

2025-2026 AND 2026-2027
SEISD EMPLOYEE CULTURE SURVEYS
EXECUTIVE SUMMARY



GOAL 4: BY JUNE 2027, CONDUCT AN ANNUAL EMPLOYEE SURVEY WITH AT LEAST 50% PARTICIPATION.

Full details by question provided in
Executive Summary

SURVEY SNAPSHOT

Survey 1 –End of Year (EOY)

- ▶ **Dates:** May 28, 2026 to June 2, 2026
- ▶ **Number of Days:** 6
- ▶ **Survey Participation Goal:** 50%
- ▶ **Total Percentage Participation:** 40.8%
- ▶ **Question Type:** Single Select
& Open Response
- ▶ **Number of Questions:** 32
- ▶ **Communication Type:** Email
- ▶ **Incentive:** Jeans 1st week of duty for 2027
 - Goal of 50% not reached

Survey 2- Beginning of Year (BOY)

- **Dates:** 7.13.26 to 7.15.26
- **Number of Days:** 3
- **Survey Participation Goal:** 50%
- **Total Percentage Participation:** 63%
- **Question Type:** Single Select
- **Number of Questions:** 8
- **Communication Type:** QR Code & Email
- **Incentive:** 12 Days of Jeans (Dec 2026)
 - Goal Met 63%

SURVEY 1 EOY: PURPOSE, SCOPE, AND PARTICIPATION

Survey Objectives

The survey aimed to assess employee views on culture, leadership, communication, satisfaction, and future initiatives at the end of the year..

Participant Diversity

Survey included teachers, administrators, support staff, and central office personnel for comprehensive insights

Participants: 212 employees from varied campuses, departments, and roles contributed to a broad organizational perspective.

- Majority of employees who responded have the 16 plus years of experience

Survey Feedback	
Anonymity	Size of departments & District Initiated
Length of Survey	Too Long
Accessibility	Technology apprehension by some

Survey Impact

Findings guide strategic planning, employee engagement, morale and continuous improvement across the district at the end of the year.

Survey Objectives

The survey aimed to assess employee views on culture, leadership, communication, satisfaction, and current initiatives at the beginning of the year as it compares to the 2026 end of year.

Participant Diversity

Survey 2: 344 employees from varied campuses, departments, and roles contributed to a broad organizational perspective.

Survey Impact

Findings guide strategic planning, employee engagement, morale and continuous improvement across the district at the beginning of the year.

SURVEY 2 BOY: PURPOSE, SCOPE, AND PARTICIPATION

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COMBINED SURVEY OVERVIEW

- ▶ Understanding the Mission, Vision, and Employee Profile
- ▶ Workplace Culture and Organizational Commitment
- ▶ Feedback, Trust, and Employee Voice
- ▶ Campus Leadership and Superintendent Effectiveness
- ▶ Board Awareness and Organizational Participation
- ▶ Four-Day Week Interest and Employee Wellness Priorities
- ▶ Strategic Recommendations and Continuous Improvement

Survey 1 EOY and Survey 2 BOY were reviewed to produce an overview summary of employee views on culture, leadership, communication, satisfaction, and current initiatives, in addition to the individual data points for each question on each survey.

COMBINED SURVEY OVERVIEW:

UNDERSTANDING THE MISSION, VISION, AND EMPLOYEE PROFILE

Employee Understanding

Survey shows strong employee awareness of the district's mission, vision, and expectations.

Alignment with Goals

Clear understanding supports alignment between daily work and district's broader strategic goals.

Communication Impact

Effective communication improves employee engagement and promotes shared ownership of goals.

Sustaining Culture

Consistent reinforcement of mission and vision strengthens culture and supports ongoing improvements.



Positive Workplace Culture

Employees experience supportive relationships and collaboration, fostering a positive and productive work environment.

Impacts

Strong pride in the organization boosts advocacy, retention, and discretionary effort among employees.

Healthy culture improves retention, morale, productivity, and service quality, enhancing overall organizational success.

Survey insights help leaders enhance engagement, recognize accomplishments, and support professional growth.

COMBINED SURVEY OVERVIEW:

WORKPLACE CULTURE AND ORGANIZATIONAL COMMITMENT

COMBINED SURVEY OVERVIEW: FEEDBACK, TRUST, AND EMPLOYEE VOICE

Open Communication Channels

Employees feel comfortable sharing ideas and concerns, fostering early problem identification and innovation.

Timely Supervisor Feedback

Supervisors provide timely, performance-related guidance that supports employee growth and clarity on expectations.

Trust and Employee Voice

Trust in supervisors as accessible partners increases morale and encourages employee participation in problem-solving.

Continuous Communication Improvement

Leaders prioritize transparency, dialogue, and follow-through to sustain a culture of collaboration and engagement.

COMBINED SURVEY OVERVIEW:

CAMPUS LEADERSHIP AND SUPERINTENDENT EFFECTIVENESS

Positive Leadership Perceptions

Employees report positive views on campus and district leadership focusing on morale and support.

Superintendent Accessibility

Staff feel the superintendent is accessible, responsive, and attentive to their concerns and growth.

Support for Professional Development

District leadership encourages employee growth through professional development and positive workplace culture.

Emphasis on Workplace Safety

Leadership prioritizes safety, fostering trust and confidence in workplace conditions among employees.

COMBINED SURVEY OVERVIEW:

BOARD AWARENESS AND ORGANIZATIONAL PARTICIPATION

Employee Awareness of Governance

Many employees understand school board roles and responsibilities, reflecting effective communication of governance.

Participation in Board Meetings

Employee attendance at board meetings varies, showing different engagement levels with governance processes.

Enhancing Opportunities

Increasing communication and encouraging participation can strengthen transparency and employee connection to decisions.

Governance awareness fosters trust, alignment with goals, and a culture of transparency within the district.

COMBINED SURVEY OVERVIEW:

FOUR-DAY WEEK INTEREST AND EMPLOYEE WELLNESS PRIORITIES

Interest in Four-Day Week

Employees show strong interest in a four-day instructional week to improve work-life balance and reduce stress.

Mindful Eagle Mondays Participation

Employees engage in wellness activities including physical, emotional, spiritual, and social wellbeing during Mindful Eagle Mondays.

Impact

Wellness programs support morale, reduce burnout, and improve job satisfaction, enhancing organizational effectiveness.



Opportunities for Improvement

Open-ended responses provide valuable insights to address employee concerns and improve culture.

Specific and effective questions for measuring select topics will keep the survey at a manageable length

Create opportunities for accessibility support

Positive Organizational Culture

Survey shows strong awareness of mission, positive leadership views, and great organizational pride.

Strengthen Communication

Enhance transparent communication about governance, initiatives, and changes to build trust.

Continuous Engagement and Growth

Invest in development, recognition, wellness, and use surveys to measure ongoing progress.

COMBINED SURVEY OVERVIEW:

STRATEGIC RECOMMENDATIONS AND CONTINUOUS IMPROVEMENT