



San Elizario ISD
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MEMORANDUM

To: Members of the Board of Trustees
From: Gina Ramirez
Subject: 2025-2026 and 2026-2027 Employee Culture Surveys Executive Summary
Date: September 8, 2026

HISTORY: SEISD utilized the SurveyMonkey online survey platform at the end of the 2025-2026 school year (May 28, 2026) and again at the beginning of the 2026-2027 school year (July 13, 2026). These surveys provided employees with an opportunity to share feedback and perspectives regarding the district's culture, leadership, and work environment. The results were collected to support the development of leadership goals and identify opportunities to strengthen organizational culture based on employee input.

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

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.



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Survey results demonstrate that SEISD maintains a highly positive organizational culture characterized by strong employee pride, confidence in leadership, and alignment with the district's mission and vision. While overall perceptions remain favorable, employee feedback identified opportunities for continued improvement related to employee voice, morale, and retention.

RATIONALE: The purpose of these surveys is to collect employee feedback to better understand staff perceptions, experiences, and perspectives regarding the district's culture and work environment. Survey results will be used to inform leadership's ongoing review and enhancement of district systems, practices, and processes. This data-driven approach supports the district's commitment to fostering a safe, effective, and positive workplace culture that promotes employee engagement, satisfaction, and organizational success.

BUDGET IMPACT: There was no direct cost; the district does pay for the Survey Monkey subscription at an annual rate of \$999.00.

ADMINISTRATIVE RECOMMENDATION: The administrative recommendation is for the board to review this information.

For Approval? ☐ Yes ☒ No

If not, please check one: ☐ Presentation ☐ Report ☒ Information

Please check if applicable: ☒ Attachment Included

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