

SEISD Employee Culture Survey Summary

End of Year 2025-2026 and Beginning of Year 2026-2027 Executive Comparison

Purpose

This summary combines findings from the **EOY 2025-2026 Employee Culture Survey (225 respondents)** and the **BOY 2026-2027 Employee Culture Survey (344 respondents)**.

Snapshot

Indicator	EOY 2025-2026	BOY 2026-2027
Total Responses	225	344
Overall Culture Rating	Highly Positive	Highly Positive
Employee Pride	96.9% Proud to Work at SEISD	Positive responses exceeded 75% on all items
Recommendation to Work at SEISD	92.9%	Strong positive sentiment maintained
Leadership Confidence	92%-97% favorable ratings	76%-95% favorable ratings
Organizational Alignment	Mission and Vision understanding above 97%	Strong agreement maintained
Opportunities for Improvement	Employee voice, morale, retention concerns	Questions 3, 4, and 6 showed highest neutral/disagreement rates

Major Strengths Across Both Surveys

1. Strong Organizational Culture

Both surveys demonstrate that SEISD employees continue to view the district positively and remain highly connected to the organization's mission and success.

EOY 2025-2026

- 98.7% understand the district mission.
- 97.3% understand the district vision.
- 96.9% are proud to work for SEISD.
- 92.9% would recommend SEISD as an employer.

BOY 2026-2027

- Positive responses ranged from 75.9% to 95.3% across all survey items.
- Employee culture was identified as a significant organizational strength.
- Negative responses remained below 8% on all items.

Leadership Implication

Employees remain highly committed to the district and generally perceive SEISD as a positive workplace.

2. Positive Leadership Perceptions

EOY results demonstrated exceptionally strong confidence in supervisors and district leadership.

Key EOY findings included:

- 92.4% view their supervisor as a strong role model.
- 94.2% feel comfortable discussing concerns with their supervisor.
- 94.2% report concerns are addressed in a reasonable timeframe.
- 91.6% receive recognition for their work.
- 89.8% receive adequate support.

At BOY 2026-2027, leadership-related questions continued to receive favorable ratings, with the highest-scoring questions reaching approximately 95% positive agreement.

Leadership Implication

Trust in leadership remains one of SEISD's greatest strengths and should continue to be leveraged to drive employee engagement and continuous improvement.

3. Strong Commitment to Students and Organizational Success

Employees consistently reported understanding:

- How their work contributes to district success.
- The district mission and vision.
- Expectations of their role.
- Their responsibility to support student achievement and organizational goals.

Leadership Implication

SEISD maintains a workforce that is aligned with district priorities and focused on organizational success.

Areas of Opportunity

1. Employee Voice and Feedback

EOY 2025-2026 findings showed:

- 84.4% felt comfortable sharing thoughts and ideas to create change.
- 83.1% indicated their supervisor is the first person they approach when concerns arise.

BOY 2026-2027 results similarly identified questions with higher neutral responses (14%-17%) and lower positive ratings (76%-80%), suggesting some employees remain uncertain or hesitant in specific areas.

Recommended Focus

- Increase opportunities for employee feedback.
- Expand listening sessions and staff forums.
- Communicate how employee feedback influences decisions.

2. Recognition and Morale

Although supervisor ratings remained strong, EOY data showed:

- 91.6% receive recognition for good work.
- 88.0% believe leadership maintains positive morale.

These metrics, while positive, ranked among the lower leadership indicators.

Recommended Focus

- Continue employee recognition initiatives.
- Increase visibility of employee accomplishments.
- Strengthen campus- and department-level morale-building activities.

3. Retention Risk

EOY data revealed:

- Nearly 20% of employees reported thinking about employment in another district.

While the majority remain committed to SEISD, this percentage represents a key retention indicator that warrants continued monitoring.

Recommended Focus

- Monitor workload concerns.
- Strengthen career development opportunities.
- Continue emphasizing employee wellness and work-life balance initiatives.

Comparison of Overall Sentiment

Theme	EOY 2025-2026	BOY 2026-2027
Employee Pride	Very High	High
Trust in Leadership	Very High	High
Organizational Alignment	Very High	High
Communication	Strong	Strong
Employee Engagement	Strong	Strong
Recognition & Morale	Positive with growth opportunities	Positive with growth opportunities
Retention Indicators	Generally Positive with some risk	Positive
Overall Culture	Excellent	Excellent

Key Takeaways for District Leadership

Continue

- ✓ Strong communication regarding mission, vision, and expectations
- ✓ Accessible and supportive leadership practices
- ✓ Employee recognition programs
- ✓ Professional development opportunities
- ✓ Culture-building initiatives that foster pride and commitment

Strengthen

- Employee voice and participation in decision-making
- Recognition practices at the campus and department level
- Strategies focused on morale and retention
- Follow-up conversations around lower-scoring survey areas

Overall Conclusion

Both the EOY 2025-2026 and BOY 2026-2027 Employee Culture Surveys demonstrate that SEISD continues to maintain a highly positive organizational culture characterized by strong leadership, employee pride, mission alignment, and dedication to student success. Employees overwhelmingly report positive experiences working within the district and maintain confidence in both campus and district leadership. Future improvement efforts should focus on strengthening employee voice, recognition, morale, and retention while sustaining the many cultural strengths that make SEISD a destination district for employees.