

Employee Opinion Survey - Comments



McAllen Independent School District

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Table of Contents

COMMENTS.....	1
Accolades and Complaints	1
Suggestions	3

COMMENTS

Additional comments were provided by 290 people, which represents nearly 17 percent of survey respondents. These comments represent a small subset of respondents. As such, the district should consider these in light of results from related questions presented earlier in this report.

Accolades and Complaints

Recurring themes by order of frequency are summarized below. Only topics with more than one comment are included. An individual participant may comment on multiple areas and will be included in the count for each unique topic.

Topic of Comment		Count
Complaint	Base pay is low or not competitive	54
Accolade	Overall, the district is a good place to work	31
Accolade	Supervisor is a strong leader	30
Accolade	Campus or team works well and fosters good relationships	29
Complaint	Campus or team has a poor culture or low morale	24
Accolade	Campus or team has good culture or morale	23
Accolade	Love the community or parents	23
Accolade	Love the work itself	22
Complaint	Student discipline is unfair/inconsistent	20
Complaint	Supervisor has poor communication skills	20
Complaint	Campus or team has insufficient staffing/poor distribution of work	19
Complaint	Supervisor is a poor leader	18
Accolade	Campus or team is supportive	17
Complaint	Supervisor displays favoritism or nepotism	17
Complaint	Workload prohibits reasonable work/life balance	14
Complaint	Student discipline efforts are not supported by administrators	13
Complaint	Benefits are expensive or not competitive	11
Complaint	Facilities are not clean	11
Complaint	Supervisor is inaccessible/unavailable	11
Complaint	Campus or team is unsupportive	10
Complaint	District loses quality employees	9
Complaint	Facilities are poorly maintained/repared	9
Complaint	Facilities do not feel safe	9
Complaint	Professional development not useful for subject/area	8
Complaint	Special education lacks resources/support	8
Complaint	Supervisor is disrespectful/discourteous to others	8

Accolade	Supervisor is supportive	7
Complaint	Class sizes are too large	7
Complaint	Culture of bullying or retaliation	7
Complaint	Employees are not held to professional standards	7
Complaint	Supervisor micromanages his/her staff	7
Accolade	Base pay is sufficient/competitive	6
Complaint	Campus or team relationships are weak (poor teamwork or sense of belonging)	6
Complaint	Technology is out-of-date or not available	6
Complaint	Benchmarks from testing are not used appropriately	5
Complaint	Curriculum lacks cohesion among teachers of same class/subject	5
Complaint	Overall, the district is a challenging place to work	5
Accolade	Facilities feel safe	4
Complaint	Breaks are not given appropriately during workday	4
Complaint	Central administration does not appear to use budget wisely	4
Complaint	Central administration does not communicate well	4
Complaint	Professional development content/material is not helpful	4
Complaint	Scheduling of professional development/staff meetings is unreasonable	4
Complaint	Supervisor is unsupportive	4
Accolade	General accolade for the school board	3
Accolade	General accolade for the superintendent	3
Complaint	Central administration lacks connection to campuses	3
Complaint	District has poor employee culture or low morale	3
Complaint	General complaint about the school board	3
Complaint	Instructional materials and resources are insufficient	3
Complaint	Paperwork is excessive	3
Complaint	Supervisor is inexperienced/unknowledgeable in the role	3
Accolade	District has good employee culture or morale	2
Accolade	Supervisor is respectful/courteous to others	2
Complaint	Central administrators are unfair/not trustworthy	2
Complaint	Concerns about the employee survey	2
Complaint	General complaint about the superintendent	2
Complaint	New programs are not implemented well (too quickly, lack of communication)	2
Complaint	Professional development did not have relevant topics available	2

Suggestions

Additional opportunities for improvement suggested by respondents are summarized below.

Topic of Suggestion		Count
Curriculum & Instruction	Implement more planning time for teachers	4
Human Resources	Offer incentive to promote teacher retention	4
Pay & Benefits	Review and offer more stipends for teachers	3
Pay & Benefits	Incorporate more holidays/days off	3
Human Resources	Design a formal recognition of accomplishments	1
Student Discipline	Improve dress code for students	1