

Judson ISD

Employee Opinion Survey

Jennifer Barton, Senior HR Consultant
February 20, 2025

About the Survey

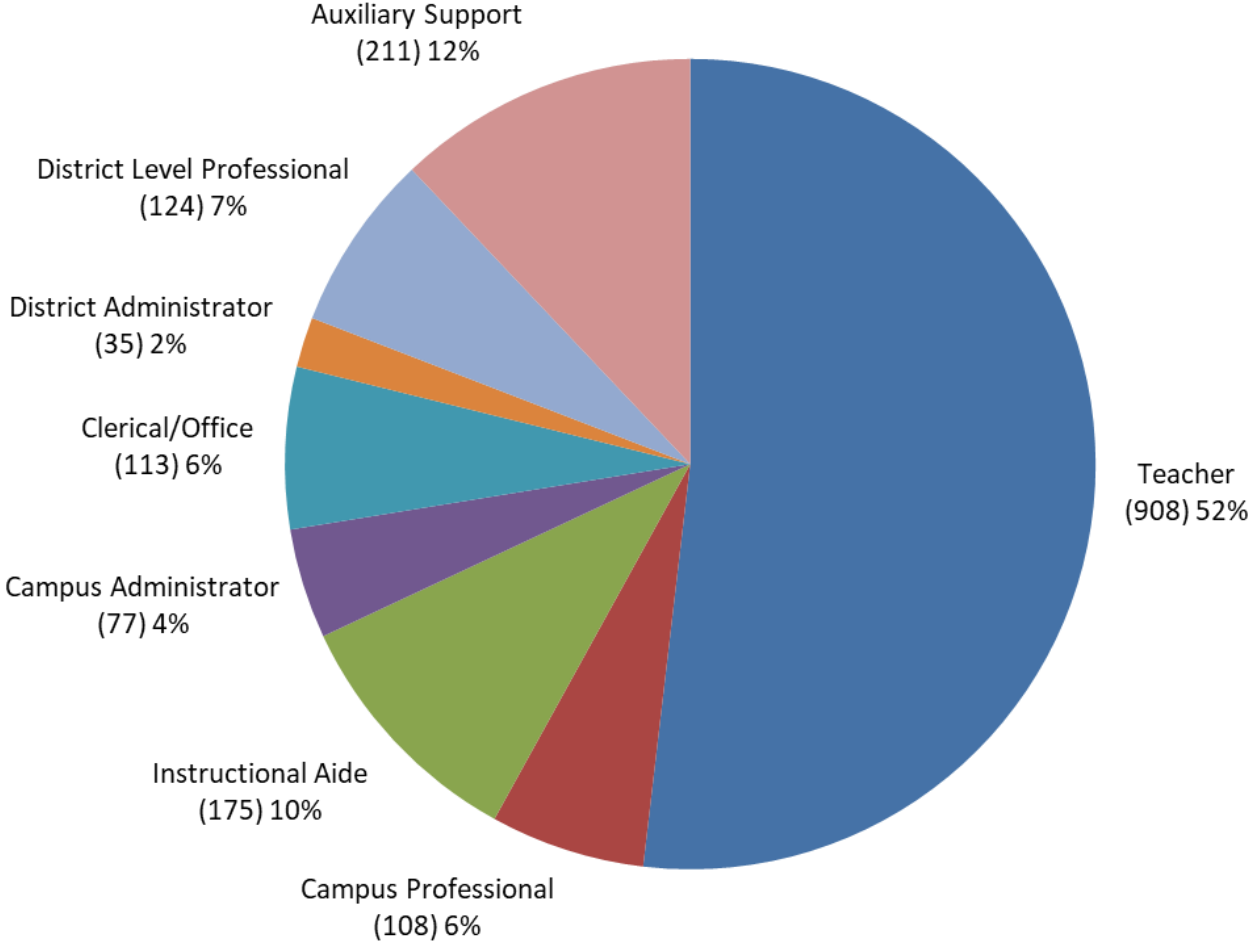
Survey methods

- Online only
- All employees invited
- Administered by HR Services

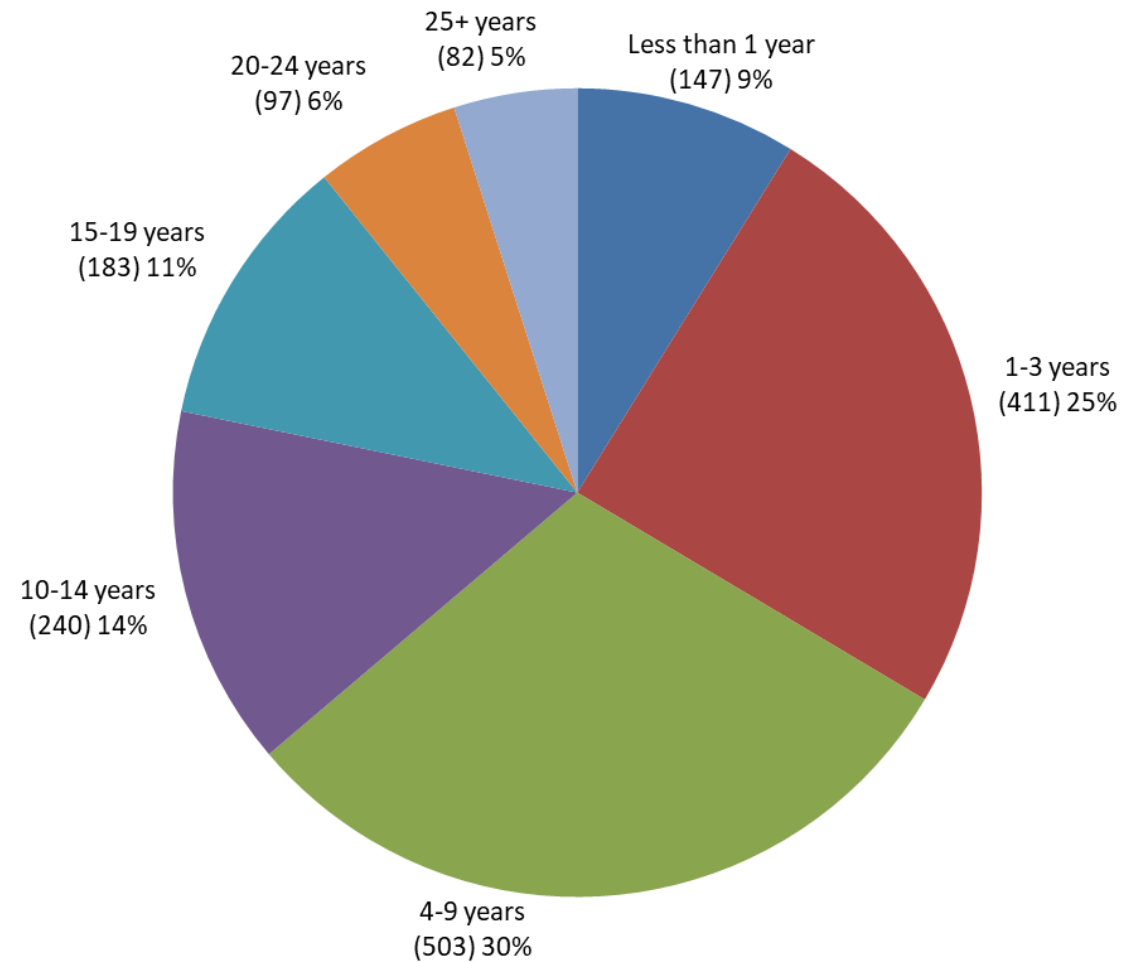
Participation

- 1,751 employees responded
- 48 percent participation rate
- 9 percent below 2024 participation rate

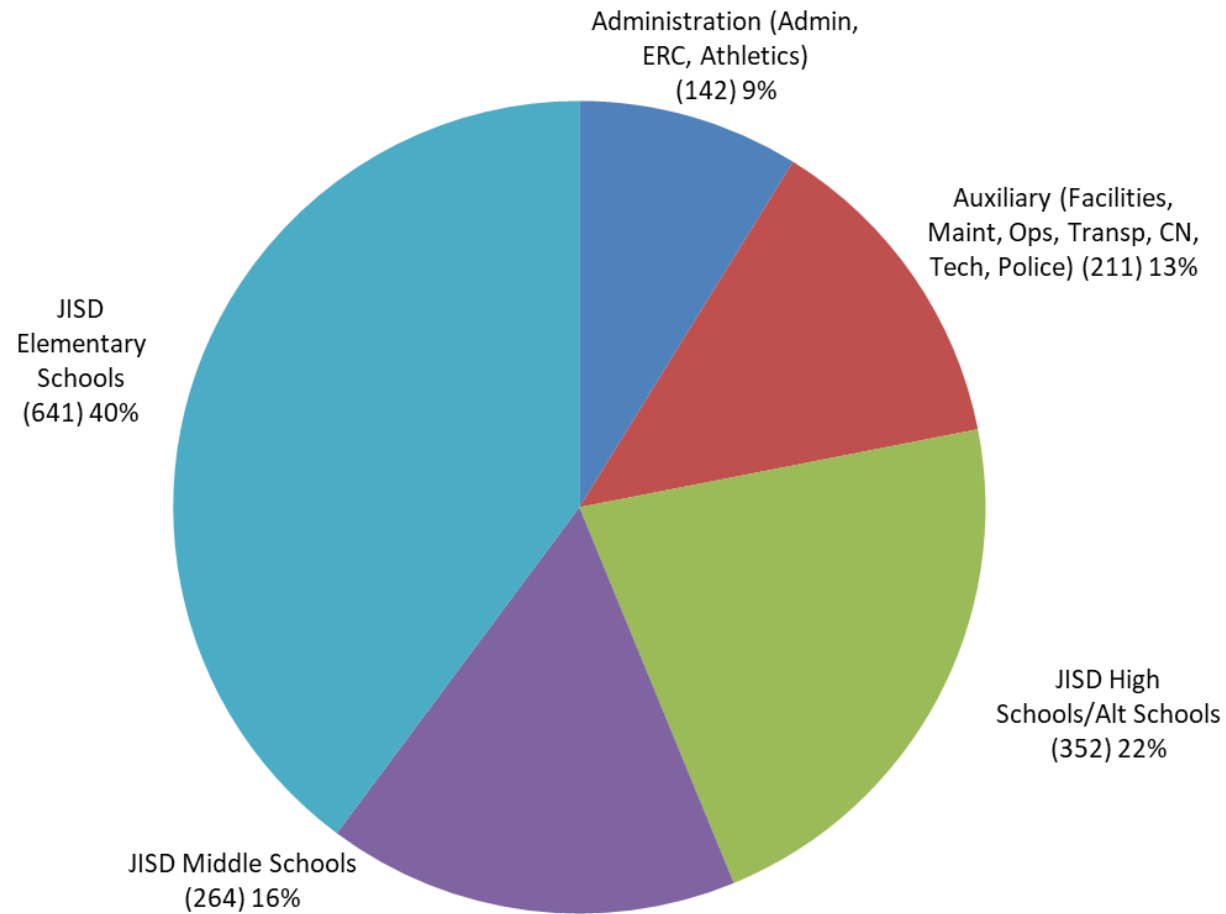
Demographics – job type



Demographics – time at Judson ISD



Demographics – work location



Response Summaries

Factors in job satisfaction

Respectful treatment of employees

Work that is meaningful to me

Safe working conditions

Scale questions

**Strongly
Agree**

Agree

Disagree

**Strongly
Disagree**

Job satisfaction

95%

The work I do I
meaningful to me

66%

I would recommend this
district to a friend as a
good place to work

Job satisfaction



Overall decrease for this area for compared to the past two years

Working conditions

81%

Feel secure in
employment at the
district

60%

Workload is appropriate
for position

Working conditions



Feel secure in employment
at the district

Relationship with coworkers

90%

I like the people I work with

83%

I can depend on my coworkers

Relationship with campus principal

80%

Allowed to make decisions within scope of authority

47%

Received recognition or praise in the last 2 weeks from campus principal

Relationship with campus principal

6

points

Recognition from campus principal in the last 2 weeks

10

points

Discussed progress during this school year

Relationship with director/supervisor

82%

Allowed to make decisions within scope of authority

54%

Received recognition or praise in last 2 weeks from director/supervisor

Relationship with director/supervisor



Director/supervisor has talked to me about my progress during this school year

Relationship with superintendent

75%

Superintendent cares about students

45%

Can talk with the superintendent about concerns or questions

Relationship with the superintendent



- Superintendent cares about students
- Superintendent holds employees to high expectations
- Superintendent is visible on campuses and at district events

District cabinet

56%

District leadership team
acts in the best interest of
students

48%

Believe district leaders
value employees

District cabinet

13

points

District leadership team acts in the best interest of students

11

points

District leaders are honest and trustworthy

Board of Trustees

53%

Trustees act in the best interest of students

43%

Trustees are honest and trustworthy

Trustees value JISD employees

Compensation and benefits

77%

Benefits department provides appropriate assistance to employees

37%

Pay is fair for the work

Compensation and benefits



Pay is competitive with
surrounding districts

District communications

84%

District shares
important news

57%

Employees have a way
to express concerns

District communications



District recognizes
employee accomplishments

Campus Environment

81%

Principal treats me with respect

62%

I am proud of the performance of my campus

Campus environment



Proud of campus
performance

Curriculum and instruction

78%

Opportunity to collaborate with colleagues

37%

Satisfied with resources for teachers of special populations

Curriculum and instruction



Satisfied with resources for
teachers of special
populations

Student Discipline Support

61%

Principal provides leadership in behavioral standards

46%

Code of conduct consistently and fairly enforced

Student Discipline Support



All items increased

Department Response Summaries

Central office

93%

Staff is courteous and respectful

77%

Policies, forms, and information are easily accessible

Maintenance

94%

Staff is courteous and respectful

74%

Policies, forms, and information are easily accessible

Human resources

92%

Staff is courteous and respectful

78%

Policies, forms, and information are easily accessible

Athletics

94%

Staff is courteous and respectful

84%

Policies, forms, and information are easily accessible

Curriculum & instruction

88%

Staff is courteous and respectful

72%

Training/professional development is timely and appropriate for my teaching assignment

Technology

94%

I have access to reliable communication tools

77%

Maintenance and repairs are prompt and effective

Special education

83%

I know who to ask for help

65%

Training/professional development is timely and appropriate for my teaching assignment

Bilingual/ESL

94%

Staff is knowledgeable and helpful

71%

Training/professional development is timely and appropriate for my teaching assignment

Guidance & counseling

88%

Staff is knowledgeable and helpful

78%

Policies, forms, and information are easily accessible

Transportation

87%

Staff is courteous and respectful

52%

The transportation registration process is efficient and easy to navigate

Transportation



Regular bus routes run on schedule



Buses are available when needed for field trips

Child nutrition

95%

I know who to ask for help

73%

There are adequate food selections that are appealing and nutritious

Child nutrition



All items increased

Child nutrition

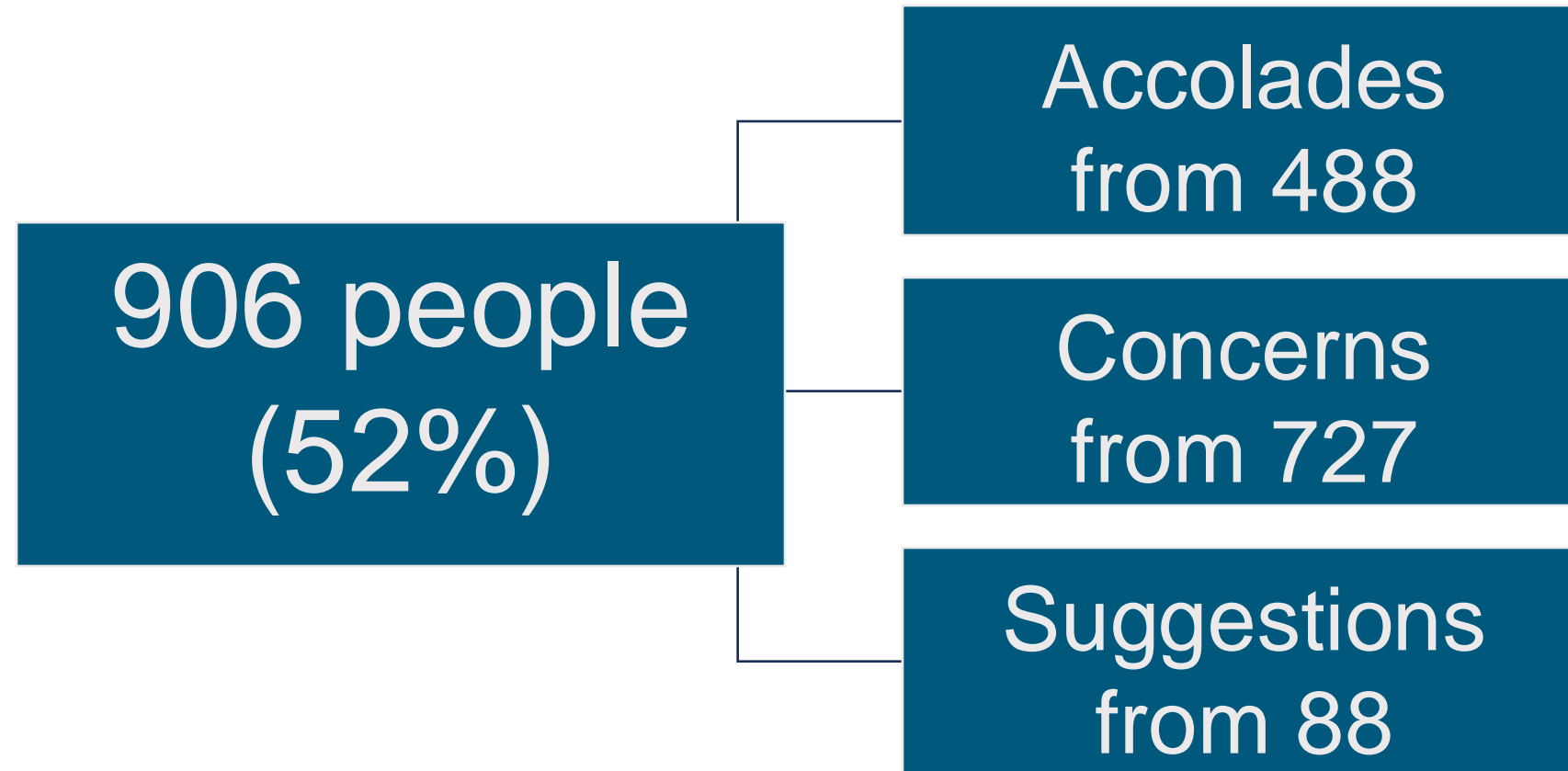


Policies, forms, and information are easily accessible



I know who to ask for help

Comments & suggestions



What next?

- Dig deeper
- Connect to goals
- Set new goals
- Check back



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