MARBLE FALLS
Independent School District

Meeting Date: 5/19/2026 **Date Submitted:** 5/4/2026

Meeting Type: Regular Meeting **Agenda Placement:** Presentation/Discussion Items

Subject:

TASB Employee Survey

Executive Summary:

The HR Services Division of the Texas Association of School Boards (TASB) conducted a confidential survey of Marble Falls Independent School District (MFISD) employees for the 2025-2026 school year.

The purpose of the survey was to assess employee engagement towards their district and campus, as well as their level of satisfaction with their job and work conditions. Survey information may be used by district leadership to understand how respondents perceive specific issues and to reveal a general level of job satisfaction among employees. District leadership can participate in creating an environment that fosters engaged employees. Research shows that engaged teachers are 62 percent less likely to leave their district for another; as well, teacher engagement is directly related to student engagement.

Districts with an engaged workforce tend to have a common vision or mission district-wide, believed by campus leadership, and shared by all employees. Campus leadership that communicates openly, provides more feedback, and allows employees to use their best skills can motivate employees to do outstanding work. Districts benefit from an engaged environment because engaged employees remain involved, have lower absenteeism, are passionate, and are dedicated to their work and the district's mission. TASB HR Services developed the survey in collaboration with Marble Falls ISD in 2016. The same survey was administered this year with small updates. Most of the survey requested that employees respond to statements using a Likert-type scale. Some responses were combined for purposes of analysis. For example, throughout this report, strongly agree”and "agree" responses were combined to indicate apositive response.

The survey included a variety of topics to gather data about demographics, environment, relationship, and campus concern.

Fiscal Impact:	Funding Source:	Fiscal Year:	Amendment Required?
No Fiscal Impact			NO

Administration's Recommendation:

Presentation only.

Submitted By: Stan Whittle

Presenter: Stan Whittle

Board Approval Required: NO