

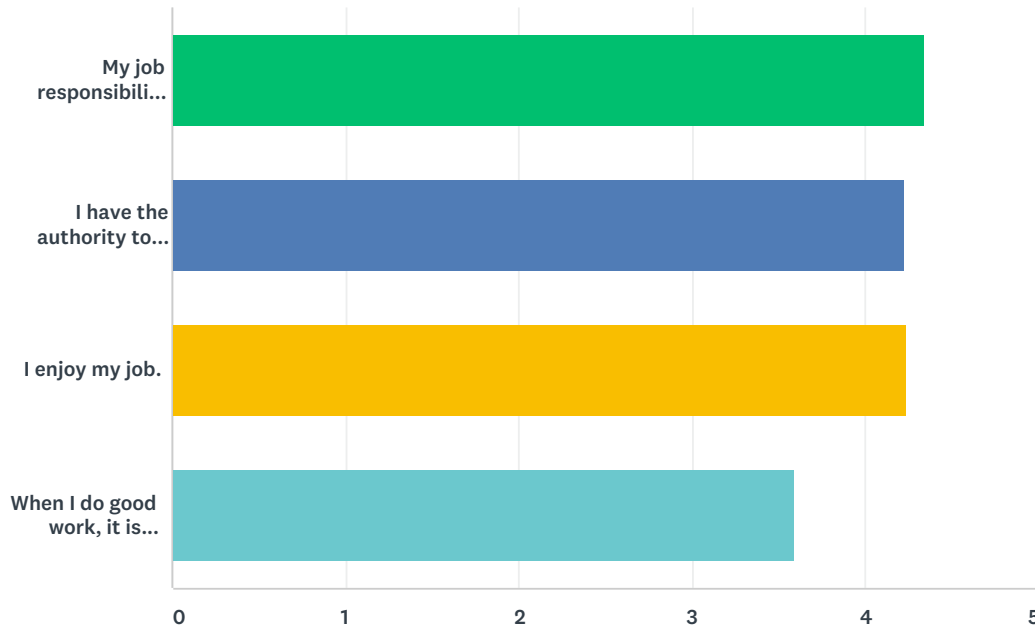
Q1 I am a:

Answered: 1,957 Skipped: 11

ANSWER CHOICES	RESPONSES	
Certificated Employee	62.90%	1,231
Certificated Substitute	2.61%	51
Certificated Manager	3.73%	73
Classified Employee	27.29%	534
Classified Substitute	0.66%	13
Classified Manager	2.04%	40
Non-Classified Employee (Recreation Aide, Noon Duty, etc.)	0.77%	15
TOTAL	1,957	

Q2 Your Job:

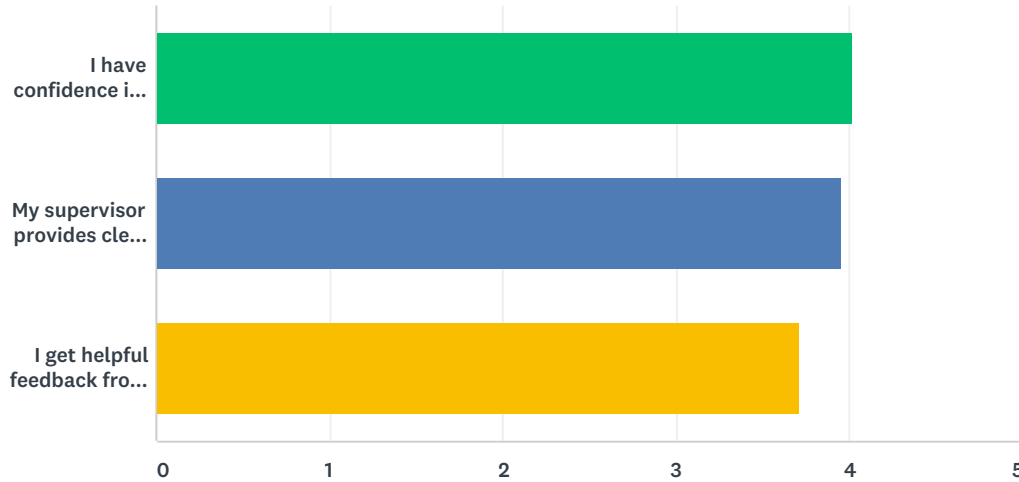
Answered: 1,961 Skipped: 7



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My job responsibilities are clear.	51.64% 1,006	37.47% 730	5.60% 109	3.70% 72	1.59% 31	0.00% 0	1,948	4.34
I have the authority to carry out the responsibilities assigned to me.	47.20% 917	37.21% 723	9.26% 180	4.22% 82	2.01% 39	0.10% 2	1,943	4.23
I enjoy my job.	48.38% 942	35.34% 688	10.43% 203	3.65% 71	2.21% 43	0.00% 0	1,947	4.24
When I do good work, it is recognized.	27.00% 524	31.68% 615	21.64% 420	12.62% 245	7.06% 137	0.00% 0	1,941	3.59

Q3 Your Supervisor:

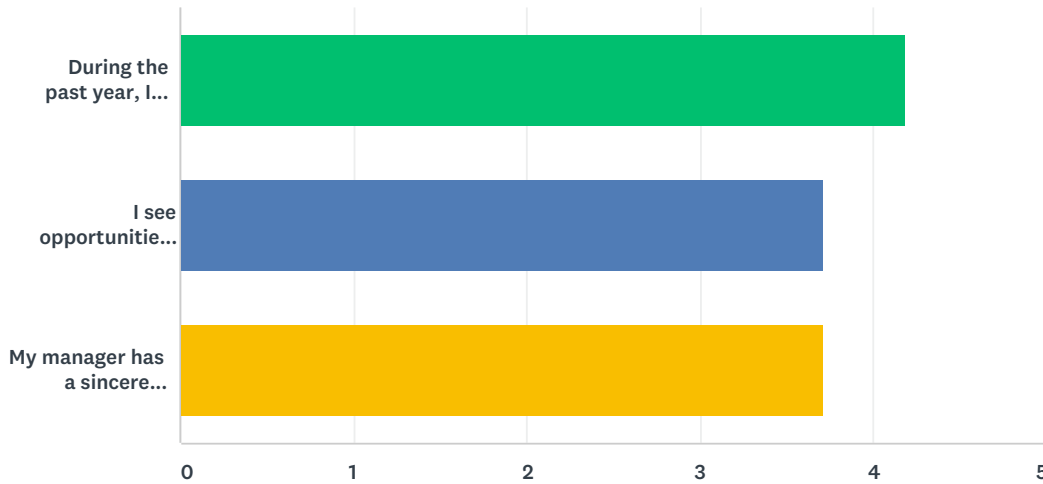
Answered: 1,958 Skipped: 10



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I have confidence in my supervisor.	44.28% 864	29.73% 580	14.04% 274	6.05% 118	5.28% 103	0.62% 12	1,951	4.02
My supervisor provides clear goals for me to work toward.	39.12% 762	33.01% 643	15.30% 298	7.14% 139	4.72% 92	0.72% 14	1,948	3.95
I get helpful feedback from my supervisor on a regular basis.	33.69% 658	28.21% 551	19.20% 375	10.45% 204	7.58% 148	0.87% 17	1,953	3.71

Q4 Your Development:

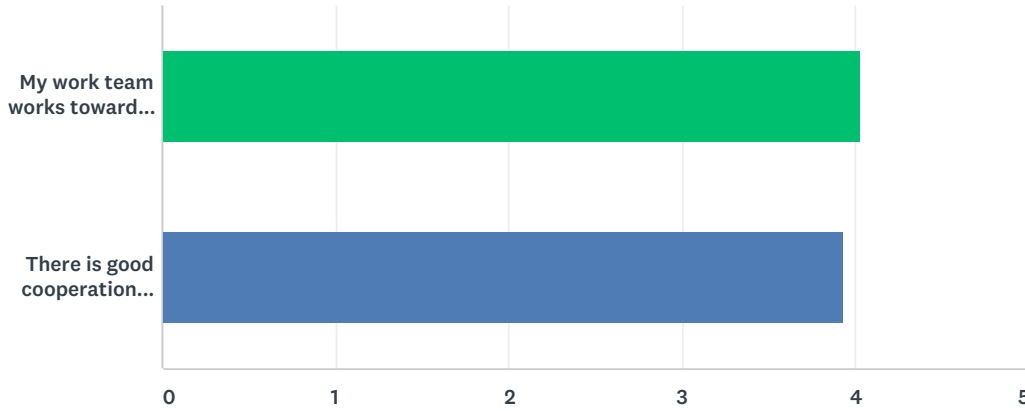
Answered: 1,960 Skipped: 8



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
During the past year, I have enhanced my skills.	40.33% 790	43.49% 852	9.85% 193	3.93% 77	1.68% 33	0.71% 14	1,959	4.18
I see opportunities for me to grow within the district.	29.38% 574	33.16% 648	19.45% 380	11.16% 218	5.37% 105	1.48% 29	1,954	3.71
My manager has a sincere interest in my career development.	30.81% 602	29.12% 569	23.34% 456	8.34% 163	6.35% 124	2.05% 40	1,954	3.71

Q5 Your Work Team:

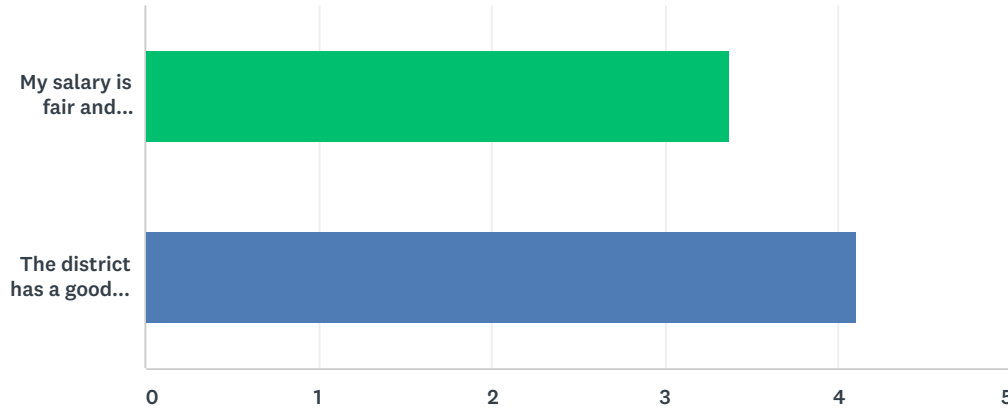
Answered: 1,951 Skipped: 17



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My work team works towards clear goals.	36.62% 709	40.03% 775	13.43% 260	5.99% 116	2.74% 53	1.19% 23	1,936	4.03
There is good cooperation between my work team and other groups.	34.60% 673	37.38% 727	15.89% 309	6.89% 134	4.06% 79	1.18% 23	1,945	3.93

Q6 Your Compensation:

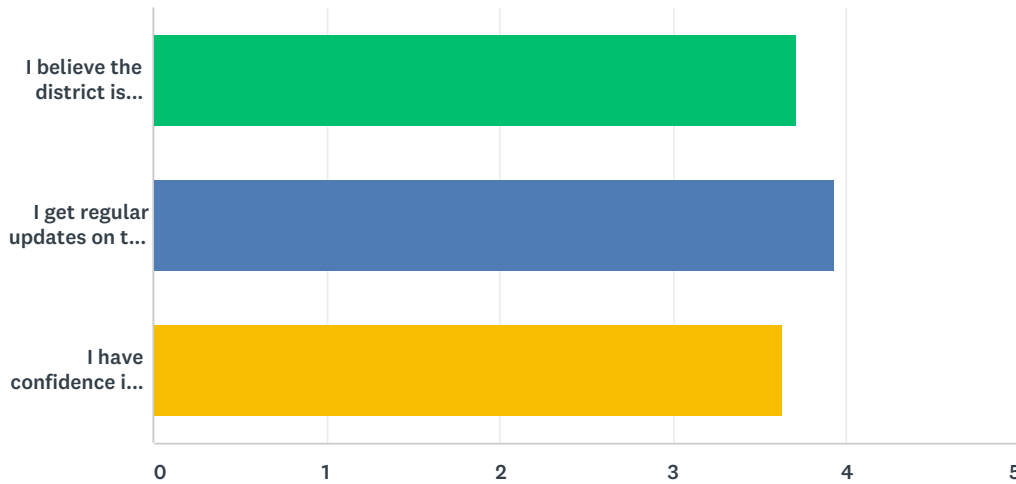
Answered: 1,959 Skipped: 9



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My salary is fair and competitive.	16.58% 323	37.27% 726	20.64% 402	17.61% 343	7.80% 152	0.10% 2	1,948	3.37
The district has a good benefits package.	36.24% 703	44.12% 856	12.27% 238	3.56% 69	2.42% 47	1.39% 27	1,940	4.10

Q7 District Strategy and Leaders:

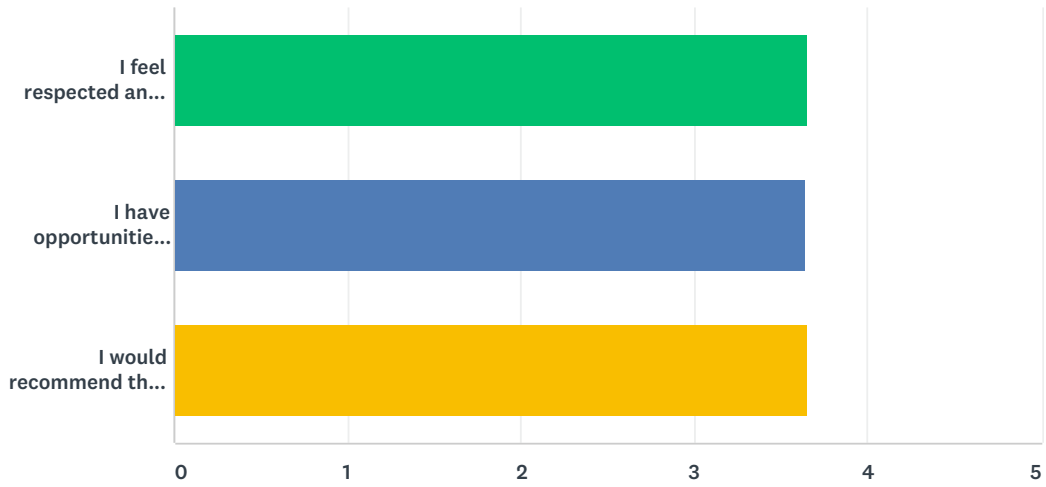
Answered: 1,959 Skipped: 9



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I believe the district is headed in the right direction.	22.06% 431	41.66% 814	24.26% 474	8.03% 157	3.63% 71	0.36% 7	1,954	3.71
I get regular updates on the direction of the district and how it is doing.	26.79% 524	48.06% 940	17.94% 351	4.96% 97	2.04% 40	0.20% 4	1,956	3.93
I have confidence in the leadership of the district.	22.83% 444	37.12% 722	24.88% 484	9.61% 187	5.14% 100	0.41% 8	1,945	3.63

Q8 Engagement:

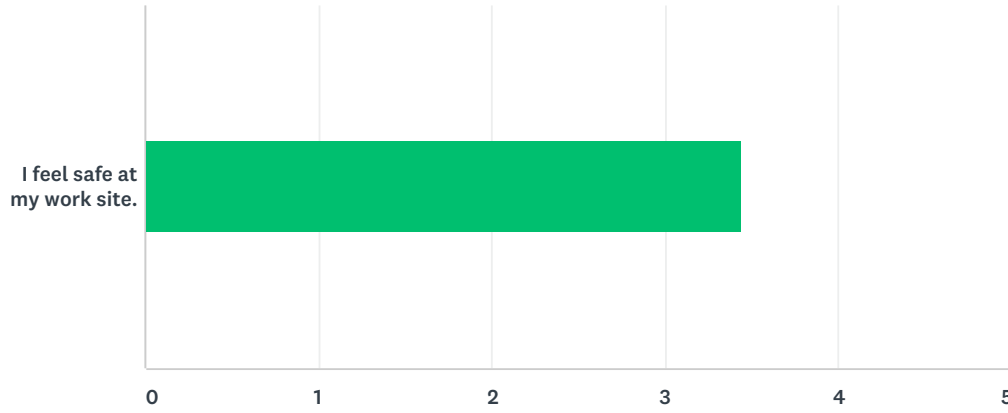
Answered: 1,961 Skipped: 7



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel respected and valued.	24.26% 475	40.09% 785	17.72% 347	11.64% 228	6.23% 122	0.05% 1	1,958	3.65
I have opportunities to give input to the district.	19.57% 382	41.70% 814	24.13% 471	9.48% 185	4.15% 81	0.97% 19	1,952	3.64
I would recommend the district to others.	21.82% 426	39.70% 775	25.00% 488	7.99% 156	5.28% 103	0.20% 4	1,952	3.65

Q9 Safety:

Answered: 1,961 Skipped: 7



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel safe at my work site.	20.60% 404	35.34% 693	20.50% 402	14.28% 280	9.28% 182	0.00% 0	1,961	3.44