

Northwest ISD

Staff Survey 2016 - 2017

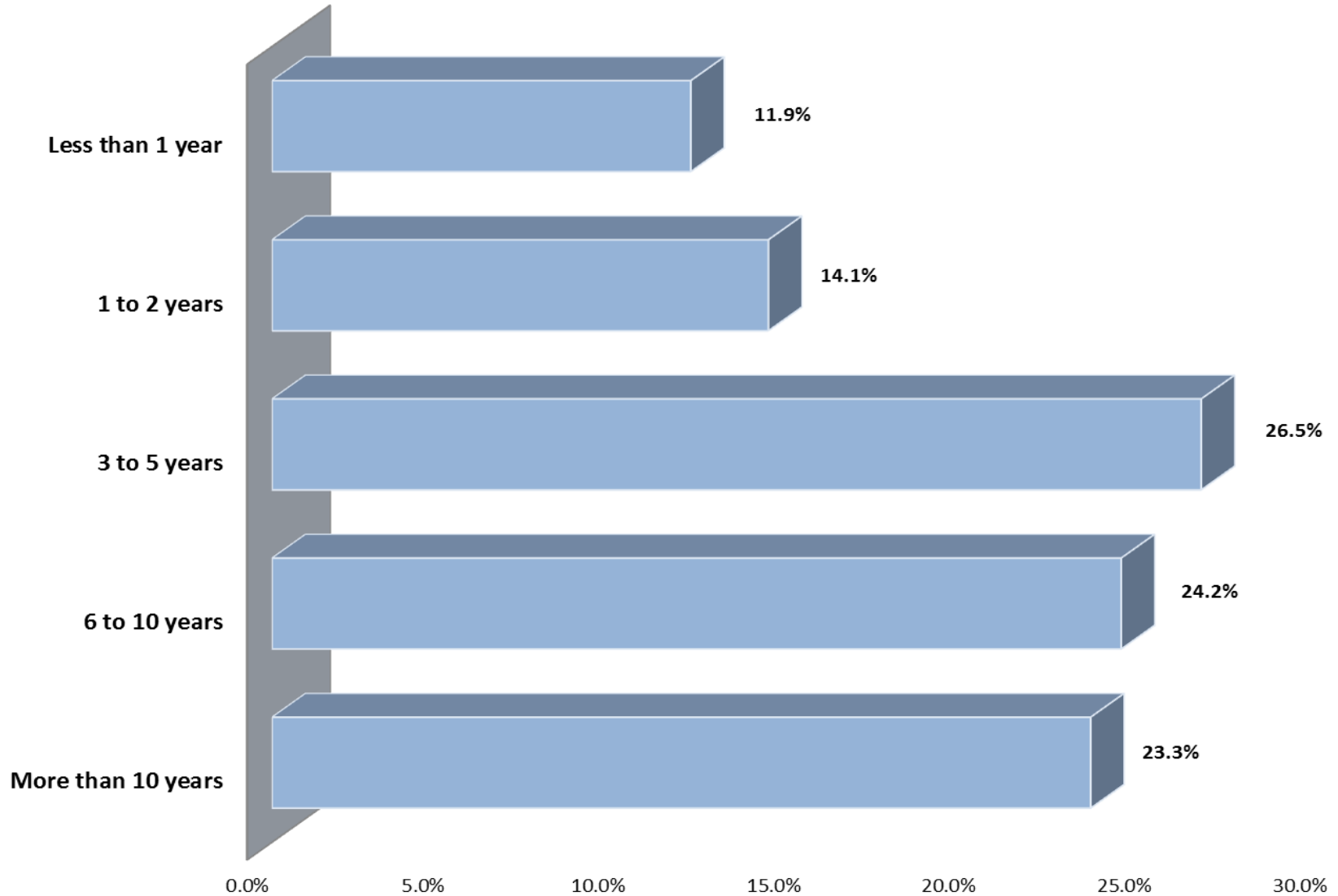


District Survey Overview

- Staff Survey administered March 2017
- 1493 Respondents
- 86 Statements
 - 6 Demographic Statements
 - 66 Closed-ended Statements
 - 14 Open-ended Statements
- All categories had a score of 82% or higher

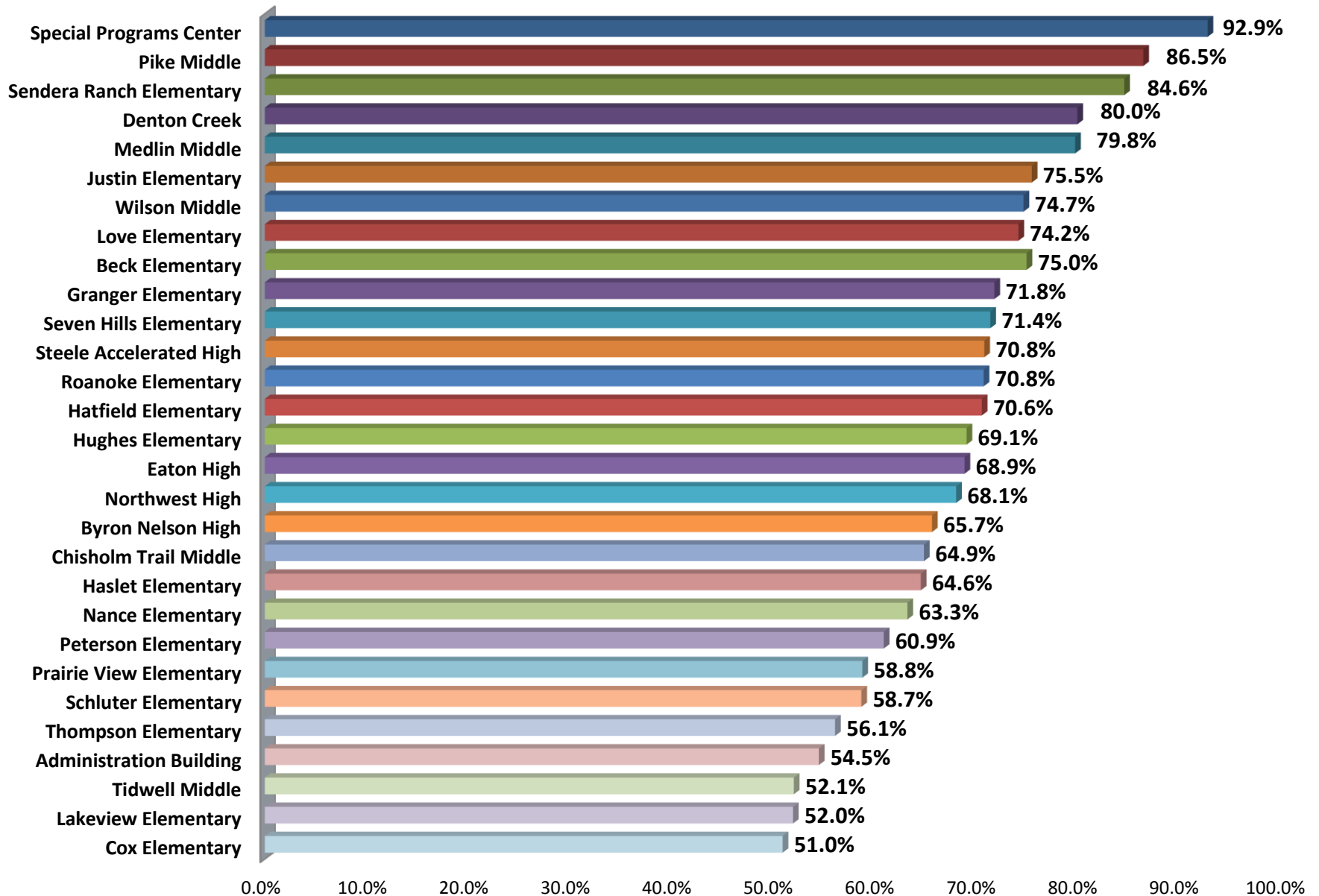
Demographic Data

Years of NISD Service



Estimated % of Participation by Campus/Location

2,253 total staff, 1493 responses

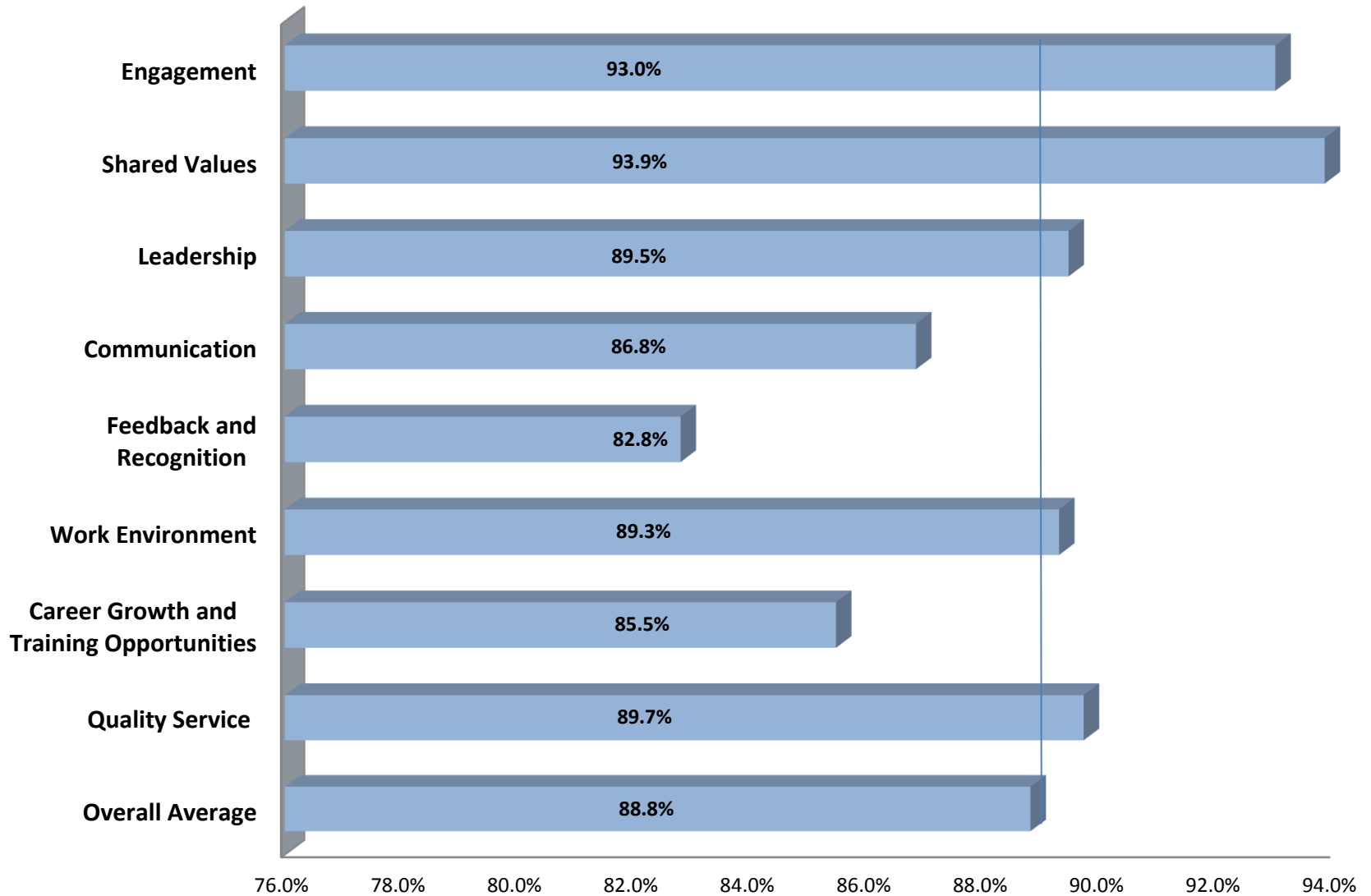


Data Overview

Overall Category Response Rate	Strongly Agree	Agree	Disagree	Strongly Disagree
Engagement	54.2%	38.8%	5.9%	1.1%
Shared Values	49.7%	44.1%	5.0%	1.1%
Leadership	52.8%	36.6%	8.0%	2.6%
Communication	45.2%	41.7%	10.8%	2.4%
Feedback and Recognition	31.3%	51.5%	14.3%	2.9%
Work Environment	45.8%	43.5%	8.1%	2.6%
Career Growth and Training Opportunities	35.7%	49.8%	12.2%	2.3%
Quality Service	38.0%	51.8%	8.1%	2.2%
Average	44.1%	44.7%	9.0%	2.2%

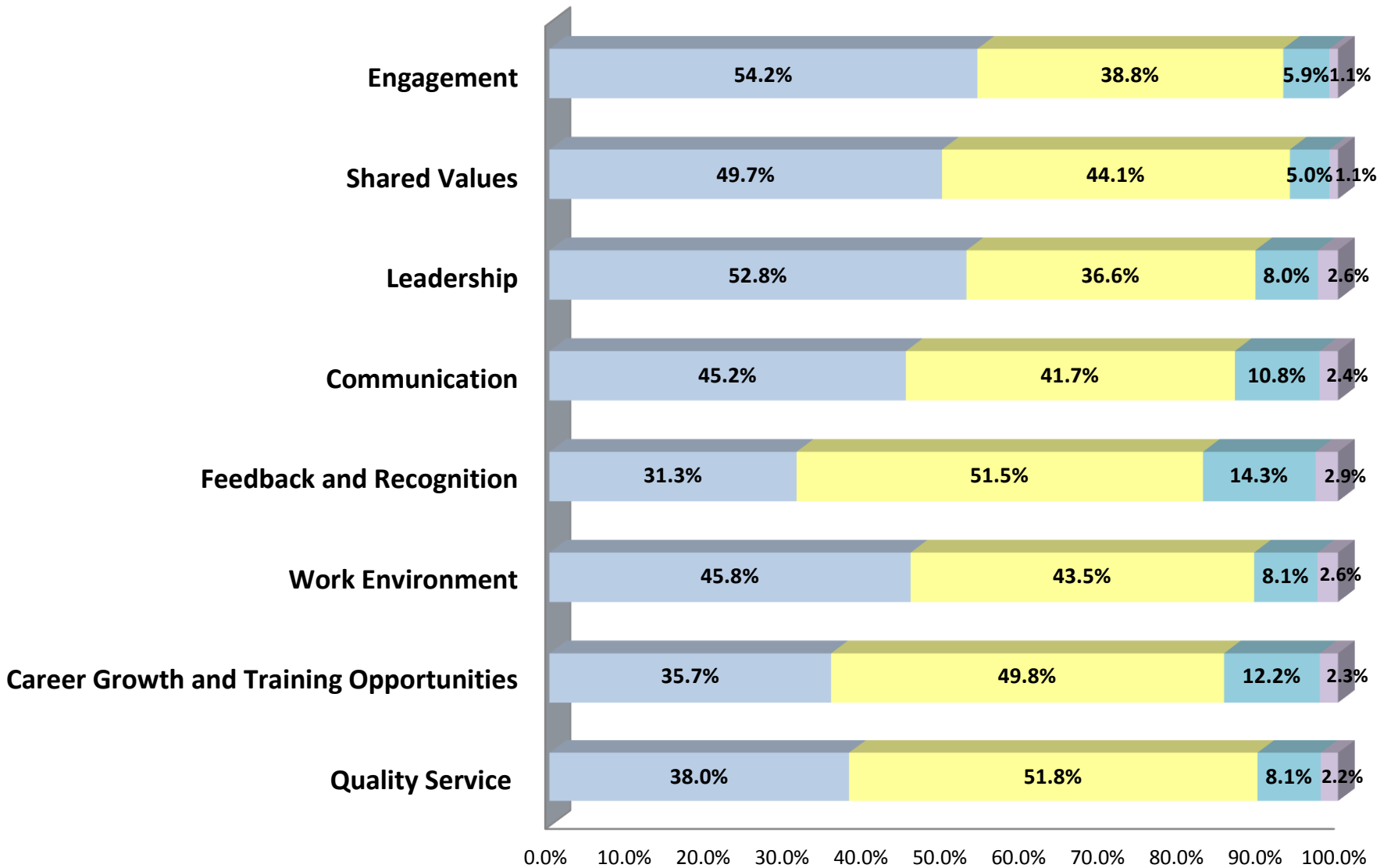
Total Percent Agree 88.8% = 89%

Total % Agree by Category



Overall Category Response Rates

Strongly Agree Agree Disagree Strongly Disagree



Data Overview

Longitudinal

Annual Category Response Rate	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
Engagement	93%	93%	93%	0%
Shared Values	94%	93%	94%	1%
Leadership	92%	90%	89%	0%
Communication	87%	87%	87%	0%
Feedback and Recognition	84%	83%	83%	0%
Work Environment	90%	90%	89%	0%
Career Growth and Training Opportunities	89%	88%	85%	-2%
Quality Service	88%	89%	90%	1%
Average	90%	89%	89%	

Engagement

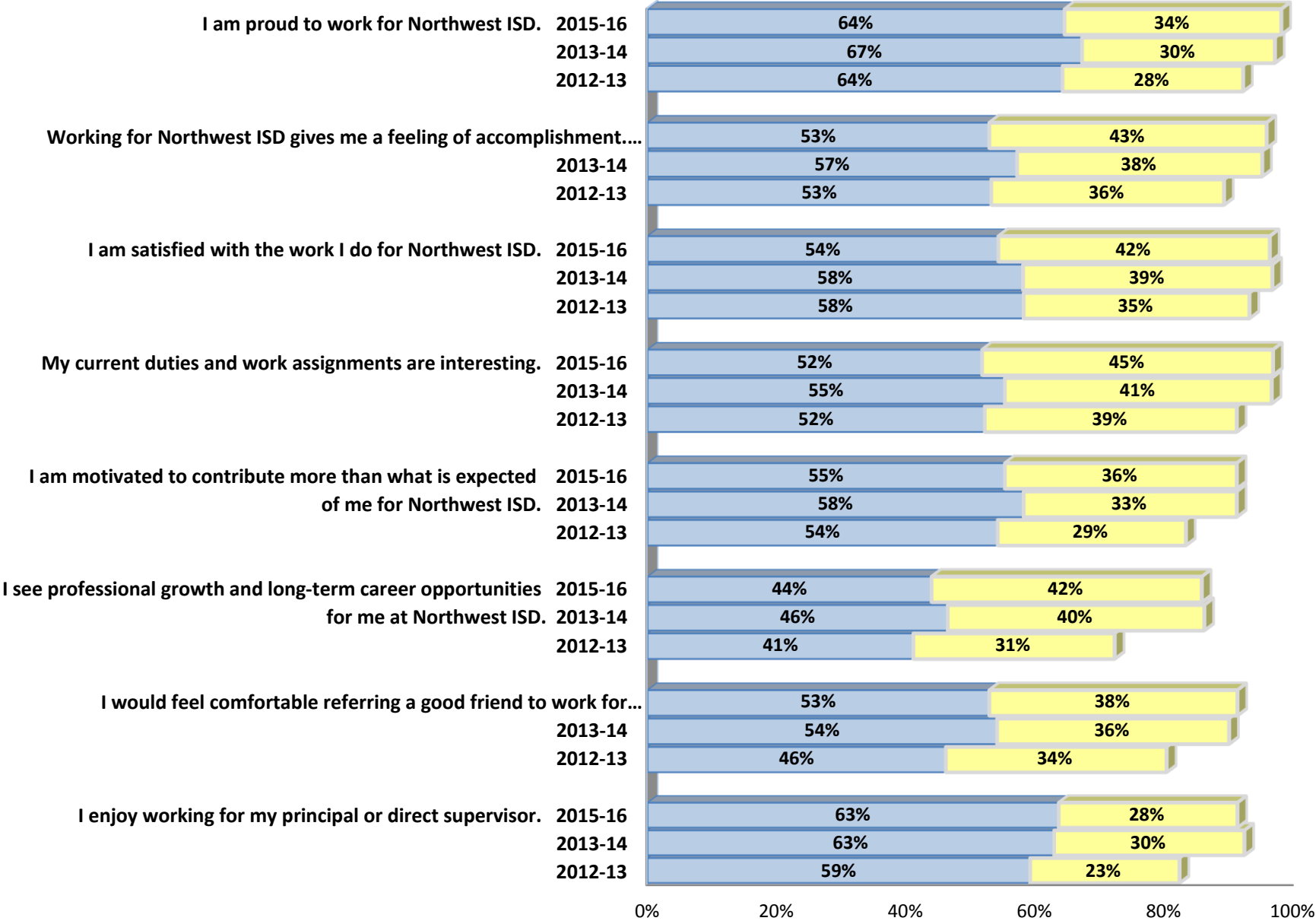
Engagement	Strongly Agree	Agree	Disagree	Strongly Disagree
I am proud to work for Northwest ISD.	65.4%	32.9%	1.5%	0.2%
Working for Northwest ISD gives me a feeling of accomplishment.	55.3%	39.9%	4.5%	0.3%
I am satisfied with the work I do for Northwest ISD.	54.9%	41.9%	2.9%	0.3%
My current duties and work assignments are interesting.	51.8%	44.2%	3.1%	0.8%
I am motivated to contribute more than what is expected of me for Northwest ISD.	51.8%	38.9%	8.1%	1.1%
I see professional growth and long-term career opportunities for me at Northwest ISD.	41.5%	42.3%	13.7%	2.6%
I would feel comfortable referring a good friend to work for Northwest ISD.	51.9%	39.9%	6.8%	1.5%
I enjoy working for my principal or direct supervisor.	61.0%	30.4%	6.3%	2.3%
Average	54.2%	38.8%	5.9%	1.1%
Total Percent Agree 93.0% = 93%				

Annual Engagement

Annual Engagement	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
I am proud to work for Northwest ISD.	97%	98%	98%	0%
Working for Northwest ISD gives me a feeling of accomplishment.	95%	96%	95%	0%
I am satisfied with the work I do for Northwest ISD.	97%	96%	97%	1%
My current duties and work assignments are interesting.	97%	97%	96%	-1%
I am motivated to contribute more than what is expected of me for Northwest ISD.	91%	91%	91%	0%
I see professional growth and long-term career opportunities for me at Northwest ISD.	86%	86%	84%	-2%
I would feel comfortable referring a good friend to work for Northwest ISD.	90%	91%	92%	1%
I enjoy working for my principal or direct supervisor.	92%	91%	91%	0%
Annual Average	93%	93%	93%	

Engagement

Strongly Agree Agree



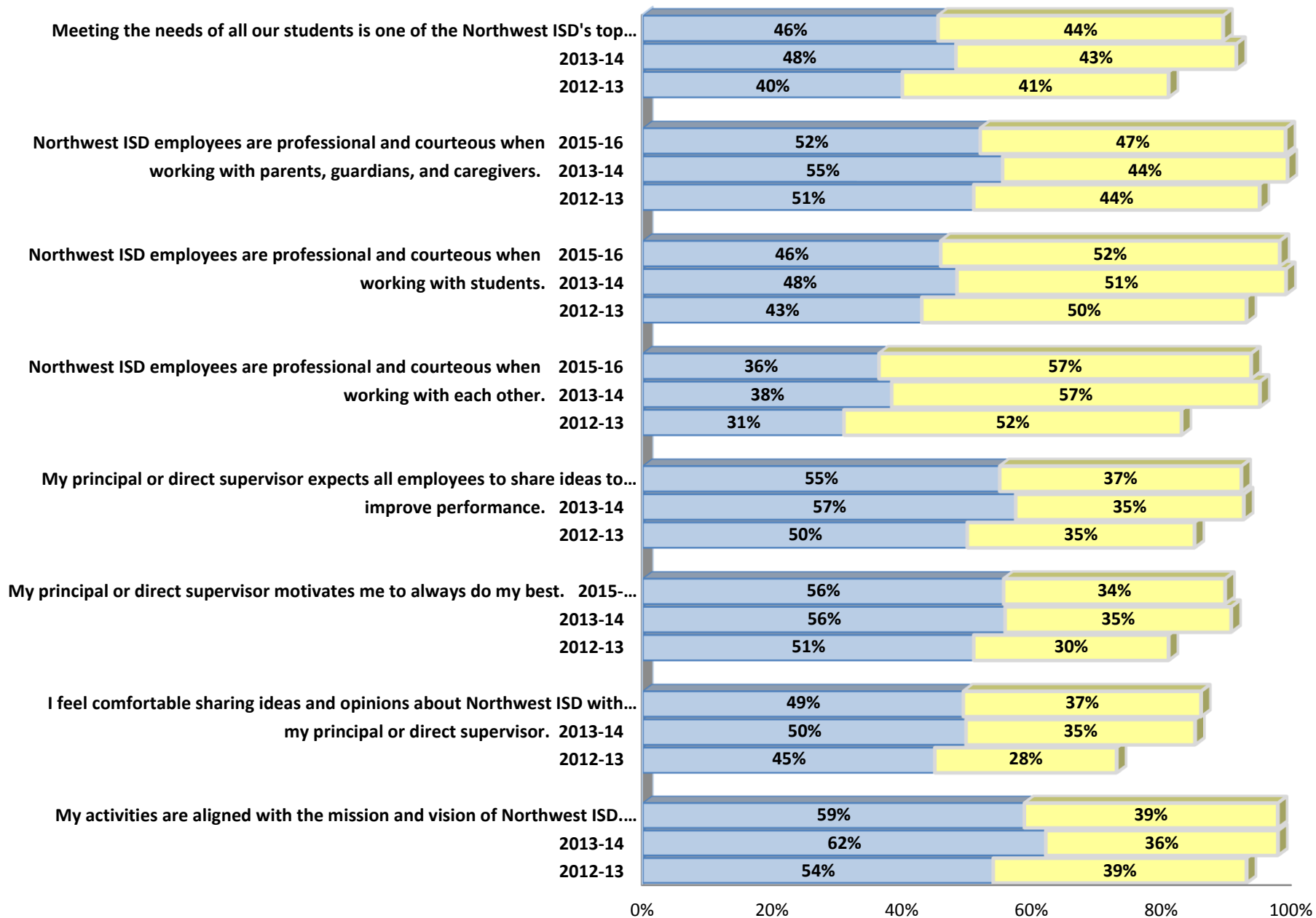
Shared Values

Shared Values	Strongly Agree	Agree	Disagree	Strongly Disagree
Meeting the needs of all our students is one of the Northwest ISD's top priorities.	47.2%	44.7%	7.3%	0.8%
Northwest ISD employees are professional and courteous when working with parents, guardians, and caregivers.	52.7%	46.6%	0.6%	0.1%
Northwest ISD employees are professional and courteous when working with students.	46.9%	51.6%	1.1%	0.3%
Northwest ISD employees are professional and courteous when working with each other.	36.5%	57.7%	5.1%	0.7%
My principal or direct supervisor expects all employees to share ideas to improve performance.	53.7%	39.0%	6.1%	1.2%
My principal or direct supervisor motivates me to always do my best.	53.8%	36.6%	7.8%	1.7%
I feel comfortable sharing ideas and opinions about Northwest ISD with my principal or direct supervisor.	49.1%	36.6%	10.8%	3.5%
My activities are aligned with the mission and vision of Northwest ISD.	58.0%	40.2%	1.4%	0.4%
Average	49.7%	44.1%	5.0%	1.1%

Total Percent Agree 93.9% = 94%

Shared Values

Strongly Agree Agree



Leadership

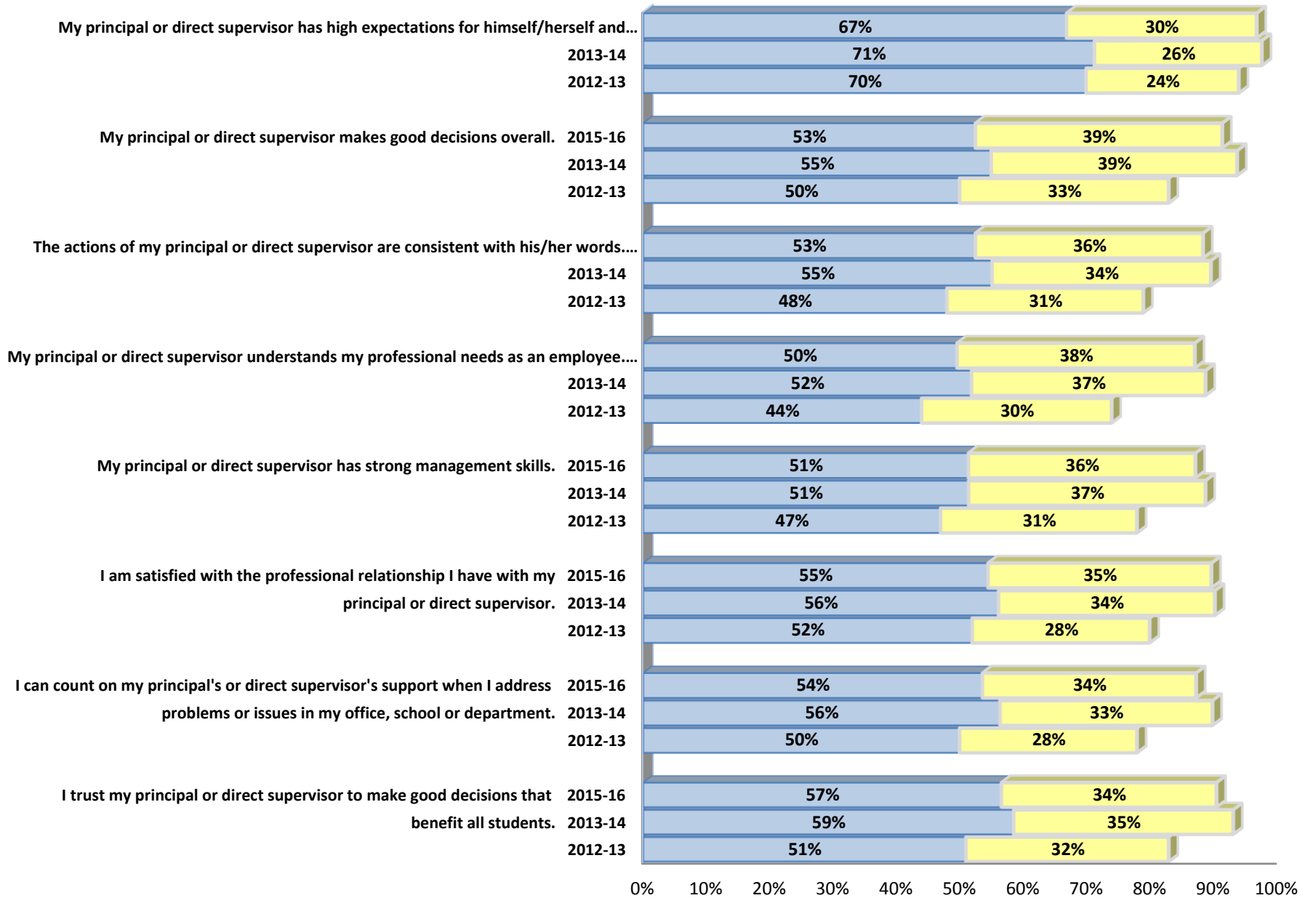
Leadership	Strongly Agree	Agree	Disagree	Strongly Disagree
My principal or direct supervisor has high expectations for himself/herself and others.	65.7%	30.2%	3.2%	0.9%
My principal or direct supervisor makes good decisions overall.	51.4%	40.1%	6.7%	1.8%
The actions of my principal or direct supervisor are consistent with his/her words.	51.0%	37.2%	9.8%	1.9%
My principal or direct supervisor understands my professional needs as an employee.	47.5%	39.1%	10.6%	2.8%
My principal or direct supervisor has strong management skills.	46.5%	39.5%	10.0%	4.0%
I am satisfied with the professional relationship I have with my principal or direct supervisor.	54.2%	35.8%	7.4%	2.6%
I can count on my principal's or direct supervisor's support when I address problems or issues in my office, school or department.	51.1%	34.4%	10.2%	4.4%
I trust my principal or direct supervisor to make good decisions that benefit all students.	55.3%	36.7%	5.8%	2.2%
Average	52.8%	36.6%	8.0%	2.6%
Total Percent Agree 89.5% = 89%				

Leadership Longitudinal

Annual Leadership	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
My principal or direct supervisor has high expectations for himself/herself and others.	98%	97%	96%	-1%
My principal or direct supervisor makes good decisions overall.	94%	91%	91%	0%
The actions of my principal or direct supervisor are consistent with his/her words.	90%	88%	88%	0%
My principal or direct supervisor understands my professional needs as an employee.	89%	87%	87%	0%
My principal or direct supervisor has strong management skills.	89%	87%	86%	-1%
I am satisfied with the professional relationship I have with my principal or direct supervisor.	90%	90%	90%	0%
I can count on my principal's or direct supervisor's support when I address problems or issues in my office, school or department.	90%	87%	85%	-2%
I trust my principal or direct supervisor to make good decisions that benefit all students.	93%	91%	92%	1%
Annual Average	91%	90%	89%	

Leadership

Strongly Agree Agree



Communication

Communication	Strongly Agree	Agree	Disagree	Strongly Disagree
My principal or direct supervisor provides clear directions and expectations for employees.	43.3%	45.8%	8.9%	1.9%
My principal or direct supervisor clearly explains how decisions that impact my work are made.	41.5%	43.5%	12.8%	2.1%
My principal or direct supervisor clearly explains the reasons behind decisions on key issues.	43.0%	42.6%	12.1%	2.3%
My principal or direct supervisor actively seeks input from employees regarding decisions that affect staff.	45.2%	37.8%	14.1%	2.9%
My principal or direct supervisor values the diverse views of employees.	45.7%	41.9%	10.0%	2.4%
My principal or direct supervisor clearly communicates to me his/her expectations of my job performance.	47.4%	42.3%	8.8%	1.5%
My principal or direct supervisor effectively communicates important issues that affect me.	46.2%	40.1%	11.8%	1.9%
My principal or direct supervisor is willing to listen to new ideas from me.	51.6%	39.0%	7.0%	2.4%
I believe I can influence decisions at my office, school or department.	37.9%	40.7%	16.7%	4.7%
I know where to go and who to ask within Northwest ISD to get information that I need to complete my work.	44.3%	49.0%	6.0%	0.7%
Average	45.2%	41.7%	10.8%	2.4%

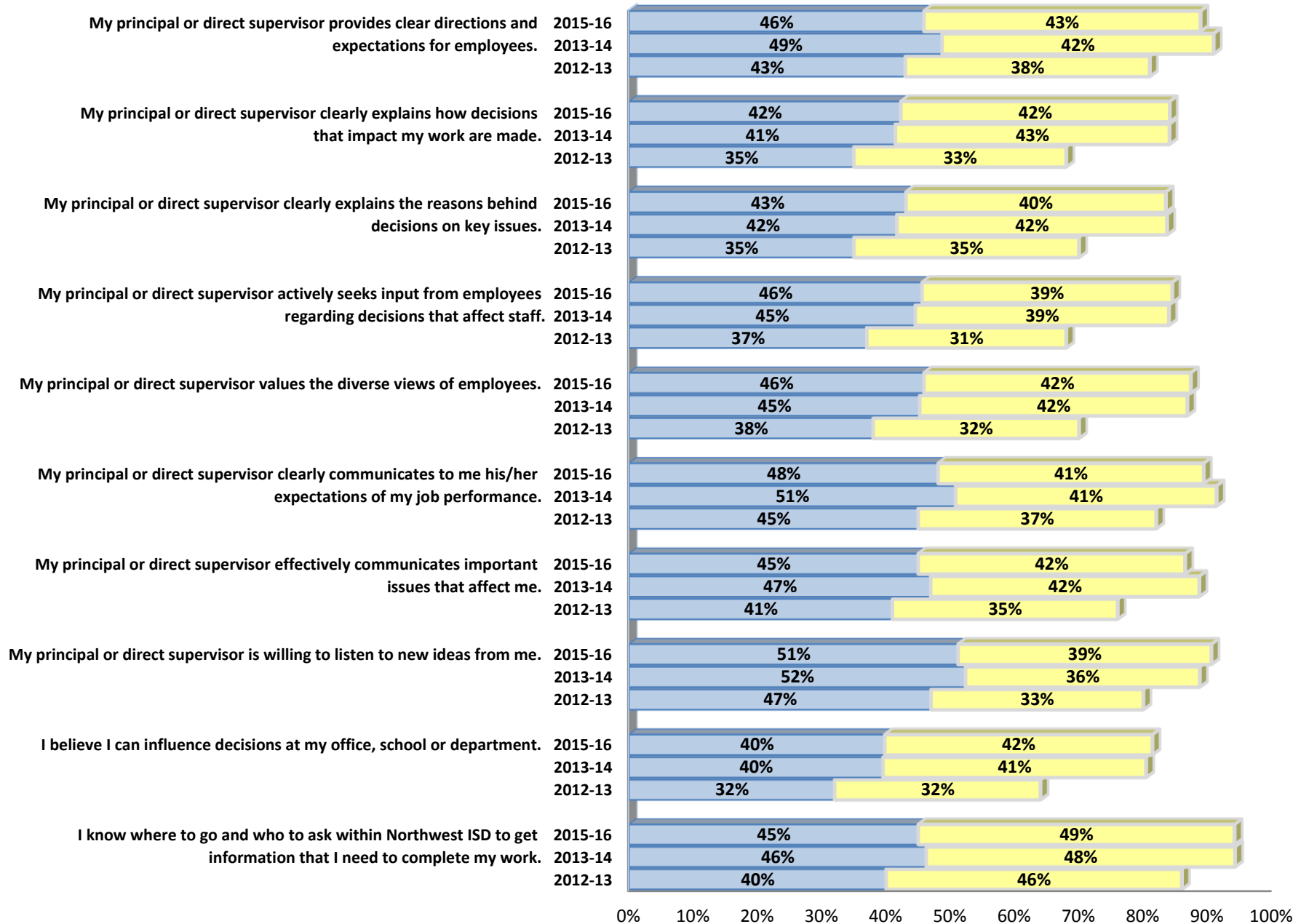
Total Percent Agree 86.8% = 87%

Communication Longitudinal

Annual Communication	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
My principal or direct supervisor provides clear directions and expectations for employees.	91%	89%	89%	0%
My principal or direct supervisor clearly explains how decisions that impact my work are made.	84%	84%	85%	1%
My principal or direct supervisor clearly explains the reasons behind decisions on key issues.	84%	84%	86%	2%
My principal or direct supervisor actively seeks input from employees regarding decisions that affect staff.	84%	85%	83%	-1%
My principal or direct supervisor values the diverse views of employees.	87%	87%	88%	0%
My principal or direct supervisor clearly communicates to me his/her expectations of my job performance.	91%	89%	90%	0%
My principal or direct supervisor effectively communicates important issues that affect me.	89%	87%	86%	0%
My principal or direct supervisor is willing to listen to new ideas from me.	89%	91%	91%	0%
I believe I can influence decisions at my office, school or department.	80%	81%	79%	-3%
I know where to go and who to ask within Northwest ISD to get information that I need to complete my work.	94%	94%	93%	-1%
Annual Average	87%	87%	87%	

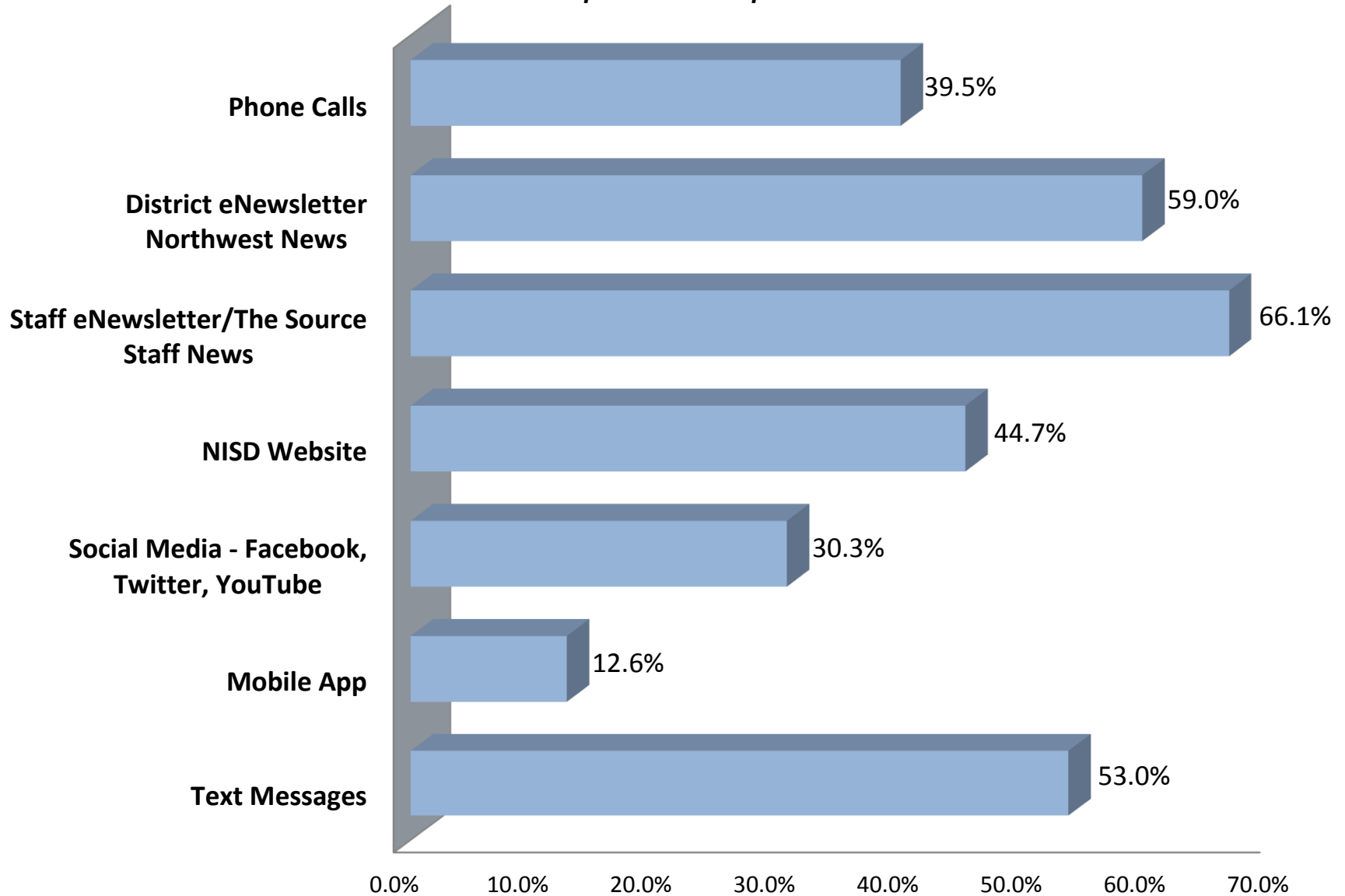
Communication

Strongly Agree Agree



How do you prefer to receive information from the school district?

Multiple selections possible



Feedback and Recognition

Feedback and Recognition	Strongly Agree	Agree	Disagree	Strongly Disagree
Northwest ISD recognizes employees for their quality work and accomplishments.	30.1%	56.5%	12.1%	1.3%
The Northwest ISD process used to evaluate my work performance contributes to my becoming a better employee.	27.1%	55.0%	15.8%	2.1%
My principal or direct supervisor regularly gives me constructive feedback to improve my work performance.	33.4%	48.2%	15.8%	2.7%
I receive recognition for my accomplishments.	28.3%	48.8%	18.6%	4.4%
When I am not meeting expectations, my principal or direct supervisor provides feedback in a professional and constructive manner.	32.8%	56.8%	8.6%	1.8%
Staff members are recognized for good performance in my office, school or department.	33.7%	50.8%	12.9%	2.7%
I am expected to give feedback to my principal or direct supervisor in order to improve my office, school or department.	31.0%	49.6%	16.7%	2.6%
I feel appreciated for the work I do.	34.2%	46.3%	14.1%	5.4%
Average	31.3%	51.5%	14.3%	2.9%

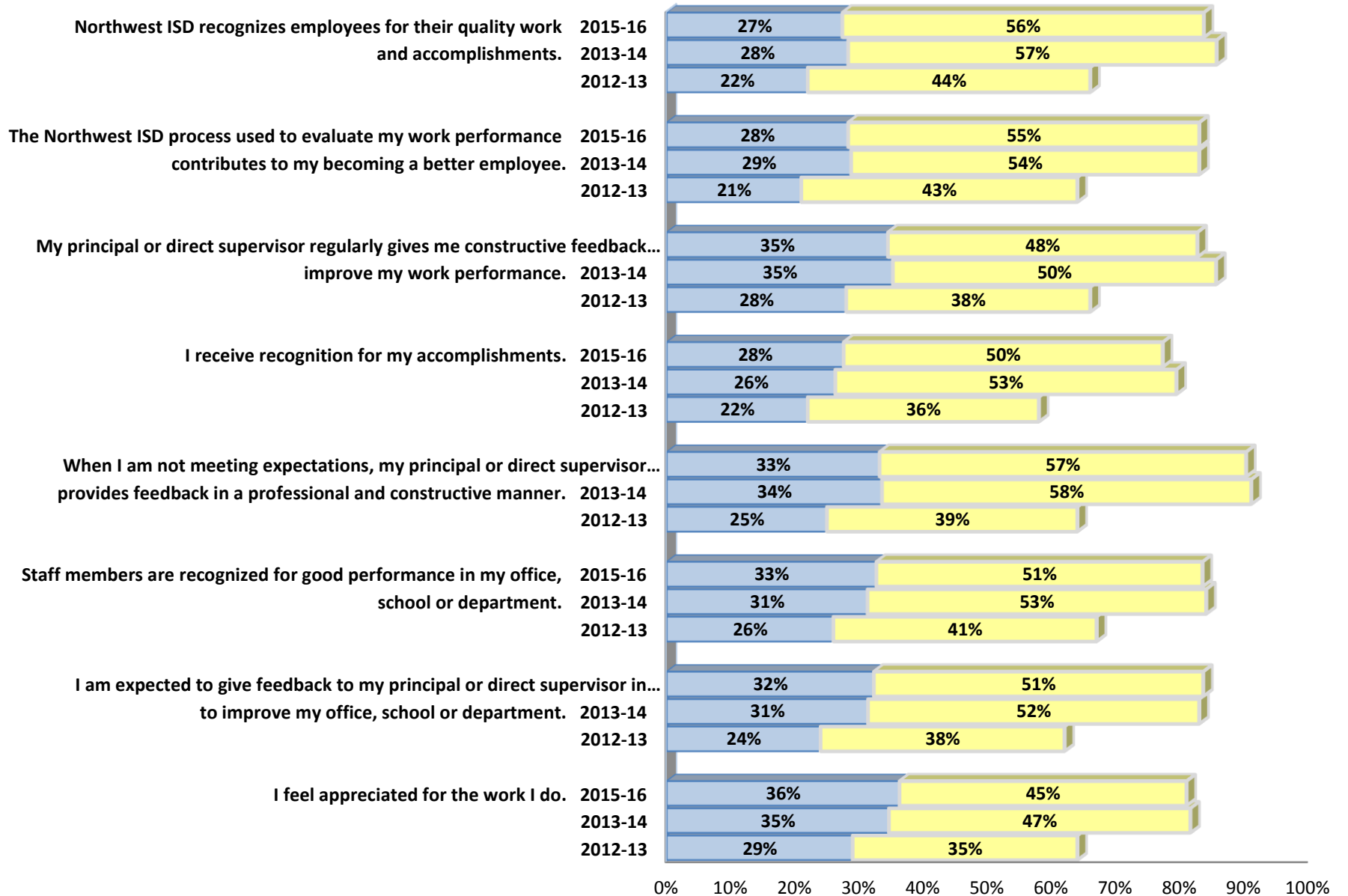
Total Percent Agree 82.8% = 83%

Longitudinal Feedback and Recognition

Annual Feedback and Recognition	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
Northwest ISD recognizes employees for their quality work and accomplishments.	86%	84%	87%	3%
The Northwest ISD process used to evaluate my work performance contributes to my becoming a better employee.	83%	83%	82%	-1%
My principal or direct supervisor regularly gives me constructive feedback to improve my work performance.	86%	83%	82%	-1%
I receive recognition for my accomplishments.	79%	77%	77%	0%
When I am not meeting expectations, my principal or direct supervisor provides feedback in a professional and constructive manner.	91%	90%	90%	-1%
Staff members are recognized for good performance in my office, school or department.	84%	84%	84%	1%
I am expected to give feedback to my principal or direct supervisor in order to improve my office, school or department.	83%	84%	81%	-3%
I feel appreciated for the work I do.	82%	81%	80%	-1%
Annual Average	84%	83%	83%	

Feedback and Recognition

Strongly Agree Agree



Work Environment

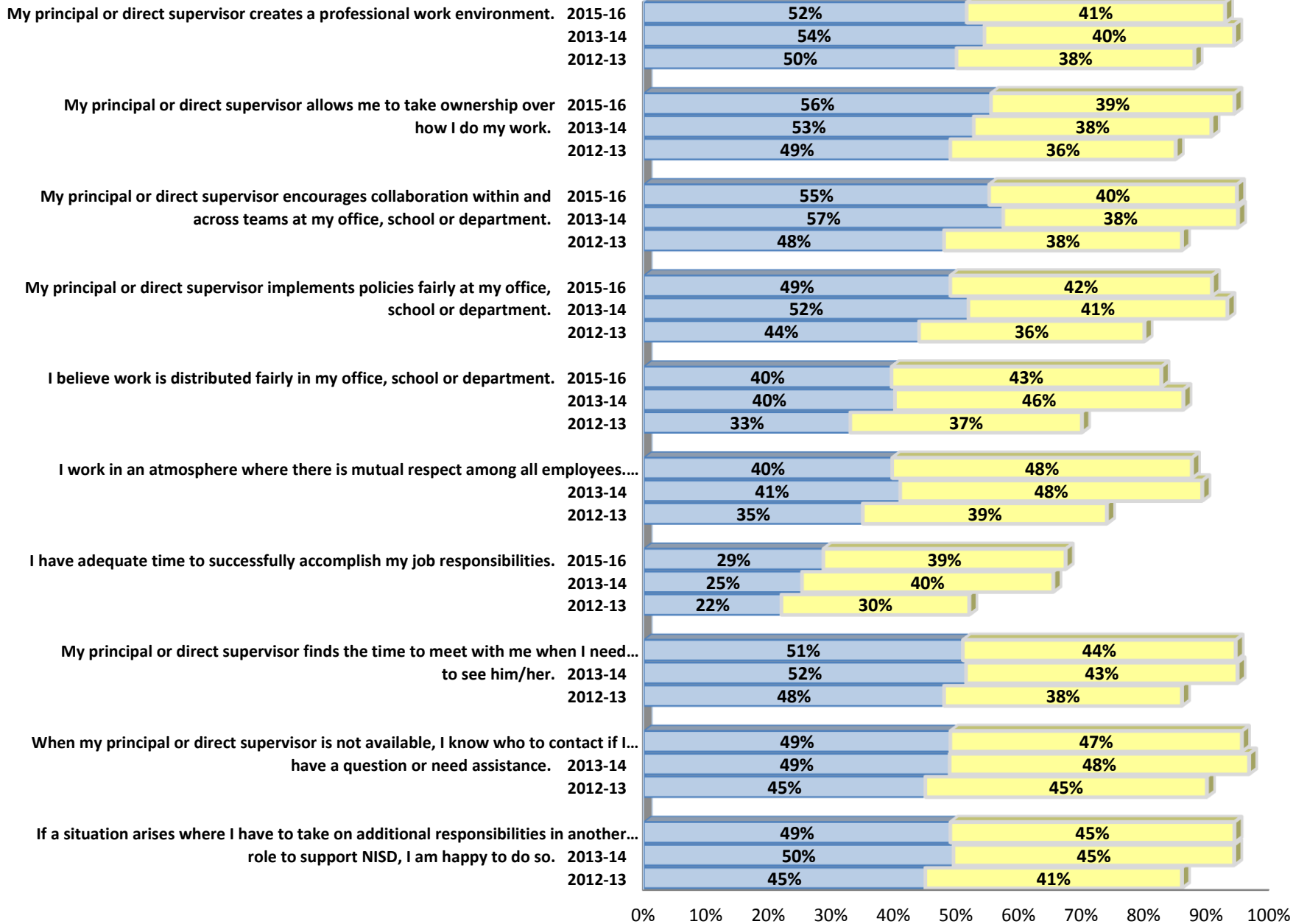
Work Environment	Strongly Agree	Agree	Disagree	Strongly Disagree
My principal or direct supervisor creates a professional work environment.	50.1%	43.0%	5.4%	1.5%
My principal or direct supervisor allows me to take ownership over how I do my work.	55.4%	39.1%	3.6%	1.9%
My principal or direct supervisor encourages collaboration within and across teams at my office, school or department.	53.2%	40.8%	4.6%	1.3%
My principal or direct supervisor implements policies fairly at my office, school or department.	47.6%	42.6%	7.2%	2.6%
I believe work is distributed fairly in my office, school or department.	35.8%	45.6%	15.0%	3.6%
I work in an atmosphere where there is mutual respect among all employees.	37.8%	49.0%	10.8%	2.4%
I have adequate time to successfully accomplish my job responsibilities.	28.3%	41.6%	20.1%	10.0%
My principal or direct supervisor finds the time to meet with me when I need to see him/her.	51.3%	43.7%	3.8%	1.3%
When my principal or direct supervisor is not available, I know who to contact if I have a question or need assistance	48.4%	45.6%	5.0%	1.0%
If a situation arises where I have to take on additional responsibilities in another role to support NISD, I am happy to do so.	49.6%	44.4%	5.2%	0.8%
Average	45.8%	43.5%	8.1%	2.6%
Total Percent Agree 89.3% = 89%				

Longitudinal Work Environment

Annual Work Environment	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
My principal or direct supervisor creates a professional work environment.	94%	93%	93%	0%
My principal or direct supervisor allows me to take ownership over how I do my work.	91%	94%	95%	0%
My principal or direct supervisor encourages collaboration within and across teams at my office, school or department.	95%	95%	94%	-1%
My principal or direct supervisor implements policies fairly at my office, school or department.	93%	91%	90%	-1%
I believe work is distributed fairly in my office, school or department.	86%	83%	81%	-1%
I work in an atmosphere where there is mutual respect among all employees.	89%	88%	87%	-1%
I have adequate time to successfully accomplish my job responsibilities.	65%	67%	70%	3%
My principal or direct supervisor finds the time to meet with me when I need to see him/her.	95%	95%	95%	0%
When my principal or direct supervisor is not available, I know who to contact if I have a question or need assistance	97%	96%	94%	-2%
If a situation arises where I have to take on additional responsibilities in another role to support NISD, I am happy to do so.	94%	94%	94%	0%
Annual Average	90%	90%	89%	

Work Environment

Strongly Agree Agree



Career Growth and Training Opportunities

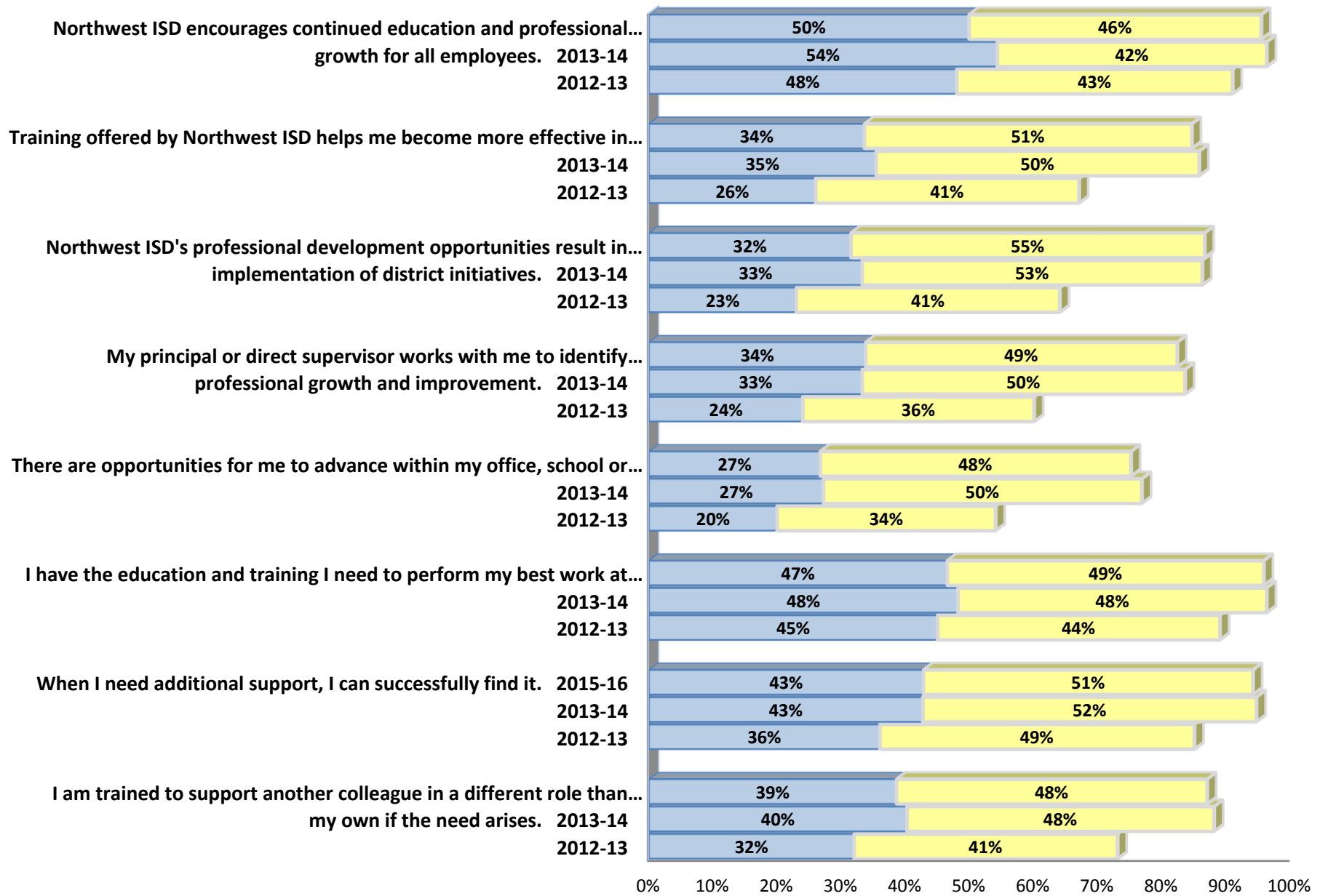
Career Growth and Training Opportunities	Strongly Agree	Agree	Disagree	Strongly Disagree
Northwest ISD encourages continued education and professional growth for all employees.	47.2%	47.0%	5.1%	0.7%
Training offered by Northwest ISD helps me become more effective in my job.	28.5%	48.2%	18.6%	4.7%
Northwest ISD's professional development opportunities result in successful implementation of district initiatives.	27.0%	52.5%	16.9%	3.5%
My principal or direct supervisor works with me to identify opportunities for my professional growth and improvement.	32.2%	50.4%	15.1%	2.4%
There are opportunities for me to advance within my office, school or department.	25.4%	48.9%	20.4%	5.4%
I have the education and training I need to perform my best work at Northwest ISD.	46.2%	50.4%	3.0%	0.3%
When I need additional support, I can successfully find it.	41.1%	51.8%	6.3%	0.8%
I am trained to support another colleague in a different role than my own if the need arises.	38.0%	49.0%	12.2%	0.8%
Average	35.7%	49.8%	12.2%	2.3%
Total Percent Agree 85.5% = 85%				

Longitudinal Career Growth and Training Opportunities

Annual Career Growth and Training Opportunities	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
Northwest ISD encourages continued education and professional growth for all employees.	96%	96%	94%	-1%
Training offered by Northwest ISD helps me become more effective in my job.	86%	85%	77%	-8%
Northwest ISD's professional development opportunities result in successful implementation of district initiatives.	86%	87%	80%	-7%
My principal or direct supervisor works with me to identify opportunities for my professional growth and improvement.	84%	82%	83%	0%
There are opportunities for me to advance within my office, school or department.	77%	75%	74%	-1%
I have the education and training I need to perform my best work at Northwest ISD.	96%	96%	97%	1%
When I need additional support, I can successfully find it.	95%	94%	93%	-1%
I am trained to support another colleague in a different role than my own if the need arises.	88%	87%	87%	0%
Annual Average	88%	88%	85%	

Career Growth and Training Opportunities

Strongly Agree Agree



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Quality Service

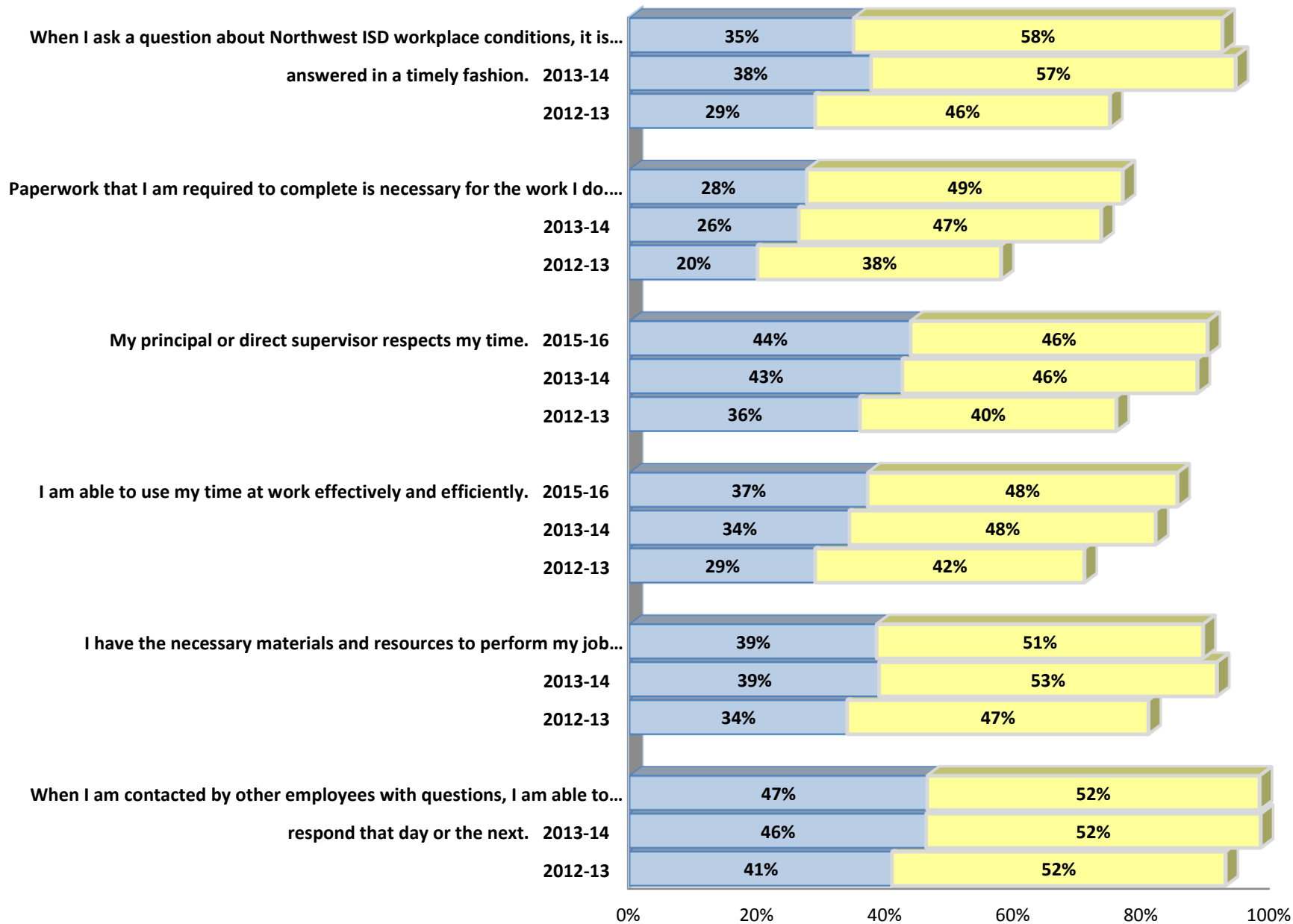
Quality Service	Strongly Agree	Agree	Disagree	Strongly Disagree
When I ask a question about Northwest ISD workplace conditions, it is answered in a timely fashion.	35.2%	59.5%	4.2%	1.1%
Paperwork that I am required to complete is necessary for the work I do.	27.7%	52.6%	15.3%	4.5%
My principal or direct supervisor respects my time.	43.3%	46.7%	7.0%	2.9%
I am able to use my time at work effectively and efficiently.	36.2%	49.2%	12.1%	2.5%
I have the necessary materials and resources to perform my job successfully.	38.2%	51.5%	8.1%	2.2%
When I am contacted by other employees with questions, I am able to respond that day or the next.	47.2%	51.0%	1.7%	0.1%
Average	38.0%	51.8%	8.1%	2.2%
Total Percent Agree 89.7% = 90%				

Quality Services Longitudinal

Annual Quality Service	Total Agree 2013	Total Agree 2015	Total Agree 2016	Change
When I ask a question about Northwest ISD workplace conditions, it is answered in a timely fashion.	95%	93%	95%	2%
Paperwork that I am required to complete is necessary for the work I do.	74%	77%	80%	3%
My principal or direct supervisor respects my time.	89%	90%	90%	0%
I am able to use my time at work effectively and efficiently.	82%	86%	85%	0%
I have the necessary materials and resources to perform my job successfully.	92%	90%	90%	0%
When I am contacted by other employees with questions, I am able to respond that day or the next.	98%	98%	98%	0%
Annual Average	88%	89%	90%	

Quality Service

Strongly Agree Agree



District Communications

District Communication	Strongly Agree	Agree	Disagree	Strongly Disagree
These communication sources provide adequate information about the school district:				
District eNewsletter Northwest News/Source Staff News (sent via email)	50.2%	49.0%	0.5%	0.3%
NISD website	43.7%	53.5%	2.3%	0.4%
Social Media - Facebook, Twitter, YouTube	35.1%	58.3%	5.7%	0.9%
Staff Resources Page on Website	38.8%	56.8%	3.9%	0.5%
Average	41.9%	54.4%	3.1%	0.5%
Total Percent Agree 96.4% = 96%				

Health and Wellness

Health and Wellness Center	Yes	No
I take advantage of the NISD Employee Health and Wellness Center.	56%	44%
My dependents use the NISD Employee Health and Wellness Center.	23%	77%
Average	40%	60%

Public Education is consistently covered on the news and in other media, often in a negative context. Overall, how do you feel as an employee of a public school system?

I always feel good about my job in public education.	57.3%
---	--------------

I often feel good about my job in public education.	38.1%
--	--------------

I seldom feel good about my job in public education.	4.4%
---	-------------

I never feel good about my job in public education.	0.2%
--	-------------

Total Percent Agree 95.4% = 95%

Thank You