



Employee Experience Survey Results

Survey Dates: September 23 - October 9, 2025

Job Satisfaction

Overall, how satisfied are you with your job?

- 1= *Extremely Dissatisfied*
 2= *Somewhat Satisfied*
 3= *Satisfied*
 4= *Extremely Satisfied*

Recognized / Valued by Supervisor

Do you feel your work is recognized and valued by your supervisor?

- 1 = *Not at all Recognized & Valued*
 2 = *Somewhat Recognized & Valued*
 3 = *Recognized & Valued*
 4 = *Extremely Recognized & Valued*

Employee Groups	Employees #	Responses #	Participation %	Weighted Average	Weighted Average
Administrators	71	43	61%	3.35	3.40
Classified	592	366	62%	3.08	3.14
Non-Admin Confidential	33	17	52%	2.71	3.35
Teachers	722	567	79%	2.92	2.98
Elementary School Employees	627	466	74%	2.88	3.07
Middle School Employees	223	189	85%	3.10	3.04
High School Employees	306	216	71%	3.09	2.98
MSD Department (Non-School) Employees	262	122	47%	3.07	3.21
All MSD Employees	1,418	993	70%	2.99	3.06

Weighted Average Color Key

1.00 to 1.74 = Very Low (*strong dissatisfaction, major issues*)

1.75 to 2.49 = Low (*mild dissatisfaction, some frustration*)

2.50 to 3.24 = Moderate (*neutral to positive, room for improvement*)

3.25 to 4.00 = High (*strong satisfaction, positive experience*)



Employee Experience Survey Results

Survey Dates: September 23 - October 9, 2025

Workplace Support

Do you feel you have the support you need to do your job effectively?

1 = Strongly Disagree

2 = Somewhat Agree

3 = Agree

4 = Strongly Agree

Recommend MSD as Employer

How likely are you to recommend MSD as a great place to work?

1 = Not Likely

2 = Somewhat Likely

3 = Likely

4 = Highly Likely

Employee Groups	Employees #	Responses #	Participation %	Weighted Average	Weighted Average
Administrators	71	43	61%	3.14	3.19
Classified	592	366	62%	2.98	2.96
Non-Admin Confidential	33	17	52%	3.06	3.06
Teachers	722	567	79%	2.75	2.62
Elementary School Employees	627	466	74%	2.76	2.65
Middle School Employees	223	189	85%	2.93	2.84
High School Employees	306	216	71%	2.90	2.88
MSD Department (Non-School) Employees	262	122	47%	3.06	3.02
All MSD Employees	1,418	993	70%	2.86	2.78

Weighted Average Color Key

1.00 to 1.74 = Very Low (strong dissatisfaction, major issues)

1.75 to 2.49 = Low (mild dissatisfaction, some frustration)

2.50 to 3.24 = Moderate (neutral to positive, room for improvement)

3.25 to 4.00 = High (strong satisfaction, positive experience)