

SBCUSD Employee Satisfaction Survey

Certificated Employee		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	5 0.55%	57 6.33%	136 15.09%	184 20.42%	519 57.60%	0 0.00%	901	4.28
	I have the authority to carry out the responsibilities assigned to me.	17 1.88%	81 8.97%	164 18.16%	191 21.15%	449 49.72%	1 0.11%	903	4.08
	I enjoy my job.	12 1.33%	118 13.04%	199 21.99%	251 27.73%	324 35.80%	1 0.11%	905	3.84
	When I do good work, it is recognized.	149 16.56%	320 35.56%	140 15.56%	158 17.56%	131 14.56%	2 0.22%	900	2.78
Your Supervisor	I have confidence in my supervisor.	108 12.01%	175 19.47%	135 15.02%	173 19.24%	300 33.37%	8 0.89%	899	3.43
	My supervisor provides clear goals for me to work toward.	89 9.89%	193 21.44%	146 16.22%	180 20.00%	283 31.44%	9 1.00%	900	3.42
	I get helpful feedback from my supervisor on a regular basis.	164 18.24%	240 26.70%	106 11.79%	167 18.58%	214 23.80%	8 0.89%	899	3.03
Your Development	During the past year, I have enhanced my skills.	27 3.00%	126 13.98%	126 13.98%	352 39.07%	265 29.41%	5 0.55%	901	3.78
	I see opportunities for me to grow within the district.	155 17.20%	259 28.75%	123 13.65%	181 20.09%	137 15.21%	46 5.11%	901	2.87
	My manager has a sincere interest in my career development.	215 23.89%	183 20.33%	121 13.44%	148 16.44%	186 20.67%	47 5.22%	900	2.89
Your Work Team	My work team works towards clear goals.	25 2.77%	161 17.85%	154 17.07%	258 28.60%	290 32.15%	14 1.55%	902	3.71
	There is good cooperation between my work team and other groups.	36 4.00%	153 17.02%	179 19.91%	241 26.81%	273 30.37%	17 1.89%	899	3.64
Your Compensation	My salary is fair and competitive.	125 13.92%	157 17.48%	232 25.84%	225 25.06%	148 16.48%	11 1.22%	898	3.13
	The district has a good benefits package.	29 3.24%	104 11.62%	184 20.56%	271 30.28%	298 33.30%	9 1.01%	895	3.80
District Strategy and Leaders	I believe the district is headed in the right direction.	41 4.56%	251 27.89%	249 27.67%	259 28.78%	94 10.44%	6 0.67%	900	3.13
	I get regular updates on the direction of the district and how it is doing.	46 5.09%	239 26.44%	262 28.98%	253 27.99%	102 11.28%	2 0.22%	904	3.14
	I have confidence in the leadership of the district.	78 8.66%	242 26.86%	242 26.86%	236 26.19%	97 10.77%	6 0.67%	901	3.04
Engagement	I feel respected and valued.	134 14.84%	296 32.78%	187 20.71%	175 19.38%	111 12.29%	0 0.00%	903	2.82
	I have opportunities to give input to the district.	146 16.22%	344 38.22%	189 21.00%	142 15.78%	67 7.44%	12 1.33%	900	2.59
	I would recommend the district to others.	139 15.50%	271 30.21%	222 24.75%	140 15.61%	112 12.49%	13 1.45%	897	2.79

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always

SBCUSD Employee Satisfaction Survey

Certificated Substitute		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	2 2.47%	8 9.88%	22 27.16%	18 22.22%	31 38.27%	0 0.00%	81	3.84
	I have the authority to carry out the responsibilities assigned to me.	2 2.53%	8 10.13%	18 22.78%	21 26.58%	28 35.44%	2 2.53%	79	3.84
	I enjoy my job.	2 2.56%	8 10.26%	19 24.36%	29 37.18%	20 25.64%	0 0.00%	78	3.73
	When I do good work, it is recognized.	10 12.50%	35 43.75%	14 17.50%	10 12.50%	9 11.25%	2 2.50%	80	2.65
Your Supervisor	I have confidence in my supervisor.	4 4.94%	12 14.81%	13 16.05%	9 11.11%	11 13.58%	32 39.51%	81	3.22
	My supervisor provides clear goals for me to work toward.	6 7.59%	11 13.92%	14 17.72%	4 5.06%	11 13.92%	33 41.77%	79	3.07
	I get helpful feedback from my supervisor on a regular basis.	15 18.75%	13 16.25%	8 10.00%	5 6.25%	9 11.25%	30 37.50%	80	2.60
Your Development	During the past year, I have enhanced my skills.	4 4.94%	12 14.81%	14 17.28%	21 25.93%	22 27.16%	8 9.88%	81	3.62
	I see opportunities for me to grow within the district.	25 31.65%	20 25.32%	6 7.59%	9 11.39%	8 10.13%	11 13.92%	79	2.34
	My manager has a sincere interest in my career development.	12 15.00%	11 13.75%	3 3.75%	5 6.25%	9 11.25%	40 50.00%	80	2.70
Your Work Team	My work team works towards clear goals.	5 6.25%	9 11.25%	6 7.50%	5 6.25%	9 11.25%	46 57.50%	80	3.12
	There is good cooperation between my work team and other groups.	5 6.41%	11 14.10%	9 11.54%	1 1.28%	8 10.26%	44 56.41%	78	2.88
Your Compensation	My salary is fair and competitive.	17 21.52%	9 11.39%	23 29.11%	13 16.46%	9 11.39%	8 10.13%	79	2.83
	The district has a good benefits package.	22 28.21%	7 8.97%	5 6.41%	2 2.56%	4 5.13%	38 48.72%	78	1.98
District Strategy and Leaders	I believe the district is headed in the right direction.	5 6.25%	26 32.50%	27 33.75%	11 13.75%	8 10.00%	3 3.75%	80	2.88
	I get regular updates on the direction of the district and how it is doing.	15 19.23%	26 33.33%	17 21.79%	7 8.97%	12 15.38%	1 1.28%	78	2.68
	I have confidence in the leadership of the district.	5 6.25%	22 27.50%	30 37.50%	12 15.00%	10 12.50%	1 1.25%	80	3.00
Engagement	I feel respected and valued.	11 13.58%	28 34.57%	21 25.93%	9 11.11%	12 14.81%	0 0.00%	81	2.79
	I have opportunities to give input to the district.	22 27.50%	27 33.75%	13 16.25%	7 8.75%	6 7.50%	5 6.25%	80	2.31
	I would recommend the district to others.	7 8.75%	25 31.25%	23 28.75%	13 16.25%	10 12.50%	2 2.50%	80	2.92

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always

SBCUSD Employee Satisfaction Survey

Certificated Manager		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	0 0.00%	1 1.27%	15 18.99%	16 20.25%	47 59.49%	0 0.00%	79	4.38
	I have the authority to carry out the responsibilities assigned to me.	0 0.00%	7 8.86%	12 15.19%	15 18.99%	45 56.96%	0 0.00%	79	4.24
	I enjoy my job.	0 0.00%	5 6.33%	10 12.66%	23 29.11%	41 51.90%	0 0.00%	79	4.27
	When I do good work, it is recognized.	6 7.59%	21 26.58%	12 15.19%	21 26.58%	19 24.05%	0 0.00%	79	3.33
Your Supervisor	I have confidence in my supervisor.	3 3.80%	11 13.92%	12 15.19%	14 17.72%	37 46.84%	2 2.53%	79	3.92
	My supervisor provides clear goals for me to work toward.	5 6.41%	14 17.95%	16 20.51%	14 17.95%	27 34.62%	2 2.56%	78	3.58
	I get helpful feedback from my supervisor on a regular basis.	5 6.49%	26 33.77%	11 14.29%	8 10.39%	25 32.47%	2 2.60%	77	3.29
Your Development	During the past year, I have enhanced my skills.	2 2.56%	8 10.26%	8 10.26%	29 37.18%	31 39.74%	0 0.00%	78	4.01
	I see opportunities for me to grow within the district.	8 10.26%	9 11.54%	16 20.51%	19 24.36%	25 32.05%	1 1.28%	78	3.57
	My manager has a sincere interest in my career development.	7 9.09%	17 22.08%	9 11.69%	15 19.48%	26 33.77%	3 3.90%	77	3.49
Your Work Team	My work team works towards clear goals.	3 3.85%	8 10.26%	9 11.54%	21 26.92%	36 46.15%	1 1.28%	78	4.03
	There is good cooperation between my work team and other groups.	3 3.90%	9 11.69%	11 14.29%	25 32.47%	28 36.36%	1 1.30%	77	3.87
Your Compensation	My salary is fair and competitive.	6 7.79%	16 20.78%	13 16.88%	26 33.77%	16 20.78%	0 0.00%	77	3.39
	The district has a good benefits package.	1 1.28%	7 8.97%	6 7.69%	23 29.49%	40 51.28%	1 1.28%	78	4.22
District Strategy and Leaders	I believe the district is headed in the right direction.	2 2.56%	5 6.41%	13 16.67%	38 48.72%	20 25.64%	0 0.00%	78	3.88
	I get regular updates on the direction of the district and how it is doing.	1 1.28%	8 10.26%	11 14.10%	39 50.00%	19 24.36%	0 0.00%	78	3.86
	I have confidence in the leadership of the district.	1 1.30%	6 7.79%	17 22.08%	31 40.26%	22 28.57%	0 0.00%	77	3.87
Engagement	I feel respected and valued.	2 2.56%	22 28.21%	11 14.10%	22 28.21%	21 26.92%	0 0.00%	78	3.49
	I have opportunities to give input to the district.	3 3.85%	16 20.51%	15 19.23%	27 34.62%	17 21.79%	0 0.00%	78	3.50
	I would recommend the district to others.	4 5.13%	11 14.10%	17 21.79%	22 28.21%	23 29.49%	1 1.28%	78	3.64

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always

SBCUSD Employee Satisfaction Survey

Classified Employee		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	17 3.82%	28 6.29%	75 16.85%	95 21.35%	228 51.24%	2 0.45%	445	4.10
	I have the authority to carry out the responsibilities assigned to me.	8 1.80%	37 8.33%	63 14.19%	88 19.82%	246 55.41%	2 0.45%	444	4.19
	I enjoy my job.	11 2.47%	42 9.44%	79 17.75%	121 27.19%	191 42.92%	1 0.22%	445	3.99
	When I do good work, it is recognized.	65 14.67%	137 30.93%	64 14.45%	83 18.74%	92 20.77%	2 0.45%	443	3.00
Your Supervisor	I have confidence in my supervisor.	50 11.26%	62 13.96%	55 12.39%	77 17.34%	186 41.89%	14 3.15%	444	3.67
	My supervisor provides clear goals for me to work toward.	61 13.83%	69 15.65%	67 15.19%	79 17.91%	150 34.01%	15 3.40%	441	3.44
	I get helpful feedback from my supervisor on a regular basis.	84 19.09%	88 20.00%	54 12.27%	83 18.86%	118 26.82%	13 2.95%	440	3.15
Your Development	During the past year, I have enhanced my skills.	35 7.90%	67 15.12%	65 14.67%	126 28.44%	136 30.70%	14 3.16%	443	3.61
	I see opportunities for me to grow within the district.	159 36.05%	113 25.62%	51 11.56%	40 9.07%	65 14.74%	13 2.95%	441	2.39
	My manager has a sincere interest in my career development.	139 31.88%	66 15.14%	63 14.45%	48 11.01%	83 19.04%	37 8.49%	436	2.67
Your Work Team	My work team works towards clear goals.	31 7.00%	78 17.61%	98 22.12%	87 19.64%	127 28.67%	22 4.97%	443	3.48
	There is good cooperation between my work team and other groups.	30 6.85%	91 20.78%	108 24.66%	84 19.18%	110 25.11%	15 3.42%	438	3.36
Your Compensation	My salary is fair and competitive.	97 22.10%	125 28.47%	113 25.74%	65 14.81%	33 7.52%	6 1.37%	439	2.57
	The district has a good benefits package.	17 3.85%	43 9.75%	97 22.00%	94 21.32%	181 41.04%	9 2.04%	441	3.88
District Strategy and Leaders	I believe the district is headed in the right direction.	36 8.16%	141 31.97%	125 28.34%	87 19.73%	37 8.39%	15 3.40%	441	2.88
	I get regular updates on the direction of the district and how it is doing.	51 11.51%	148 33.41%	100 22.57%	86 19.41%	53 11.96%	5 1.13%	443	2.87
	I have confidence in the leadership of the district.	52 11.87%	142 32.42%	110 25.11%	77 17.58%	51 11.64%	6 1.37%	438	2.84
Engagement	I feel respected and valued.	66 14.86%	132 29.73%	88 19.82%	80 18.02%	76 17.12%	2 0.45%	444	2.93
	I have opportunities to give input to the district.	94 21.17%	148 33.33%	88 19.82%	58 13.06%	45 10.14%	11 2.48%	444	2.57
	I would recommend the district to others.	54 12.30%	136 30.98%	104 23.69%	68 15.49%	60 13.67%	17 3.87%	439	2.87

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always

SBCUSD Employee Satisfaction Survey

Classified Substitute		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	0 0.00%	3 13.04%	2 8.70%	4 17.39%	14 60.87%	0 0.00%	23	4.26
	I have the authority to carry out the responsibilities assigned to me.	0 0.00%	0 0.00%	1 4.55%	4 18.18%	17 77.27%	0 0.00%	22	4.73
	I enjoy my job.	0 0.00%	3 13.04%	2 8.70%	5 21.74%	13 56.52%	0 0.00%	23	4.22
	When I do good work, it is recognized.	1 4.35%	6 26.09%	3 13.04%	4 17.39%	9 39.13%	0 0.00%	23	3.61
Your Supervisor	I have confidence in my supervisor.	0 0.00%	2 8.70%	0 0.00%	4 17.39%	15 65.22%	2 8.70%	23	4.52
	My supervisor provides clear goals for me to work toward.	1 4.35%	0 0.00%	1 4.35%	5 21.74%	12 52.17%	4 17.39%	23	4.42
	I get helpful feedback from my supervisor on a regular basis.	3 13.04%	1 4.35%	1 4.35%	3 13.04%	13 56.52%	2 8.70%	23	4.05
Your Development	During the past year, I have enhanced my skills.	0 0.00%	0 0.00%	4 17.39%	6 26.09%	11 47.83%	2 8.70%	23	4.33
	I see opportunities for me to grow within the district.	7 30.43%	2 8.70%	2 8.70%	2 8.70%	7 30.43%	3 13.04%	23	3.00
	My manager has a sincere interest in my career development.	3 13.04%	1 4.35%	3 13.04%	4 17.39%	8 34.78%	4 17.39%	23	3.68
Your Work Team	My work team works towards clear goals.	0 0.00%	1 4.35%	0 0.00%	3 13.04%	16 69.57%	3 13.04%	23	4.70
	There is good cooperation between my work team and other groups.	0 0.00%	1 4.55%	0 0.00%	4 18.18%	14 63.64%	3 13.64%	22	4.63
Your Compensation	My salary is fair and competitive.	8 34.78%	4 17.39%	1 4.35%	4 17.39%	3 13.04%	3 13.04%	23	2.50
	The district has a good benefits package.	6 27.27%	2 9.09%	0 0.00%	0 0.00%	2 9.09%	12 54.55%	22	2.00
District Strategy and Leaders	I believe the district is headed in the right direction.	0 0.00%	8 34.78%	4 17.39%	7 30.43%	4 17.39%	0 0.00%	23	3.30
	I get regular updates on the direction of the district and how it is doing.	1 4.35%	7 30.43%	5 21.74%	4 17.39%	5 21.74%	1 4.35%	23	3.23
	I have confidence in the leadership of the district.	0 0.00%	9 39.13%	2 8.70%	7 30.43%	5 21.74%	0 0.00%	23	3.35
Engagement	I feel respected and valued.	0 0.00%	5 21.74%	4 17.39%	5 21.74%	9 39.13%	0 0.00%	23	3.78
	I have opportunities to give input to the district.	1 4.55%	5 22.73%	3 13.64%	3 13.64%	5 22.73%	5 22.73%	22	3.35
	I would recommend the district to others.	1 5.00%	5 25.00%	5 25.00%	2 10.00%	7 35.00%	0 0.00%	20	3.45

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always

SBCUSD Employee Satisfaction Survey

Classified Manager		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	1 2.44%	1 2.44%	11 26.83%	7 17.07%	21 51.22%	0 0.00%	41	4.12
	I have the authority to carry out the responsibilities assigned to me.	0 0.00%	3 7.50%	10 25.00%	9 22.50%	18 45.00%	0 0.00%	40	4.05
	I enjoy my job.	1 2.56%	1 2.56%	15 38.46%	11 28.21%	11 28.21%	0 0.00%	39	3.77
	When I do good work, it is recognized.	1 2.56%	13 33.33%	9 23.08%	11 28.21%	5 12.82%	0 0.00%	39	3.15
Your Supervisor	I have confidence in my supervisor.	1 2.44%	5 12.20%	7 17.07%	8 19.51%	20 48.78%	0 0.00%	41	4.00
	My supervisor provides clear goals for me to work toward.	1 2.44%	10 24.39%	6 14.63%	9 21.95%	15 36.59%	0 0.00%	41	3.66
	I get helpful feedback from my supervisor on a regular basis.	0 0.00%	16 39.02%	5 12.20%	7 17.07%	13 31.71%	0 0.00%	41	3.41
Your Development	During the past year, I have enhanced my skills.	1 2.44%	6 14.63%	5 12.20%	16 39.02%	11 26.83%	2 4.88%	41	3.77
	I see opportunities for me to grow within the district.	6 14.63%	13 31.71%	5 12.20%	8 19.51%	5 12.20%	4 9.76%	41	2.81
	My manager has a sincere interest in my career development.	8 19.51%	7 17.07%	5 12.20%	8 19.51%	9 21.95%	4 9.76%	41	3.08
Your Work Team	My work team works towards clear goals.	0 0.00%	9 21.95%	8 19.51%	12 29.27%	12 29.27%	0 0.00%	41	3.66
	There is good cooperation between my work team and other groups.	0 0.00%	5 12.20%	12 29.27%	14 34.15%	10 24.39%	0 0.00%	41	3.71
Your Compensation	My salary is fair and competitive.	8 20.00%	6 15.00%	12 30.00%	7 17.50%	6 15.00%	1 2.50%	40	2.92
	The district has a good benefits package.	1 2.44%	1 2.44%	7 17.07%	8 19.51%	22 53.66%	2 4.88%	41	4.26
District Strategy and Leaders	I believe the district is headed in the right direction.	0 0.00%	7 17.07%	14 34.15%	12 29.27%	8 19.51%	0 0.00%	41	3.51
	I get regular updates on the direction of the district and how it is doing.	1 2.50%	4 10.00%	12 30.00%	15 37.50%	8 20.00%	0 0.00%	40	3.63
	I have confidence in the leadership of the district.	0 0.00%	7 17.07%	16 39.02%	10 24.39%	8 19.51%	0 0.00%	41	3.46
Engagement	I feel respected and valued.	1 2.44%	10 24.39%	14 34.15%	12 29.27%	4 9.76%	0 0.00%	41	3.20
	I have opportunities to give input to the district.	0 0.00%	11 26.83%	14 34.15%	11 26.83%	5 12.20%	0 0.00%	41	3.24
	I would recommend the district to others.	0 0.00%	7 17.07%	13 31.71%	9 21.95%	10 24.39%	2 4.88%	41	3.56

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always

SBCUSD Employee Satisfaction Survey

Non-Classified Employee		1	2	3	4	5	N/A	Total Responses	Avg. Rating
Your Job	My job responsibilities are clear.	0 0.00%	1 25.00%	0 0.00%	1 25.00%	2 50.00%	0 0.00%	4	4.00
	I have the authority to carry out the responsibilities assigned to me.	0 0.00%	0 0.00%	0 0.00%	2 50.00%	2 50.00%	0 0.00%	4	4.50
	I enjoy my job.	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 100.00%	0 0.00%	4	5.00
	When I do good work, it is recognized.	0 0.00%	1 25.00%	0 0.00%	1 25.00%	2 50.00%	0 0.00%	4	4.00
Your Supervisor	I have confidence in my supervisor.	1 25.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	4	4.00
	My supervisor provides clear goals for me to work toward.	0 0.00%	1 25.00%	0 0.00%	1 25.00%	2 50.00%	0 0.00%	4	4.00
	I get helpful feedback from my supervisor on a regular basis.	1 25.00%	0 0.00%	1 25.00%	0 0.00%	2 50.00%	0 0.00%	4	3.50
Your Development	During the past year, I have enhanced my skills.	0 0.00%	0 0.00%	1 25.00%	1 25.00%	2 50.00%	0 0.00%	4	4.25
	I see opportunities for me to grow within the district.	1 25.00%	1 25.00%	0 0.00%	1 25.00%	1 25.00%	0 0.00%	4	3.00
	My manager has a sincere interest in my career development.	0 0.00%	1 25.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	4	4.25
Your Work Team	My work team works towards clear goals.	0 0.00%	0 0.00%	0 0.00%	2 50.00%	2 50.00%	0 0.00%	4	4.50
	There is good cooperation between my work team and other groups.	0 0.00%	1 25.00%	1 25.00%	0 0.00%	2 50.00%	0 0.00%	4	3.75
Your Compensation	My salary is fair and competitive.	0 0.00%	0 0.00%	1 25.00%	2 50.00%	0 0.00%	1 25.00%	4	3.67
	The district has a good benefits package.	0 0.00%	0 0.00%	0 0.00%	1 25.00%	1 25.00%	2 50.00%	4	4.50
District Strategy and Leaders	I believe the district is headed in the right direction.	1 25.00%	1 25.00%	0 0.00%	1 25.00%	1 25.00%	0 0.00%	4	3.00
	I get regular updates on the direction of the district and how it is doing.	2 50.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%	0 0.00%	4	2.50
	I have confidence in the leadership of the district.	2 50.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%	0 0.00%	4	2.50
Engagement	I feel respected and valued.	0 0.00%	0 0.00%	1 25.00%	2 50.00%	1 25.00%	0 0.00%	4	4.00
	I have opportunities to give input to the district.	1 25.00%	2 50.00%	0 0.00%	0 0.00%	1 25.00%	0 0.00%	4	2.50
	I would recommend the district to others.	1 25.00%	1 25.00%	1 25.00%	0 0.00%	1 25.00%	0 0.00%	4	2.75

Key: 1-Never, 2-Occasionally, 3-Usually, 4-Frequently, 5-Always