

Employee Opinion Survey—Comments

McAllen Independent School District

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Comments and Suggestions for Improvement

Comments were provided by 338 respondents, which represents 20 percent of survey participants. These comments represent a small subset of participants. As such, the district should consider these in light of results from related questions presented earlier in this report.

Comments

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.

Type and Topic of Comment		Count
Accolade	Love their job, coworkers, and students	91
Complaint	Base pay is low or not competitive	78
Accolade	Overall, the district is a good place to work	61
Accolade	Campus or team works well and fosters good relationships	33
Accolade	Supervisor is a strong leader	32
Complaint	Student discipline efforts are not supported by administrators	28
Complaint	Supervisor is a poor leader	26
Complaint	Student discipline is unfair/inconsistent	25
Accolade	Campus or team has good culture or morale	23
Accolade	Campus or team is supportive	23
Complaint	Supervisor is unsupportive	23
Accolade	Supervisor is supportive	20
Complaint	Pay is not competitive with surrounding districts	20
Accolade	Campus or team is dependable	19
Complaint	Campus or team has a poor culture or low morale	19
Complaint	Supervisor has poor communication skills	19
Complaint	Facilities are poorly maintained/repared	17
Complaint	New programs are not implemented well (too quickly, lack of communication)	17
Complaint	Supervisor displays favoritism or nepotism	17
Complaint	Paperwork is excessive	16
Complaint	Facilities are not clean	15
Complaint	Central administration lacks connection to campuses	14
Complaint	Home/work life unbalanced	12
Accolade	Supervisor is respectful/courteous to others	11
Complaint	Benefits are expensive or not competitive	11

Accolade	Supervisor has good communication skills	10
Complaint	Facilities do not feel safe	10
Complaint	Supervisor is inaccessible/unavailable	10
Complaint	Central administration does not communicate well	9
Complaint	Supervisor is unfair/not trustworthy	9
Complaint	Excessive number of meeting that lack productivity	8
Complaint	Class sizes are too large	8
Complaint	District loses quality employees	8
Complaint	Campus or team has insufficient staffing/poor distribution of work	7
Complaint	Central administration does not appear to use budget wisely	7
Complaint	Supervisor is disrespectful/discourteous to others	7
Complaint	Supervisor micromanages his/her staff	7
Complaint	Computer hardware is in short supply	6
Complaint	Campus or team does not work well or there is no sense of belonging	5
Complaint	District discourages sense of job security/stability	5
Complaint	Instructional materials and resources are insufficient	5
Accolade	General accolade for the superintendent	4
Complaint	Campus or team is not dependable	4
Complaint	Campus or team is unsupportive	4
Complaint	Supervisor is inexperienced/unknowledgeable in the role	4
Complaint	Workload is unbalanced, breaks are not given appropriately	4
Accolade	Supervisor is experienced/knowledgeable in the role	3
Complaint	Central administration does not protect confidentiality	3
Complaint	Instructional minutes are not scheduled or used appropriately	3
Accolade	Central administration communicates well	2
Accolade	General accolade for the school board	2
Complaint	Central administration staff are inaccessible/unavailable	2
Complaint	Central administrators are unfair/not trustworthy	2
Complaint	District has poor employee culture or low morale	2
Complaint	General complaint about the school board	2
Complaint	Outdated technology is used by the district	2
Complaint	Professional development content/material is not helpful	2
Complaint	Professional development not useful for subject/area	2
Complaint	Scheduling of professional development/staff meetings is unreasonable	2
Complaint	Tests are not administered properly	2

Suggestions

Additional opportunities for improvement suggested by respondents are summarized below.

Type and Topic of Suggestion		Count
Human Resources	Evaluate expectations of job duties within the time provided by the district. Employees cited unrealistic expectations and requiring a lot of personal time to do a good job.	18
Communication	Improve communication within departments, between departments, and in between campuses from central office down to campus level employees.	13
Curriculum & Instruction	Stop the use of instructional coaches for administration duties to give them more time to be in classrooms offering support to teachers and students.	11
Facilities	Increase safety by ensuring visitors are not able to access areas of the school (e.g., cafeteria or gym) without first visiting the office.	11
Facilities	Make campuses more secure with security officers, bulletproof windows and doors, and monitoring of student's social media accounts .	10
Human Resources	Provide experienced teachers with a large increase to retain and attract quality educators. Remove salary cap for experienced teachers.	9
Human Resources	Reduce/eliminate mandatory tutoring after school, to provide teachers more time to plan.	7
Human Resources	Provide more wellness incentive programs and bring back Wellness Blood.	7
Human Resources	Post and announce new job openings internally, to allow current employees to apply.	6
Human Resources	Discuss the results of the survey with district staff and address major concerns.	6
Facilities	Repair or update heating and air conditioning systems; campus buildings are either very cold or hot and not consistent with the weather outside.	6
Human Resources	Treat paraprofessionals with respect and recognition for their hard work.	5
Human Resources	Stop giving pay raises to administration and central office positions until a strong raise is provided for all other jobs.	5
Technology	Provide adequate training at the beginning of the year for new programs (e.g., Pearlized Math, Sharon Wells, Fountas, Pinnell, TEXES, and Guided Reading).	5
Facilities	Provide more parking spots for teachers and only give assigned spots to administrators.	5
Compensation	Improve the way mileages are logged and reimbursed.	4
Curriculum & Instruction	Reorganize the dual language program so that English-speaking teachers get the same amount of prep time as Spanish-speaking teachers.	4
Facilities	Update campuses with new teacher lounges, projectors, computers, and desks, as well as additional and cleaner bathrooms.	4
Human Resources	Start a program to acknowledge hard working employees and campuses.	4
Administration	Reduce the number of meetings, and ensure important issues are given priority in meetings.	3
Administration	Include in-school suspension on all campuses, including elementary.	3

Curriculum & Instruction	Stick with a new program/curriculum for more than a year to see if it is useful, changing every year adds more work to teachers.	3
Compensation	Pay teachers based on expectations of the class/subject and not by years of experience (e.g., AP, STARR).	3
Compensation	Increase stipend values to be competitive with surrounding districts and to compensate the actual time needed for the job.	3
Curriculum & Instruction	Allow paraprofessionals to attend training with teachers, because they are interacting with the students alongside the teachers.	2
Facilities	Address rodent and other pest control issues.	2
Human Resources	Ensure proper protocol is followed when bullying/harassment is filed between coworkers.	2
Administration	Make sure all campuses are listed in the survey.	2
Curriculum & Instruction	Provide more and updated resources for teachers, especially Spanish-speaking teachers and students.	2
Compensation	Consider paying bi-weekly, especially for nonexempt staff.	2
Compensation	Review pay equity within the administration and counselor staff.	2
Curriculum & Instruction	Evaluate the special populations of the district to ensure that all students are being served equitably.	2
Curriculum & Instruction	Improve communication between campuses to allow for vertical teaming.	1
Human Resources	Clarify process and accessibility for comp time with all departments and campuses.	1
Curriculum & Instruction	Continue to provide extra time in 6-8th math and ELA; it has been very helpful for student success.	1
Compensation	Pay or reimburse staff for registration fees for mandatory training.	1
Human Resources	Train administrators on the basic requirements of special education, 504, discipline of special education students, and students' civil rights.	1
Curriculum & Instruction	Offer the same resources to all campuses.	1
Curriculum & Instruction	Cluster students should not be placed in a GT classroom unless they are 90% and above on STAAR in the previous year.	1
Administration	Discontinue limiting staff access to paper and supplies.	1
Compensation	Consider deducting money from each check to be able to receive a 13 th check in January.	1
Administration	Adjust the master schedule to permit restroom breaks between classes.	1
Human Resources	Reward staff that do not use personal or sick days.	1
Curriculum & Instruction	Evaluate use of Fountas and Pinnell; concerned that it does not help all levels of students.	1
Administration	Continue partnership with Boys and Girls Club; the Elevate League for 6th graders is an amazing program.	1
Technology	STEAM program has been wonderful for the students.	1
Human Resources	Hire more specialized counselors to meet the demand of student population.	1
Facilities	Ensure facilities (e.g., cafeteria seats, restroom stalls) and resources (e.g., dictionaries, novels, PE equipment) are able to accommodate increased student population.	1

Administration	Increase privacy for students in the clinic.	1
Technology	Provide additional technology for Life Skills classrooms (e.g., WIFI, document reader, EiKi, Smart boards).	1
Compensation	Offer master's degree stipend for all master's and not just content-area degrees.	1
Technology	Administer a poll to determine which programs (e.g., Sharon Wells Math program) the district should invest in.	1
Administration	Provide support to teachers, in regards to parent complaints.	1
Administration	Ensure that management and district leadership are producing the same quantity/quality of work as other staff.	1
Human Resources	Hire more social workers, psychologists, and psychiatrists to help with students' mental health.	1