

EL DORADO COUNTY OFFICE OF EDUCATION

Results of 2011 Employee Confidential Survey

<i>Highlighted field indicates decrease in satisfaction</i>	
Total Respondants	152
Survey Year	2011
Percent of Yes/No by Year (rounded)	Yes/No%

Our Organization	Yes/No
Our senior leaders establish a clear direction for EDCOE.	88/12
EDCOE does a good job communicating about changes or decisions that affect employees.	82/18
EDCOE is a good Employer to work for.	96/4
EDCOE is committed to providing quality services.	96/4
Overall, I feel the organization is successful.	96/4
The last time I asked someone from a different function for help, I got it.	96/4
EDCOE's image is that of a high quality Employer.	94/6
I am happy to encourage friends and colleagues to work at EDCOE.	93/7
EDCOE's standards for business ethics are high.	92/8
We know who is responsible for what, who needs to be informed, and who, if anyone, has veto power.	76/24
I believe EDCOE will use this survey's feedback to make improvements.	87/13
I believe EDCOE used the last employee survey to make improvements.	78/22

Your Job Satisfaction	Yes/No
My work gives me a feeling of personal accomplishment.	97/3
I plan to be working for EDCOE a year from now.	96/4
Career paths exist for someone like me at EDCOE.	78/22
Overall, my workload is reasonable.	84/16
Overall, I am satisfied with my job at EDCOE.	94/6
I find my work challenging.	94/6
I feel I have job security.	81/19

Your Benefits	Yes/No
I am compensated fairly for the work I do.	71/29
I would share the costs of an improved benefits plan.	50/50
I receive timely follow up on questions for benefits, employee relations issues.	93/7
I believe that the HR department heeds my opinion with regard to work and family benefit needs.	81/19
I feel the Employer's benefits meet my needs.	72/28
I feel my interests are represented by management when deciding benefits.	75/25

Your Training/ Support	Yes/No
My manager assists me to identify my training and development needs.	79/21
I have the training and support to do my job right.	89/11

I participate in training and development opportunities that are available to me.	99/1
I have the materials and equipment I need to do my work right.	90/10
Technology available is appropriate for my needs and those of my program.	86/14
What is lacking in your work environment that might help you perform better? (Open-ended question)	

Your Department	Yes/No
I feel the Employer values honest answers.	85/15
Managers communicate a clear sense of direction for my department.	83/17
I am able to contact Senior Management as needed.	94/6
I am involved in decisions that affect my work.	77/23
My manager is available to me when I have questions or need help.	94/6
I know what is expected of me in my job.	97/3
Job promotions are fair and equitable.	77/23
My Manager holds me accountable for the work that I do.	99/1
My Manager is fair and even handed in the treatment of all employees.	82/18
My Manager delegates work effectively.	89/11
You are kept informed about matters that affect you.	84/16
I have freedom to use my own judgment in getting the job done.	91/9
My co-workers and I work well together to accomplish our organization's goals.	95/5
My Manager is effective in involving his/her employees in solving the problems we face as a unit.	82/18
My workgroup looks for ways to change processes to improve productivity.	98/2

About You	Yes/No
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)	5%/20%/50%/25%
What is your level in the organization? (<input type="checkbox"/> classified, <input type="checkbox"/> certificated, <input type="checkbox"/> supervisory, <input type="checkbox"/> director)	43%/42%/10%/5%
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?	94/6
Please comment on any issue you would like to raise (Open ended question)	

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