



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: June 16, 2021

Purpose: Presentation/Report Recognition Discussion/ Possible Action

Closed/Executive Session Work Session Discussion Only Consent

From: Dr. Marc Puig, Superintendent

Item Title: District Survey Results

Description: South San Antonio ISD conducted an employee engagement survey. We are interested in gathering feedback from our team to ensure that needed resources are available and to provide the best workplace possible.

Historical Data: N/A

Recommendation: Report Only

Funding Budget Code and Amount: N/A

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

CFO Funding Approval:

Superintendent:



Engagement Survey Results

Summary Report 06.16.21

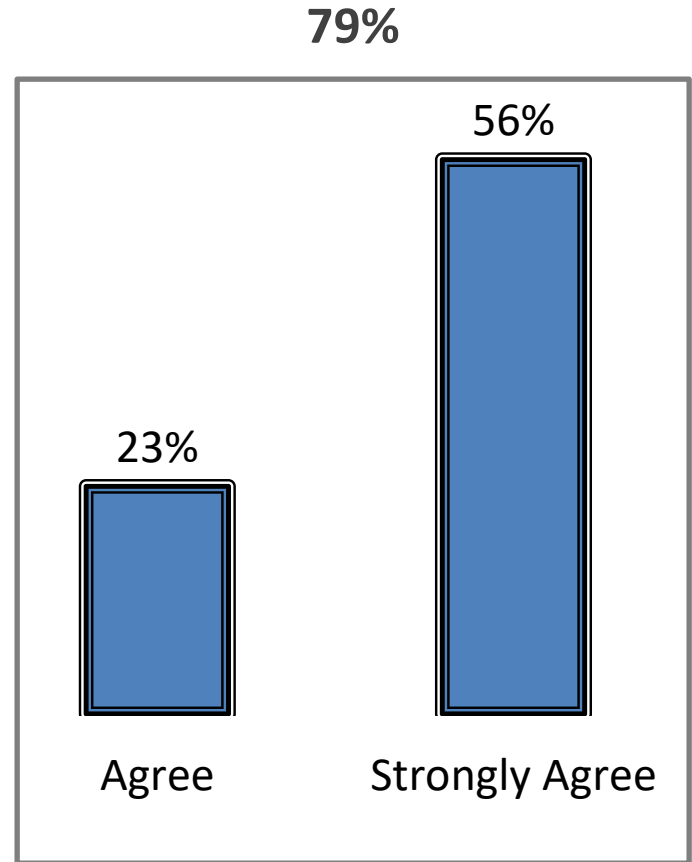
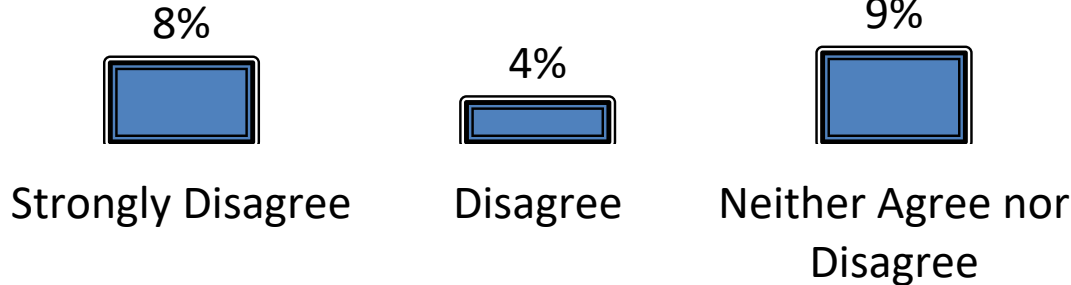




Teamwork is a
strength.

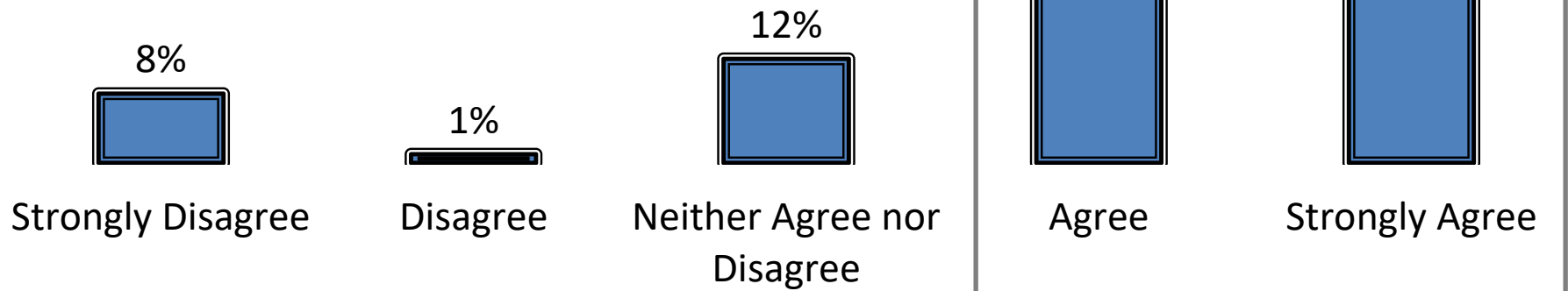


I am proud
to be
a member of
my team.



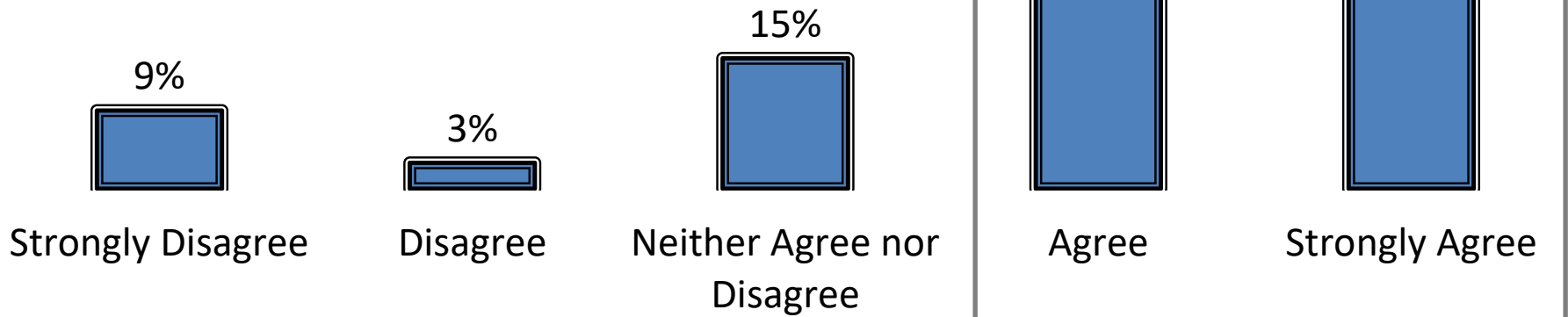


I enjoy
my work
and my
colleagues.





My team
inspires me
to do my
best work.

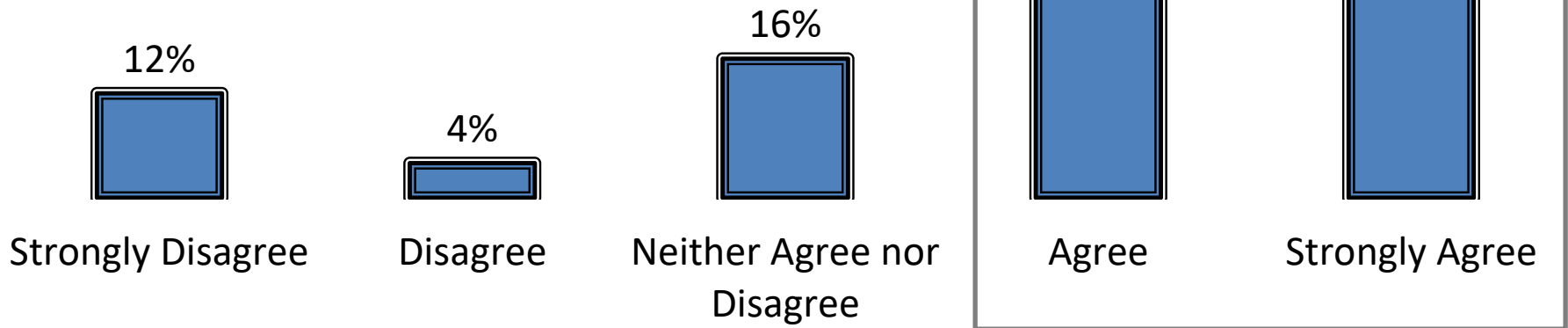




Some confusion as
to district vision
and its impact.

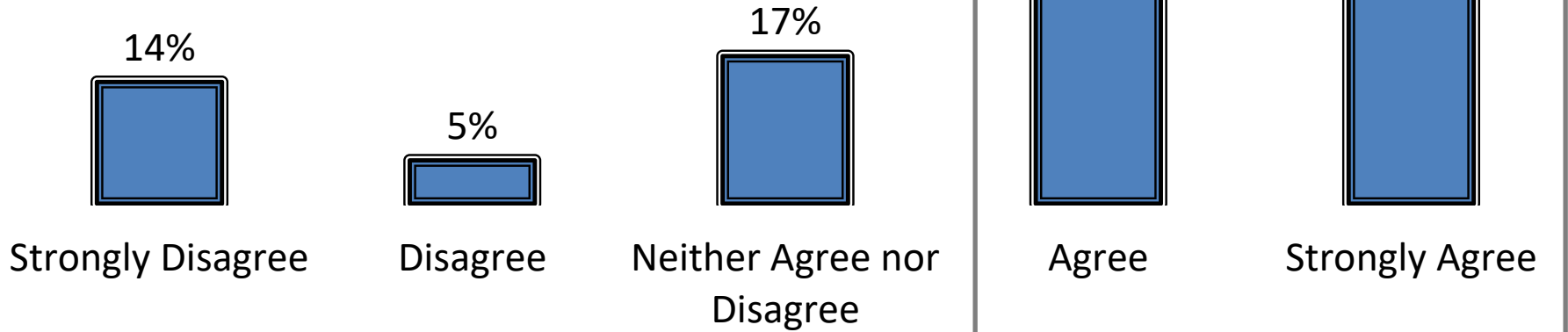


I know what I need to do to help the district meet its goals/objectives.



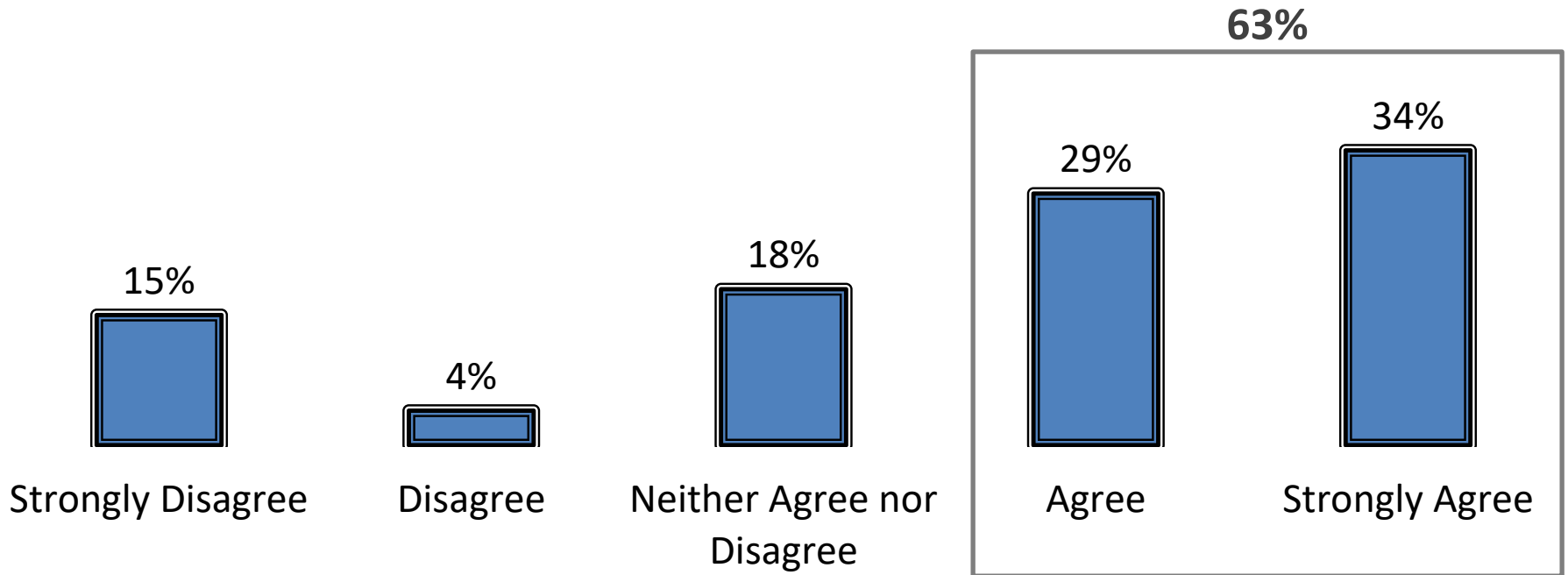


I understand the district vision and priorities.





I see a clear link between my work and the district's goals/objectives.

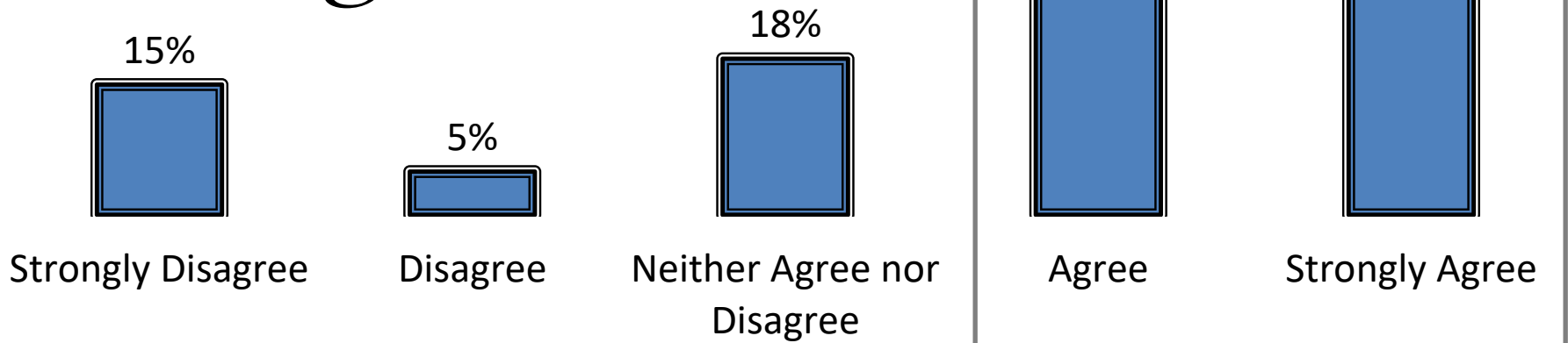




Opportunities for
improving
recognition and
resources.

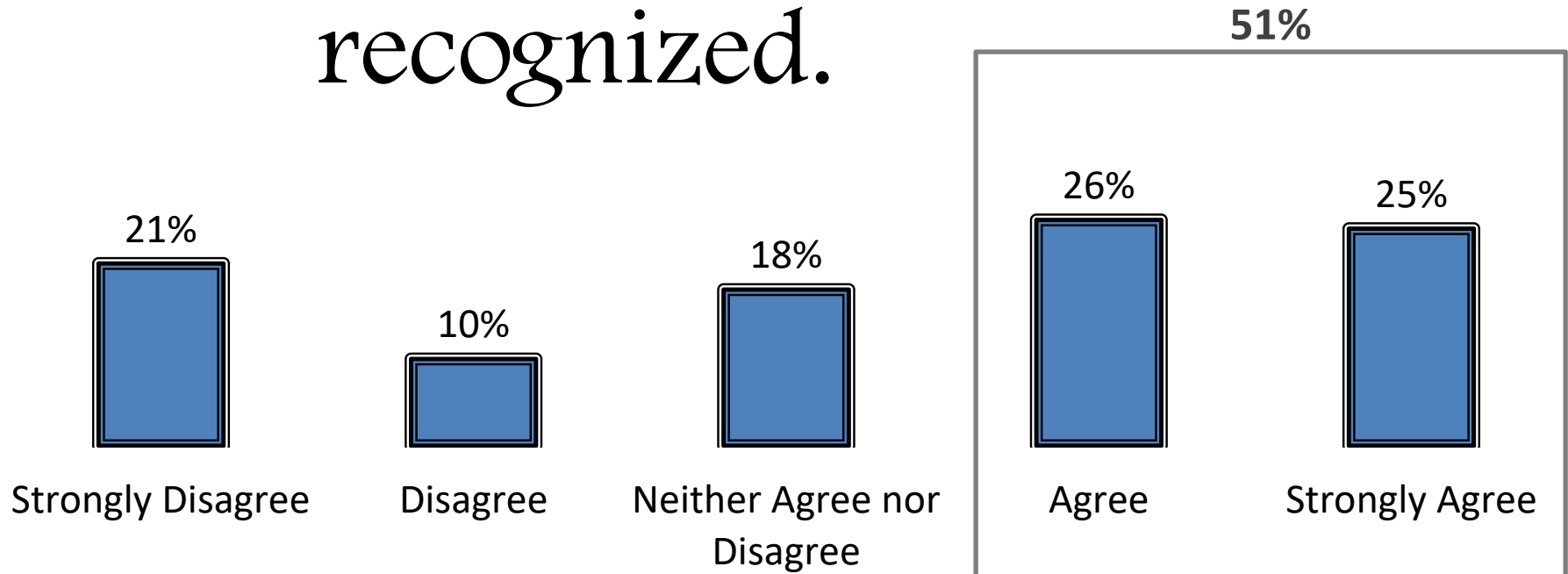


I feel challenged/
stretched, resulting
in professional
growth.



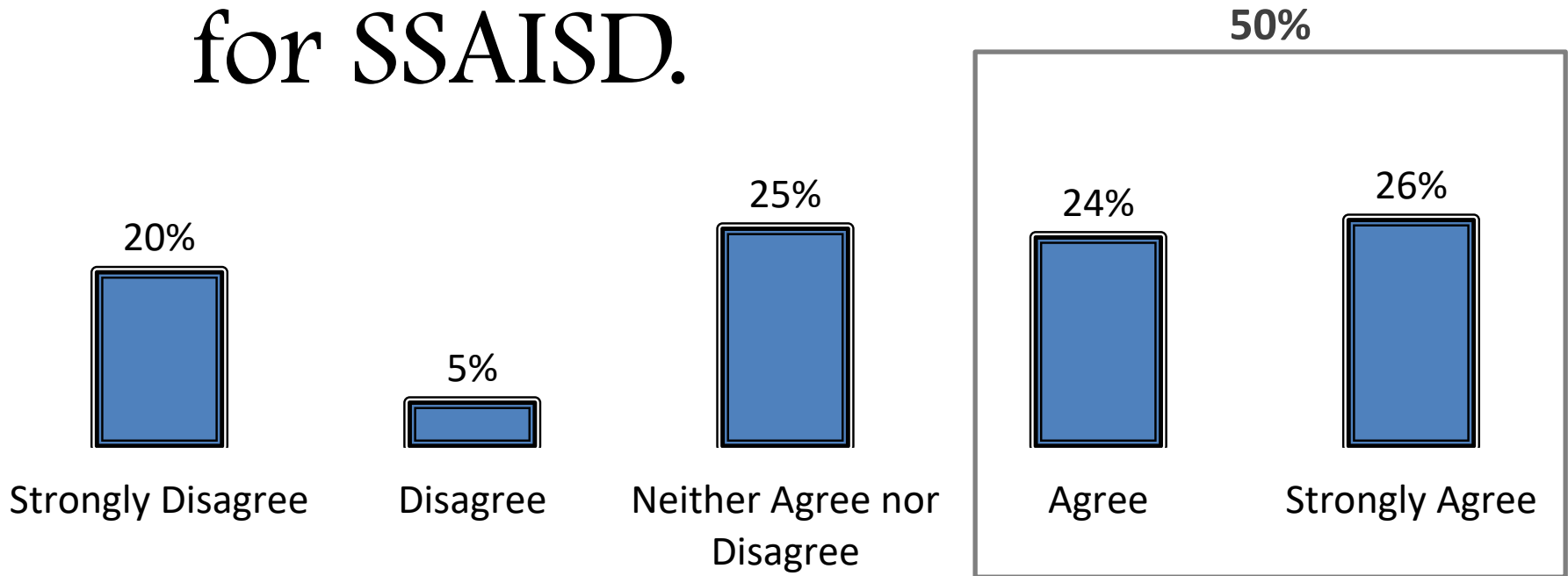


I feel my contributions
are valued and
recognized.



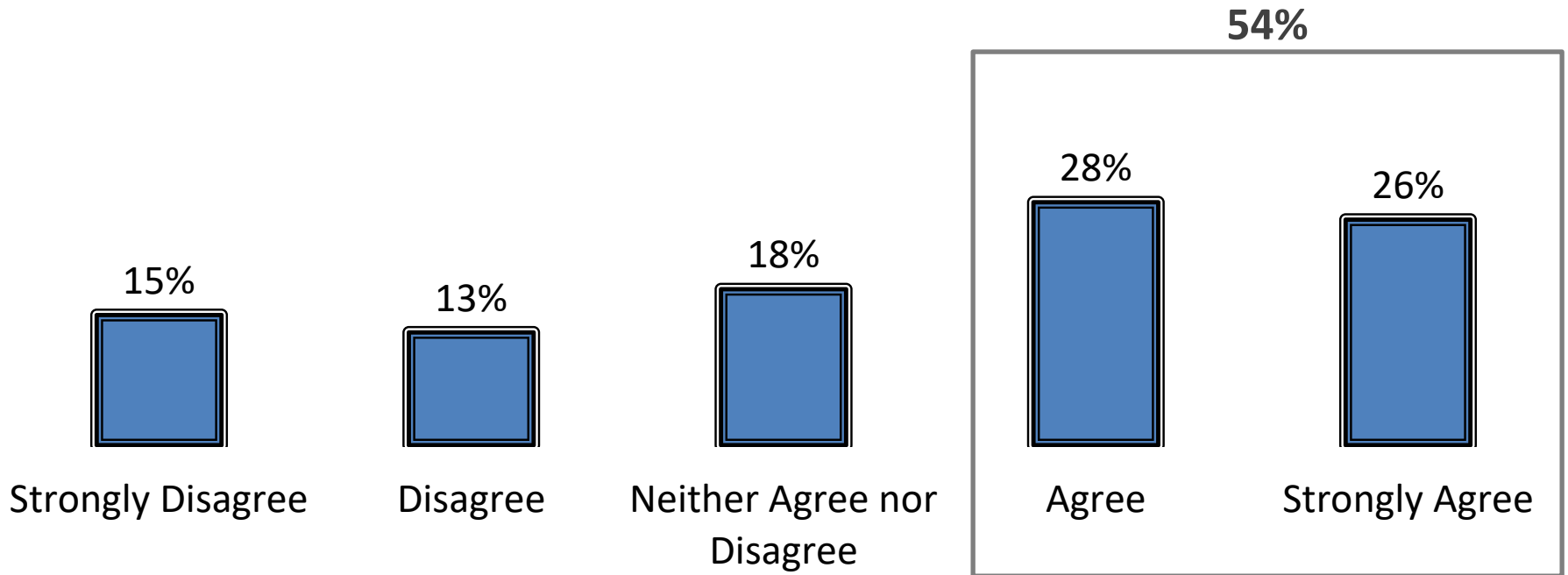


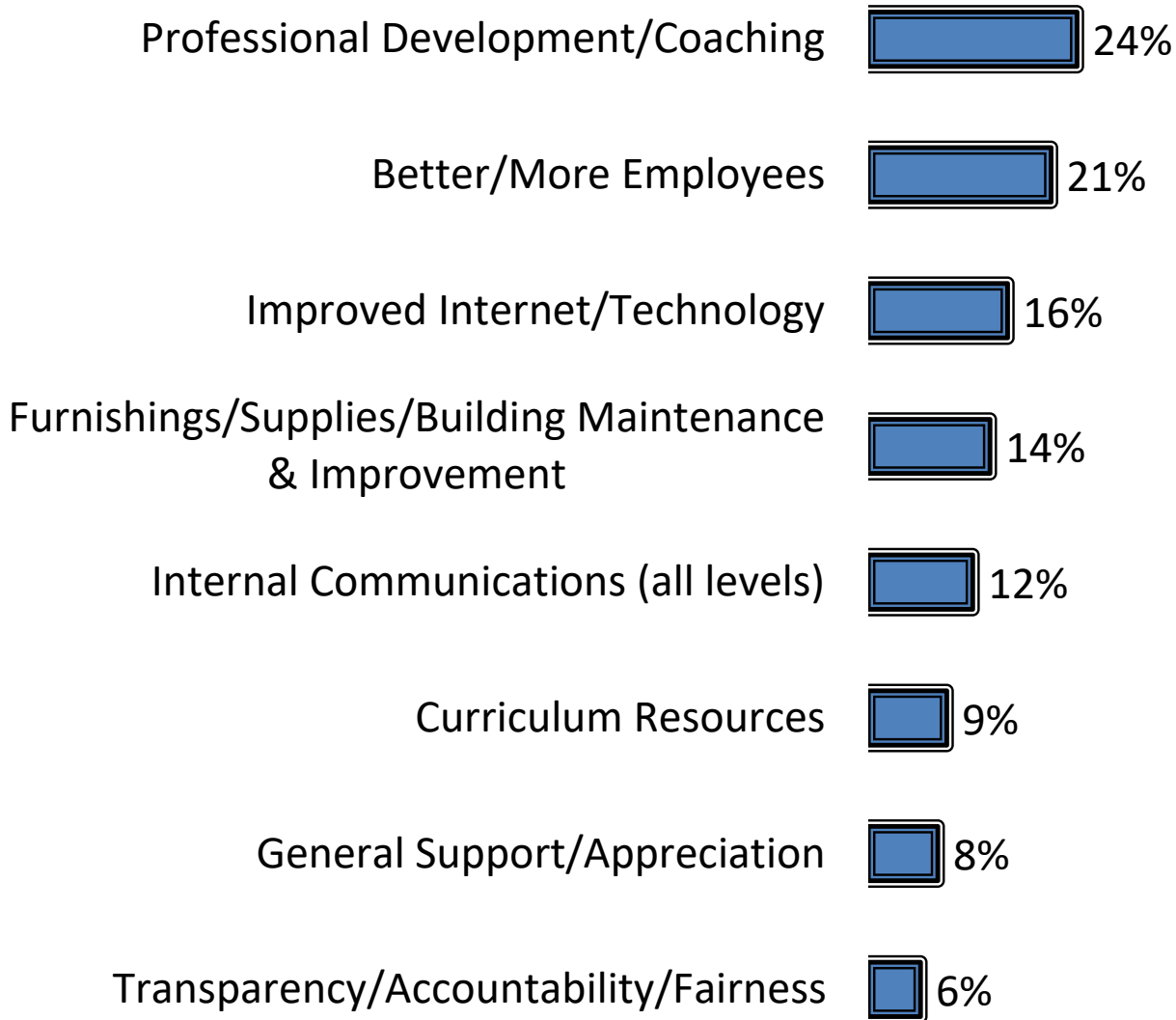
I would refer
someone to work
for SSAISD.





I have the appropriate tools and resources to accomplish my work.





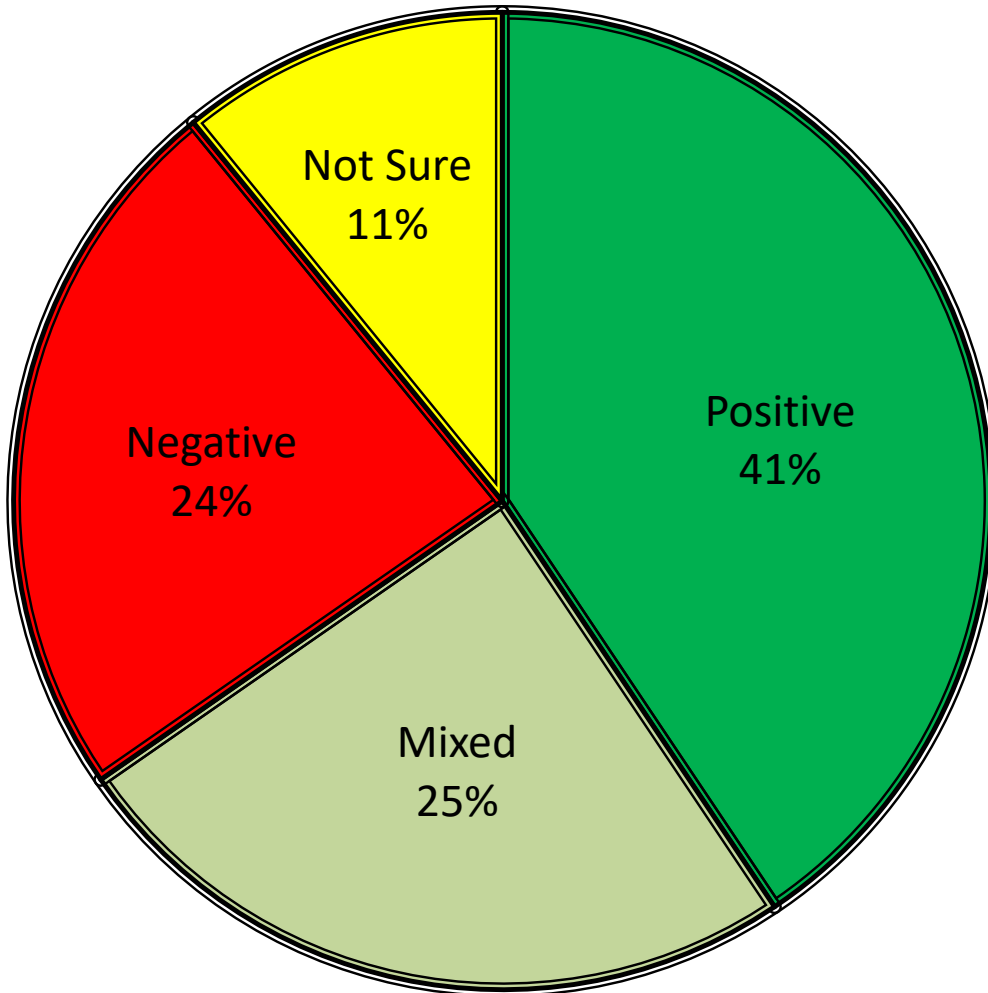
Tools/
resources to
take you to
the next
level of
career
development



- “More direction/guidance and the tools/resources to achieve maximum potential. Which, in fact, I do see occurring as the year is ending and we are making plans for the next school year.”
- “Better internet services. I had a lot of days where my internet crashed and I could not run a class. The network is old and cannot handle a lot of internet programs. It needs a major overhaul. South San students are at a serious disadvantage.”



Thoughts about
district direction
are more positive
than negative.



Thoughts
on the
direction
SSAISD is
heading



Vision is taking
shape.



- “As a graduate of South San, I believe the interest of the children are at the forefront of the decisions but seem divided as a district. You have too many that are institutionalized and make it difficult to progress.”
- “It’s a positive change but the community is scared of change.”
- “Direction is great, but changing the culture is the biggest obstacle.”



- “The vision is great and it will work. Having a virtual academy is a great idea. South San needs more business partnerships to have better resources. Choice campus is a great idea. We have a great leader. I think we need a year round campus.”
- “I feel very strong about the direction that Dr. Puig and his team wants to move the district in. I truly believe in ‘Systems’ and the direction of our academic approach moving forward.”



- “The direction sounds nice however I hope we can keep a consistent admin team in order to reach our goals as a district.”
- “I love the way SSIASD is headed. Accountability and clearly defined goals are essential to growth. When people are not challenged, they become complacent.”
- “I think the district has improved since I graduated from the district. The district provides so many new opportunities for the students and that is amazing.”



Governance
remains an
opportunity.



- “We could be a great district with the way our vision is laid out, but cannot get there when administrators constantly change, and the board is not unified.”
- “I felt good but now I have some concerns.”
- “Who knows, but it’s like déjà vu here.”
- “I honestly don’t think it’ll last.”



- “My concern as someone who has been here 14 years is I am skeptical of the ‘visions’. We have new ones every couple of years as the old ones just seem to fizzle out.”