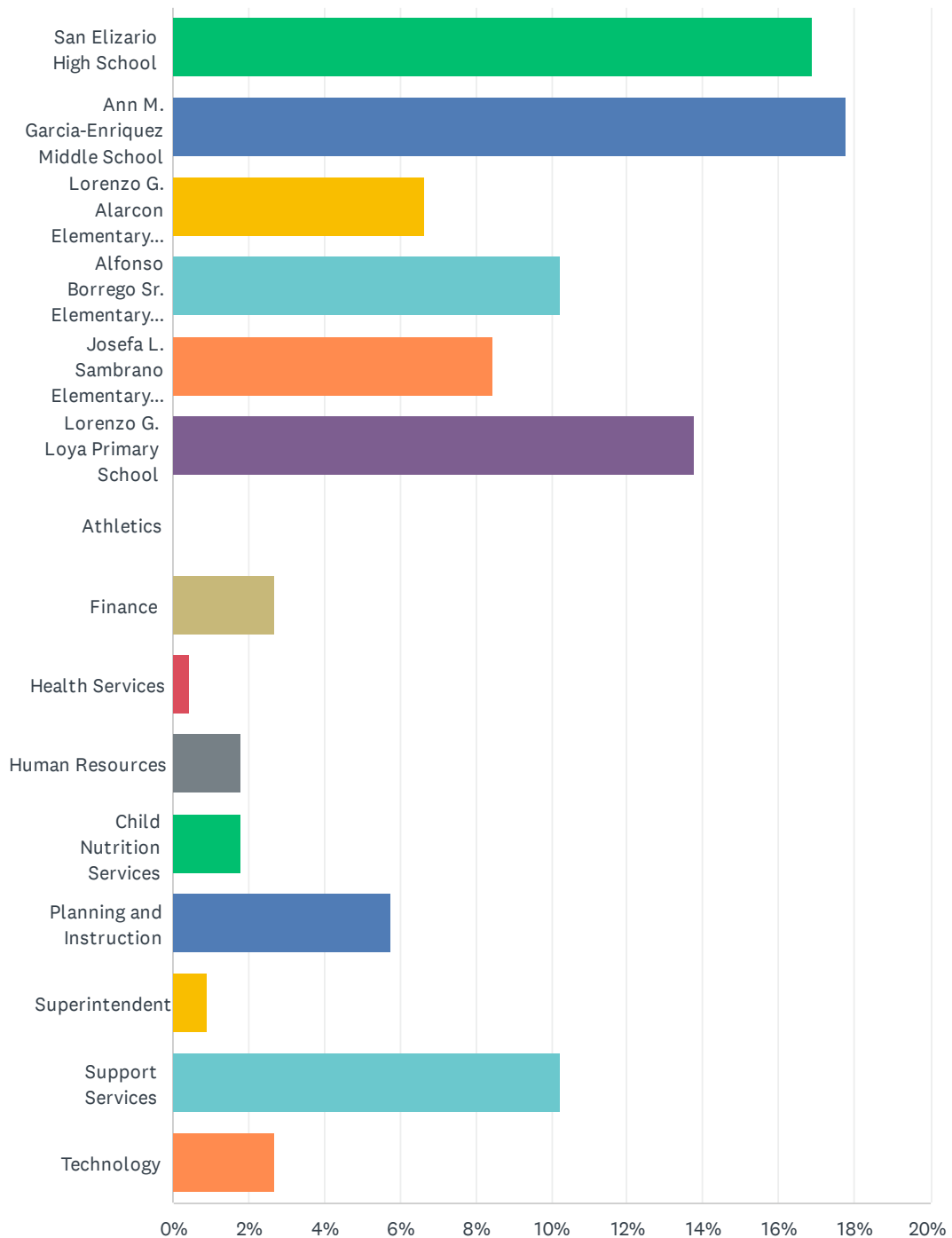


Q1 Campus or Department.Escuela o Departamento.

Answered: 225 Skipped: 0

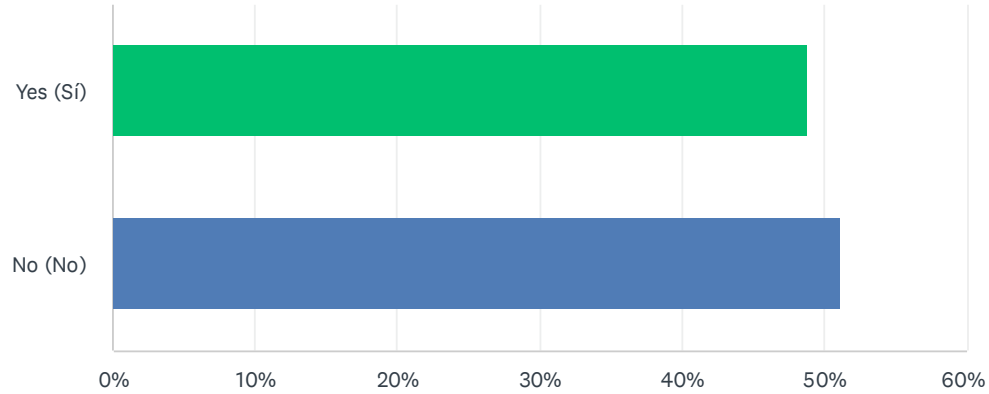


Employee Culture Survey

ANSWER CHOICES	RESPONSES	
San Elizario High School	16.89%	38
Ann M. Garcia-Enriquez Middle School	17.78%	40
Lorenzo G. Alarcon Elementary School	6.67%	15
Alfonso Borrego Sr. Elementary School	10.22%	23
Josefa L. Sambrano Elementary School	8.44%	19
Lorenzo G. Loya Primary School	13.78%	31
Athletics	0.00%	0
Finance	2.67%	6
Health Services	0.44%	1
Human Resources	1.78%	4
Child Nutrition Services	1.78%	4
Planning and Instruction	5.78%	13
Superintendent	0.89%	2
Support Services	10.22%	23
Technology	2.67%	6
TOTAL		225

Q2 If you are a Campus Employee, are you a Teacher? Si es empleado de una escuela ¿es profesor?

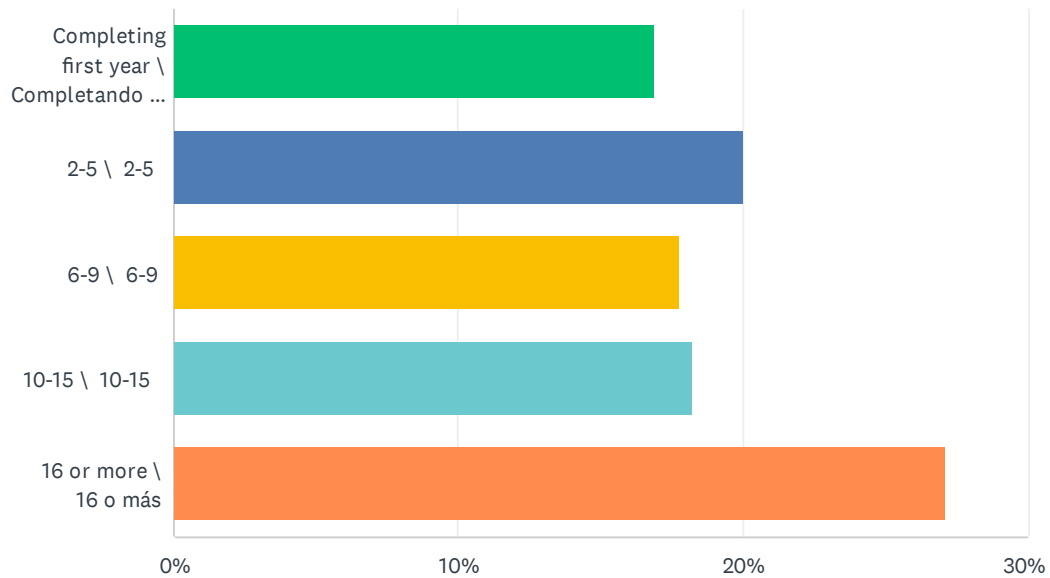
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	48.89%	110
No (No)	51.11%	115
TOTAL		225

Q3 Number of Years with SEISD. Número de años con SEISD.

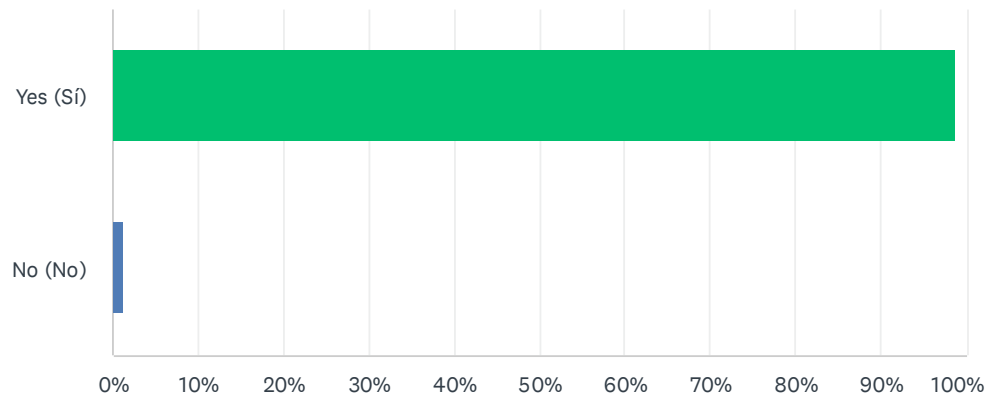
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Completing first year \ Completando mi primer año	16.89%	38
2-5 \ 2-5	20.00%	45
6-9 \ 6-9	17.78%	40
10-15 \ 10-15	18.22%	41
16 or more \ 16 o más	27.11%	61
TOTAL		225

Q4 I have a good understanding of SEISD's Mission. Entiendo bien la misión de SEISD. "San Elizario ISD's mission is to graduate students with skills to meet the demands of a changing world by promoting student success as non-negotiable, channeling resources to match learning needs of students, employ and retain a quality staff so that San Elizario is a proud, innovative and academically superior district."

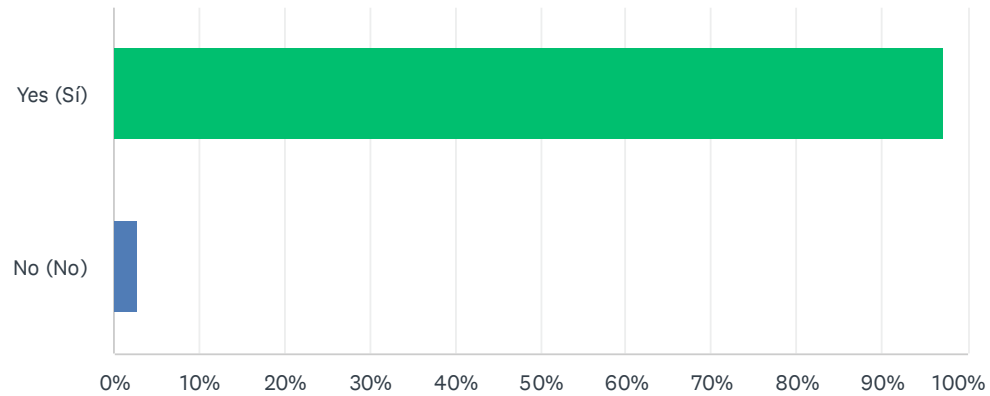
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	98.67%	222
No (No)	1.33%	3
TOTAL		225

Q5 I have a good understanding of SEISD's Vision. Entiendo bien la visión de SEISD. "San Elizario ISD: A Proud Community of Champions—Soaring to Excellence!"

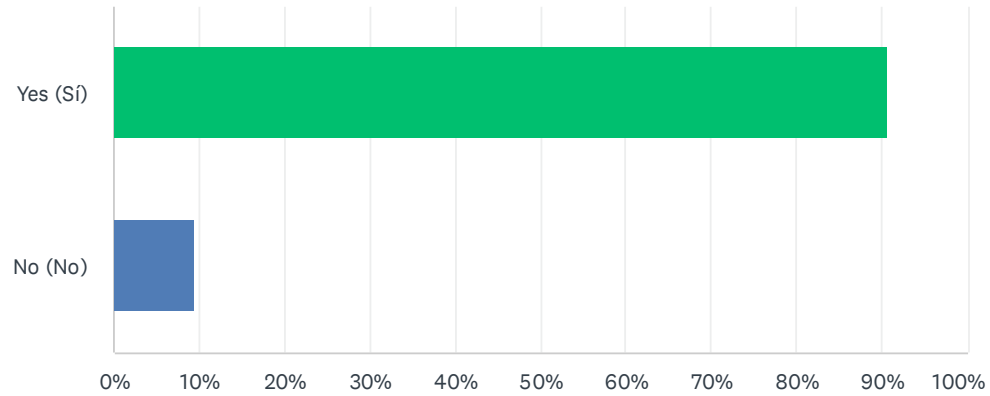
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	97.33%	219
No (No)	2.67%	6
TOTAL		225

Q6 I am familiar with the SEISD Employee profile.Estoy familiarizado (a) con el perfil de empleado de SEISD. <https://www.seisd.net/Page/1094>

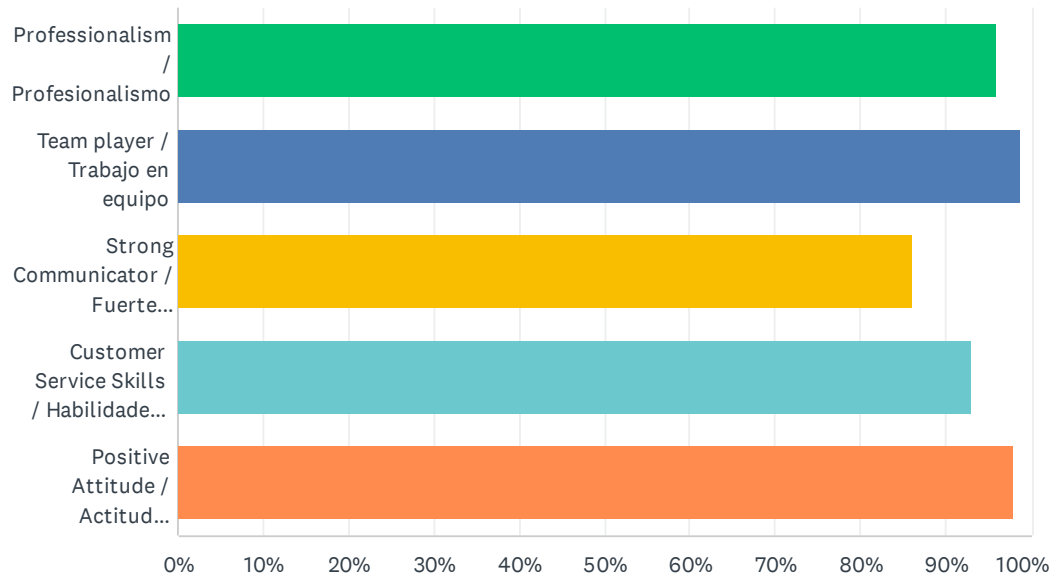
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	90.67%	204
No (No)	9.33%	21
TOTAL		225

Q7 As an employee, I display following behaviors:(Select all that apply) Como empleado, muestro los siguientes comportamientos: (Seleccione todo lo que aplique)

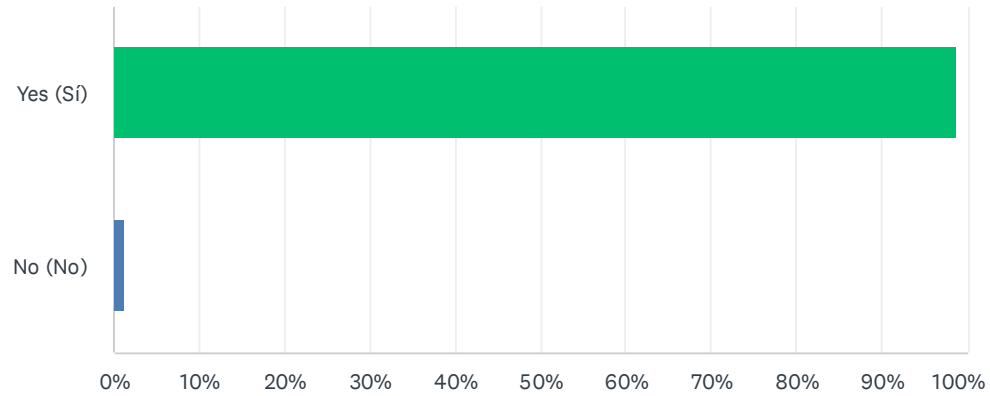
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Professionalism / Profesionalismo	96.00%	216
Team player / Trabajo en equipo	98.67%	222
Strong Communicator / Fuerte comunicador	86.22%	194
Customer Service Skills / Habilidades de servicio al cliente	92.89%	209
Positive Attitude / Actitud Positiva	97.78%	220
Total Respondents: 225		

Q8 Do you understand the critical impact that your work has on the district? ¿Entiende el impacto crítico que su trabajo tiene en el distrito?

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	98.67%	222
No (No)	1.33%	3
TOTAL		225

Q9 Why not?¿Por qué no?

Answered: 3 Skipped: 222

Q10 Describe our district/campus culture in two appropriate/professional words? ¿Describe la cultura de nuestro distrito/campus en dos palabras apropiadas/profesionales?

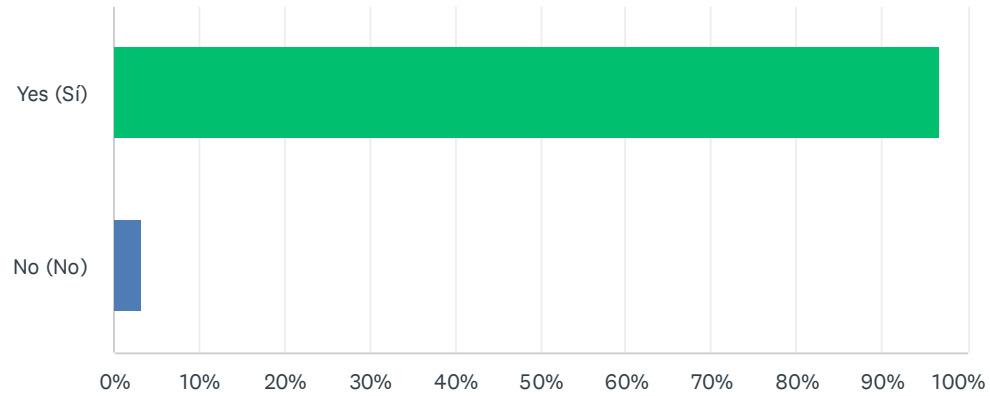
Answered: 225 Skipped: 0

Q11 The leadership at the district is El liderazgo en el distrito es

Answered: 225 Skipped: 0

Q12 I am proud to work for SEISD.Estoy orgulloso(a) de trabajar para SEISD.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	96.89%	218
No (No)	3.11%	7
TOTAL		225

Q13 Please explain your answer.Por favor explique su respuesta.

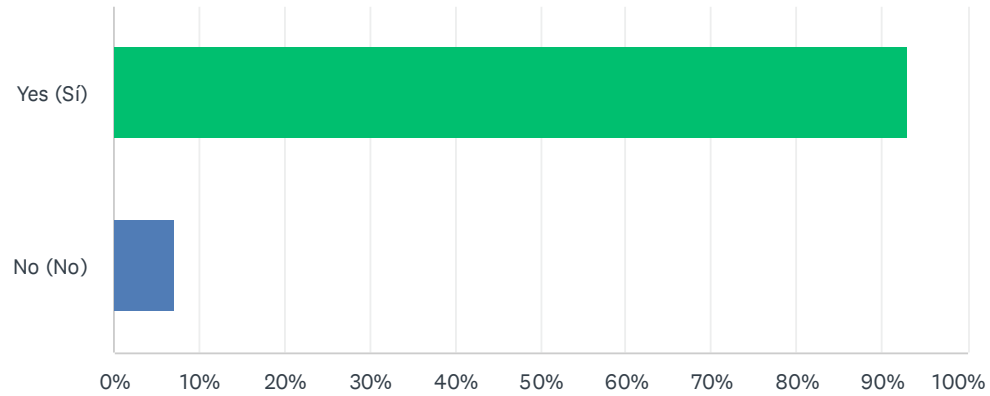
Answered: 225 Skipped: 0

Q14 In your opinion, what two things are valued most in the district? En su opinión, ¿cuáles son las dos cosas que más se valoran en el distrito?

Answered: 225 Skipped: 0

Q15 I would recommend working at SEISD to friends/family. Yo recomendaría trabajar en SEISD a amigos/familiares.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	92.89%	209
No (No)	7.11%	16
TOTAL		225

Q16 Please explain your answer.Por favor explique su respuesta.

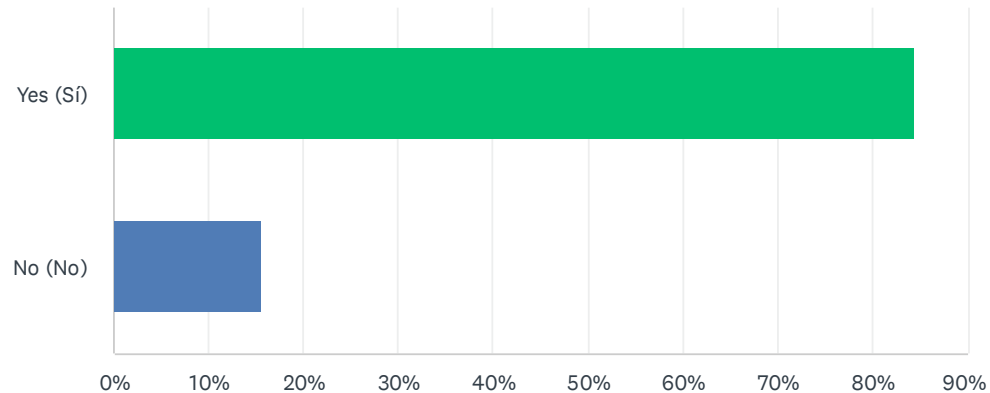
Answered: 225 Skipped: 0

Q17 I recommend the following three employee recognition activities:Recomiendo las siguientes tres actividades de reconocimiento de empleado:

Answered: 225 Skipped: 0

Q18 I feel comfortable sharing my thoughts and ideas with peers and team leaders to effect change when needed.Me siento cómodo(a) compartiendo mis pensamientos e ideas con compañeros y líderes de equipo para efectuar cambios cuando sea necesario.

Answered: 225 Skipped: 0



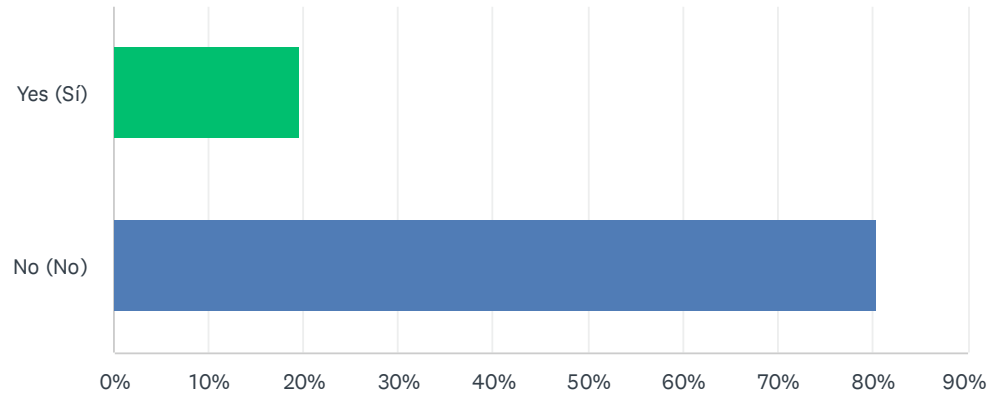
ANSWER CHOICES	RESPONSES	
Yes (Sí)	84.44%	190
No (No)	15.56%	35
TOTAL		225

Q19 Why not?¿Por qué no?

Answered: 38 Skipped: 187

Q20 I often think about looking for a job at another district. A menudo pienso en buscar trabajo en otro distrito.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	19.56%	44
No (No)	80.44%	181
TOTAL		225

Q21 Please explain.Por favor explique.

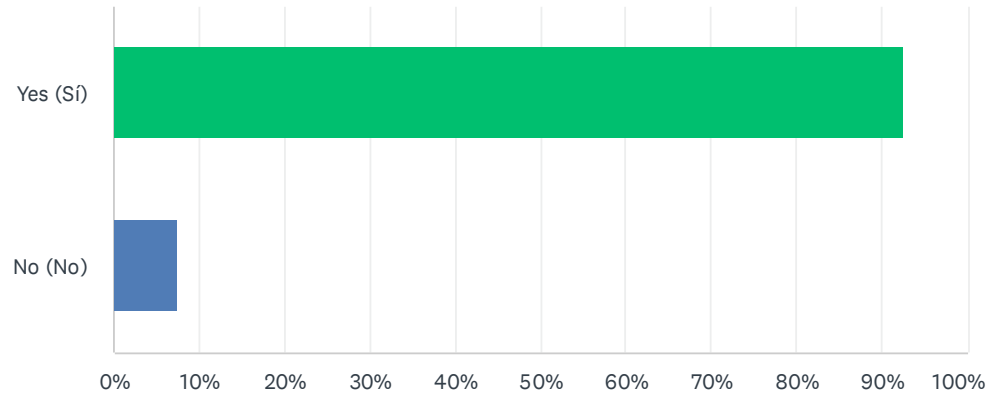
Answered: 45 Skipped: 180

Q22 My leadership is (one word)Mi liderazgo es (una palabra)

Answered: 225 Skipped: 0

Q23 My supervisor is a great role model for employees. Mi supervisor es un gran modelo para seguir para los empleados.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	92.44%	208
No (No)	7.56%	17
TOTAL		225

Q24 Please explain why not.Por favor explique porque no.

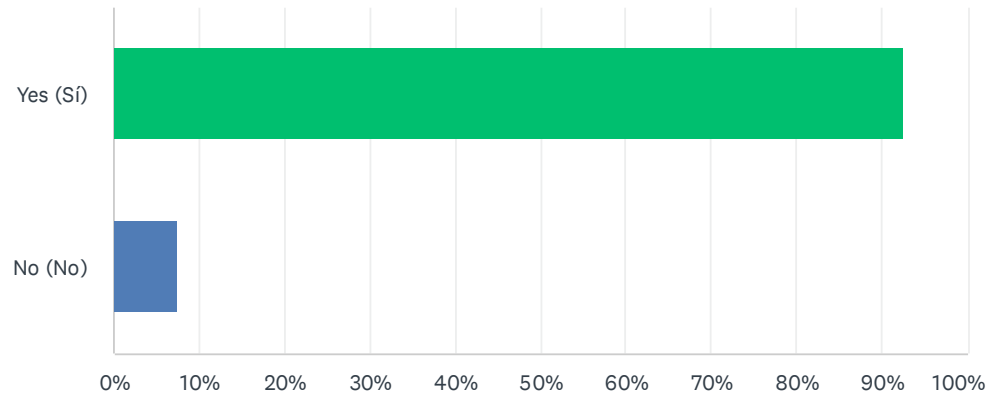
Answered: 19 Skipped: 206

Q25 In your opinion, what do you value the most? En tu opinión, ¿qué es lo que más valoras?

Answered: 225 Skipped: 0

Q26 Does your supervisor provide you with timely feedback about your work? ¿Su supervisor le brinda retroalimentación oportuna sobre su trabajo?

Answered: 225 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes (Sí)		92.44%	208
No (No)		7.56%	17
TOTAL			225

Q27 Please explain why not.Por favor explique porque no.

Answered: 18 Skipped: 207

Q28 The leadership of my campus or department is (one word)El liderazgo de mi campus o departamento es (una palabra)

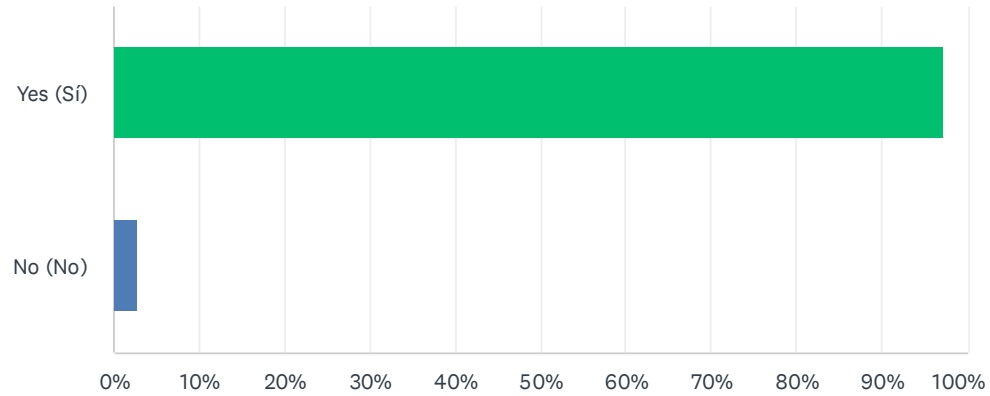
Answered: 225 Skipped: 0

Q29 In your opinion, what is valued most in your campus/department? En su opinión, ¿qué es lo que más se valora en tu campus/departamento?

Answered: 225 Skipped: 0

Q30 I am solution-focused when I present a concern. Me enfoco en la solución cuando presento un problema o inquietud.

Answered: 225 Skipped: 0



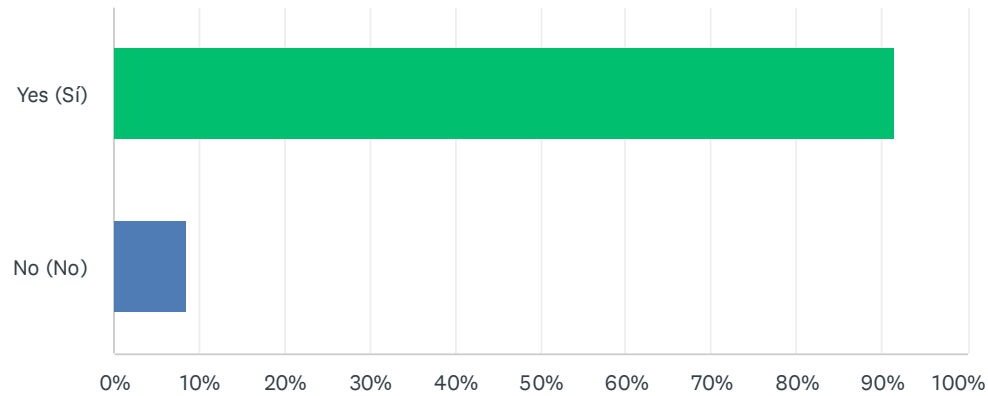
ANSWER CHOICES	RESPONSES	
Yes (Sí)	97.33%	219
No (No)	2.67%	6
TOTAL		225

Q31 Please explain why not.Por favor explique porque no.

Answered: 6 Skipped: 219

Q32 My supervisor provides me appropriate recognition when I do good work. Mi supervisor me brinda el reconocimiento apropiado cuando hago un buen trabajo.

Answered: 225 Skipped: 0



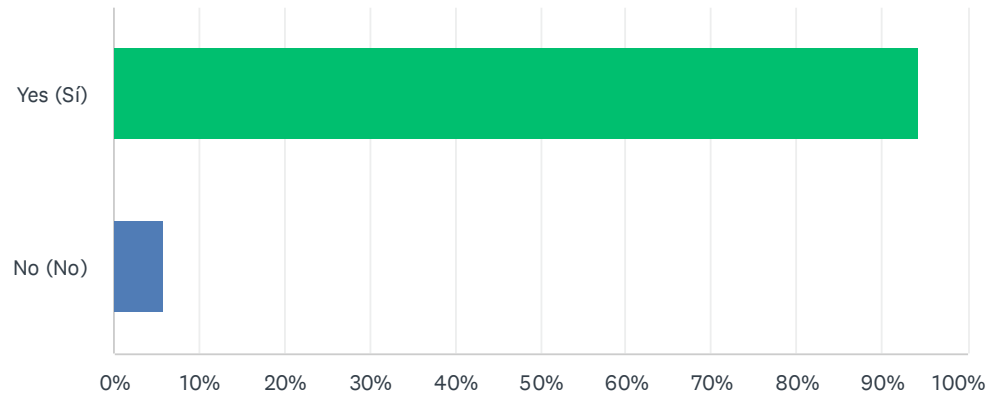
ANSWER CHOICES	RESPONSES	
Yes (Sí)	91.56%	206
No (No)	8.44%	19
TOTAL		225

Q33 Please explain why not.Por favor explique porque no.

Answered: 20 Skipped: 205

Q34 I feel I can talk to my supervisor about concerns I may have. Siento que puedo hablar con mi supervisor sobre las preocupaciones que pueda tener.

Answered: 225 Skipped: 0



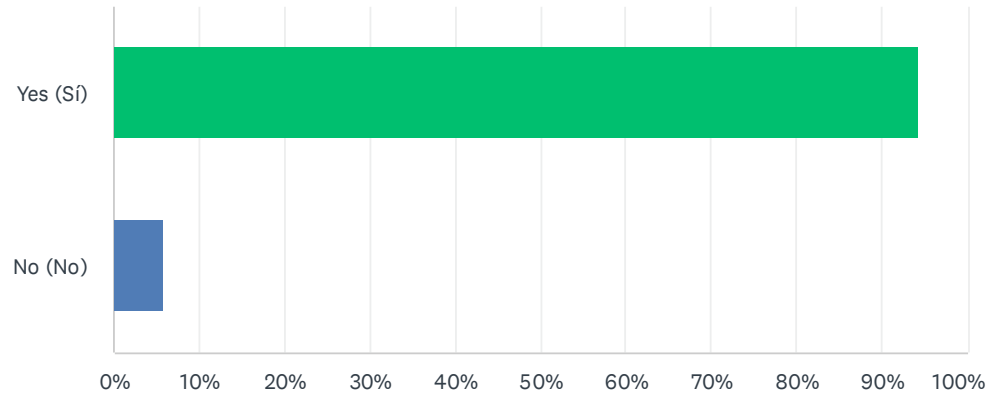
ANSWER CHOICES	RESPONSES	
Yes (Sí)	94.22%	212
No (No)	5.78%	13
TOTAL		225

Q35 Why not?¿Por qué no?

Answered: 14 Skipped: 211

Q36 My supervisor responds to my concerns in a reasonable time. Mi supervisor responde a mis inquietudes en un tiempo razonable.

Answered: 225 Skipped: 0



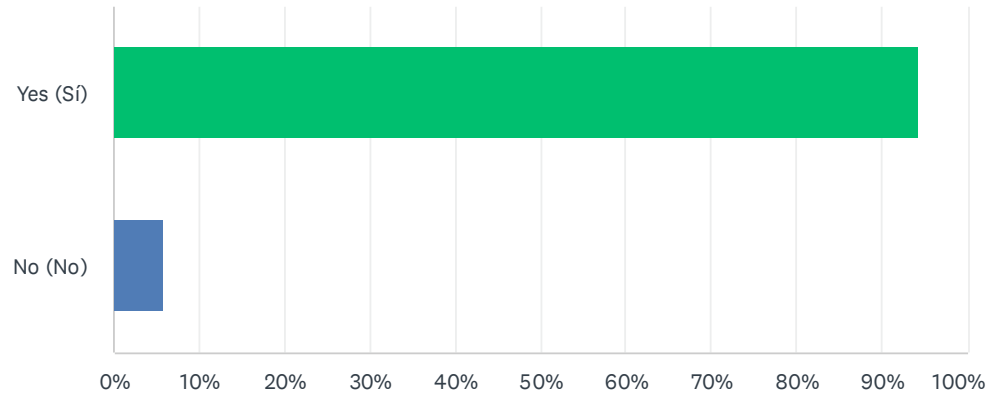
ANSWER CHOICES	RESPONSES	
Yes (Sí)	94.22%	212
No (No)	5.78%	13
TOTAL		225

Q37 Please explain why not.Por favor explique porque no.

Answered: 14 Skipped: 211

Q38 I get clear direction of what is expected of me. Recibo instrucciones claras de lo que se espera de mí.

Answered: 225 Skipped: 0



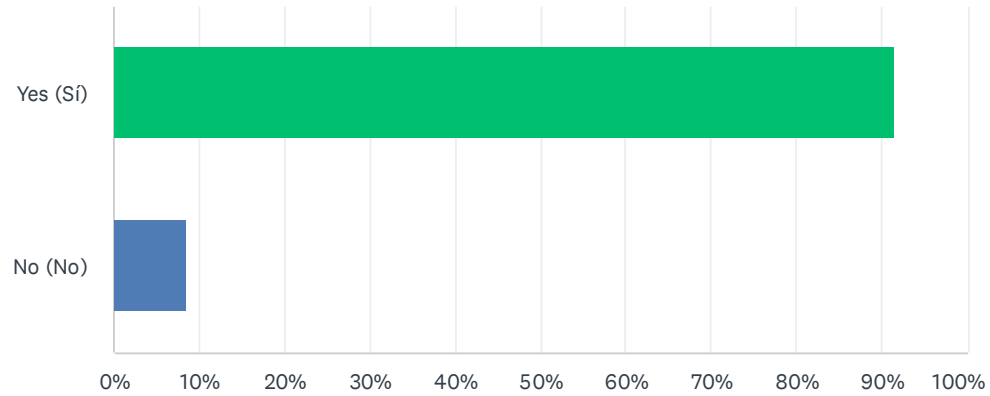
ANSWER CHOICES	RESPONSES	
Yes (Sí)	94.22%	212
No (No)	5.78%	13
TOTAL		225

Q39 Please explain why not.Por favor explique porque no.

Answered: 14 Skipped: 211

Q40 My supervisor keeps me informed of district-level initiatives. Mi supervisor me mantiene informado sobre las iniciativas a nivel de distrito.

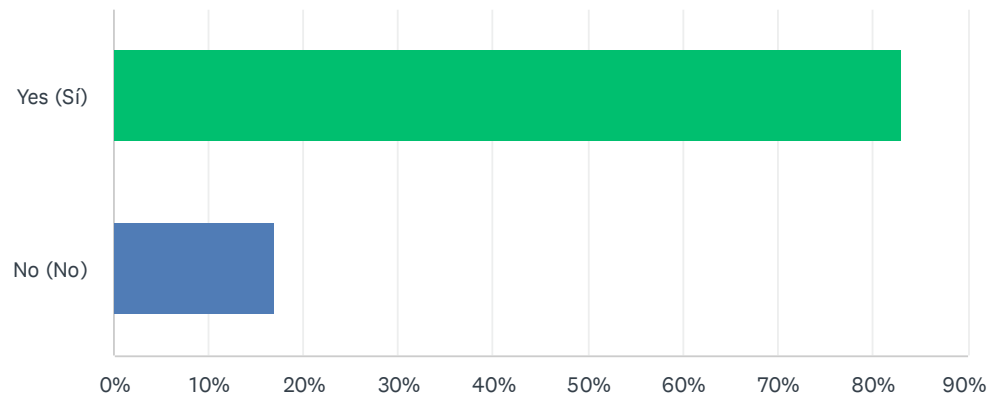
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	91.56%	206
No (No)	8.44%	19
TOTAL		225

Q41 When I have a concern, my supervisor is the first one I communicate with. Cuando tengo una inquietud, mi supervisor es el primero con quien me comunico.

Answered: 225 Skipped: 0



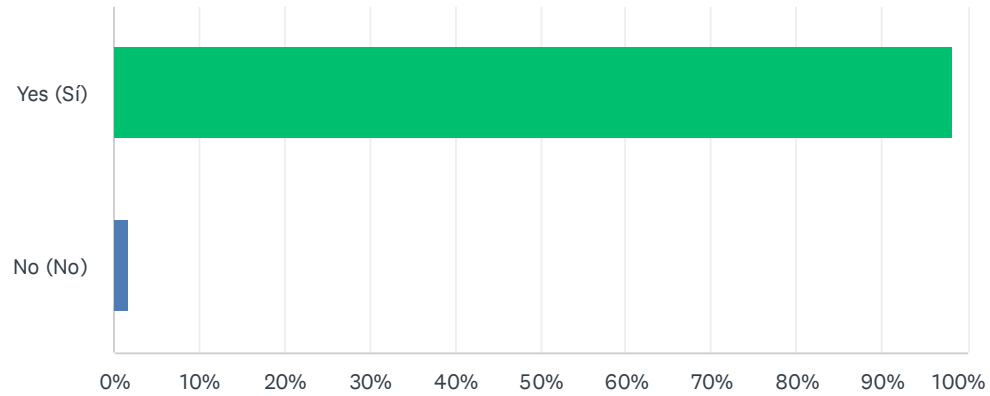
ANSWER CHOICES		RESPONSES	
Yes (Sí)		83.11%	187
No (No)		16.89%	38
TOTAL			225

Q42 Who do you communicate with?¿Con quién se comunica?

Answered: 38 Skipped: 187

Q43 If I have questions regarding my job duties, I know who to ask. Si tengo preguntas sobre mis deberes laborales, sé a quién preguntar.

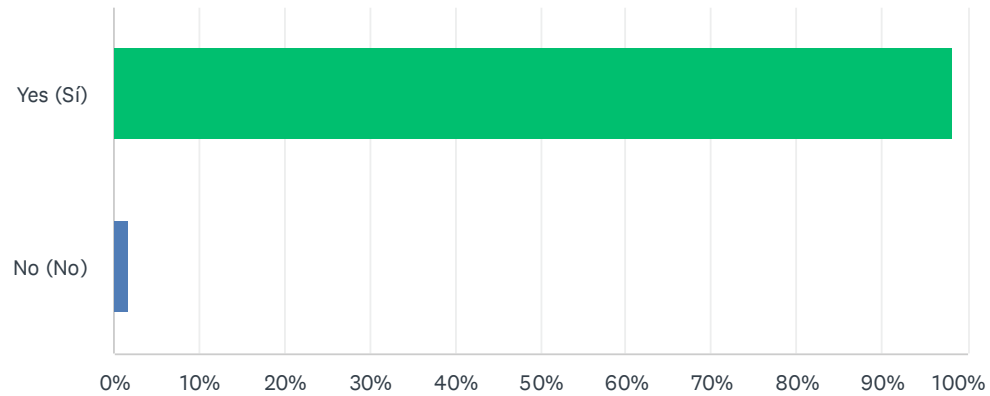
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	98.22%	221
No (No)	1.78%	4
TOTAL		225

Q44 My campus/department expectations are aligned with district level expectations. Las expectativas de mi escuela/departamento están alineadas con las expectativas a nivel del distrito.

Answered: 225 Skipped: 0



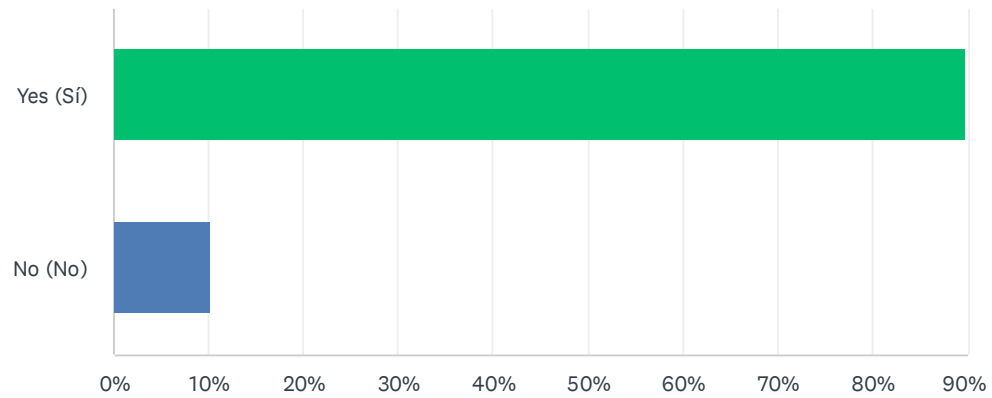
ANSWER CHOICES	RESPONSES	
Yes (Sí)	98.22%	221
No (No)	1.78%	4
TOTAL		225

Q45 Please explain why not.Por favor explique porque no.

Answered: 5 Skipped: 220

Q46 I receive adequate support.Recibo apoyo adecuado.

Answered: 225 Skipped: 0



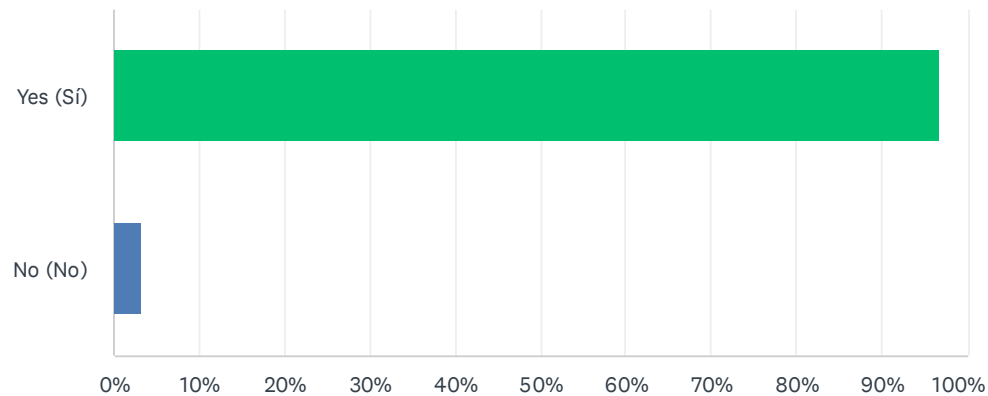
ANSWER CHOICES	RESPONSES	
Yes (Sí)	89.78%	202
No (No)	10.22%	23
TOTAL		225

Q47 Please explain why not.Por favor explique porque no.

Answered: 23 Skipped: 202

Q48 The campus leadership/department supervisor displays a clear focus on keeping staff safe. El liderazgo del campus/supervisor del departamento muestra un enfoque claro en mantener seguro al personal.

Answered: 225 Skipped: 0



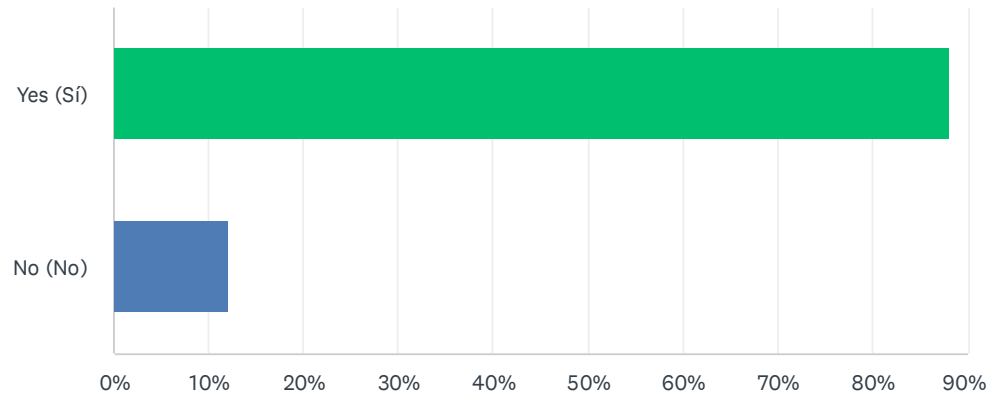
ANSWER CHOICES	RESPONSES	
Yes (Sí)	96.89%	218
No (No)	3.11%	7
TOTAL		225

Q49 Please explain why not.Por favor explique porque no.

Answered: 7 Skipped: 218

Q50 The campus leadership/department supervisor displays a clear focus in maintaining positive morale on the campus/department.El supervisor de liderazgo de la escuela/ departamento muestra un enfoque claro en mantener la moral positiva en el campus / departamento.

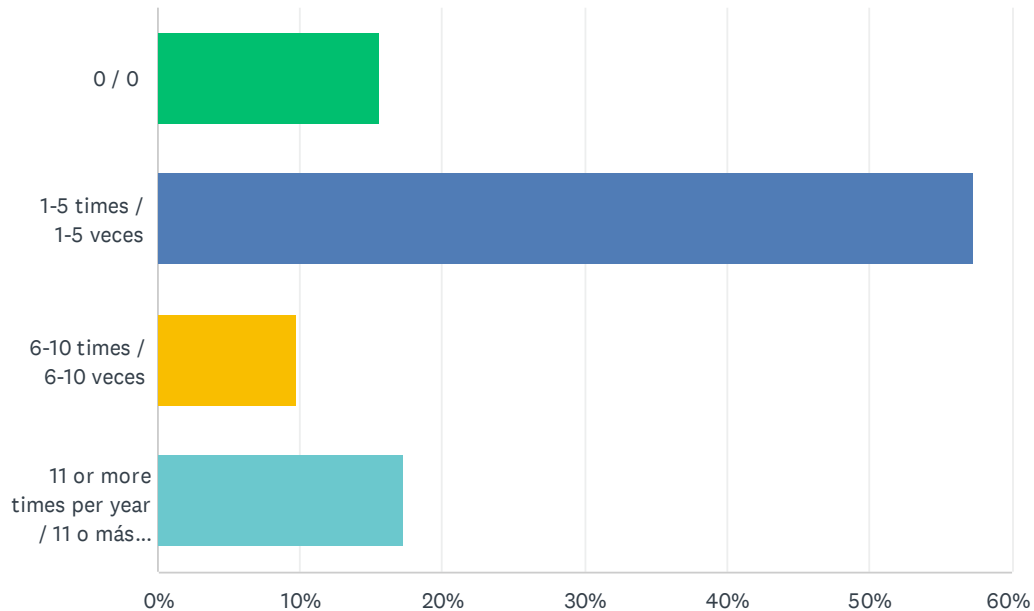
Answered: 225 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes (Sí)		88.00%	198
No (No)		12.00%	27
TOTAL			225

Q51 How many times a year do you contact individuals in the administrative offices? ¿Cuántas veces al año se pone en contacto con las personas en las oficinas administrativas de la oficina central?

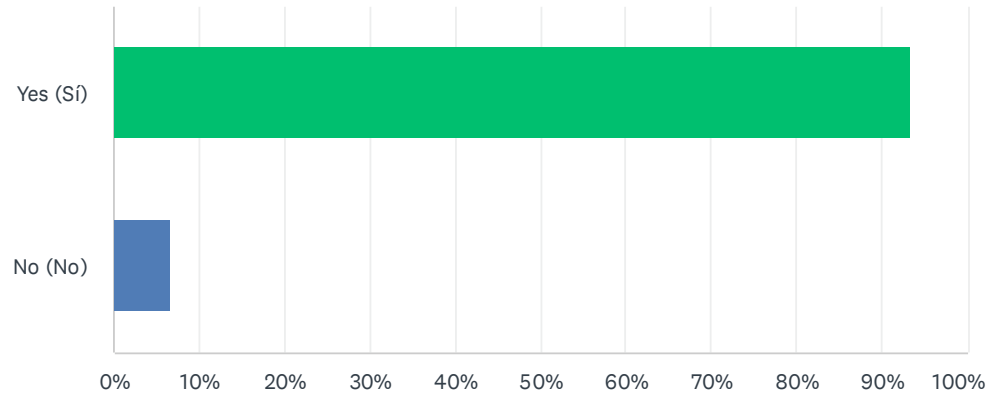
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
0 / 0	15.56%	35
1-5 times / 1-5 veces	57.33%	129
6-10 times / 6-10 veces	9.78%	22
11 or more times per year / 11 o más veces al año	17.33%	39
TOTAL		225

Q52 Individuals in the administrative offices answer my questions. Las personas en las oficinas administrativas responden a mis preguntas.

Answered: 225 Skipped: 0



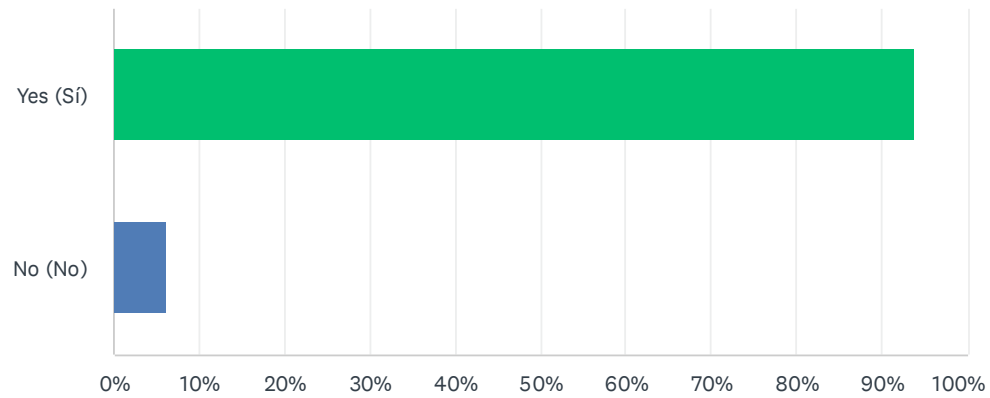
ANSWER CHOICES	RESPONSES	
Yes (Sí)	93.33%	210
No (No)	6.67%	15
TOTAL		225

Q53 Please explain why not.Por favor explique porque no.

Answered: 15 Skipped: 210

Q54 The support I receive is timely. El apoyo que recibo es oportuno.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	93.78%	211
No (No)	6.22%	14
TOTAL		225

Q55 Please explain why not.Por favor explique porque no.

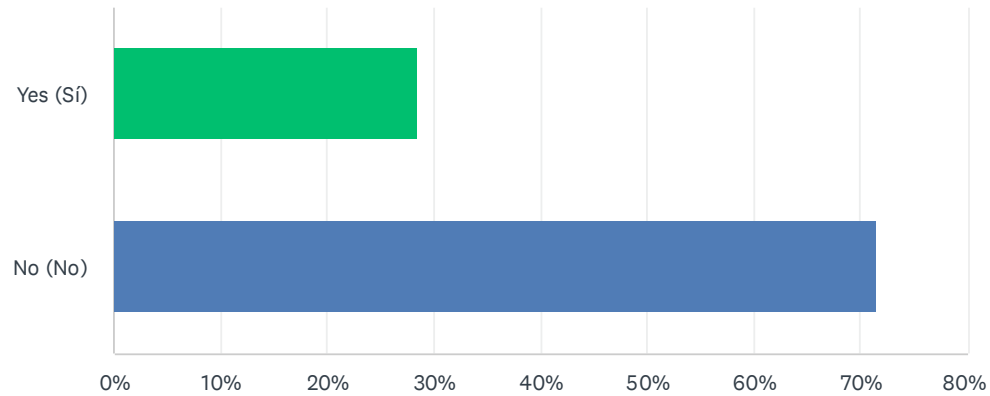
Answered: 14 Skipped: 211

Q56 I would like to receive the following support from the administrative offices.Me gustaría recibir el siguiente apoyo de las oficinas administrativas.

Answered: 168 Skipped: 57

Q57 In my years of employment with the district, I have contacted the superintendent.En mis años de empleo con el distrito, me he puesto en contacto con la superintendente.

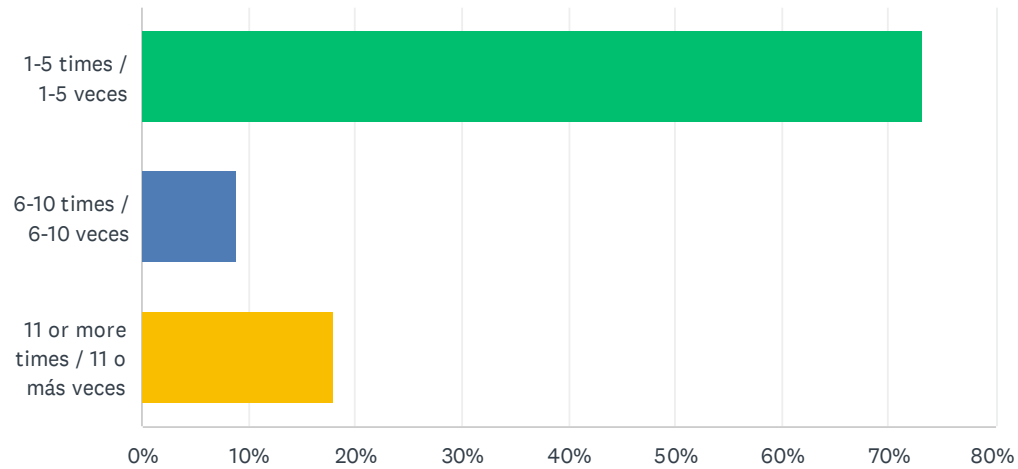
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	28.44%	64
No (No)	71.56%	161
TOTAL		225

Q58 How many times have you contacted Dr. Meza-Chavez in your years with the district? ¿Cuántas veces se ha puesto en contacto con Dr. Meza-Chavez desde que esta en el distrito?

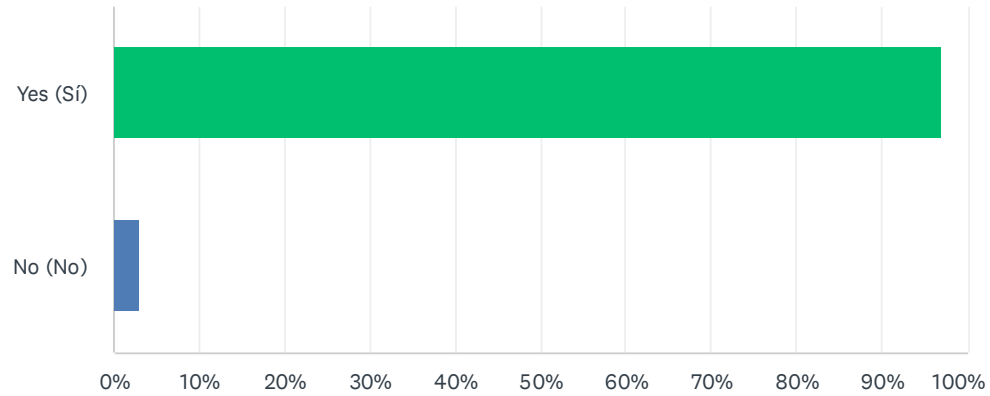
Answered: 67 Skipped: 158



ANSWER CHOICES	RESPONSES	
1-5 times / 1-5 veces	73.13%	49
6-10 times / 6-10 veces	8.96%	6
11 or more times / 11 o más veces	17.91%	12
TOTAL		67

Q59 The superintendent listened to my concerns. La superintendente escuchó mis preocupaciones.

Answered: 66 Skipped: 159



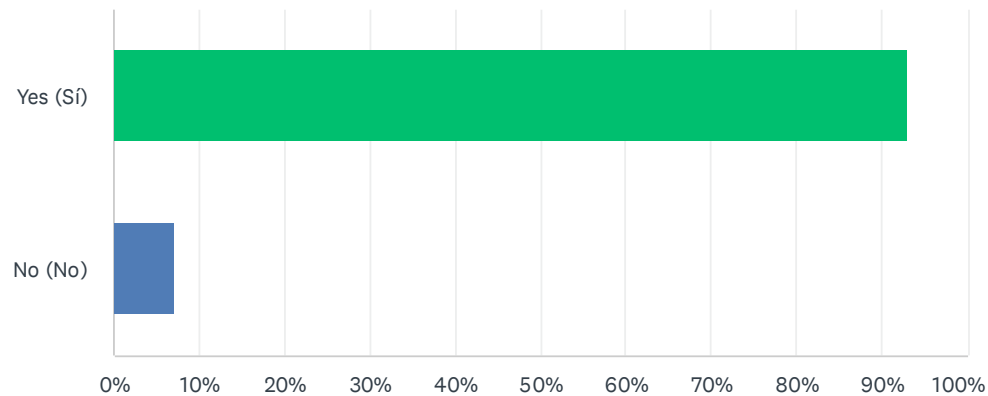
ANSWER CHOICES	RESPONSES	
Yes (Sí)	96.97%	64
No (No)	3.03%	2
TOTAL		66

Q60 Please explain why not.Por favor explique porque no.

Answered: 2 Skipped: 223

Q61 The superintendent helps foster a positive work environment for employees. La superintendente ayuda a fomentar un ambiente de trabajo positivo para los empleados.

Answered: 225 Skipped: 0



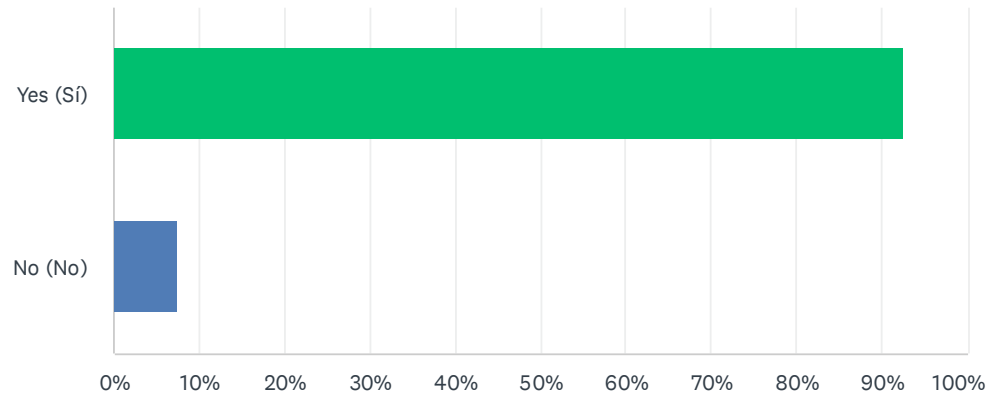
ANSWER CHOICES	RESPONSES	
Yes (Sí)	92.89%	209
No (No)	7.11%	16
TOTAL		225

Q62 Please explain why not.Por favor explique porque no.

Answered: 17 Skipped: 208

Q63 The superintendent supports the professional development of employees. La superintendente apoya el desarrollo profesional de los empleados.

Answered: 225 Skipped: 0



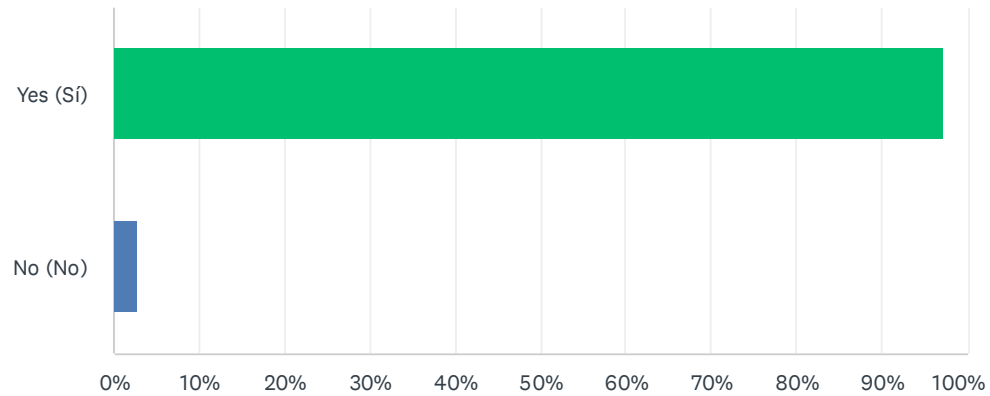
ANSWER CHOICES	RESPONSES	
Yes (Sí)	92.44%	208
No (No)	7.56%	17
TOTAL		225

Q64 Please explain why not.Por favor explique porque no.

Answered: 17 Skipped: 208

Q65 The superintendent displays a clear focus on keeping staff safe. La superintendente muestra un enfoque claro en mantener al personal seguro.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	97.33%	219
No (No)	2.67%	6
TOTAL		225

Q66 Please explain why not.Por favor explique porque no.

Answered: 6 Skipped: 219

Q67 I would like the superintendent to know...Me gustaría que la superintendente supiera que...

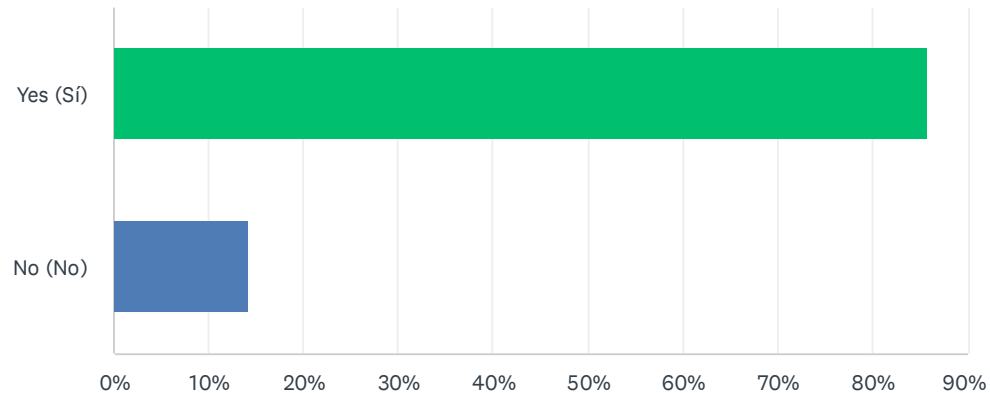
Answered: 182 Skipped: 43

Q68 I want to give a Superintendent Eagle Shout Out to: ____ (name of SEISD employee)because: ____ (2 or 3 sentences)Quisiera que la Superintendente diera un Reconocimiento a: ____ (nombre del empleado de SEISD)porque: ____ (2 o 3 oraciones)

Answered: 170 Skipped: 55

Q69 I understand the role of what a San Elizario Independent School District Board Trustee entails. Entiendo el papel que implica ser un miembro de la mesa directiva del Distrito Escolar Independiente de San Elizario.

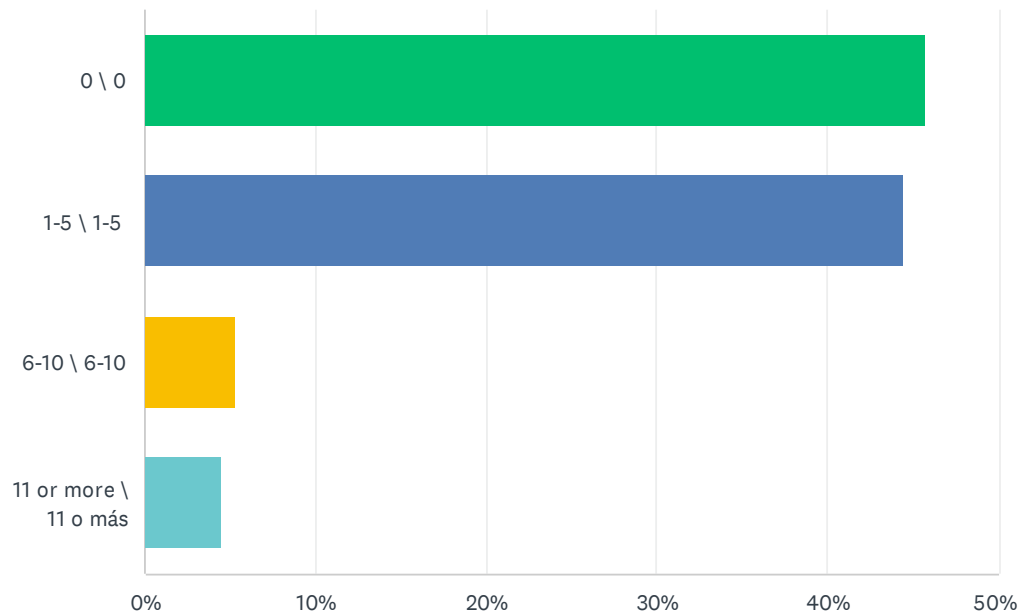
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	85.78%	193
No (No)	14.22%	32
TOTAL		225

Q70 In the past school year, I have attended the following number of board meetings: En el último año escolar, he asistido al siguiente número de reuniones de la junta:

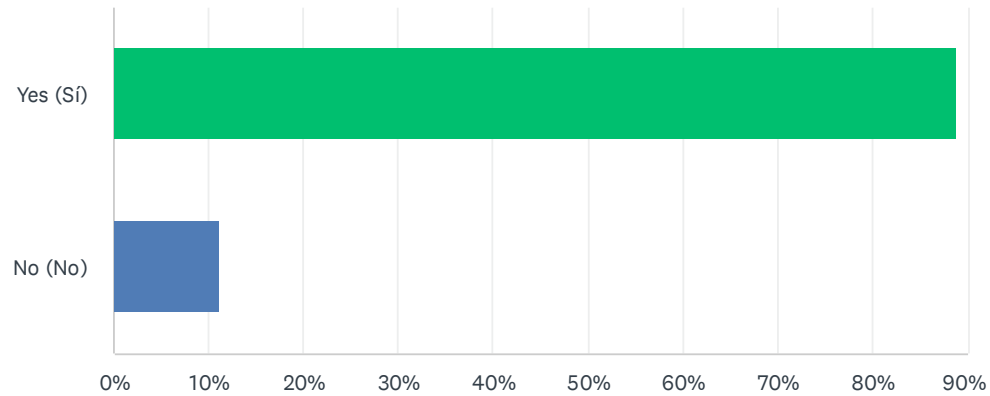
Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
0 \ 0	45.78%	103
1-5 \ 1-5	44.44%	100
6-10 \ 6-10	5.33%	12
11 or more \ 11 o más	4.44%	10
TOTAL		225

Q71 I am looking forward to a 4-day work week for the 2023-2024 school year. Espero con ansias una semana laboral de 4 días para el año escolar 2023-2024.

Answered: 225 Skipped: 0



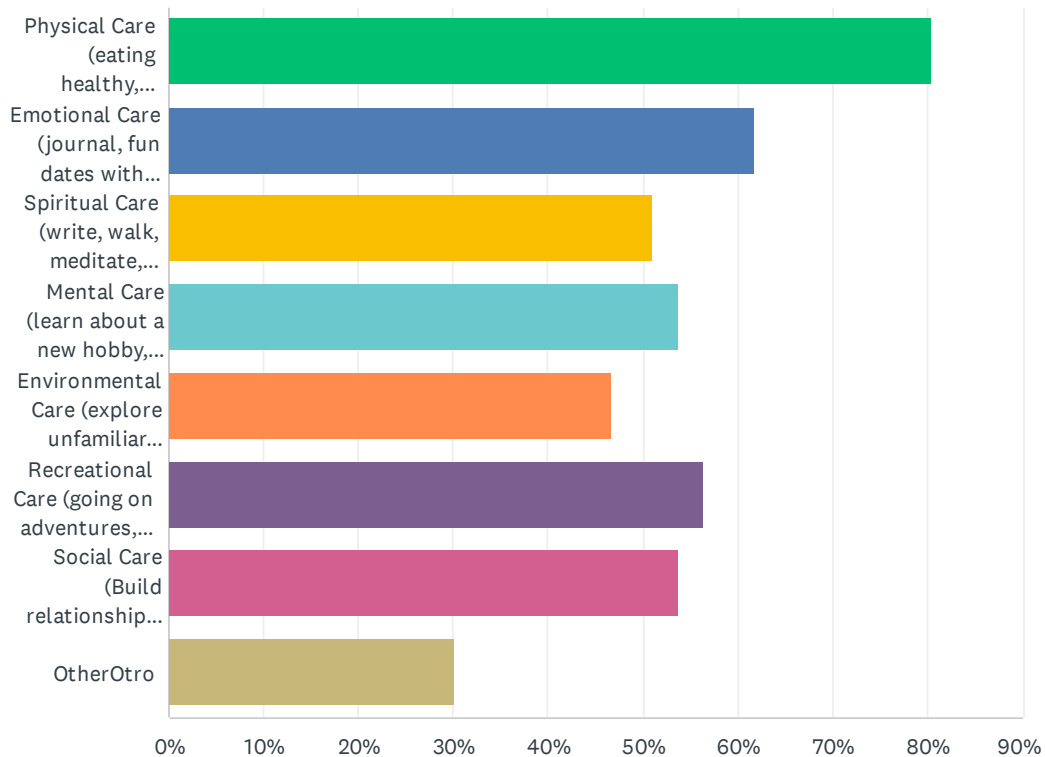
ANSWER CHOICES	RESPONSES	
Yes (Sí)	88.89%	200
No (No)	11.11%	25
TOTAL		225

Q72 Why not?¿Por qué no?

Answered: 26 Skipped: 199

Q73 I plan to use the Mindful Eagle Mondays to do the following:(Select all that apply)
Planeo usar los lunes de descanso para hacer lo siguiente:
Marque todo lo que corresponda:(Seleccione todo lo que aplique)

Answered: 225 Skipped: 0

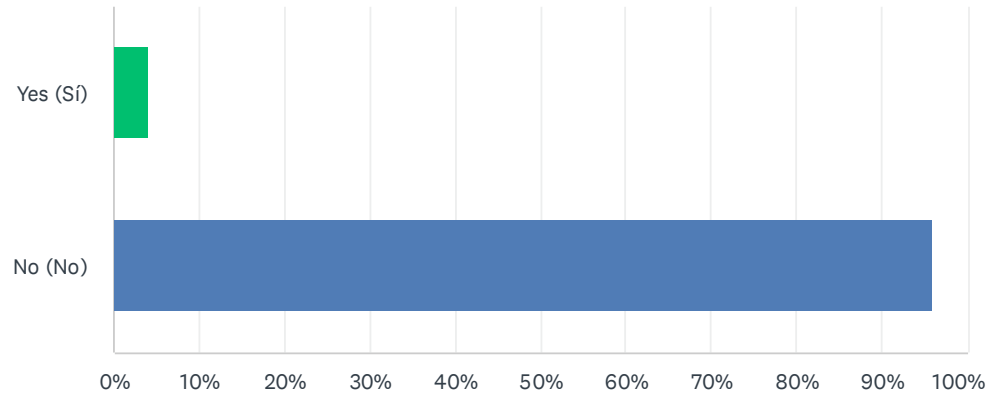


Employee Culture Survey

ANSWER CHOICES	RESPONSES	
Physical Care (eating healthy, exercise, sleep, hydrating with water, schedule doctor appointment)Cuidado físico (comer sano, hacer ejercicio, dormir, hidratarse con agua, programar una cita con el médico)	80.44%	181
Emotional Care (journal, fun dates with partner, spend time with friends)Cuidado emocional (diario, citas divertidas con la pareja, pasar tiempo con amigos)	61.78%	139
Spiritual Care (write, walk, meditate, reflect, painting, volunteer for a noble cause, etc.)Cuidado espiritual (escribir, caminar, meditar, reflexionar, pintar, ofrecerse como voluntario por una buena causa, etc.)	51.11%	115
Mental Care (learn about a new hobby, attend a class of interest, read a book of interest, etc.)Cuidado mental (aprender sobre un nuevo pasatiempo, asistir a una clase de interés, leer un libro de interés, etc.)	53.78%	121
Environmental Care (explore unfamiliar places, declutter your living space, outdoor activities that appeal to your five senses)Cuidado del medio ambiente (explora nuevos lugares, ordenar tu espacio vital, actividades al aire libre que atraen a tus cinco sentidos)	46.67%	105
Recreational Care (going on adventures, relax, play board games, or do nothing!)Cuidado recreativo (ir de aventuras, relajarse, jugar juegos de mesa o no hacer nada!)	56.44%	127
Social Care (Build relationships, connecting with friends, calling relatives, talking to support groups or online community)Atención social (construir relaciones, conectarse con amigos, llamar a familiares, hablar con grupos de apoyo o comunidad en línea)	53.78%	121
OtherOtro	30.22%	68
Total Respondents: 225		

Q74 Is there anything that has not been asked that you would like to share? ¿Hay algo que no se le haya preguntado que le gustaría compartir?

Answered: 225 Skipped: 0



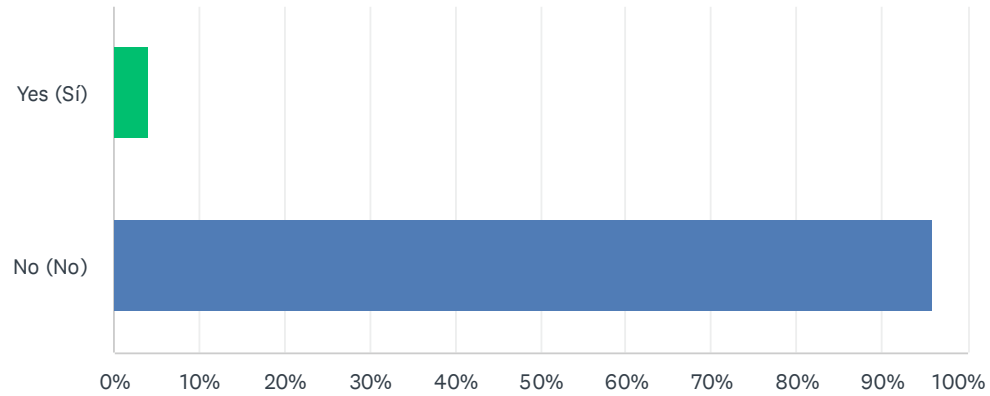
ANSWER CHOICES	RESPONSES	
Yes (Sí)	4.00%	9
No (No)	96.00%	216
TOTAL		225

Q75 Please let us know what you would like to add. Por favor déjanos saber que le gustaria agregar.

Answered: 9 Skipped: 216

Q76 I have concerns or suggestions and would like to be contacted. Tengo inquietudes o sugerencias y me gustaría ser contactado.

Answered: 225 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes (Sí)	4.00%	9
No (No)	96.00%	216
TOTAL		225

Q77 Please provide your name and contact number: Por favor, proporcione su nombre y número de contacto:

Answered: 9 Skipped: 216

Please let us know what the issue is. Por favor, háganos saber cuál es el problema..	How would you solve the issue? ¿Cómo resolvería el problema?	I would like to be contacted. Me gustaría ser contactado.	Please provide your name and contact number: Por favor, proporcione su nombre y número de contacto:
Open-Ended Response	Open-Ended Response	Open-Ended Response	Open-Ended Response
None	None	No (No)	
Our district has needs to learn the art of communication.	Provide clear protocol for communication. Refresher course	No (No)	
No issue, but a suggestion. As the district moves to improve forward, it will be critical that the expectations developed are shared and held.	Accountability for all employees is critical to	No (No)	
Our school is a great learning environment; however, at times, the use of sarcasm in communication from school leadership has impacted the overall climate and morale.	Our school is a great place to work and learn. Moving forward, encouraging clear and respectful communication—rather than sarcasm—could help maintain a positive and supportive environment for all staff	No (No)	
The Nine Mondays that were recently added to the school calendar. Based on the original calendar/ last year, I had already made plans and commitments well in advance for some of those dates.	1. Staff could vote on a reduced number of Mondays, such as five, that would best meet the district's needs while minimizing conflicts with pre-existing commitments. 2. Make attendance on some of the added Mondays voluntary and provide additional compensation for those who choose to participate.	No (No)	
The 9 Mondays that were recently added to the school calendar. Based on the old calendar I had already made plans and commitments in advanced half of those Mondays.	1. Reduce number of Mondays, such as five, that would best meet district needs while minimizing conflicts with pre-existing commitments. 2. Make Attendance on some Mondays Voluntary and provide additional compensation.	No (No)	

The moral is very low, due to lack of support and communication from supervisor.	Listen and spent time explaining.	No (No)	
As a paraprofessional, I feel we don't get enough recognition or paid enough for everything we do.	Pay increase and retention insensitive	No (No)	
My concern is that there are so many students out in the halls or other teachers' classes during class. When I walk past a particular counselor's office, there are always students in their room with the lights off and lamps dimmed. These students are usually talking in groups and not much work, if any, is being done. My concern is that these types of resources are not being utilized appropriately.	Perhaps a monitoring of this counselor or a record of the times visited should be implemented.	No (No)	
En mi caso equipo nesecario para desempeñar mejor mi trabajo	Le propuse mi opinion a mi supervisor y no tenemos buenas respuestas	No (No)	
A significant problem is excessive favoritism. There are those who fail to do their work yet are not admonished to do so; consequently—since others do perform the work—the entire workload ends up being shifted onto a select few.	Assign specific tasks to everyone, so that no one expects someone else to do their work.	No (No)	
I believe there is currently some tension between staff and administration that may be affecting the overall campus culture and morale. One area that could be contributing to this concern is the communication between administration and teachers. At times, comments that may be intended as humor or sarcasm can be perceived negatively, which may impact relationships and the overall sense of trust and collaboration on campus. Fostering clear, respectful, and supportive communication could help strengthen positive interactions and contribute to a more collaborative school environment.	I understand that it is not possible to meet everyone's expectations at all times. However, I believe creating opportunities for open dialogue between administration and teachers could be beneficial. Providing a forum for staff to share concerns, offer feedback, and discuss ideas would help promote transparency, strengthen communication, and foster a collaborative approach to problem-solving. Such opportunities could contribute to a more positive campus culture and support stronger relationships among all stakeholders.	No (No)	