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Employee Satisfaction Survey

1 message

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To: everyone@janesville.k12.wi.us

Dear Employees,

You will receive your Employee Satisfaction Survey link sometime this week. Principals and Directors may also have some paper copies if a computer is unavailable, but we hope everyone can take the survey online. This ensures that the survey is anonymous and scores are quickly tabulated. Please consider the following:

Your leaders have been working hard to make connections with all staff, improve working conditions, and working together in partnership with you as we embark on this journey to excellence. I hope you have noticed and are pleased with our improvements. Marking us as threes would be discouraging to us. We are hoping we have improved enough to be ranked a 4 or a 5. Please answer honestly. If we haven't made it that high, we expect you to tell us so.

Here are a few things I hear from many of you:

"This question does not apply to me!"

If something is "not applicable" in your mind, marking it in the middle is not helpful. We need to connect the dots for you, so you understand how applicable every area is to every employee. Negotiations, for example, is important to every single person whether you are in a union or not. Salary and benefit decisions drive a lot of our budget - over 80%, so how the supt handles neg. really is applicable to all. If you aren't sure, it is ok to ask around, ask a JEA member on the team, ask your principal or have a conversation with me.

How do I know how the supt. handles finances?

If you aren't sure ask a principal or assistant principal.

Here are some things I can tell you about me.

I made sure I hired a finance person (a certified public accountant) to run the district finances. I chose a finance expert.

I recommended a 7.5 % increase in the tax levy to the board at the last board meeting to bring needed dollars into the district.

I supported the staffing plan that reduced the fewest number of teaching positions.

I refuse to spend money we don't have. (Building and department budgets were cut 28% until we have a budget in place and I can see what we have to work with)

How do I know if the superintendent follows policy?

Almost every time something runs smoothly in the district it is because policies are being followed. Chaos and confusion would be a measure of a supt that didn't follow policy.

If there are other questions that are confusing, please ask your building leaders or call or e mail me.

The survey closes Friday May 14. We should have 100% participation.

Thanks Everyone,

Karen

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