



Argyle ISD 2010 Employee Survey Results

Raymond Turco & Associates
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Survey Methodology

- * 174 campus-based and **22 non campus -based respondents**. Total completion rate of 88% (196 out of 223 possible respondents)
- * Questionnaires designed for both subsets and both surveys were entirely web-based
- * Announcement emails sent out 2-1-10. Surveys were collected through 2-15-07. Several notices distributed through the two-week period.



Respondent Profile -- Campus-Based

- * Gender - 16% male - 84% female
- * Professions – teachers (60%); paraprofessional (17%); counselor, librarian, principal, and assistant principal (each 2%); other (15%)
- * Employment – 31% under 3 years; 46% 4-10 years; 23% over 10 years
- * District residency – 36% yes
- * Age – 20% under 35; 68% 36 – 55; 12% 55+
- * Ethnicity – 95% Caucasian; 5% Others



Respondent Profile -- Non Campus-Based

- * Gender - 43% male - 57% female
- * Professions – central office administration (23%), transportation, maintenance, and central office staff (each 18%), technology and other (both 9%)
- * Employment – 45% under 3 years; 36% 4-10 years; 18% over 10 years
- * District residency – 50% yes
- * Age – 10% under 35; 59% 36 – 55; 32% 55+
- * Ethnicity - 82% Caucasian; 18% Hispanic



Defining The Respondent Base

CAMPUS-BASED

- * Teachers – 104
- * Paraprofessionals – 29
- * Other – 26
- * Principals and librarians – 4 each
- * Counselor – 3
- * Asst. principal - 2



NON CAMPUS-BASED

- * Central office adm. - 5
- * Transportation, maintenance , and central office staff – 4 each
- * Technology and other – 2 each
- * Paraprofessional - 1

Understanding And Utilizing Ratios

- * Ratios are calculated in the following manner:
 - * Total positive responses divided into total negative responses but removing the no opinion comments
 - * Example: (52% very satisfied + 44% satisfied) divided by (2% dissatisfied + 1% very dissatisfied) = 32.0:1
 - * Results – You will get 32 positive comments before you get one critical opinion
- * Ratios can be both positive and negative, depending on which response is the largest



Satisfaction With Quality Of Argyle ISD (Campus and **Non Campus**)

- * Very satisfied – (55% & **59%**)
- * Satisfied – (45% & **27%**)
- * Dissatisfied – (1% & **5%**)
- * Very dissatisfied – (0% & **9%**)
- * Overall satisfaction ratio – (100.1:1 & **6.1:1**)
- * Campus based intensity range – 100% (assistant principal) to 25% (librarian)
- * **Non-Campus based intensity range – 100% (technology) to 40% (transportation)**



Satisfaction Ratios By Campus

- * Hilltop Elementary – 49.0:1 (64% very satisfied)
- * Argyle Intermediate 100.0:1 (33% very satisfied)
- * Argyle Middle – 100.0:1 (51% very satisfied)
- * Argyle High – 100.0:1 (55% very satisfied)
- * **Business – 100.0:1 (57% very satisfied)**
- * **Maintenance – 4.0:1 (80% very satisfied)**
- * **Transportation – 4.0:1 (40% very satisfied)**
- * **Technology – 100.0:1 (100% satisfied)**



Quality Of Education Improvement Rating

- ★ Improved - (78% & 76%)
- ★ Same – (20% & 19%)
- ★ Worse – (1% & 5%)
- ★ Campus-based improved range – 100%
(Counselors, principals, assistants, and librarians)
to 55% (paraprofessional)
- ★ Non Campus-based intensity range – 100%
(maintenance, technology, and central office adm.)
to 33% (transportation)



Most Critical Problem Facing School District

ISSUE	CAMPUS	NON CAMPUS
Growth/adjusting/accomodating	18%	54%
Drugs/alcohol	3%	15%
Teacher-related – morale/communicate/support	32%	15%
Class size/overcrowding	13%	8%
Technology/lack of computers	0%	10%



Comparing AISD Schools To Other Denton Area Schools Or ISD's

- ★ Better than average - (86% & 73%)
- ★ Average – (14% & 27%)
- ★ Campus-based better range – 100% (counselors, principal and assistants and librarians) to 76% (paraprofessional)
- ★ Non Campus-based intensity range – 71% (technology and central office administration and staff) to 50% (maintenance)



Frequency Of Visiting School District Web Site

- ★ Daily - (44% & 50%)
- ★ Weekly – (44% & 35%)
- ★ Monthly – (11% & 10%)
- ★ Never – (2% & 5%)
- ★ Aspects of web site:
 - Information content – (34% & 65% very satisfied)
 - Ease to access staff information – (34% & 42%)
 - Information to help do job better – (16% & 53%)



Level Of Confidence With Various Subjects

Subject	CAMPUS	NON CAMPUS
Central admin.	96%-3%, 32.0:1	89%-11%, 8.1:1
Campus admin.	86%-14%, 6.1:1	90%-11%, 8.2:1
Current School Board	94%-6%, 15.7:1	94%-6%, 15.7:1
The safety of students in school	95%-5%, 19.0:1	100%-0%, 100.0:1



Attitudes With Work Environment Among Campus-Based Employees

HIGHEST RATED BY RATIO

- ★ The district supports my professional development – 98%-2%, 49.0:1 (47% strongly agree)
- ★ I would recommend the Argyle ISD to others as a place to work – 96%-4%, 24.0:1 (47%)
- ★ District goals are clearly defined and communicated - 92%-8%, 11.5:1 (27%)
- ★ My supervisor gives me the support I need to get my job done – 90%-10%, 9.0:1 (50%)



Attitudes With Work Environment Among Campus-Based Employees

LOWEST RATED BY RATIO

- ★ My opportunity for advancement in this school district is good – 69%-31%, 2.2:1 (14% strongly agree)
- ★ I understand the district's procedure for filing a complaint – 71%-29%, 2.4:1 (15%)
- ★ I do not have to go through a lot of “red tape” to get things done at work – 76%-24%, 3.2:1 (24%)



Attitudes With Work Environment Among Non Campus-Based Employees

HIGHEST RATED BY RATIO

- ★ I would recommend the Argyle ISD to others as a place to work – 100%-0%, 100.0:1 (56% strongly agree)
- ★ My department/campus is better this year than last year – 95%-5%, 19.0:1 (53%)
- ★ I do not have to go through a lot of “red tape” to get things done at work – 95%-5%, 19.0:1 (53%)
- ★ My supervisor usually gives me a “pat on the back” when I do a good job and my supervisor helps people grow in their jobs – both 94%-6%, 15.7:1 (65% and 56%)



Attitudes With Work Environment Among Non Campus-Based Employees

LOWEST RATED BY RATIO

- ★ The district provides an adequate orientation and training program for incoming employees – 75%-25%, 3.0:1 (19% strongly agree)
- ★ I understand the district's procedure for filing a complaint – 83%-18%, 4.6:1 (24%)
- ★ I believe the district values all employees – 84%-16%, 5.3:1 (42%)



Statement Comparisons: Differences In Rankings

- District goals are clearly defined and communicated (3rd of campus, to 10th of non campus)
- District supports professional development (1st of campus, to 9th of non campus)
- Department/campus better this year than last (2nd of non campus, to 12th of campus)
- Don't have to go through a lot of "red tape) to get things done (3rd of non campus, to 14th of campus)



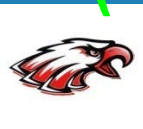
Satisfaction With Student Services Among Campus-Based Employees

- ★ Girls athletics - 99%-1%, 99.0:1 (28% intensity)
- ★ Advanced academics, specifically A.P. – 98%-1%, 98.0:1 (40%)
- ★ Boys athletics - 98%-3%, 32.7:1 (28%)
- ★ Math instruction – 97%-3%, 32.3:1 (43%)
- ★ Health services – 94%-4%, 24.0:1 (28%)
- ★ Least positive about Guidance and Counseling (67%-33% 2.0:1), ESL (69%-31%, 2.2:1), and career and technology (71%-29%, 2.4:1)



Satisfaction With Student Services Among Non Campus-Based Employees

- ★ Reading, Math, Science, Social Studies, Special Education, ESL, Gifted/Talented, Advanced Academics, specifically Pre A.P., A.P., and Dual Credit, Fine Arts, Dyslexia Program, Boys athletics, and library media services – all 100%-0%, 100.0:1; highest intensity ratings for Boys athletics and library media services (both 78%)
- ★ Least positive about Guidance and Counseling (77%-22%, 3.5:1) and career and technology (78%-13%, 6.8:1)



Satisfaction With District Goals Campus-Based & Non Campus-Based Employees

- ★ Focus on student achievement in the areas of academics, athletics, and fine arts - 98%-3%, 32.7:1 (100%-0%, 100.0:1)
- ★ Focus on parental involvement and community awareness and support – 96%-3%, 32.0:1 (93%-7%, 13.3:1)
- ★ Identify, hire, and retain exemplary employees – 88%-11%, 8.0:1 (100%-0%, 100.0:1)
- ★ Focus on operational excellence through well defined procedures and policies – 86%-13%. 6.6:1 (94%-6%, 15.7:1)
- ★ Focus on fiscal accountability – 94%-6%, 15.7:1 (100%-0%, 100.0:1)



Attitudes Regarding Experiences With Other Departments Among Campus-Based Employees

- ★ I report workplace hazards to my supervisor promptly – 98%-2%, 49.0:1
- ★ The business office staff provide accurate and timely feedback in response to my questions – 98%-3%, 32.7:1
- ★ The business office staff demonstrate effective knowledge of benefit policies – 95%-5%, 19.0:1
- ★ I understand the district's purchasing procedures – 90%-10%, 9.0:1
- ★ Least positive that the district's technology staff is well utilized (62%-38%, 1.6:1) and I receive prompt and courteous service from the technology department (63%-36%, 1.8:1); other two technology statements received ratios of 1.9:1



Attitudes Regarding Experiences With Other Departments Among Non Campus-Based Employees

- * I report workplace hazards to my supervisor promptly, I am satisfied with the support I receive from the technology department, I receive prompt and courteous service from the technology department, and the technology department is service-oriented - each 100%-0%, 100.0:1
- * Intensity ratings highest for reporting workplace hazards (74%) and business office staff demonstrates effective knowledge of benefit policies (67%)
- * Least positive about understanding the district's purchasing procedures (88%-12%, 7.3:1) and district's technology staff is well utilized and business office staff demonstrates effective knowledge of benefit policies (both 94%-7%, 13.4:1)



Satisfaction With Support From Central Administration Departments Among Campus Based Employees

- ★ Business Office – 99%-2%, 49.5:1
- ★ Superintendent's Office – 97%-3%, 32.3:1
- ★ Curriculum/Instruction - 96%-4%, 24.0:1
- ★ Transportation – 96%-5%, 19.2:1
- ★ Least satisfied with Technology (68%-32%, 2.1:1) and Child Nutrition (80%-19%, 4.2:1)



Satisfaction With Support From Central Administration Departments Among Non Campus Based Employees

- ★ Superintendent's Office, Business Office, Curriculum/Instruction, Technology, and Child Nutrition – each 100%-0%, 100.0:1
- ★ Intensity ratings highest for Superintendent's Office (75%), Business Office (69%), and Child Nutrition (67%); lowest for Technology (40%)
- ★ Least satisfied with Maintenance and Transportation (both 95%-5%, 19.0:1)



Service Or Tool To Provide To Perform Job Better

ISSUE	CAMPUS	NON-CAMPUS
Computers/laptops – reliable internet	25%	22%
Technology support/ more staff/training	16%	11%
Improved morale	13%	22%
Staff development	12%	22%



Attitudes Regarding Experiences Within Own Work Environment Among Campus-Based Employees

- * Annual standardized tests results are an important part of program evaluation and results of annual standardized tests are systematically reviewed by all parties – both 98%-2%, 49.0:1
- * Teachers frequently use a variety of methods to evaluate student progress – 97%-3%, 32.3:1
- * Throughout the school, there is a “push” for academic achievement, staff members support, respect, and generally care about each other, and students in this district are assigned enough homework - each 96%-4%, 24.0:1
- * Least positive that students feel responsible for their learning and school work (78%-21%, 3.8:1) and dress code is effectively enforced (80%-20%, 4.0:1)



Attitudes Regarding Experiences Within Own Work Environment Among Non Campus-Based Employees

- * There is a school-wide commitment to assessment and accountability, I believe that the standardized dress/dress code policy enhances the learning process, decisions and actions, at all levels, focus on and support effective student learning, and I support the district's energy conservation efforts – each 100%-0%, 100.0:1
- * Least positive that administration here won't tolerate poor staff performance (82%-18%, 4.6:1), staff members support, respect, and generally care for each other (89%-12%, 7.4:1), and staff feel that communication lines with administration are open (88%-11%, 8.0:1)



Attitudes Regarding Experiences With Workers In Other Departments Among Campus-Based Employees

- ★ Bus drivers demonstrate courteous and safe driving skills - 97%-3%, 32.3:1
- ★ The cafeteria staff are pleasant, helpful, and well-groomed – 96%-4%, 24.0:1
- ★ The transportation department provides on-time delivery and pick-up at my campus and I support the district's energy conservation efforts – both 95%-5%, 19.0:1
- ★ Least positive with being satisfied with integration of technology software and hardware tools into curriculum that is provided – 68%-32%, 2.1:1





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