

LBL ESD Employee Satisfaction Survey (All Staff)

1. Instructions

As a part of an annual performance review of the ESD operations, the Board of Directors would like to ask you some questions about the Superintendent's performance. The purpose is to assess the Superintendent's strength and weaknesses in key areas of Leadership, Communication and Human Resource procedures.

Please rate the Superintendent's performance for each statement in the survey. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Please respond to the statements below using the following rating scale. Mark your choice by clicking in the buttons below each statement. For very low ratings or very high ratings please explain your rating in the Comments section below each series of questions. Feel free to provide examples of "outstanding" performance also in the Comments section.

- 5 - Outstanding
- 4 - Excellent
- 3 - Satisfactory
- 2 - Needs Improvement
- 1 - Unsatisfactory

Use the following definitions for your ratings:

"Outstanding" - Performance serves as a model for others to follow

"Excellent" - Performance consistently exceeds expectations

"Satisfactory" - Performance consistently meets expectations

"Needs Improvement" - Performance inconsistently meets expectations; improvement is needed to meet expectations consistently

"Unsatisfactory" - Performance consistently does not meet expectations

Results will be compiled and a report of the overall results reported to the board and superintendent without identifying individuals who have responded. Even though the results will be reported anonymously, we need to identify the role of the respondent for analysis purposes.

Thank you.

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2. Respondent Information

1. Please give us your contact information in case we have questions about your responses. Your contact information is confidential and will not be shared with anyone.

Name (optional):

Email Address (optional):

Phone Number (optional):

*** 2. What is your role in the ESD?**

Administrator

Certified Staff

Classified Staff

Specialist

Other

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3. Communication

1. Demonstrates personal honesty and integrity in day-to-day relationships.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

2. Serves as chief spokesperson and advocate for the organization, communicating effectively with all stakeholders.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

3. Establishes an effective climate in the organization by providing visible and consistent leadership.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

4. Maintains regular, effective communication with staff through a variety of communication media.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

5. Demonstrates the ability to work effectively with individuals and groups.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

6. Uses language effectively in oral and written communication.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

7. Speaks well in front of large and small groups, expresses ideas in logical and forthright manner.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

8. Comments

<input type="text"/>	5
<input type="text"/>	6

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4. Leadership

1. Provides for operating efficiently through the development of an appropriate organizational structure which is capable of meeting organizational goals.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jñ	jñ	jñ	jñ	jñ	jñ

2. Creates a culture within the organization that reinforces the ESD's mission and values.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jñ	jñ	jñ	jñ	jñ	jñ

3. Evaluates program effectiveness and staff leadership internally.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jñ	jñ	jñ	jñ	jñ	jñ

4. Effectively empowers staff to achieve their potential.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jñ	jñ	jñ	jñ	jñ	jñ

5. Demonstrates the ability to motivate individuals, build teams, and inspire faculty and staff.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jñ	jñ	jñ	jñ	jñ	jñ

6. Comments

	5
	6

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5. Human Resources

1. Effectively delegates authority to qualified staff members.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

2. Treats all personnel fairly, without discrimination, while insisting on excellence in the performance of duties.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

3. Encourages participation of staff members in planning, procedures, policy development and implementation.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

4. Provides appropriate professional development opportunities for administration, faculty, and classified staff to assure maximum professional competence.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

5. Places the right people in the right positions to effectively implement programs.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	jq	jq	jq	jq	jq	jq

6. Comments

	5
	6

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6. End of Survey

Thank you for taking a few minutes to complete the 360° feedback portion of the LBL Annual Performance Review which includes a Superintendent Performance Evaluation. The results from all the respondents will be compiled and a report submitted to the board and superintendent for further action.

When you exit this page by clicking on "Submit Survey" your responses will be submitted and your participation concluded.

If you would like to correct your responses to any question you may return to any page by clicking on the "Previous" button before submitting the survey. Once you have exited the survey you will not be able to return to correct previous questions.