

Employee Opinion Survey-Instructional Aides

McAllen Independent School District

April 2, 2018

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Executive Summary

Background

The HR Services Division of the Texas Association of School Boards (TASB) conducted a survey of McAllen Independent School District (MISD) employees in February 2018 at the request of the district.

The purpose of the survey was to assess employee attitudes and level of satisfaction with their jobs and work conditions. Survey information may be used by district leaders to understand how respondents perceive specific issues and to reveal the general level of job satisfaction among employees. School districts benefit from an engaged workforce because highly engaged employees remain involved, passionate, and dedicated to their work, according to Gallup's "State of the American Workforce Report" (2013). The same report noted that organizations with more engaged employees also find themselves with lower absenteeism, lower turnover, and higher productivity.

TASB HR Services developed the survey in collaboration with McAllen ISD in 2013. TASB administered the survey from 2013 through 2015 and again 2017 and this year.

Most of the survey requested that employees respond to statements using a Likert-type scale. Some responses were combined for purposes of analysis. For example, throughout this report, "strongly agree" and "agree" responses were combined to indicate a positive response.

The survey included different categories of questions, organized by district strategic goals, to gather data about the following:

- Goal 1: Student Achievement/Student Focus
 - Curriculum and Instructional Support
 - Student Discipline Support
- Goal 2: People Development
 - District Communications
 - District Leadership (Superintendent, Board of Trustees)
 - Job Satisfaction
 - Relationship with Supervisor
 - Relationship with Coworkers
 - Campus Environment
- Goal 3: Facility Priorities
 - Working Conditions
- Goal 4: Financial Priorities
 - Compensation and Benefits

Demographics

McAllen ISD provided HR Services a list of employee e-mail addresses. At the time of survey launch there were 2,479 professional and instructional aide employees. HR Services sent an e-mail with a link to the survey to MISD staff requesting their participation. All employee responses were submitted directly to TASB. A total of 1,705 employees participated, yielding an overall response rate of 69 percent.

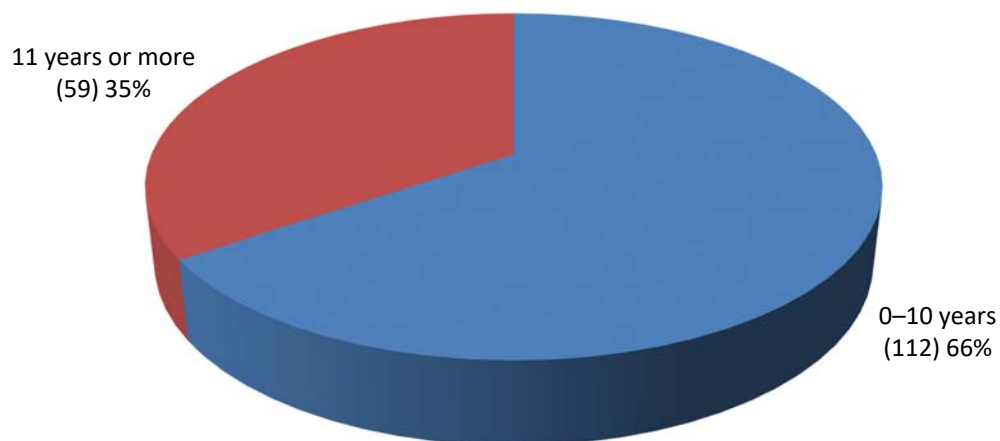
This year instructional aides were invited to participate in the survey. Of the 2,479 employees, 373 of them were instructional aides.

This report will only address the 180 participating instructional aides out of 373 total. This is a response rate of 48 percent. Only those questions that were shown to aides will be displayed in this report. For other survey items, please see the report of professionals.

Participation by Job Type

Job Type	# of Employees	# of Respondents	Participation Rate	% of Total Survey
Instructional Aide	373	180	48%	100%
Total	373	180	48%	

Representation by Length of Employment at McAllen ISD

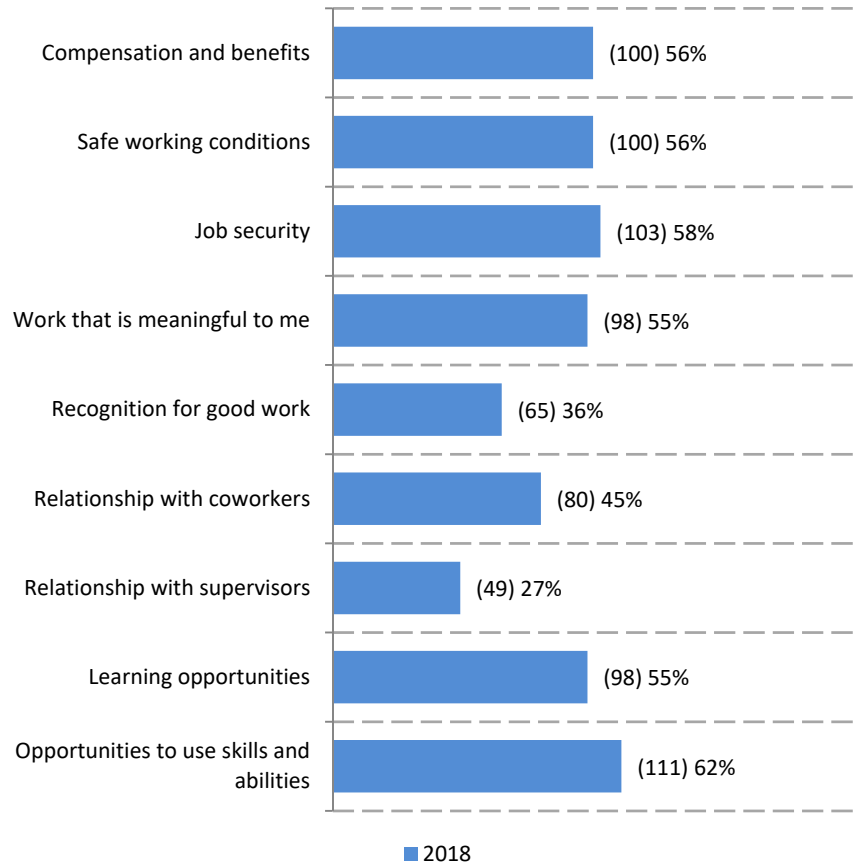


Findings by Survey Topic

Job Satisfaction Factors

For this question, respondents could choose up to five items that they valued as most important to their job satisfaction.

Factors that Contribute to Job Satisfaction

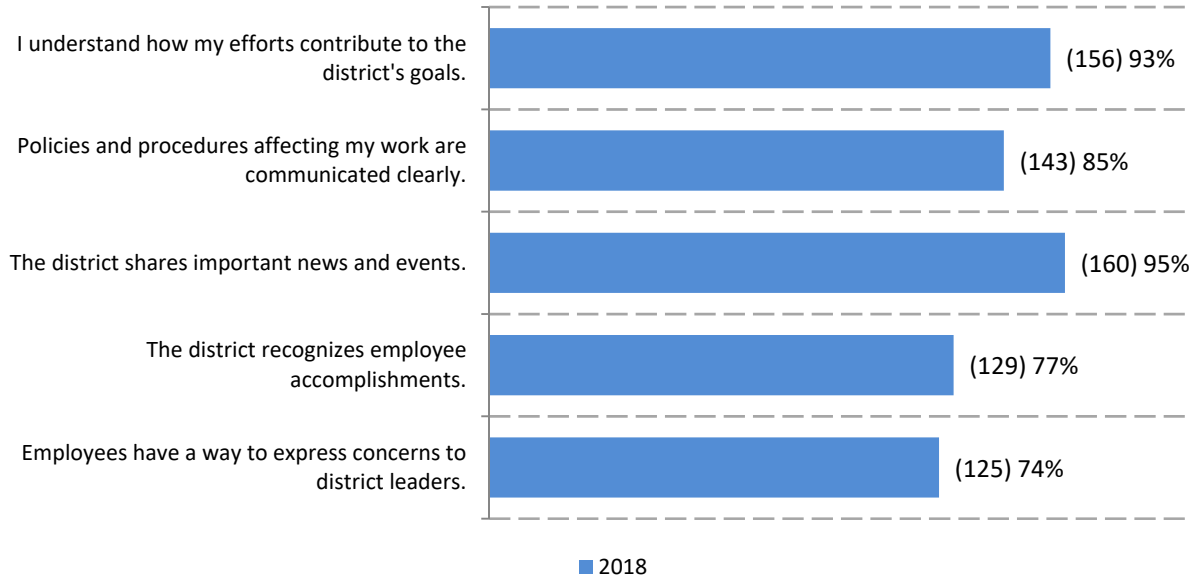


Likert-type Scale Questions

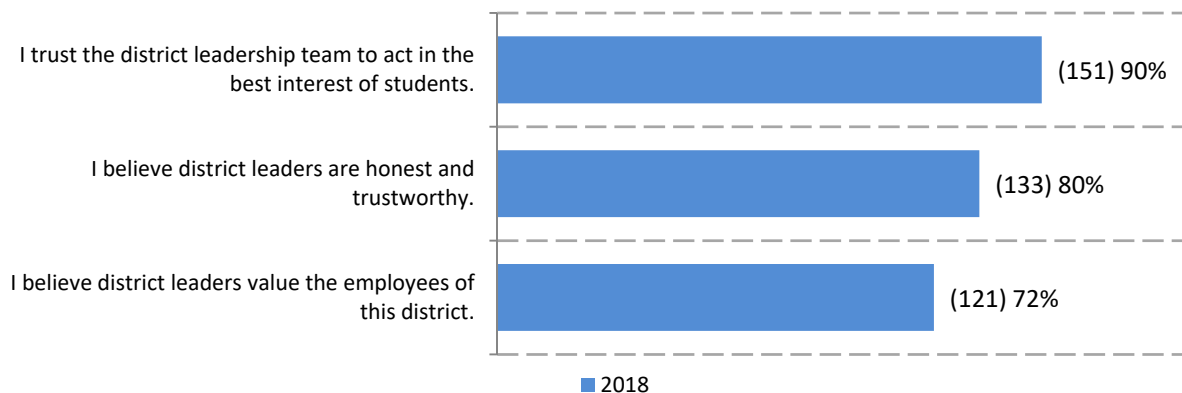
The remaining sections of the survey provided respondents with a list of statements and asked for their level of agreement. Response categories were strongly agree, agree, disagree, strongly disagree, and no opinion/not applicable. The categories of “strongly agree” and “agree” were combined for these charts to indicate a positive response.

Goal 2: People Development

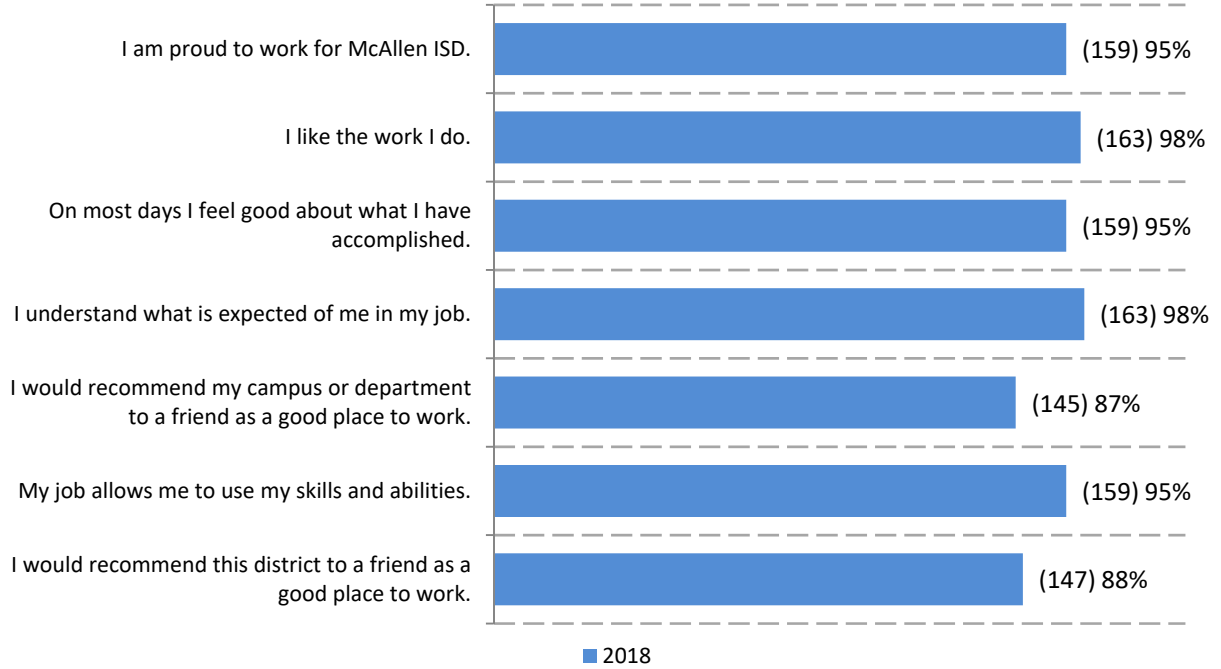
District Communications



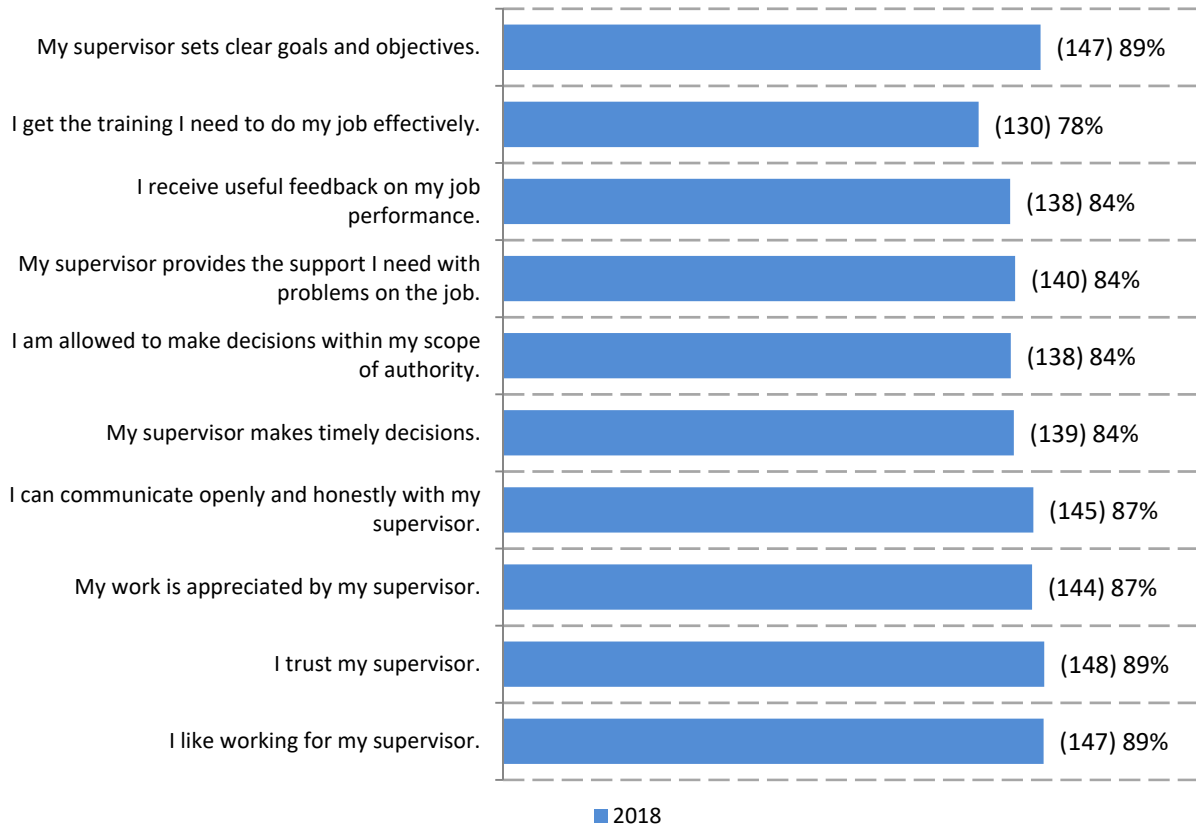
District Leadership (Superintendent, Board of Trustees)



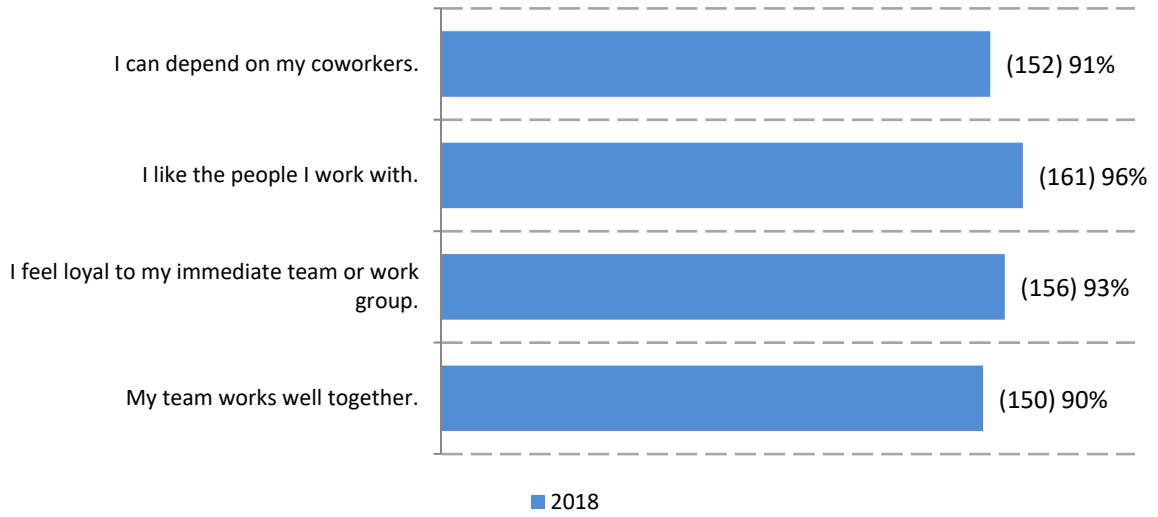
Job Satisfaction



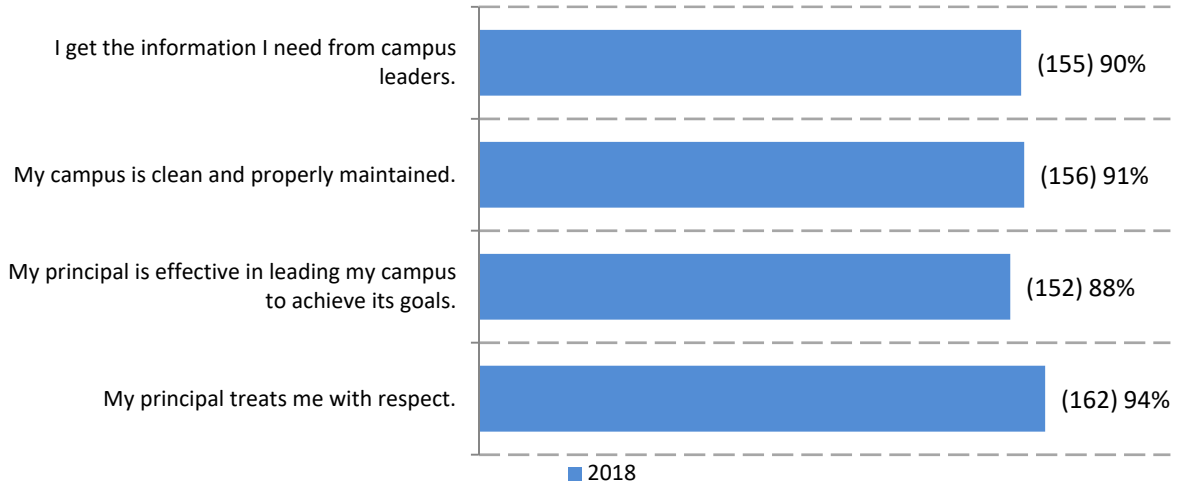
Relationship with Supervisor



Relationship with Coworkers

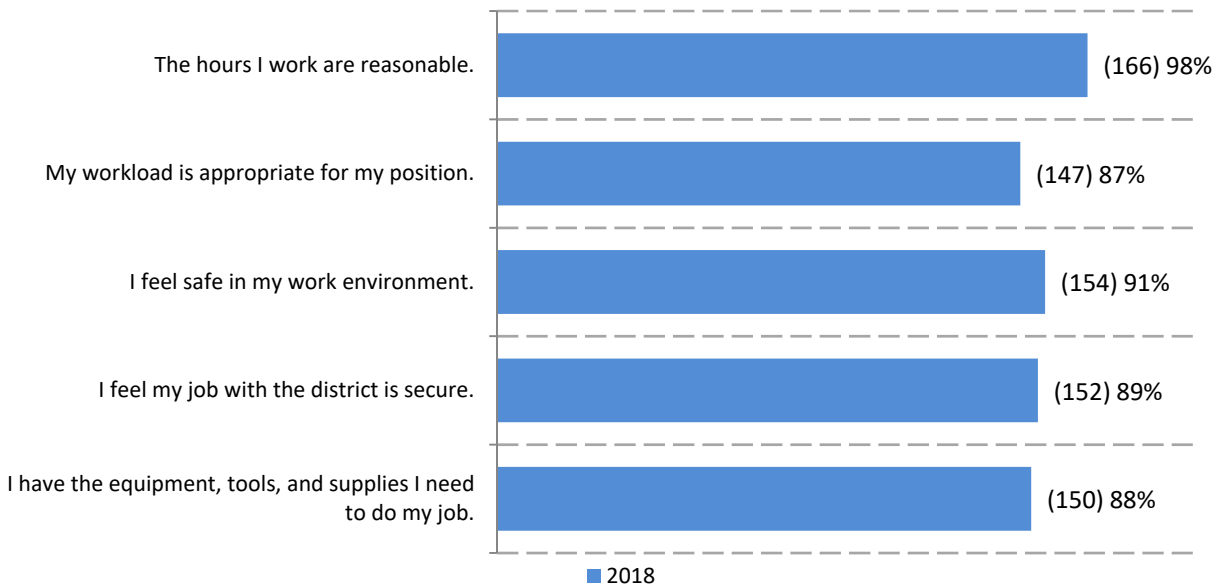


Campus Environment



Goal 3: Facility Priorities

Working Conditions



Goal 4: Financial Priorities

Compensation and Benefits

