

Employee Climate and Culture Survey January 2020

Poudre School District values your feedback on your experiences as an employee. Please take a few minutes to complete the following Climate & Culture Survey. The information provided from this survey will be helpful to PSD's continued efforts to remain a desirable employer. The survey is strictly anonymous and responses are kept confidential, so please be candid and elaborate when possible. Thank you for your participation.

* 1. Considering everything, please rate the following statements regarding your **OVERALL EXPERIENCE**:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am satisfied working at my school/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am committed to seeing my school/department succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I plan to be with my school/department two years from now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my school/department to a friend seeking employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my school/department to family members seeking a school for their children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My school/department is well regarded in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, my school/department does a good job of meeting my needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the professional development opportunities that are available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the resources needed to be successful in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments

* 2. Considering everything, please rate the following statements regarding **INTERNAL COMMUNICATION**:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am kept up-to-date on school/department level changes in procedure or practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the information I need to perform my job effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have time available during the school/work day to collaborate with my peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information is shared openly throughout my school/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, school/department information is communicated effectively to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School-wide/department meetings are a good use of my time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments

* 3. Considering everything, please rate the following statements regarding **WORK ENVIRONMENT**:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I feel safe at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in a positive, professional work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with care about each other on a personal level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people that I work with cooperate to get the job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people that I work with trust and respect each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All individuals are valued in my school/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have witnessed or heard of offensive/inappropriate jokes, innuendoes, banter, or comments in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments

* 4. Considering everything, please rate the following statements regarding **ORGANIZATION DYNAMICS**:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am encouraged to try new ways of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given a fair opportunity to succeed in my school/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am involved in the decisions that affect my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable sharing my ideas and opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the amount of work required of me is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the freedom I need to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with care a great deal about the quality of their work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments

* 5. Considering everything, please rate the following statements regarding **EVALUATION/EXPECTATIONS**:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am clear about how my performance will be evaluated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given adequate feedback on the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of supervision I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what is expected of me at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor has a good understanding of my strengths and weaknesses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My school/department does a good job of holding people accountable for results	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments

* 6. Considering everything, please rate the following statements regarding **LEADERSHIP**:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I have trust and confidence in my school/department leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/department leadership acts consistently; they do as they say	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to share my ideas and opinions with school/department leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/department leadership is accessible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/department leadership is effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/department leadership keeps me well informed about what is going on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School/department leadership listens to my concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor encourages and supports my professional growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Comments

7. Is there any additional information you would like to share?

8. What is your racial/ethnic background? [optional]

American Indian/ Alaska Native

Asian

Black or African American

Hispanic or Latino

Native Hawaiian or Pacific Islander

White/ Caucasian

Prefer not to disclose

Other (please specify)

9. To which gender identity do you most identify [optional]

Female

Male

Non-Binary/Gender Variant

Prefer not to disclose

Not Listed (please specify)

10. How long have you been employed with Poudre School District? [optional]

- Less than 1 year
- 2-3 years
- 4-5 years
- 6-10 years
- 11-15 years
- More than 15 years
- Prefer not to disclose
- Not Listed (please specify)

* 11. What is the primary function of your job?

* 12. Which school/location do you primarily work at?

13. Would you like to be entered into the drawing for a \$50 cash incentive (one-time pay to your April Leave & Earnings Check Stub)?

- Yes
- No

* 14. Contact Information (this information will only be used for the drawing).

Name

Email Address

Phone Number

Thank you for taking the time to complete this survey. If you would like to share any additional information, please contact hr@psdschools.org

TO SUBMIT:

Please drop-off or mail to Human Resources (2407 LaPorte Avenue, Fort Collins, CO 80521) OR at ACE (1502 S. Timberline Road, Fort Collins, CO 80524)