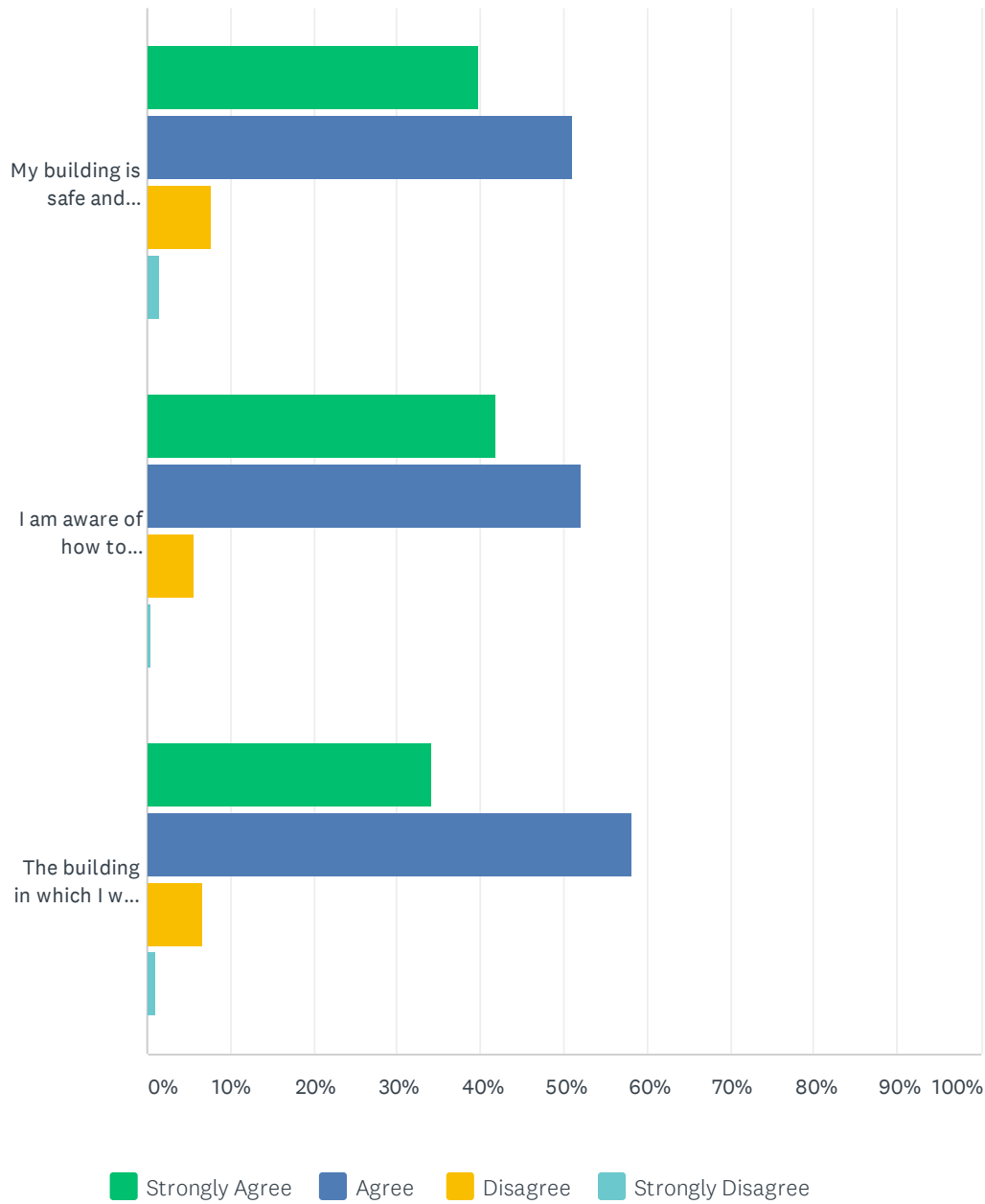
Answered: 207 Skipped: 5



ANSWER CHOICES	RESPONSES
School Level ESS-supervised by school administrators (i.e. SPED paraprofessionals, media support, secretaries, campus supervisors, noon supervisors, activities, etc.)	60.39% 125
District Level ESS-supervised by District Services Center administrators (coordinators, directors, executive directors, superintendent)	18.36% 38
Child Nutrition Services (evaluated by kitchen managers but answering leadership questions for Director of Child Nutrition Services, Emily Malone/Jayne Anderson)	3.86% 8
Custodial/Maintenance/Operations (evaluated by supervisor but answering leadership questions for Director of Operations, Jim Dellwo)	8.21% 17
Edgewood or another site- Early Childhood Family Education (ECFE)/Circle of Friends/Screening (answering leadership questions for Early Learning Coordinator Rebecca Richardson)	2.42% 5
Kids' Company (evaluated by Kids' Company site leaders but answering leadership questions for Kelly Vossen)	6.76% 14
<b>TOTAL</b>	<b>207</b>

### Q3 Please answer the following questions regarding your physical work environment:

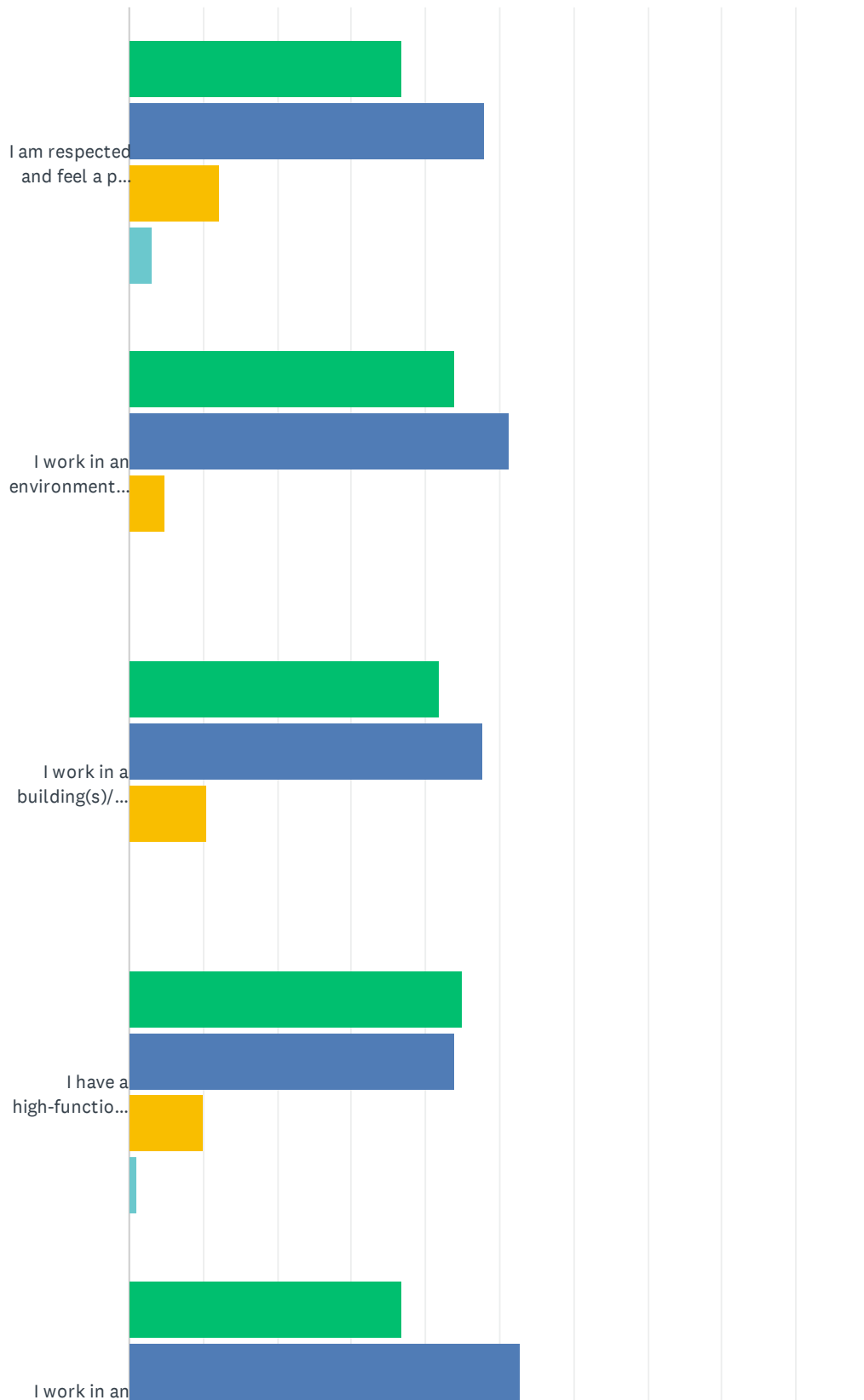
Answered: 199 Skipped: 13



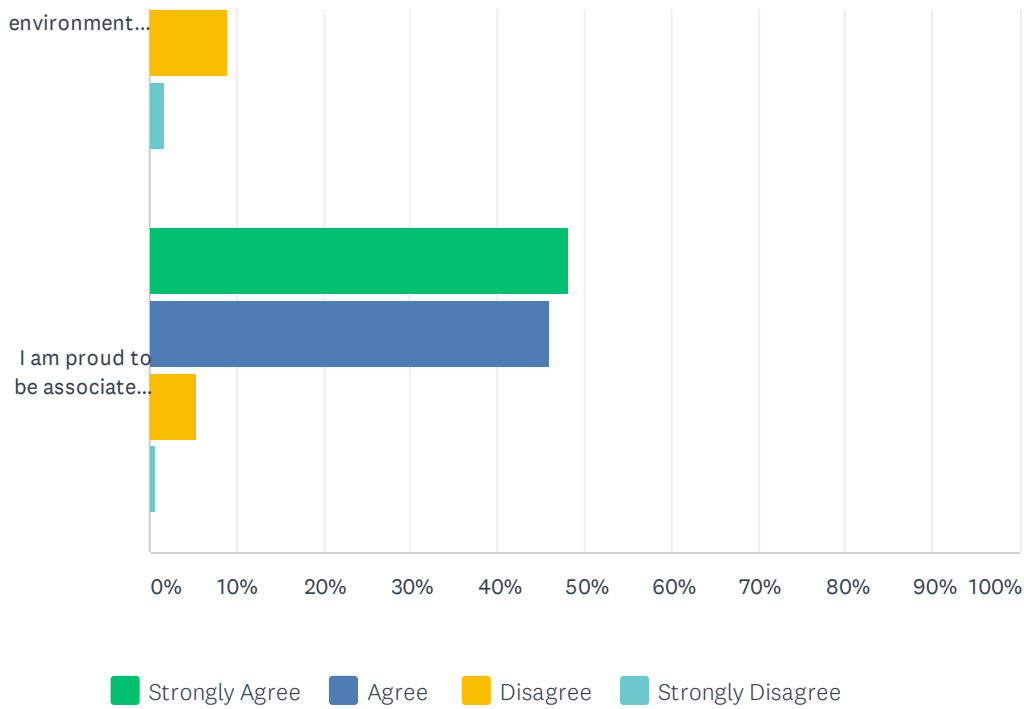
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My building is safe and secure.	39.80% 78	51.02% 100	7.65% 15	1.53% 3	196
I am aware of how to implement the "lockdown with options" procedures.	41.84% 82	52.04% 102	5.61% 11	0.51% 1	196
The building in which I work is clean and well-maintained.	34.18% 67	58.16% 114	6.63% 13	1.02% 2	196

## Q4 Please rate the following questions regarding your work/school culture.

Answered: 191 Skipped: 21



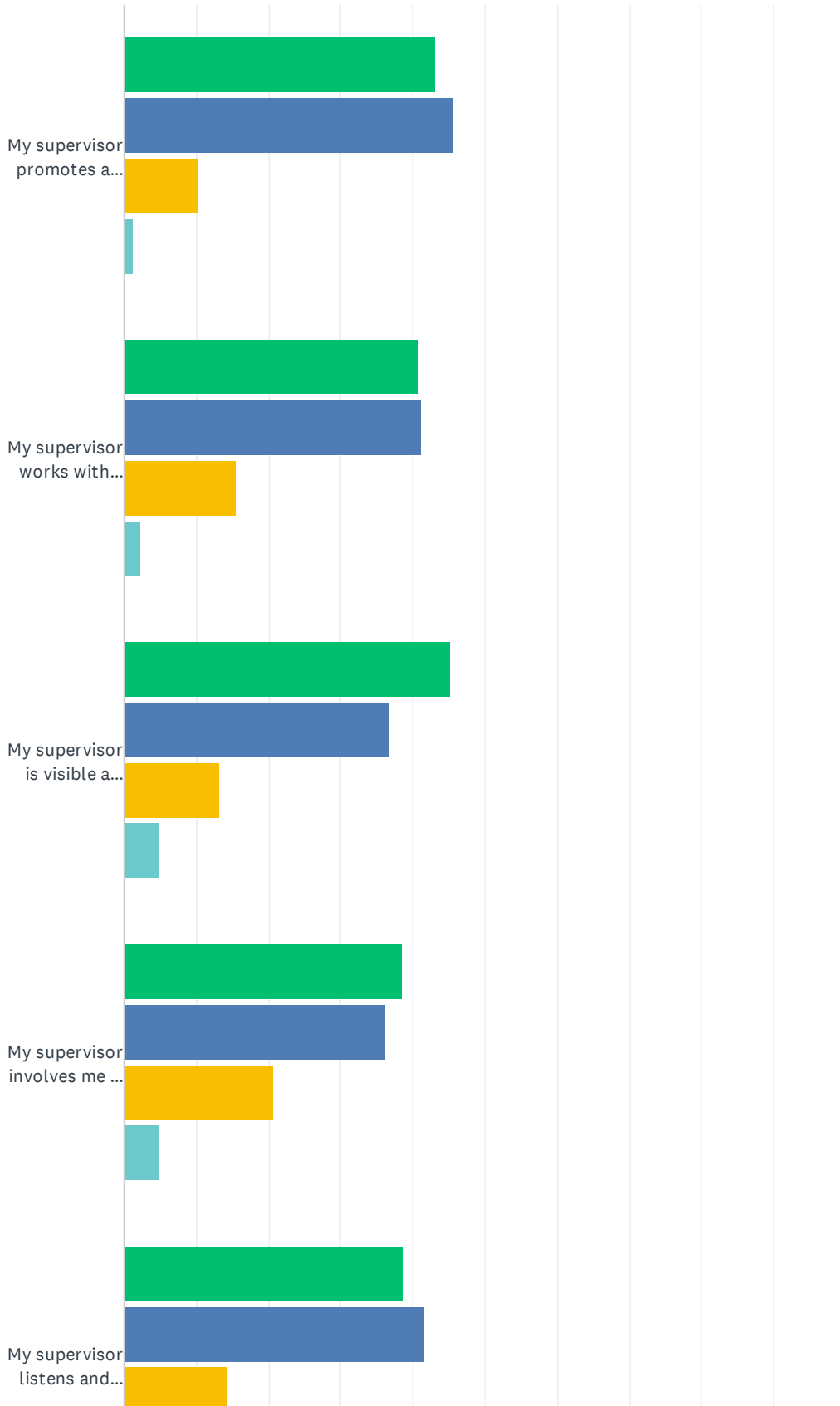
## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)



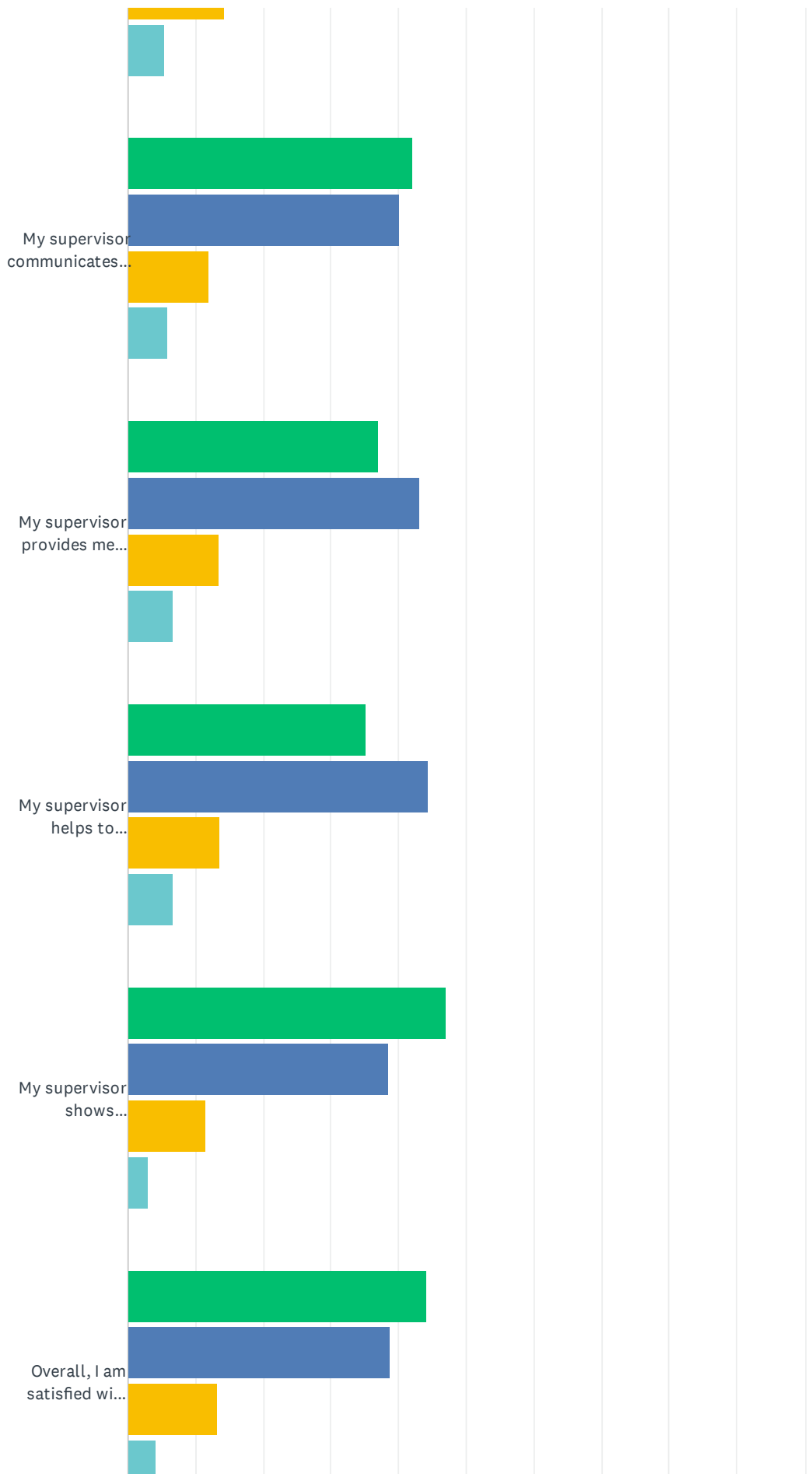
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am respected and feel a part of the building(s)/department(s) in which I work.	36.84% 70	47.89% 91	12.11% 23	3.16% 6	190
I work in an environment that respects diversity and is discrimination-free.	43.98% 84	51.31% 98	4.71% 9	0.00% 0	191
I work in a building(s)/department(s) with high expectations.	41.88% 80	47.64% 91	10.47% 20	0.00% 0	191
I have a high-functioning collaborative working relationship with my co-workers.	45.03% 86	43.98% 84	9.95% 19	1.05% 2	191
I work in an environment that supports innovative ideas and practices.	36.84% 70	52.63% 100	8.95% 17	1.58% 3	190
I am proud to be associated with PLSAS and its brand.	48.11% 89	45.95% 85	5.41% 10	0.54% 1	185

### Q5 Please answer the following questions regarding your supervisor:

Answered: 172 Skipped: 40

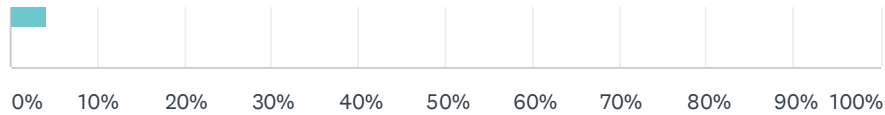


ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)





## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)

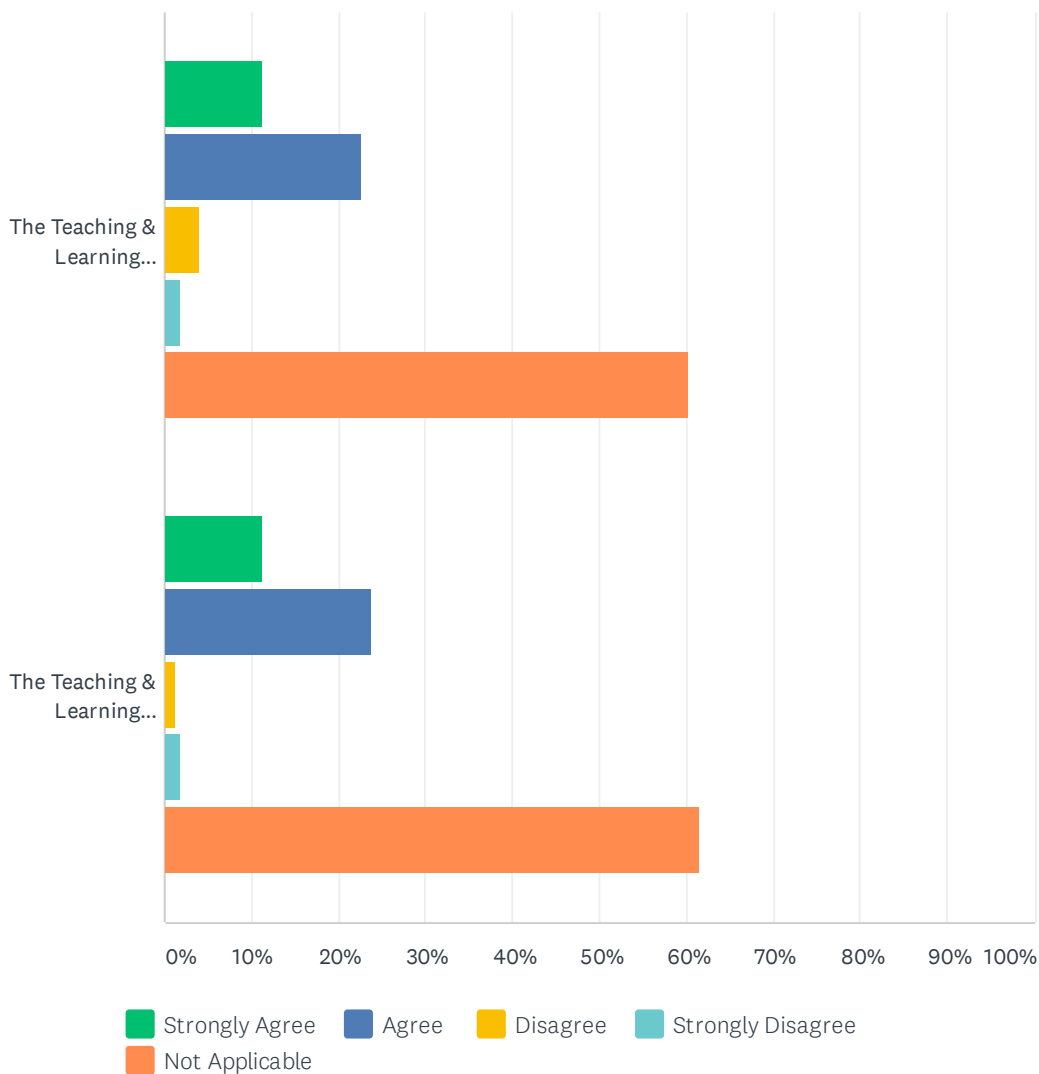


■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>TOTAL</b>
My supervisor promotes a district-aligned mission, vision, and strategic plan.	43.11% 72	45.51% 76	10.18% 17	1.20% 2	167
My supervisor works with staff to plan and execute continuous improvement processes.	40.72% 68	41.32% 69	15.57% 26	2.40% 4	167
My supervisor is visible and accessible.	45.24% 76	36.90% 62	13.10% 22	4.76% 8	168
My supervisor involves me in decisions that impact my job and is open to suggestions and feedback.	38.46% 65	36.09% 61	20.71% 35	4.73% 8	169
My supervisor listens and follows through when I express concerns.	38.69% 65	41.67% 70	14.29% 24	5.36% 9	168
My supervisor communicates in a professional and timely manner.	42.01% 71	40.24% 68	11.83% 20	5.92% 10	169
My supervisor provides me clear expectations of how I should measure the quality of my work.	36.97% 61	43.03% 71	13.33% 22	6.67% 11	165
My supervisor helps to resolve student behavior issues.	35.19% 57	44.44% 72	13.58% 22	6.79% 11	162
My supervisor shows appreciation for staff members.	46.99% 78	38.55% 64	11.45% 19	3.01% 5	166
Overall, I am satisfied with my supervisor.	44.05% 74	38.69% 65	13.10% 22	4.17% 7	168

### 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)

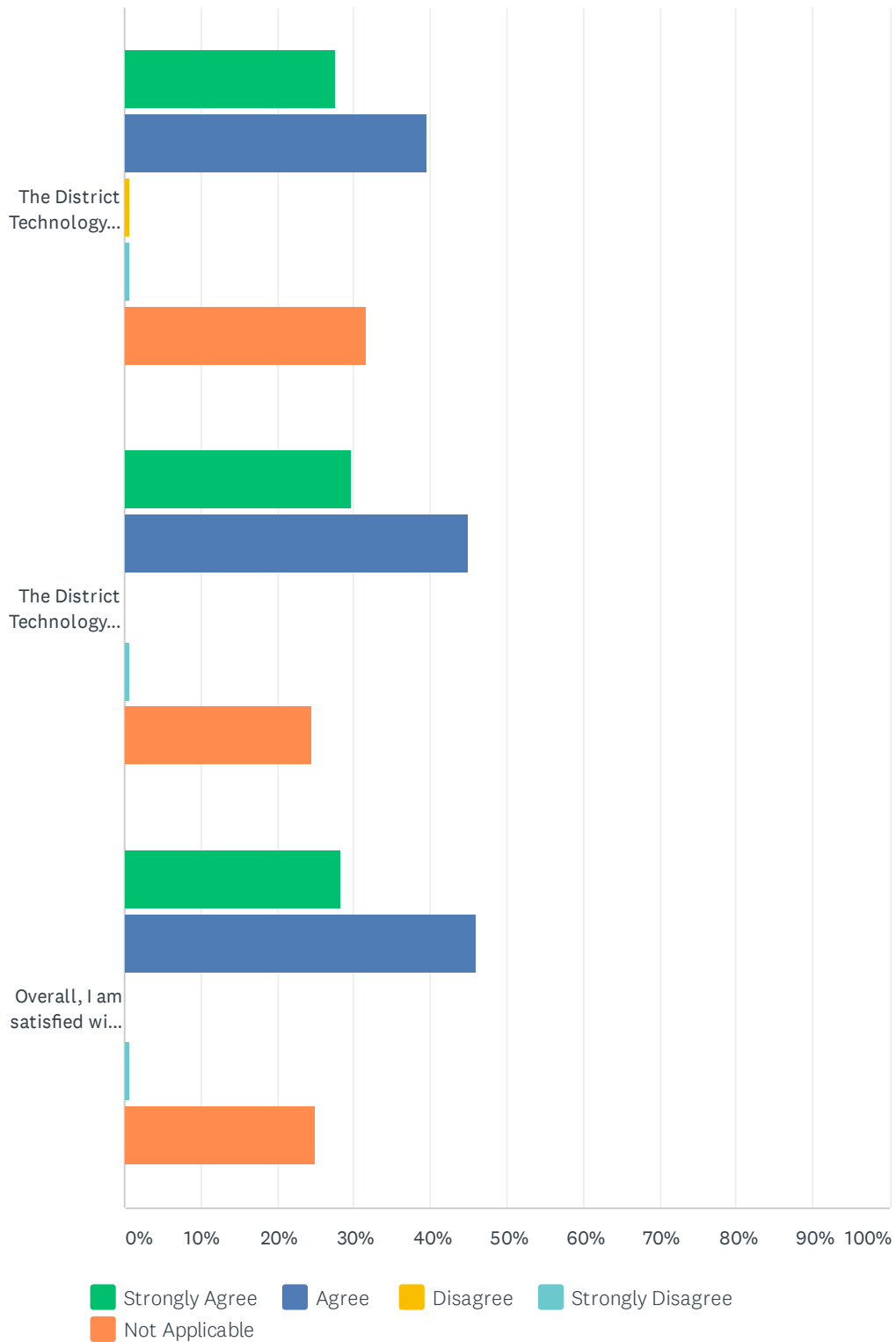
Answered: 151 Skipped: 61



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Teaching & Learning Department staff is responsive to my ideas, needs, and requests.	11.26% 17	22.52% 34	3.97% 6	1.99% 3	60.26% 91	151
The Teaching & Learning Department supports the work of improving instructional practices in my building.	11.26% 17	23.84% 36	1.32% 2	1.99% 3	61.59% 93	151

### Q7 Please answer the following question about the District Technology Department:

Answered: 152 Skipped: 60

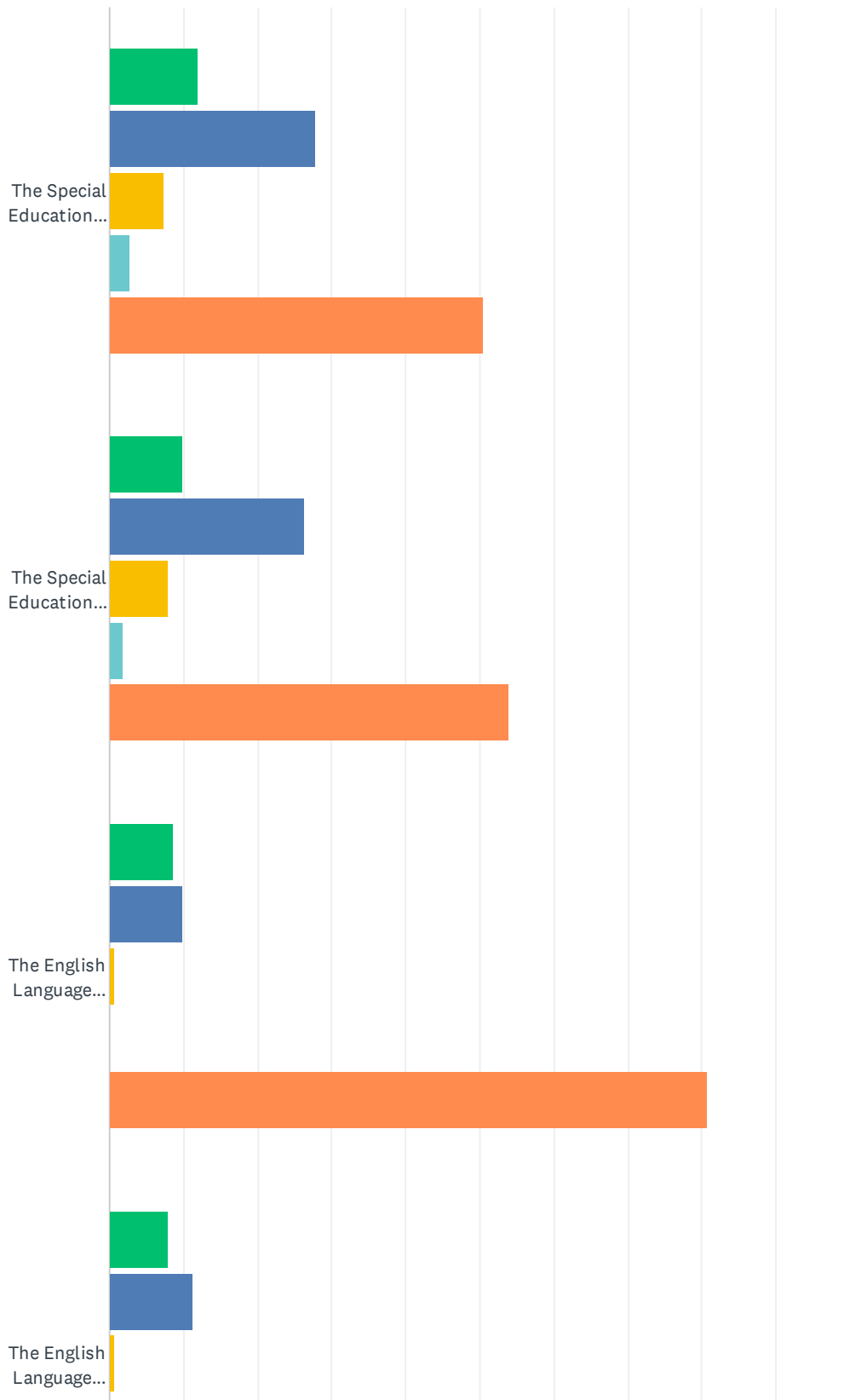


ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)

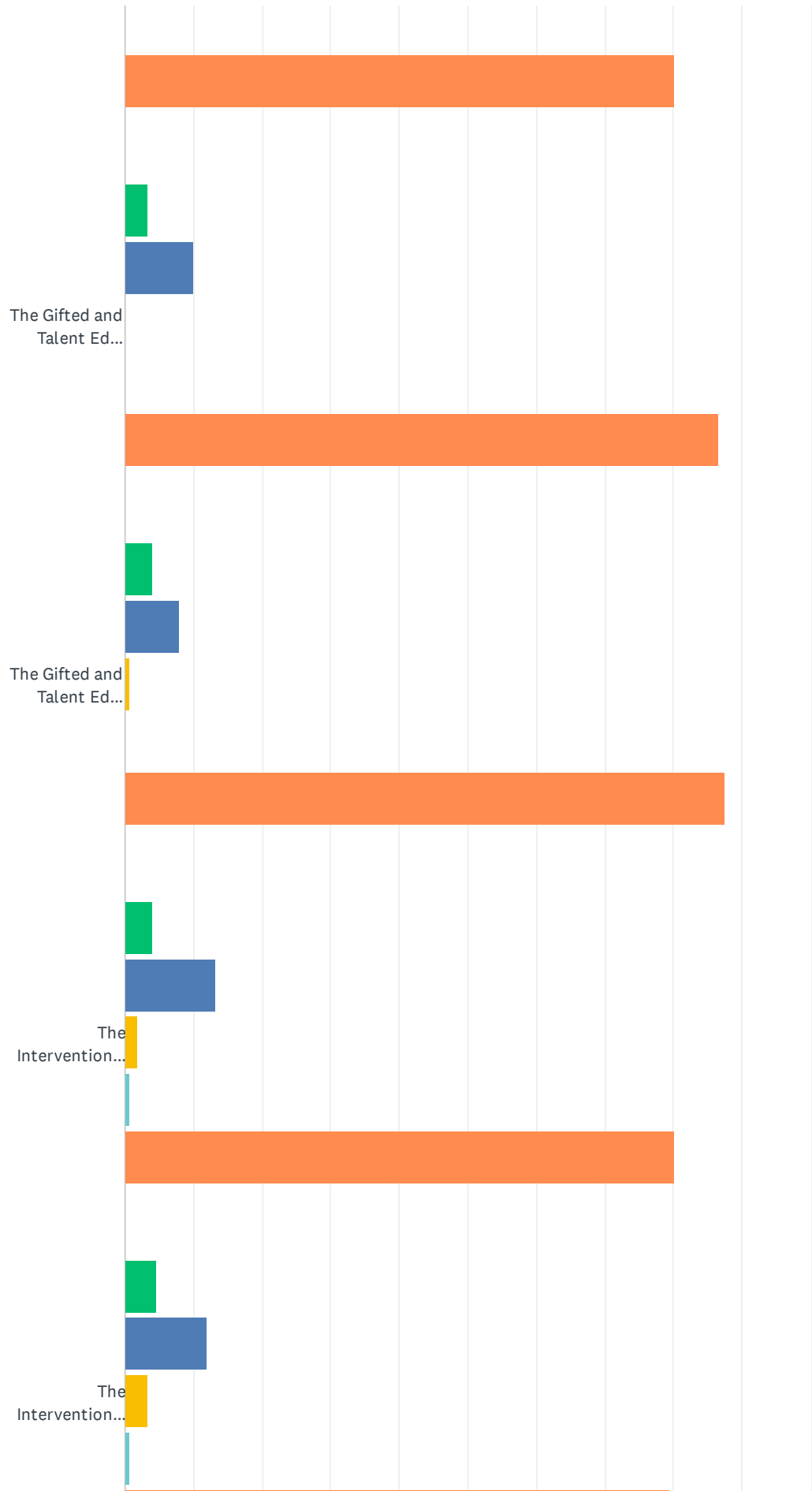
	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>NOT APPLICABLE</b>	<b>TOTAL</b>
The District Technology Department supports me in accomplishing my goals.	27.63% 42	39.47% 60	0.66% 1	0.66% 1	31.58% 48	152
The District Technology Department provides a high level of customer service that meets the needs of employees.	29.80% 45	45.03% 68	0.00% 0	0.66% 1	24.50% 37	151
Overall, I am satisfied with the District Technology Department.	28.29% 43	46.05% 70	0.00% 0	0.66% 1	25.00% 38	152

## Q8 Please answer the following question regarding Student Support Services

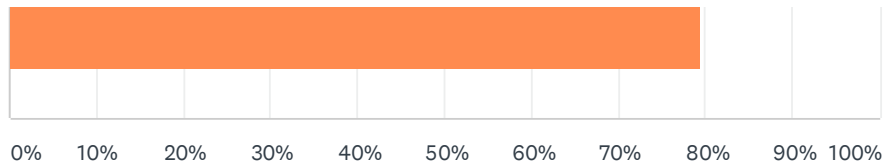
Answered: 152 Skipped: 60



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)



## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)

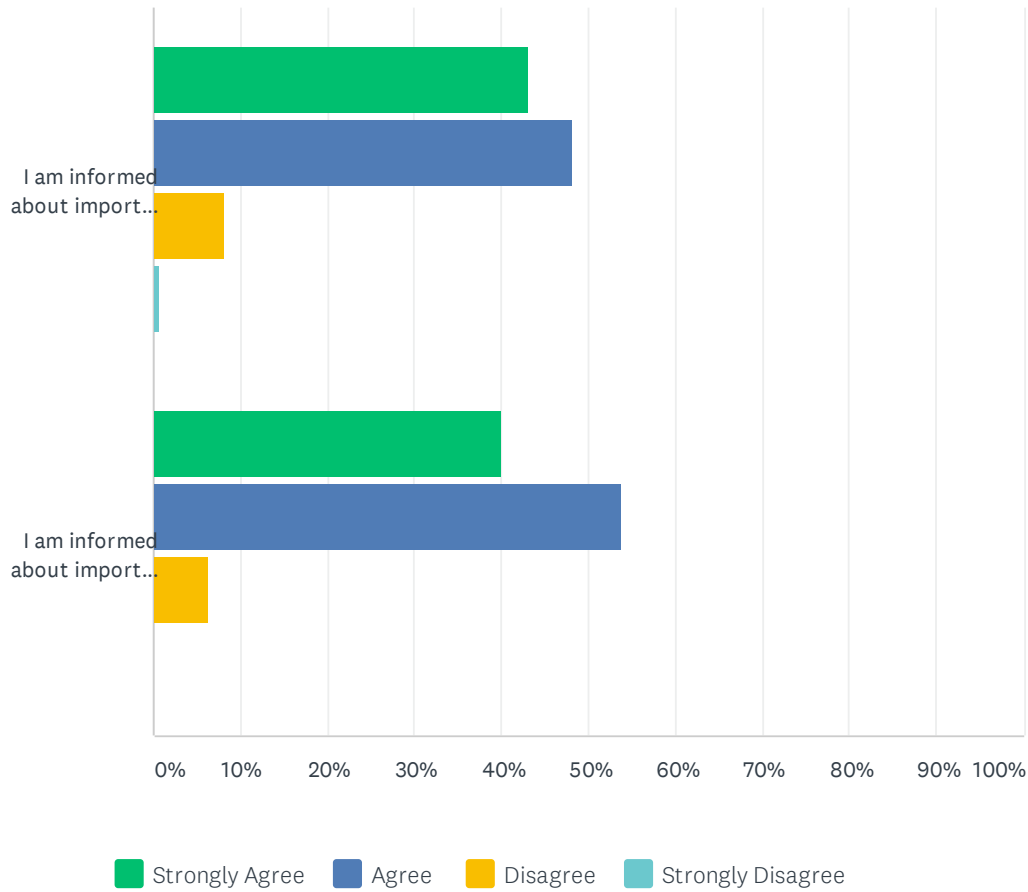


■ Strongly Agree   
 ■ Agree   
 ■ Disagree   
 ■ Strongly Disagree  
■ Not Applicable

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Special Education Department is responsive to my concerns, needs and requests related to Special Education.	11.92% 18	27.81% 42	7.28% 11	2.65% 4	50.33% 76	151
The Special Education Department supports me in meeting the needs of students who qualify for Special Education services.	9.87% 15	26.32% 40	7.89% 12	1.97% 3	53.95% 82	152
The English Language Learner Department is responsive to my concerns, needs and requests related to English Language Learners.	8.61% 13	9.93% 15	0.66% 1	0.00% 0	80.79% 122	151
The English Language Learner Department supports me in meeting the needs of students who qualify for English Language services.	7.95% 12	11.26% 17	0.66% 1	0.00% 0	80.13% 121	151
The Gifted and Talent Ed Department is responsive to my concerns, needs and requests related to Gifted and Talented.	3.33% 5	10.00% 15	0.00% 0	0.00% 0	86.67% 130	150
The Gifted and Talent Ed Department supports me in meeting the needs of students who qualify for Gifted and Talented services.	3.97% 6	7.95% 12	0.66% 1	0.00% 0	87.42% 132	151
The Intervention Department is responsive to my concerns, needs and requests related to Intervention.	3.97% 6	13.25% 20	1.99% 3	0.66% 1	80.13% 121	151
The Intervention Department supports me in meeting the needs of students who qualify for intervention services.	4.64% 7	11.92% 18	3.31% 5	0.66% 1	79.47% 120	151

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

Answered: 158 Skipped: 54

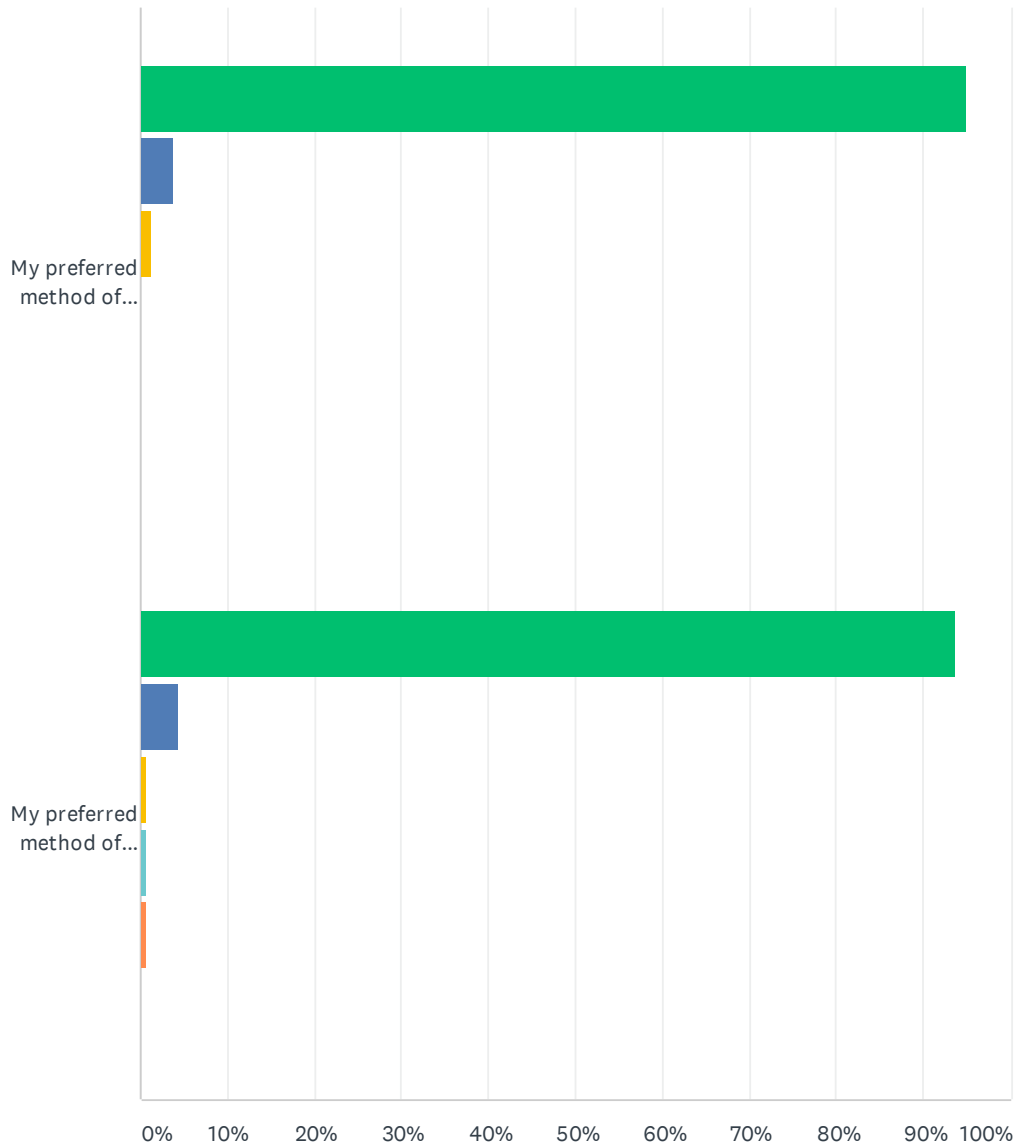


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am informed about important school-level dates, activities, events and information.	43.04% 68	48.10% 76	8.23% 13	0.63% 1	158
I am informed about important district-level dates, activities, events and information.	39.87% 63	53.80% 85	6.33% 10	0.00% 0	158



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

Answered: 159 Skipped: 53

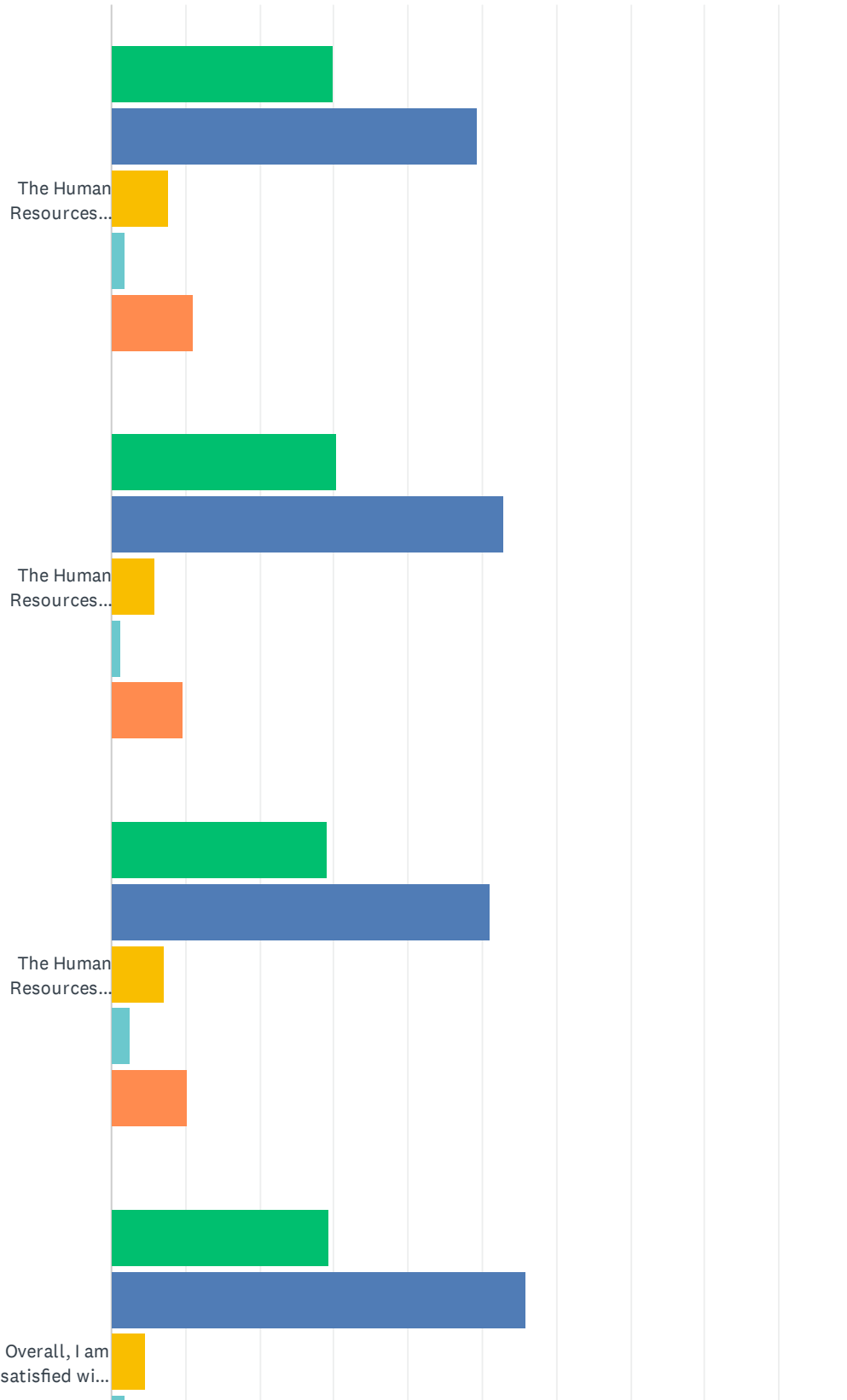


■ Email   
 ■ Printed Information   
 ■ School Newsletter   
 ■ District Newsletter  
■ Webpage   
 ■ Social Media

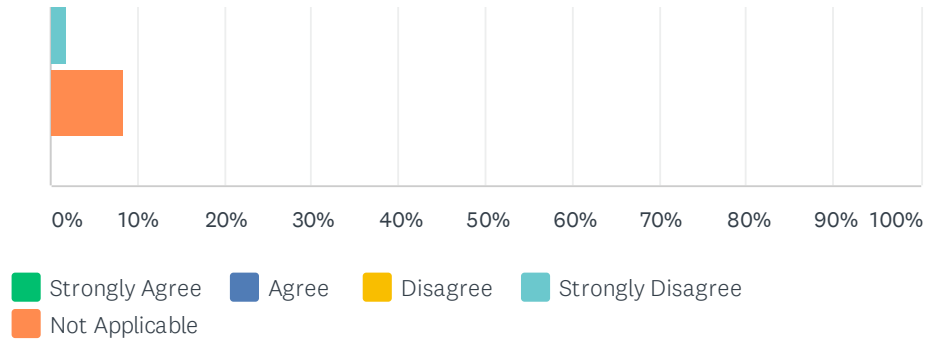
	EMAIL	PRINTED INFORMATION	SCHOOL NEWSLETTER	DISTRICT NEWSLETTER	WEBPAGE	SOCIAL MEDIA	TOTAL
My preferred method of school-level communication is:	94.97% 151	3.77% 6	1.26% 2	0.00% 0	0.00% 0	0.00% 0	159
My preferred method of district-level communication is:	93.67% 148	4.43% 7	0.63% 1	0.63% 1	0.63% 1	0.00% 0	158

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

Answered: 155 Skipped: 57



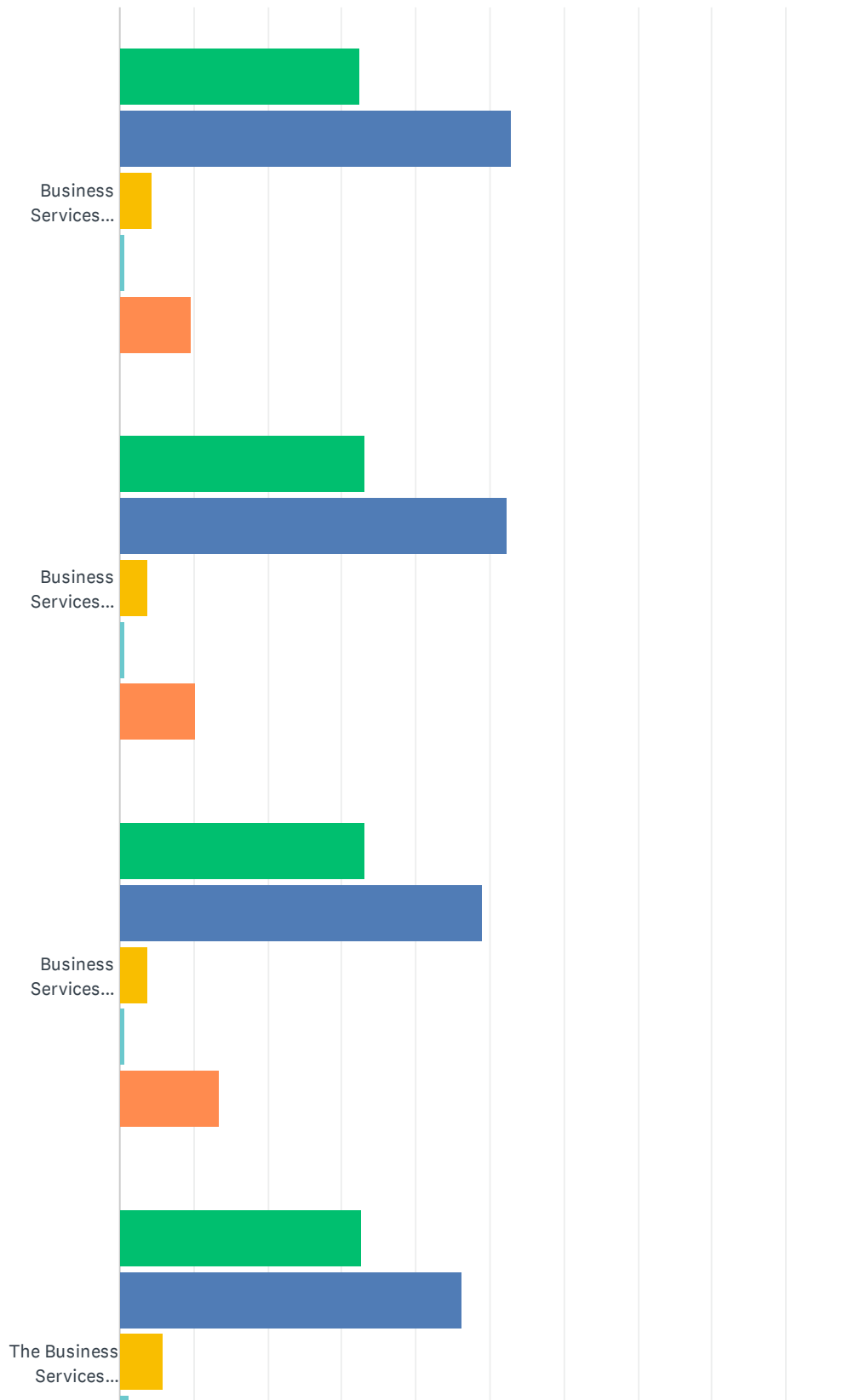
## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)



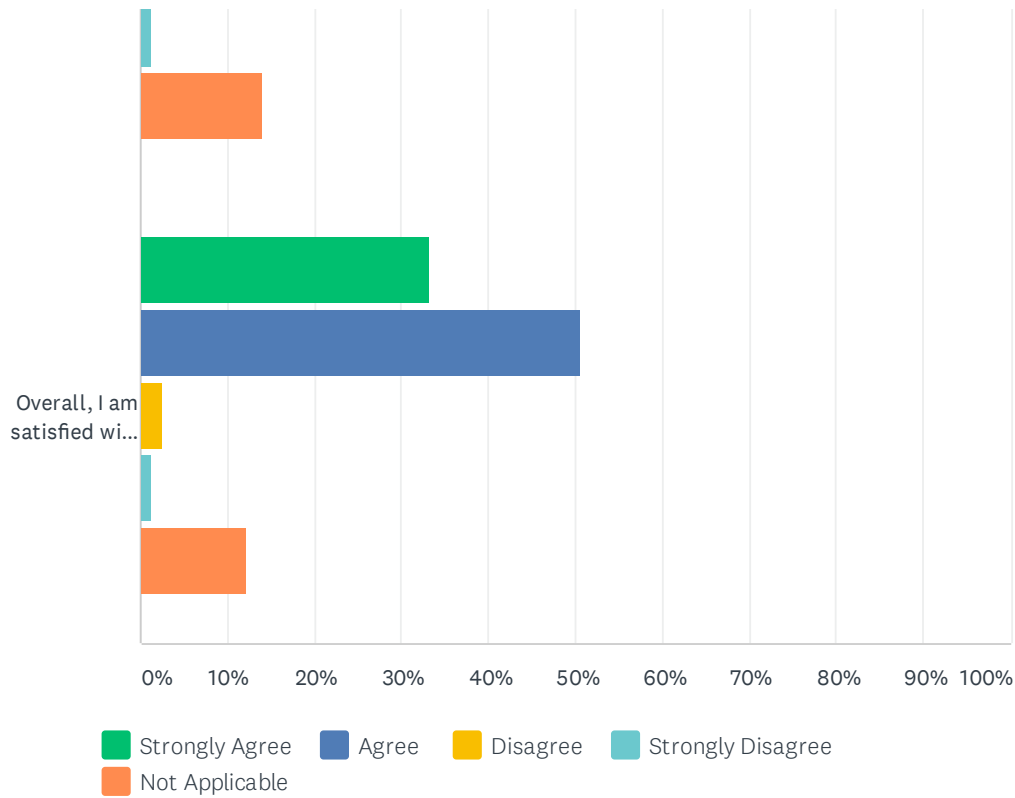
	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>NOT APPLICABLE</b>	<b>TOTAL</b>
The Human Resources Department provides timely service.	29.87% 46	49.35% 76	7.79% 12	1.95% 3	11.04% 17	154
The Human Resources Department provides accurate and useful information.	30.32% 47	52.90% 82	5.81% 9	1.29% 2	9.68% 15	155
The Human Resources Department provides a high level of customer service which meets the needs of employees.	29.03% 45	50.97% 79	7.10% 11	2.58% 4	10.32% 16	155
Overall, I am satisfied with the Human Resources Department.	29.22% 45	55.84% 86	4.55% 7	1.95% 3	8.44% 13	154

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

Answered: 157 Skipped: 55



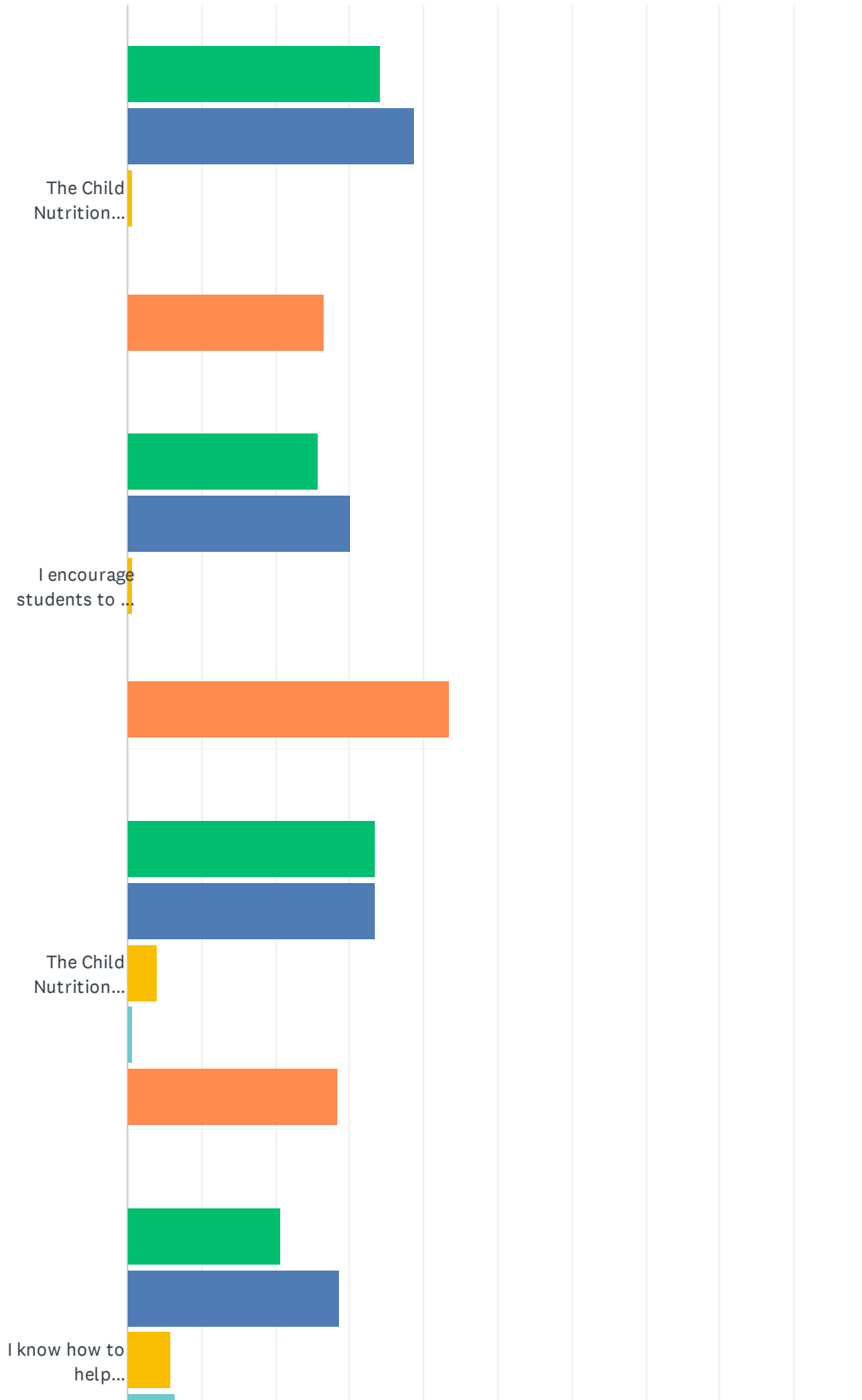
## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)



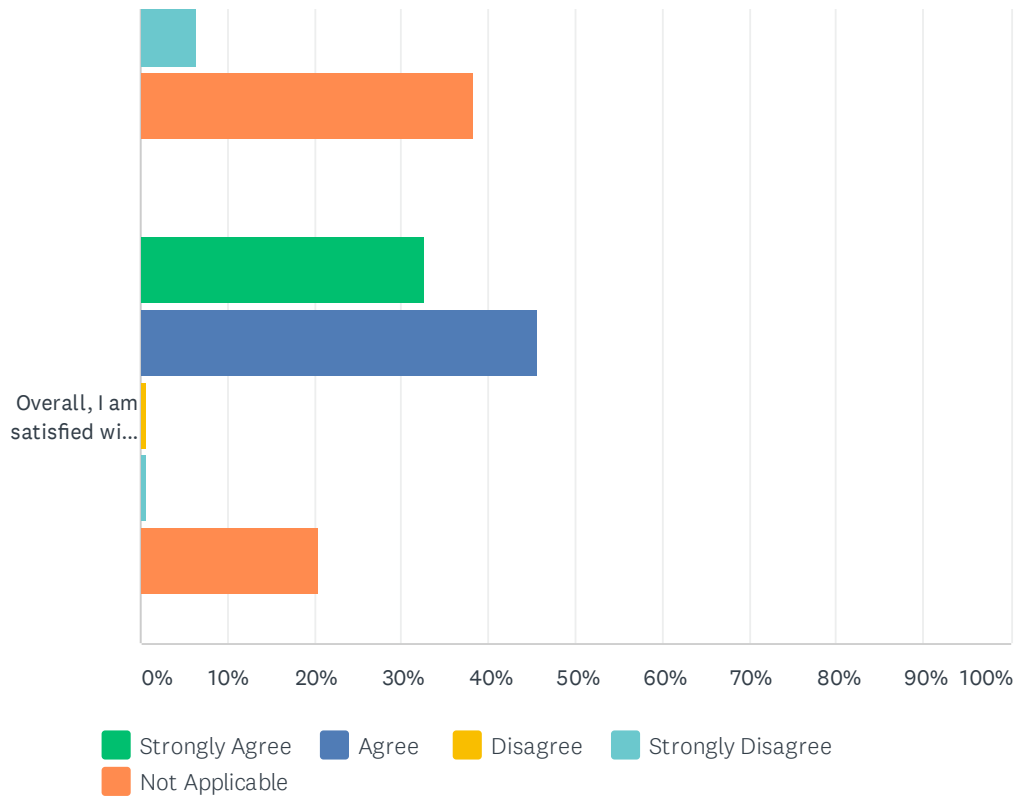
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Business Services provides timely services.	32.48% 51	52.87% 83	4.46% 7	0.64% 1	9.55% 15	157
Business Services provides accurate information.	33.12% 52	52.23% 82	3.82% 6	0.64% 1	10.19% 16	157
Business Services provides meaningful and useful information.	33.12% 52	49.04% 77	3.82% 6	0.64% 1	13.38% 21	157
The Business Services department provides a high level of customer service that meets the needs of employees.	32.69% 51	46.15% 72	5.77% 9	1.28% 2	14.10% 22	156
Overall, I am satisfied with the Business Services Department.	33.33% 52	50.64% 79	2.56% 4	1.28% 2	12.18% 19	156

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

Answered: 158 Skipped: 54



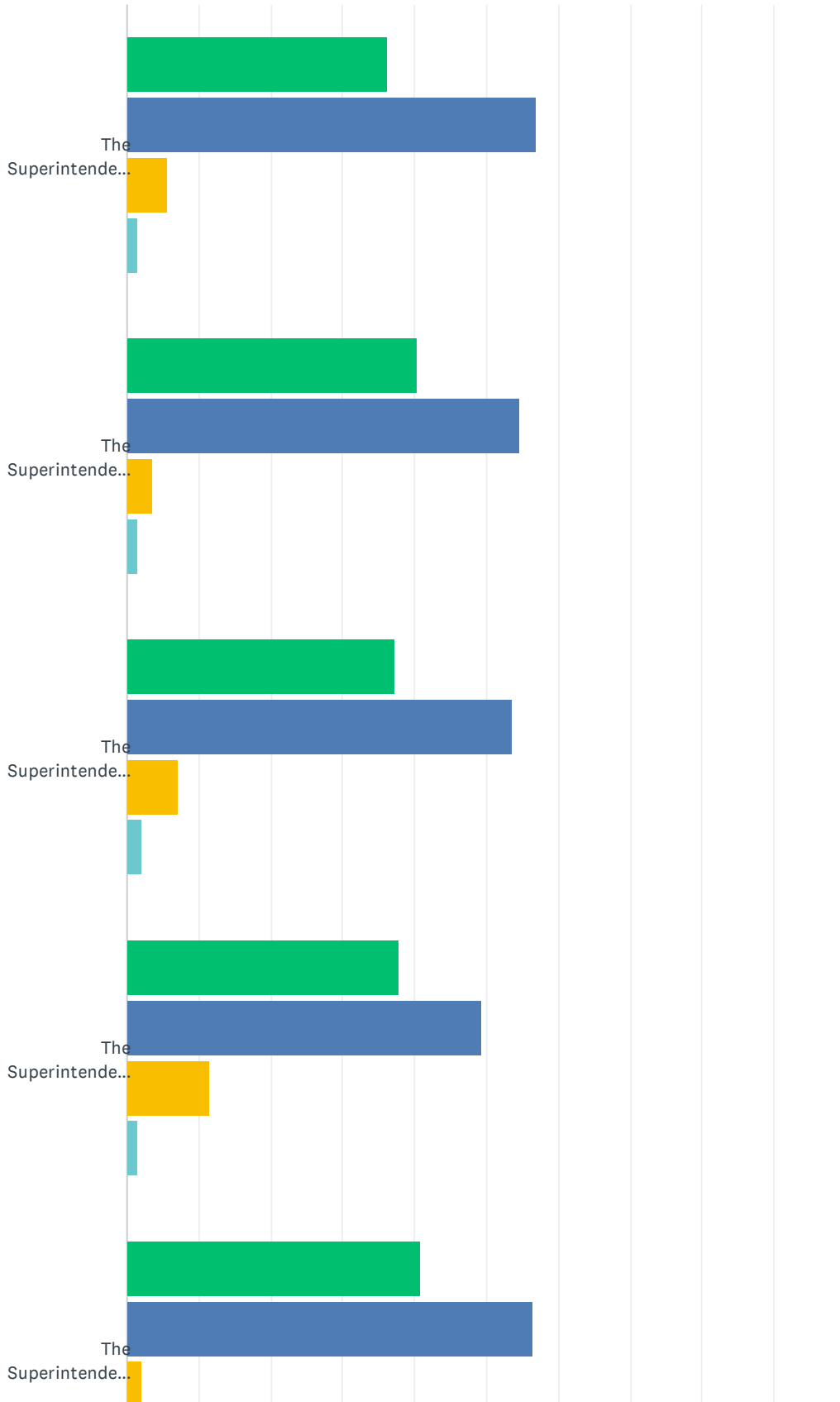
## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Child Nutrition Services Department strives to improve the nutritional value of food served.	34.18% 54	38.61% 61	0.63% 1	0.00% 0	26.58% 42	158
I encourage students to eat breakfast and/or lunch at school.	25.64% 40	30.13% 47	0.64% 1	0.00% 0	43.59% 68	156
The Child Nutrition Services Department provides a high level of customer service.	33.55% 52	33.55% 52	3.87% 6	0.65% 1	28.39% 44	155
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	20.78% 32	28.57% 44	5.84% 9	6.49% 10	38.31% 59	154
Overall, I am satisfied with the Child Nutrition Services Department.	32.69% 51	45.51% 71	0.64% 1	0.64% 1	20.51% 32	156

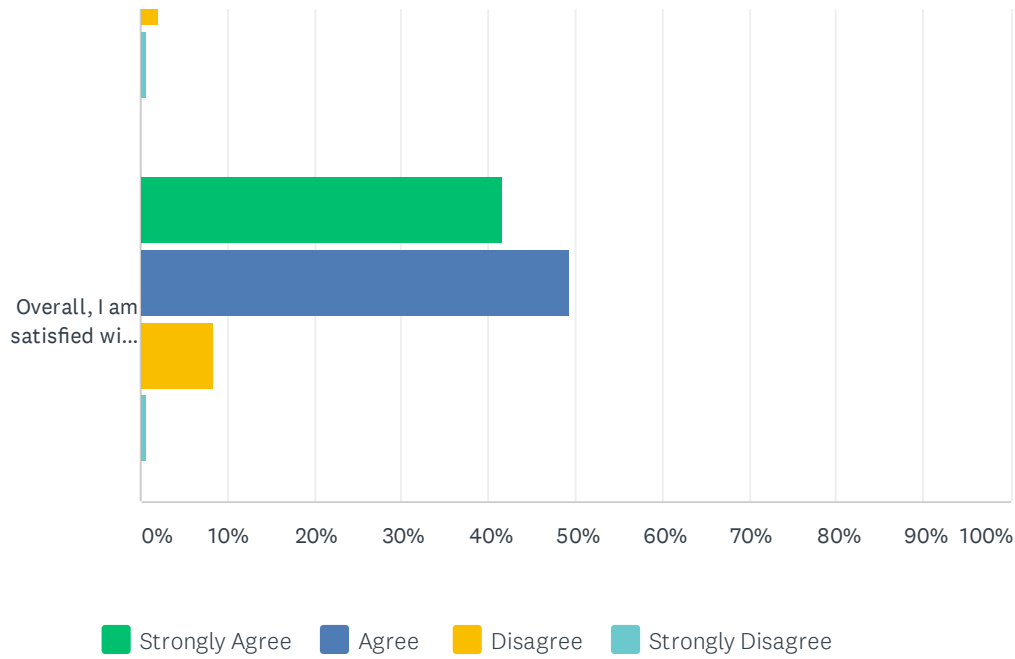
### Q14 Please answer the following questions about the Superintendent:

Answered: 146 Skipped: 66





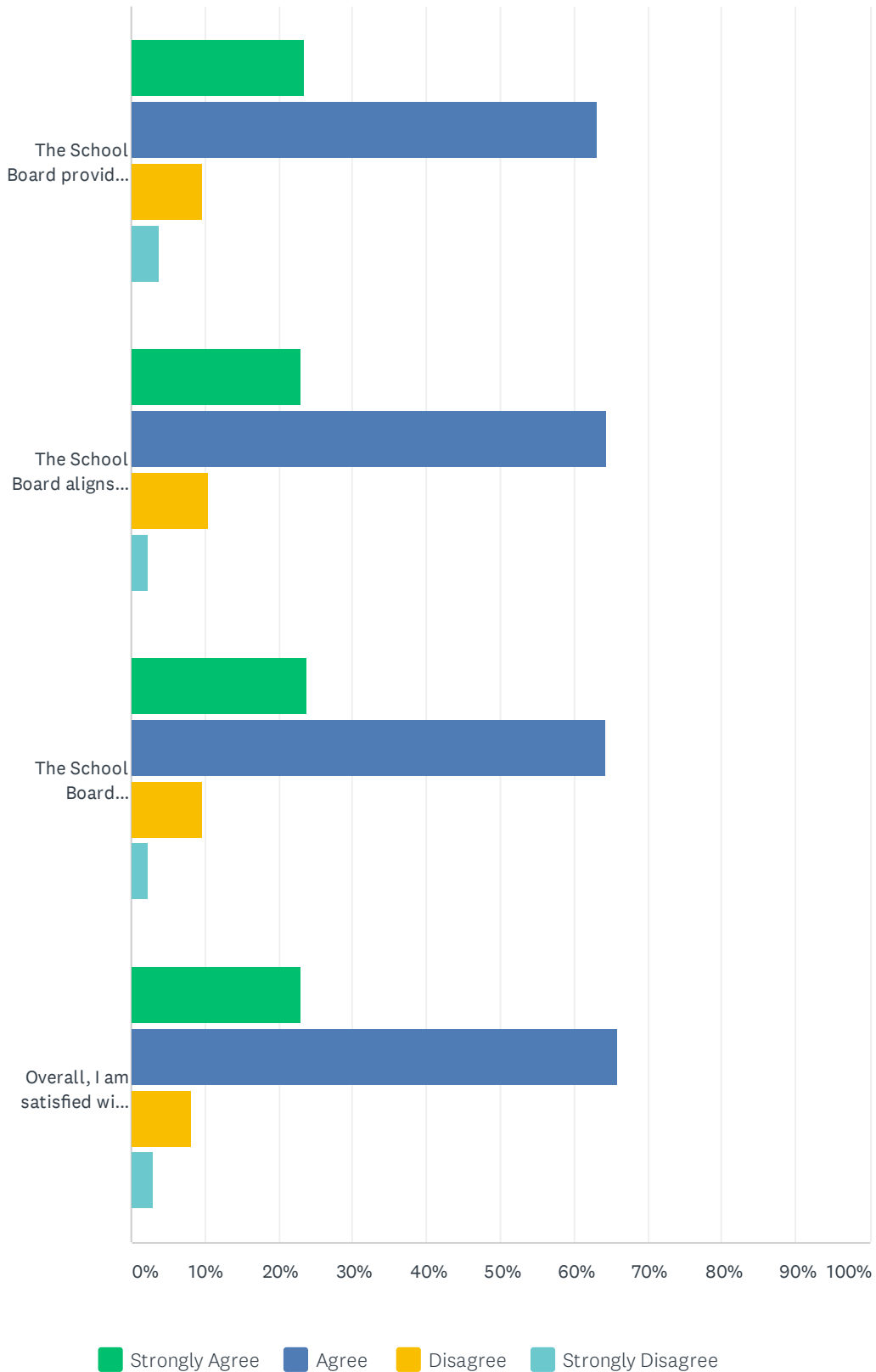
## ISD 719 Educational Support Staff (ESS) Satisfaction Survey (19-20)



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
The Superintendent is visible and accessible in the district.	36.11% 52	56.94% 82	5.56% 8	1.39% 2	144
The Superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.	40.43% 57	54.61% 77	3.55% 5	1.42% 2	141
The Superintendent works collaboratively with staff, families and community members to promote and support the mission and goals of the district.	37.14% 52	53.57% 75	7.14% 10	2.14% 3	140
The Superintendent creates an atmosphere of trust and mutual respect with staff and community.	37.86% 53	49.29% 69	11.43% 16	1.43% 2	140
The Superintendent models professionalism and integrity in all interactions.	40.71% 57	56.43% 79	2.14% 3	0.71% 1	140
Overall, I am satisfied with the Superintendent.	41.55% 59	49.30% 70	8.45% 12	0.70% 1	142

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

Answered: 137 Skipped: 75



ISD 719 Educational Support Staff (ESS) 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.	23.53% 32	63.24% 86	9.56% 13	3.68% 5	136
The School Board aligns the resources of the district to the goals they hope to achieve.	22.96% 31	64.44% 87	10.37% 14	2.22% 3	135
The School Board encourages community and staff collaboration in the direction of the school district.	23.88% 32	64.18% 86	9.70% 13	2.24% 3	134
Overall, I am satisfied with the School Board.	22.96% 31	65.93% 89	8.15% 11	2.96% 4	135