

Expert help from friendly people

Hutto ISD Employee Survey 2018



Survey Methods



**HR
Services**



Online



**All
employees
invited**





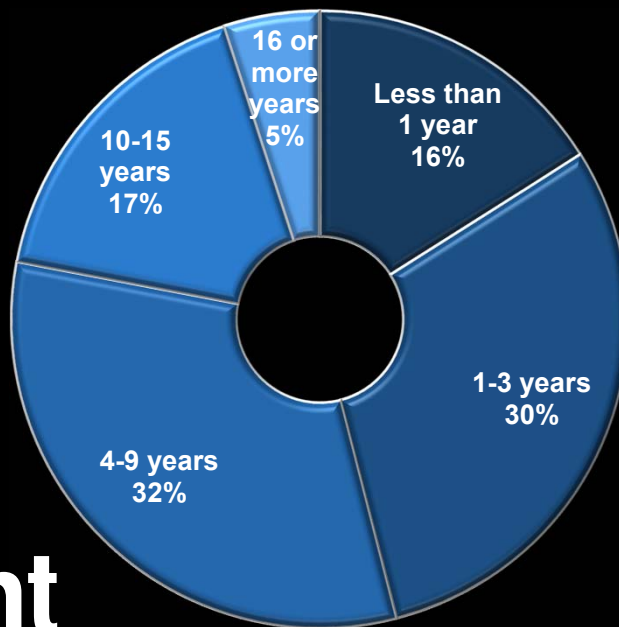
81%
Response Rate

Demographics

Job Type



Length of Employment



Work Location

45%
Elementary



Job Satisfaction Factors

Job Satisfaction Factors

1

Compensation & benefits

Job Satisfaction Factors

1

Compensation & benefits

+10 points

Job Satisfaction Factors

- 1 Compensation & benefits
- 2 Work that is meaningful

Job Satisfaction Factors

- 1 Compensation & benefits
- 2 Work that is meaningful
- 3 Relationship with coworkers

Scale Questions

**Strongly
Agree**

Agree

Disagree

**Strongly
Disagree**

Job Satisfaction





**Would
recommend
campus/dept**



Like the work

Working Conditions

Workload is
appropriate for
position

71%



**Work in environment
that is safe**

95%

**Compensation &
Benefits**



**Pay is fair for the
work done**

52%

**Pay is fair for the
work done**

52%

-6 points



**Leave time provided
is adequate**

89%

**Relationship
with Coworkers**



**Team works well
together**



Like the people



Relationship with Supervisors

Receive useful
feedback on job
performance

85%



**Allowed to
make decisions**

**Have a positive
relationship**



**District
Communications**
includes Community & Family Involvement



**Employees have a way
to express concerns**

83%

**District shares
important news &
events**

98%



District Leadership

83%

Feel support from
central administration



92%

**Trust leaders to act in
student best interest**

**Campus
Environment**



89%

**Principal is effective
in leading campus**

94%

**Principal treats staff
with respect**



Instructional Resources & Teacher Development

66%

**Satisfied with
resources for
special population
teachers**

92%

**Teachers are
held to high
professional
standards**

Declines since 2017



**Have sufficient access to
resources & materials**

**-6
points**

Have sufficient access to resources & materials

**Have sufficient access to
instructional technology**

-12 points



Have sufficient access to resources & materials
Have sufficient access to instructional
technology

**Teachers have a role in
selecting materials**

**-10
points**

Have sufficient access to resources & materials
Have sufficient access to instructional
technology

Teachers have a role in selecting materials

**Satisfied with resources for
teachers of special
populations**

**-7
points**



Have sufficient access to resources & materials

Have sufficient access to instructional technology

Teachers have a role in selecting materials

Satisfied with resources for teachers of special populations

Teachers are involved in instructional decisions **-5 points**

Student Discipline



**Student code of
conduct is enforced**



**Student code of
conduct is enforced**



-6 points



**Principal provides
leadership for
behavioral
standards**



Customer Service

Customer Service Human Resources

90% Average Rating
(232 respondents)

Customer Service Business Office

92% Average Rating
(169 respondents)



Customer Service Technology

93% Average Rating
(289 respondents)

Customer Service School Support

92% Average Rating
(223 respondents)



Customer Service Maintenance

97% Average Rating
(195 respondents)

Customer Service Food Services

68% Average Rating
(107 respondents)



Customer Service Daycare

96% Average Rating
(83 respondents)

Like the least...



Like the least...

1

Pay

2

Benefits

3

Work schedule

Like the most...

Like the most...

- 1 Work itself
- 2 Coworkers
- 3 Opportunity to use skills & abilities

Comments

96 people = 12%

Comments

Accolades

36

people

Comments

Accolades

34

people

Complaints

55

people

Comments

Accolades 34 people

Complaints 55 people

Suggestions 46 people

Now what?

Dig deeper

Dig deeper
Connect to goals



Dig deeper
Connect to goals
Set new goals

Dig deeper
Connect to goals
Set new goals
Check back



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