

17-18 Employee Engagement Survey

Welcome to the 2017-2018 Employee Engagement Survey!

In lieu of the Annual Satisfaction Survey, SOE leadership has developed this tool to more deeply assess employee engagement and to answer the question:

Are employees engaged in, and satisfied with, the organizational structure and culture of the Cal Poly School of Education?

This survey tool was developed following a review of relevant literature around employee engagement from sources including: the National Business Research Institute, the University of Wisconsin-Madison, the Kano Model, and Forbes.

Based on responses to last year's Engagement Survey, we have narrowed the focus of this survey to the following topics:

- Overall Satisfaction
- Your Work
- Culture and Climate
- Our Community of Practice & Annual Theme

Each topical section includes approximately ten scaled responses and two optional open-ended questions. **Typically, this survey takes 15-30 minutes to complete.**

Thank you for your time and thoughtfulness in supporting SOE's assessment and continuous improvement efforts.

There are 22 questions in this survey.

Please select your primary role with the School of Education (SOE). *

Choose one of the following answers
Please choose **only one** of the following:

- Faculty
- Staff/Administration
- University Supervisor
- Other, Decline to State, or N/A

If you consider yourself a 'Close Partner', but not an 'SOE Employee' (i.e. Liberal Studies, CESAME, etc.) -- Thank you for taking our survey, your experiences collaborating with SOE are very important to us. Please select 'Other' or 'N/A' options for any questions that you feel are not relevant to your relationship with SOE.

Please select all your program affiliations. *

Check all that apply

Please choose **all** that apply:

- Multiple Subject
- Single Subject - AG Specialist
- Single Subject - English
- Single Subject - Mathematics
- Single Subject - Science
- Single Subject - Social Science
- Curriculum and Instruction
- ELAP
- Higher Education Counseling/Student Affairs (Counseling & Guidance)
- Special Education
- SABE
- Other Educator Preparation Programs (including Liberal Studies, CESAME, or other SOE partners)
- Other, Decline to State, or N/A:

Please select your length of employment with the School of Education (SOE) *

Choose one of the following answers

Please choose **only one** of the following:

- New Employee (less than 2 yrs)
- Junior Employee (2-6 yrs)
- Senior Employee (6+ yrs)
- Other, Decline to State, or N/A

Please select your length of employment with Cal Poly. *

Choose one of the following answers

Please choose **only one** of the following:

- New Employee (less than 2 yrs)
- Junior Employee (2-6 yrs)
- Senior Employee (6+ yrs)
- Other, Decline to State, or N/A

For the current academic year, did you serve in a leadership role with the SOE? (i.e. Administrator, Coordinator, Program/Office Lead, or member of a decision-making committee) *

Choose one of the following answers
Please choose **only one** of the following:

- Yes, I served in a leadership role
- No, I did not serve in a formal leadership role, but I had some opportunities for decision making
- No, I was not part of any leadership or decision making on behalf of SOE
- Other, Decline to State, or N/A

How satisfied do you feel with the following aspects of your work with SOE?

Please choose the appropriate response for each item:

	Completely	Mostly	Somewhat	Neither	Somewhat	Mostly	Completely
	N/A	dissatisfied	dissatisfied	satisfied or	satisfied	satisfied	satisfied
		(1)	(2)	dissatisfied	(4)	(5)	(6)
			(3)				(7)

**Physical
Environment
Safety
Working hours
Salary and
benefits
Training and
professional
development
Relationships
Recognition
Work-Life
balance/flexibility
Making
meaningful impact
Challenge,
creativity, and
engagement**

From your perspective, what has happened in the current academic year that had an impact on your satisfaction as an SOE employee?

Please write your answer here:

From your perspective, what can be done in the future to restore and improve your satisfaction as an SOE employee?

Please write your answer here:

During the academic year, how many hours per week do you typically spend on work related to your role with SOE? (*regardless of your official assigned time*) *

Choose one of the following answers

Please choose **only one** of the following:

- Typically less than 20 hrs per week
- Typically between 20-39 hrs per week
- Typically 40 hrs per week
- Typically more than 40 hrs per week
- Other or Decline to State

Thinking about your work related to your role with SOE, please evaluate the following...

Please choose the appropriate response for each item:

	N/A	Not at all (1)	A little (2)	Somewhat (3)	Neutral (4)	Moderately (5)	Mostly (6)	Completely (7)
Is your overall workload reasonable?								
Is your work challenging and interesting?								
Do you have the opportunity to engage in creativity or critical problem-solving each day?								
How motivated do you feel to contribute extra work or effort beyond your normal job?								
How obligated do you feel to contribute extra work or effort beyond your normal job?								
To what degree do extra work or projects prevent you from effectively performing the essential functions of your normal job?								
To what degree do you feel you can thrive (or experience 'flow') in your work?								
To what degree are you appropriately compensated (salary and benefits) for the work you do?								
To what extent, if at all, have you considered leaving your job with SOE due to your day-to-day work?								

From your perspective, what has happened in the current academic year that had an impact on your work as an SOE employee?

Please write your answer here:

From your perspective, what can be done in the future to restore and improve your work as an SOE employee?

Please write your answer here:

Thinking about your first-hand interactions with your SOE colleagues, how often...

Please choose the appropriate response for each item:

N/A	Never - 0% (1)	Rarely (2)	Occassionally (3)	Sometimes - 50% (4)	Often (5)	Usually (6)	Always - 100% (7)
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Are you treated with respect?

Do you feel included in informal/social networks and relationships?

Do you feel isolated?

Do your colleagues solicit your opinion about work related matters?

Do you do work that goes

**unrecognized by your
colleagues?**

**Do you personally
experience overt bias or
micro-aggressions
because of your race,
gender, sexual
orientation, or other
personal characteristics?**

**Do you have the
opportunity to learn from
your colleagues?**

**Do you have the
opportunity to teach (or
lead) your colleagues?**

Thinking about your first-hand interactions with your SOE colleagues...

Please choose the appropriate response for each item:

	N/A	Not at all (1)	A little (2)	Somewhat (3)	Neutral (4)	Moderately (5)	Mostly (6)	Completely (7)
How reluctant are you to voice your concerns?								
How valued do you feel?								
How much trust do you feel?								
How safe do you feel?								
How productive are meetings and collaboration opportunities with your colleagues?								
How enjoyable are meetings and collaboration opportunities with your colleagues?								
How comfortable do you feel advocating for your personal needs or work- life balance?								
How comfortable do you feel discussing issues								

**around diversity,
inclusion, or social
justice?**

**How committed do you
feel your colleagues are
to creating a more
diverse and inclusive
SOE unit?**

From your perspective, what has happened in the current academic year that had an impact on SOE culture and climate?

Please write your answer here:

From your perspective, what can be done in the future to restore and improve SOE culture and climate?

Please write your answer here:

Thinking about your personal experiences around the 2017-2018 theme INFORMED: Advancing Disciplinary Knowledge, please evaluate the following...

Please choose the appropriate response for each item:

N/A Not at all (1) A little (2) Somewhat (3) Neutral (4) Moderately (5) Mostly (6) Completely (7)

How familiar are you with the SOE's new Learning Themes? (adopted to replace the School Learning Objectives in Fall 2017)

How familiar are you with the SOE's new Comprehensive Assessment Plan? (You can read it on the Wiki!)

How familiar are you with the Learning Objectives, Curriculum Matrix, and Aligned Assessments of your particular SOE program?

To what degree has your SOE Program developed Program Learning Objectives that are: current, specific, higher levels of thinking, aligned to the SOE unit themes, and aligned to Cal Poly objectives?

To what degree has your SOE Program developed a thoughtful Curriculum Matrix and/or Aligned Assessments?

To what degree does your program and/or the SOE Unit effectively engage all stakeholders in discussion and reflecting on assessment and improvement?

To what degree were you aware that the SOE's Continuous Improvement theme for 2017-2018 was

**"Informed - Advancing
Disciplinary
Knowledge"?**

**To what degree did you
participate in any SOE
special events or
professional development
designed to Advance
Disciplinary Knowledge?
(i.e. author talks, movie
night, Restorative Justice
workshops,
StrengthsQuest
workshop, etc.)**

**To what degree did you
participate in any
independent professional
development related to
Advancing Disciplinary
Knowledge? (i.e.
attending a conference,
online learning, reading,
etc.)**

**To what degree does
your program and/or the
SOE Unit effectively
provide professional
development for faculty
and staff as part of
ongoing continuous
improvement?**

**From your perspective, what experiences in 2017-18 had an impact on Advancing
Disciplinary Knowledge (for you personally, or across the SOE)?**

Please write your answer here:

From your perspective, what can be done in the future to continue to improve Disciplinary Knowledge (for you personally, or across the SOE)?

Please write your answer here:

From your perspective, what work should the SOE engage in for next year's theme: EMPOWERED - Responding To Diverse Learning Needs?

Please write your answer here:

Do you have any other feedback or comments related to your engagement and satisfaction as an SOE employee?

Please write your answer here:

Do you have any feedback regarding the use of this tool for assessing employee engagement and satisfaction?

Please write your answer here:

Thank you for submitting your feedback to the SOE!
07-01-2018 – 14:58

Submit your survey.
Thank you for completing this survey.