This survey will allow the district to assess and monitor our working environment. Your honest feedback is critical to inform improvement efforts.

If you are an EGUSD employee who spends significant time working at a district-level office, please take this survey. If you are an EGUSD employee who works primarily at a school site, please take the <u>School Staff Perspective Survey</u>.

All responses are anonymous and confidential. A few questions ask for personal information, but if you are uncomfortable providing personal information, you may leave those questions blank.

Thank you for your valuable input!

hat is your employee group?
AFSCME
ATU
CSEA
EGEA
EGTEAMS
NUHW
PSWA
ow many years have you worked, in any position, at the district office?
1 year or less
2 to 4 years
5 to 10 years
11 to 15 years
16 to 20 years
21 years or more

4. With which ethnic group do you most cl	losely identify?
Asian	Hispanic
American Indian	Pacific Islander
African American	White
Filipino	Two or More
5. With which gender do you most closely	identify?
Female	
Male	
Nonbinary	
6. Which age grouping best describes you	?
25 years of age or less	
26 to 35 years of age	
36 to 45 years of age	
46 to 55 years of age	
56 to 65 years of age	
66 years and above	

7	. Please respond to the following questions about the a	dults i	n the di	strict o	ffice.	
		Nearly all adults	Most	Some adult		Almost none
	How many people at the district office have close professional relationships with one another?					
	How many people at the district office support and treat each other with respect?	r 🔾				
	How many people at the district office feel a responsibility to improve this district organization?					
		.1 6 1			ents aho	
d a	Please indicate how much you agree or disagree with istrict office. If a question is not applicable to your job, nswer it, mark "Not Applicable." This district office	, or you	_		enough t	.co
d a	istrict office. If a question is not applicable to your job, nswer it, mark "Not Applicable." This district office	, or you	do not	know e	enough t	
d a T	istrict office. If a question is not applicable to your job, nswer it, mark "Not Applicable." This district office	, or you	do not	know e	enough t	Not
d a T	istrict office. If a question is not applicable to your job, nswer it, mark "Not Applicable." This district office St	, or you	do not	know e	enough t	Not
d a T	istrict office. If a question is not applicable to your job, nswer it, mark "Not Applicable." This district office State of the st	, or you	do not	know e	enough t	Not

LCAP										
The district is also seeking your input in regards to prioritizing funding for various priorities to be included in the Local Control Accountability Plan (LCAP). Your valuable input will be used to help determine budgetary decisions.										
Priorities for Academic Success										
9. Please rate the importance of each of the following:										
Not Important Important Very Important Most Important										
Students to be able to enroll in any course they choose	\bigcirc	\bigcirc	\circ	\circ						
Challenging and interesting courses			\bigcirc							
Online tools to support learning			\bigcirc							
Good principals			\bigcirc							
Good teachers										
Small class sizes			\bigcirc	\bigcirc						
Life skill courses for students		\circ	\circ	\bigcirc						
Counselors to guide preparation for college and career	\bigcirc	\bigcirc	\bigcirc	\circ						
Homework/tutoring support	\circ	\bigcirc	\circ	\bigcirc						
Priorities for Le 10. Please rate the i	_		Very Important	Most Important						
Timely feedback to parents	\circ	\bigcirc	\circ	\bigcirc						
Tools and reports for student progress monitoring	\bigcirc	\bigcirc	\bigcirc	\circ						
Collaboration and planning time for teachers	\circ	\bigcirc	\bigcirc	\circ						
Quality local assessments of learning		\bigcirc								

	Not Important	Important	Very Important	Most Important
Security staff on campus	\bigcirc	\circ		
A safe school				
Visual and performing arts programs (band, theatre, dance, etc.)	0	0	0	0
Counselors to provide advice and personal support	\bigcirc	\bigcirc	\bigcirc	
Nutritious, high quality meals for students	\bigcirc		0	
Mental health support for students				
Cleaner, updated bathrooms				
Clean, well- maintained, inviting schools	\bigcirc	\bigcirc	\bigcirc	
Transportation to get to school		\bigcirc	\bigcirc	\bigcirc
Traffic control for student drop off/pick up	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Classroom instruction on social/emotional skills	\bigcirc		0	\circ
Bullying prevention	\bigcirc	\circ	\bigcirc	\bigcirc
Priorities for Fa	amily Involvem	<u>ient</u>		
2. Please rate the	importance of e	ach of the follo	wing:	
	Not Important	Important	Very Important	Most Important
Opportunities to conduct home/bridge visits	0		\circ	0
Opportunities/tools to communicate with parents in their home language	\bigcirc	\circ	\bigcirc	\bigcirc
Information about participating in school activities	\circ	\circ	\circ	

	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
Students to be able to enroll in any course they choose	very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
Challenging and interesting courses	\bigcirc	\bigcirc	\circ	\bigcirc
Online tools to support learning	\circ		\circ	\circ
Good principals				\bigcirc
Good teachers				
Small class sizes	\bigcirc		\bigcirc	
Life skill courses for students	\bigcirc		\bigcirc	
Counselors to guide preparation for college and career	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Homework/tutoring support			\bigcirc	\bigcirc
4. Please rate you elated to learning	r satisfaction with t feedback. Very Dissatisfied	he current level of	service provided Satisfied	under each area Very Satisfied
Timely feedback to			\bigcirc	
parents				\bigcirc
	\bigcirc	\bigcirc		
parents Tools and reports for student progress	0	0	0	0

	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
Security staff on campus	\bigcirc	\bigcirc	\bigcirc	\bigcirc
A safe school				
Visual and performing arts programs (band, theatre, dance, etc.)	\circ	\circ	\circ	0
Counselors to provide advice and personal support	\bigcirc	\bigcirc	\bigcirc	
Nutritious, high quality meals for students	\circ		\bigcirc	0
Mental health support for students	\bigcirc			
Cleaner, updated bathrooms	\circ		\circ	
Clean, well- maintained, inviting schools	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Transportation to get to school	\bigcirc	\bigcirc		
Traffic control for student drop off/pick	\bigcirc	\bigcirc		\bigcirc
Classroom Instruction on social/emotional skills	\circ	0	0	0
Bullying prevention	\bigcirc			
6. Please rate your	r satisfaction with t volvement.	he current level of	service provided	under each area
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
Opportunities to conduct home/bridge visits			0	0
Opportunities/tools to communicate with parents in their home language	\bigcirc	\bigcirc	\circ	\bigcirc
Information about participating in school activities				\bigcirc

of the following are	rou were dissatisfied with ea(s) related to academic ct/school improve service	provided under each
Students to be able to enroll in any course they choose		
Challenging and interesting courses		
Online tools to support learning		
Good principals		
Good teachers		
Small class sizes		
Life skill courses for students		
Counselors to guide preparation for college and career		
Homework/tutoring support		
of the following are How can the district Timely feedback to parents Tools and reports for student progress	rou were dissatisfied with ea(s) related to learning a ct/school improve service	provided under each
monitoring Collaboration and		
planning time for teachers		
Quality local assessments of learning		

19. You indicated yo	ou were dissatisfied witl	n the current level of service provided under each
of the following are	ea(s) related to safety an	d wellness.
How can the distric	ct/school improve service	es?
Security staff on campus		
A safe school		
Visual and performing		
arts programs (band,		
theatre, dance, etc.)		
Counselors to provide		
advice and personal		
support		
Nutritious, high		
quality meals for		
students		
Mental health support		
for students		
Cleaner, updated		
bathrooms		
Clean, well-		
maintained, inviting		
schools		
Transportation to get		
to school		
Traffic control for		
student drop off/pick		
up		
Classroom instruction		
on social/emotional skills		
SKIIIS		
Bullying prevention		
L		
20 Vou indicated w	ou wore disectiofied wit	n the current level of service provided under each
•	ea(s) related to family in	-
•	ct/school improve service	
	, y school improve service	5 5:
Opportunities to conduct home/bridge		
visits		
Opportunities/tools to		
communicate with		
parents in their home		
language		
Information about		
participating in school		
activities		

Ed. Effectiveness

Diversity is the presence of differences that include demographics (e.g., race, gender, ethnicity, nationality, age, language, education, socioeconomic status, marital status, parental status, immigration status, religion, or political affiliation and special needs, etc.) and psychographics (e.g., thoughts/cognitions, values, attitudes, experiences, and personal background).

21. Please indicate your level of agreement with the following statements.

	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
I recognize things I have in common with those from other backgrounds and cultures.		\bigcirc	0	0	0	0
I am aware that everyone has some biases (race, ethnicity, social class, gender, etc.).	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
My team can't reach its maximum potential without diverse representation.	\circ	\bigcirc	\circ	0	0	0
Diversity is a strength.			\bigcirc			\bigcirc
I actively try to learn more about the backgrounds and cultures of people who are different than me.			0	0	0	0
I work to understand and appreciate other cultures.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\circ

	Strongly		Somewhat	Somewhat		Strongly
	Agree	Agree	Agree	Disagree	Disagree	Disagree
Some groups of people have more advantages than others.			0	\bigcirc	\bigcirc	
Race, ethnicity, social class, and language influence opportunities for students/people.	\circ	\bigcirc	\bigcirc	\bigcirc	\circ	\bigcirc
When groups of people have more challenges than others, they deserve more support.	\bigcirc	\circ	0	\circ	\circ	\bigcirc
I have a responsibility to address mistreatment, injustice, and bullying.	\bigcirc	\bigcirc	0	\bigcirc	\bigcirc	\bigcirc
Substantial change is necessary to address historic disadvantages.	\bigcirc	\bigcirc	\circ	\circ		0
I work to change policies that disadvantage groups of students/people.	\circ					

23. Please indicate your level of agreement with the following statements.						
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree
I actively work to draw in and recruit people who don't normally participate or contribute.	0	0	0	\circ	0	\bigcirc
I try to make everyone feel they are valued.			\bigcirc	\bigcirc	\bigcirc	
I model how to respectfully engage with those who think differently than me.	\bigcirc	\bigcirc	\circ	\bigcirc	\bigcirc	\bigcirc
I model how to respectfully engage with those from other backgrounds and cultures.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Leaders should include the marginalized (i.e., people who have historically been excluded within society) in decision making.						0
Marginalized people should be provided support to become leaders.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc