

Executive Summary

EOY 2025-2026 Employee Culture Survey

Total Responses: 225 employees

Survey Participation: Representation from both campus and department staff across San Elizario ISD. Employee tenure was 27.1% reporting 16 or more years of service and 72.9% having less than 16 years of service.

Overall Organizational Climate

The survey results reflect a **highly positive employee culture**, marked by strong alignment with the district's mission, vision, leadership, and workplace environment.

Key organizational strengths include:

- **98.7%** of employees understand the district's mission.
- **97.3%** understand the district's vision.
- **98.7%** understand the impact their work has on the district.
- **96.9%** report being proud to work for SEISD.
- **92.9%** would recommend SEISD as a workplace to friends and family.

Employee Engagement and Workplace Culture

Responses indicate employees demonstrate strong commitment to the district and embody the characteristics outlined in the SEISD employee profile.

Among respondents:

- 96.0% identified themselves as demonstrating professionalism.
- 98.7% identified as team players.
- 86.2% identified as strong communicators.
- 92.9% identified customer service skills.
- 97.8% reported maintaining a positive attitude.

Leadership and Supervisor Effectiveness

Employees reported very favorable perceptions of supervisors and campus/department leadership.

Key ratings include:

- 92.4% view their supervisor as a positive role model.
- 92.4% receive timely feedback from their supervisor.
- 94.2% feel comfortable discussing concerns with their supervisor.
- 94.2% report supervisors respond to concerns in a reasonable time.
- 94.2% receive clear direction regarding expectations.
- 91.6% report receiving appropriate recognition for good work.
- 89.8% report receiving adequate support.

These results suggest strong supervisory relationships and a culture of support and accountability throughout the district.

Communication and Psychological Safety

Employees generally feel comfortable sharing ideas and concerns:

- 84.4% feel comfortable sharing thoughts and ideas to effect change.
- 83.1% communicate concerns first with their supervisor.
- 98.2% know who to contact when they have questions regarding job duties.
- 98.2% believe campus and department expectations align with district expectations.

While these results remain strong, the lower ratings in psychological safety and concern-sharing represent potential growth opportunities for leadership teams.

Central Office and Administrative Support

Employees expressed positive perceptions of district administrative services.

- 93.3% reported administrative offices answer their questions.
- 93.8% indicated support is provided in a timely manner.

Most employees reported interacting with administrative offices between one and five times annually, suggesting responsiveness and accessibility when support is needed.

Superintendent Leadership

Survey responses indicate considerable confidence in district leadership.

- 92.9% believe the superintendent fosters a positive work environment.
- 92.4% believe the superintendent supports employee professional development.
- 97.3% believe the superintendent prioritizes staff safety.

Among employees who had personally contacted the superintendent:

- 97.0% indicated that their concerns were heard.

Retention and Employee Commitment

Employee retention indicators remain encouraging.

- 80.4% reported they **do not** frequently think about seeking employment in another district.
- 96.9% are proud to work at SEISD.
- 92.9% would recommend SEISD as an employer.

These findings suggest a strong level of organizational commitment and employee loyalty.

Areas of Opportunity

Although survey results are overwhelmingly positive, several areas present opportunities for continued improvement:

1. Increase employee familiarity with the SEISD Employee Profile (currently 90.7%).
2. Strengthen employee confidence in sharing thoughts and ideas openly (84.4%).
3. Continue efforts to improve morale and support at the campus/department level (88.0% positive).
4. Address factors influencing the 19.6% of employees who reported occasionally considering employment elsewhere.

Executive Conclusion

The 2025-2026 Employee Culture Survey demonstrates that SEISD maintains a strong, positive workplace culture characterized by high employee pride, strong leadership trust, organizational alignment, and effective communication. Employees overwhelmingly understand the district's

mission and vision, value the support provided by supervisors and district leadership, and feel connected to the district's success. While opportunities exist to further strengthen employee voice, morale, and retention efforts, the survey results position SEISD as an organization with a healthy culture and a strong foundation for continued growth and employee engagement.