

**EL DORADO COUNTY OFFICE OF EDUCATION**  
**Results of 2010 Employee Confidential Survey**

<i>Highlighted field indicates decrease in satisfaction</i>	
<i>Total Respondents</i>	<b>150</b>
<i>Survey Year</i>	<b>2010</b>
<i>Percent of Yes/No by Year (rounded)</i>	<b>Yes/No%</b>

<b>Our Organization</b>	<b>Yes/No</b>
Our senior leaders establish a clear direction for EDCOE.	<b>90/10</b>
EDCOE does a good job communicating about changes or decisions that affect employees.	<b>82/18</b>
EDCOE is a good Employer to work for.	<b>96/4</b>
EDCOE is committed to providing quality services.	<b>96/4</b>
Overall, I feel the organization is successful.	<b>95/5</b>
The last time I asked someone from a different function for help, I got it.	<b>98/2</b>
EDCOE's image is that of a high quality Employer.	<b>94/6</b>
I am happy to encourage friends and colleagues to work at EDCOE.	<b>92/8</b>
EDCOE's standards for business ethics are high.	<b>91/9</b>
We know who is responsible for what, who needs to be informed, and who, if anyone, has veto power.	<b>74/26</b>
I believe EDCOE will use this survey's feedback to make improvements.	<b>88/12</b>
I believe EDCOE used the last employee survey to make improvements.	<b>83/17</b>

<b>Your Job Satisfaction</b>	<b>Yes/No</b>
My work gives me a feeling of personal accomplishment.	<b>96/4</b>
I plan to be working for EDCOE a year from now.	<b>95/5</b>
Career paths exist for someone like me at EDCOE.	<b>77/23</b>
Overall, my workload is reasonable.	<b>89/11</b>
Overall, I am satisfied with my job at EDCOE.	<b>94/6</b>
I find my work challenging.	<b>93/7</b>
I feel I have job security.	<b>83/17</b>

<b>Your Benefits</b>	<b>Yes/No</b>
I am compensated fairly for the work I do.	<b>73/27</b>
I would share the costs of an improved benefits plan.	<b>54/46</b>
I receive timely follow up on questions for benefits, employee relations issues.	<b>92/8</b>
I believe that the HR department heeds my opinion with regard to work and family benefit needs.	<b>93/7</b>
I feel the Employer's benefits meet my needs.	<b>79/21</b>
I feel my interests are represented by management when deciding benefits.	<b>82/18</b>

<b>Your Training/ Support</b>	<b>Yes/No</b>
My manager assists me to identify my training and development needs.	<b>87/13</b>
I have the training and support to do my job right.	<b>90/10</b>
I participate in training and development opportunities that are available to me.	<b>97/3</b>
I have the materials and equipment I need to do my work right.	<b>92/8</b>
Technology available is appropriate for my needs and those of my program.	<b>83/17</b>
What is lacking in your work environment that might help you perform better? (Open-ended question)	

<b>Your Department</b>	<b>Yes/No</b>
I feel the Employer values honest answers.	<b>91/9</b>
Managers communicate a clear sense of direction for my department.	<b>83/17</b>
I am able to contact Senior Management as needed.	<b>95/5</b>
I am involved in decisions that affect my work.	<b>85/15</b>
My manager is available to me when I have questions or need help.	<b>95/5</b>
I know what is expected of me in my job.	<b>97/3</b>
Job promotions are fair and equitable.	<b>80/20</b>
My Manager holds me accountable for the work that I do.	<b>100</b>
My Manager is fair and even handed in the treatment of all employees.	<b>85/15</b>
My Manager delegates work effectively.	<b>90/10</b>
You are kept informed about matters that affect you.	<b>89/11</b>
I have freedom to use my own judgment in getting the job done.	<b>95/5</b>
My co-workers and I work well together to accomplish our organization's goals.	<b>97/3</b>
My Manager is effective in involving his/her employees in solving the problems we face as a unit.	<b>91/9</b>
My workgroup looks for ways to change processes to improve productivity.	<b>94/6</b>

<b>About You</b>	<b>Yes/No</b>
How long have you worked for EDCOE? <input type="checkbox"/> < 1 year, <input type="checkbox"/> 1-3 years, <input type="checkbox"/> 4-10 years, <input type="checkbox"/> >10 years)	8%/25%/42%/25%
What is your level in the organization? ( <input type="checkbox"/> classified, <input type="checkbox"/> certificated, <input type="checkbox"/> supervisory, <input type="checkbox"/> director)	45%/45%/6%/4%
What would make our organization more effective? (Open-ended question)	
What would make your individual job better? (Open-ended question)	
Have we addressed all areas for which you would like us to have information?	<b>94/6</b>
Please comment on any issue you would like to raise (Open ended question)	