

# PCSD Employee Climate and Satisfaction Survey

Monday, February 24, 2020

**Background: As part of our goal to recruit and retain a highly qualified staff our Human Resources Team designed a survey. All staff were invited to participate.**

**131 staff members did so between November 3 and February 11. Next slides show the invitation. Slides 6-20 provide the numerical summary responses to the data. We captured the three words that describe our culture by order of frequency on slide 5 (largest words were most frequent; smallest words were least frequent).**

**The responses are anonymous and not disaggregated in any way.**

Complete Responses: 128

# The PCSD Human Resource Team Brings You

An Employee Satisfaction  
Survey

This page shows how most people received the survey—either by email or in a meeting.

Deborah Klein, Lisa Kozlowski, Caroline Quentin, Scott Rice, Lisa Rywalt, Sara Von Burg and Kim Fontana thank you for your participation.

# Access the 6 minute employee satisfaction survey

Here: <https://www.surveymonkey.com/r/ZNQP>

Or with this QR code



# The results of the survey are provided here and on the following pages

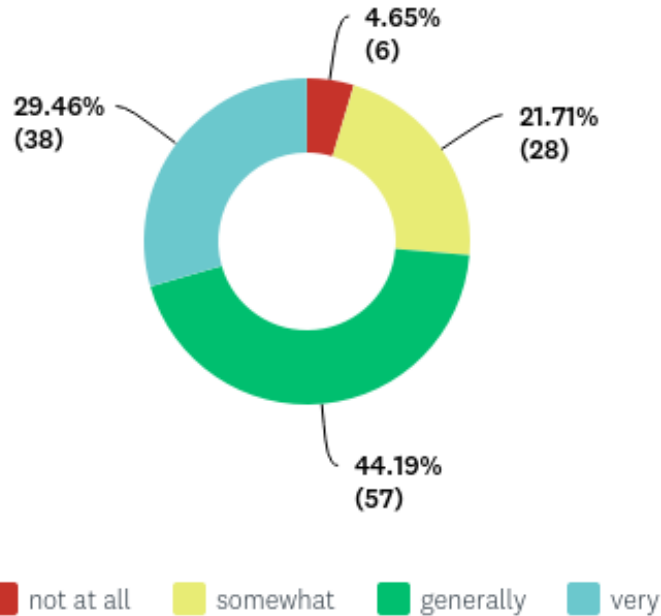
What three words would you use to describe our culture?

work driven Negative overworked stressful building **positive** inconsistent  
**Friendly** hard-working **supportive** Toxic **caring**  
Creative **changing** divided culture inclusive frustrated

The size of the word illustrates its frequency in the results.  
*Friendly, supportive, caring, positive* were the most commonly used.

# How happy are you at work?

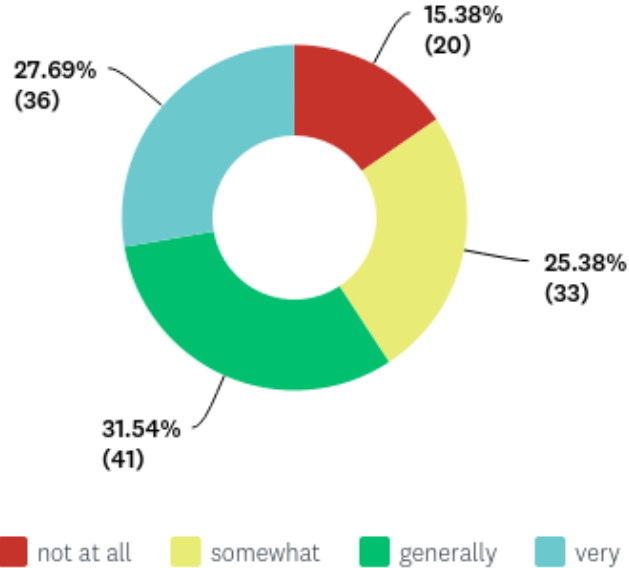
Answered: 129 Skipped: 2



|   | NOT AT ALL | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 4.65%<br>6 | 21.71%<br>28 | 44.19%<br>57 | 29.46%<br>38 | 129   | 2.98             |

# How likely are you to refer someone to work here?

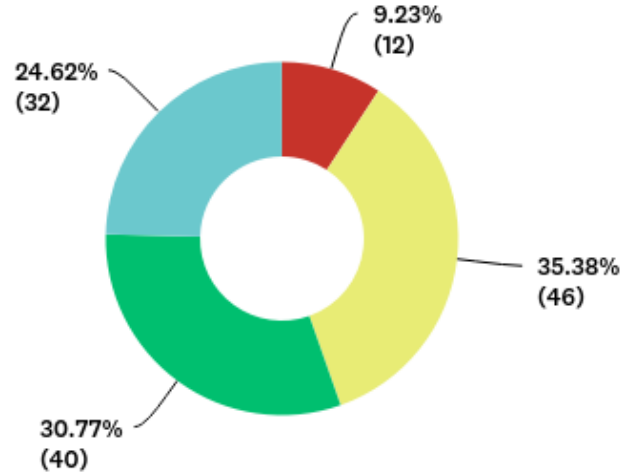
Answered: 130 Skipped: 1



|   | NOT AT ALL   | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|--------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 15.38%<br>20 | 25.38%<br>33 | 31.54%<br>41 | 27.69%<br>36 | 130   | 2.72             |

# How valued do you feel at work?

Answered: 130 Skipped: 1



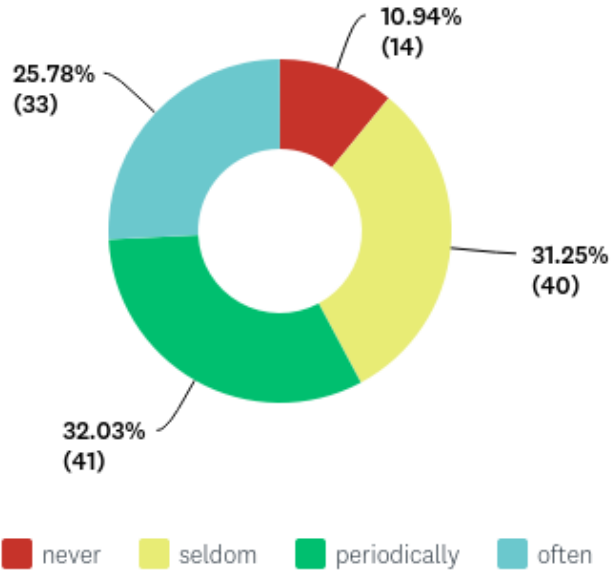
not at all   somewhat   generally   very

|   | NOT AT ALL  | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|-------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 9.23%<br>12 | 35.38%<br>46 | 30.77%<br>40 | 24.62%<br>32 | 130   | 2.71             |



# How often do you receive recognition from your supervisor?

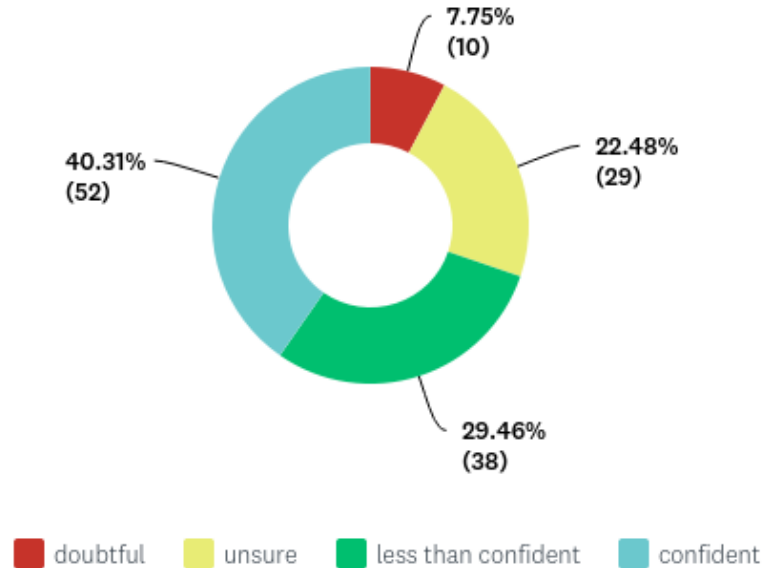
Answered: 128 Skipped: 3



|   | NEVER        | SELDOM       | PERIODICALLY | OFTEN        | TOTAL | WEIGHTED AVERAGE |
|---|--------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 10.94%<br>14 | 31.25%<br>40 | 32.03%<br>41 | 25.78%<br>33 | 128   | 2.73             |

# How certain are you that you will be able to reach your full potential here?

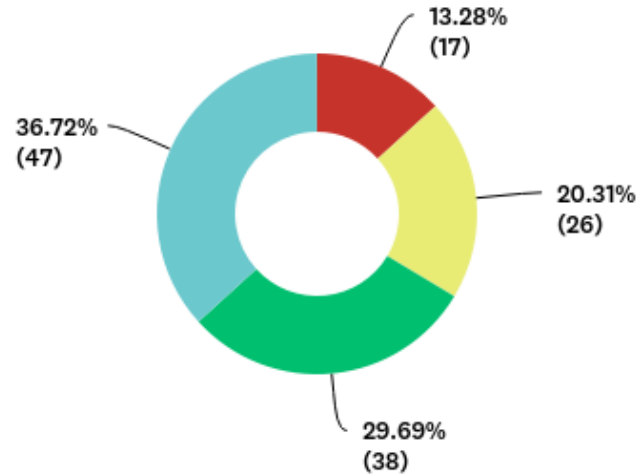
Answered: 129 Skipped: 2



|   | DOUBTFUL    | UNSURE       | LESS THAN CONFIDENT | CONFIDENT    | TOTAL | WEIGHTED AVERAGE |
|---|-------------|--------------|---------------------|--------------|-------|------------------|
| ☆ | 7.75%<br>10 | 22.48%<br>29 | 29.46%<br>38        | 40.31%<br>52 | 129   | 3.02             |

# On a scale of 1 to 4, with 4 being very and 1 being not at all, how likely do you think it is for you to be working here five years from now?

Answered: 128 Skipped: 3

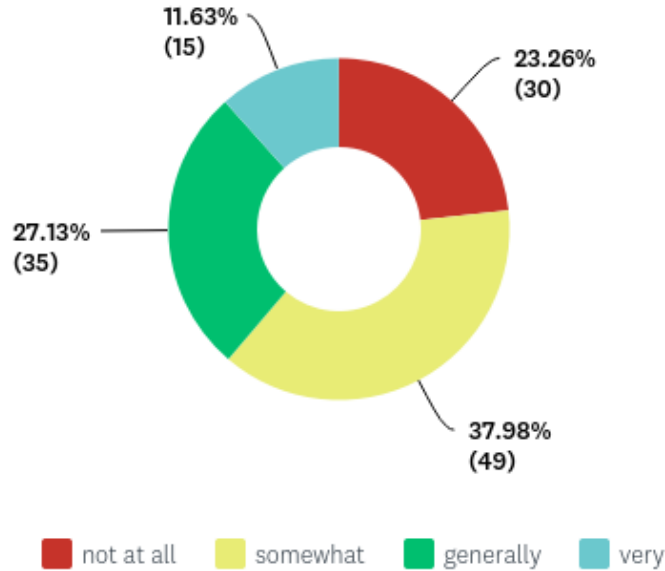


not at all   somewhat   generally   very

|   | NOT AT ALL   | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|--------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 13.28%<br>17 | 20.31%<br>26 | 29.69%<br>38 | 36.72%<br>47 | 128   | 2.90             |

# How transparent do you feel your management team is?

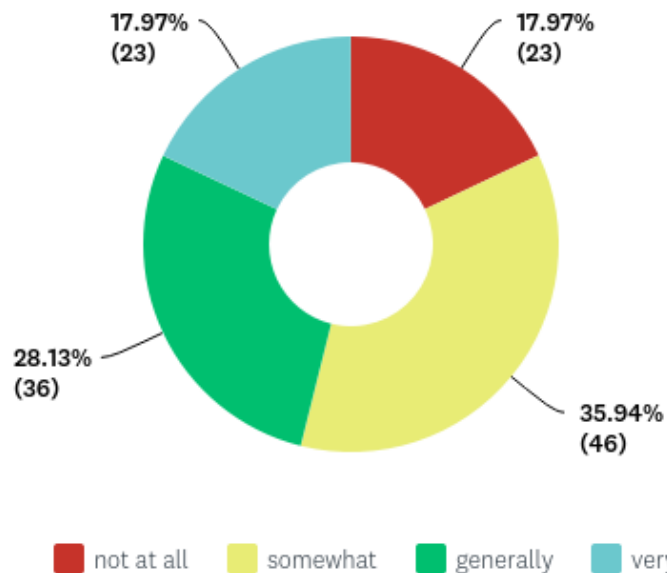
Answered: 129 Skipped: 2



|   | NOT AT ALL   | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|--------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 23.26%<br>30 | 37.98%<br>49 | 27.13%<br>35 | 11.63%<br>15 | 129   | 2.27             |

# To what extent does the management team contribute to a positive culture?

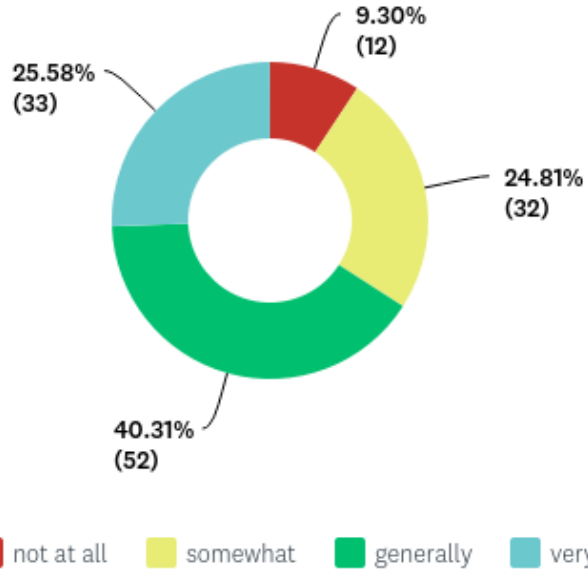
Answered: 128 Skipped: 3



|   | NOT AT ALL   | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|--------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 17.97%<br>23 | 35.94%<br>46 | 28.13%<br>36 | 17.97%<br>23 | 128   | 2.46             |

# To what extent do your colleagues contribute to a positive culture?

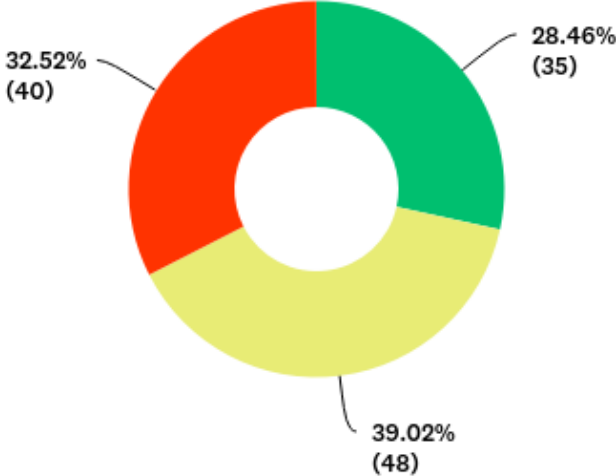
Answered: 129 Skipped: 2



|   | NOT AT ALL  | SOMEWHAT     | GENERALLY    | VERY         | TOTAL | WEIGHTED AVERAGE |
|---|-------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 9.30%<br>12 | 24.81%<br>32 | 40.31%<br>52 | 25.58%<br>33 | 129   | 2.82             |

# How satisfied are you with career growth opportunities at Pawling Central School District?

Answered: 123 Skipped: 8

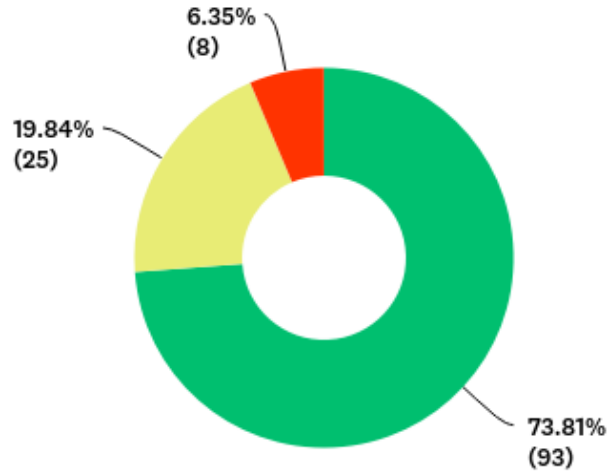


Extremely satisfied generally satisfied Not satisfied

| ANSWER CHOICES      | RESPONSES |     |
|---------------------|-----------|-----|
| Extremely satisfied | 28.46%    | 35  |
| generally satisfied | 39.02%    | 48  |
| Not satisfied       | 32.52%    | 40  |
| TOTAL               |           | 123 |

# How well do your job responsibilities match your strengths?

Answered: 126 Skipped: 5



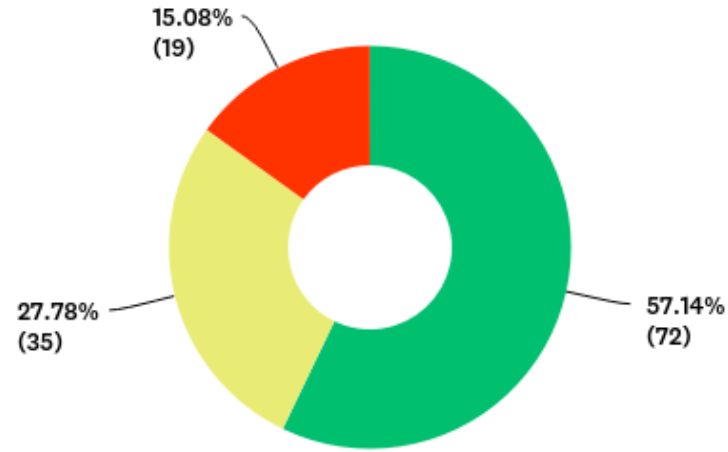
Well Somewhat well Not well

| ANSWER CHOICES | RESPONSES |            |
|----------------|-----------|------------|
| Well           | 73.81%    | 93         |
| Somewhat well  | 19.84%    | 25         |
| Not well       | 6.35%     | 8          |
| <b>TOTAL</b>   |           | <b>126</b> |



# How well would you say the employees in your department work as a team?

Answered: 126 Skipped: 5

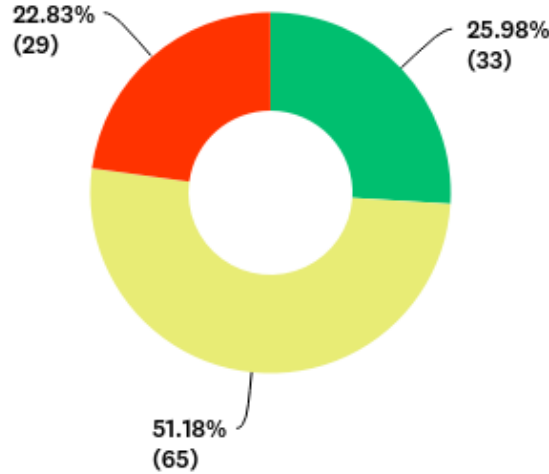


Well Somewhat well Not well

| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Well           | 57.14%    | 72  |
| Somewhat well  | 27.78%    | 35  |
| Not well       | 15.08%    | 19  |
| TOTAL          |           | 126 |

# How satisfied are you with your overall compensation?

Answered: 127 Skipped: 4

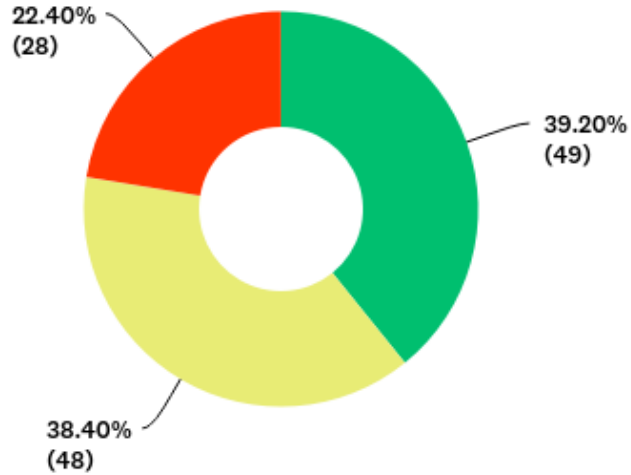


■ Satisfied ■ Somewhat satisfied ■ Not satisfied

| ANSWER CHOICES     | RESPONSES |            |
|--------------------|-----------|------------|
| Satisfied          | 25.98%    | 33         |
| Somewhat satisfied | 51.18%    | 65         |
| Not satisfied      | 22.83%    | 29         |
| <b>TOTAL</b>       |           | <b>127</b> |

# How satisfied are you with your current work-life balance?

Answered: 125 Skipped: 6



■ Satisfied ■ Somewhat satisfied ■ Not satisfied

| ANSWER CHOICES     | RESPONSES |            |
|--------------------|-----------|------------|
| Satisfied          | 39.20%    | 49         |
| Somewhat satisfied | 38.40%    | 48         |
| Not satisfied      | 22.40%    | 28         |
| <b>TOTAL</b>       |           | <b>125</b> |

# Next Steps:

- The PCSD Human Resource Team continues to meet and identify ways to continually enhance our positive culture. An example is our recent potluck breakfast. Your ideas are *always* welcome.
- Our Team has decided to focus on three findings in this survey:  
1. management contribution to positive culture, 2. staff contribution to positive culture, and 3. management transparency. If you would like, please identify specific ideas you have for improving management contributions to positive culture, staff contributions to positive culture, and management transparency. Your anonymous responses are invited [here](#).
- Feel free to speak to any Human Resource Team member OR complete this short questionnaire.