

Employee Opinion Survey

Marble Falls Independent School District · March 2026

· TASB HR Services Division



Introduction & Methodology

Purpose

Marble Falls ISD engaged TASB HR Services — a provider of HR consulting to Texas schools for ~40 years — to conduct a confidential employee opinion survey assessing engagement, job satisfaction, and working conditions.

Why Engagement Matters

A 2019 Gallup report found engaged teachers are **62% less likely to leave** their district, and teacher engagement is directly linked to student engagement. Districts with engaged workforces share a common vision implemented by leaders at every level.

Methodology

TASB conducted the survey January–February 2026. Questions used a Likert-type scale; "strongly agree" and "agree" responses are combined as positive. Two years of data (2024 and 2026) are provided for comparison.



Survey Administration & Response

684

Total Employees

District employees at time of survey launch

603

Respondents

Employees who participated in the survey

88%

Response Rate

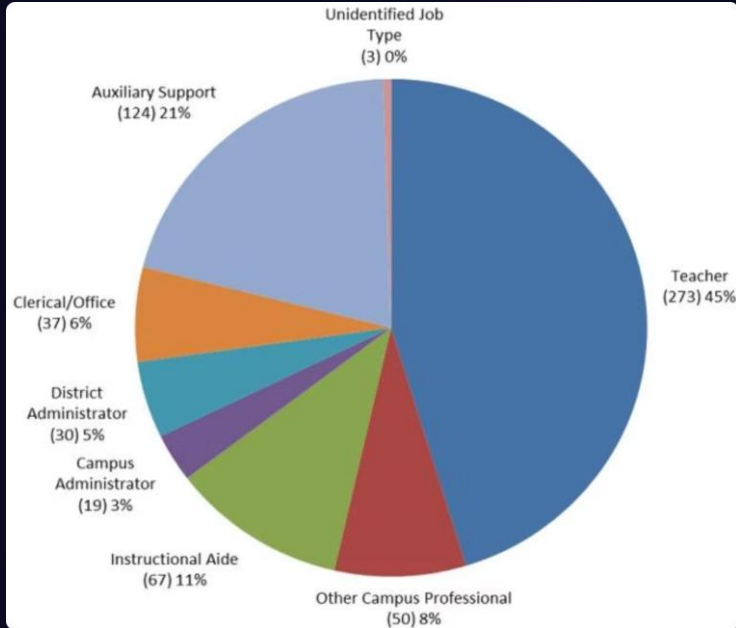
Up from 74% in 2024 — well above average

45%

Teachers

Largest respondent group; 95% of all district teachers participated

Respondent Demographics: Job Type



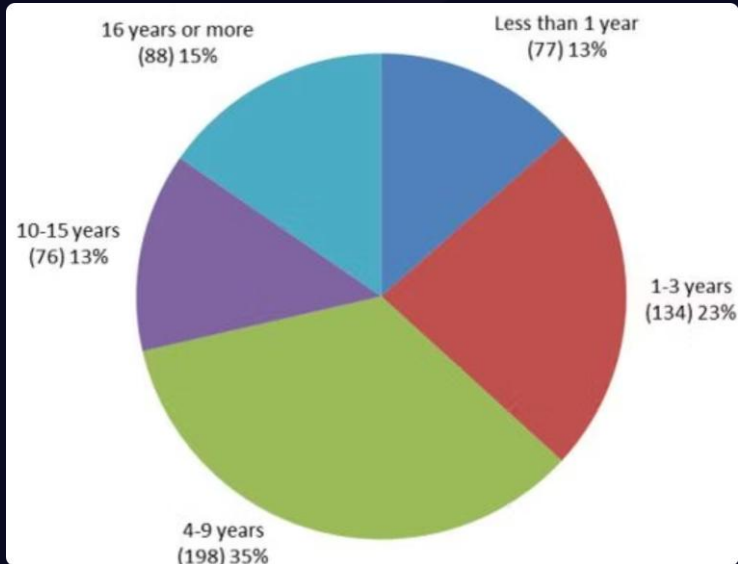
Participation by Job Type

Job Type	Respondents	Rate
Teacher	273	95%
Other Campus Prof.	50	114%
Instructional Aide	67	66%
Campus Admin	19	112%
District Admin	30	86%
Clerical/Office	37	73%
Auxiliary Support	124	83%

Teachers composed **45%** of total respondents. Other campus professionals had the highest participation rate (114%), while instructional aides had the lowest (66%).

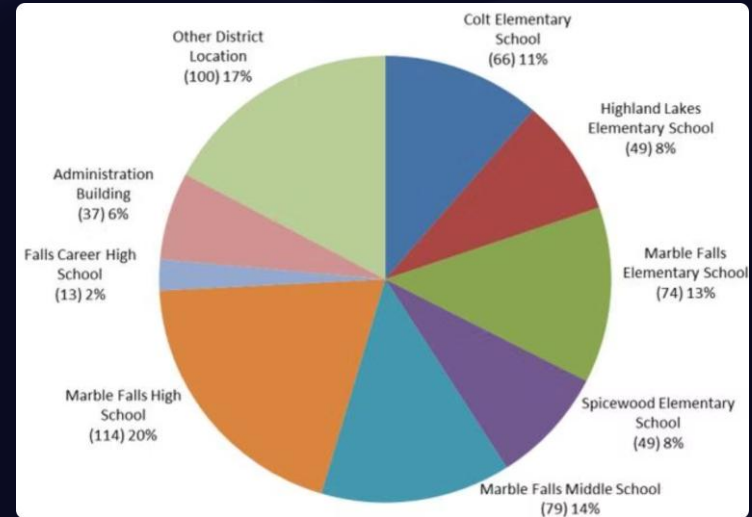
Demographics: Tenure & Work Location

Length of Employment



Employees with **4–9 years** of experience made up the largest group (35%), followed by 1–3 years (23%) and 16+ years (15%).

Work Location



Marble Falls High School had the largest group (114 employees, 20%), followed by Other District Location (100 employees, 17%). All work locations were represented.

Summary of Positive Responses by Topic

Survey Topics	Positive (Average) 2026	Difference from Previous Year (2026 to 2024)
Job Satisfaction	95%	2%
Working Conditions	88%	4%
Relationship with Coworkers	93%	-1%
Relationship with Supervisor	90%	3%
Compensation and Benefits	72%	2%
District Communications	89%	1%
District Leadership	87%	0%
Campus Environment	92%	2%
Resources and Teacher Dev	76%	-4%
Student Discipline	82%	6%

Job Satisfaction led all topics at **95%** positive responses. **Compensation & Benefits** was lowest at **72%**. Notable changes vs. 2024: **Student Discipline +6%**, Working Conditions +4%, Relationship with Supervisor +3%; Resources & Teacher Development **-4%** was the only notable decline.

Job Satisfaction & Key Factors



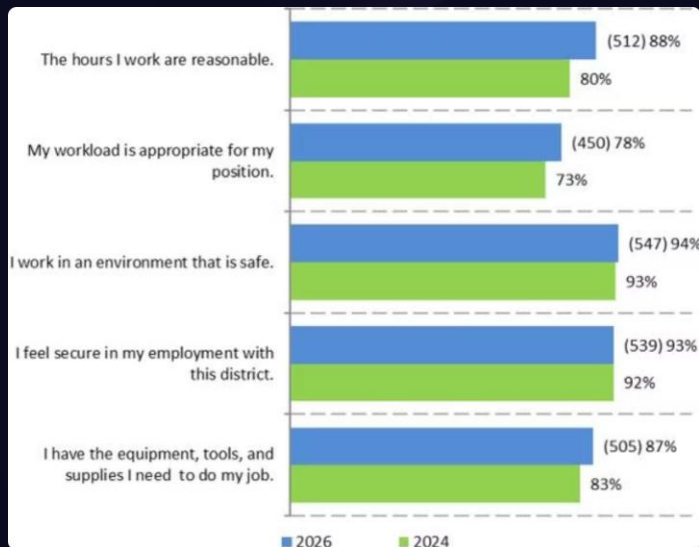
Top Results (2026)

- 98% — I like the work I do
- 98% — I understand what is expected of me
- 98% — My job uses my skills and abilities
- 96% — Proud to work for MFISD
- 90% — Would recommend this district

All items increased 1–3% over 2024. The top two factors employees value most: **Compensation & Benefits (62%)** and meaningful work (51%).

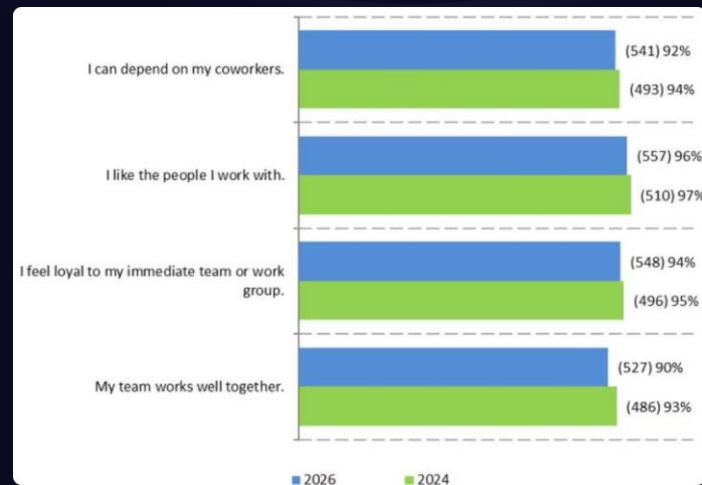
Working Conditions & Coworker Relationships

Working Conditions — 88% Avg (+4%)



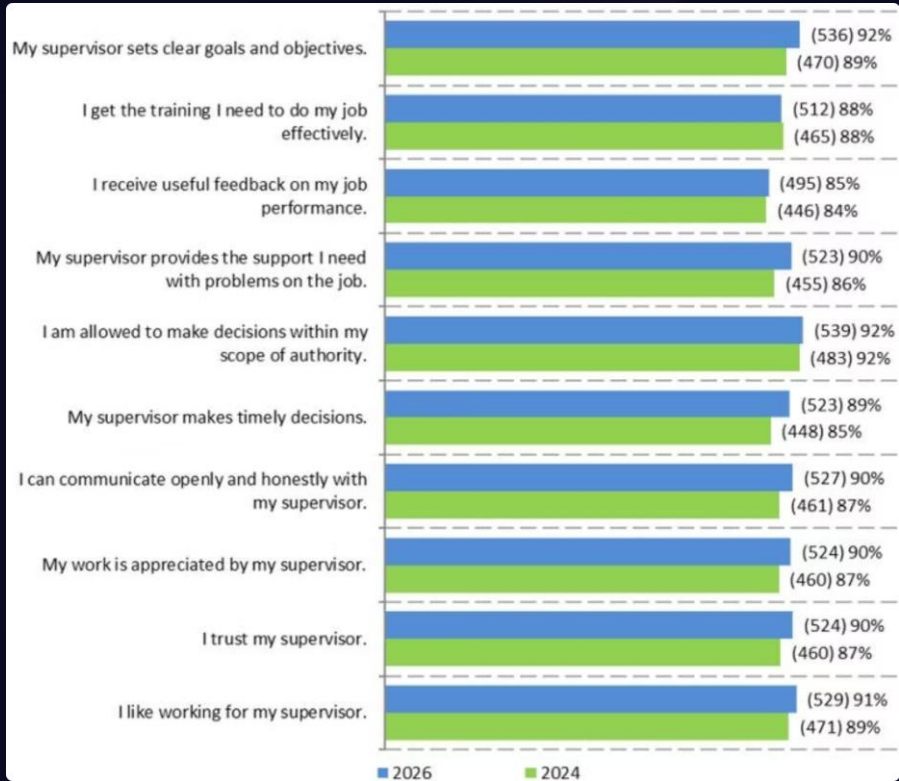
Each item increased 1–8%. The only item below 80%: workload appropriateness at **78%** (up 5% from 2024) — an area to continue monitoring.

Relationship with Coworkers — 93% Avg



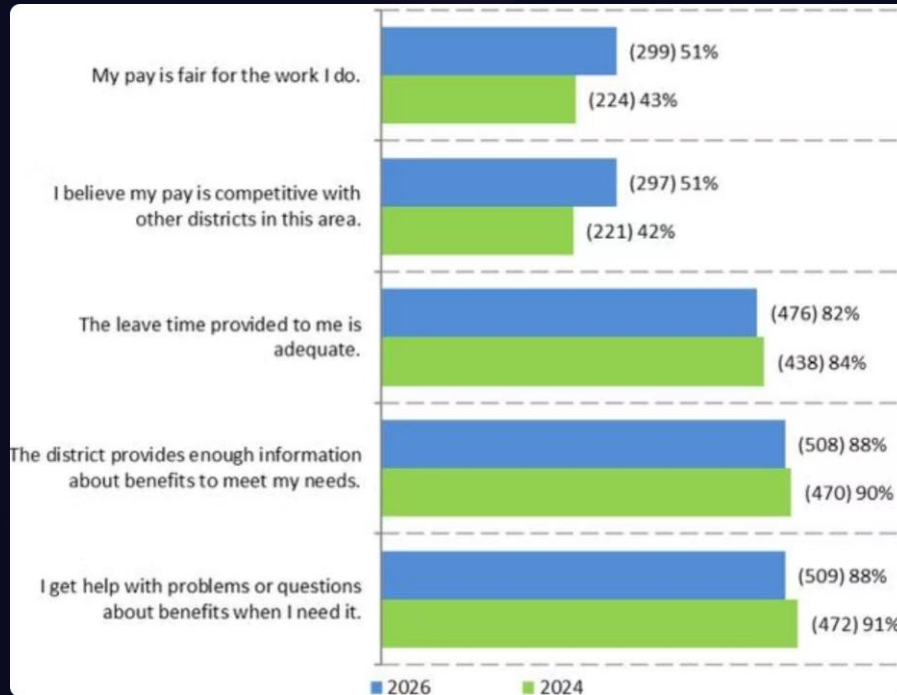
Minimal change from 2024 (94%). Respondents like their coworkers and feel strong loyalty to their immediate team or work group.

Relationship with Supervisor



This area improved **3 percentage points** overall, with 8 of 10 items increasing 1–4%. Average positive response: **90%**. Highlights include 92% agreeing supervisors set clear goals, 91% liking working for their supervisor, and 90% reporting open, honest communication with their supervisor.

Compensation & Benefits



Key Takeaways

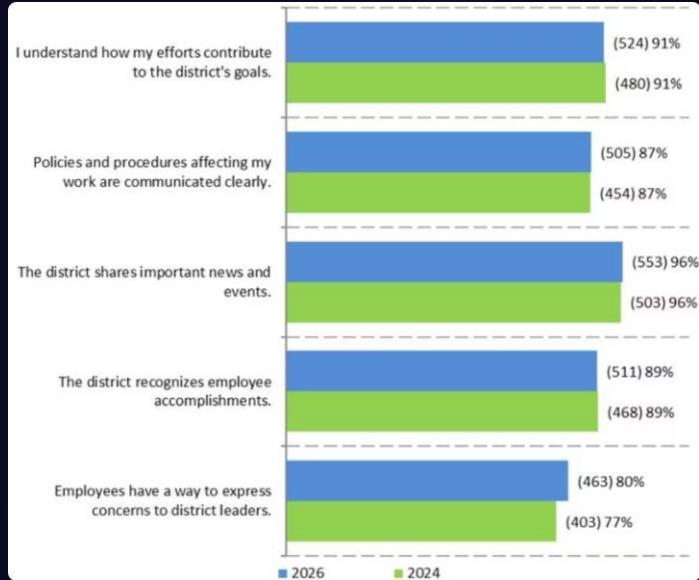
Overall area improved **+2%** vs. 2024. However, pay-related items remain low:

- **51%** — Pay is fair for the work I do (+8%)
- **51%** — Pay is competitive with other districts (+9%)

Both compensation items are below the desirable 70% threshold. Benefits support scores remain strong (82–88%). With **62%** of employees citing compensation as a top satisfaction factor, this remains a priority area.

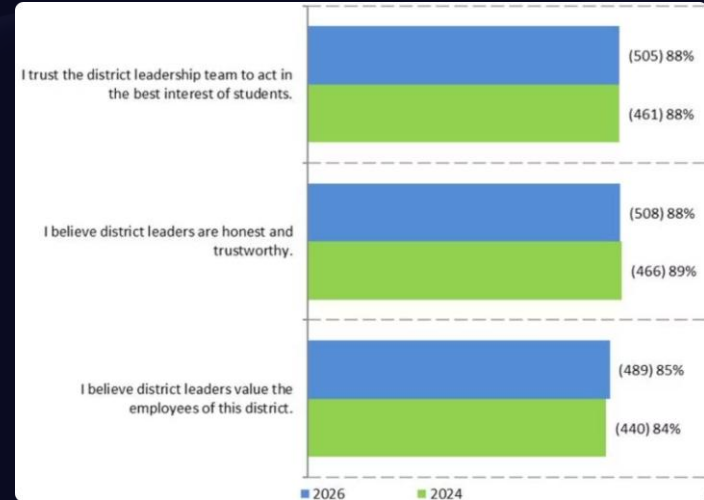
District Communications & Leadership

District Communications — 89% Avg (+1%)



Results remained mostly consistent. Notable: employees having a way to express concerns to leaders increased +3% to 80%. The district shares news and events at 96%.

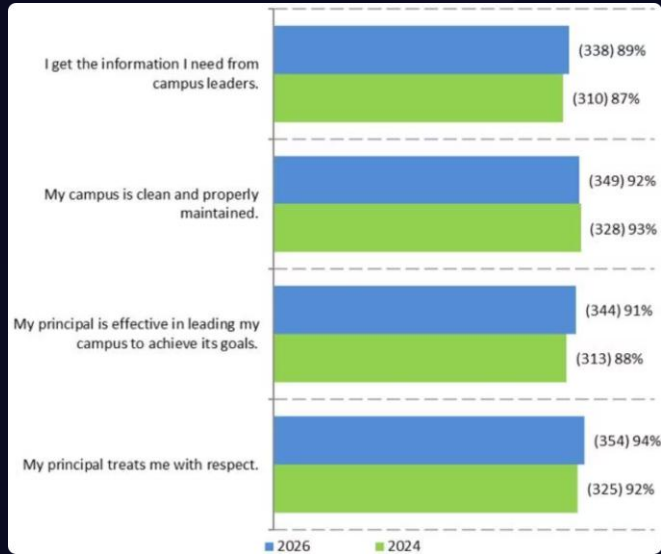
District Leadership — 87% Avg (unchanged)



88% trust district leaders to act in the best interest of students; 88% find leaders honest and trustworthy; 85% believe leaders value employees — all consistent with 2024.

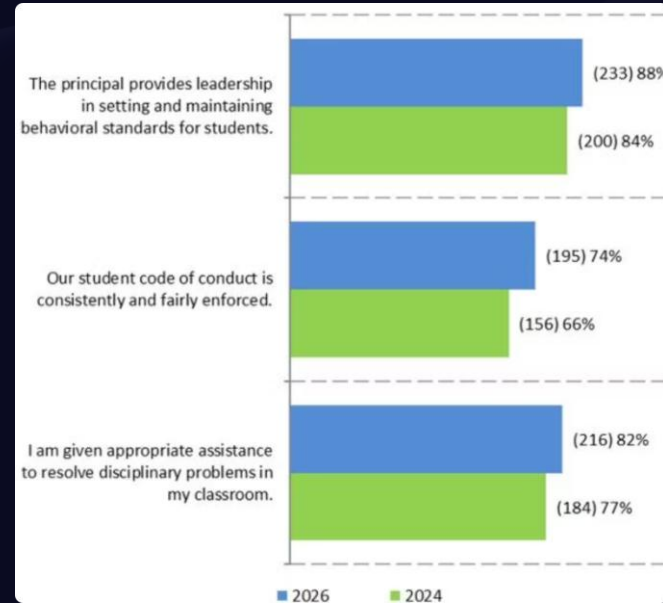
Campus Environment & Student Discipline

Campus Environment — 92% Avg (+2%)



Most items increased 2–3%. Only decrease: campus cleanliness (–1%). **94%** report principals treat them with respect.

Student Discipline — 82% Avg (+6%)



Strong improvements across all items. Code of conduct enforcement rose **+8%** to 74%. 88% agree principals provide effective behavioral leadership — a significant positive trend.

Resources & Teacher Development

Biggest Decline: Professional Development

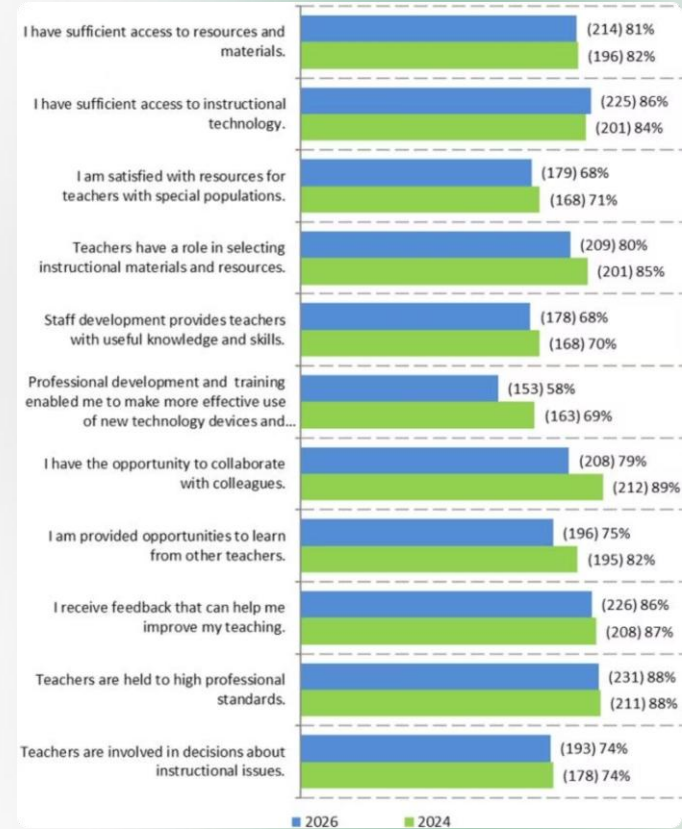
Only **58%** agreed PD enabled more effective use of new technology — down **11%** from 69% in 2024. The lowest-scoring item in this section.

Collaboration Time Declining

Opportunity to collaborate with colleagues dropped from **89%** → **79%** (-10%). Opportunities to learn from other teachers fell from 82% → 75%.

Strengths Remain

88% agree teachers are held to high professional standards; 86% have sufficient access to instructional technology.



Employee Comments: Accolades, Concerns & Suggestions

108 participants (18%) provided open-ended comments across three categories.

Top Accolades

- Love the school or district (12)
- Love the work itself (4)
- Campus fosters good relationships (2)
- Central administration communicates well (2)

Top Suggestions

- Central office staff substitute on campuses 2 days/month (2)
- More collaborative planning days on calendar
- Mentors for all new teachers on any campus
- Remote work option for certain positions

Top Concerns

- Base pay low or not competitive (22)
- Insufficient staffing (10)
- Student discipline lacks consequences (10)
- Students not held accountable (9)
- Inadequate planning/collaboration time (8)
- Paraprofessionals not treated fairly or paid adequately (8)
- Too many admin requests cutting into planning/teaching (8)
- Poor supervisor communication (7)

Executive Summary & Considerations

All survey areas scored **72% or higher**; overall participation reached **88%**. MFISD employees view their jobs and the district favorably, with **Job Satisfaction at 95%** as the strongest area.

△ Notable Gains

Student Discipline +6%, Working Conditions +4%, Relationship with Supervisor +3%

▽ Notable Decline

Resources & Teacher Development -4%, driven by drops in PD effectiveness and collaboration time

📌 Priority Actions

Compensation; expand collaboration time; evaluate and improve the teacher professional development program

📄 District leadership should use these survey results as a strategic planning tool — including focus groups and action plans — to ensure employees feel heard and engagement continues to grow.

