



PRIOR LAKE-SAVAGE  
AREA SCHOOLS

## ISD 719 Educational Support Staff (ESS) Satisfaction Survey

### Introduction

**Thank you for participating in our survey. Your feedback is an important part of our continuous improvement efforts! Your responses will help us identify our strengths and set goals for areas in need of improvement. Thank you for taking the time to help us improve!**

1. I work at (check all that apply):

- ☐ Edgewood School: La ola del lago
- ☐ Edgewood School: Early Childhood/ECFE or off-site location
- ☐ Five Hawks Elementary
- ☐ Glendale Elementary
- ☐ Grainwood Elementary
- ☐ Jeffers Pond Elementary
- ☐ Redtail Ridge Elementary
- ☐ WestWood Elementary/SAGE
- ☐ Hidden Oaks Middle School
- ☐ Twin Oaks Middle School
- ☐ Prior Lake High School
- ☐ Bridges Area Learning Center
- ☐ District Services Center

2. My primary job duties fall under one of the following

- ☐ School Level ESS-supervised by school administrators (i.e. SPED paraprofessionals, media support, secretaries, campus supervisors, noon supervisors, activities, etc.)
- ☐ District Level ESS-supervised by District Services Center administrators (coordinators, directors, executive directors, superintendent)
- ☐ Child Nutrition Services
- ☐ Custodial/Maintenance/Operations
- ☐ Early Childhood/ECFE
- ☐ Community Education/Kids' Company

Sample



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**Work/School Environment**

3. Please answer the following questions regarding your physical work environment:

	Strongly Agree	Agree	Disagree	Strongly Disagree
My building is safe and secure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The building in which I work is clean and well-maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:



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**Work/School Culture**

4. Please rate the following questions regarding your work/school culture.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am respected and feel a part of the building(s)/department(s) in which I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in an environment that respects diversity and is discrimination-free.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in a building(s)/department(s) with high expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a high-functioning collaborative working relationship with my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in an environment that supports innovative ideas and practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to be associated with PLSAS and its brand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:



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### Leadership/Supervisor

5. Please answer the following questions regarding your supervisor:

	Strongly Agree	Agree	Disagree	Strongly Disagree
My supervisor promotes a district-aligned mission, vision, and strategic plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor works with staff to plan and execute continuous improvement processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is visible and accessible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor involves me in decisions that impact my job and is open to suggestions and feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor listens and follows through when I express concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor communicates in a professional and timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides me clear expectations of how I should measure the quality of my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor helps to resolve student behavior issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor shows appreciation for staff members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:



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### District Leadership & Support

6. Please answer the following question regarding the District Department of Curriculum, Instruction, Assessment and Technology (CIA-T).

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
The District Curriculum, Instruction, Assessment and Technology (CIA-T) department responds to my communications in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The District Curriculum, Instruction, Assessment and Technology (CIA-T) department keeps me informed about trends, research and standards in curriculum, assessment, instruction and technology related to my subject area/grade level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the District Department of Curriculum, Instruction, Assessment and Technology (CIA-T).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

7. Please answer the following question about the District Technology Department:

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
The District Technology Department supports me in accomplishing my goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The District Technology Department provides a high level of customer service that meets the needs of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the District Technology Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

8. Please answer the following question regarding Student Support Services (includes Special Education, Intervention, English Language Learner, and Gifted/Talented services).

Strongly  
Agree   Agree   Disagree   Strongly  
Disagree   Not  
Applicable

Overall, I am satisfied with the Student Support Services Department.

☐ ☐ ☐ ☐ ☐

Comments:

9. Please answer the following questions about communications:

Strongly  
Agree   Agree   Disagree   Strongly  
Disagree

I am informed about important school-level dates, activities, events and information.

☐ ☐ ☐ ☐

I am informed about important district-level dates, activities, events and information.

☐ ☐ ☐ ☐

Comments:

10. Please indicate your preferred methods of communication:

Email   Printed  
Information   School  
Newsletter   District  
Newsletter   Webpage   Social Media

My preferred method of  
school-level  
communication is:

☐ ☐ ☐ ☐ ☐ ☐

My preferred method of  
district-level  
communication is:

☐ ☐ ☐ ☐ ☐ ☐

Other:

11. Please answer the following questions regarding Human Resources:

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
The Human Resources Department provides timely service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Human Resources Department provides accurate and useful information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Human Resources Department provides a high level of customer service which meets the needs of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the Human Resources Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

12. Please answer the following questions regarding Business Services (*payroll, accounts payable*):

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
Business Services provides timely services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Services provides accurate information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Services provides meaningful and useful information.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Business Services department provides a high level of customer service that meets the needs of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the Business Services Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:



13. Please answer the following questions regarding Child Nutrition:

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
Child Nutrition strives to improve the nutritional value of food served.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I encourage students to eat breakfast and/or lunch at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child Nutrition provides a high level of customer service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to help potentially eligible students access the Federally funded free and reduced price lunch program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the Child Nutrition Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

Sample



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**District Leadership**

14. Please answer the following questions about the Superintendent:

	Strongly Agree	Agree	Disagree	Strongly Disagree
The Superintendent is visible and accessible in the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Superintendent works collaboratively with staff, families and community members to promote and support the mission and goals of the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Superintendent creates an atmosphere of trust and mutual respect with staff and community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Superintendent models professionalism and integrity in all interactions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the Superintendent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

15. Please answer the following questions about the School Board:

	Strongly Agree	Agree	Disagree	Strongly Disagree
The School Board provides the vision and mission necessary to meet the needs of students in our community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The School Board aligns the resources of the district to the goals they hope to achieve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The School Board encourages community and staff collaboration in the direction of the school district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with the School Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

Sample