



Seize the Future!
Engagement Survey
Results

Final Report 06.16.21





“Time spent fixing
the past takes time
away from building
the future.”



Methodology

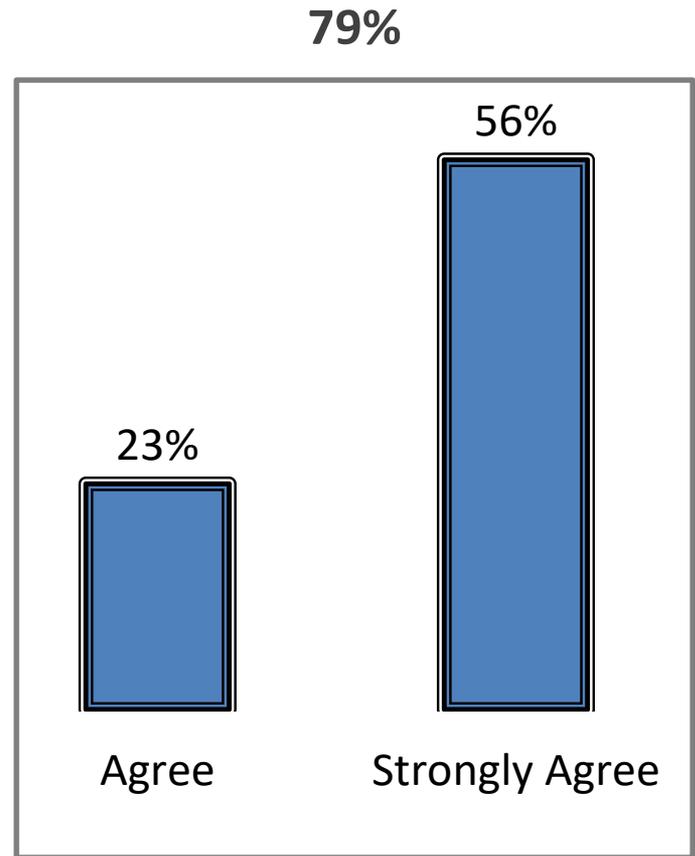
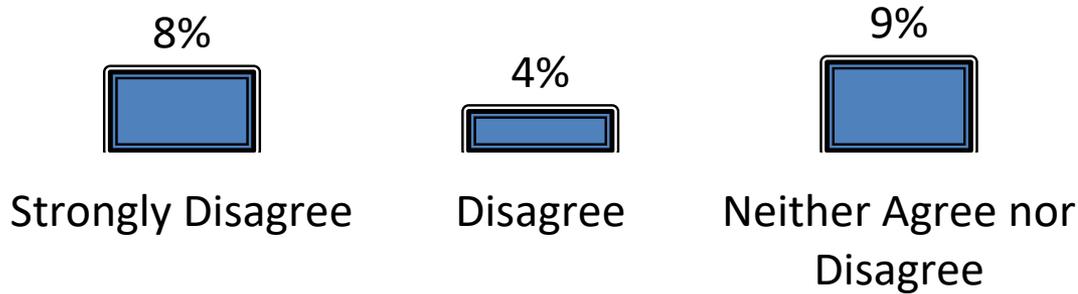
- Purpose: Establish a baseline of employee engagement in terms of teamwork, vision, direction, and resources needed to accomplish their work.
- Online survey: 10 statements (5-point scale) and 2 open-ended
- Data collection: May 28-June 1, 2021
- Respondents: n=265 (note, the survey was anonymous)
- Response rate: 22%
- Margin of error: +/- 5%
- Confidence level: 95%



Teamwork is a
strength.

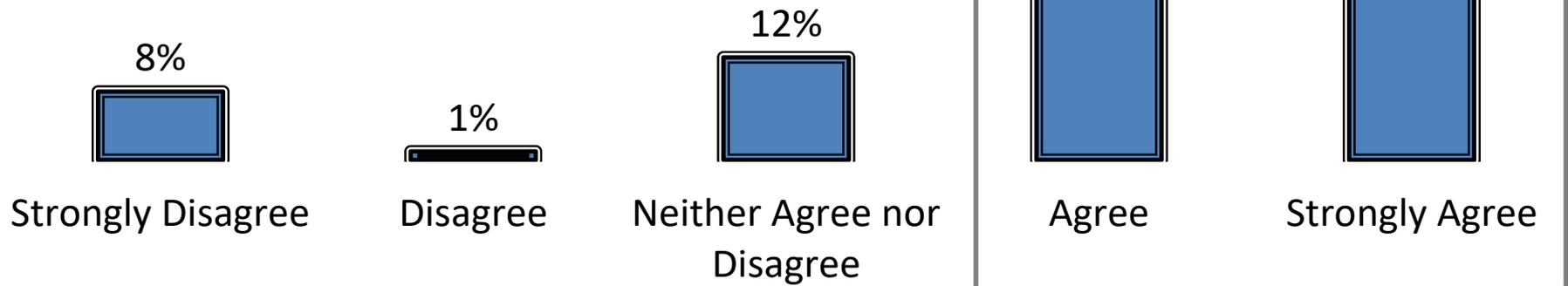


I am proud
to be
a member of
my team.



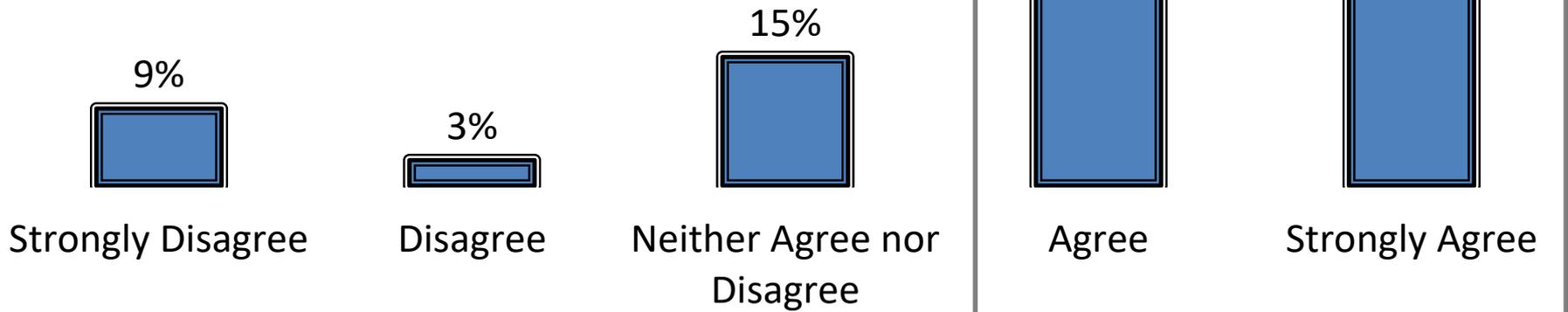


I enjoy
my work
and my
colleagues.





My team
inspires me
to do my
best work.

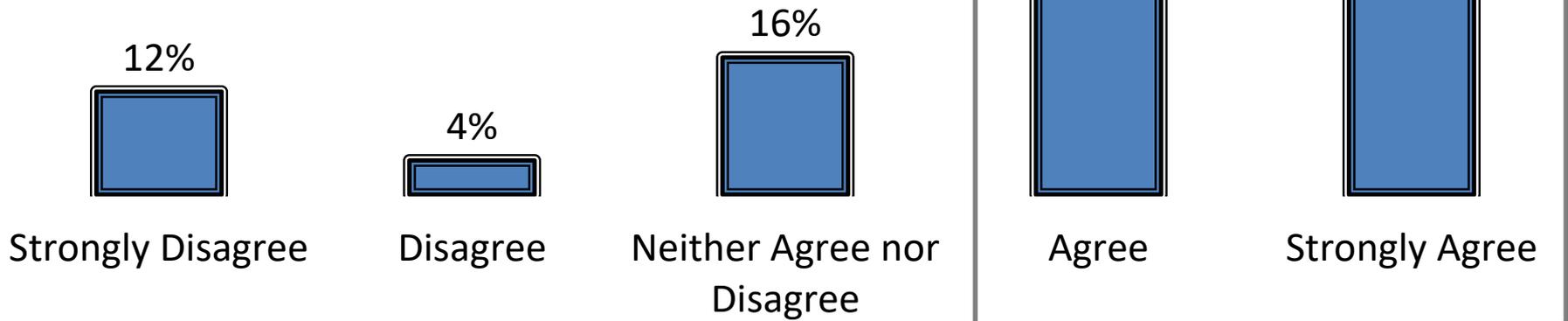




Visioning process
is taking shape.

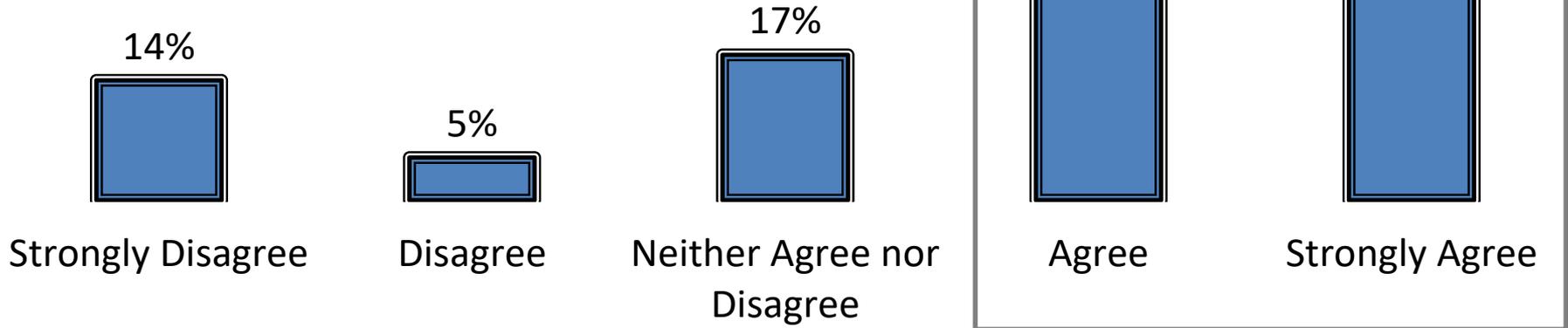


I know what I need to do to help the district meet its goals/objectives.



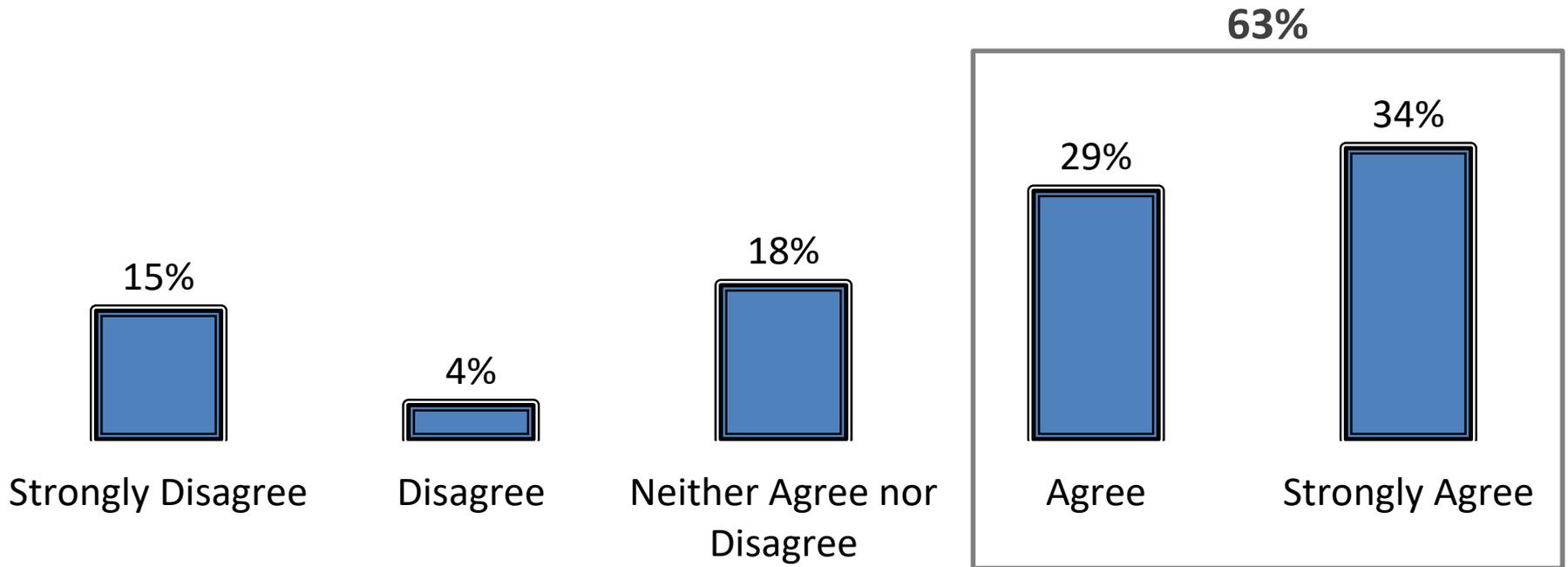


I understand the district vision and priorities.





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

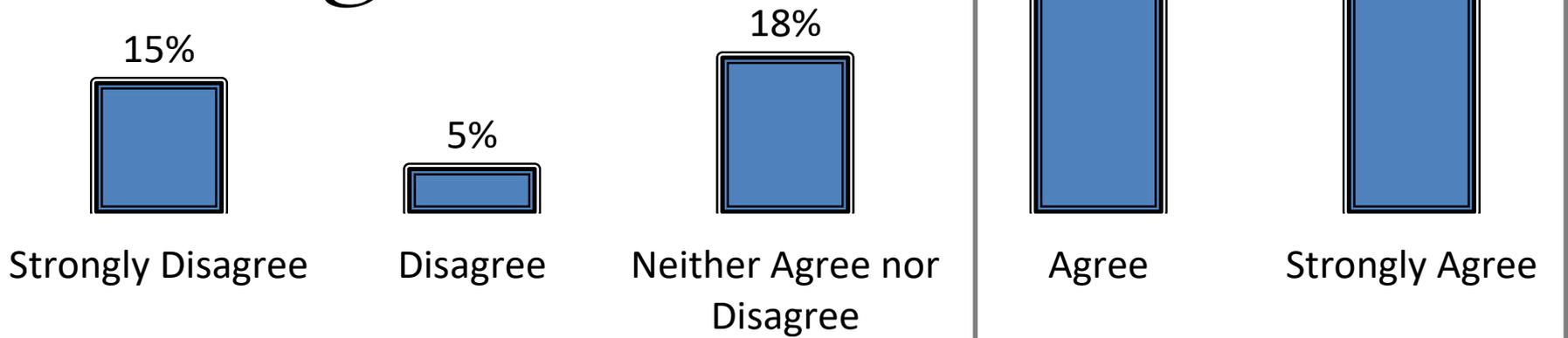




Opportunities for
improving
recognition and
resources.

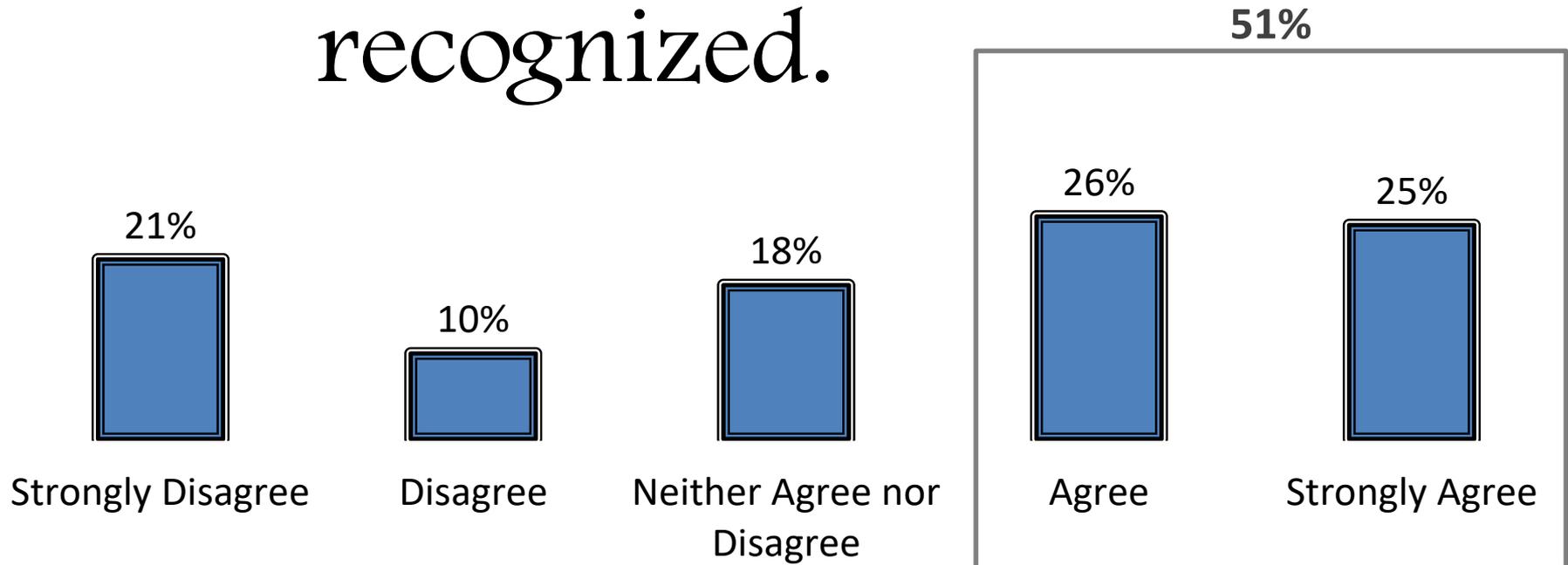


I feel challenged/
stretched, resulting
in professional
growth.



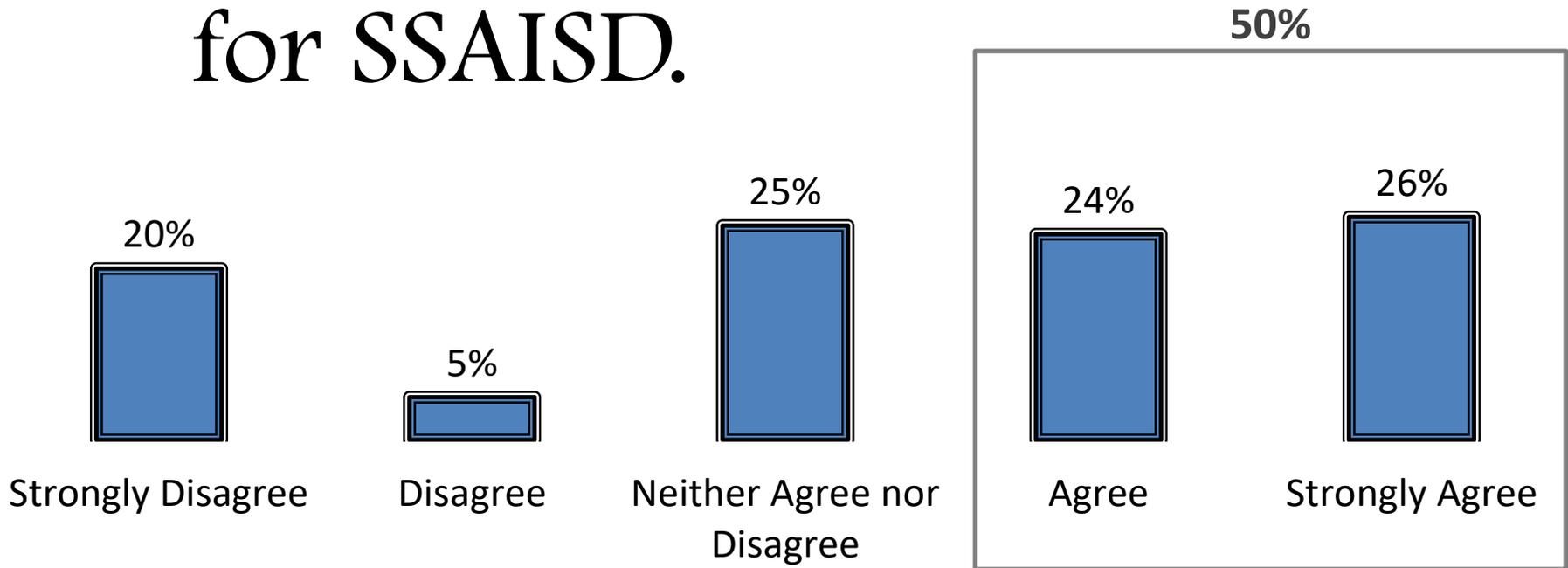


I feel my contributions
are valued and
recognized.



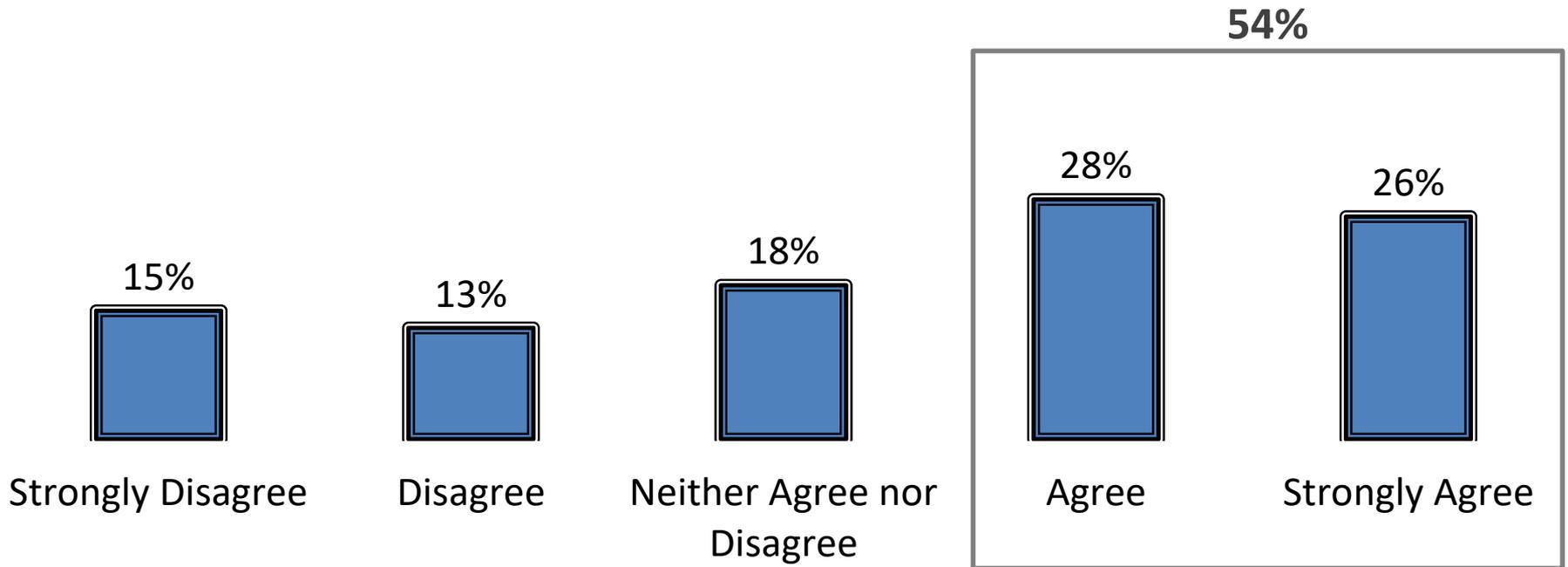


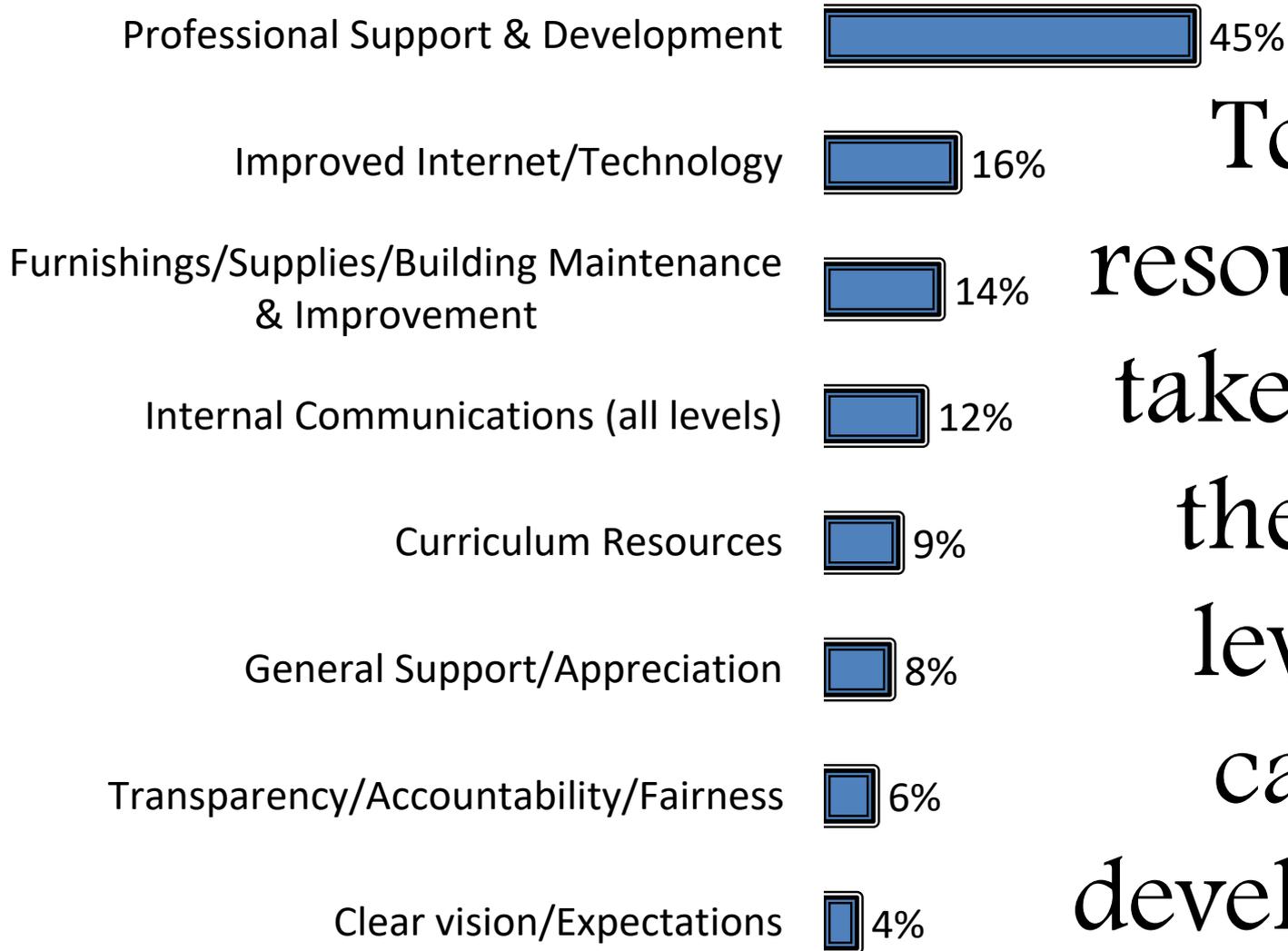
I would refer someone to work for SSAISD.





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





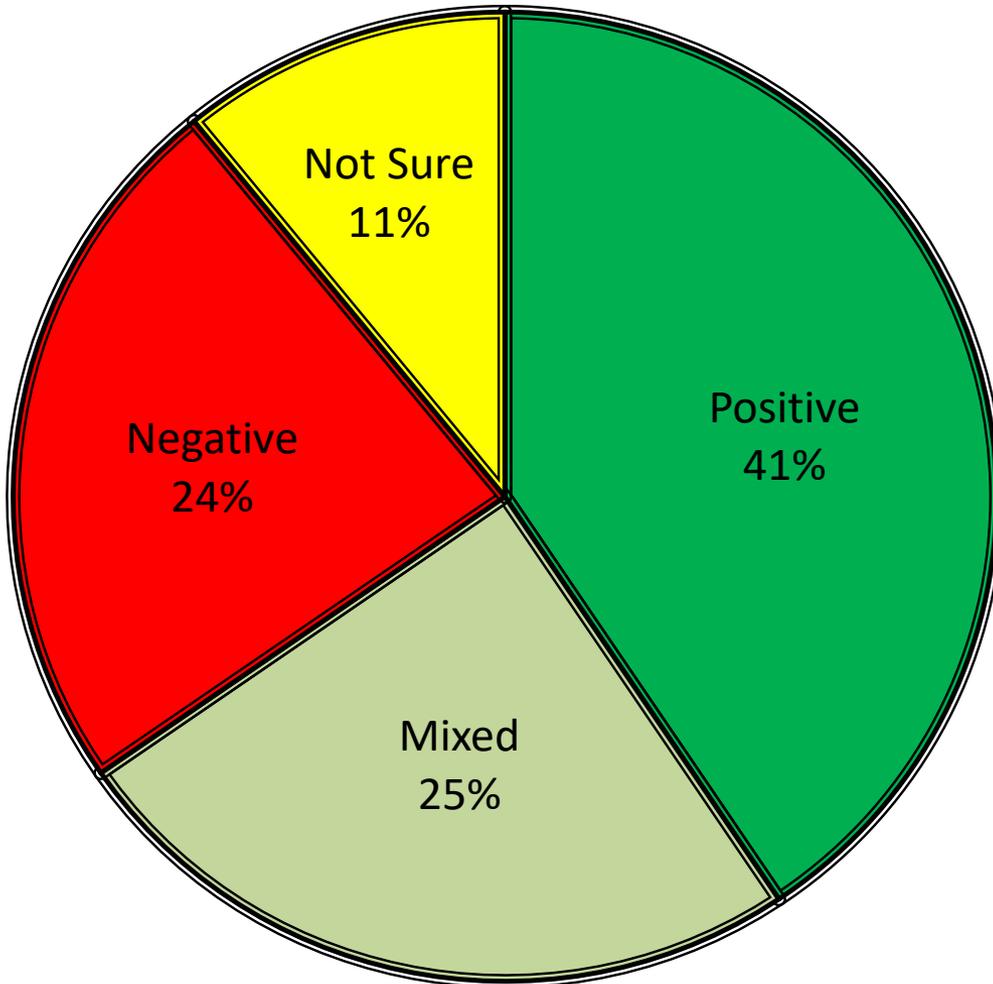
Tools/
resources to
take you to
the next
level of
career
development



- “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



Opportunities and
choice propel
South San in a
positive direction.



- “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 that we are headed in a good direction. I think the leadership is working to make this a place the people want to work and want their children to attend. I am cautiously optimistic that we are headed in the right direction.”



- “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.”
- “I like that we are implementing these academies. I hope it brings more students to the district. We need to continue pushing toward new and better things for the students.”
- “I like the new innovative schools South San has created. I can see the efforts of leadership to be innovative and more competitive in today’s education field.”



Some are
resistance to
change.



- “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.”



District unity and stability are critical to future success.



- “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.”
- “The direction sounds nice however I hope we can keep a consistent admin team in order to reach our goals as a district.”
- “We could be a great district with the way our vision is laid out, but cannot get there when administrators constantly change and board is not unified.”



Uncertainty
and doubt
persists.



- “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.”
- “Continued Board feuding conflicts with the positive direction of the district.”



Vision, along with a system of compassionate accountability, fairness and expectations, provides the path forward.



- “Needs to be better handled. Stop the favoritism and just focus on who would be good for the STUDENTS and COMMUNITY!”
- “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.”



- “I love the way SSIASD is headed. Accountability and clearly defined goals are essential to growth. When people are not challenged, they become complacent.”
- “Creating a unified vision and streamlining procedures have South San ISD headed in the right direction.”



Conclusion

- Urgency for unity is paramount.
- Visioning process is resonating; it must be crystallized.
- Resources should be targeted toward:
 1. Student choice & innovative opportunity creation
 2. Employee investment, development and recognition
 3. Competitive technology-rich environment