

HR SERVICES



Employee Opinion Survey

Mount Vernon ISD

June 2015



**Employee Opinion Survey Report
for
Mount Vernon ISD**

June 2015

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Executive Summary

Background

The HR Services Division of the Texas Association of School Boards (TASB) conducted a survey of Mount Vernon Independent School District (MVISD) employees in May 2015 at the request of the district. Results were compared to the employee survey conducted by TASB in 2014.

The purpose of the survey was to assess employee attitudes and level of satisfaction with their jobs and work conditions. Survey information will be used to assist district leaders in understanding how employees perceive specific issues and to reveal the general level of job satisfaction among employees.

TASB HR Services developed the survey in collaboration with Mount Vernon ISD. When the survey questionnaire was finalized, HR Services sent an e-mail with a link to the survey to MVISD staff requesting their participation. All employee responses were submitted directly to TASB.

Employees responded to statements using a Likert scale and some responses were combined for purposes of analysis. For example, “Strongly Agree” and “Agree” responses were combined to indicate a positive response.

The survey included 11 categories of questions to gather data about the following:

- Demographics
- Job Satisfaction and Engagement
- Working Conditions
- Compensation and Benefits
- Relationship with Coworkers
- Relationship with Supervisor
- District Communications
- District Leadership
- Campus Environment
- Curriculum and Instruction
- Student Discipline

Participation

All Mount Vernon ISD employees (248) were invited to participate in the survey. A total of 176 employees completed and submitted questionnaires, yielding a response rate of 71 percent compared to a 69 percent response rate in 2014.

Employees from all work locations and job types participated in the survey. The largest employee group responding was the teacher group, comprising 61 percent of the total respondents and representing 82 percent of all teachers employed by the district. Thirty-one percent of survey participants have worked for MVISD for three years or less.

Major Findings

Job Satisfaction and Engagement

Overall, Mount Vernon ISD employees responded favorably regarding their own job satisfaction. As in the previous survey, meaningful work was identified as the most important factor that contributes to employee job satisfaction. More than half also cited relationship with coworkers, compensation and benefits, and relationship with supervisors as important. Nearly all

respondents like the work they do, understand what is expected of them, and feel good about what they have accomplished—all indicators of a highly engaged workforce

Most respondents feel supported by their coworkers and their supervisor. An average of 96 percent feels a strong sense of loyalty, support, and teamwork with their coworkers, all of which are important factors in employee retention and engagement. Eighty-seven percent or more responded positively to statements about support from their supervisors.

Ninety-six percent of respondents feel secure in their employment with the district, 16 percent more than in 2014. Nearly all employees who responded (98 percent) are proud to work for Mount Vernon ISD and would recommend the district (95 percent) and their campus or department (96 percent) to a friend as a good place to work. Willingness to recommend both the campus and the district increased by at least 13 percent in 2015.

Working Conditions

Respondents expressed increased satisfaction with their working conditions. Seven percent more described their work environment as safe (98 percent). While a similar percentage of respondents in both years (91 percent) described their workload as appropriate for their position, six percent more in 2015 considered the work hours to be reasonable (97 percent). Eighty-four percent, a similar response to 2014, said they had the tools they need to do their job.

Employees who responded were more satisfied with their compensation and benefits in 2015. Sixty-six percent agreed that their pay is fair and competitive with other districts in the area. Agreement about the fairness of pay increased by 10 percent and confidence that that pay is competitive increased by eight percent. Nearly all respondents continue to be satisfied with their leave benefits (95 percent).

District communications also received higher ratings when compared to the previous year surveyed. Eighty-five percent or more are satisfied with communication about district goals, policies, and important events—an average increase of 12 percent. Fourteen percent more respondents felt that district leaders recognize employee accomplishments (80 percent) and 12 percent more said the district provides a way for employees to express concerns to district leaders (69 percent).

Respondents expressed trust in the district's leadership team. All areas were rated higher by 15 percent or more in 2015. Those responding to the survey believe district leaders are honest and trustworthy and they trust them to act in the in the best interest of students. Most feel that district leaders value the employees of the district.

Learning Climate

A high percentage of those who responded (92 percent) feel their principal is an effective leader. They agreed that the principal treats employees with respect (93 percent) and provides the information they need to do their jobs (90 percent). Satisfaction levels increased an average of 12 percent.

Only teachers responded to the questions regarding curriculum and instruction and student discipline. As in 2014, responding teachers agreed that they are held to high professional standards (95 percent). Most also said that staff development was useful (86 percent), they have opportunities to collaborate with (91 percent) and learn from (87 percent) other teachers, and they get feedback to improve their teaching (94 percent). Ratings on feedback (+17 percent), learning from other teachers (+12 percent), and staff development (+16 percent) increased

notably. Teacher satisfaction with access to resources and materials (88 percent) and resources for special populations (79 percent) both increased in 2015. Ratings on resources for teachers with special population changed the most with a 12 percent increase from 2014. Satisfaction with instructional technology (72 percent) remained similar to 2014 levels.

The level of teacher agreement about student discipline support also increased compared to the last survey. Ninety-two percent of teachers feel that their principal sets and maintains behavioral standards for students (+20 percent) and 93 percent feel their principal gives them appropriate assistance to resolve disciplinary problems in the classroom (+15 percent). Eighty-two percent feel the student code of conduct is fairly and consistently enforced (+24 percent).

Comments

Comments were provided by 18 percent of the survey respondents. Fifty-two percent of the comments were accolades for individual employees and the district as a whole. Comments are summarized at the end of the report.

Additional data and a detailed analysis of each question are included in the body of the report.

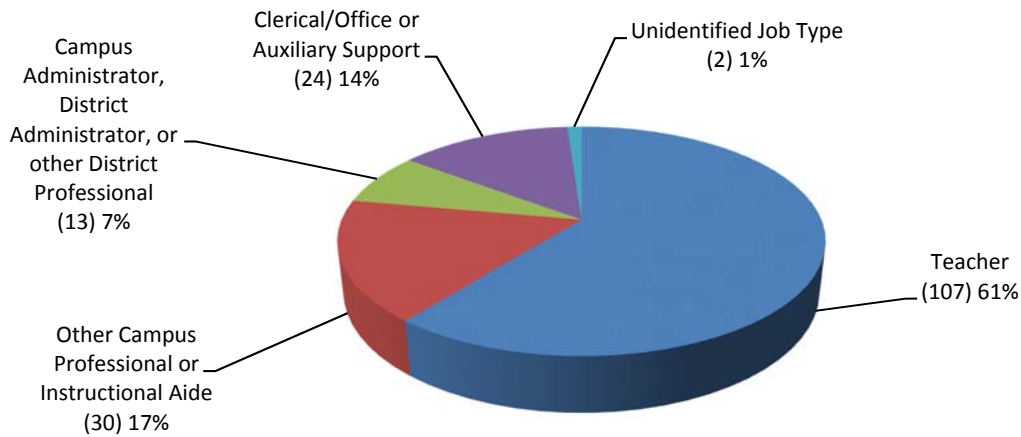
Demographics

Participation by Job Type

Job Type	# of Employees	# of Respondents	Participation Rate	% of Total Survey
Teacher	131	107	82%	61%
Other Professional or Instructional Aide	43	30	70%	17%
Campus Administrator, District Administrator, or other District Professional	13	13	100%	7%
Clerical/Office or Auxiliary Support	61	24	39%	14%
Unidentified Job Type	N/A	2	N/A	1%
Total	248	176	71%	100%

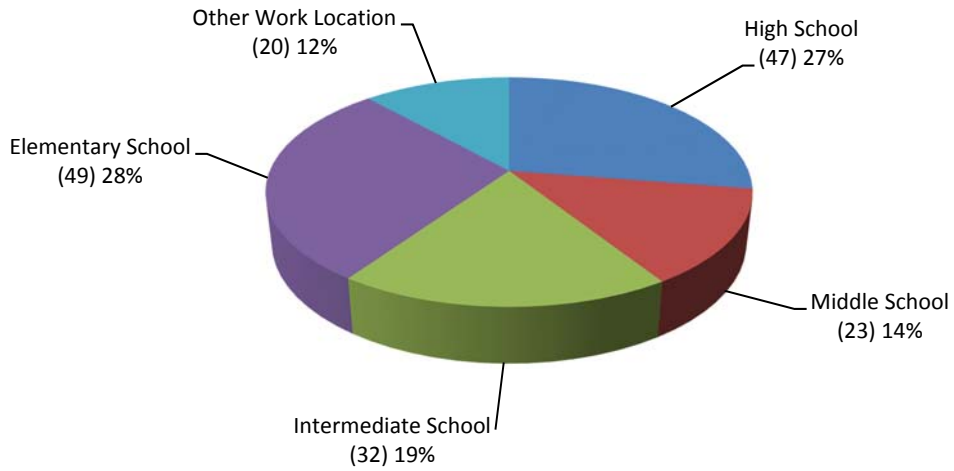
- A total of 176 surveys were completed and submitted, yielding a response rate of 71 percent compared to a 69 percent response rate in 2014.

Representation by Job Type

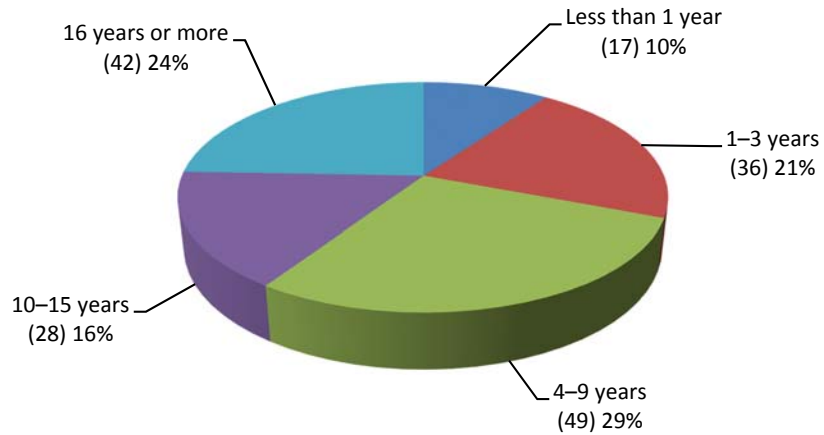


- The largest employee group responding to the survey was the teacher group which constitutes 61 percent of the total respondents and 82 percent of all teachers employed by the district.

Representation by Work Location



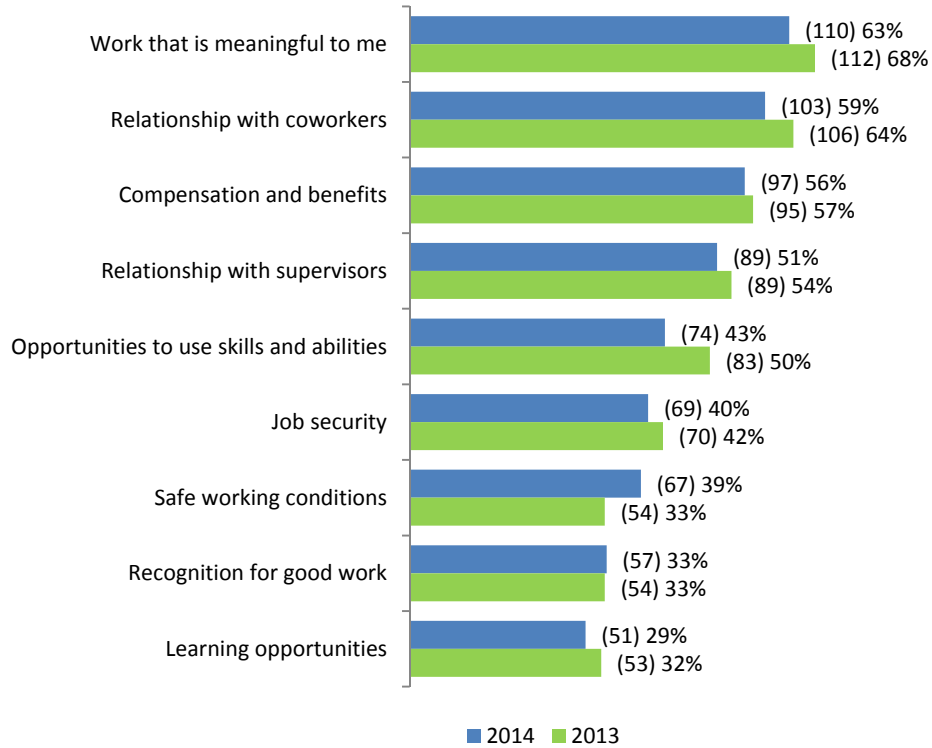
Representation by Length of Employment at Mount Vernon ISD



- Thirty-one percent of the workforce has been employed by Mount Vernon ISD for three years or less.

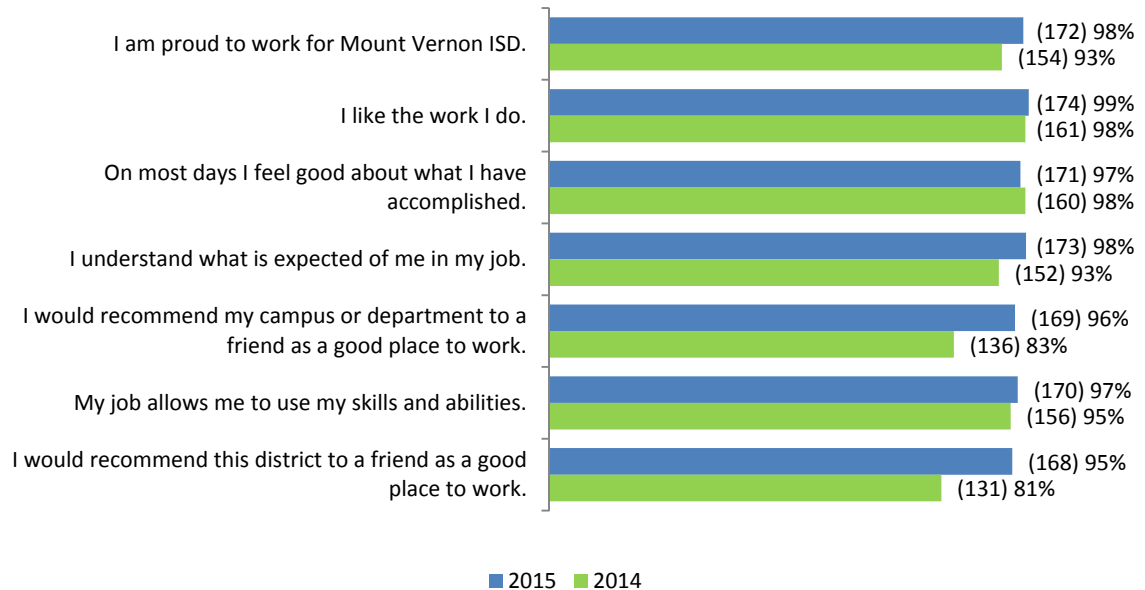
Findings

Factors that Contribute to Job Satisfaction



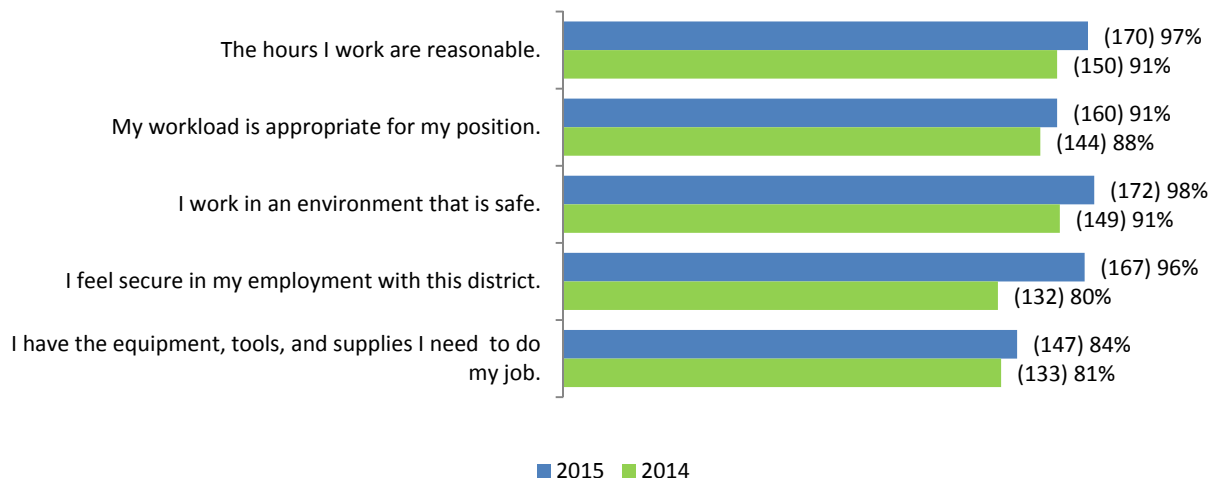
- As in 2014, respondents indicated that meaningful work was the most important contributor to their job satisfaction. More than half also cited relationship with coworkers, compensation and benefits, and relationship with supervisors as important.

Job Satisfaction and Engagement



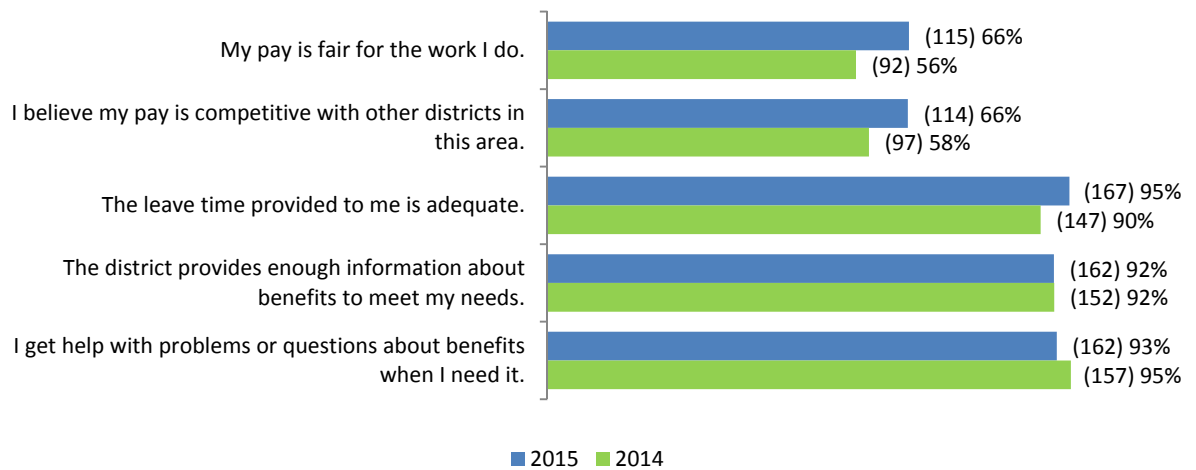
- Mount Vernon ISD employees responded favorably regarding job satisfaction. Responses were similar to 2014 in most areas surveyed. The most notable change was an increase in respondents who would recommend both the district and their campus or department as a good place to work. Thirteen percent more would recommend their campus or department (96 percent) and 14 percent more would recommend the district (95 percent)
- Ninety-eight percent of respondents are proud to work for Mount Vernon ISD.
- Nearly all respondents like the work they do (99 percent), understand what is expected of them (98 percent), and feel good about their accomplishments (97 percent).

Working Conditions



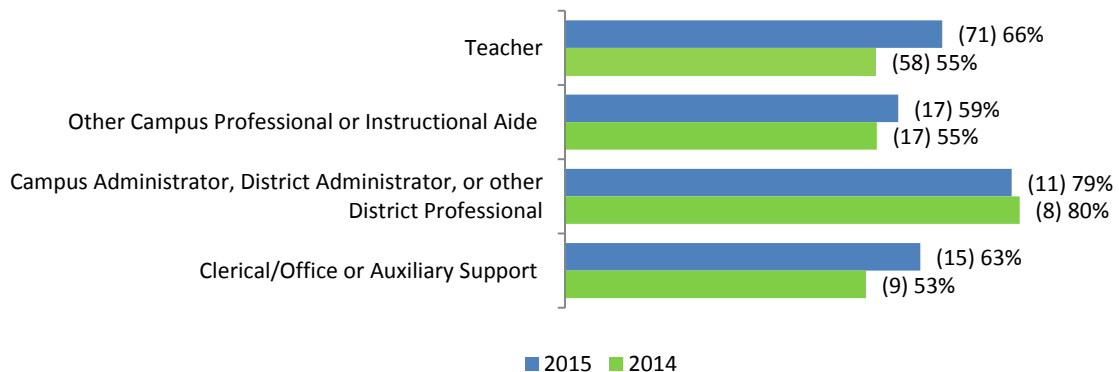
- Mount Vernon ISD employees remain satisfied with their working conditions. There were several notable positive changes compared to the 2014 survey, the most significant being a 16 percent increase in respondent confidence in job security (96 percent).
- Nearly all respondents agreed that their hours are reasonable (97 percent), a six percent increase in satisfaction. As in 2014, most described their workload as appropriate (91 percent) and said they have the tools they need to do their job (84 percent).
- Seven percent more respondents in 2015 said they feel safe working in their building (98 percent).

Compensation and Benefits

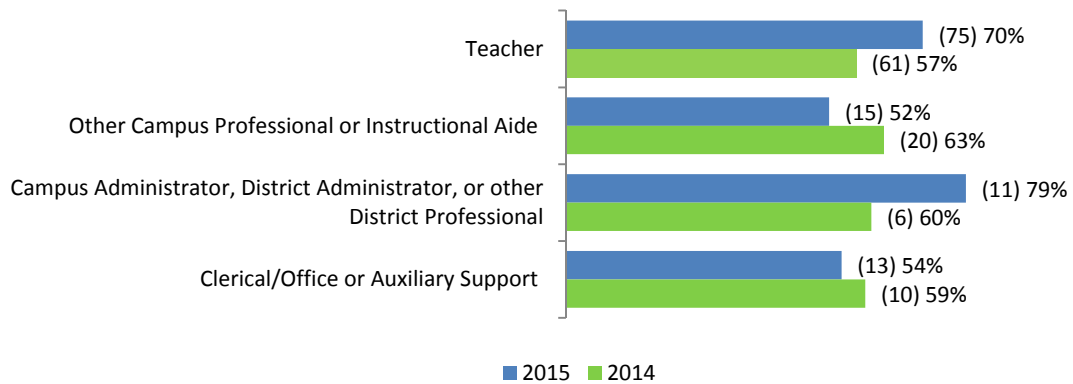


- Sixty-six percent of respondents in 2015 feel their pay is both fair and competitive with other districts in the area. In 2015, 10 percent more agreed about the fairness of their pay and eight percent more agreed that their pay is competitive. Opinions about the fairness and competitiveness of pay varied among job categories.
- Positive responses about benefits were similar to levels in 2014.

My Pay Is Fair for the Work I Do

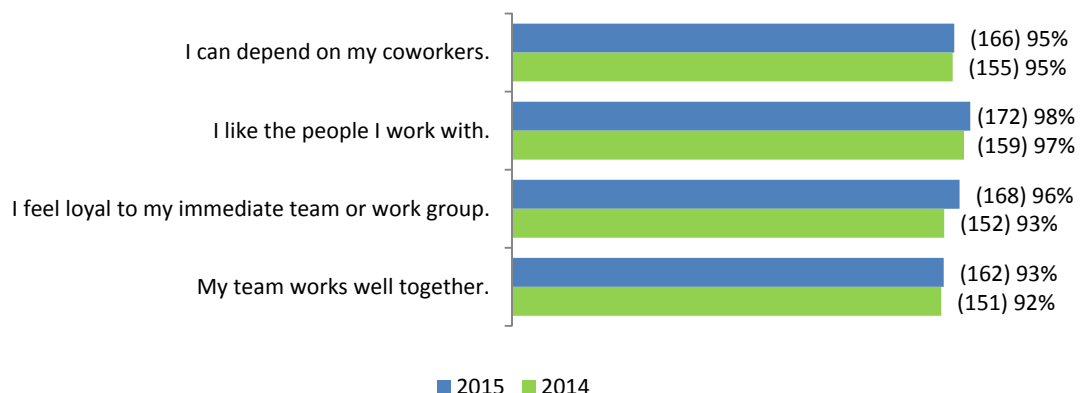


I Believe My Pay Is Competitive with Other Districts in this Area.



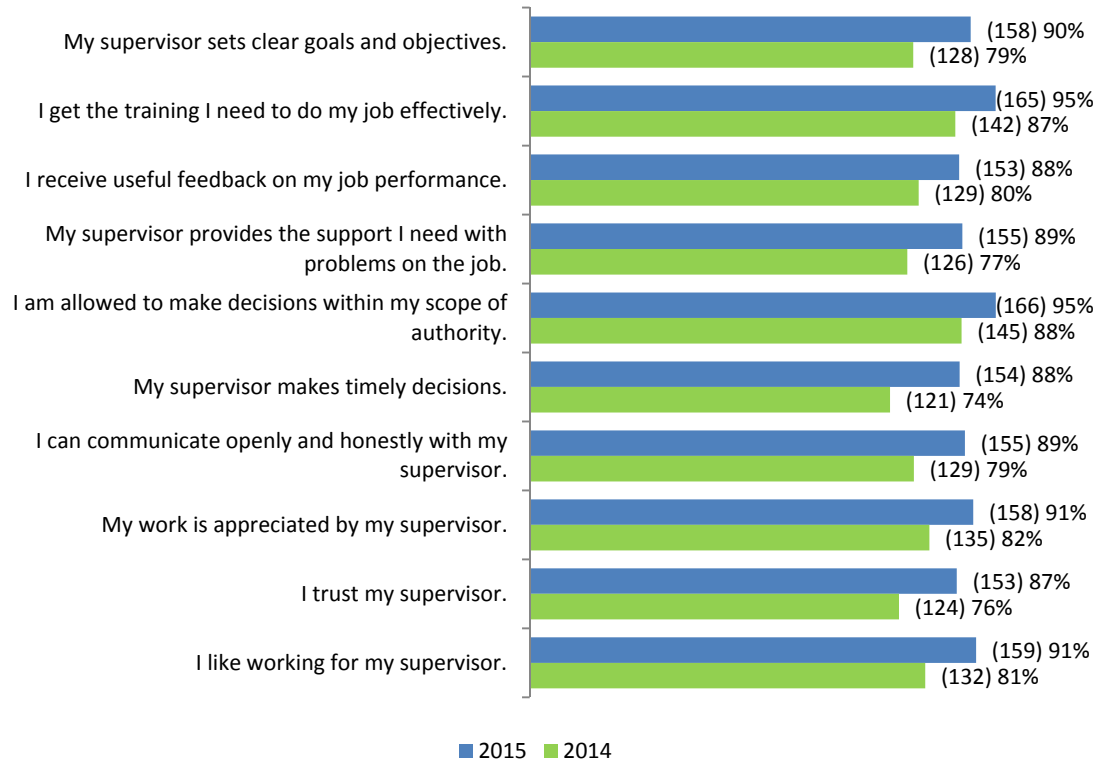
- Teacher satisfaction with pay showed the most overall increase. Eleven percent more teachers agreed that their pay is fair (66 percent) and 13 percent more believe their pay to be competitive with other area districts (70 percent)
- Most campus and district administrators and other district professionals (79 percent) described their pay as both fair and competitive. Their satisfaction level with the competitiveness of pay showed the greatest increase of any of the work groups with a 19 percent change from 2014. However, it is important to note that because of the smaller size of this group the change of opinion by a few respondents has a dramatic effect on the percentage shown for this group. These changes have a lessor impact on the overall district response.
- Other campus professionals and instructional aides responded similarly about the fairness of their pay in both years surveyed. Fifty-nine percent agreed that their pay is fair. However, 11 percent fewer agreed that their pay is competitive with other districts (52 percent) when compared to responses in 2014.
- Although 10 percent more clerical/office and auxiliary respondents in 2015 said their pay is fair (63 percent), their opinions about the competitiveness of their pay did not change notably from year-to-year (54 percent).

Relationship with Coworkers



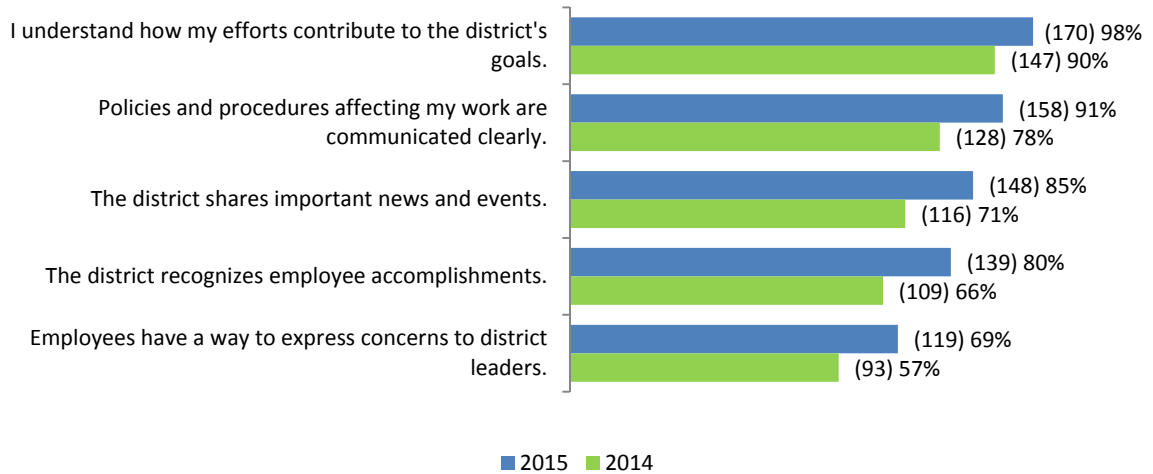
- Levels of agreement about the supportive environment and willingness to help each other were similar to the previous year surveyed. Ninety-three percent or more feel a sense of teamwork and support from other employees.

Relationship with Supervisor



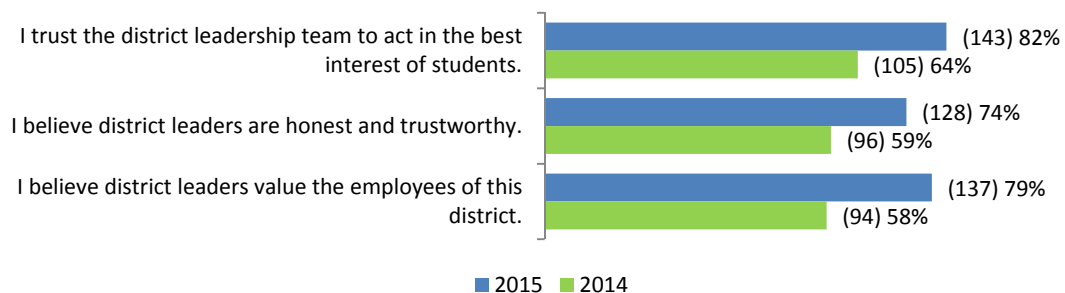
- Most respondents agreed that they receive support from their supervisor across all areas surveyed. Positive responses to opinions about the relationship to the supervisor increased notably in all areas surveyed. The most dramatic change was a 14 percent increase in satisfaction with the timeliness of supervisor decisions (88 percent).
- Ninety-one percent, nine percent more respondents in 2015, felt that their supervisor appreciates their work. Most employees said they trust their supervisor (87 percent), they can communicate openly (89 percent), and like working for him or her (91 percent). This represents a 10 percent average increase in positive ratings since 2014.
- Nearly all respondents agreed that their supervisor sets clear goals and objective (90 percent), an 11 percent increase from the previous survey. They get the training they need (95 percent) and get useful feedback on their job performance (88 percent), both increases of eight percent. Eighty-nine percent said their supervisor provides the support they need with problems on the job (+12 percent).

District Communications

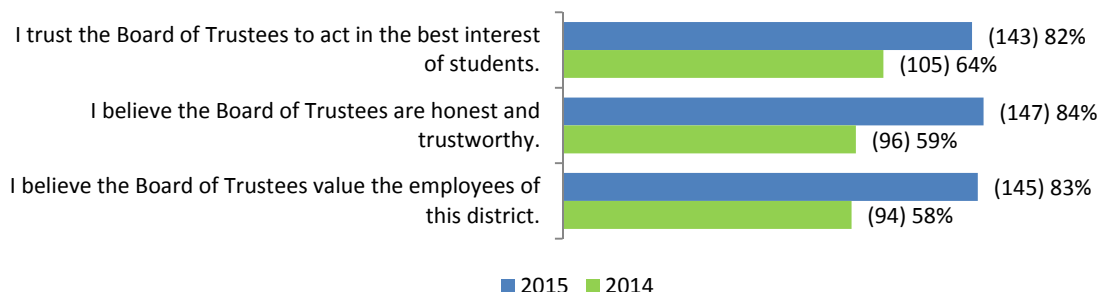


- Level of agreement about district communication increased an average of 13 percent.
- Nearly all respondents understand how their efforts contribute to the district's goals (98 percent). They feel that the district shares important news (85 percent) and communicates policies and procedures clearly (91 percent).
- Eighty percent of respondents feel the district recognizes employee accomplishments (+14 percent). Sixty-nine percent reported that they have a way to express concerns to district leaders (+12 percent).

District Leadership (Not including the Board of Trustees)

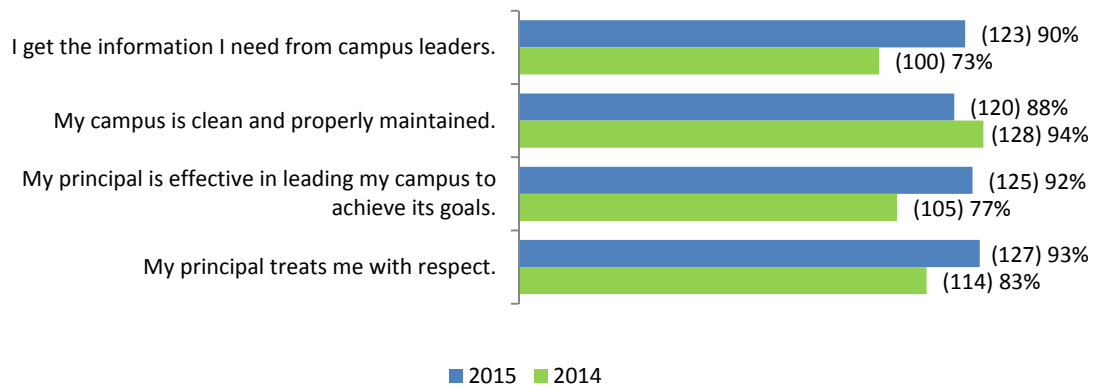


Board Leadership



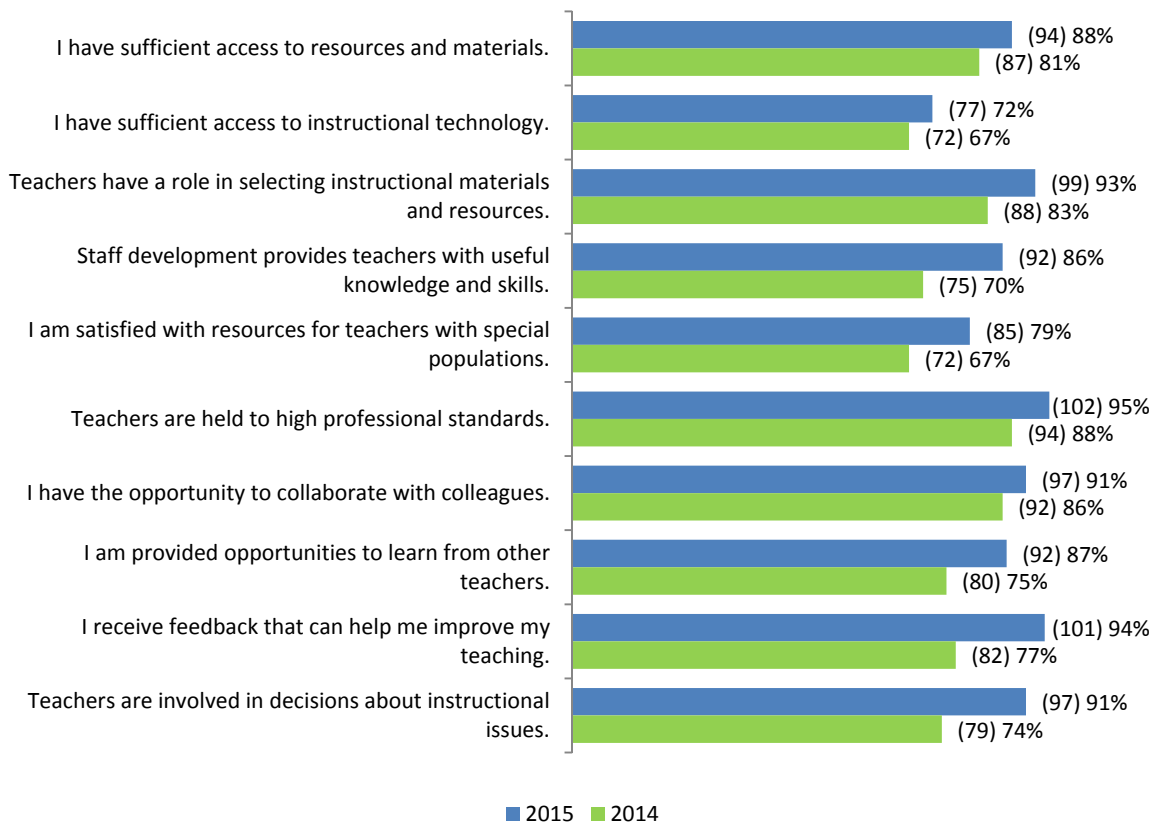
- Questions about district leadership were separated in the 2015 survey to reflect the differences between the roles and responsibilities of the Board of Trustees and district administration. Because survey responses in 2014 combined all district leadership, comparisons should be made with caution. However, even taking the change in methodology into consideration the variance between the 2014 and 2015 surveys is dramatic. Levels of agreement increased between 15 and 25 percent in all areas surveyed for both groups.
- Eighty-two percent agreed that the Board of Trustees and district leaders act in the best interest of students. A high percentage of respondents described both district leaders (74 percent) and the Board of Trustees (84 percent) as trustworthy.
- Respondents feel that both districts leaders (79 percent) and the Board (83 percent) value employees.

Campus Environment



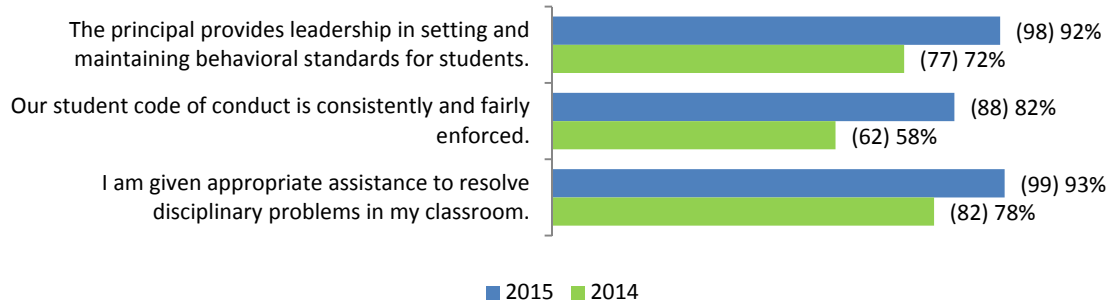
- Only teachers, other campus professionals, and instructional aides responded to statements about campus environment. Levels of agreement increased in most areas compared to the 2014 survey.
- Satisfaction with the principal’s campus leadership showed the most change. A high percentage of respondents, 15 percent more in 2015, described their principal as an effective leader (92 percent). Ninety-three percent, 10 percent more than in 2014, said the principal treats them with respect.
- Ninety percent reported that they get the information they need from campus leaders, an increase of 17 percent from the previous survey.
- Although most respondents remain satisfied with campus maintenance (88 percent), the level of satisfaction declined by six percent.

Curriculum and Instruction



- Only teachers participated in the survey questions on curriculum and instruction and student discipline support.
- Satisfaction with curriculum and instruction increased in all areas with a 10 percent or greater positive change in six of the 10 areas surveyed.
- Most teachers who responded felt they had sufficient access to resources and materials (88 percent) including resources for teachers with special populations (79 percent). Satisfaction with resources for teachers with special populations increased by 12 percent and satisfaction with other resources and materials increased by seven percent compared to 2014. Instructional technology ratings (72 percent) did not change notably.
- Seventeen percent more of those who responded in 2015 said teachers are involved in decisions about instructional issues (91 percent). Ninety-three percent, 10 percent more, said teachers had a role in selecting materials and resources.
- Seventy-four percent said they get feedback to help improve their teaching (+17 percent). Most also agreed that they have opportunities to learn from (87 percent) and collaborate with other teachers (91 percent). Opportunities to learn from others was rated 12 percent higher in 2015.
- Eighty-six percent of respondents agreed that staff development was useful (+16 percent).

Student Discipline



- Attitudes about student discipline support changed dramatically in 2015.
- Ninety-two percent of teachers reported that the principal provides leadership in setting and maintaining behavioral standards. This represents a 20 percent positive change from 2014.
- Eighty-two percent of teachers feel the student code of conduct is consistently enforced (+24 percent) and 93 percent agreed that they are given appropriate assistance to resolve disciplinary problems in their classroom (+15 percent).

Comments and Suggestions for Improvement

Additional comments were provided by 44 respondents—18 percent of the survey participants. Recurring themes by order of frequency are summarized below.

- The greatest number of comments were accolades for the district and other employees. People generally commented on how they enjoyed working in the district and the support they received from their coworkers including principals. (23)
- Ten respondents complained about the management style of their supervisor. Not treating employees consistently including failing to address the performance or inappropriate behavior of some employees was mentioned most frequently. Inconsistent communication and not being able to trust the supervisor were also mentioned.
- Other comment themes repeated by fewer people included the following:
 - Insufficient and inoperable computers (6)
 - Low pay (6)
 - Inconsistent student discipline (5)
 - Board politics (3)
- Participants also offered the following suggestions:
 - Add an assistant principal. Create a behavior and testing coordinator position. Discontinue reading and math specialist positions. Add a math interventionist. Find additional qualified substitutes for the clinic. Schedule the library coordinator to work in the library more frequently. Assign administrators, coaches, or maintenance staff to assist with morning and dismissal duties. (8)

- Replace classroom computers if they can't be fixed. Provide adequate software to use for instruction. Add a teacher station in the computer lab. Plan computer updates for times less likely to disrupt instruction. (5)
- Schedule 45 consecutive minutes for all teachers to have a conference period. Schedule extracurricular activities to minimize interruptions to instruction. (3)
- Increase pay. (3)
- Solicit and consider teacher input on instructional issues. (2)
- Set up a separate lunch room for students and visiting parents to use to minimize disruptions. (2)
- Allow teachers to use the laminator as needed. (2)
- Require that classroom aides be available to help in all classrooms when needed.
- Reevaluate procedures for hiring and transferring of teachers.
- Provide training on how to handle behavioral students.
- Move fourth grade to another building to alleviate overcrowding.
- Update the district's web site.
- Offer more classes for students who are not going to college.
- Clean the outside of the buildings.

Appendix

MOUNT VERNON ISD EMPLOYEE OPINION SURVEY 2015

Job Type

- Teacher
- Other Professional or Instructional Aide (Included Counselor, Librarian, Nurse, Diagnostician, Speech Language Pathologist, etc.)
- Campus Administrator, District Administrator, or other District Professional
- Clerical/Office or Auxiliary Support (Food Service, Transportation, Custodian, Maintenance, etc.)

Please indicate what you value as most important to your job satisfaction. (Choose up to 5 that apply.)

- Compensation and benefits
- Safe working conditions
- Job security
- Work that is meaningful to me
- Recognition for good work
- Relationship with coworkers
- Relationship with supervisors
- Learning opportunities
- Opportunities to use skills and abilities

Job Satisfaction

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I am proud to work for Mount Vernon ISD.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On most days I feel good about what I have accomplished.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand what is expected of me in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my campus or department to a friend as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job allows me to use my skills and abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this district to a friend as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working Conditions

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
The hours I work are reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workload is appropriate for my position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in an environment that is safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel secure in my employment with this district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment, tools, and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

supplies I need to do my job.					
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Compensation and Benefits

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
My pay is fair for the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my pay is competitive with other districts in this area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leave time provided to me is adequate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The district provides enough information about benefits to meet my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get help with problems or questions about benefits when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relationship with Coworkers

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I can depend on my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like the people I work with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel loyal to my immediate team or work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team works well together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relationship with Supervisor

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
My supervisor sets clear goals and objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the training I need to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive useful feedback on my job performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides the support I need with problems on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am allowed to make decisions within my scope of authority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor makes timely decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can communicate openly and honestly with my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is appreciated by my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like working for my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

District Communications

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I understand how my efforts contribute to the district's goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Policies and procedures affecting my work are communicated clearly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The district shares important news and events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The district recognizes employee accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees have a way to express concerns to district leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

District Leadership (Not including the Board of Trustees)

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I trust the district leadership team to act in the best interest of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe district leaders are honest and trustworthy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe district leaders value the employees of this district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Board Leadership

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I trust the Board of Trustees to act in the best interest of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe Board of Trustees are honest and trustworthy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the Board of Trustees value the employees of this district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Campus Environment

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I get the information I need from campus leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My campus is clean and properly maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal is effective in leading my campus to achieve its goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My principal treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Curriculum and Instruction

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
I have sufficient access to resources and materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient access to instructional technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers have a role in selecting instructional materials and resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff development provides teachers with useful knowledge and skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with resources for teachers with special populations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are held to high professional standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity to collaborate with colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am provided opportunities to learn from other teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive feedback that can help me improve my teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers are involved in decisions about instructional issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Student Discipline

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion/Not Applicable
The principal provides leadership in setting and maintaining behavioral standards for students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our student code of conduct is consistently and fairly enforced.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given appropriate assistance to resolve disciplinary problems in my classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work Location

- High School
- Middle School
- Intermediate School
- Elementary School
- Other Locations

Length of Employment at Mount Vernon ISD

- Less than 1 year
- 1–3 years
- 4–9 years
- 10–15 years
- 16 years or more

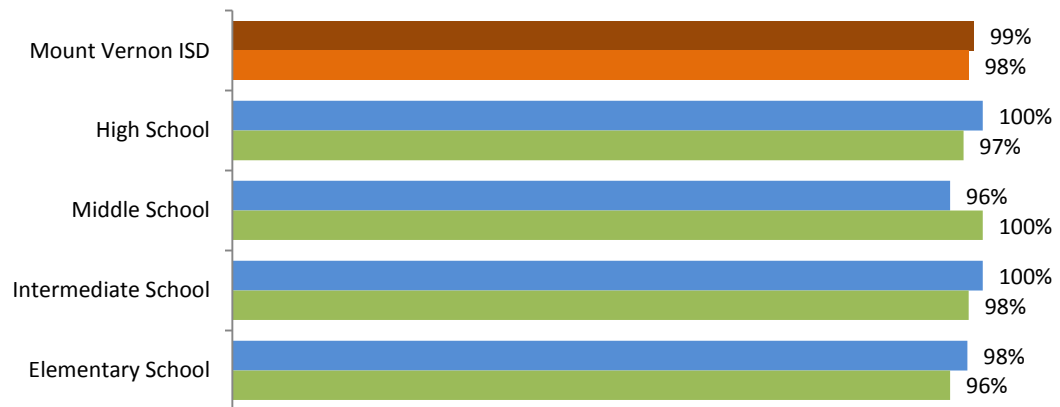
COMMENTS

Mount Vernon ISD Employee Opinion Survey Data Reported by Location 2015

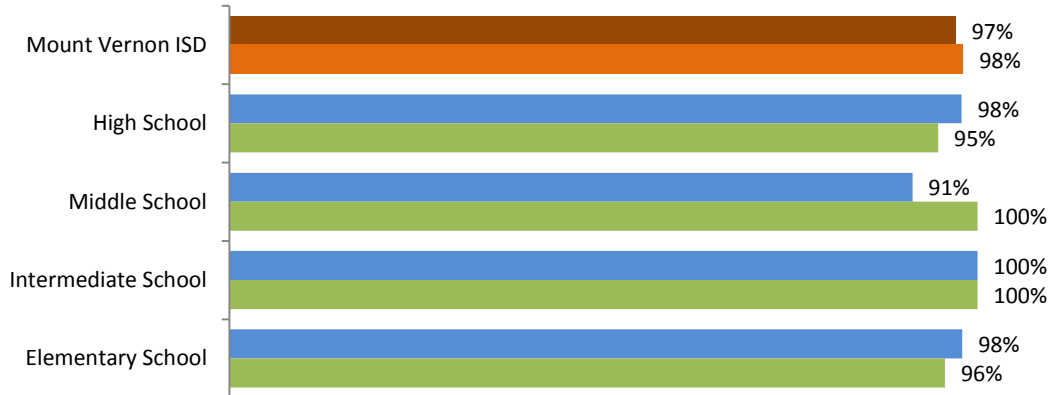
Participation by Work Location

Work Location	# of Employees	# of Respondents	Participation Rate	% of Survey
High School	52	47	90%	27%
Middle School	26	23	88%	13%
Intermediate School	34	32	94%	18%
Elementary School	76	49	64%	28%
Other Work Location	60	20	33%	11%
Unidentified Work Location	N/A	5	N/A	3%
Total	248	176	71%	100%

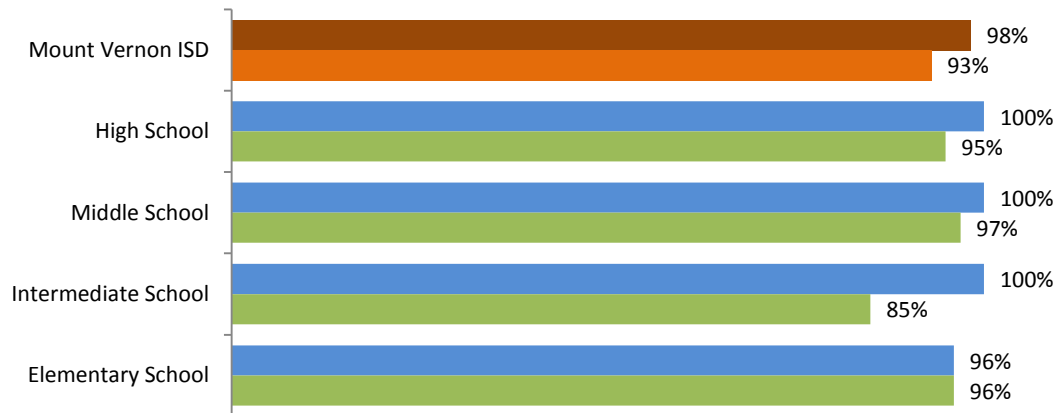
I like the work I do.



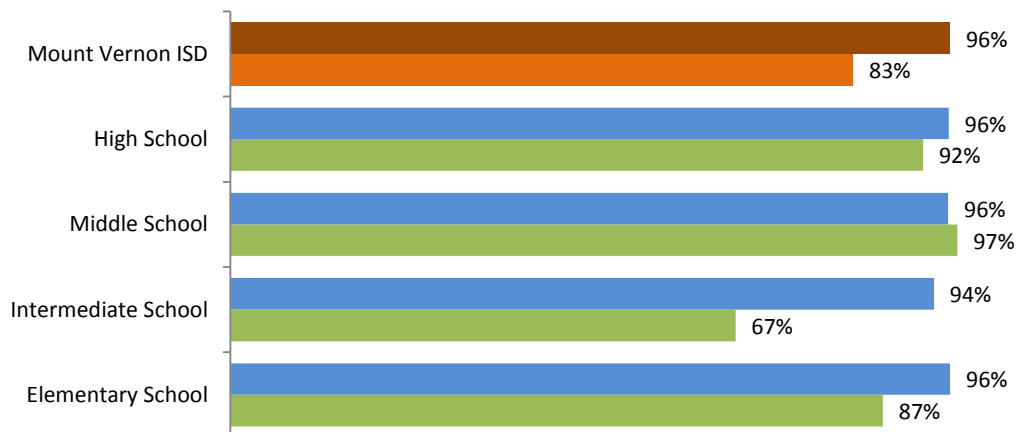
On most days I feel good about what I have accomplished.



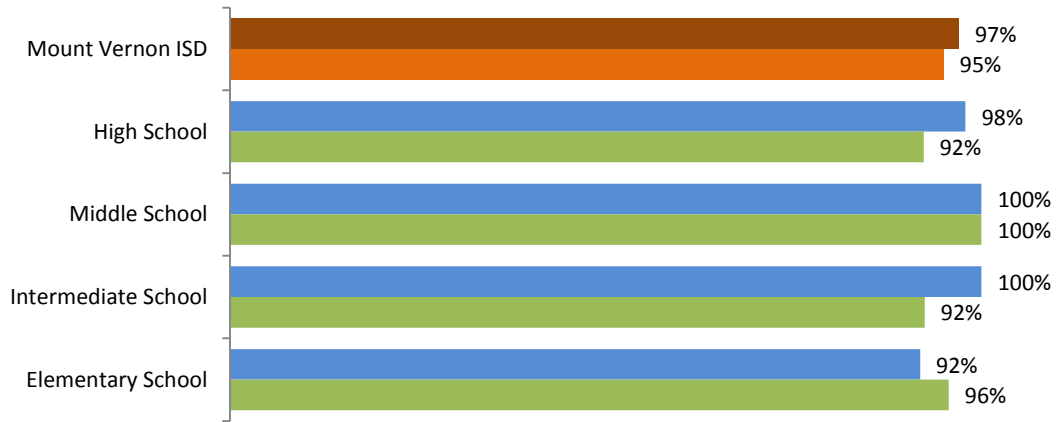
I understand what is expected of me in my job.



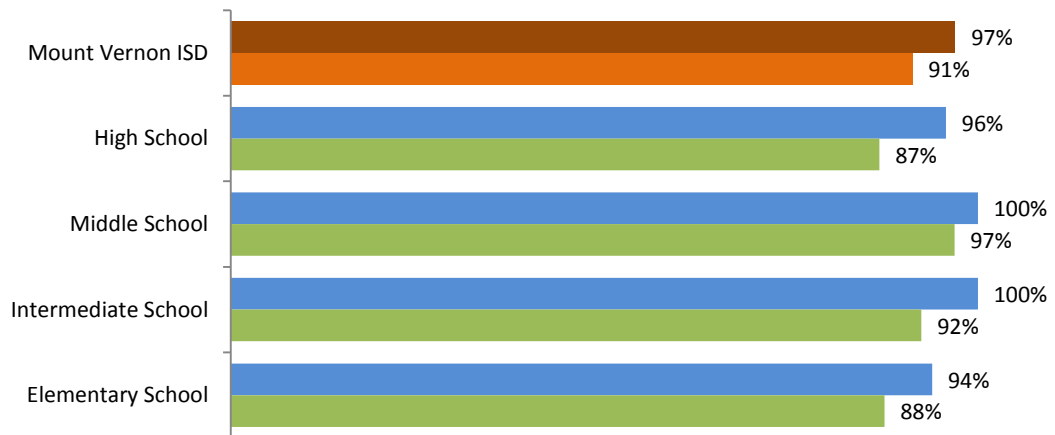
I would recommend my campus or department to a friend as a good place to work.



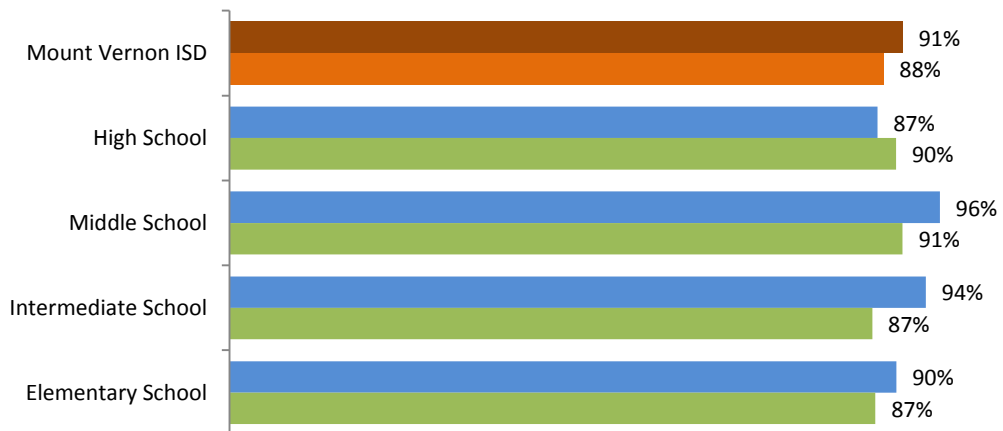
My job allows me to use my skills and abilities.



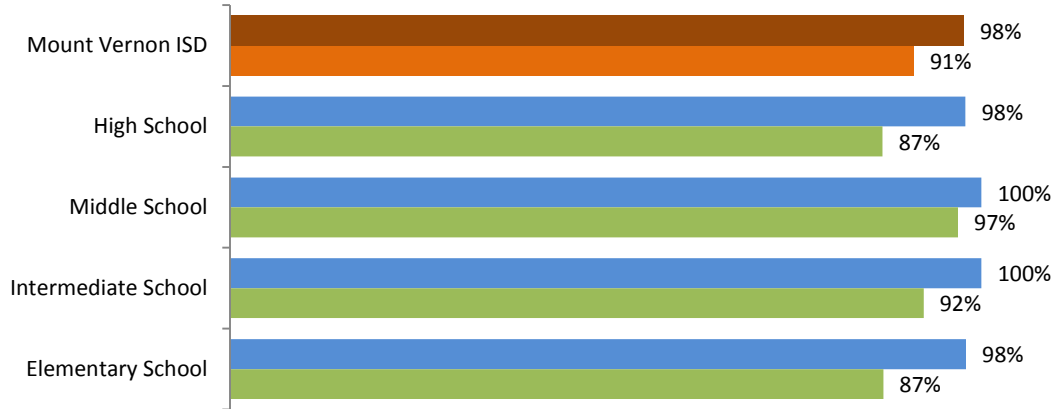
The hours I work are reasonable.



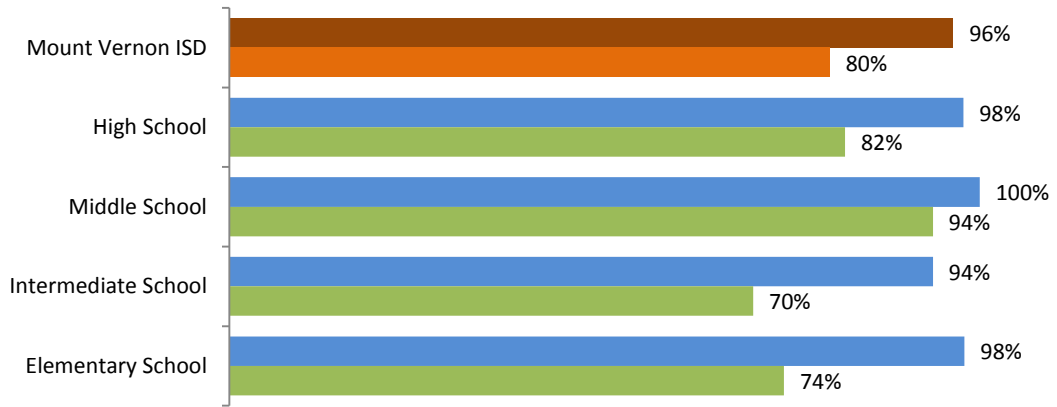
My workload is appropriate for my position.



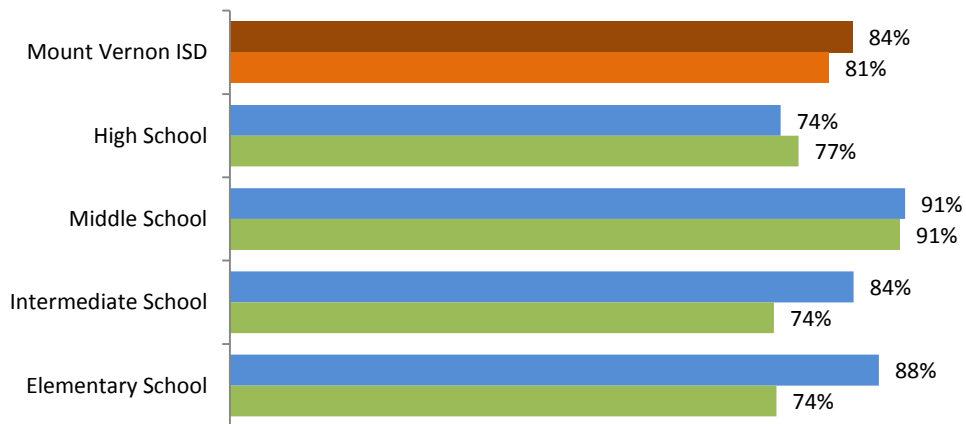
I work in an environment that is safe.



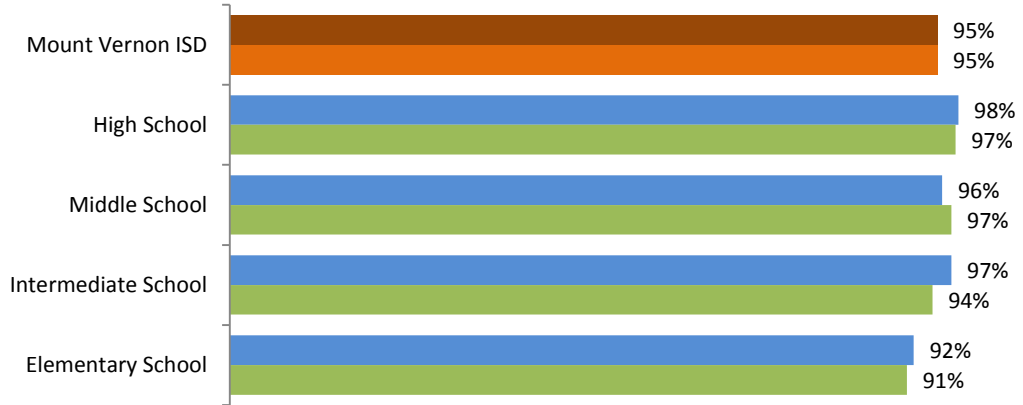
I feel secure in my employment with this district.



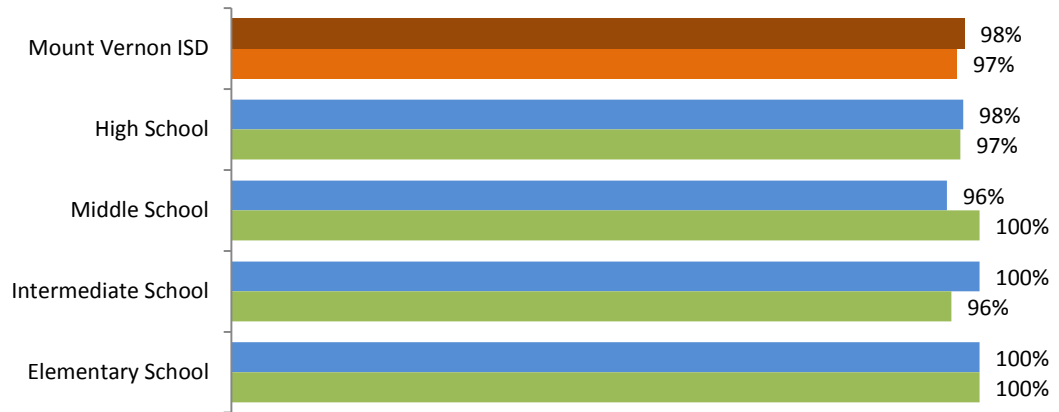
I have the equipment, tools, and supplies I need to do my job.



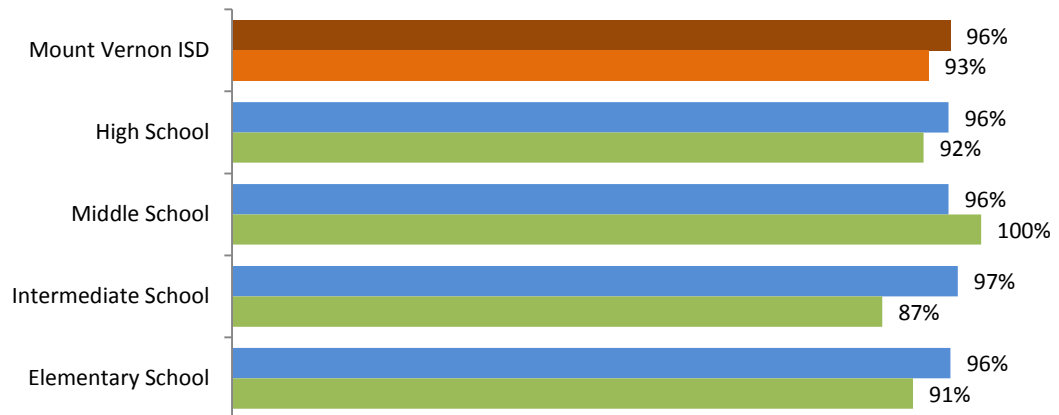
I can depend on my coworkers.



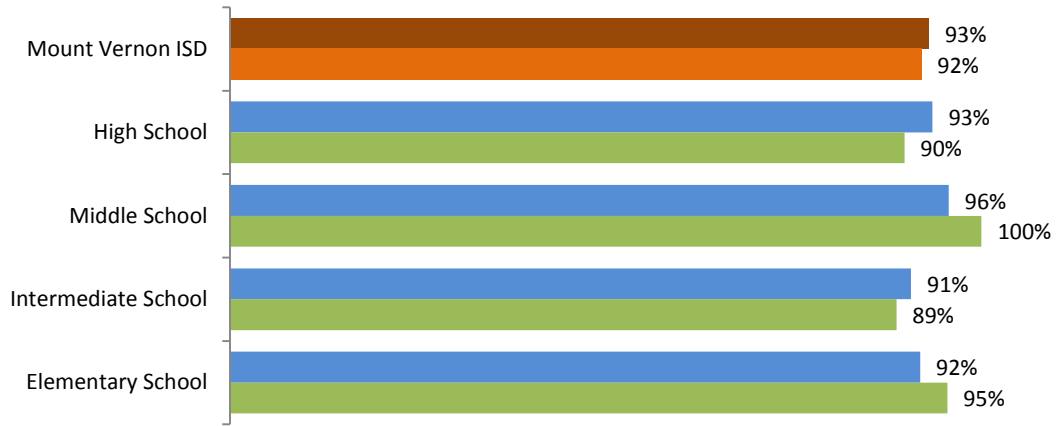
I like the people I work with.



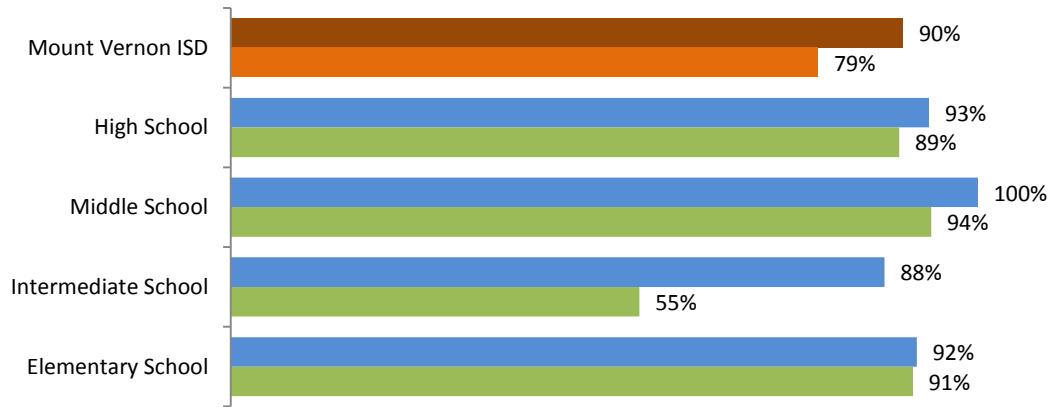
I feel loyal to my immediate team or work group.



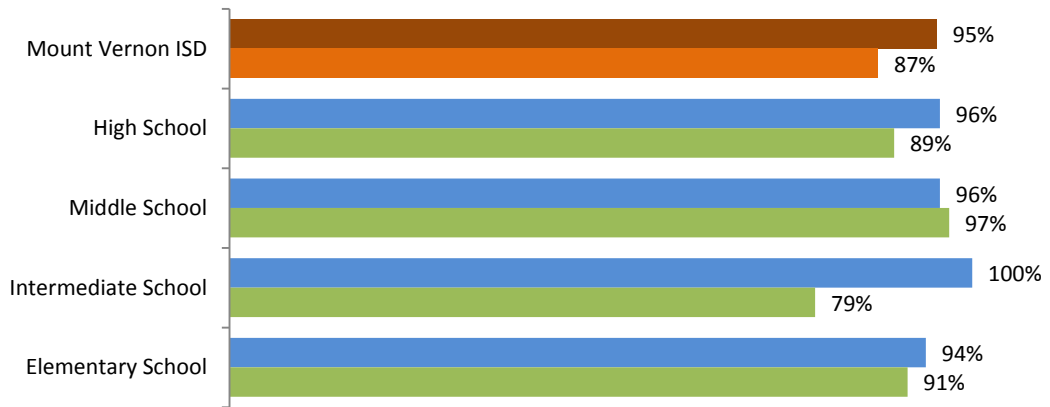
My team works well together.



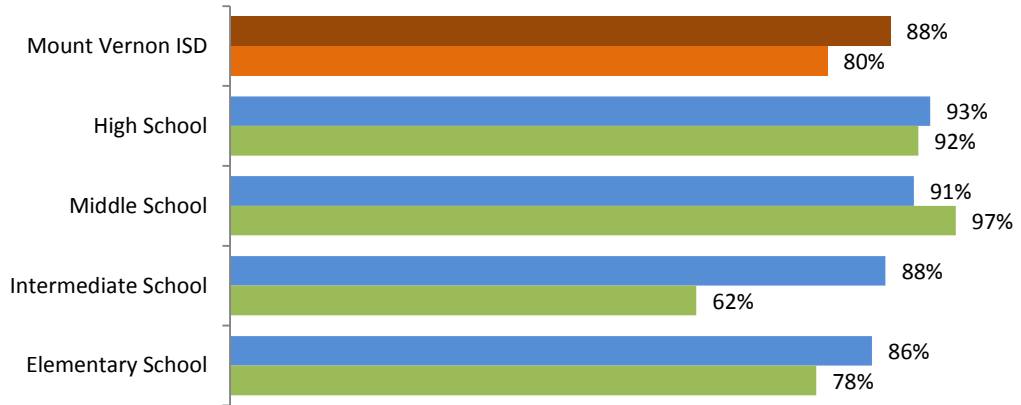
My supervisor sets clear goals and objectives.



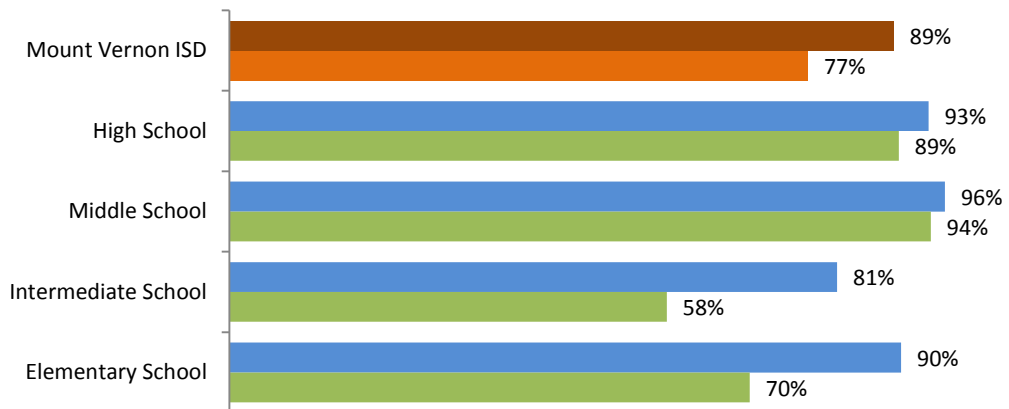
I get the training I need to do my job effectively.



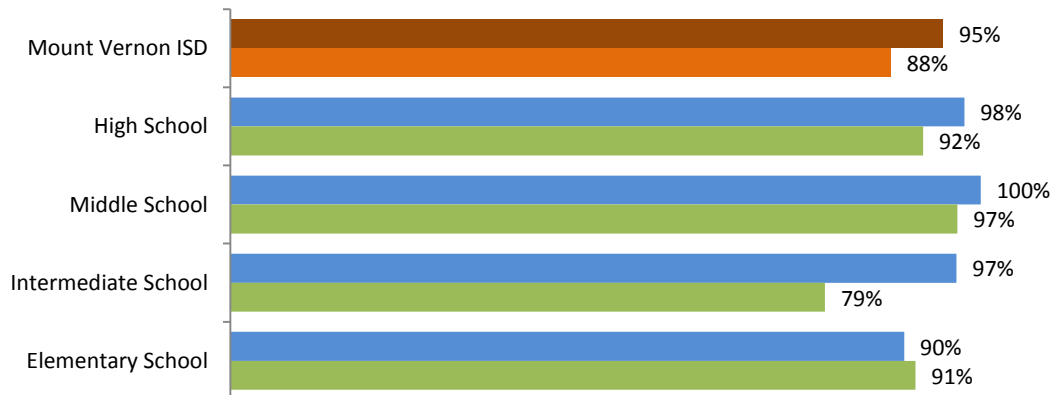
I receive useful feedback on my job performance.



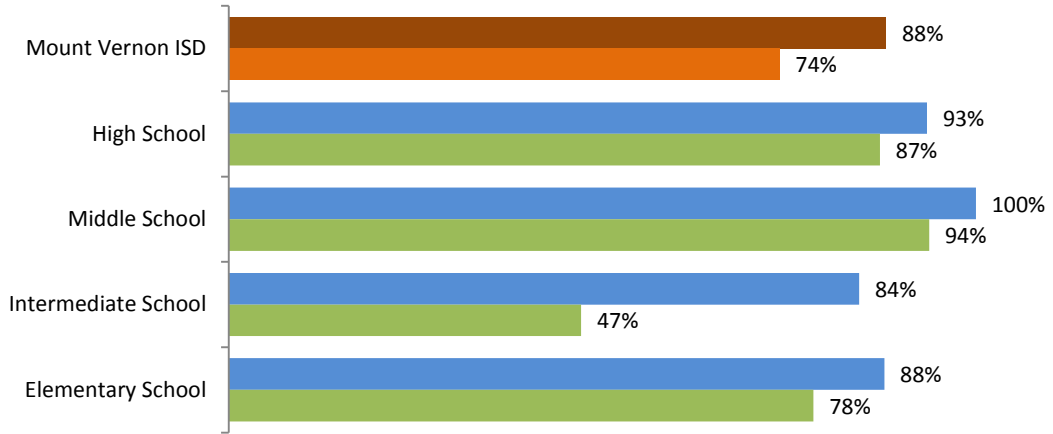
My supervisor provides the support I need with problems on the job.



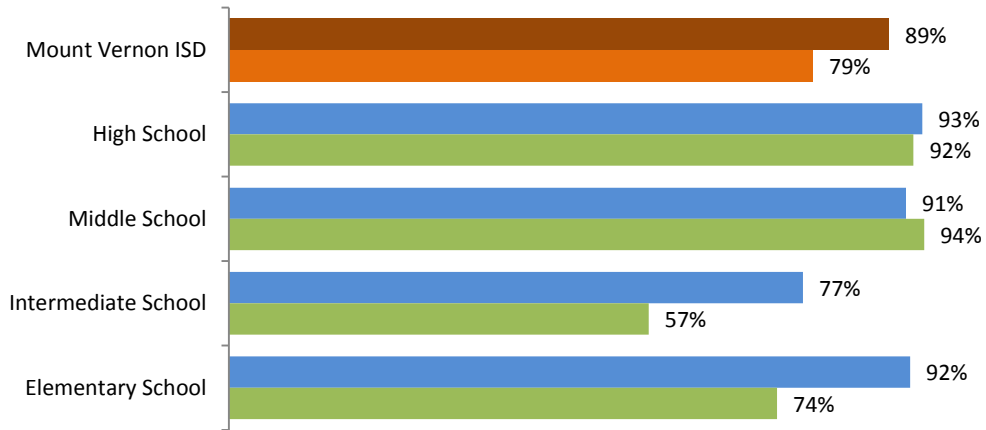
I am allowed to make decisions within my scope of authority.



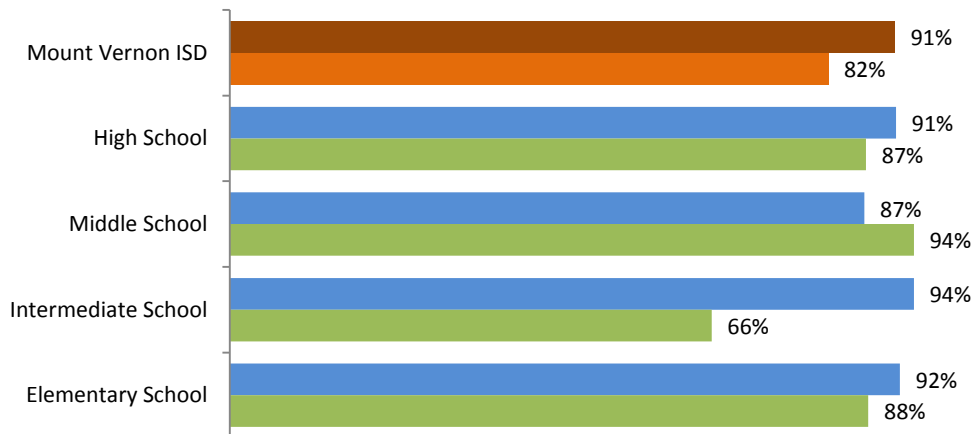
My supervisor makes timely decisions.



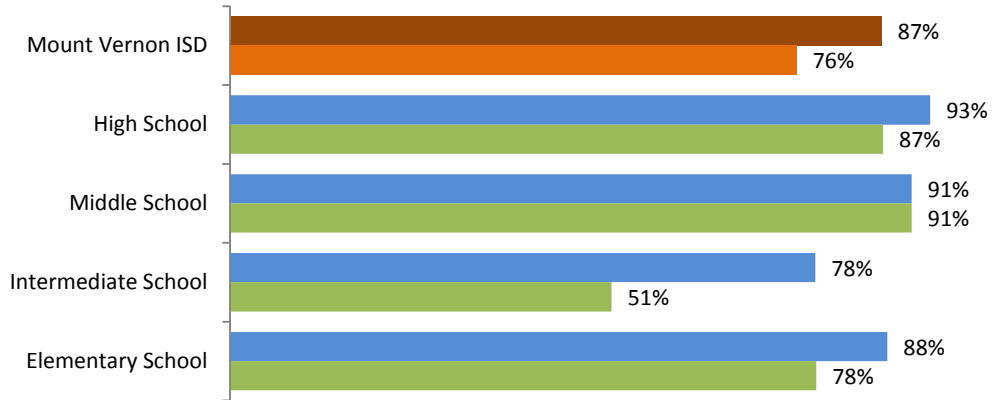
I can communicate openly and honestly with my supervisor.



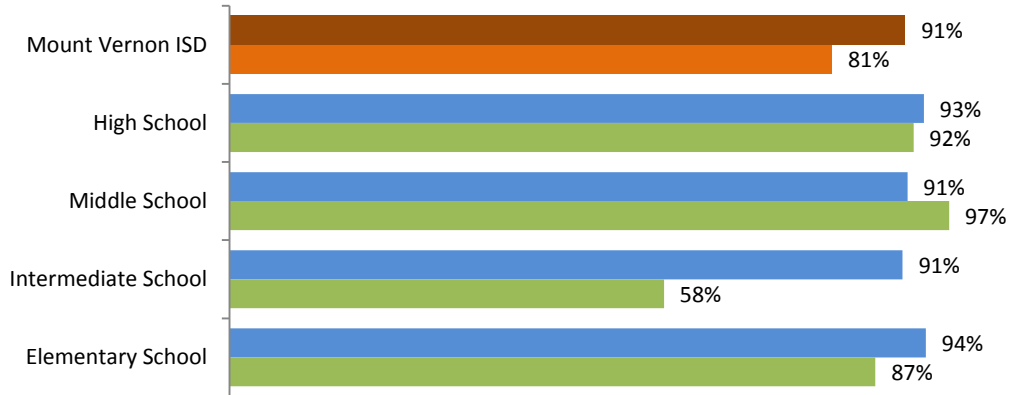
My work is appreciated by my supervisor.



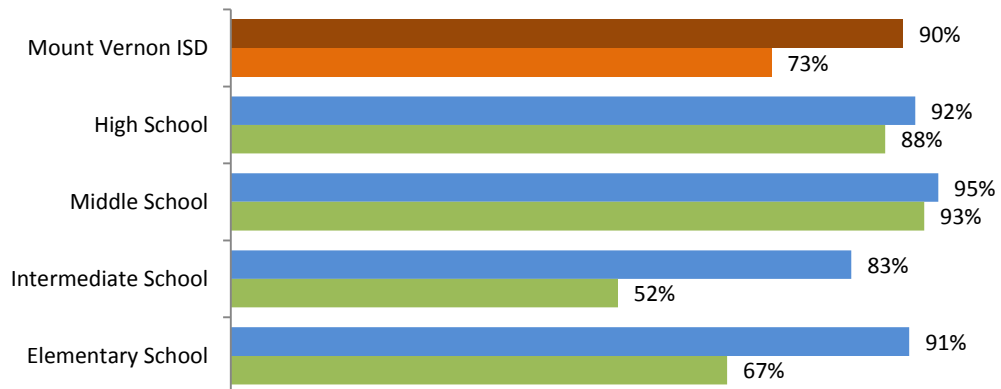
I trust my supervisor.



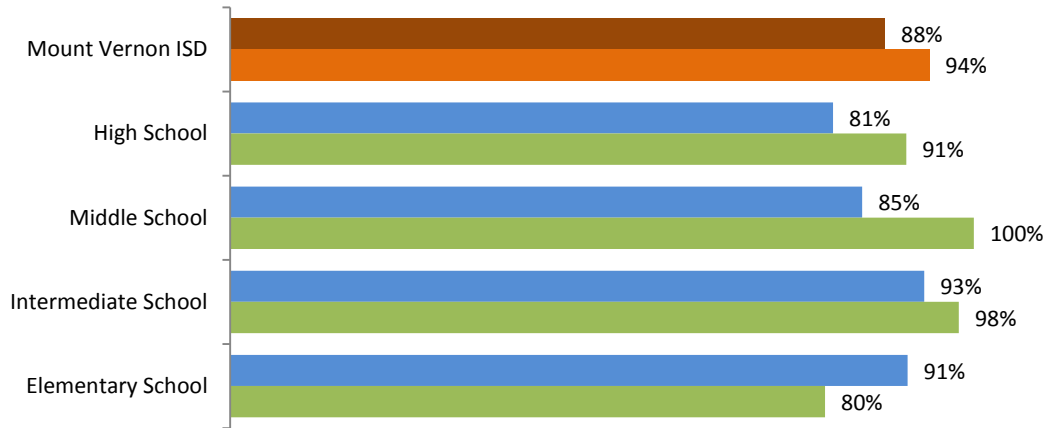
I like working for my supervisor.



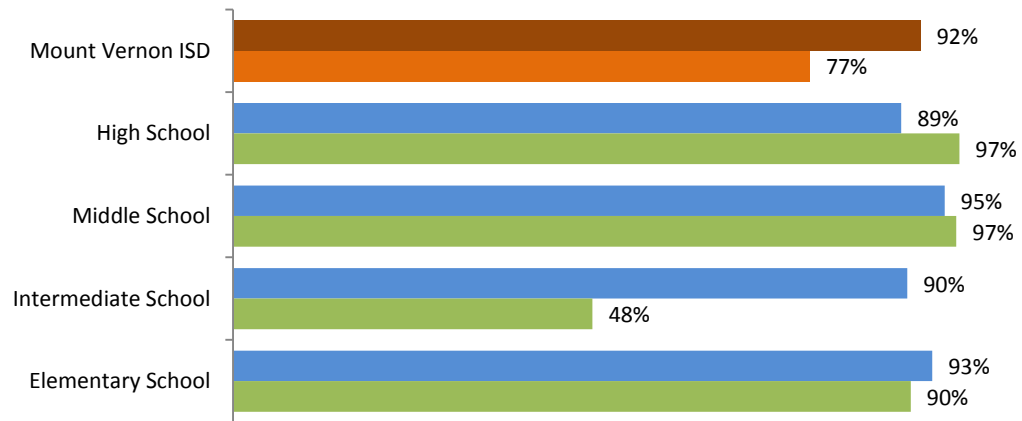
I get the information I need from campus leaders.



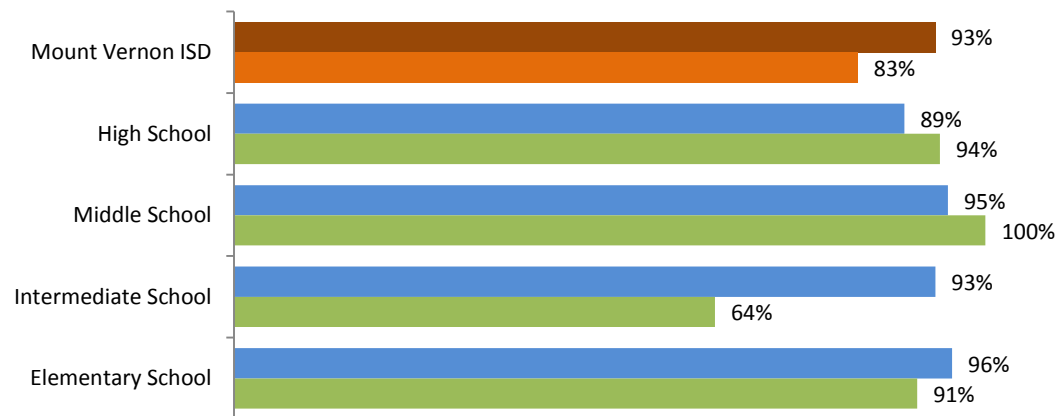
My campus is clean and properly maintained.



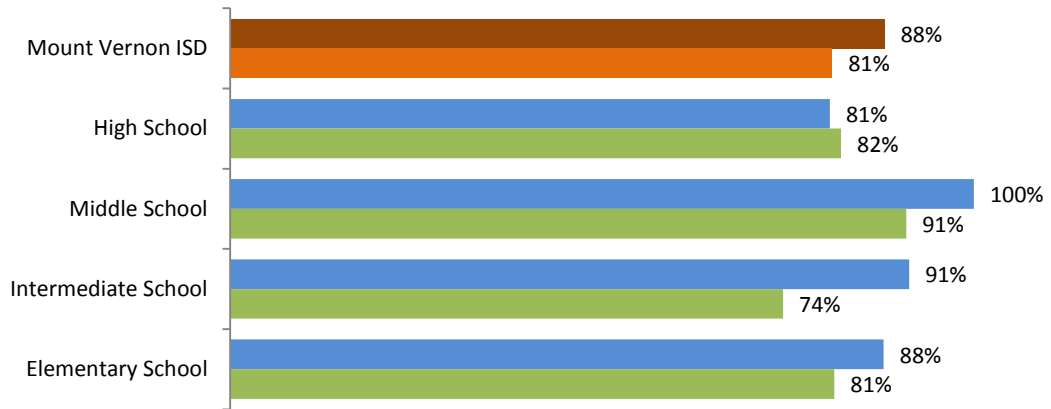
My principal is effective in leading my campus to achieve its goals.



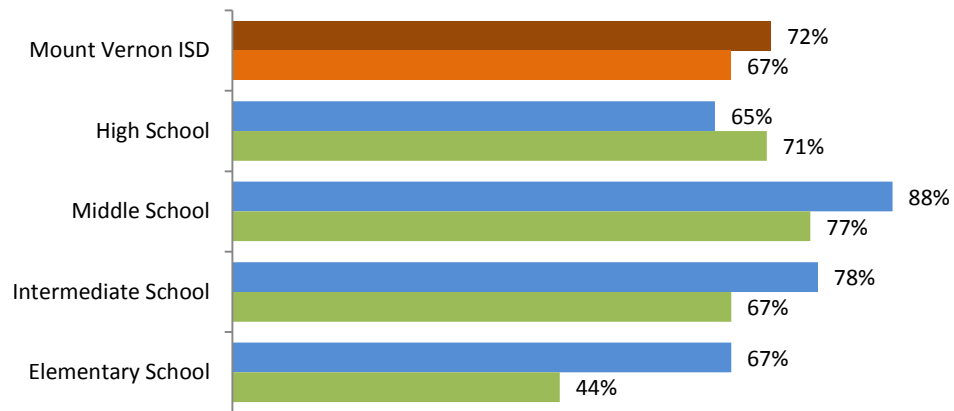
My principal treats me with respect.



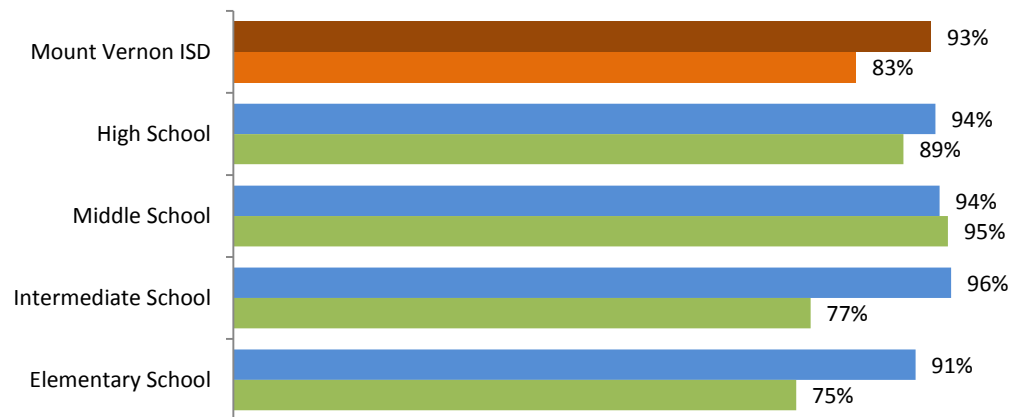
I have sufficient access to resources and materials.



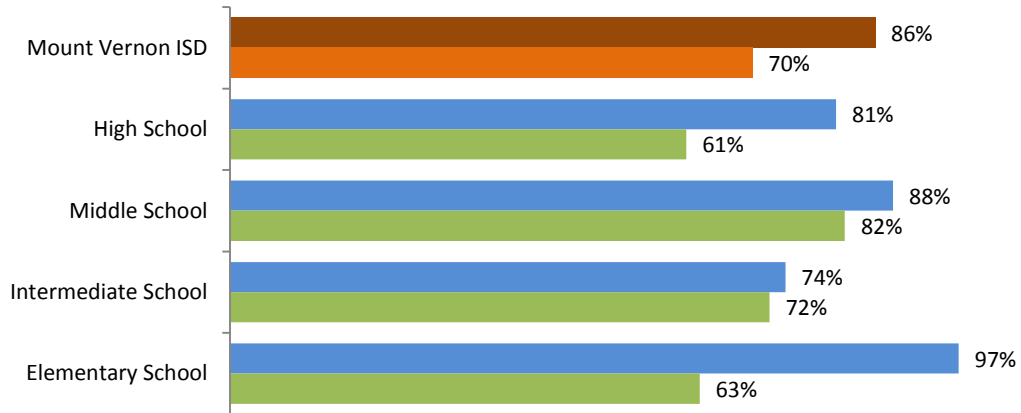
I have sufficient access to instructional technology.



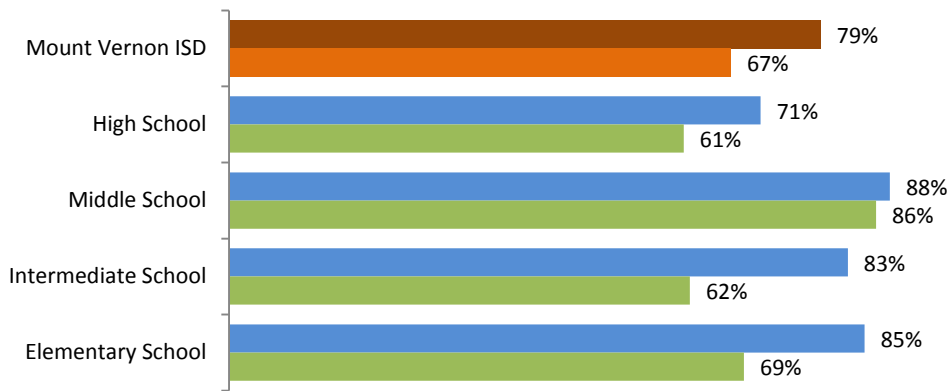
Teachers have a role in selecting instructional materials and resources.



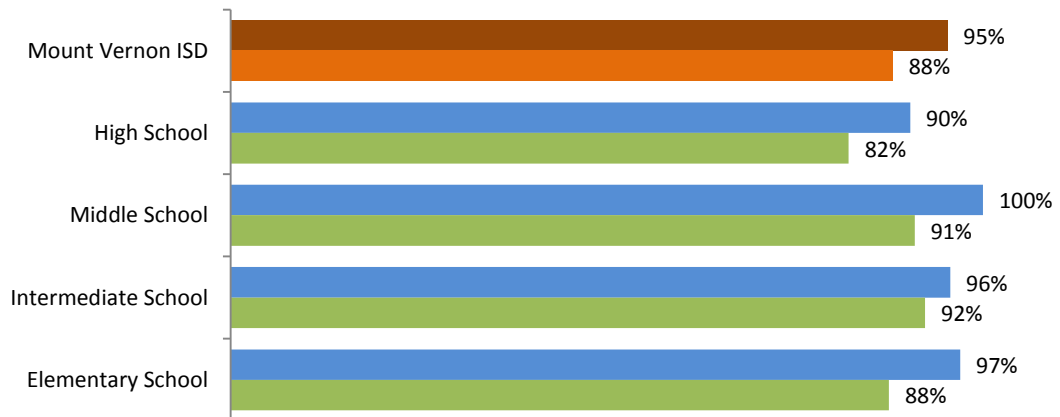
Staff development provides teachers with useful knowledge and skills.



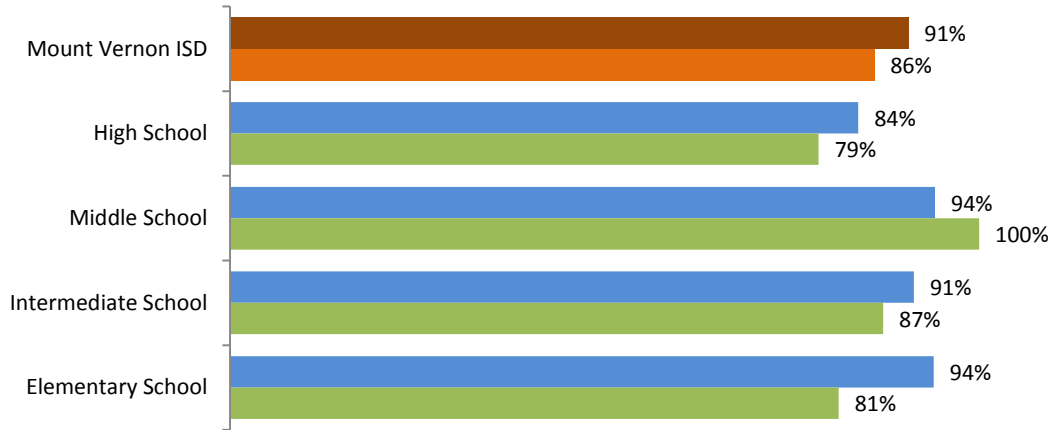
I am satisfied with resources for teachers with special populations.



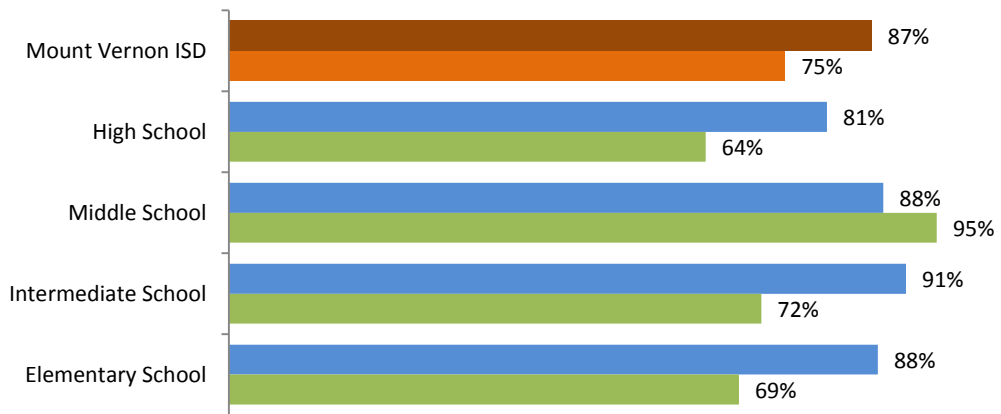
Teachers are held to high professional standards.



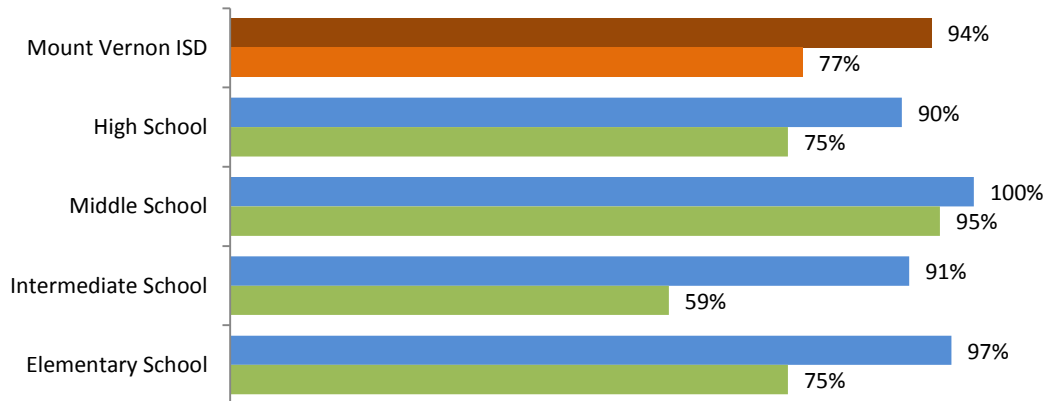
I have the opportunity to collaborate with colleagues.



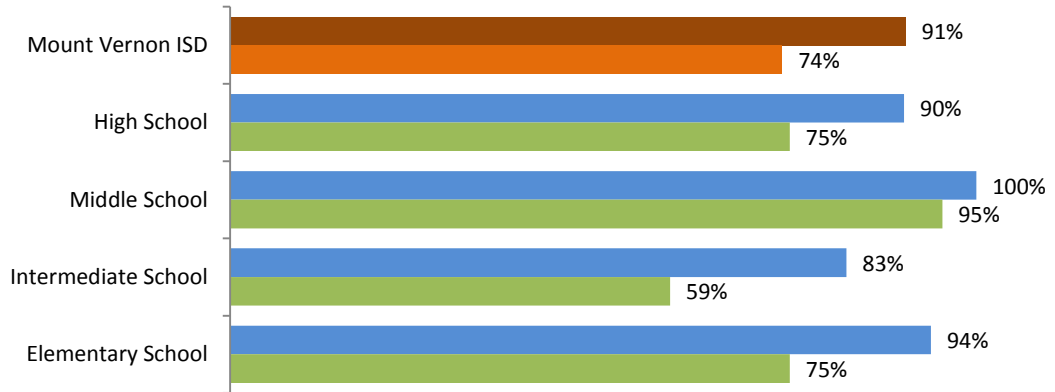
I am provided opportunities to learn from other teachers.



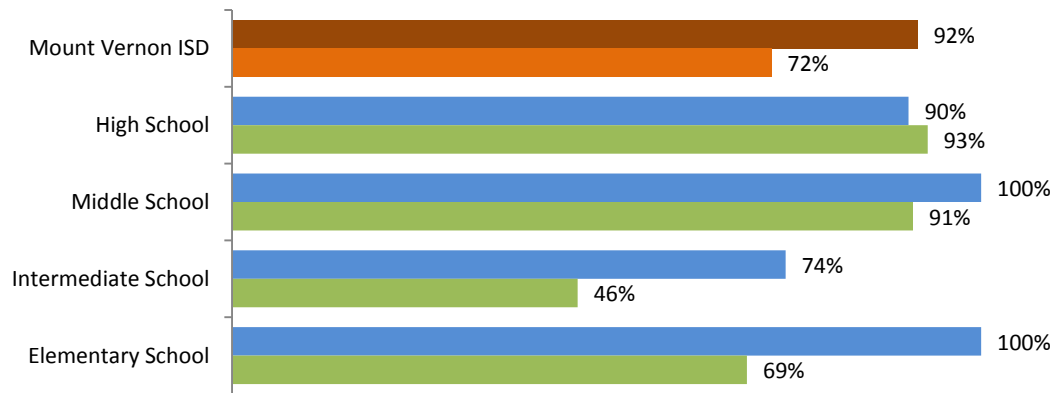
I receive feedback that can help me improve my teaching.



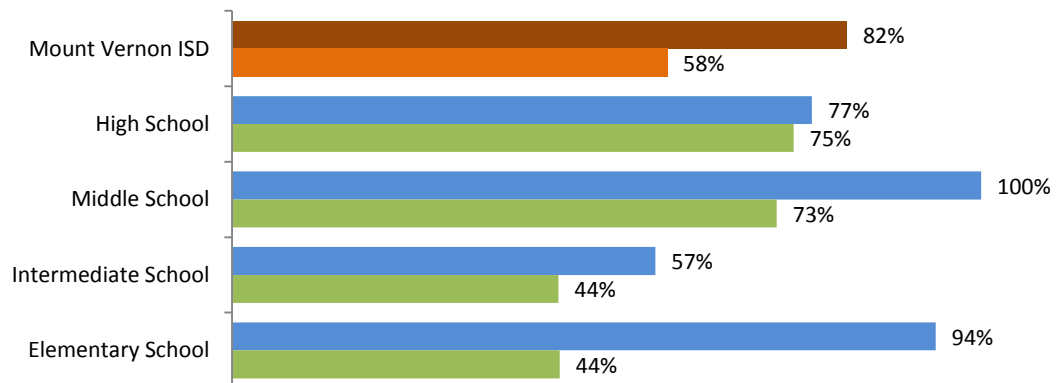
Teachers are involved in decisions about instructional issues.



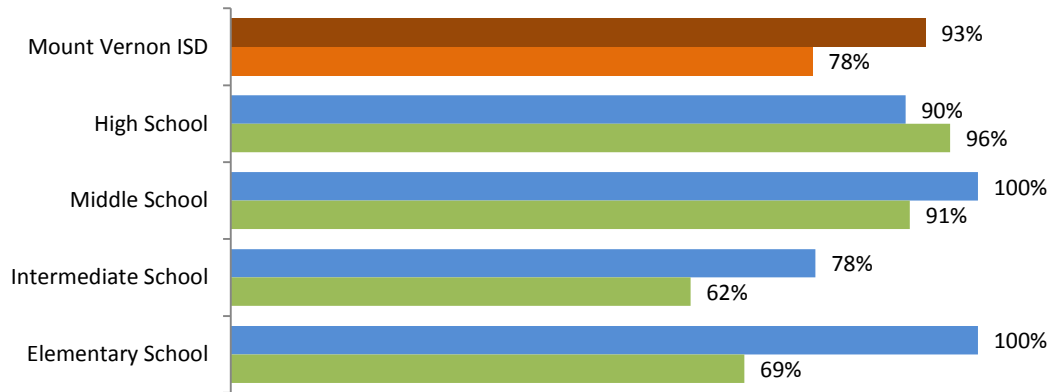
The principal provides leadership in setting and maintaining behavioral standards for students.



Our student code of conduct is consistently and fairly enforced.



**I am given appropriate assistance
to resolve disciplinary problems in my classroom.**



Mount Vernon ISD
June 2015

High School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employee Satisfaction and Engagement												
I am proud to work for Mount Vernon ISD.	25	53%	21	45%	0	0%	0	0%	1	2%	47	100%
I like the work I do.	28	60%	19	40%	0	0%	0	0%	0	0%	47	100%
On most days I feel good about what I have accomplished.	19	40%	27	57%	1	2%	0	0%	0	0%	47	100%
I understand what is expected of me in my job.	25	53%	22	47%	0	0%	0	0%	0	0%	47	100%
I would recommend my campus or department to a friend as a good place to work.	26	55%	19	40%	0	0%	0	0%	2	4%	47	100%
My job allows me to use my skills and abilities.	22	47%	24	51%	1	2%	0	0%	0	0%	47	100%
Work Conditions												
The hours I work are reasonable.	17	36%	28	60%	2	4%	0	0%	0	0%	47	100%
My workload is appropriate for my position.	12	26%	29	62%	5	11%	1	2%	0	0%	47	100%
I work in an environment that is safe.	18	38%	28	60%	1	2%	0	0%	0	0%	47	100%
I feel secure in my employment with this district.	18	39%	27	59%	0	0%	0	0%	1	2%	46	100%
I have the equipment, tools, and supplies I need to do my job.	9	19%	26	55%	10	21%	1	2%	1	2%	47	100%
Relationship with Coworkers												
I can depend on my coworkers.	20	43%	25	54%	1	2%	0	0%	0	0%	46	100%
I like the people I work with.	22	48%	23	50%	0	0%	1	2%	0	0%	46	100%
I feel loyal to my immediate team or work group.	26	57%	18	39%	1	2%	0	0%	1	2%	46	100%
My team works well together.	19	41%	24	52%	2	4%	0	0%	1	2%	46	100%
Relationship with Supervisor												
My supervisor sets clear goals and objectives.	20	43%	23	50%	3	7%	0	0%	0	0%	46	100%
I get the training I need to do my job effectively.	24	52%	20	43%	1	2%	0	0%	1	2%	46	100%
I receive useful feedback on my job performance.	16	35%	27	59%	3	7%	0	0%	0	0%	46	100%
My supervisor provides the support I need with problems on the job.	23	50%	20	43%	2	4%	0	0%	1	2%	46	100%
I am allowed to make decisions within my scope of authority.	22	48%	23	50%	0	0%	1	2%	0	0%	46	100%
My supervisor makes timely decisions.	21	46%	22	48%	1	2%	1	2%	1	2%	46	100%
I can communicate openly and honestly with my supervisor.	27	59%	16	35%	0	0%	2	4%	1	2%	46	100%
My work is appreciated by my supervisor.	23	50%	19	41%	1	2%	1	2%	2	4%	46	100%
I trust my supervisor.	24	52%	19	41%	0	0%	1	2%	2	4%	46	100%
I like working for my supervisor.	25	54%	18	39%	1	2%	0	0%	2	4%	46	100%
Campus Environment												
I get the information I need from campus leaders.	13	35%	21	57%	2	5%	0	0%	1	3%	37	100%
My campus is clean and properly maintained.	10	27%	20	54%	5	14%	1	3%	1	3%	37	100%
My principal is effective in leading my campus to achieve its goals.	18	49%	15	41%	1	3%	1	3%	2	5%	37	100%
My principal treats me with respect.	22	59%	11	30%	1	3%	2	5%	1	3%	37	100%

Mount Vernon ISD
June 2015

High School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Curriculum and Instruction												
I have sufficient access to resources and materials.	7	23%	18	58%	5	16%	0	0%	1	3%	31	100%
I have sufficient access to instructional technology.	4	13%	16	52%	9	29%	1	3%	1	3%	31	100%
Teachers have a role in selecting instructional materials and resources.	11	35%	18	58%	2	6%	0	0%	0	0%	31	100%
Staff development provides teachers with useful knowledge and skills.	7	23%	18	58%	4	13%	0	0%	2	6%	31	100%
I am satisfied with resources for teachers with special populations.	5	16%	17	55%	4	13%	0	0%	5	16%	31	100%
Teachers are held to high professional standards.	8	26%	20	65%	1	3%	0	0%	2	6%	31	100%
I have the opportunity to collaborate with colleagues.	3	10%	23	74%	3	10%	0	0%	2	6%	31	100%
I am provided opportunities to learn from other teachers.	4	13%	21	68%	3	10%	0	0%	3	10%	31	100%
I receive feedback that can help me improve my teaching.	4	13%	24	77%	0	0%	0	0%	3	10%	31	100%
Teachers are involved in decisions about instructional issues.	6	19%	22	71%	3	10%	0	0%	0	0%	31	100%
Student Discipline												
The principal provides leadership in setting and maintaining behavioral standards for students.	13	42%	15	48%	1	3%	1	3%	1	3%	31	100%
Our student code of conduct is consistently and fairly enforced.	8	26%	16	52%	3	10%	2	6%	2	6%	31	100%
I am given appropriate assistance to resolve disciplinary problems in my classroom.	16	52%	12	39%	2	6%	1	3%	0	0%	31	100%

Mount Vernon ISD
June 2015

Middle School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employee Satisfaction and Engagement												
I am proud to work for Mount Vernon ISD.	17	74%	6	26%	0	0%	0	0%	0	0%	23	100%
I like the work I do.	15	65%	7	30%	1	4%	0	0%	0	0%	23	100%
On most days I feel good about what I have accomplished.	14	61%	7	30%	2	9%	0	0%	0	0%	23	100%
I understand what is expected of me in my job.	17	74%	6	26%	0	0%	0	0%	0	0%	23	100%
I would recommend my campus or department to a friend as a good place to work.	17	74%	5	22%	1	4%	0	0%	0	0%	23	100%
My job allows me to use my skills and abilities.	17	74%	6	26%	0	0%	0	0%	0	0%	23	100%
Work Conditions												
The hours I work are reasonable.	13	57%	10	43%	0	0%	0	0%	0	0%	23	100%
My workload is appropriate for my position.	9	39%	13	57%	1	4%	0	0%	0	0%	23	100%
I work in an environment that is safe.	16	70%	7	30%	0	0%	0	0%	0	0%	23	100%
I feel secure in my employment with this district.	17	74%	6	26%	0	0%	0	0%	0	0%	23	100%
I have the equipment, tools, and supplies I need to do my job.	11	48%	10	43%	2	9%	0	0%	0	0%	23	100%
Relationship with Coworkers												
I can depend on my coworkers.	14	61%	8	35%	1	4%	0	0%	0	0%	23	100%
I like the people I work with.	13	57%	9	39%	1	4%	0	0%	0	0%	23	100%
I feel loyal to my immediate team or work group.	19	83%	3	13%	1	4%	0	0%	0	0%	23	100%
My team works well together.	17	74%	5	22%	1	4%	0	0%	0	0%	23	100%
Relationship with Supervisor												
My supervisor sets clear goals and objectives.	14	61%	9	39%	0	0%	0	0%	0	0%	23	100%
I get the training I need to do my job effectively.	13	57%	9	39%	1	4%	0	0%	0	0%	23	100%
I receive useful feedback on my job performance.	11	48%	10	43%	1	4%	0	0%	1	4%	23	100%
My supervisor provides the support I need with problems on the job.	16	70%	6	26%	1	4%	0	0%	0	0%	23	100%
I am allowed to make decisions within my scope of authority.	17	74%	6	26%	0	0%	0	0%	0	0%	23	100%
My supervisor makes timely decisions.	17	74%	6	26%	0	0%	0	0%	0	0%	23	100%
I can communicate openly and honestly with my supervisor.	16	70%	5	22%	1	4%	0	0%	1	4%	23	100%
My work is appreciated by my supervisor.	12	52%	8	35%	1	4%	1	4%	1	4%	23	100%
I trust my supervisor.	17	74%	4	17%	1	4%	0	0%	1	4%	23	100%
I like working for my supervisor.	19	83%	2	9%	1	4%	0	0%	1	4%	23	100%
Campus Environment												
I get the information I need from campus leaders.	6	30%	13	65%	1	5%	0	0%	0	0%	20	100%
My campus is clean and properly maintained.	7	35%	10	50%	2	10%	1	5%	0	0%	20	100%
My principal is effective in leading my campus to achieve its goals.	13	65%	6	30%	0	0%	0	0%	1	5%	20	100%
My principal treats me with respect.	13	65%	6	30%	0	0%	0	0%	1	5%	20	100%

**Mount Vernon ISD
June 2015**

Middle School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Curriculum and Instruction												
I have sufficient access to resources and materials.	4	24%	13	76%	0	0%	0	0%	0	0%	17	100%
I have sufficient access to instructional technology.	4	24%	11	65%	2	12%	0	0%	0	0%	17	100%
Teachers have a role in selecting instructional materials and resources.	6	35%	10	59%	0	0%	0	0%	1	6%	17	100%
Staff development provides teachers with useful knowledge and skills.	5	29%	10	59%	1	6%	0	0%	1	6%	17	100%
I am satisfied with resources for teachers with special populations.	4	24%	11	65%	1	6%	0	0%	1	6%	17	100%
Teachers are held to high professional standards.	4	24%	13	76%	0	0%	0	0%	0	0%	17	100%
I have the opportunity to collaborate with colleagues.	7	41%	9	53%	0	0%	0	0%	1	6%	17	100%
I am provided opportunities to learn from other teachers.	5	29%	10	59%	1	6%	0	0%	1	6%	17	100%
I receive feedback that can help me improve my teaching.	5	29%	12	71%	0	0%	0	0%	0	0%	17	100%
Teachers are involved in decisions about instructional issues.	5	29%	12	71%	0	0%	0	0%	0	0%	17	100%
Student Discipline												
The principal provides leadership in setting and maintaining behavioral standards for students.	10	59%	7	41%	0	0%	0	0%	0	0%	17	100%
Our student code of conduct is consistently and fairly enforced.	5	29%	12	71%	0	0%	0	0%	0	0%	17	100%
I am given appropriate assistance to resolve disciplinary problems in my classroom.	9	53%	8	47%	0	0%	0	0%	0	0%	17	100%

Mount Vernon ISD
June 2015

Intermediate School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employee Satisfaction and Engagement												
I am proud to work for Mount Vernon ISD.	17	53%	14	44%	1	3%	0	0%	0	0%	32	100%
I like the work I do.	17	53%	15	47%	0	0%	0	0%	0	0%	32	100%
On most days I feel good about what I have accomplished.	15	47%	17	53%	0	0%	0	0%	0	0%	32	100%
I understand what is expected of me in my job.	13	41%	19	59%	0	0%	0	0%	0	0%	32	100%
I would recommend my campus or department to a friend as a good place to work.	14	44%	16	50%	1	3%	1	3%	0	0%	32	100%
My job allows me to use my skills and abilities.	15	47%	17	53%	0	0%	0	0%	0	0%	32	100%
Work Conditions												
The hours I work are reasonable.	10	31%	22	69%	0	0%	0	0%	0	0%	32	100%
My workload is appropriate for my position.	9	28%	21	66%	2	6%	0	0%	0	0%	32	100%
I work in an environment that is safe.	12	38%	20	63%	0	0%	0	0%	0	0%	32	100%
I feel secure in my employment with this district.	11	34%	19	59%	1	3%	1	3%	0	0%	32	100%
I have the equipment, tools, and supplies I need to do my job.	8	25%	19	59%	5	16%	0	0%	0	0%	32	100%
Relationship with Coworkers												
I can depend on my coworkers.	15	47%	16	50%	1	3%	0	0%	0	0%	32	100%
I like the people I work with.	22	69%	10	31%	0	0%	0	0%	0	0%	32	100%
I feel loyal to my immediate team or work group.	19	59%	12	38%	0	0%	0	0%	1	3%	32	100%
My team works well together.	20	63%	9	28%	1	3%	0	0%	2	6%	32	100%
Relationship with Supervisor												
My supervisor sets clear goals and objectives.	6	19%	22	69%	3	9%	1	3%	0	0%	32	100%
I get the training I need to do my job effectively.	11	35%	20	65%	0	0%	0	0%	0	0%	31	100%
I receive useful feedback on my job performance.	7	22%	21	66%	3	9%	1	3%	0	0%	32	100%
My supervisor provides the support I need with problems on the job.	9	28%	17	53%	5	16%	1	3%	0	0%	32	100%
I am allowed to make decisions within my scope of authority.	9	29%	21	68%	1	3%	0	0%	0	0%	31	100%
My supervisor makes timely decisions.	7	22%	20	63%	3	9%	1	3%	1	3%	32	100%
I can communicate openly and honestly with my supervisor.	9	29%	15	48%	6	19%	1	3%	0	0%	31	100%
My work is appreciated by my supervisor.	11	34%	19	59%	1	3%	1	3%	0	0%	32	100%
I trust my supervisor.	10	31%	15	47%	4	13%	2	6%	1	3%	32	100%
I like working for my supervisor.	12	38%	17	53%	2	6%	1	3%	0	0%	32	100%
Campus Environment												
I get the information I need from campus leaders.	5	17%	20	67%	5	17%	0	0%	0	0%	30	100%
My campus is clean and properly maintained.	8	27%	20	67%	1	3%	0	0%	1	3%	30	100%
My principal is effective in leading my campus to achieve its goals.	7	23%	20	67%	1	3%	1	3%	1	3%	30	100%
My principal treats me with respect.	11	37%	17	57%	1	3%	1	3%	0	0%	30	100%

**Mount Vernon ISD
June 2015**

Intermediate School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Curriculum and Instruction												
I have sufficient access to resources and materials.	3	13%	18	78%	2	9%	0	0%	0	0%	23	100%
I have sufficient access to instructional technology.	2	9%	16	70%	5	22%	0	0%	0	0%	23	100%
Teachers have a role in selecting instructional materials and resources.	2	9%	20	87%	0	0%	0	0%	1	4%	23	100%
Staff development provides teachers with useful knowledge and skills.	1	4%	16	70%	5	22%	0	0%	1	4%	23	100%
I am satisfied with resources for teachers with special populations.	1	4%	18	78%	2	9%	0	0%	2	9%	23	100%
Teachers are held to high professional standards.	2	9%	20	87%	1	4%	0	0%	0	0%	23	100%
I have the opportunity to collaborate with colleagues.	3	13%	18	78%	0	0%	0	0%	2	9%	23	100%
I am provided opportunities to learn from other teachers.	2	9%	19	83%	1	4%	0	0%	1	4%	23	100%
I receive feedback that can help me improve my teaching.	2	9%	19	83%	0	0%	0	0%	2	9%	23	100%
Teachers are involved in decisions about instructional issues.	2	9%	17	74%	3	13%	0	0%	1	4%	23	100%
Student Discipline												
The principal provides leadership in setting and maintaining behavioral standards for students.	1	4%	16	70%	5	22%	0	0%	1	4%	23	100%
Our student code of conduct is consistently and fairly enforced.	1	4%	12	52%	7	30%	1	4%	2	9%	23	100%
I am given appropriate assistance to resolve disciplinary problems in my classroom.	2	9%	16	70%	5	22%	0	0%	0	0%	23	100%

Mount Vernon ISD
June 2015

Elementary School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employee Satisfaction and Engagement												
I am proud to work for Mount Vernon ISD.	37	76%	11	22%	1	2%	0	0%	0	0%	49	100%
I like the work I do.	36	73%	12	24%	1	2%	0	0%	0	0%	49	100%
On most days I feel good about what I have accomplished.	29	59%	19	39%	1	2%	0	0%	0	0%	49	100%
I understand what is expected of me in my job.	33	67%	14	29%	2	4%	0	0%	0	0%	49	100%
I would recommend my campus or department to a friend as a good place to work.	37	76%	10	20%	2	4%	0	0%	0	0%	49	100%
My job allows me to use my skills and abilities.	36	73%	9	18%	2	4%	1	2%	1	2%	49	100%
Work Conditions												
The hours I work are reasonable.	26	53%	20	41%	3	6%	0	0%	0	0%	49	100%
My workload is appropriate for my position.	21	43%	23	47%	4	8%	1	2%	0	0%	49	100%
I work in an environment that is safe.	32	65%	16	33%	1	2%	0	0%	0	0%	49	100%
I feel secure in my employment with this district.	21	43%	27	55%	1	2%	0	0%	0	0%	49	100%
I have the equipment, tools, and supplies I need to do my job.	20	41%	23	47%	3	6%	3	6%	0	0%	49	100%
Relationship with Coworkers												
I can depend on my coworkers.	28	57%	17	35%	1	2%	2	4%	1	2%	49	100%
I like the people I work with.	32	65%	17	35%	0	0%	0	0%	0	0%	49	100%
I feel loyal to my immediate team or work group.	34	69%	13	27%	1	2%	1	2%	0	0%	49	100%
My team works well together.	29	59%	16	33%	2	4%	1	2%	1	2%	49	100%
Relationship with Supervisor												
My supervisor sets clear goals and objectives.	29	59%	16	33%	3	6%	0	0%	1	2%	49	100%
I get the training I need to do my job effectively.	25	52%	20	42%	1	2%	1	2%	1	2%	48	100%
I receive useful feedback on my job performance.	32	65%	10	20%	6	12%	0	0%	1	2%	49	100%
My supervisor provides the support I need with problems on the job.	35	71%	9	18%	3	6%	1	2%	1	2%	49	100%
I am allowed to make decisions within my scope of authority.	31	63%	13	27%	1	2%	2	4%	2	4%	49	100%
My supervisor makes timely decisions.	31	63%	12	24%	4	8%	1	2%	1	2%	49	100%
I can communicate openly and honestly with my supervisor.	35	71%	10	20%	2	4%	2	4%	0	0%	49	100%
My work is appreciated by my supervisor.	35	71%	10	20%	2	4%	2	4%	0	0%	49	100%
I trust my supervisor.	35	71%	8	16%	3	6%	1	2%	2	4%	49	100%
I like working for my supervisor.	37	77%	8	17%	2	4%	1	2%	0	0%	48	100%
Campus Environment												
I get the information I need from campus leaders.	24	53%	17	38%	3	7%	0	0%	1	2%	45	100%
My campus is clean and properly maintained.	23	51%	18	40%	4	9%	0	0%	0	0%	45	100%
My principal is effective in leading my campus to achieve its goals.	32	71%	10	22%	1	2%	0	0%	2	4%	45	100%
My principal treats me with respect.	35	78%	8	18%	1	2%	0	0%	1	2%	45	100%

**Mount Vernon ISD
June 2015**

Elementary School	Strongly Agree		Agree		Disagree		Strongly Disagree		No Opinion/Not Applicable		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Curriculum and Instruction												
I have sufficient access to resources and materials.	14	42%	15	45%	2	6%	2	6%	0	0%	33	100%
I have sufficient access to instructional technology.	11	33%	11	33%	4	12%	6	18%	1	3%	33	100%
Teachers have a role in selecting instructional materials and resources.	13	39%	17	52%	2	6%	1	3%	0	0%	33	100%
Staff development provides teachers with useful knowledge and skills.	11	33%	21	64%	0	0%	1	3%	0	0%	33	100%
I am satisfied with resources for teachers with special populations.	8	24%	20	61%	0	0%	3	9%	2	6%	33	100%
Teachers are held to high professional standards.	19	58%	13	39%	1	3%	0	0%	0	0%	33	100%
I have the opportunity to collaborate with colleagues.	20	61%	11	33%	2	6%	0	0%	0	0%	33	100%
I am provided opportunities to learn from other teachers.	16	50%	12	38%	3	9%	1	3%	0	0%	32	100%
I receive feedback that can help me improve my teaching.	20	61%	12	36%	1	3%	0	0%	0	0%	33	100%
Teachers are involved in decisions about instructional issues.	16	48%	15	45%	1	3%	1	3%	0	0%	33	100%
Student Discipline												
The principal provides leadership in setting and maintaining behavioral standards for students.	22	67%	11	33%	0	0%	0	0%	0	0%	33	100%
Our student code of conduct is consistently and fairly enforced.	16	48%	15	45%	1	3%	1	3%	0	0%	33	100%
I am given appropriate assistance to resolve disciplinary problems in my classroom.	21	64%	12	36%	0	0%	0	0%	0	0%	33	100%