

SBCUSD 2014-2018 Employee Satisfaction Survey Results

		2014 (%/n)	2015 (%/n)	2014-2015 Change	2016 (%/n)	2015-2016 Change	2017 (%/n)	2016-2017 Change	2018 (%/n)	2017-2018 Change	2014-2018 Change
Q1 I am...	Certificated Employee	<u>63.12%</u> 1402	<u>67.33%</u> 1,871	<u>+4.21%</u> +469	<u>61.74%</u> 1588	<u>-5.59%</u> -283	<u>61.64%</u> 1713	<u>-0.1%</u> +125	<u>62.87%</u> 1231	<u>+1.23%</u> -482	<u>-0.25%</u> -171
	Certificated Substitute	<u>1.08%</u> 24	<u>1.26%</u> 35	<u>+0.18%</u> +11	<u>6.10%</u> 157	<u>+4.84%</u> +122	<u>4.07%</u> 113	<u>-2.03%</u> -44	<u>2.60%</u> 51	<u>-1.47%</u> -62	<u>+1.52%</u> +27
	Certificated Manager	<u>4.73%</u> 105	<u>3.60%</u> 100	<u>-1.13%</u> -5	<u>3.50%</u> 90	<u>-0.1%</u> -10	<u>3.67%</u> 102	<u>+0.17%</u> +12	<u>3.73%</u> 73	<u>+0.06%</u> -29	<u>-1%</u> -32
	Classified Employee	<u>27.10%</u> 602	<u>24.54%</u> 682	<u>-2.56%</u> +80	<u>25.54%</u> 657	<u>+1%</u> -25	<u>27.20%</u> 756	<u>+1.66%</u> +99	<u>27.32%</u> 535	<u>+0.12%</u> -221	<u>+0.22%</u> -67
	Classified Substitute	<u>1.44%</u> 32	<u>1.12%</u> 31	<u>-0.32%</u> -1	<u>0.74%</u> 19	<u>-0.38%</u> -12	<u>0.79%</u> 22	<u>+0.05%</u> +3	<u>0.66%</u> 13	<u>-0.13%</u> -9	<u>-0.78%</u> -19
	Classified Manager	<u>1.53%</u> 34	<u>1.58%</u> 44	<u>+0.05%</u> +10	<u>1.59%</u> 41	<u>+0.01%</u> -3	<u>1.73%</u> 48	<u>+0.14%</u> +7	<u>2.04%</u> 40	<u>+0.31%</u> -8	<u>+0.51%</u> +6

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Q1	I am...										
	Non-Classified Employee	<u>0.99%</u> 22	<u>0.58%</u> 16	<u>-0.41%</u> -6	<u>0.78%</u> 20	<u>+0.2%</u> +4	<u>0.90%</u> 25	<u>+0.12%</u> +5	<u>0.77%</u> 15	<u>-0.13%</u> -10	<u>-0.22%</u> -7
	Total Number of Respondents	2,221	2,779	+558	2,572	-207	2,779	+207	1,958	-821	-263

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Your Job:											
Q2	My job responsibilities are clear.	88.05%	88.70%	+0.65%	88.98%	+0.28%	88.17%	-0.81%	88.26%	+0.09%	+0.21%
Q3	I have the authority to carry out the responsibilities assigned to me.	84.23%	84.20%	-0.03%	85.11%	+0.91%	84.26%	-0.85%	83.38%	-0.88%	-0.85%
Q4	I enjoy my job.	66.51%	82.40%	+15.89%	84.46%	+2.06%	84.63%	+0.17%	82.87%	-1.76%	+16.36%
Q5	When I do good work, it is recognized.	53.75%	57.16%	+3.41%	59.16%	+2%	57.41%	-1.75%	57.85%	+0.44%	+4.1%

Your Supervisor:											
Q6	I have confidence in my supervisor.	69.43%	69.88%	+0.45%	71.96%	+2.08%	72.28%	+0.32%	73.41%	+1.13%	+3.98%
Q7	My supervisor provides clear goals for me to work toward.	66.03%	66.85%	+0.82%	68.98%	+2.13%	70.12%	+1.14%	71.43%	+1.31%	+5.4%
Q8	I get helpful feedback from my supervisor on a regular basis.	54.14%	57.11%	+2.97%	60.43%	+3.32%	60.47%	+0.04%	61.46%	+0.99%	+7.32%

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Your Development:											
Q9	During the past year, I have enhanced my skills.	82.58%	83.89%	+1.31%	85.31%	+1.42%	83.13%	-2.18%	83.43%	+0.3%	+0.85%
Q10	I see opportunities for me to grow within the district.	52.24%	52.60%	+0.36%	58.43%	+5.83%	60.29%	+1.86%	62.07%	+1.78%	+9.83%
Q11	My manager has a sincere interest in my career development.	48.92%	52.23%	+3.31%	56.98%	+4.75%	57.99%	+1.01%	59.48%	+1.49%	+10.56%
Your Work Team:											
Q12	My work team works towards clear goals.	73.17%	75.94%	+2.77%	75.79%	-0.15%	77.16%	+1.37%	75.44%	-1.72%	+3.99%
Q13	There is good cooperation between my work team and other groups.	69.28%	71.27%	+1.99%	70.51%	-0.76%	71.67%	+1.16%	71.17%	-0.5%	+2.39%

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Your Compensation:											
Q14	My salary is fair and competitive.	45.77%	43.46%	-2.31%	50.92%	+7.46%	57.06%	+6.14%	53.28%	-3.78%	+11.29%
Q15	The district has a good benefits package.	75.15%	72.74%	-2.41%	73.68%	+0.94%	77.94%	+4.26%	79.26%	+1.32%	+2.79%

District Strategy and Leaders:											
Q16	I believe the district is headed in the right direction.	60.85%	58.55%	-2.3%	60.44%	+1.89%	63.00%	+2.56%	63.29%	+0.29%	+2.15%
Q17	I get regular updates on the direction of the district and how it is doing.	67.67%	65.47%	-2.2%	63.83%	-1.64%	63.42%	-0.41%	74.43%	+11.01%	-4.25%
Q18	I have confidence in the leadership of the district.	54.15%	52.65%	-1.5%	55.44%	+2.79%	60.43%	+4.99%	59.28%	-1.15%	+6.28%

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Engagement:											
Q19	I feel respected and valued.	56.16%	58.63%	+2.47%	62.66%	+4.03%	63.73%	+1.07%	64.01%	+0.28%	+7.57%
Q20	I have opportunities to give input to the district.	56.02%	55.10%	-0.92%	56.91%	+1.81%	55.65%	-1.26%	60.75%	+5.1%	-0.37%
Q21	I would recommend the district to others.	52.62%	52.62%	+0%	57.93%	+5.31%	58.09%	+0.16%	61.01%	+2.92%	+5.47%
Safety:											
Q22	I feel safe at my worksite.	Question not included in 2014	Question not included in 2015	N/A	64.98%	N/A	50.23%	-14.75%	55.77%	+5.54%	N/A