MSD Employee Experience Survey Feedback Results Overview

Survey Window: September 23 - October 9, 2025

Survey Questions: [Employee Experience Survey Questions](#)

Survey Ratings Breakdown:
Survey responses were measured on a 1–4 scale, with each rating corresponding to a level of employee experience:

1 = Very Low	Reflects strong dissatisfaction and significant concerns about the experience.
2 = Low	Indicates mild dissatisfaction, with room for improvement in key areas.
3 = Moderate	Represents a neutral to positive experience, suggesting that while employees are generally satisfied, there is still room for growth.
4 = High	Demonstrates strong satisfaction, with employees feeling very positive about their experience.

Ratings allow for a clear understanding of overall sentiment across various aspects of the employee experience, from satisfaction to recognition, support, and engagement.

Total number of responses: 993 (out of 1418 total employees)
- Teacher/Certificated - **567** (out of 722 total teacher/certified)
- Classified Staff - **366** (out of 592 total classified)
- Administrative Staff - **43** (out of 71 total administrative)
- Non-Administrative Confidential - **17** (out of 33 total non-admin confidential)

Quantitative Highlights - Rating Averages

Employee Group	Job Satisfaction	Recognized & Valued	Workplace Support	Recommend MSD
Administrative Staff	3.35	3.40	3.14	3.19
Classified Staff	3.08	3.14	2.98	2.96
Non-Administrative Confidential Staff	2.71	3.35	3.06	3.06
Teacher/Certificated	2.92	2.98	2.75	2.62

Interpretation:
- Administrative staff report the highest satisfaction and recognition levels overall.
- Teachers trail other groups slightly in every category, with the lowest scores for "support" (2.75) and "recommend MSD" (2.62).
- Classified staff are moderately positive, especially regarding recognition (3.14).

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Qualitative Themes: "One Thing to Improve"

The specific question was: *What is one thing we could improve to make your work experience better?*

Answered: 717 (of 993 responders)

Skipped: 276

Theme	Mentions	Examples (abridged)
Support / Resources	**187**	Requests for more planning time, better instructional tools, or manageable workloads.
Student Behavior / Environment	**183**	Concerns about discipline consistency, safety, and classroom management support.
Leadership / Communication	**140**	Desire for clearer communication, stronger leadership visibility, and responsiveness.
Workload / Schedule	**130**	Mentions of prep time, duty coverage, and work-life balance.
Curriculum / Instruction	**105**	Feedback on curriculum alignment, flexibility, training, and overload of programs.
Compensation	**48**	Comments on salary increases, benefits, and pay equity.

Analysis Approach: Open-ended responses were reviewed and grouped by concept rather than literal wording, allowing general themes and intent to emerge for a more accurate reflection of overall staff sentiment.

Patterns:

- The most frequent feedback centers on support and student behavior, suggesting operational or staffing stress points.
- Compensation appears less often but is still a consistent undercurrent - likely tied to workload and morale comments.
- Leadership visibility and consistent communication appear as recurring improvement requests across roles.

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Feedback Subthemes

Support / Resources		
Mentions: 187		
Subtheme	**Mentions**	**Summary**
Materials & Equipment	55	Requests for adequate classroom supplies, technology, and instructional tools. Many note delays or inconsistent delivery of needed resources.
Staffing & Workload Support	50	Concerns about understaffing - particularly in custodial, SPED, and support roles - creating unsustainable workloads.
Time & Planning Support	40	Calls for more dedicated time for collaboration, prep, or program planning.
Training & Implementation Support	30	Employees want structured, timely professional development when new systems or curricula are rolled out.
Operational Responsiveness	12	Reports of slow responses to IT, facilities, or administrative requests.

Insight: This is the most cited category overall. Feedback indicates staff feel capable and committed, but hindered by limited resources, time, and human capacity to meet expectations.

Student Behavior / Environment		
Mentions: 183		
Subtheme	**Mentions**	**Summary**
Behavior Support & Staffing	70	Calls for more aides, deans, and counselors to manage student behaviors and maintain classroom safety.
Consistency in Discipline	45	Requests for districtwide or schoolwide alignment on consequences and supports for behavior issues.

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Student Behavior / Environment
Mentions: 183

Subtheme	Mentions	Summary
Safety & Well-Being	35	Concerns about physical and emotional safety, especially in classrooms with repeated disruptions.
Impact on Learning	20	Staff express that disruptive behaviors undermine instruction and student focus.
Social-Emotional Learning Clarity	13	Requests to clarify the SEL role and ensure interventions are targeted and effective.

Insight: Behavior management and safety have become central barriers to effective teaching and learning. Teachers consistently ask for *clearer systems and stronger intervention supports*.

Leadership / Communication
Mentions: 140

Subtheme	Mentions	Summary
Visibility & Presence	50	Staff want principals and leaders to be more visible in classrooms and hallways, especially during high-need moments.
Responsiveness & Follow-Through	35	Feedback mentions unanswered emails, delayed decisions, and inconsistent administrative communication.
Coaching & Professional Support	25	Employees seek principals who provide genuine mentorship, not just evaluative oversight.
Transparency & Trust	20	Some respondents perceive a lack of open communication or unclear decision-making processes.
Tone & Professional Culture	10	Comments on morale, workplace respect, and leadership tone - both positive and negative.

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Insight: Many recognize their leaders' intent and effort but express a need for *more relational, hands-on leadership* that models transparency and responsiveness.

Workload / Schedule
Mentions: 130

Subtheme	Mentions	Summary
Prep & Planning Time	45	Staff feel limited planning time undermines instructional quality and increases after-hours work.
Staff Shortages	35	Overlap with "Support" - too few people to cover duties or sub shortages forcing staff to double up.
Work-Life Balance	25	Staff mention exhaustion and difficulty maintaining personal balance.
Schedule Efficiency	15	Comments about inefficient meeting schedules or inconsistent daily structures.
Program Overload	10	References to too many concurrent initiatives stretching staff thin.

Insight: Workload pressures cut across all roles. Teachers and classified staff in particular feel *time and capacity* are their biggest constraints - even more than compensation.

Curriculum / Instruction
Mentions: 105

Subtheme	Mentions	Summary
Training & Support	**41**	Staff request more professional development, guidance, and clarity when new curriculum is adopted - particularly around literacy and math programs.

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Curriculum / Instruction
Mentions: 105

Subtheme	Mentions	Summary
Overload / Complexity	**24**	Comments highlight "too many programs" or fragmented materials that make planning and implementation difficult.
Alignment & Relevance	**13**	Feedback calls for curriculum that better aligns with standards, student needs, and real-world applications.
Implementation / Consistency	**11**	Concerns about inconsistent rollout or expectations between schools, grades, or content areas.
Flexibility & Autonomy	**2**	A small number mention overly scripted lessons and the need for more teacher flexibility.

Key insight: Curriculum-related feedback ranks fifth overall, appearing in about 1 in 10 open-ended responses - especially among teachers. It often overlaps with "Support/Resources" concerns, indicating that curriculum implementation challenges are as much about *support and training* as about *content itself.*

The bulk of curriculum-related feedback (nearly 40%) centers on *training and support* - not the materials themselves. Respondents often express that with better PD, communication, and coordination, current programs could be more effective and less overwhelming.

Compensation
Mentions: 48

Subtheme	Mentions	Summary
Salary & Pay Equity	25	Calls for higher wages, especially among classified and special education staff.
Benefits & Insurance	10	Concerns about rising insurance costs and limited plan options.

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Compensation		
Mentions: 48		
Subtheme	**Mentions**	**Summary**
Recognition Through Compensation	8	Desire for bonuses or stipends to reflect extra effort or risk.
Wage Compression & Parity	5	Frustration with small pay gaps between entry-level and veteran staff.

Insight: While less frequent than other categories, compensation concerns remain emotionally charged - often tied to feelings of being undervalued despite high workload and dedication.