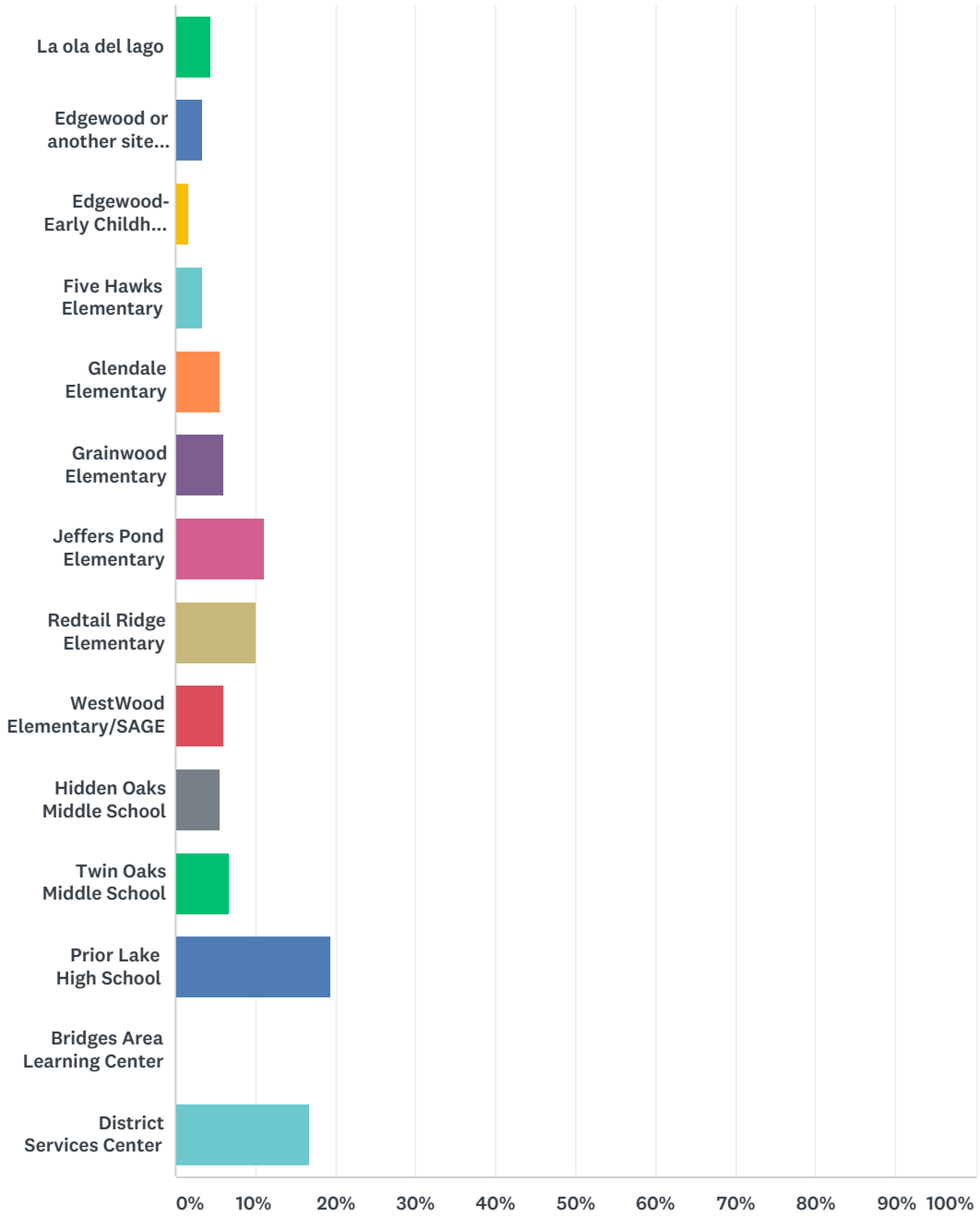


Q1 I work at (choose your primary location):

Answered: 180 Skipped: 5



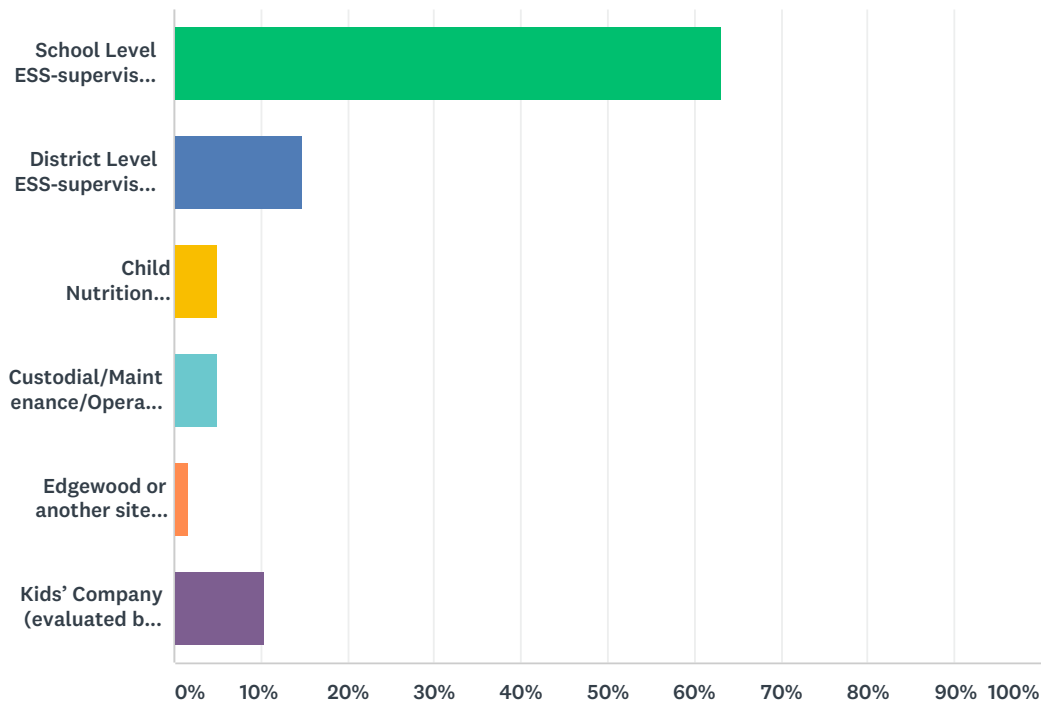
ANSWER CHOICES	RESPONSES
La ola del lago	4.44% 8
Edgewood or another site- Early Childhood Family Education (ECFE)/Circle of Friends/Screening	3.33% 6
Edgewood- Early Childhood Special Education (ECSE)	1.67% 3
Five Hawks Elementary	3.33% 6
Glendale Elementary	5.56% 10

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

Grainwood Elementary	6.11%	11
Jeffers Pond Elementary	11.11%	20
Redtail Ridge Elementary	10.00%	18
WestWood Elementary/SAGE	6.11%	11
Hidden Oaks Middle School	5.56%	10
Twin Oaks Middle School	6.67%	12
Prior Lake High School	19.44%	35
Bridges Area Learning Center	0.00%	0
District Services Center	16.67%	30
TOTAL		180

Q2 My primary job duties fall under the following:

Answered: 182 Skipped: 3



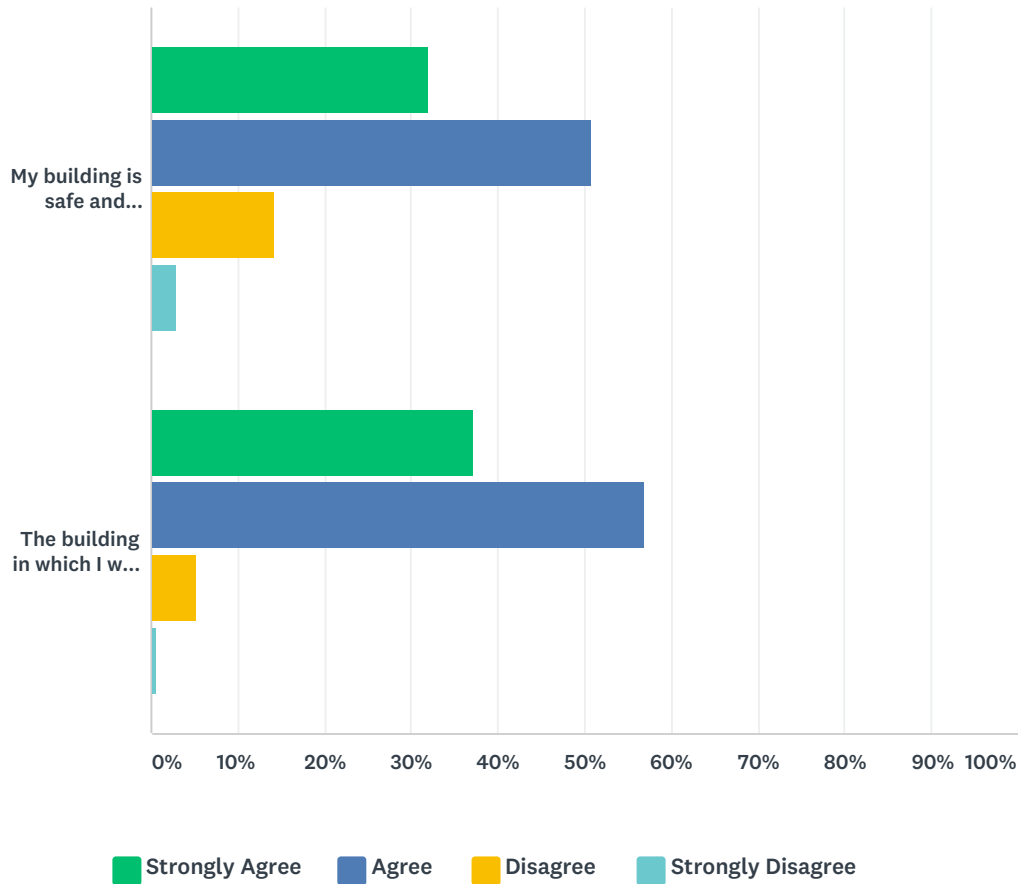
ANSWER CHOICES	RESPONSES
School Level ESS-supervised by school administrators (i.e. SPED paraprofessionals, media support, secretaries, campus supervisors, noon supervisors, activities, etc.)	63.19% 115
District Level ESS-supervised by District Services Center administrators (coordinators, directors, executive directors, superintendent)	14.84% 27
Child Nutrition Services (evaluated by kitchen managers but answering leadership questions for Director of Child Nutrition Services, Janeen Peterson/Emily Malone)	4.95% 9
Custodial/Maintenance/Operations (evaluated by supervisor but answering leadership questions for Director of Operations, Jim Dellwo)	4.95% 9

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

Edgewood or another site- Early Childhood Family Education (ECFE)/Circle of Friends/Screening (answering leadership questions for Early Learning Coordinator Rebecca Richardson)	1.65%	3
Kids' Company (evaluated by Kids' Company site leaders but answering leadership questions for Kelly Vossen)	10.44%	19
TOTAL		182

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

Answered: 178 Skipped: 7



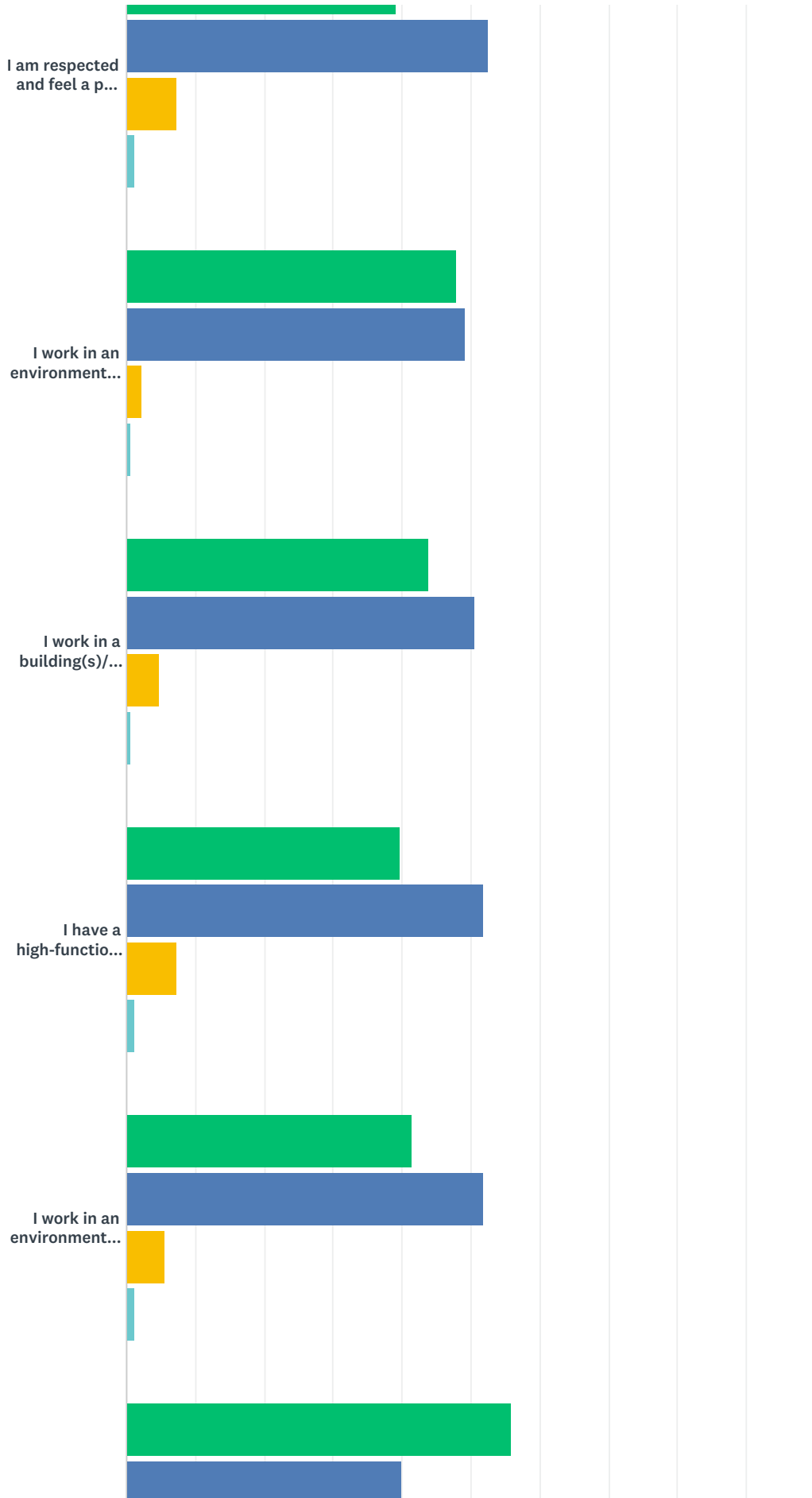
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My building is safe and secure.	32.00% 56	50.86% 89	14.29% 25	2.86% 5	175
The building in which I work is clean and well-maintained.	37.21% 64	56.98% 98	5.23% 9	0.58% 1	172

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

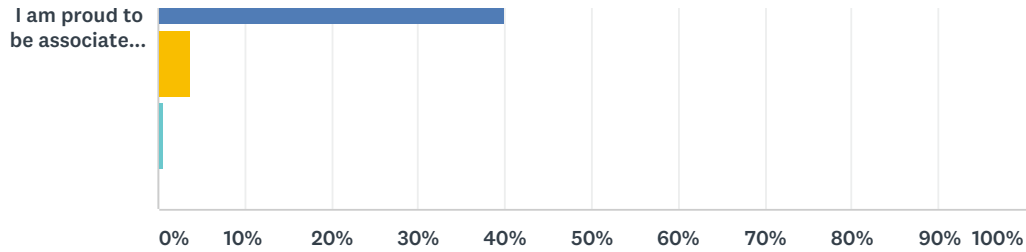
Answered: 167 Skipped: 18



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

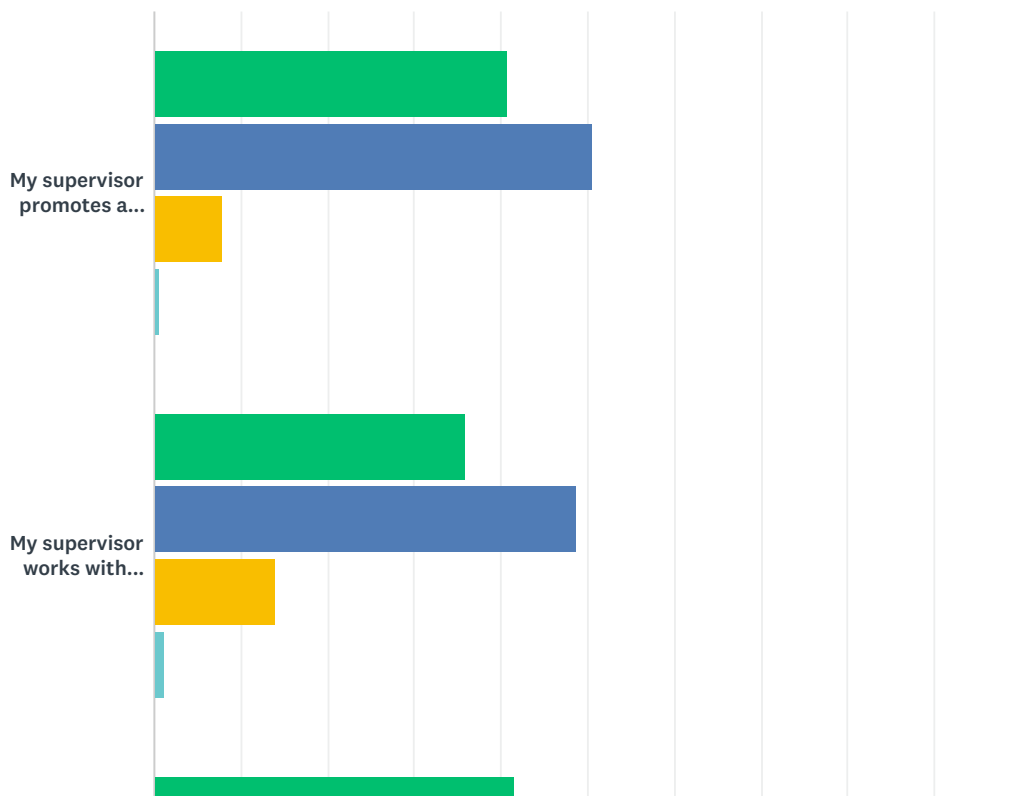


■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree

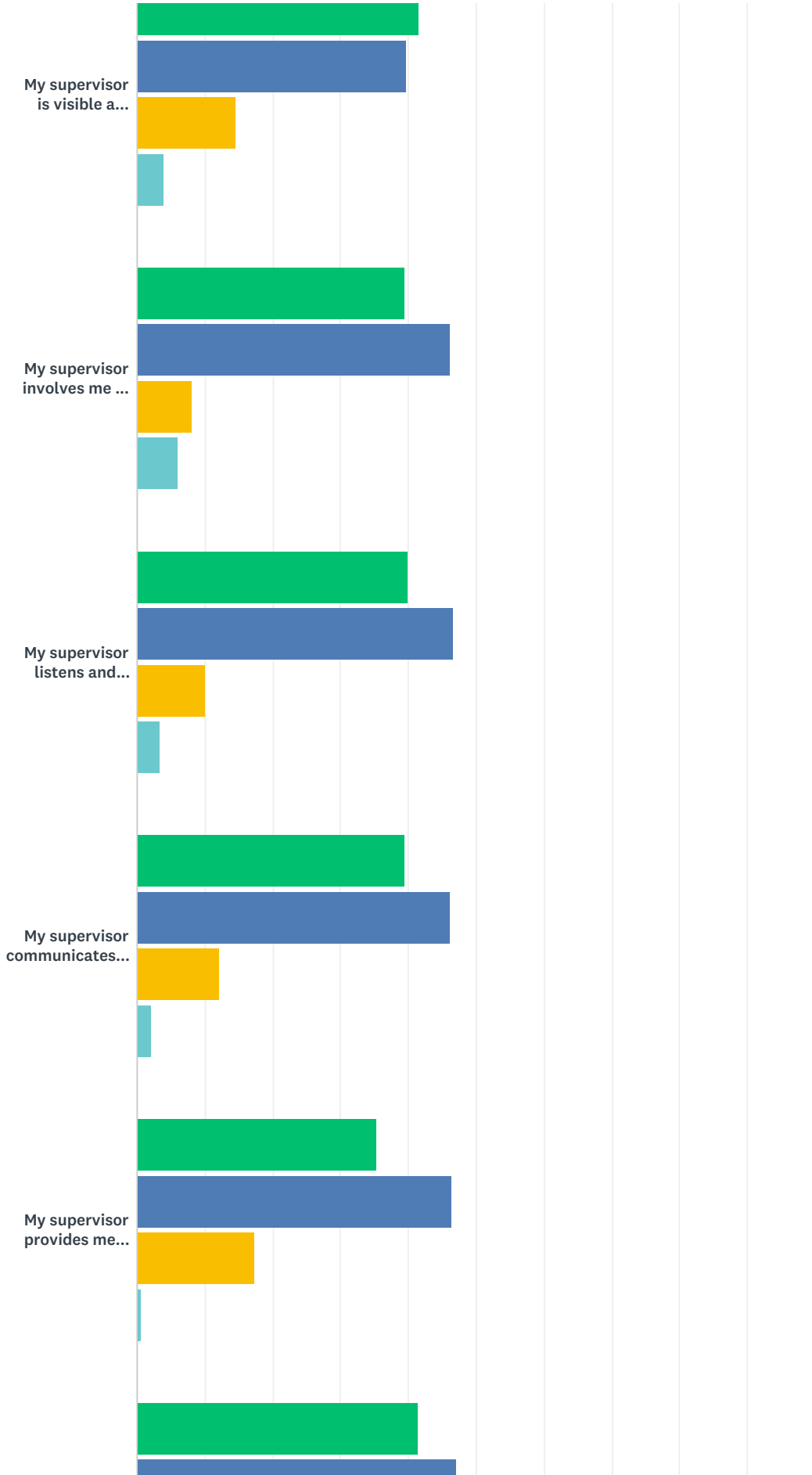
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am respected and feel a part of the building(s)/department(s) in which I work.	39.16% 65	52.41% 87	7.23% 12	1.20% 2	166
I work in an environment that respects diversity and is discrimination-free.	47.90% 80	49.10% 82	2.40% 4	0.60% 1	167
I work in a building(s)/department(s) with high expectations.	43.90% 72	50.61% 83	4.88% 8	0.61% 1	164
I have a high-functioning collaborative working relationship with my co-workers.	39.76% 66	51.81% 86	7.23% 12	1.20% 2	166
I work in an environment that supports innovative ideas and practices.	41.36% 67	51.85% 84	5.56% 9	1.23% 2	162
I am proud to be associated with PLSAS and its brand.	55.83% 91	39.88% 65	3.68% 6	0.61% 1	163

Q5 Please answer the following questions regarding your supervisor:

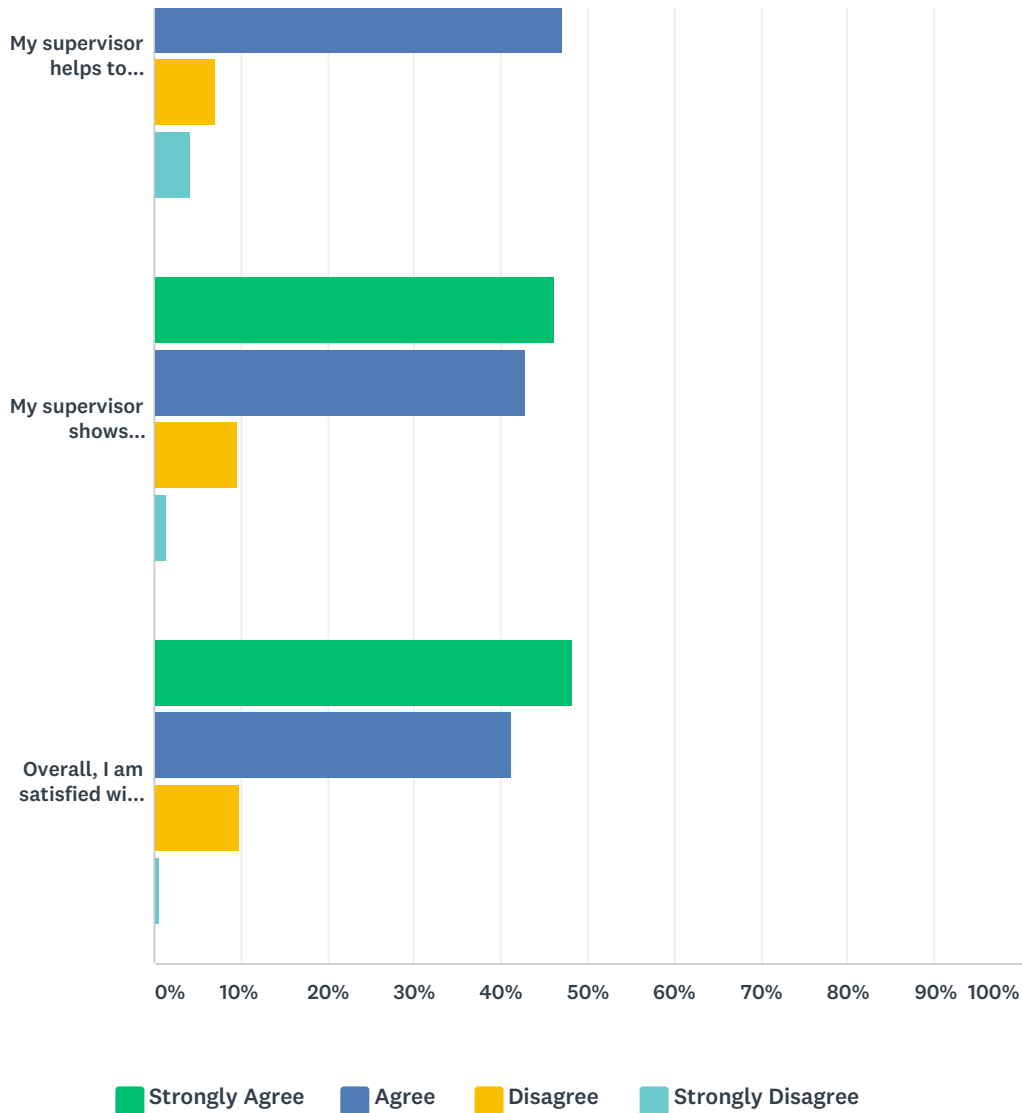
Answered: 154 Skipped: 31



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
My supervisor promotes a district-aligned mission, vision, and strategic plan.	40.79% 62	50.66% 77	7.89% 12	0.66% 1	152
My supervisor works with staff to plan and execute continuous improvement processes.	36.00% 54	48.67% 73	14.00% 21	1.33% 2	150
My supervisor is visible and accessible.	41.72% 63	39.74% 60	14.57% 22	3.97% 6	151
My supervisor involves me in decisions that impact my job and is open to suggestions and feedback.	39.46% 58	46.26% 68	8.16% 12	6.12% 9	147
My supervisor listens and follows through when I express concerns.	39.86% 59	46.62% 69	10.14% 15	3.38% 5	148
My supervisor communicates in a professional and timely manner.	39.60% 59	46.31% 69	12.08% 18	2.01% 3	149
My supervisor provides me clear expectations of how I should measure the quality of my work.	35.42% 51	46.53% 67	17.36% 25	0.69% 1	144
My supervisor helps to resolve student behavior issues.	41.43% 58	47.14% 66	7.14% 10	4.29% 6	140
My supervisor shows appreciation for staff members.	46.26% 68	42.86% 63	9.52% 14	1.36% 2	147

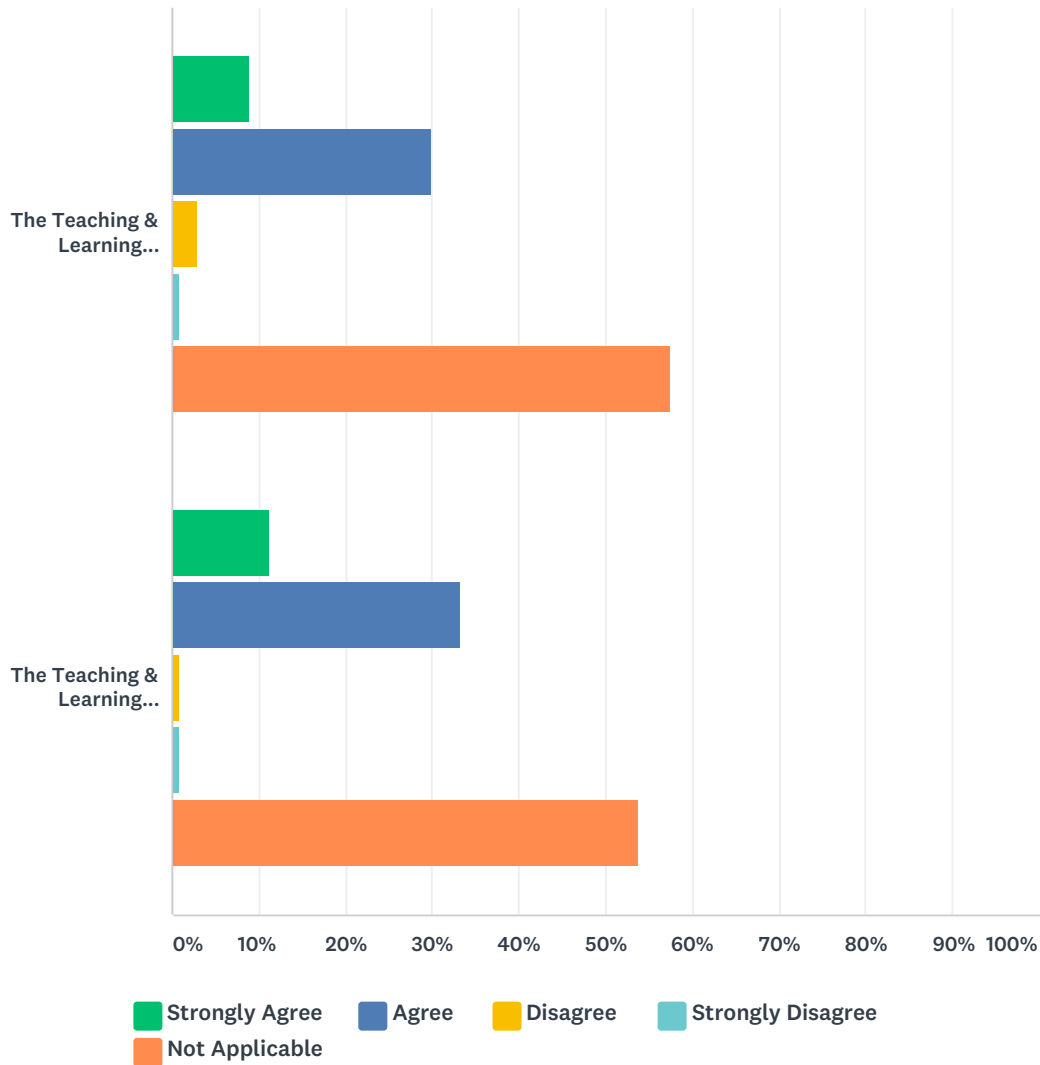
ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

Overall, I am satisfied with my supervisor.

48.25% 41.26% 9.79% 0.70%
69 59 14 1 143

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: 134 Skipped: 51

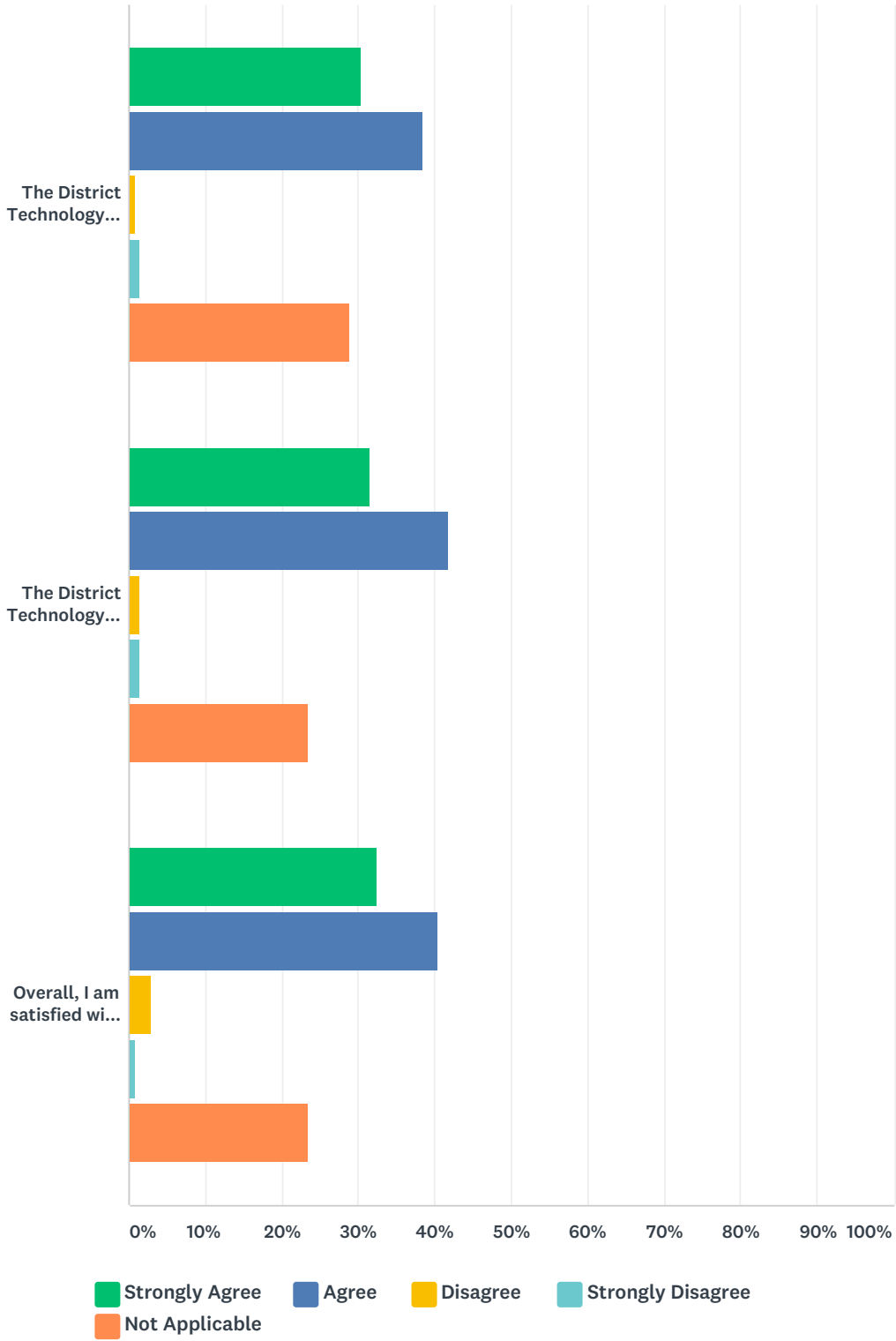


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Teaching & Learning Department staff is responsive to my ideas, needs, and requests.	8.96% 12	29.85% 40	2.99% 4	0.75% 1	57.46% 77	134
The Teaching & Learning Department supports the work of improving instructional practices in my building.	11.36% 15	33.33% 44	0.76% 1	0.76% 1	53.79% 71	132

Q7 Please answer the following question about the District Technology

Department:

Answered: 136 Skipped: 49



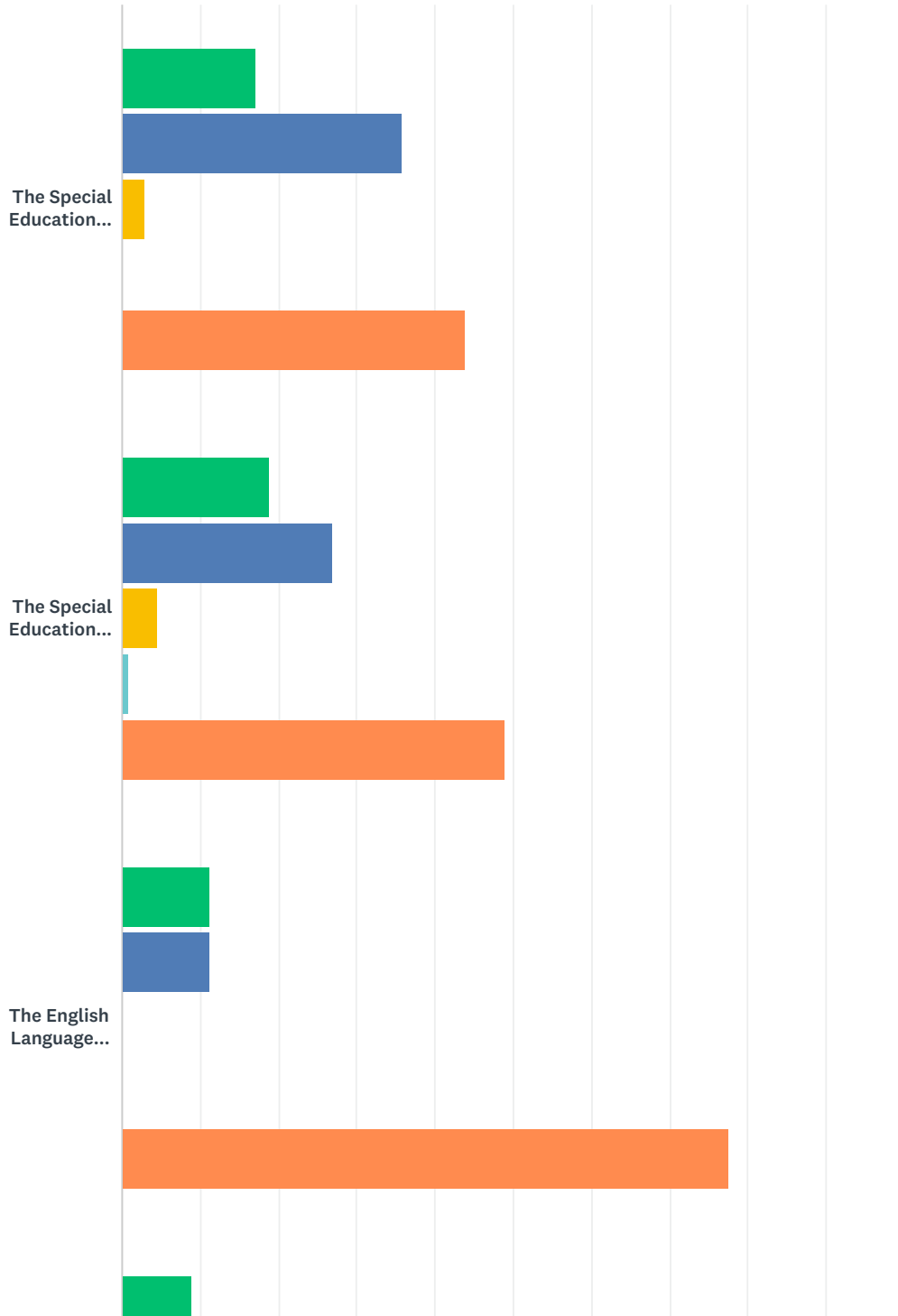
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The District Technology Department supports me in accomplishing my goals.	30.37%	38.52%	0.74%	1.48%	28.89%	135
	41	52	1	2	39	

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

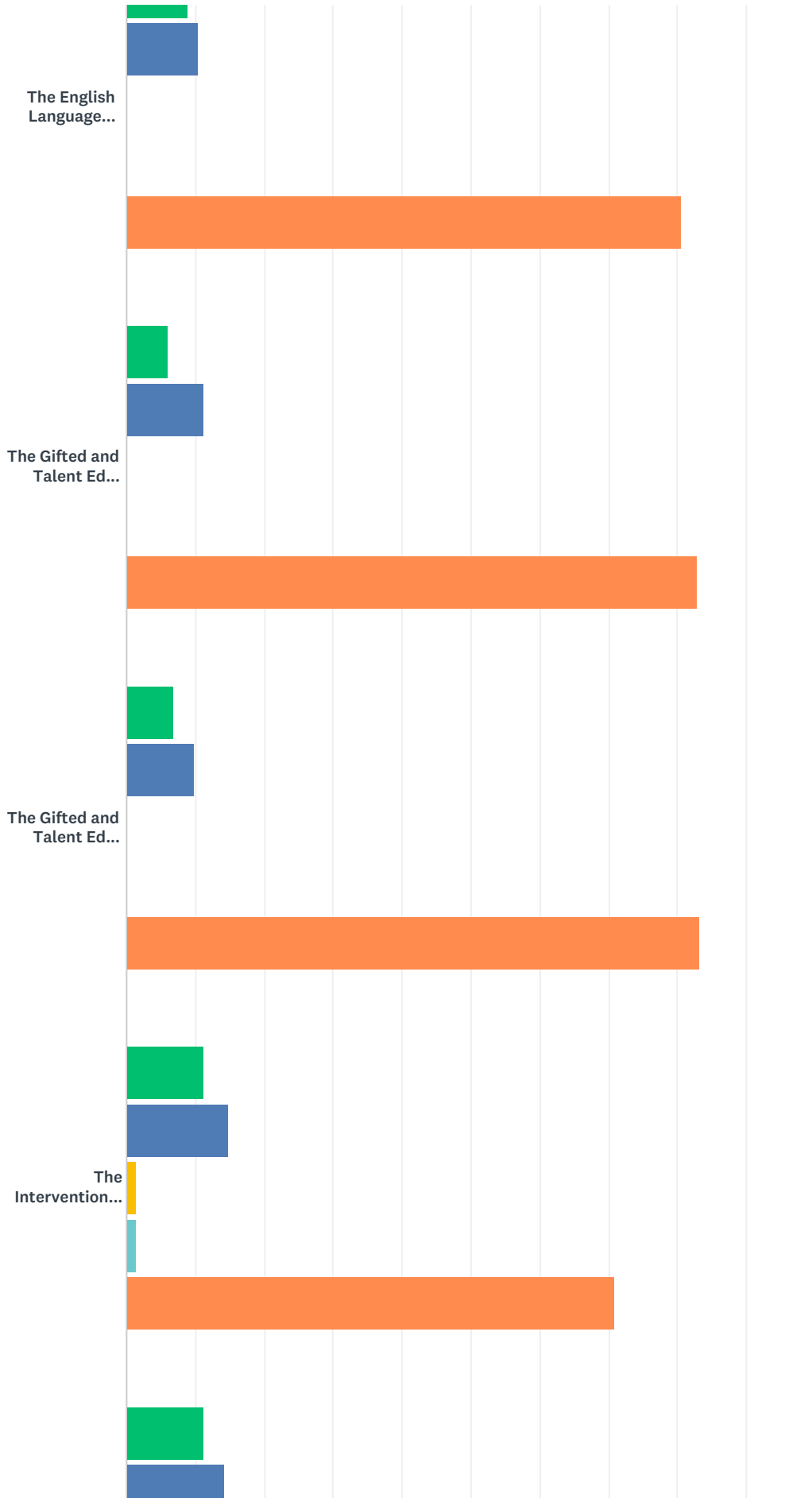
The District Technology Department provides a high level of customer service that meets the needs of employees.	31.62% 43	41.91% 57	1.47% 2	1.47% 2	23.53% 32	136
Overall, I am satisfied with the District Technology Department.	32.35% 44	40.44% 55	2.94% 4	0.74% 1	23.53% 32	136

Q8 Please answer the following question regarding Student Support Services

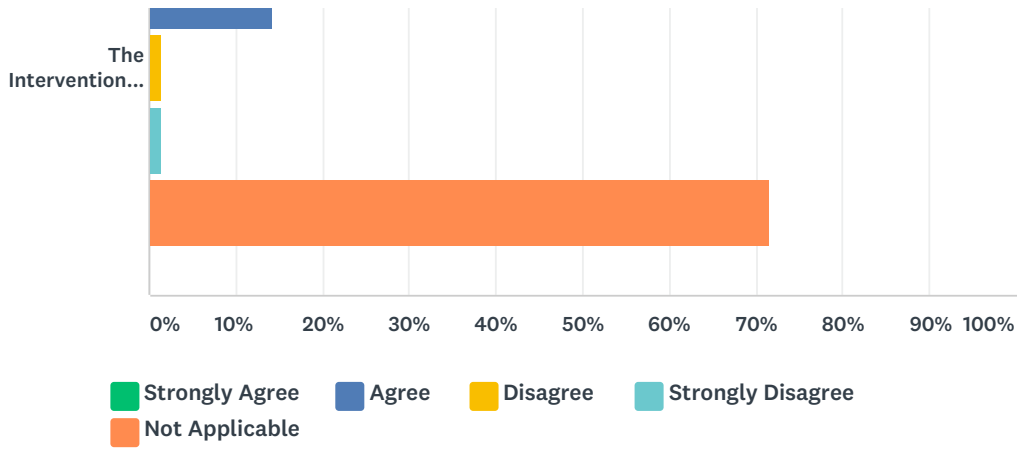
Answered: 134 Skipped: 51



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

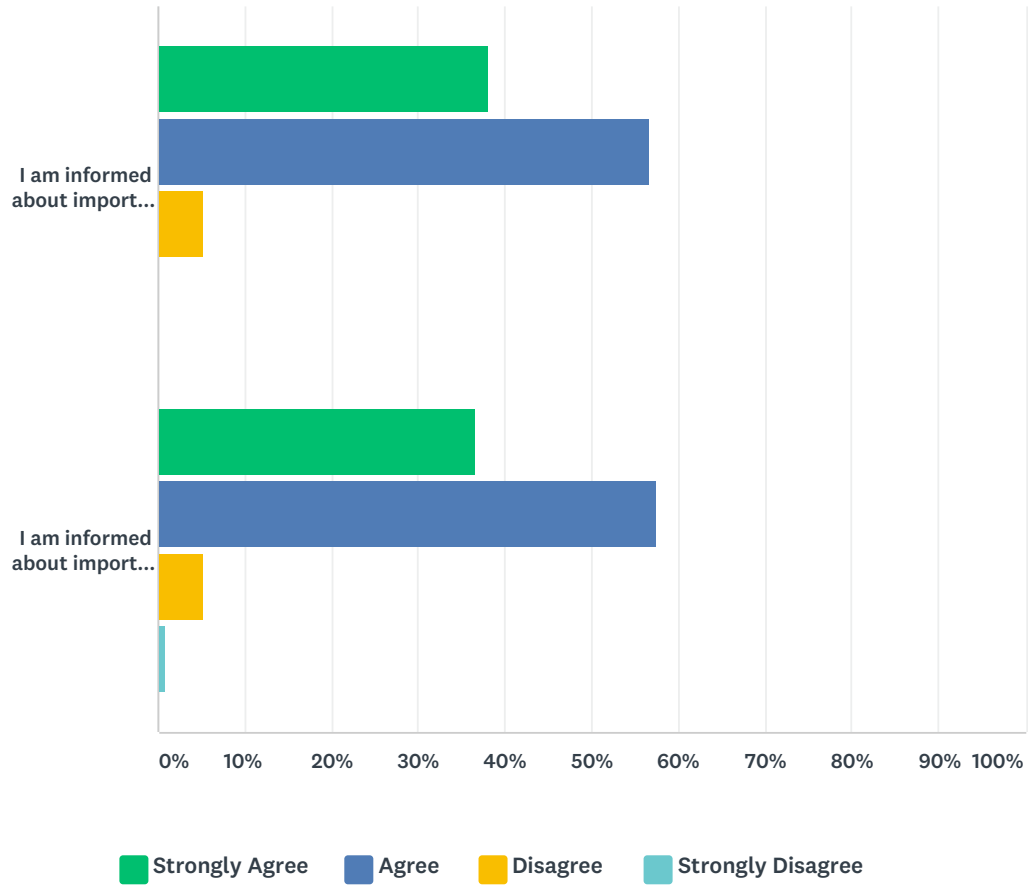


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Special Education Department is responsive to my concerns, needs and requests related to Special Education.	17.16% 23	35.82% 48	2.99% 4	0.00% 0	44.03% 59	134
The Special Education Department supports me in meeting the needs of students who qualify for Special Education services.	18.80% 25	27.07% 36	4.51% 6	0.75% 1	48.87% 65	133
The English Language Learner Department is responsive to my concerns, needs and requests related to English Language Learners.	11.19% 15	11.19% 15	0.00% 0	0.00% 0	77.61% 104	134
The English Language Learner Department supports me in meeting the needs of students who qualify for English Language services.	8.96% 12	10.45% 14	0.00% 0	0.00% 0	80.60% 108	134
The Gifted and Talent Ed Department is responsive to my concerns, needs and requests related to Gifted and Talented.	5.97% 8	11.19% 15	0.00% 0	0.00% 0	82.84% 111	134
The Gifted and Talent Ed Department supports me in meeting the needs of students who qualify for Gifted and Talented services.	6.87% 9	9.92% 13	0.00% 0	0.00% 0	83.21% 109	131
The Intervention Department is responsive to my concerns, needs and requests related to Intervention.	11.19% 15	14.93% 20	1.49% 2	1.49% 2	70.90% 95	134
The Intervention Department supports me in meeting the needs of students who qualify for intervention services.	11.19% 15	14.18% 19	1.49% 2	1.49% 2	71.64% 96	134

Q9 Please answer the following questions about communications:

Answered: 135 Skipped: 50

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

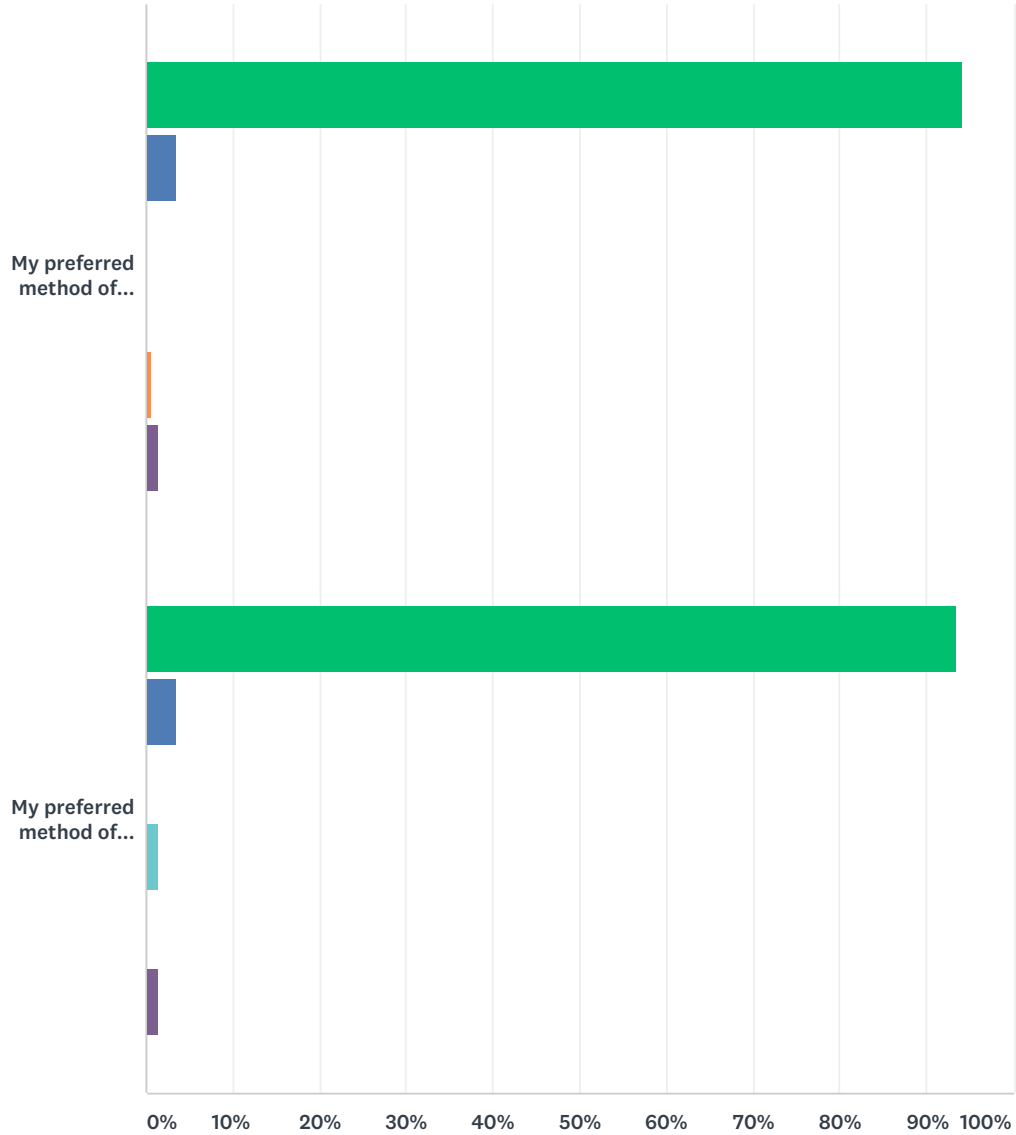


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am informed about important school-level dates, activities, events and information.	38.06% 51	56.72% 76	5.22% 7	0.00% 0	134
I am informed about important district-level dates, activities, events and information.	36.57% 49	57.46% 77	5.22% 7	0.75% 1	134

Q10 Please indicate your preferred methods of communication:

Answered: 138 Skipped: 47

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



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

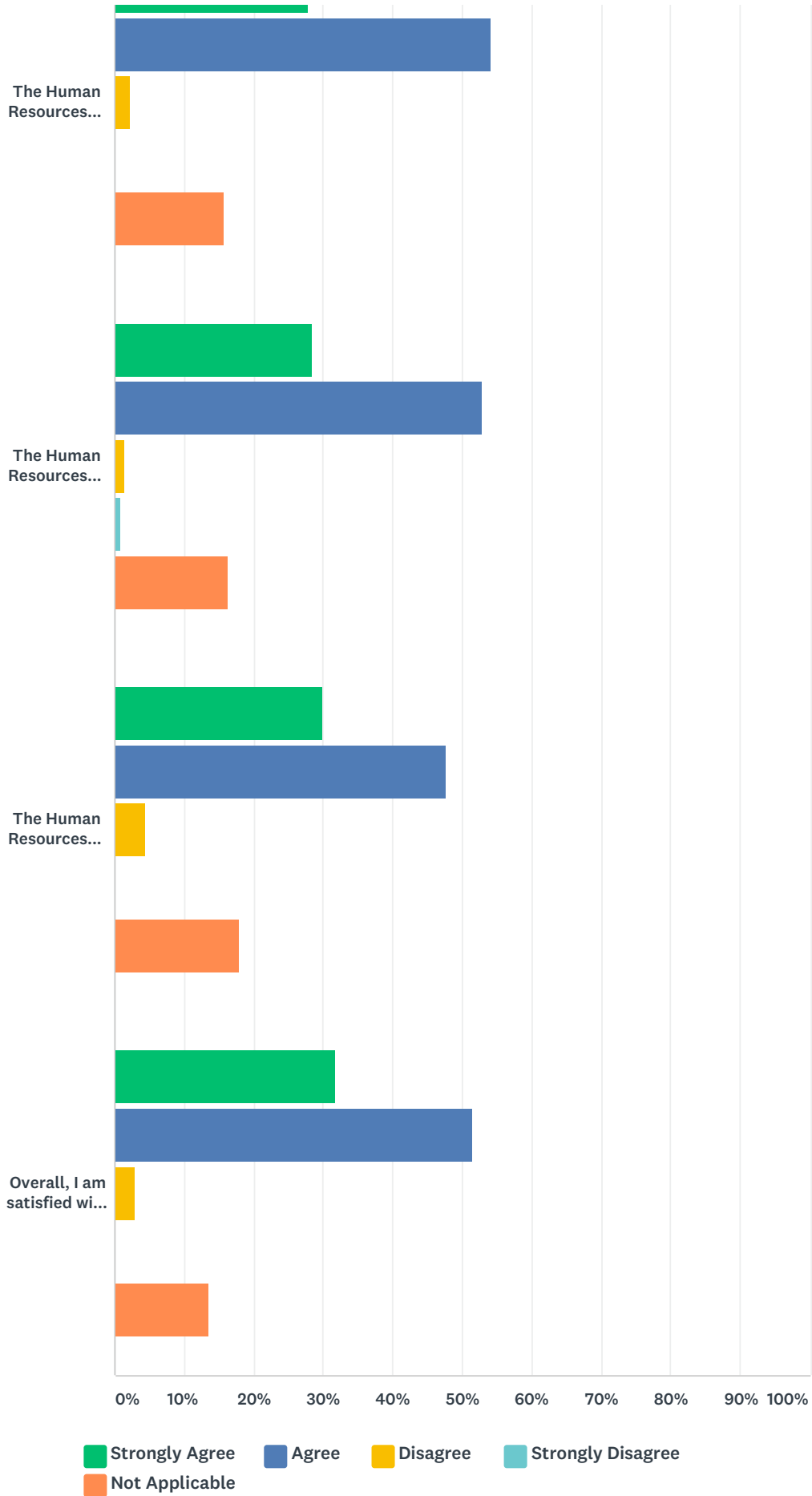
	EMAIL	PRINTED INFORMATION	SCHOOL NEWSLETTER	DISTRICT NEWSLETTER	WEBPAGE	SOCIAL MEDIA	TOTAL
My preferred method of school-level communication is:	94.20% 130	3.62% 5	0.00% 0	0.00% 0	0.72% 1	1.45% 2	138
My preferred method of district-level communication is:	93.43% 128	3.65% 5	0.00% 0	1.46% 2	0.00% 0	1.46% 2	137

Q11 Please answer the following questions regarding Human Resources Department:

Answered: 134 Skipped: 51



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

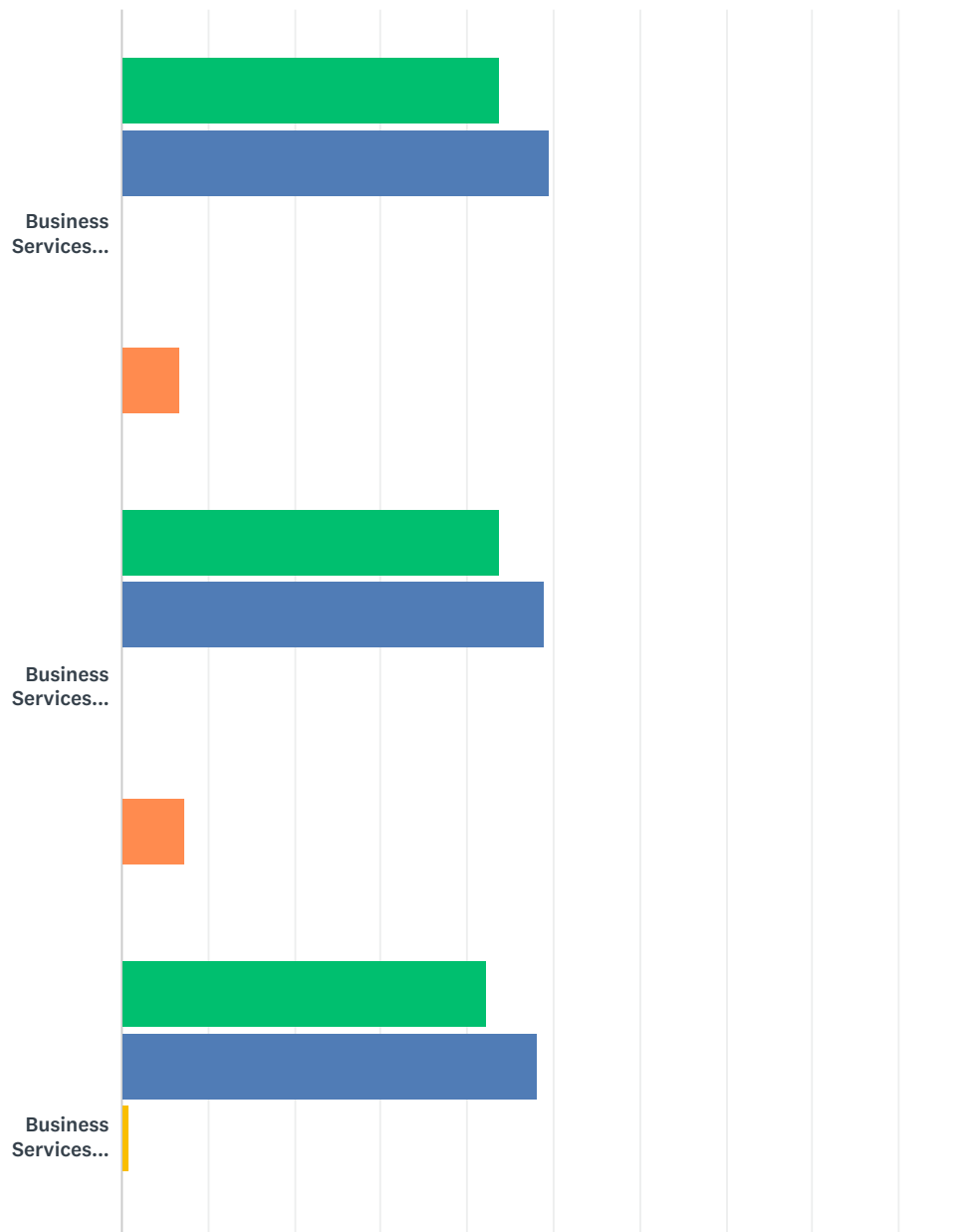


ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

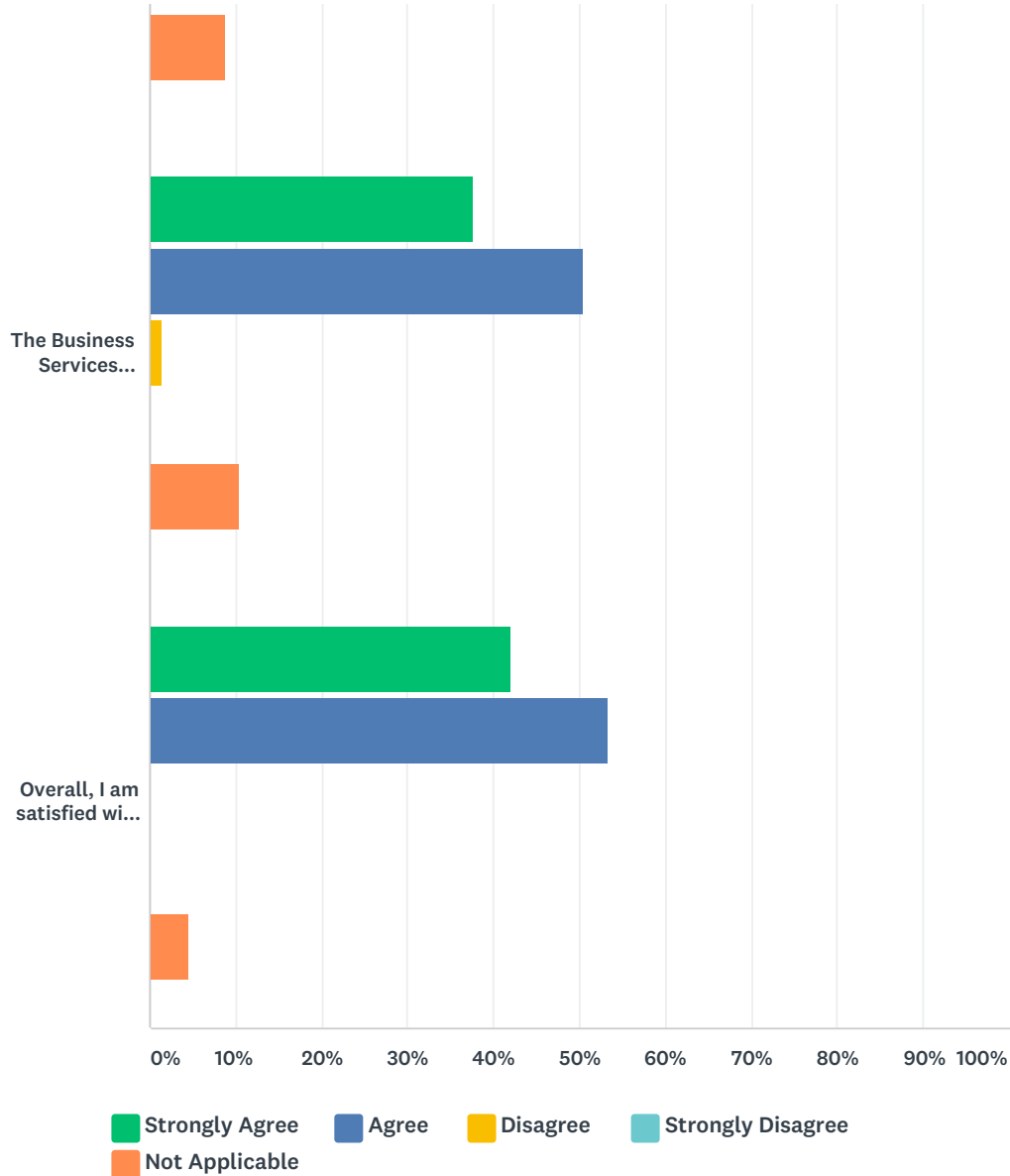
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Human Resources Department provides timely service.	27.82% 37	54.14% 72	2.26% 3	0.00% 0	15.79% 21	133
The Human Resources Department provides accurate and useful information.	28.36% 38	52.99% 71	1.49% 2	0.75% 1	16.42% 22	134
The Human Resources Department provides a high level of customer service which meets the needs of employees.	29.85% 40	47.76% 64	4.48% 6	0.00% 0	17.91% 24	134
Overall, I am satisfied with the Human Resources Department.	31.82% 42	51.52% 68	3.03% 4	0.00% 0	13.64% 18	132

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

Answered: 135 Skipped: 50



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

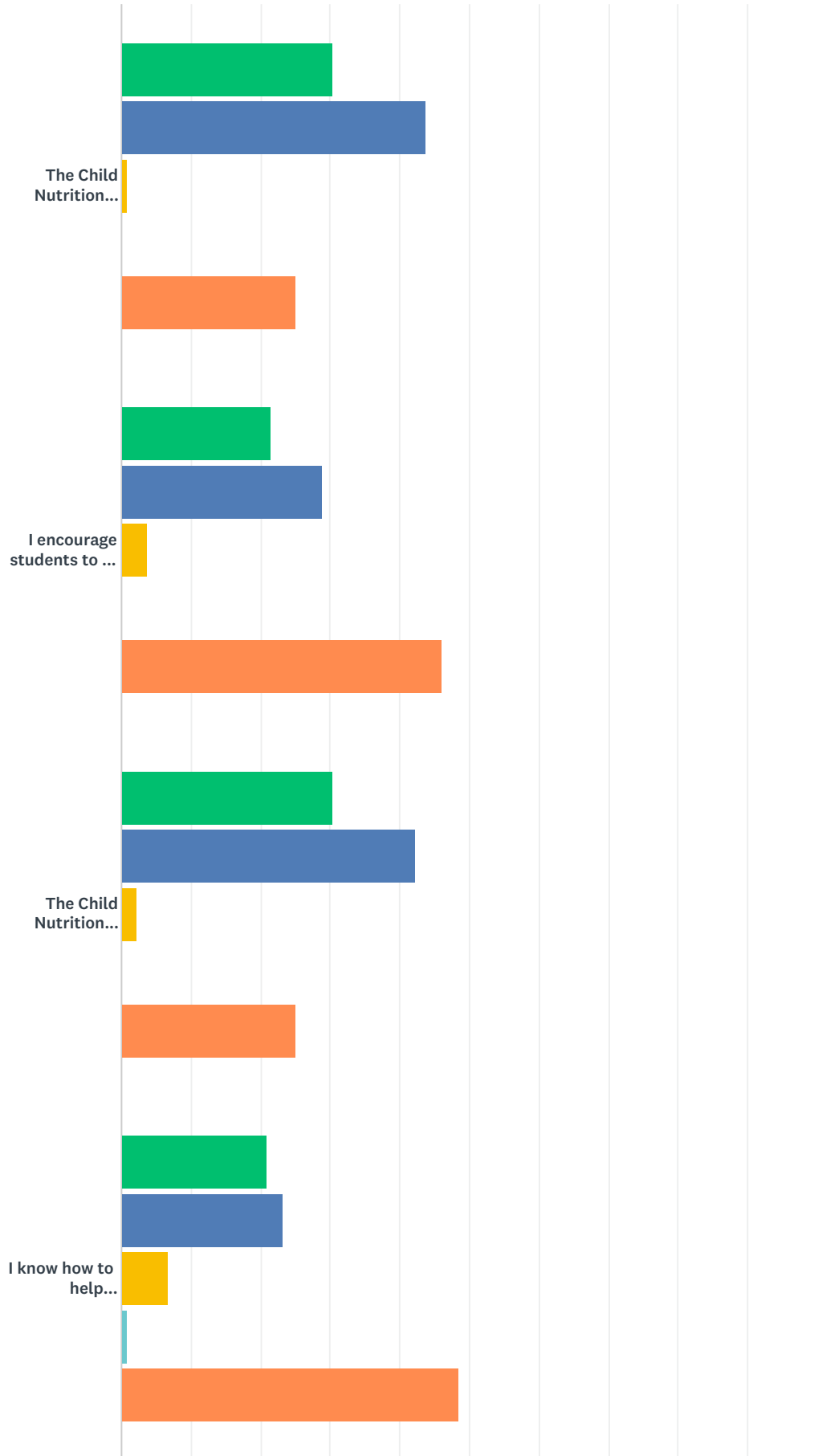


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Business Services provides timely services.	43.70% 59	49.63% 67	0.00% 0	0.00% 0	6.67% 9	135
Business Services provides accurate information.	43.70% 59	48.89% 66	0.00% 0	0.00% 0	7.41% 10	135
Business Services provides meaningful and useful information.	42.22% 57	48.15% 65	0.74% 1	0.00% 0	8.89% 12	135
The Business Services department provides a high level of customer service that meets the needs of employees.	37.59% 50	50.38% 67	1.50% 2	0.00% 0	10.53% 14	133
Overall, I am satisfied with the Business Services Department.	42.11% 56	53.38% 71	0.00% 0	0.00% 0	4.51% 6	133

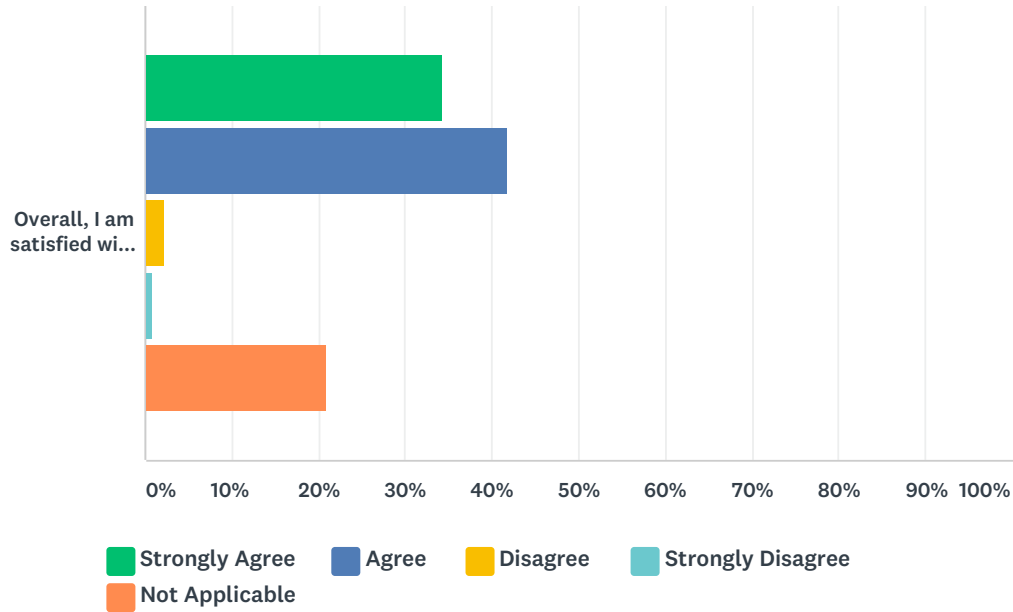
Q13 Please answer the following questions regarding Child Nutrition Services Department:

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

Answered: 135 Skipped: 50



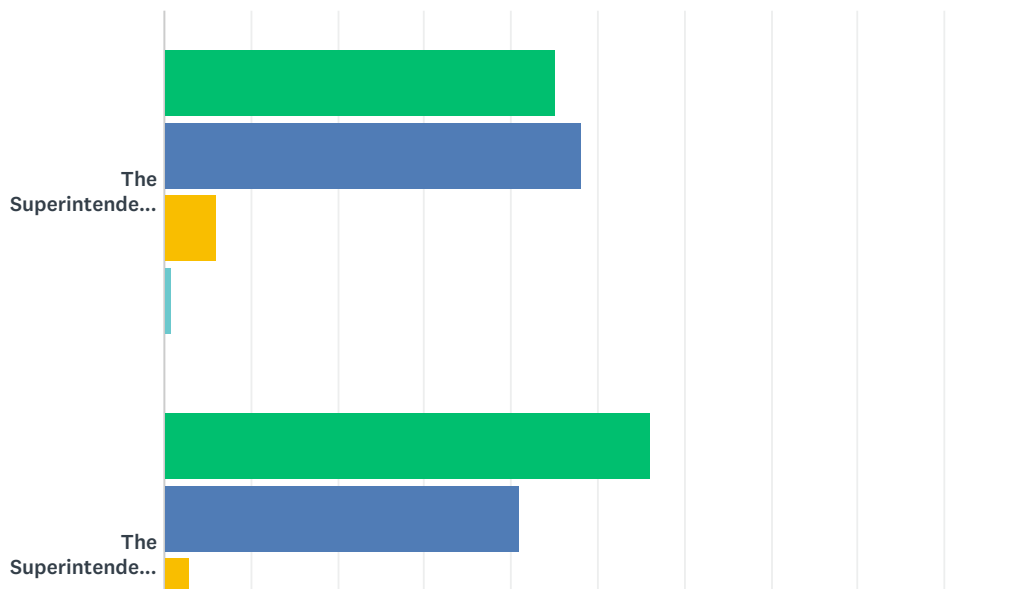
ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



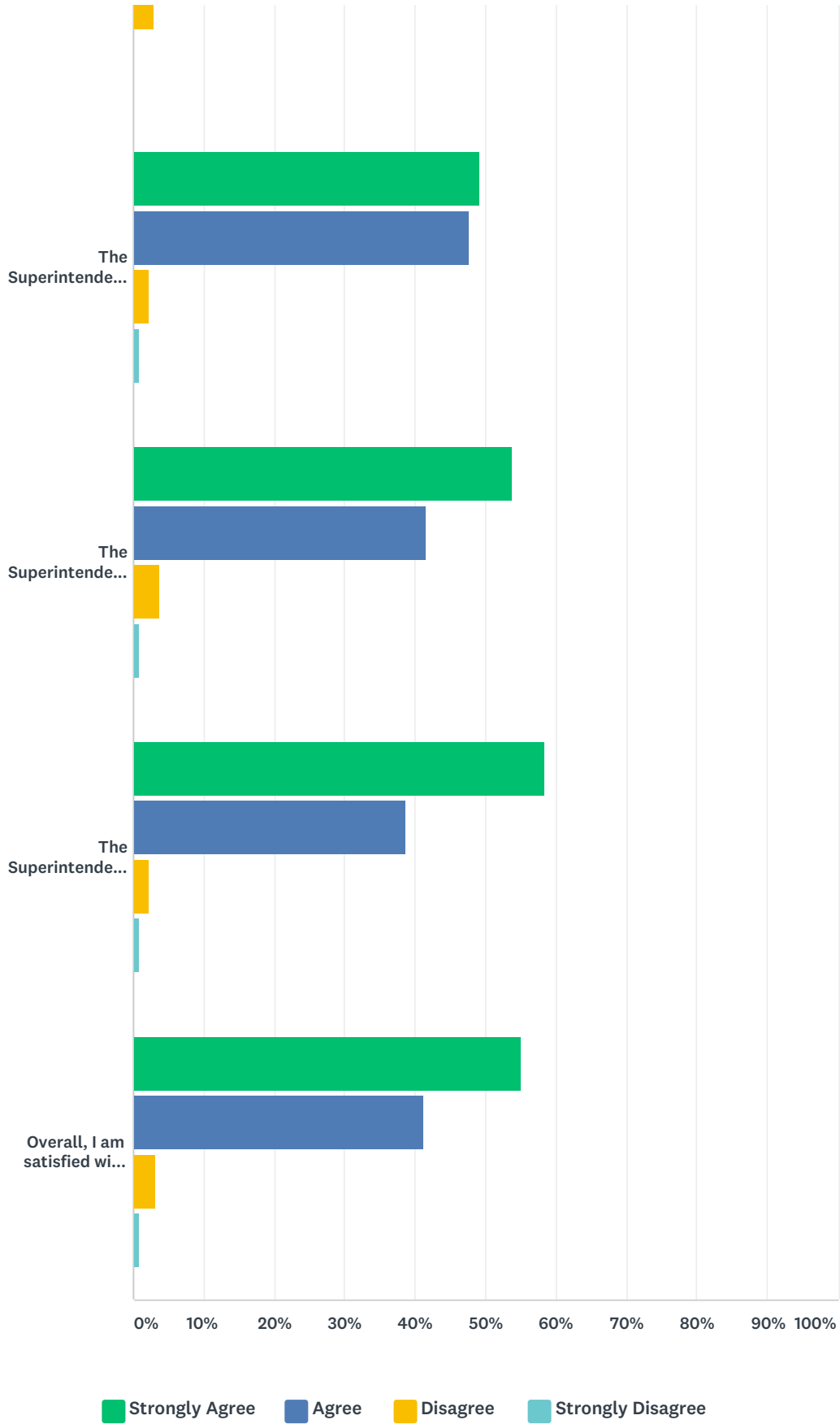
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
The Child Nutrition Services Department strives to improve the nutritional value of food served.	30.37% 41	43.70% 59	0.74% 1	0.00% 0	25.19% 34	135
I encourage students to eat breakfast and/or lunch at school.	21.48% 29	28.89% 39	3.70% 5	0.00% 0	45.93% 62	135
The Child Nutrition Services Department provides a high level of customer service.	30.37% 41	42.22% 57	2.22% 3	0.00% 0	25.19% 34	135
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	20.90% 28	23.13% 31	6.72% 9	0.75% 1	48.51% 65	134
Overall, I am satisfied with the Child Nutrition Services Department.	34.33% 46	41.79% 56	2.24% 3	0.75% 1	20.90% 28	134

Q14 Please answer the following questions about the Superintendent:

Answered: 134 Skipped: 51



ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
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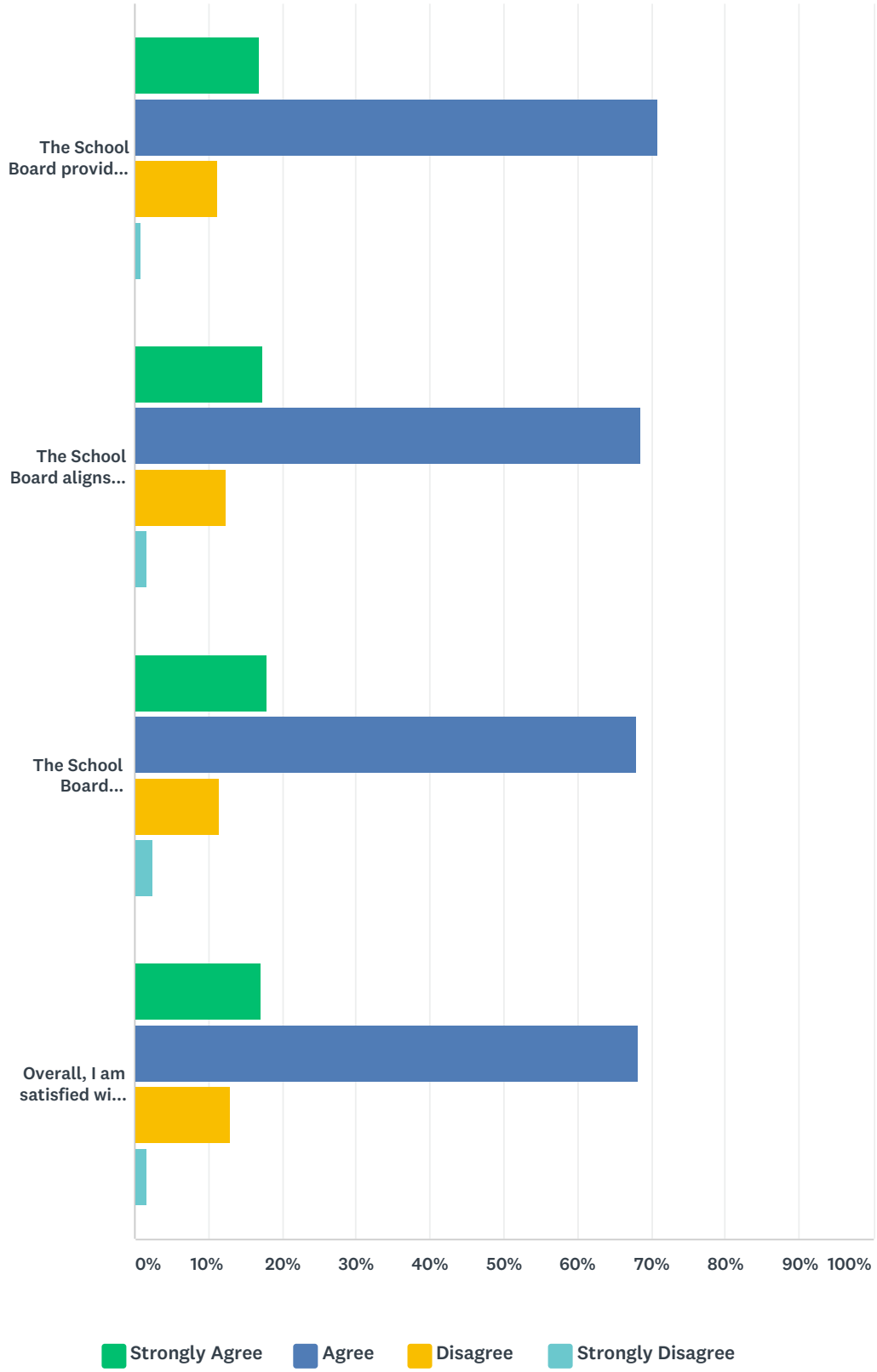
ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

The Superintendent is visible and accessible in the district.	45.11% 60	48.12% 64	6.02% 8	0.75% 1	133
The Superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.	55.97% 75	41.04% 55	2.99% 4	0.00% 0	134
The Superintendent works collaboratively with staff, families and community members to promote and support the mission and goals of the district.	49.23% 64	47.69% 62	2.31% 3	0.77% 1	130
The Superintendent creates an atmosphere of trust and mutual respect with staff and community.	53.85% 70	41.54% 54	3.85% 5	0.77% 1	130
The Superintendent models professionalism and integrity in all interactions.	58.33% 77	38.64% 51	2.27% 3	0.76% 1	132
Overall, I am satisfied with the Superintendent.	54.96% 72	41.22% 54	3.05% 4	0.76% 1	131

Q15 Please answer the following questions about the School Board:

Answered: 125 Skipped: 60

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)



	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.	16.94% 21	70.97% 88	11.29% 14	0.81% 1	124
The School Board aligns the resources of the district to the goals they hope to achieve.	17.36% 21	68.60% 83	12.40% 15	1.65% 2	121

ISD 719 Educational Support Staff (ESS) Satisfaction Survey (17-18)

The School Board encourages community and staff collaboration in the direction of the school district.	18.03% 22	68.03% 83	11.48% 14	2.46% 3	122
Overall, I am satisfied with the School Board.	17.07% 21	68.29% 84	13.01% 16	1.63% 2	123