

Faculty and Staff Survey Mid-Year 2016 (67% Response Rate)

Tuesday, March 15, 2016

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767

Total Responses

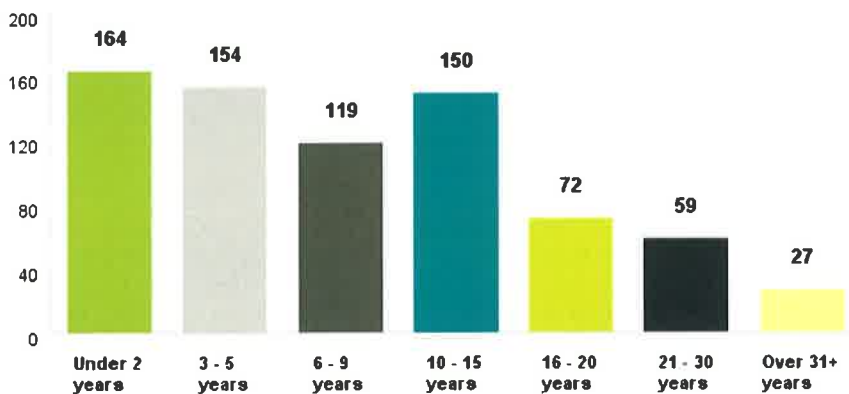
Date Created: Monday, November 23, 2015

Complete Responses: 706

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Q1: Length of service with CCPS

Answered: 745 Skipped: 22



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Q1: Length of service with CCPS

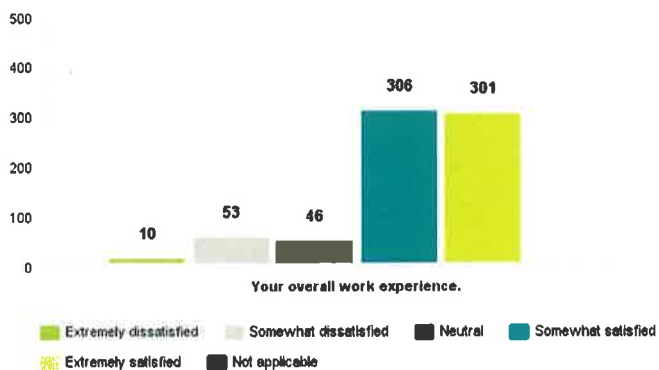
Answered: 745 Skipped: 22

Answer Choices	Responses	Count
Under 2 years	22.01%	164
3 - 5 years	20.67%	154
6 - 9 years	15.97%	119
10 - 15 years	20.13%	150
16 - 20 years	9.66%	72
21 - 30 years	7.92%	59
Over 31+ years	3.62%	27
Total		745

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Q2: Overall Experience

Answered: 716 Skipped: 51



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Q2: Overall Experience

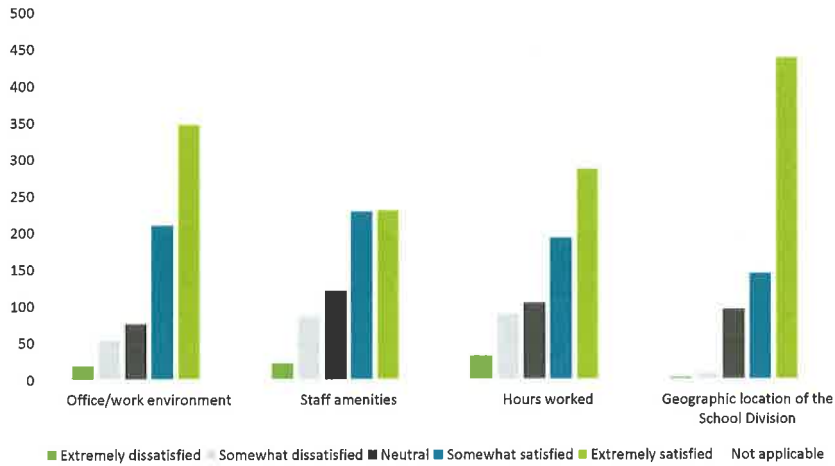
Answered: 716 Skipped: 51

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Not applicable	Total	Weighted Average
Your overall work experience.	1.40%	7.40%	6.42%	42.74%	42.04%	0.00%	716	4.17
	10	53	46	306	301	0		

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Q3: Work Environment

Answered: 715 Skipped: 52



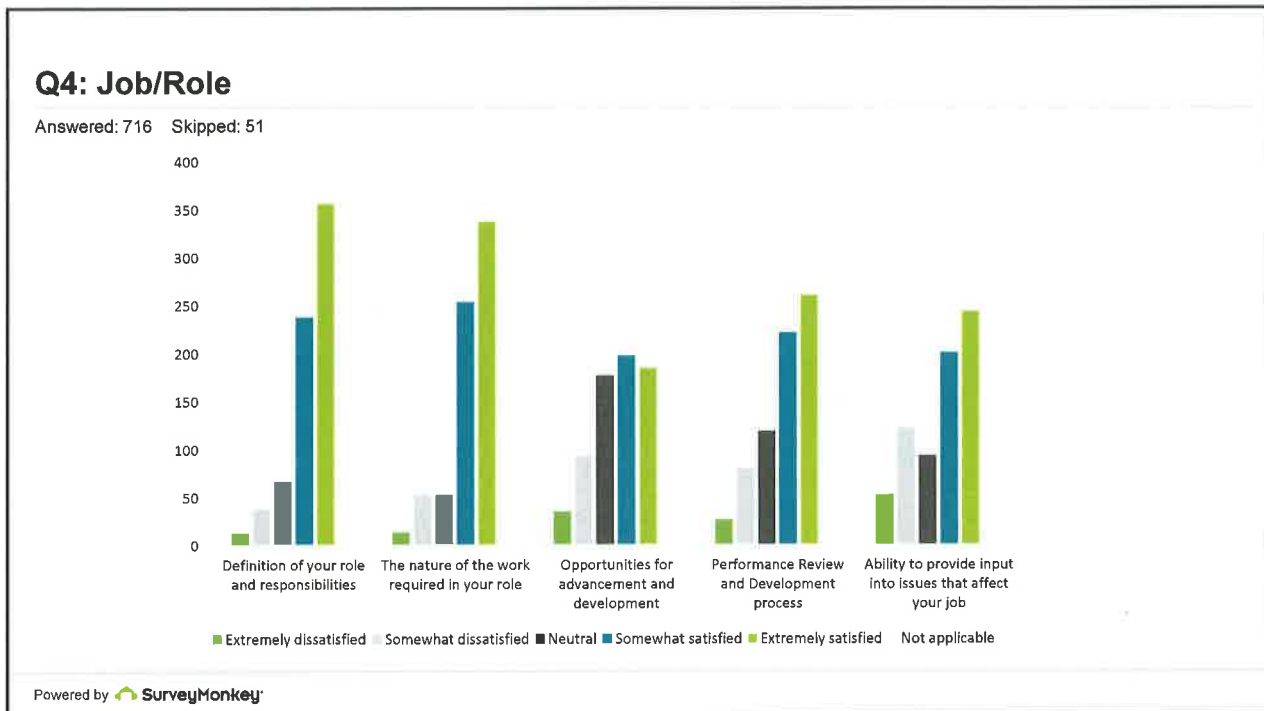
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Q3: Work Environment

Answered: 715 Skipped: 52

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Not applicable	Total	Weighted Average
Office/work environment	2.68% 19	7.62% 54	10.58% 75	29.82% 210	49.08% 348	0.42% 3	709	4.16
Staff Amenities	3.14% 22	12.29% 86	17.29% 121	32.71% 229	33.00% 231	1.57% 11	700	3.85
Hours Worked	4.53% 32	12.61% 89	14.73% 104	27.34% 193	40.65% 287	0.14% 1	706	3.87
Geographic location of the School Division	0.42% 3	1.13% 8	13.44% 95	20.37% 144	62.09% 439	2.55% 18	707	4.50

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Q4: Job/Role

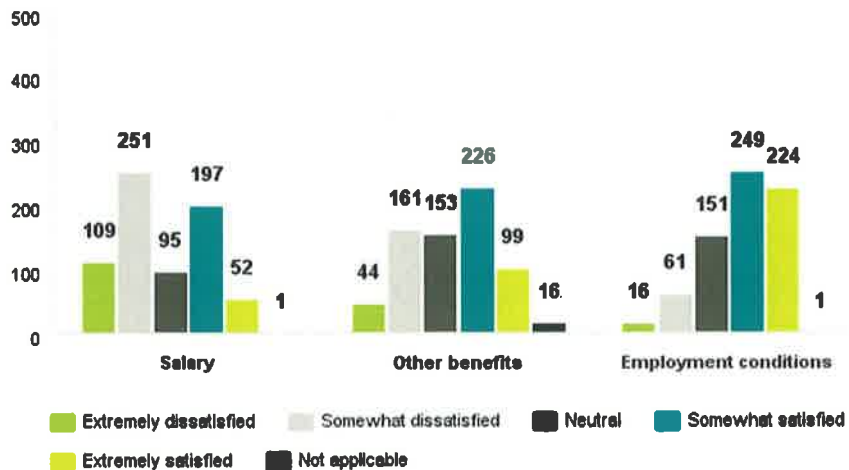
Answered: 716 Skipped: 51

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Not applicable	Total	Weighted Average
Definition of your role and responsibilities	1.83% 13	5.34% 38	9.27% 66	33.43% 238	50.14% 357	0.00% 0	712	4.25
The nature of the work required in your role	1.83% 13	7.45% 53	7.31% 52	35.72% 254	47.54% 336	0.14% 1	711	4.20
Opportunities for advancement and development	4.92% 35	13.06% 93	24.86% 177	27.81% 198	25.98% 185	3.37% 24	712	3.67
Performance Review and Development process	3.65% 26	11.22% 80	16.69% 119	31.14% 222	36.61% 261	0.70% 5	713	3.88
Ability to provide input into issues that affect your job	7.28% 52	17.09% 122	13.03% 93	28.15% 201	34.17% 244	0.28% 2	714	3.66

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Q5: Terms & Conditions

Answered: 706 Skipped: 61



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Q5: Terms & Conditions

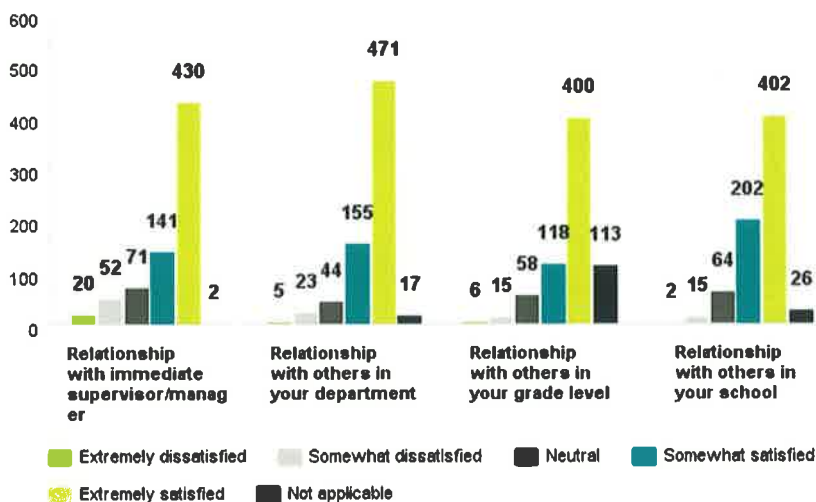
Answered: 706 Skipped: 61

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Not applicable	Total	Weighted Average
Salary	15.46% 109	35.60% 251	13.48% 95	27.94% 197	7.38% 52	0.14% 1	705	2.77
Other benefits	6.29% 44	23.03% 161	21.89% 153	32.33% 226	14.16% 99	2.29% 16	699	3.32
Employment conditions	2.28% 16	8.69% 61	21.51% 151	35.47% 249	31.91% 224	0.14% 1	702	3.86

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Q6: Interpersonal Relationships

Answered: 717 Skipped: 50



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Q6: Interpersonal Relationships

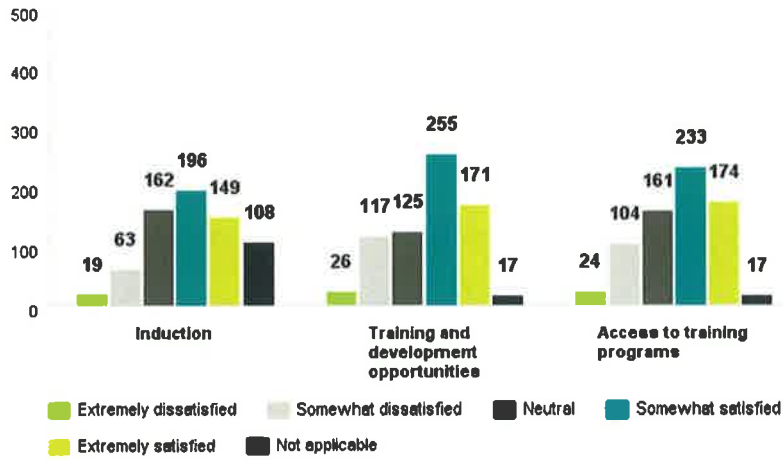
Answered: 717 Skipped: 50

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Not applicable	Total	Weighted Average
Relationship with immediate supervisor/manager	2.79% 20	7.26% 52	9.92% 71	19.69% 141	60.06% 430	0.28% 2	716	4.28
Relationship with others in your department	0.70% 5	3.22% 23	6.15% 44	21.68% 155	65.87% 471	2.38% 17	715	4.56
Relationship with others in your grade level	0.85% 6	2.11% 15	8.17% 58	16.62% 118	66.34% 400	16.92% 113	710	4.73
Relationship with others in your school	0.28% 2	2.11% 15	9.00% 64	28.41% 202	56.54% 402	3.66% 26	711	4.50

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Q7: Training & Development

Answered: 713 Skipped: 54



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Q7: Training & Development

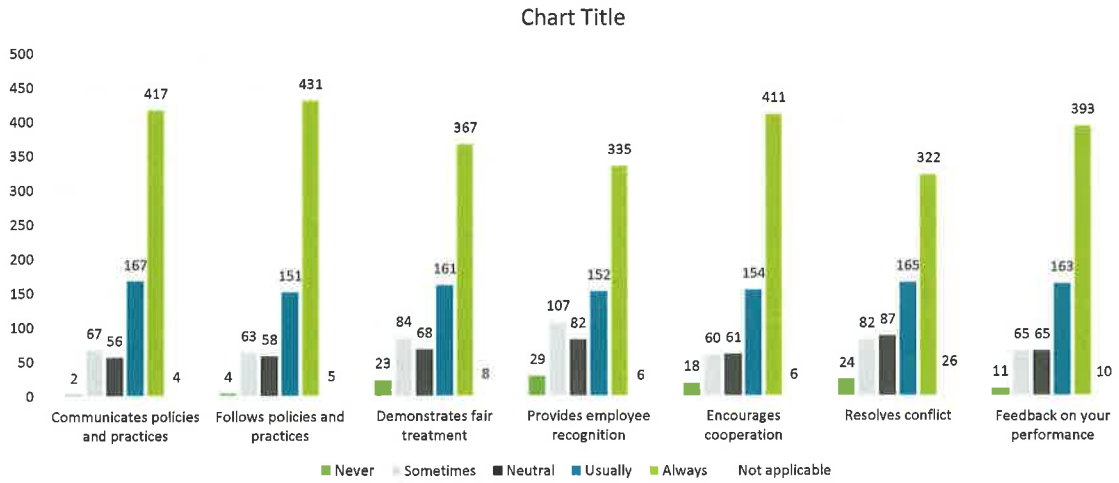
Answered: 713 Skipped: 54

	Extremely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Extremely satisfied	Not applicable	Total	Weighted Average
Induction	2.73% 19	9.04% 63	23.24% 162	28.12% 196	21.38% 149	15.49% 108	697	4.03
Training and development opportunities	3.66% 26	16.46% 117	17.58% 125	35.86% 255	24.05% 171	2.39% 17	711	3.67
Access to training programs	3.37% 24	14.59% 104	22.58% 161	32.68% 233	24.40% 174	2.38% 17	713	3.67

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Q8: Management: Supervisor/Principal

Answered: 716 Skipped: 51



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Q8: Management: Supervisor/Principal

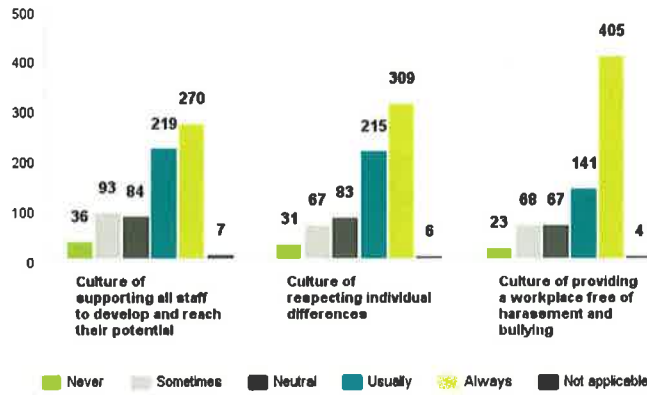
Answered: 716 Skipped: 51

	Never	Sometimes	Neutral	Usually	Always	Not applicable	Total	Weighted Average
Communicates policies and practices	0.28%	9.40%	7.85%	23.42%	58.49%	0.56%	713	4.32
Follows policies and practices	0.56%	8.85%	8.15%	21.21%	60.53%	0.70%	712	4.34
Demonstrates fair treatment	3.23%	11.81%	9.56%	22.64%	51.62%	1.13%	711	4.11
Provides employee recognition	4.08%	15.05%	11.53%	21.38%	47.12%	0.84%	711	3.95
Encourages cooperation	2.54%	8.45%	8.59%	21.69%	57.89%	0.85%	710	4.26
Resolves conflict	3.40%	11.61%	12.32%	23.37%	45.61%	3.68%	706	4.07
Feedback on your performance	1.56%	9.19%	9.19%	23.08%	55.59%	1.41%	707	4.26

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Q9: Workplace Culture

Answered: 711 Skipped: 56



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Q9: Workplace Culture

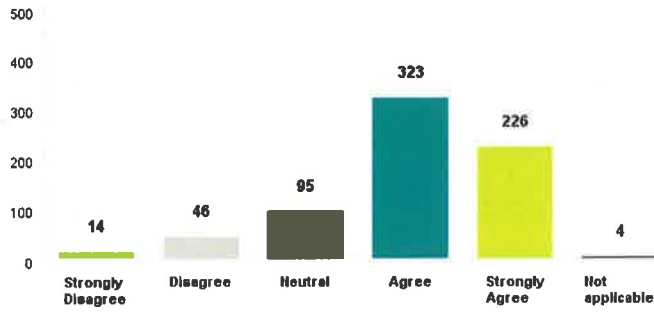
Answered: 711 Skipped: 56

	Never	Sometimes	Neutral	Usually	Always	Not applicable	Total	Weighted Average
Culture of supporting all staff to develop and reach their potential	5.08% 36	13.12% 93	11.85% 84	30.89% 219	38.08% 270	0.99% 7	709	3.87
Culture of respecting individual differences	4.36% 31	9.42% 67	11.67% 83	30.24% 215	43.46% 309	0.84% 6	711	4.02
Culture of providing a workplace free of harassment and bullying	3.25% 23	9.60% 68	9.46% 67	19.92% 141	57.20% 405	0.56% 4	708	4.20

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Q10: In my school/department, employees adapt quickly to difficult situations

Answered: 708 Skipped: 59



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Q10: In my school/department, employees adapt quickly to difficult situations

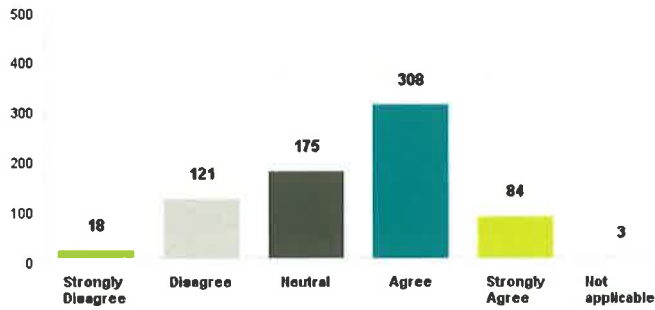
Answered: 708 Skipped: 59

Answer Choices	Response	Count
Strongly Disagree	1.98%	14
Disagree	6.50%	46
Neutral	13.42%	95
Agree	46.82%	323
Strongly Agree	31.92%	226
Not applicable	0.56%	4
Total		708

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Q11: In my school/department, employees willingly accept change

Answered: 709 Skipped: 58



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Q11: In my school/department, employees willingly accept change

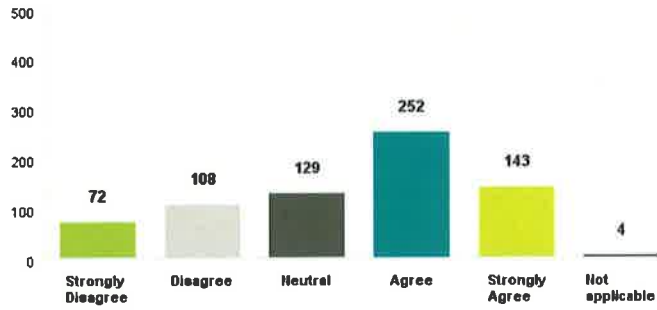
Answered: 709 Skipped: 58

Answer Choices	Percentage	Responses
Strongly Disagree	2.54%	18
Disagree	17.07%	121
Neutral	24.68%	175
Agree	43.44%	308
Strongly Agree	11.85%	84
Not applicable	0.42%	3
Total		709

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Q12: The morale in my school/department is acceptable

Answered: 708 Skipped: 59



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Q12: The morale in my school/department is acceptable

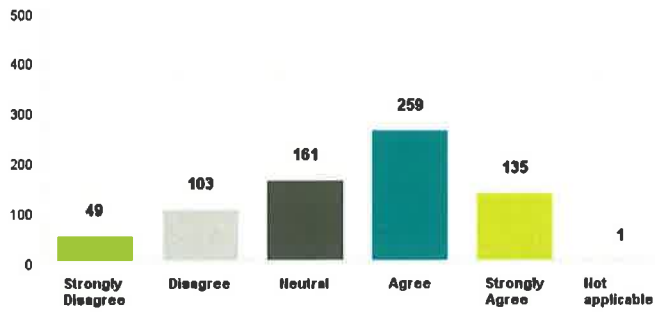
Answered: 708 Skipped: 59

Answer Choices	Percentage	Response
Strongly Disagree	10.17%	72
Disagree	15.25%	108
Neutral	18.22%	129
Agree	35.58%	252
Strongly Agree	20.20%	143
Not applicable	0.56%	4
Total		708

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Q13: You feel recognized for your efforts

Answered: 708 Skipped: 59



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Q13: You feel recognized for your efforts

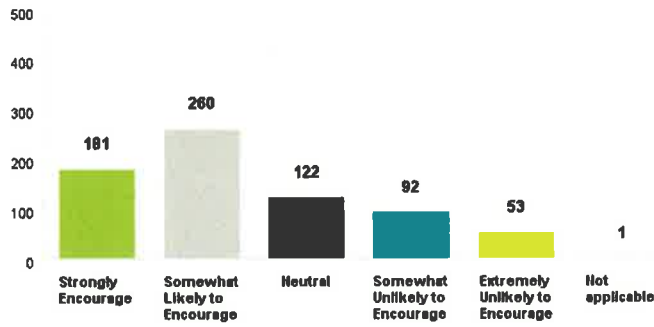
Answered: 708 Skipped: 59

Answer Choices	Response	Count
Strongly Disagree	6.92%	49
Disagree	14.55%	103
Neutral	22.74%	161
Agree	36.50%	259
Strongly Agree	19.07%	135
Not applicable	0.14%	1
Total		708

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Q14: How likely would you be to encourage a friend or colleague to apply for a position with CCPS?

Answered: 709 Skipped: 58



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Q14: How likely would you be to encourage a friend or colleague to apply for a position with CCPS?

Answered: 709 Skipped: 58

Answer Choices	Responses	Count
Strongly Encourage	25.53%	181
Somewhat Likely to Encourage	36.67%	260
Neutral	17.21%	122
Somewhat Unlikely to Encourage	12.98%	92
Extremely Unlikely to Encourage	7.48%	53
Not applicable	0.14%	1
Total		709

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