

PSESD Staff Stay Questionnaire

Q1 Name

Answered: 102 Skipped: 53

Answer Choices	Responses
Name	100.00% 102
Company	0.00% 0
Address	0.00% 0
Address 2	0.00% 0
City/Town	0.00% 0
State/Province	0.00% 0
ZIP/Postal Code	0.00% 0
Country	0.00% 0
Personal Email Address	0.00% 0
Personal Phone Number	0.00% 0

#	Name	Date
1	Leticia Salcido	6/3/2016 10:57 AM
2	Roxanne	6/2/2016 10:59 AM
3	Niza Navarro	6/2/2016 8:40 AM
4	Lacey Swanson	6/1/2016 2:35 PM
5	Mehret Mehanzel	6/1/2016 8:52 AM
6	LaTanya Brooks	5/31/2016 2:07 PM
7	John Welch	5/30/2016 9:42 AM
8	Victoria Pierson	5/27/2016 1:34 PM
9	Sharon Sampson	5/27/2016 1:32 PM
10	Sarita Siqueiros Thornburg	5/27/2016 12:34 PM
11	Noelle Powell	5/27/2016 10:25 AM
12	Erin Berkey	5/27/2016 8:16 AM
13	Jason LaFontaine	5/27/2016 12:36 AM
14	Pamela Keenan	5/26/2016 2:53 PM
15	Chaleigh Reed	5/26/2016 1:29 PM
16	Misty Rico	5/26/2016 9:08 AM
17	Alexandra Auguste-Lewis	5/25/2016 5:08 PM
18	Jennifer	5/25/2016 2:49 PM
19	Stephanie Atkinson	5/25/2016 12:22 PM
20	Dr. Marion Smith Jr	5/25/2016 11:25 AM
21	Dr. Laura Lynn	5/24/2016 7:41 PM
22	Cheryl Lydon	5/24/2016 5:52 PM
23	Carolyn Burke	5/24/2016 4:40 PM

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24	Sarah	5/24/2016 3:14 PM
25	April Savage	5/24/2016 2:28 PM
26	Paige Fobes	5/24/2016 1:53 PM
27	David Paul	5/24/2016 10:40 AM
28	Martha Waiters	5/24/2016 10:26 AM
29	Kasey High	5/24/2016 10:02 AM
30	Patricia Davidson	5/24/2016 9:05 AM
31	Kathy Retynski	5/24/2016 8:52 AM
32	Mary Eddy	5/24/2016 8:26 AM
33	Janet Hinrichs	5/24/2016 8:24 AM
34	Sue Gettmann	5/24/2016 8:04 AM
35	Colette Dutton	5/24/2016 8:02 AM
36	Leslie Nielsen	5/24/2016 7:48 AM
37	William James	5/24/2016 7:45 AM
38	Gerald Martens	5/24/2016 7:38 AM
39	Mike Brown	5/24/2016 5:34 AM
40	John Danielson	5/24/2016 5:26 AM
41	Mary L. Jaeger	5/23/2016 8:47 PM
42	Jill Clayton	5/23/2016 7:30 PM
43	Kellie Morrill	5/23/2016 4:48 PM
44	Seema Pandey	5/23/2016 4:00 PM
45	Cassandra	5/23/2016 3:57 PM
46	April Bowen	5/23/2016 3:39 PM
47	Jackie Green	5/23/2016 3:37 PM
48	Anna Waldman	5/23/2016 3:08 PM
49	Julie Rolling	5/23/2016 2:47 PM
50	Jill Patnode	5/23/2016 2:32 PM
51	Christine	5/23/2016 2:17 PM
52	Kim Beeson	5/23/2016 2:13 PM
53	Robina Golden	5/23/2016 2:08 PM
54	Liz Chick	5/23/2016 2:06 PM
55	Jessicka Rambus	5/23/2016 2:00 PM
56	Tara Juedeman	5/23/2016 1:59 PM
57	Angela McCann	5/23/2016 1:54 PM
58	Amy Meiser	5/23/2016 1:40 PM
59	Terry Howard	5/23/2016 1:39 PM
60	Jane Robb-Linse	5/23/2016 1:38 PM
61	Jennie Flaming	5/23/2016 1:38 PM
62	Andrea Dombroski	5/23/2016 1:36 PM
63	Parma Osorio	5/23/2016 1:28 PM
64	Thuy	5/23/2016 1:23 PM

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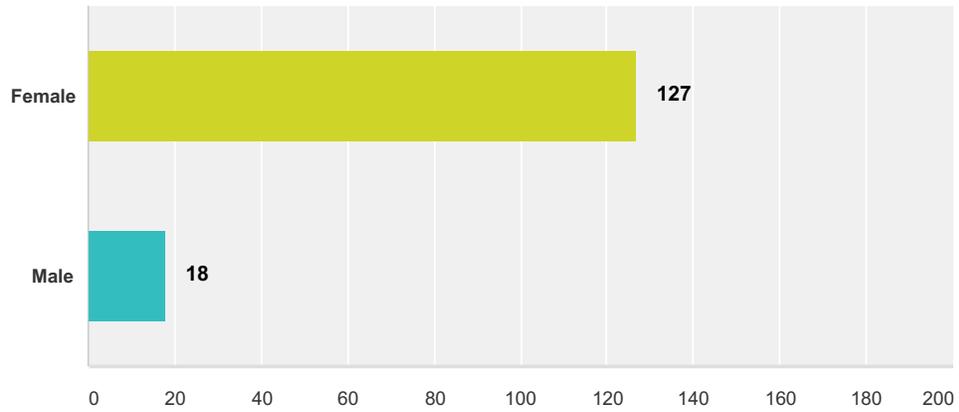
65	Anna Wade	5/23/2016 1:16 PM
66	Liz Reed	5/23/2016 1:15 PM
67	Susanne McIntyre	5/23/2016 1:07 PM
68	Elisabeth Heerema	5/23/2016 1:04 PM
69	Amanda Rambayon	5/23/2016 12:58 PM
70	Rita Dierck	5/23/2016 12:44 PM
71	Pam Bunker	5/23/2016 12:43 PM
72	Katy Hollingsworth	5/23/2016 12:43 PM
73	Tim	5/23/2016 12:35 PM
74	Stacy	5/23/2016 12:35 PM
75	Alisa Torres	5/23/2016 12:31 PM
76	Dawn D Patterson	5/23/2016 12:30 PM
77	Monica Pena	5/23/2016 12:29 PM
78	Ida Hightower	5/23/2016 12:25 PM
79	Caroline Clement	5/23/2016 12:25 PM
80	Andrea Broom	5/23/2016 12:25 PM
81	Maria Swarthout	5/23/2016 12:25 PM
82	Argentina Back	5/23/2016 12:23 PM
83	Laura	5/23/2016 12:20 PM
84	Heather Floyd	5/23/2016 12:20 PM
85	Amy Okeze	5/23/2016 12:19 PM
86	PAULETTE	5/23/2016 12:18 PM
87	Denyse Guthrie	5/23/2016 12:17 PM
88	Clairmonte Cappelle	5/23/2016 12:16 PM
89	Becky McPeters	5/23/2016 12:16 PM
90	Laura Whitney	5/23/2016 12:16 PM
91	Twillia Leen	5/23/2016 12:16 PM
92	Samantha Jolin	5/23/2016 12:15 PM
93	Quinn	5/23/2016 12:15 PM
94	Angela Swartz	5/23/2016 12:14 PM
95	Rosa Valencia	5/23/2016 12:14 PM
96	Marques Gittens	5/23/2016 12:14 PM
97	Jaymie Roswell	5/23/2016 12:14 PM
98	Charles Upchurch	5/23/2016 12:14 PM
99	Maxine Broussard	5/23/2016 12:13 PM
100	James	5/23/2016 12:13 PM
101	Bohemia	5/23/2016 12:13 PM
102	Mary Beth Edmondson	5/23/2016 12:12 PM
#	Company	Date
	There are no responses.	
#	Address	Date

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	There are no responses.	
#	Address 2	Date
	There are no responses.	
#	City/Town	Date
	There are no responses.	
#	State/Province	Date
	There are no responses.	
#	ZIP/Postal Code	Date
	There are no responses.	
#	Country	Date
	There are no responses.	
#	Personal Email Address	Date
	There are no responses.	
#	Personal Phone Number	Date
	There are no responses.	

Q2 Gender (select how you self identify or enter in the box below)

Answered: 145 Skipped: 10



Answer Choices	Responses
Female	87.59% 127
Male	12.41% 18
Total	145

#	*	Date
	There are no responses.	

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Q3 Hiring date with PSESD (please enter approximate date)

Answered: 139 Skipped: 16

Answer Choices	Responses
MM/DD/YY	100.00% 139

#	MM/DD/YY	Date
1	06/22/2015	6/7/2016 7:44 AM
2	09/30/2009	6/3/2016 10:57 AM
3	09/08/2014	6/3/2016 9:28 AM
4	9/29/1999	6/2/2016 10:59 AM
5	04/07/2014	6/2/2016 8:40 AM
6	07/15/2007	6/1/2016 2:35 PM
7	07/26/2012	6/1/2016 8:52 AM
8	01/03/2003	5/31/2016 2:07 PM
9	09/01/2011	5/30/2016 9:42 AM
10	1/1/2014	5/30/2016 9:01 AM
11	10/15/2014	5/27/2016 4:00 PM
12	04/19/2001	5/27/2016 1:34 PM
13	10/01/2010	5/27/2016 1:32 PM
14	09/08/2008	5/27/2016 12:34 PM
15	09/01/2015	5/27/2016 11:11 AM
16	08/20/2014	5/27/2016 10:25 AM
17	11/06/2009	5/27/2016 8:16 AM
18	2/1/2006	5/27/2016 12:36 AM
19	10/01/2014	5/26/2016 9:44 PM
20	2/1/2013	5/26/2016 8:50 PM
21	04/27/2015	5/26/2016 2:53 PM
22	01/01/2013	5/26/2016 2:27 PM
23	9/1/2011	5/26/2016 1:29 PM
24	09/01/2000	5/26/2016 9:08 AM
25	01/17/1964	5/25/2016 5:08 PM
26	08/27/2010	5/25/2016 2:49 PM
27	06/01/1992	5/25/2016 1:04 PM
28	05/19/2015	5/25/2016 12:22 PM
29	08/01/2015	5/25/2016 11:25 AM
30	05/01/2013	5/25/2016 10:05 AM
31	01/10/2014	5/25/2016 9:41 AM
32	09/01/2001	5/25/2016 8:59 AM

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33	02/01/2010	5/24/2016 9:05 PM
34	03/01/2012	5/24/2016 7:41 PM
35	10/01/2010	5/24/2016 6:25 PM
36	07/31/2008	5/24/2016 5:52 PM
37	04/15/2014	5/24/2016 4:40 PM
38	09/01/2009	5/24/2016 3:46 PM
39	10/22/2012	5/24/2016 3:14 PM
40	07/03/1995	5/24/2016 2:37 PM
41	11/27/2010	5/24/2016 2:28 PM
42	11/26/2001	5/24/2016 1:53 PM
43	03/01/2009	5/24/2016 11:26 AM
44	10/01/2009	5/24/2016 11:00 AM
45	06/01/2012	5/24/2016 10:40 AM
46	11/15/2014	5/24/2016 10:26 AM
47	01/01/1995	5/24/2016 10:16 AM
48	08/25/2008	5/24/2016 10:02 AM
49	11/9/2015	5/24/2016 9:56 AM
50	03/16/1915	5/24/2016 9:05 AM
51	12/17/1990	5/24/2016 8:52 AM
52	12/10/2014	5/24/2016 8:26 AM
53	11/15/2001	5/24/2016 8:24 AM
54	09/15/2000	5/24/2016 8:04 AM
55	09/06/2006	5/24/2016 8:02 AM
56	08/10/2015	5/24/2016 7:48 AM
57	03/01/2016	5/24/2016 7:45 AM
58	10/20/2014	5/24/2016 7:38 AM
59	01/01/2010	5/24/2016 7:01 AM
60	11/19/2007	5/24/2016 5:34 AM
61	06/01/2010	5/24/2016 5:26 AM
62	9/1/2014	5/23/2016 8:47 PM
63	10/08/2002	5/23/2016 7:30 PM
64	02/15/2006	5/23/2016 7:03 PM
65	2/8/2010	5/23/2016 6:30 PM
66	08/16/2014	5/23/2016 5:14 PM
67	11/04/2013	5/23/2016 5:02 PM
68	10/01/2009	5/23/2016 4:48 PM
69	09/01/2010	5/23/2016 4:36 PM
70	7/27/2015	5/23/2016 4:00 PM
71	10/08/2015	5/23/2016 4:00 PM
72	02/11/2015	5/23/2016 3:57 PM
73	11/30/2015	5/23/2016 3:39 PM

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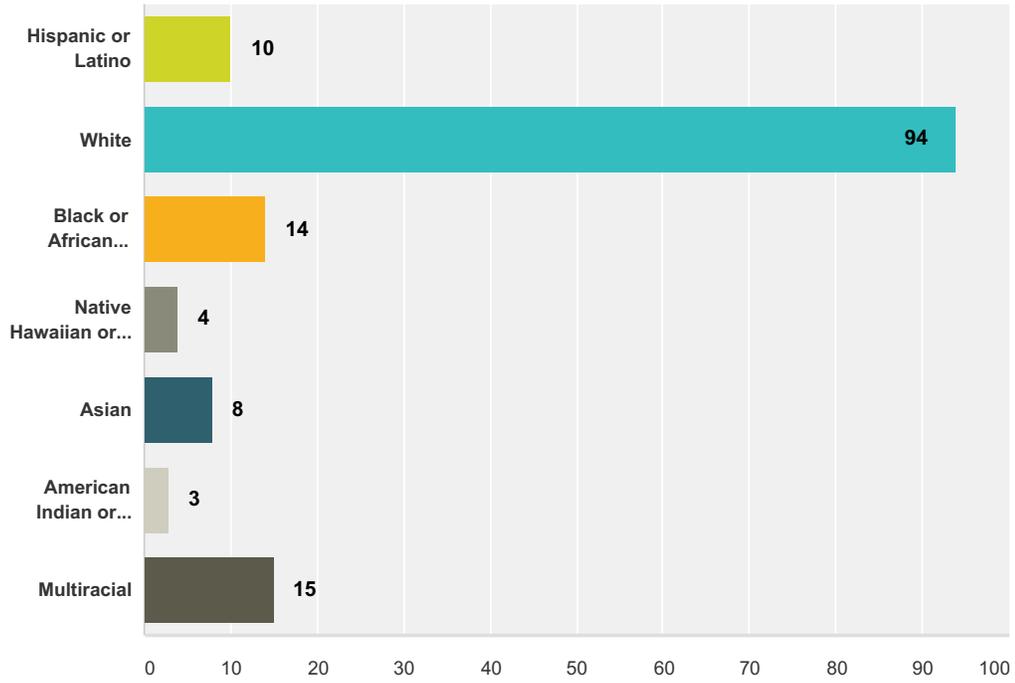
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75	08/01/2015	5/23/2016 3:08 PM
76	09/01/2009	5/23/2016 2:48 PM
77	01/03/2000	5/23/2016 2:47 PM
78	12/1/2004	5/23/2016 2:32 PM
79	02/01/2016	5/23/2016 2:30 PM
80	07/20/2013	5/23/2016 2:17 PM
81	09/01/2013	5/23/2016 2:17 PM
82	11/01/1991	5/23/2016 2:13 PM
83	7/1/2000	5/23/2016 2:13 PM
84	04/02/2012	5/23/2016 2:08 PM
85	10/01/2006	5/23/2016 2:06 PM
86	04/30/2010	5/23/2016 2:05 PM
87	10/01/2013	5/23/2016 2:00 PM
88	05/19/2011	5/23/2016 1:59 PM
89	04/01/2013	5/23/2016 1:56 PM
90	10/07/2013	5/23/2016 1:54 PM
91	10/16/2014	5/23/2016 1:40 PM
92	12/17/2007	5/23/2016 1:39 PM
93	09/13/1989	5/23/2016 1:38 PM
94	08/19/2013	5/23/2016 1:38 PM
95	02/26/2007	5/23/2016 1:36 PM
96	08/22/2007	5/23/2016 1:28 PM
97	11/08/2015	5/23/2016 1:23 PM
98	09/22/2014	5/23/2016 1:16 PM
99	11/15/2001	5/23/2016 1:15 PM
100	11/03/2008	5/23/2016 1:07 PM
101	10/6/2014	5/23/2016 1:04 PM
102	10/01/2012	5/23/2016 12:58 PM
103	11/01/2010	5/23/2016 12:57 PM
104	12/17/2001	5/23/2016 12:44 PM
105	11/27/2006	5/23/2016 12:43 PM
106	12/16/2014	5/23/2016 12:43 PM
107	03/14/2016	5/23/2016 12:35 PM
108	05/12/2014	5/23/2016 12:35 PM
109	11/10/2014	5/23/2016 12:31 PM
110	03/02/2015	5/23/2016 12:30 PM
111	05/01/2013	5/23/2016 12:29 PM
112	12/14/2015	5/23/2016 12:25 PM
113	01/26/2015	5/23/2016 12:25 PM
114	09/28/2016	5/23/2016 12:25 PM

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115	01/19/2016	5/23/2016 12:25 PM
116	01/04/2010	5/23/2016 12:23 PM
117	12/01/2000	5/23/2016 12:22 PM
118	06/30/2013	5/23/2016 12:20 PM
119	08/01/2002	5/23/2016 12:20 PM
120	07/01/2016	5/23/2016 12:19 PM
121	01/27/2003	5/23/2016 12:18 PM
122	07/12/2006	5/23/2016 12:17 PM
123	07/15/2013	5/23/2016 12:16 PM
124	03/21/2005	5/23/2016 12:16 PM
125	06/11/2015	5/23/2016 12:16 PM
126	12/26/2001	5/23/2016 12:16 PM
127	11/03/2014	5/23/2016 12:15 PM
128	05/23/2016	5/23/2016 12:15 PM
129	07/20/2015	5/23/2016 12:14 PM
130	09/12/2012	5/23/2016 12:14 PM
131	12/10/2014	5/23/2016 12:14 PM
132	05/01/2015	5/23/2016 12:14 PM
133	03/01/1999	5/23/2016 12:14 PM
134	08/20/2007	5/23/2016 12:14 PM
135	08/21/2012	5/23/2016 12:13 PM
136	10/19/2015	5/23/2016 12:13 PM
137	03/01/2010	5/23/2016 12:13 PM
138	03/25/2013	5/23/2016 12:13 PM
139	02/08/2010	5/23/2016 12:12 PM

Q4 Race and Ethnic Identification

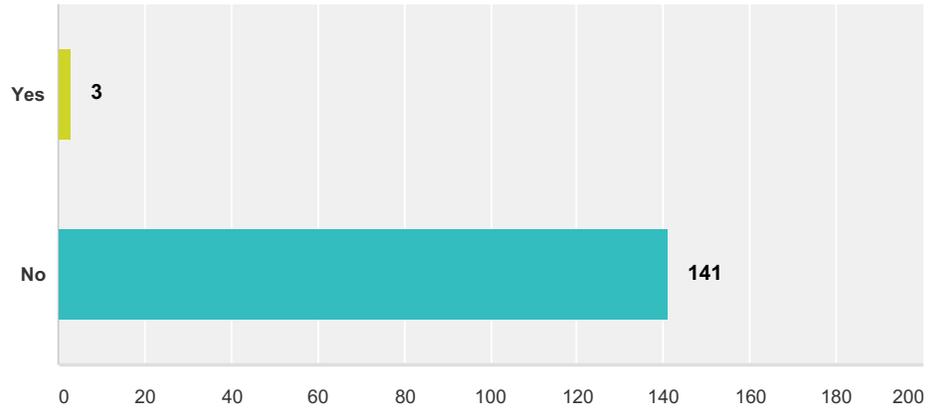
Answered: 139 Skipped: 16



Answer Choices	Responses
Hispanic or Latino	7.19% 10
White	67.63% 94
Black or African American	10.07% 14
Native Hawaiian or Other Pacific Islander	2.88% 4
Asian	5.76% 8
American Indian or Alaska Native	2.16% 3
Multiracial	10.79% 15
Total Respondents: 139	

Q5 Veteran?

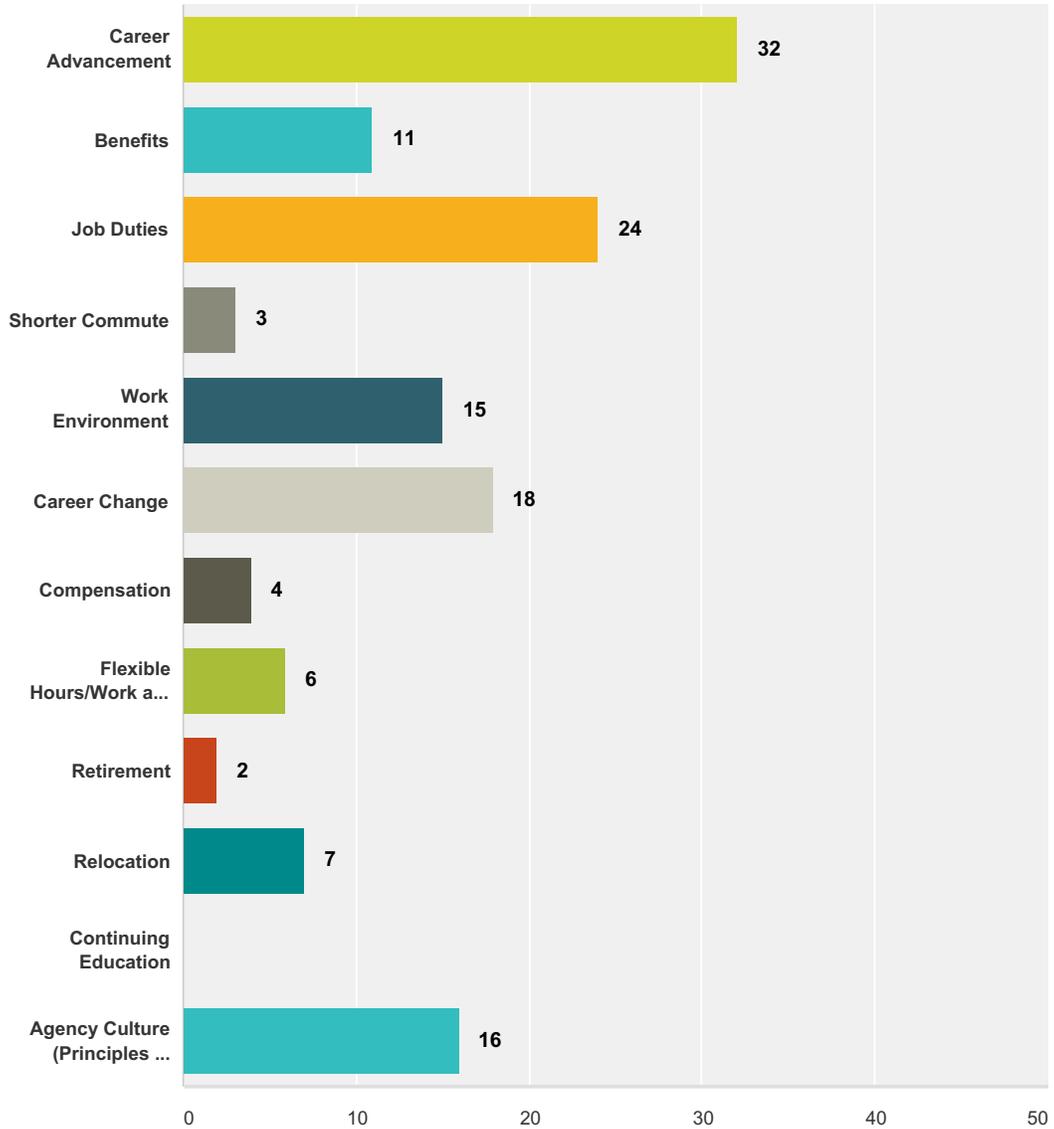
Answered: 144 Skipped: 11



Answer Choices	Responses
Yes	2.08% 3
No	97.92% 141
Total	144

**Q6 What was your primary reason for choosing PSESD as your employer?
Please choose one:**

Answered: 138 Skipped: 17



Answer Choices	Responses
Career Advancement	23.19% 32
Benefits	7.97% 11
Job Duties	17.39% 24
Shorter Commute	2.17% 3
Work Environment	10.87% 15
Career Change	13.04% 18

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Compensation	2.90%	4
Flexible Hours/Work at Home	4.35%	6
Retirement	1.45%	2
Relocation	5.07%	7
Continuing Education	0.00%	0
Agency Culture (Principles & Practices, Equity & Inclusion, etc)	11.59%	16
Total		138

#	Other (please specify)	Date
1	I love to work with Families and Childrens.	6/3/2016 10:58 AM
2	I was asked to apply.	6/2/2016 11:00 AM
3	A friend working for the agency told me about the program	5/31/2016 2:11 PM
4	An oppportunity to provide regional leadership	5/30/2016 9:43 AM
5	RIF	5/27/2016 1:33 PM
6	Initially, the opportunity to serve families within our WCCW Early Head Start program was the reason I applied to PSESD.	5/27/2016 8:17 AM
7	Had just left program at Muckleshoot Tribe (federal grant ended) and I was looking for work in Indian Education	5/27/2016 12:38 AM
8	Job Duties , flexible hours, approachable and accessible leaders and mission statement	5/25/2016 6:26 PM
9	To work in an organization that explicitly calls out racial equity in addressing adult practices that impact student learning	5/25/2016 11:27 AM
10	Working with the PSESD Native Education Program	5/24/2016 7:41 PM
11	Reduction in force at previous employer	5/24/2016 1:55 PM
12	Compensation, Benefits, Continuing Education	5/24/2016 10:27 AM
13	job at the time was downsizing so applied at ESD.	5/24/2016 8:53 AM
14	Wanted to work in the public sector.	5/24/2016 8:05 AM
15	The job related to the well-being of children & I was looking for a full-time position with benefits.	5/24/2016 8:04 AM
16	I was drawn to work with the Math Team (Greta) and it seemed a good place to continue my work towards equity in math education.	5/24/2016 7:49 AM
17	The opportunity (disabilities coordinator) was a great fit for my skills and interests	5/23/2016 4:49 PM
18	a great opportunity came about	5/23/2016 4:01 PM
19	School calendar	5/23/2016 2:33 PM
20	Higher pay for teachers	5/23/2016 2:18 PM
21	Priviledged/Exempt Status	5/23/2016 2:02 PM
22	I was interested in a position where I could work on the system.	5/23/2016 1:39 PM
23	Job Security - lack of turn over as in previous industry (sales)	5/23/2016 1:26 PM
24	Also because my job is something I am passionate about.	5/23/2016 1:04 PM
25	I had almost no knowlege of PSESD at the time of my hire. They offered me a position and I was happy to accept.	5/23/2016 12:46 PM
26	I needed a job. PSESD offered me a position not long after I graduated college; I had no other offers at the time.	5/23/2016 12:44 PM
27	Needed a job.	5/23/2016 12:32 PM
28	The Guiding Principles of the ESD are a match with my values.	5/23/2016 12:22 PM
29	Benefits, shorter commute, agency culture and career advancement.	5/23/2016 12:15 PM

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Q7 Additional comments about reason for choosing PSESD.

Answered: 69 Skipped: 86

#	Responses	Date
1	Agency culture, benefits, compensation, shorter commute	6/3/2016 9:29 AM
2	The Agency Principles and Practices really got my attention when I reviewed the organization before getting hired. I really liked the fact that I was going to be able to speak my language (Spanish) working with the Hispanic Community as a home visitor, being able to surround myself with different people and interact with other cultures is always a plus for me. That really helped me choose my position and decide to be part of PSESD. And off course the pay and benefits as an employee are great! I really liked that the organization really takes care of its employees not just with reasonable pay and benefits but also with great trainings.	6/2/2016 8:49 AM
3	I was working as an Administrative Assistant and Program Coordinator (50/50 to be a full time employee). A job as a receptionist opened and the PSESD employee recommended I apply based on the work environment (stability), as well as the good pay and benefits. I was going to school at the time and the position as a GA fit so I could concentrate on school.	5/31/2016 2:11 PM
4	Strong reputation for doing good work, good people to work with, new opportunity and new challenges	5/30/2016 9:43 AM
5	When I came to the ESD, I moved jobs to change careers. I was excited to make a difference and participate in the huge work that the ESD is a part of all over the region. Now, I stay here because of the benefits.	5/30/2016 9:08 AM
6	The benefits, work environment, and agency culture were also contributing factors	5/27/2016 4:07 PM
7	It was the philosophy and culture of the EHS Program that was my primary motivation; as I didn't spend a lot of time in the [Burien!] office. Then, in order: salary& benefits, commute and retirement.	5/27/2016 1:40 PM
8	This was one of the only agencies that gave me the opportunity to interview for the position of my choice. Everything else was an unsuspected, very well appreciated bonus.	5/27/2016 11:16 AM
9	I worked in the capacity of an ECEAP Family Support Specialist(FSS) within Renton School District/PSESD for 14 years and desired to step into the next level of professional growth. Working at PSESD is allowing me the opportunity to support subcontractors in building their knowledge and skills capacity in order to best serve children and families. Working at PSESD provides a venue for me to not only advocate for best practice internally and externally but also much opportunity for continued professional growth and advancement.	5/27/2016 10:33 AM
10	Previous history with the agency and positive work environment	5/26/2016 9:45 PM
11	1st reason I selected this employment opportunity because I was able to expressed two of my passions, Social Worker/ Nursing. In my current position I am limited in making social services recommendation, since, I was hired as a Senior Health Coordinator. PSESD has not yet created a social worker or Health Coordinator Position. I wish they'd have a medical social worker position. I believe I'm capable of handling this position. Since many of our health disparities have a socio-economic/environmental components, a medical social worker position fulfill such disparities. 2nd reason I was impressed with the Health Dept. leadership. This was the first time that I had, a Health Directors and Managers that are still doing direct work. This department is very community involved and remain relevant to current health disparities and WAC policies. These qualities were an essential hiring point for me. Too many times management create visions or procedures, that are vastly disconnected to the needs of the communities we serve or relevant to the work. 3rd reason Flexible hours and the ability to relocate. I wish that their would be more incentive and money for continuing education. I would love to be on the school schedule and have holiday's off.	5/25/2016 6:26 PM
12	It's hard to pick just one reason, there were several. In fact I think the only reasons that don't apply above are Career Change, Retirement, Relocation and Continuing Education. Some of the reasons have been reinforced the longer I have been here, and there are some reasons that are not even listed here.	5/25/2016 12:25 PM
13	- A move from a school principalship to a regional role in supporting school districts, school leaders, teachers and students	5/25/2016 11:27 AM
14	One of the main reasons I was interested in the agency is the work that it does to promote equity in education - however, shorter commute and benefits were also considerations.	5/25/2016 10:19 AM
15	I was interested in the work outlined on the job description - state and regional leadership of science & now, STEM.	5/24/2016 5:53 PM
16	I had worked for PSESD previously and enjoyed working here, so I came back after completing schooling.	5/24/2016 4:41 PM

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17	I was looking for an employer that offered benefits. Working in Early Learning, paid time off, sick leave, is not easy to find that are comparable to other careers.	5/24/2016 3:48 PM
18	I like working for Head Start because the childcare philosophy closely matches mine. I am also able to make a living as a preschool teacher and PSESD employee.	5/24/2016 2:31 PM
19	Benefit package outweighed salary comparison from previous employer	5/24/2016 1:55 PM
20	Joining the ESD had a great deal to do with the people I was going to be working with because they made my inclusion feel like I was joining a family & my opportunities to work in the schools with the youth.	5/24/2016 11:20 AM
21	My hope was to advance and grow with the agency which occurred in the earlier years but has been stymied lately with the current HR rules, lack of transparency and many hoops to jump through.	5/24/2016 10:19 AM
22	Great opportunity. I was 21 when I was hired at PSESD and I wasn't seeing any other career options near what PSESD offered for someone my age.	5/24/2016 10:02 AM
23	State benefits, job duties, employee support (employee training)	5/24/2016 9:09 AM
24	I loved the idea of working in education and helping those working in education.	5/24/2016 8:53 AM
25	I was a stay-at-home mom, getting back into the work force. The first job I applied for at the ESD I did not get. It was at ReLife and HR felt it wouldn't be a good fit for me. However, the HR at that time really liked me and called me to inform me of a position they felt WOULD be a good fit. I did get that position, and I like to tell this story about HR, as I have always felt it showed how great they are. They are a reflection of how the ESD as an agency tries to do a superlative job!	5/24/2016 8:29 AM
26	Kimberly Beeson has a fine set of values and beliefs and was a primary reason that I applied to the PSESD. She is committed to helping youth and families deal with the various risk factors that they face.	5/24/2016 7:48 AM
27	Because I had worked in education for the majority of my career, I wanted to stay within the education field when we relocated from Cashmere, WA. Living on this side of the mountains made it essential that I had a full time job, rather than working within the school system in direct service, to "pay the bills"	5/23/2016 7:33 PM
28	Similar to work history and the kind of work I enjoy doing. I was also unemployed at the time and anxious to get back to work.	5/23/2016 7:05 PM
29	It was really a combination of all. But because the question asks to choose only one, I had to choose retirement. We relocated to the area and I did not want to change retirement systems. I could just have easily selected relocation, compensation, shorter commute, career advancement, benefits, as these all applied too.	5/23/2016 5:18 PM
30	Reputation as a great organization.	5/23/2016 5:01 PM
31	I also appreciated the autonomy and freedom to help shape the role. I felt valued as an employee.	5/23/2016 4:49 PM
32	I have had a goal of working for PSESD for several years because that is the work I wanted to be doing in the field of Early Learning	5/23/2016 4:01 PM
33	I heard from a friend it was a good place to work	5/23/2016 4:01 PM
34	Educare	5/23/2016 3:37 PM
35	I did not know anything about PSESD when I applied for the job of Literacy Coordinator. The job was a match with my skill set and I was in need of job.	5/23/2016 2:48 PM
36	I wanted to work with schools and students before they were kicked out of school.	5/23/2016 2:33 PM
37	Heard that it was a good place to work	5/23/2016 2:18 PM
38	Actually, there were several "reasons" why I choose to stay with PSESD, and they are all equally measured. I enjoy the office atmosphere in both offices, Transportation as well as the Renton office. The Agency Culture is well defined and always seems to be improving--so much work going into Race to the Top, the racial equity inclusions, etc. So many different ways that we as a whole are becoming a better and better organization. The people treat each other with high regard and respect, and there are plenty of opportunities to some people who wish to advance their career or are interesting in being better in the position they are currently in. It definitely was a career change for me. Coming mostly from the hospitality industry and not fully grasping what my responsibilities were here up front were challenges that I am continually working on to improve. And, I believe I am given that opportunity. We are a close "family" in Transportation, and I enjoy that. It is a much shorter commute, the benefits are wonderful, and if I am allowed to stay (and I fully expect that I will be here for many years) I can enjoy the retirement package. Really, the other reasons listed above don't apply to me directly. Thank you for asking.	5/23/2016 2:16 PM
39	As the ESD evolves, I love how the Agency Culture and the people I work with my job enjoyable.	5/23/2016 2:07 PM
40	Salary and benefits	5/23/2016 2:06 PM

PSESD Staff Stay Questionnaire

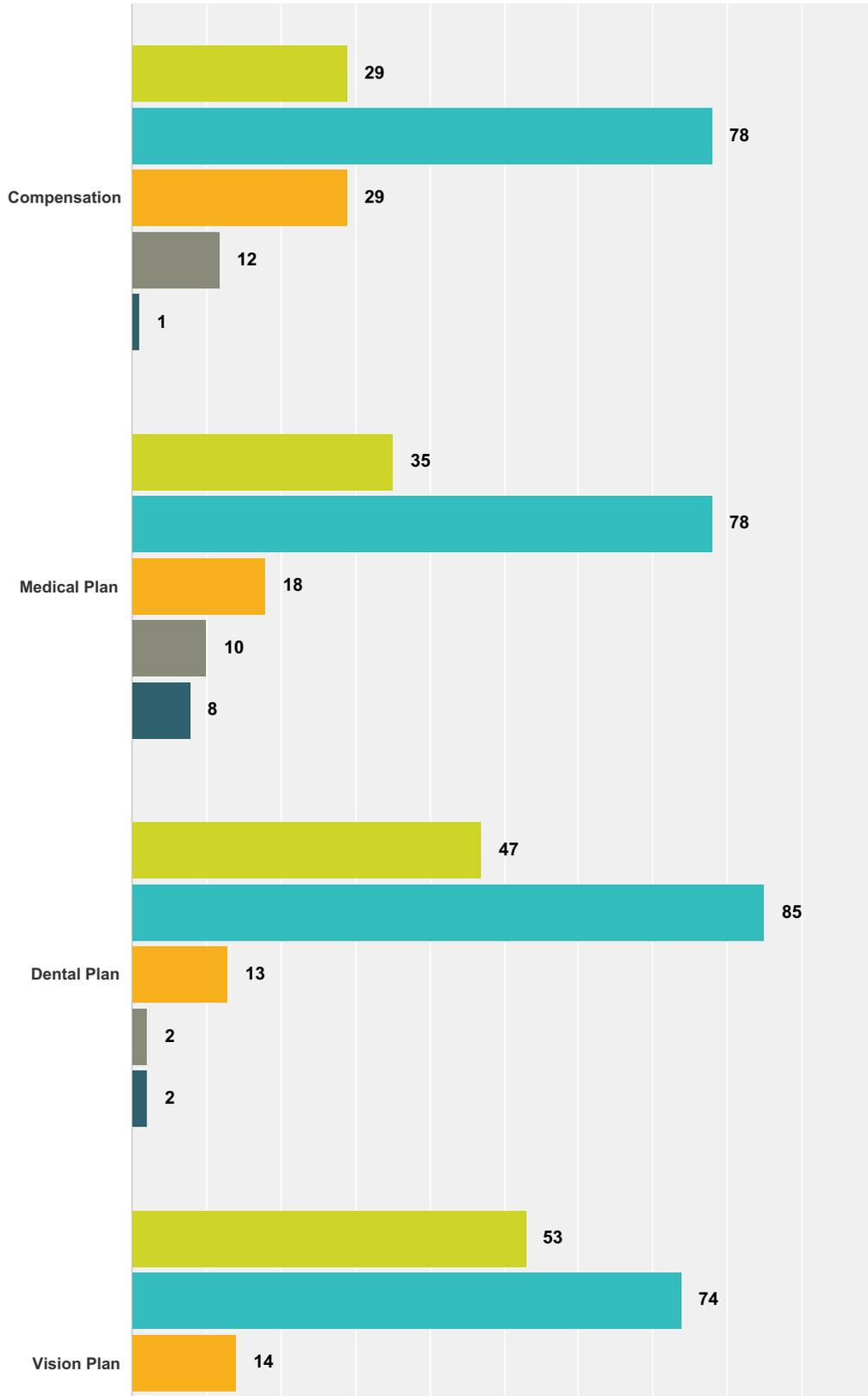
41	After an 8 year tenure at Tesoro Corporation and various "I have no choice jobs" during the 2010-12 recession, I embarked on personal affirmations through leadership programs and volunteerism, and it was through those efforts that I wanted my next job to be what I want and most desire: stability, privilege/exempt status and passion for the organization and its mission. It was through the unemployment office job listings where I learned of PSESD and once I read 'eliminating the opportunity and anti-racist organization' I started applying immediately. Even at the level of Administrative Assistant when I had just graduated with a BA in Accounting. All I knew was that I had to get in! The unmatched PTO was a factor as well..	5/23/2016 2:02 PM
42	ESD has a great reputation.	5/23/2016 2:00 PM
43	Job duties, compensation and work environment were also reasons for choosing PSESD	5/23/2016 1:40 PM
44	At the time when I was hired The ESD was one of the leaders focusing on the health and well being of students and staff and I wanted to be a part of the vision and team.	5/23/2016 1:40 PM
45	Salary, time off, health benefits, flexibility and retirement were also big factors.	5/23/2016 1:39 PM
46	It was within the educational environment in which I wanted to continue with.	5/23/2016 1:37 PM
47	School contracts for Prevention/Intervention Specialists transferred from Treatment agencies to ESD.	5/23/2016 1:30 PM
48	Also because the Agency is striving to be an Anti Racial multicultural organization. I wanted to be a part of its diversity. PSESD is Education focused. Benefits are great! Great friendly work environment! The variety of job duties is also great and new.	5/23/2016 1:28 PM
49	Was interested in working for an educational organization, or agency that aligned to my values.	5/23/2016 1:26 PM
50	Along with the agency culture, the following reasons were very important to me: job duties, career advancement, compensation, and benefits.	5/23/2016 1:17 PM
51	I feel proud to be affiliated with an organization that does the work that we do.	5/23/2016 1:08 PM
52	I had worked with the PSESD previously and took time off to stay home with my children.	5/23/2016 1:04 PM
53	After 20 years raising my children at home, it seemed like a good fit for the next phase of my life.	5/23/2016 12:43 PM
54	I thought I would learn a lot from the job duties I would be doing.	5/23/2016 12:36 PM
55	From my first day here on 9/5/13 as a temp, I knew this where I belong. I enjoy the work, the people and the laid back environment where no one is hanging over your shoulder micro-managing your work. We all work as a team and have each other's back.	5/23/2016 12:32 PM
56	I have never worked for a company that puts forth so much effort to be a multicultural anti racist organization and feel honored to work for PSESD.	5/23/2016 12:29 PM
57	I love working at ReLife. We are all a family. The compensation and benefits are wonderful.	5/23/2016 12:27 PM
58	PSESD had a reputation for hiring the best and most qualified staff for each role.	5/23/2016 12:22 PM
59	I have always respected the work being done at the ESD. As an educator with 18 in special education, I also wanted the opportunity to be a leader and part of innovation in our field.	5/23/2016 12:22 PM
60	I also wanted to work for a diverse Head Start Program that was located within my community and our agency provided that opportunity.	5/23/2016 12:22 PM
61	It was really a combination of career opportunity (although not necessarily "advancement"), compensation (including retirement and benefits) and shorter commute. I was very excited to be part of the opportunity to work in the unique program at WCCW and to help build it from the ground up.	5/23/2016 12:18 PM
62	I'm proud of what this employer stands for and support the agency culture.	5/23/2016 12:18 PM
63	I wanted to work for an organization that is supporting education/children.	5/23/2016 12:18 PM
64	I had been looking for the government job for the last few years before I got the call to come to work.	5/23/2016 12:18 PM
65	Honestly, I applied for my position because Monte Bridges suggested it to my mom - they worked together on Vashon, and he knew I was looking for a similar position. Before applying, I knew nothing about the ESD.	5/23/2016 12:18 PM
66	Great organization! I have worked for other companies that have similar goals and was drawn to PSESD/WSRMP because of their mission. The work is also very rewarding.	5/23/2016 12:17 PM
67	I had heard many positive things about working at PSESD and I was thrilled when an opportunity presented itself.	5/23/2016 12:15 PM
68	I had worked with a contract site of the ESD for many years, I had seen how wonderful the organization was to their employees and I believe that they put children first. I had been trying for many years to get hired on with the esd.	5/23/2016 12:15 PM

PSESD Staff Stay Questionnaire

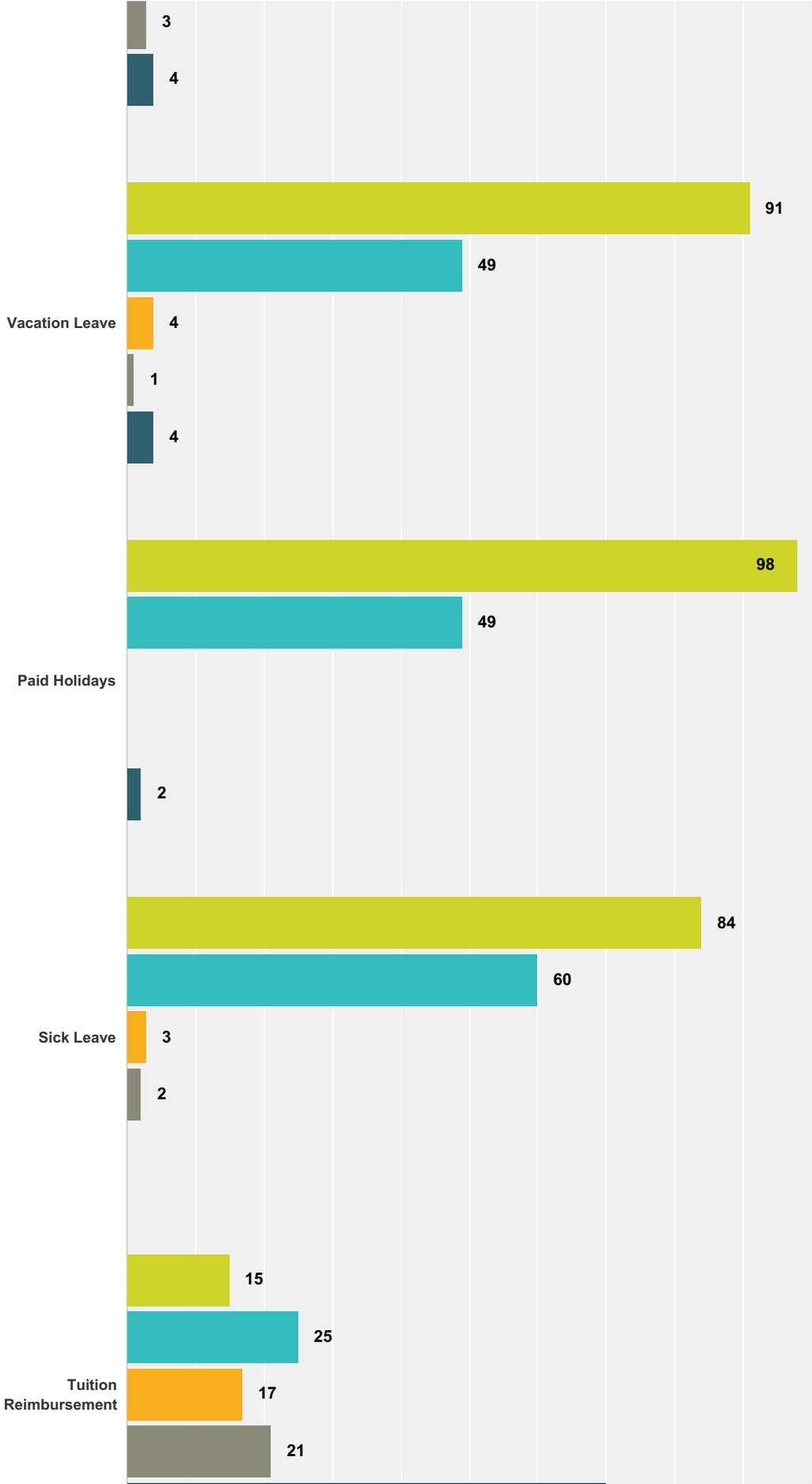
69	The compensation and benefits were also important reasons to choose this agency.	5/23/2016 12:13 PM
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Q8 Please rate your overall satisfaction with each aspect of PSESD's compensation & benefits.

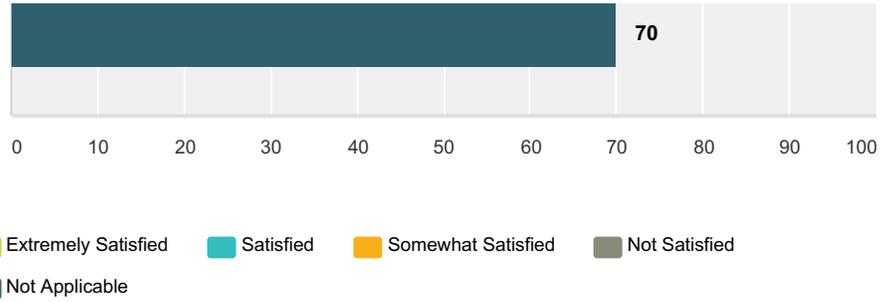
Answered: 149 Skipped: 6



PSESD Staff Stay Questionnaire



PSESD Staff Stay Questionnaire



	Extremely Satisfied	Satisfied	Somewhat Satisfied	Not Satisfied	Not Applicable	Total	Weighted Average
Compensation	19.46% 29	52.35% 78	19.46% 29	8.05% 12	0.67% 1	149	2.18
Medical Plan	23.49% 35	52.35% 78	12.08% 18	6.71% 10	5.37% 8	149	2.18
Dental Plan	31.54% 47	57.05% 85	8.72% 13	1.34% 2	1.34% 2	149	1.84
Vision Plan	35.81% 53	50.00% 74	9.46% 14	2.03% 3	2.70% 4	148	1.86
Vacation Leave	61.07% 91	32.89% 49	2.68% 4	0.67% 1	2.68% 4	149	1.51
Paid Holidays	65.77% 98	32.89% 49	0.00% 0	0.00% 0	1.34% 2	149	1.38
Sick Leave	56.38% 84	40.27% 60	2.01% 3	1.34% 2	0.00% 0	149	1.48
Tuition Reimbursement	10.14% 15	16.89% 25	11.49% 17	14.19% 21	47.30% 70	148	3.72

PSESD Staff Stay Questionnaire

Q9 Additional comments about compensation & benefits.

Answered: 49 Skipped: 106

#	Responses	Date
1	Great benefits!	6/3/2016 10:59 AM
2	I have been working with the PSESD for nearly 12 years and I have seen the benefits go up quite a bit. Sadly being single and pretty healthy, I do wish the prices were lower, but totally understand the system.	5/31/2016 2:13 PM
3	These benefits, are the reason that I stay here.	5/30/2016 9:09 AM
4	As costs for other benefits have risen, I have not been able to use the VEBA program, but I think it's a great program.	5/27/2016 1:42 PM
5	No 401 K or matching available or bonus Retirement plan is not competitive with market place.	5/27/2016 1:36 PM
6	I love the VEBA!!!	5/27/2016 10:35 AM
7	I consider the many opportunities for ongoing professional development to be benefits too!	5/27/2016 8:19 AM
8	I was sad to see the amount of money that PSESD pays out and how little is covered. I would strongly suggest Regence or Aetna plan In addition we are an institution who serves children and family but yet our employees do not get paid maternity leave. I believe there should be continuing education grant to enhance skills and provide promotional opportunities in order to sustain equity	5/25/2016 6:38 PM
9	It was frustrating that when I transitioned into my new role in January that my previous work experience wasn't taken into account when my Salary was determine. I was placed at the first step due to my time at the agency, not due to the fact that I had a Bachelor's when the position only asked for an Associates and that I have nearly a decade of Accounting experience, some of which has been very specific for my position. If a salary range is going to be provided on a job description, then I would expect that when you exceed the minimum qualifications that you would not be given the minimum pay for the job.	5/25/2016 12:29 PM
10	We receive great benefits here - however, I would say, the one area that is lacking is paid maternity & paternity leave. We currently receive 3 days paid, which is not very much. Employees must purchase their own short-term disability, and be covered by it for 1 year before being eligible for any type of paid maternity leave. This leaves out anyone seeking paternity leave, adoptive parents, etc., and is burdensome to seek out and receive. I would like to see better benefits in this area. There could also be better space provided for nursing mothers to pump. Both spaces provided are part of bathrooms, and are sometimes so busy, it is difficult to access them.	5/25/2016 11:10 AM
11	Compensation is satisfactory when compared externally, but is inequitable internally. Tuition reimbursement is low and advanced education isn't considered in hiring or compensation decisions, so the only reason to go back to school would be to find a new job.	5/24/2016 9:08 PM
12	Wish we had paid maternity/paternity leave or that we did not have to drain all of our leave balance when having a child.	5/24/2016 3:15 PM
13	I am mostly satisfied with my benefits. As a single mother, I just wish I could afford to add my kids to my medical plan with out paying out of pocket.	5/24/2016 2:32 PM
14	At top of my current band when asked to apply for newly created position -- no room for growth at same rate as my fellow coworkers with both step and COLA increases. Lost union longevity stipend earning at 15, 20, 25 years. New position is non-union, so vision plan benefits are not comparable to the union vision plan. I cannot use current optometrist without out of network additional costs.	5/24/2016 2:06 PM
15	Not all staff are paid the same for doing the same job	5/24/2016 12:25 PM
16	Since educational requirements play a primary role in pre screening candidates, it would be nice if support were available to foster educational growth for individuals who wish to apply for advancement opportunities within the agency.	5/24/2016 11:04 AM
17	As a teacher on the "school schedule" it would be nice to have at least 2 days of "personal leave" that may not come under sick leave. I got married a few weeks ago and had to take a day without pay, the day before, so I could get the facility ready and meet out of town family. I have also had to give up opportunities to accompany family on special activities because I couldn't use any leave. Otherwise, what is provided for benefits is great!	5/24/2016 9:21 AM

PSED Staff Stay Questionnaire

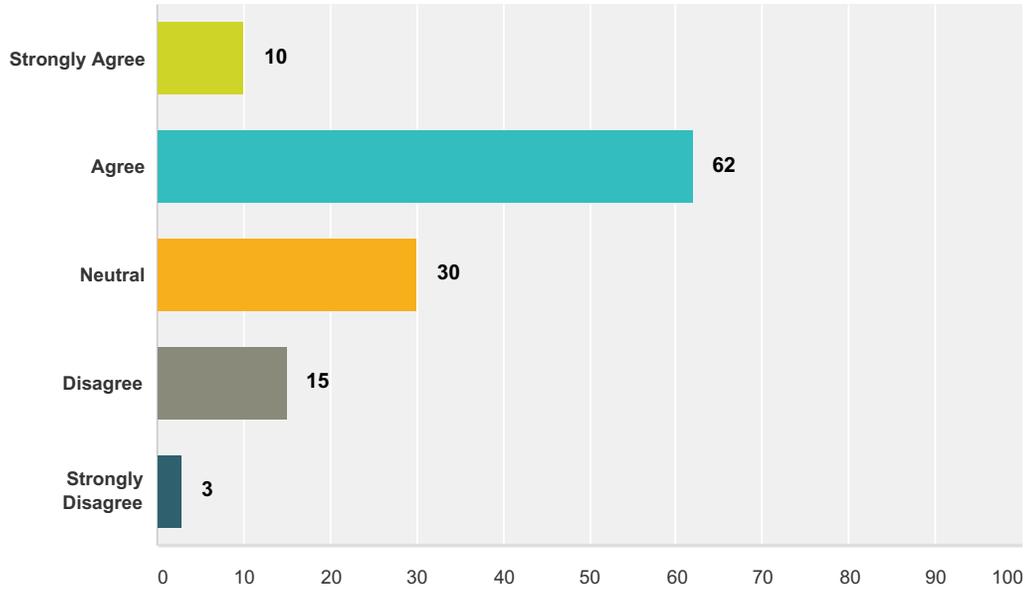
18	Compensation package is good, but could always be improved to have less money out of employees pocket. Our raises each year are basically wiped out by the rising medical costs. Tuition reimbursement needs to be improved. \$750 doesn't cover very much at all.	5/24/2016 8:54 AM
19	What Tuition Reimbursement?	5/24/2016 8:06 AM
20	I had the opportunity to apply for several new positions when Issaquah School District opened some new schools. I opted to stay at the ESD party because of the benefits above.	5/23/2016 7:35 PM
21	As Coordinator, my responsibilities have increased significantly but it seems like there have been only 1 or 2 yearly rate increases. There is plenty of days over and above my daily work schedule that I need to continue working to get the job done but all I've every been offered is flex time which doesn't help the situation because then I fall further behind in my work. There seems to be a gap between those of us in the field and those of you in Renton; those who work in the field, to sustain the grants and those of you who earn 3 times the salary in Renton. I don't know enough about the operations in Renton but over the past 4-5 years I have felt more disconnected and that the leadership at various levels has lost integrity.	5/23/2016 7:22 PM
22	I would love to go back and get Master's degree but tuition reimbursement is only \$750 and wouldn't put a dent in further education.	5/23/2016 5:19 PM
23	Our tuition reimbursement plan is pretty vague, the guidelines state \$700 per year, but some employees are able to access much more through professional development plan. I feel as a leader like it's difficult to equitably make decisions in line with budgets, and as a student I'm not clear what's appropriate to request. As a result my program has paid thousands for teachers to get degrees but I haven't requested more than one class for my Masters in Educational Leadership. This is an area we could strengthen procedures for.	5/23/2016 4:53 PM
24	I cannot seem to find an eye doctor that takes our insurance plan. I heard from an eye doctor they do not like our coverage because it is so cheap. Many of the providers on the list don't want to take new patients once they know what coverage I have.	5/23/2016 4:03 PM
25	I feel that PSED does a great job of being competitive and offering an array of benefits beyond just salary placement.	5/23/2016 2:49 PM
26	It would be better if dental and vision were not mandatory. It would be more beneficial to put that money into VEBA each month as opposed to paying a monthly premium for those benefits, especially with low cost vision options.	5/23/2016 2:20 PM
27	Teachers should be paid way more especially depending on the challenges in a classroom or when we are short staffed for so long.	5/23/2016 2:18 PM
28	I have a major concern with the gap between positions according to rank. While someone in Band C receive a 2% merit increase as does someone in Band O, for example, the amount that 2% represents creates tremendous disparity and hardship for the lower bands and over proportionately favors those in the upper bands. This also creates a strong hierarchical culture within the agency and a general sense of distrust and discouragement and parity is not being addressed in the economic paradigm of the agency.	5/23/2016 2:16 PM
29	To me, the tuition reimbursement program should be better considering the fact that we operate in the education sector. However, at this time of my career, the offered amount is adequate for certification, etc. Maybe we can offer scholarships or other subsidies? I was fortunate to have my entire education paid for by my former employer (books, parking, all fees, etc.) so it made it easy for me to make the decision to become educated by 'acceptation.' One of the best decisions of my life, but again, it was a lot easier with monetary support.	5/23/2016 2:15 PM
30	I pay so much out of pocket for my benefits because my husband is self-employed. I hear other companies were compensation and benefits are 100% covered.	5/23/2016 2:09 PM
31	Would take another job if something comes up that would pay better.	5/23/2016 1:57 PM
32	I believe we have a good benefits package and I think it is unfortunate how we have seen the cost of benefits increase and the actual benefits decrease. An area that I think we could improve upon is educating people how to best use our benefits.	5/23/2016 1:43 PM
33	This is the first job where I had retirement, I've really appreciated that even though I don't think I fully understand it.	5/23/2016 1:40 PM
34	Medical insurance benefits seem to be costing more in premiums, and coverage and deductibles extremely high.	5/23/2016 1:31 PM
35	My counterparts in the school district who have similar positions and manage the same number of employees but with less responsibilities overall is paid on average \$12,000-\$20,000 more per year and has a higher title (though titles do not matter much to me).	5/23/2016 1:26 PM
36	I appreciate thoughtful and careful attention paid to the benefits package.	5/23/2016 1:19 PM

PSESD Staff Stay Questionnaire

37	<p>The vision benefits are honestly terrible. I have always had VSP while working for 3 past employers prior to coming to PSESD and being stuck with NBN is the absolute worst. When I started as a Claims Specialist at PSESD, I had VSP and it was wonderful. Every vision provider accepted it, and it had wonderful coverage. However, when I was promoted, I had to switch over to NBN NBN has been an absolute nightmare. I have several favorite brands of frames, and it's next to impossible to find any vision office between Tacoma, Gig Harbor, Renton and Seattle that carries them. I had to literally call 15 providers within a 40 mile radius to find one office that carried one of three brands of frames that I prefer. In offices that take VSP coverage, these brands are plentiful and I know 5 different offices that carry them. I feel completely limited by NBN and will likely pay out of pocket the next time I need an eye exam so I don't have to find a new eye doctor. I don't understand why we don't have the option to stay with VSP once we leave the union positions at the ESD. The dental plan is also the worst--having to pay more for Delta Dental, and not even having the 2 cleanings per year 100% covered is laughable. I can't believe they make you start on a scale and only cover 70% and increase it a year at a time. I've never worked for an employer that didn't cover a basic teeth cleaning 100% twice a year.</p>	5/23/2016 1:12 PM
38	<p>I and others providing direct service could be paid more. Despite having college degrees and a great deal of responsibility, I believe we are on the same salary band as many who have not earned a degree. This seems like an inequity. Overall, however, I am reasonably satisfied with our benefits.</p>	5/23/2016 12:55 PM
39	<p>Should offer more for staff members seeking higher education. Current reimbursement doesn't seem to even make a dent in what it costs to get a higher degree.</p>	5/23/2016 12:45 PM
40	<p>I am happy with my current salary but feel that there are some staff that are underpaid. Many of my former coworkers with similar experience are making anywhere from \$10k to \$20k more per year. I feel that my salary is where it should be but only as a result of recent promotions.</p>	5/23/2016 12:36 PM
41	<p>The ESD has the best vacation leave plan out any of my past employers. They encourage you to take time to take care of yourself and/or your family. No other company would have paid me bereavement pay for taking time for my best friend's mother's funeral. Thank You!!!</p>	5/23/2016 12:35 PM
42	<p>The cost out of pocket for benefits has impacted my take home pay significantly</p>	5/23/2016 12:34 PM
43	<p>The VEBA benefit is HUGE! The opportunity provided to earmark health care dollars on a pre-tax basis to an account for out-of-pocket, medically-related expenses, if already covered under another health plan, is tremendous. While satisfied with compensation, private sector figures are more favorable.</p>	5/23/2016 12:30 PM
44	<p>The vacation and sick leave package is a huge incentive for me to stay here - the flexibility and opportunity to telecommute lets me balance work and family more easily. The job title and compensation seems very competitive - and my particular job function within the agency doesn't quite fit the title I am assigned - but neither does it completely fit the next step in the career ladder. (Not that I think the next step would be a promotion as I am super happy with my role of working with direct service folks and see high outcomes but I know others in the Early Learning consider Sr. Coordinator to be "above" Technical Assistance Coordinator - and I am frequently reminded of this with new systems and procedures)</p>	5/23/2016 12:27 PM
45	<p>I marked "not satisfied" with Tuition Reimbursement because I am not aware of this benefit, nor did anyone help be be aware of it while working on a Master's Degree.</p>	5/23/2016 12:23 PM
46	<p>I'm less "not satisfied" with tuition reimbursement as I am about how it seems to be applied. I felt that by going back to school and completing my bachelor's degree, I would find more opportunities for advancement at the ESD. But I was told that I didn't qualify for tuition reimbursement (beyond \$150 for professional development) because what I was going to be studying (business management) had nothing to do with what I do while I'm at work.</p>	5/23/2016 12:22 PM
47	<p>The option to do an annual vacation (three days) buyback is nice!</p>	5/23/2016 12:20 PM
48	<p>While I have not participated in tuition reimbursement, the rating I selected was based on my exposure to more robust tuition reimbursement programs at other employers.</p>	5/23/2016 12:16 PM
49	<p>The Flexible Spending Account administrator is very difficult to work with. I am sent denial letters very frequently and their professionalism and follow-through is lacking.</p>	5/23/2016 12:15 PM

Q10 I witness the Principles & Practices that form our culture demonstrated within PSESD.

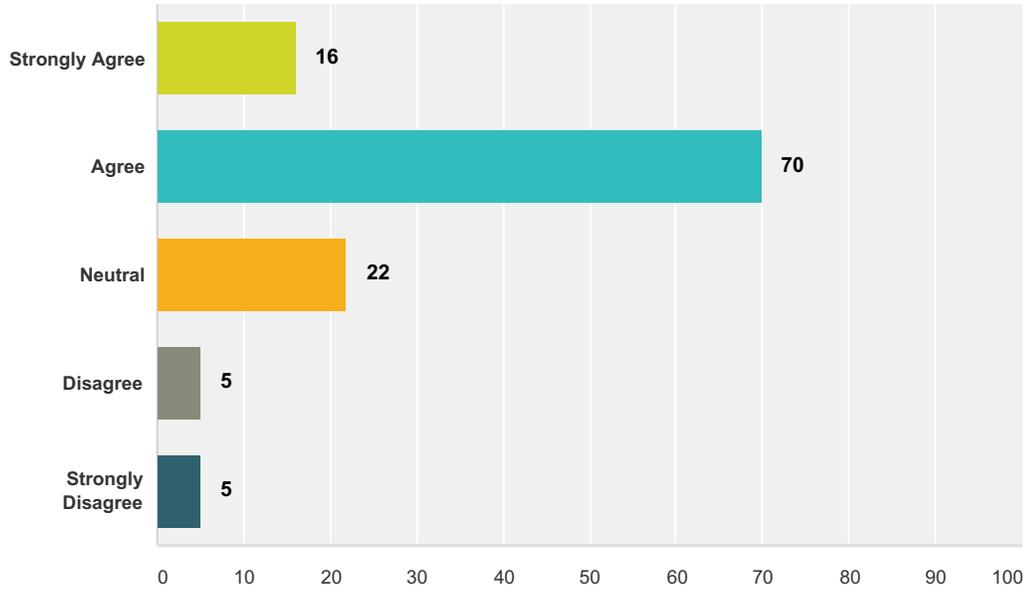
Answered: 120 Skipped: 35



Answer Choices	Responses	
Strongly Agree	8.33%	10
Agree	51.67%	62
Neutral	25.00%	30
Disagree	12.50%	15
Strongly Disagree	2.50%	3
Total		120

Q11 The Agency is making progress toward becoming an Antiracist Multicultural Organization.

Answered: 118 Skipped: 37



Answer Choices	Responses	
Strongly Agree	13.56%	16
Agree	59.32%	70
Neutral	18.64%	22
Disagree	4.24%	5
Strongly Disagree	4.24%	5
Total		118

PSESD Staff Stay Questionnaire

Q12 How would you describe the culture or 'feel' of PSESD?

Answered: 86 Skipped: 69

#	Responses	Date
1	Overall a happy place	6/7/2016 7:49 AM
2	Mostly good.	6/2/2016 11:16 AM
3	I do believe there are some employees hiding. Meaning we do not make this work mandatory and I am not sure we are tracking participation. However, as time goes on I am sure we will get better. The feel is uncomfortable because of the turnover in my department and funding issue. People are going about business as normal as possible.	5/31/2016 2:45 PM
4	A healthy, positive culture but one that is in transition toward becoming more inclusive and accepting of all	5/30/2016 9:55 AM
5	driven, positive, aiming to do good work, overwhelmed, overly busy	5/27/2016 4:19 PM
6	My interactions are with Early Learning staff; Most of them seem passionate about the Work, and diligent. When I go to Renton, the atmosphere seems generally relaxed -- as if people are pretty content. I also feel like staff are happy to help each other, like it's a very collaborative group. I appreciate both of those aspects of our culture.	5/27/2016 2:03 PM
7	Some people appear to show more willingness to engage and embrace the direction of becoming an Anti-racist/Multicultural Agency will others demonstrate no "buy in" by their lack of "presence" when opportunities are provided. I also realize that we are all at different places in our journey. I am hopeful that leadership will continue to lead by example and commitment to this work. I believe that we all need to be personally accountable in the mission and I am committed to doing my part in the process.	5/27/2016 11:15 AM
8	Things have improved in the Early Learning department over the past year. For 2-3 years prior, there was tremendous tension, a degree of disarray, and a culture of competition rather than collaboration in the department. Over the past year, there has been a shift toward open communication, collaboration, and problem-solving.	5/27/2016 8:29 AM
9	Fast paced with a strong shared commitment to equity.	5/26/2016 8:56 PM
10	Stressful, highly political, some passionate people who care about kids	5/26/2016 2:59 PM
11	I feel comfortable working here and enjoy working with people from different parts of the world as well as different parts of the US	5/26/2016 2:56 PM
12	Secret. Non-transparent. Gossip filled.	5/26/2016 7:56 AM
13	Inconsistent- they speak of about an Antiracist culture but our Subcontractors staff are blatantly disrespectful to staff of color and outwardly argumentative during training. Apparently these type of outburst and attitudes have been tolerated. I In addition some subcontractors make little or no effort to recruit or retain staffs of color reflective to the Performance Standards, yet this is not addressed Internally, I have observed that minority directors are seldom given the same accomodation as their white counterparts- such as own office, or their opinions taken seriously in decision making	5/25/2016 7:15 PM
14	I've had the opportunity to work in two roles here at the ESD. In both roles I have faced a considerable amount of disrespect, from people in all different parts of hierarchy. I strongly support the Principles that Guide our Culture and I also do as much as I can to participate in the Agency's activities that are intended to move the Agency toward becoming and Antiracist Multicultural Organization. I however feel that the group of people who support these goals is small and I honestly feel that there is a lot of talking, theorizing and focus on buzzwords that there is little to no action. If I feel disrespected by other white employees and I am white, how do you think our employees of color are feeling?	5/25/2016 12:48 PM
15	Energetic & friendly.	5/25/2016 11:10 AM
16	I feel that we have taken our eye off the ball of "closing the achievement gap." To me it feels like we have become too internally focused, on among other things racial equity. Instead we have lost our external focus of closing the achievement gap. I realize that race is a sexy/trendy topic and is controllable within the agency. Versus, closing the achievement gap. Which is complex and difficult to do. Because many of the factors that affect it are outside of the agency's control.	5/25/2016 10:29 AM
17	At times it feels cliquy. Unless you are involved in projects or trainings that are Agency based, you will not meet other people in other departments.	5/25/2016 9:47 AM
18	It's who you know, not what you do.	5/25/2016 9:01 AM

PSESD Staff Stay Questionnaire

19	It's hard for me to really know because I don't work in the ESD building. At Educare, I feel like people are respectful of others but that might be easy for me to say.	5/25/2016 7:04 AM
20	Strained, overworked, impossible to catch up, wearing many hats	5/24/2016 9:16 PM
21	Caring - There is a felt sense of care about each other and about the impacts of our work. Competence - Each person I have encountered as they are working or whom I have worked with has a high level of commitment to high standards of job performance. Learning - We are a learning organization committed to growth to better meet the needs of ALL of our students.	5/24/2016 7:56 PM
22	I experience PSESD as a "driven" agency. We have this sense of urgency to move the needle for students and families and educators. This desire to move the needle results in a climate that, to me, is hard driving. I don't experience a lot of opportunities to take a break, chat with a colleague, go for a walk. There's too much to do and it is too important.(Feeling tone) This principle - Work in cooperation with each other and depend on teamwork - is not one that I experience regularly. I could telecommute almost every day and do my work. To feel better connected to some colleagues, I asked to move my desk and now make a concerted effort to have lunch with them. While I am the only person leading my RTT work, among other things, I would appreciate more opportunities for collaborative support around specific areas of work. We have many opportunities to learn collaboratively - PSLA, LTFS events - but not to really to share our work with each other and give & receive support. Problems of practice at professional learning events does not cut it. It would be helpful if there were some designated learning communities where it would be valued to take two hours a month or every other month to work on an agreed upon, specific practice of leadership with some colleagues in similar roles. (Taking time for lunch away from our desks is not something that is valued or modeled here . . .if we were all to leave our desks and eat lunch sometime during the lunch hour, there isn't even a space big enough to support this.)	5/24/2016 6:24 PM
23	I think that the feel is very positive and supportive most of the time, but there are times when it does not feel that way.	5/24/2016 4:47 PM
24	In my own program I feel supported and have supervisor who understand the work. At times staff outside of my program carry a negative view of the work and it can be discouraging.	5/24/2016 3:54 PM
25	The "feel" is one of strong public/customer service. Generally, people care about the work that they do, believe they are making a difference and model that passion in their work.	5/24/2016 2:51 PM
26	I believe we encourage the spirit of culture and diversity through the ample cultural competency and racial equity trainings.	5/24/2016 2:29 PM
27	The culture is very divided between two races Black and White and no where do we talk about other cultures or races nor are other races represented at ESD.	5/24/2016 12:30 PM
28	I work out in the field so I am not in the building enough to get a real sense. however, from the staff that I do know and make an effort to get to know as often as I can, they are awesome and give off positive loving energy :)	5/24/2016 11:31 AM
29	Hierarchy and division is the current culture I feel at PSESD. Rather than being valued on the merits of one's abilities, individuals are placed in groups, segregated, and labelled. Some of these groups are seniority based, title based, color based, gender based, and program based. Segregating, grouping, and labelling is a catalyst for division. Division is a polarity to union. We talk the talk, but...	5/24/2016 11:06 AM
30	Moving in the right direction!	5/24/2016 11:02 AM
31	It varies from place to place. Within Early Head Start Home Based the Principles and Practices are lived out very well. I am thrilled to be a part of this team. However, I see tensions and frustrations in the working conditions of others I work near and feel there are practices that should change to make it a better working environment for them. They seem to be bogged down by too many people having a say in the details of their work rather than being trusted to do the job well. Also, clear communication seems to be an issue. I think there is too much to do and deadlines are too tight for people to be able to do their best, most thoughtful work.	5/24/2016 10:40 AM
32	Lots of talk, not so much action. When I go to meetings, the majority of individuals I see, are white females.	5/24/2016 9:44 AM
33	The culture here at the ESD is a good one. It is a great place to work. The agency needs to be more transparent though. There are lots of closed door secrecy going on and not a lot of communication.	5/24/2016 9:01 AM
34	We are a group who genuinely cares about our clients, and the agency cares about its employees. We can appear "corny" in our ideals but that is who we really are.	5/24/2016 8:42 AM
35	Diverse, forward-thinking	5/24/2016 8:29 AM
36	There has been so much change over the past few years. It feels more "corporate" than it used to.	5/24/2016 8:12 AM
37	I attended my first Staff of Color retreat and Malia LeCour did a great job of making people feel welcomed and appreciated. I look forward to hearing more about the PSESD's progress toward becoming an Antiracist Multicultural Organization.	5/24/2016 7:54 AM

PSESD Staff Stay Questionnaire

38	The culture has a feeling of "us" vs. "them" with the POC and the White people being segregated for discussions on race and multicultural acceptance. While I believe the intent is wonderful, the outcome is less then desired creating animosity amongst staff. That aside, I feel that the culture is one of acceptance, high standards and support of individuals. One can be honest and open for the most part. I feel that sometimes people will use race to shield themselves from constructive criticism by both supervisors and managers by saying that they are using their white privileged and power to bully others. I don't think that is the intent of our agencies training but that seems to be an unintended outcome. When we hear "institutional racism," it's too broad. At least name me the institution. Which one is the racist one? Which institution is racist? Tell me. So we can fight it together. Just saying slogans like "institutional racism" is not effective. Simply claiming "white privilege" is not effective either. I want to be on your side. I do. I want to fight racism. I think racist behavior is evil. I want to fight it . But we can't fight it if we are not shown what, where and who.	5/24/2016 7:33 AM
39	For the most part the PSESD is friendly place to work.	5/24/2016 5:39 AM
40	All comments are based on minimal contact w/general employee's because I am a teacher and have limited access to many PSESD functions. The "feel" is comfortable.	5/23/2016 8:53 PM
41	I think I alluded to my thoughts in question #9 Frankly, over the past few years there have been several occasions when people in my department have commented that leadership does not follow the Principles and Practices	5/23/2016 7:27 PM
42	People very passionate about what they are doing but overwhelmed.	5/23/2016 5:30 PM
43	Very segregated	5/23/2016 5:14 PM
44	alienating	5/23/2016 4:37 PM
45	Though the agency definitely still has progress yet to be made, the culture is more conducive to collaborative effort and multicultural values than any other work environment I have been a part of	5/23/2016 4:05 PM
46	Difficult to say. I have very limited interaction with other PSESD employees. Many are friendly, though at the racial equity training many people described a culture of disengagement.	5/23/2016 3:12 PM
47	The PSESD has high and sometimes unrealistic expectations for workload. The entrepreneural nature creates a competitiveness that is unhealthy. At the same time, I feel supported to take time off for family needs. As we strive to become a Multicultural Antiracist Organization I look forward to us moving from politically correct discussion to the real discussions that must happen to success in this area.	5/23/2016 2:44 PM
48	I would describe the 'OVERALL' culture or 'feel' of PSESD as respectful, yet false.	5/23/2016 2:40 PM
49	It is a mixed culture; there are lots of efforts to generate teamwork while the message is strongly and predominantly one of pull yourself up by your boots straps individualism. There is genuine affection, respect and rapport for fellow staff members, while the climate rewards overworking, preventing relationships to take hold as a part of the professional ethic.	5/23/2016 2:28 PM
50	Always moving upward--truly an asset to the communities we reach.	5/23/2016 2:25 PM
51	Hard to describe.... HR very supportive, business office- Amy,Vivian and Mark rock.. The group that oversees procurement card are going through a transition but can be a disconnect who does what. Everyone works extremely hard, sometimes too hard. It shouldn't be a norm to work nights and weekends by answering emails, working on grants, etc. We all are doing our best and how can we establish a norm where it's respected to work only during work hours???	5/23/2016 2:21 PM
52	Very separated. Other programs part of ESD doesn't feel like we are a part of the team. Not many know the work that we do.	5/23/2016 2:20 PM
53	I feel that the culture is supportive but there is a lack of understanding and consistency among leadership around policies and procedures. They also tend to have different rules for different staff members which appears as favoritism.	5/23/2016 2:16 PM
54	The feel is good. We are continuously working out the kinks, one step at a time.	5/23/2016 2:03 PM
55	The overall feel is happy and inviting most of the time.	5/23/2016 1:59 PM
56	Some very supportive people and some who are back biting.	5/23/2016 1:59 PM
57	Most people exhibit a friendly and helpful attitude. I am not always excited about the focus put on appearances. I understand the agency's desire to appear professional but I hear a lot of comments about each others clothing.	5/23/2016 1:45 PM
58	On the staff side, disconnected. Staff seem reluctant to participate in anything outside of their job description. I'm not sure what the fix is for boosting morale, but it definitely feels lower now than it did when I started. However, I believe we're currently on the precipice of change, and it's making some staff uncomfortable or bitter.	5/23/2016 1:42 PM
59	it's like a consulting firm, but for education	5/23/2016 1:41 PM

PSESD Staff Stay Questionnaire

60	Friendly professional work environment.	5/23/2016 1:36 PM
61	I see that all are accepted and treated equally with dignity and respect. I feel highly valued by my Supervisors and recognized by my accomplishments.	5/23/2016 1:36 PM
62	I cannot answer question 11 as I have not seen any "measures" on how we are doing. We talk a lot about becoming an Antiracist Multicultural Organization but how do we know how we are doing? Surveys, discussions, meetings. How are we doing? Are we making progress? The feel? We are in silos. No connection between departments. Poor communication. Each works to the benefit of themselves and not the good of the Agency.	5/23/2016 1:32 PM
63	In a word - siloed. We work in silos. While there have been efforts by some to break these silos down, there continues to be a lack of transparency from the top down, and a lack of two-way communication that is needed to truly rectify this. And sadly too many people still say "I don't see how my work contributes to the overall goals of the agency" this falls on the supervisors, managers and their leaders. We cannot have a shared vision if individuals within the agency do not understand their role in the agency Ends. Finally, due to the above and two things there is a lot of gossip which leads to mistrust. Especially when it is cabinet leaders gossiping about their terminations, etc. Its not all bad, but as the saying goes one bad apple can ruin the whole bunch.	5/23/2016 1:26 PM
64	As an Agency, there's a tremendous amount of thought leadership which is admirable. At some point, that thought leadership needs to be actualized or put into action which is where so much opportunity exists as it pertains to becoming an ARMCO and eliminating the opportunity gap. I go back to the pillars that need to be present for a team to perform at the highest level and where I think we are for each: Trust - Visible among work group peers/colleagues. Perhaps lacking between supervisors and direct reports. Conflict Resolution - while we talk about having difficult conversations, we defer to artificial harmony. Accountability - Inconsistent Commitment - Visibly present. There is a culture of commitment to the work being done. Results-oriented - Opportunities exist in this area.	5/23/2016 1:15 PM
65	Sad	5/23/2016 1:13 PM
66	I am not sure anymore. I think we are in transition and haven't landed.	5/23/2016 1:11 PM
67	It is hard for me to say as I don't work in Renton. It is difficult to answer that question because I do not witness or experience day to day life at the main office. I do think PSESD tries to be innovative and equitable.	5/23/2016 1:05 PM
68	I feel there are several cultures or ecosystems within our agency and your experience of the culture probably depends on where in the agency you work. On the one hand, when it comes to a focus on the actual work, that is one sort of way of operating. I can only speak from the small corner of the agency in which I operate... With that being said, i feel like the main culture is one of good intentions, but actions are not aligned to those intentions. Intention may be to operate out of transformational values, and we'll use the vocab words, but when it really comes down to it, our actions are at best misaligned and at worst completely contradictory. So at this time, we have pockets and spurts of equity, but not the sustained embedded, heartfelt effort that we ultimately seek. The problem currently is that there is very little accountability in terms of aligning to our values. So actions are misaligned and there is no recourse, no structure, no process by which those actions can be redirected outside of the advocacy of individuals or accountability from individuals. Other than that, in general, people can be professional and friendly.	5/23/2016 1:00 PM
69	The cultural is fine. when dealing with race issues, I'm disappointed that me and my fellow POCs are being asked to teach those we work with about what it means to be a person of color. It's time for some deep and serious training if in fact this agency is to be an Antiracial, Multi Cultural agency.	5/23/2016 12:58 PM
70	Warm and welcoming. Most, if not all employees are working towards a common goal.	5/23/2016 12:55 PM
71	Feels good to me. Making great efforts	5/23/2016 12:42 PM
72	Most everyone makes an effort to follow the Policies and everyone is very helpful and kind.	5/23/2016 12:41 PM
73	I feel welcomed and feel I am part of a family while at ReLife.	5/23/2016 12:40 PM
74	Divided. Uncooperative. Them and us. No trust. Undervalued.	5/23/2016 12:39 PM
75	My office is "off site" and so I only "visit" the Renton office. My contact is mainly within the EL department. I think we have struggled with putting our Principles into practice within our department - possibly related to several years of significant transition. However, I am currently feeling a shift in the culture and this leaves me feeling more hopeful. I feel the agency is making progress toward becoming an Antiracist Multicultural Organization AND we have a long way to go. I think it may always be a work in progress as we learn and grow.	5/23/2016 12:37 PM
76	My core group of peers are open and direct in working toward the agency values. I appreciate my colleagues for that. However, I frequently see continued dissatisfaction with the hierarchal nature of our Early Learning Department, and apparent disregard for staff when they seek to uphold the racial equity tool/transformational values as a means of assessing new policy and procedure within our component. That feels discouraging.	5/23/2016 12:37 PM
77	I think that it feels like a big family.	5/23/2016 12:35 PM

PSESD Staff Stay Questionnaire

78	I am a home visitor and I am hardly ever in Renton. When I go for trainings I get the feeling of everyone being very friendly and professional.	5/23/2016 12:31 PM
79	I experience the ESD culture to open, accepting, respectful and positive.	5/23/2016 12:28 PM
80	Two words - Diverse and Supportive	5/23/2016 12:27 PM
81	Overall I think it's a friendly atmosphere and people seem to like their jobs.	5/23/2016 12:27 PM
82	The ESD feels like it always strives to better itself, that children and families are our mission and maybe a little like it is struggling with becoming a large organization that wants the small business relationships and feelings.	5/23/2016 12:21 PM
83	integrated	5/23/2016 12:21 PM
84	People care about one another. Co-workers will go out of there way to help someone out.	5/23/2016 12:19 PM
85	Inclusive, caring	5/23/2016 12:17 PM
86	Collaborative	5/23/2016 12:16 PM

PSESD Staff Stay Questionnaire

Q13 Based on your experience, what do you think it takes to thrive at PSESD?

Answered: 82 Skipped: 73

#	Responses	Date
1	I don't really know. I enjoy my work, so I haven't pursued "moving up the ladder" so to speak.	6/2/2016 11:16 AM
2	You have to know a lot about systems You have to have a pretty advanced skill set in many areas You have to be able to speak up for yourself and advocate for equity You have to have initiative to seek information and answers for yourself You have to have a thick skin	5/31/2016 2:45 PM
3	modeling our shared leadership practices, remaining a learner, leading in a non defensive way, having a strong work ethic, holding a balance on learning and reflection and getting results, staying flexible and focusing on adaptive leadership skill development which is needed for us to become an anti-racist multi-cultural organization	5/30/2016 9:55 AM
4	self-starter, driven, able to take on additional work, able to navigate and figure out complicated systems, able to show the value of your work	5/27/2016 4:19 PM
5	Dedication, ambition, and a tolerance for paperwork.	5/27/2016 2:03 PM
6	Commitment to supporting children, families, and subcontractors. Being willing to stay flexible and have a solution based mind set. Remembering that without the willingness to "build relationship" the work will not be highly effect. Lastly, accepting people "where they are at" and expecting the best of intensions out of leadership/peers/subcontractors.	5/27/2016 11:15 AM
7	I believe we must be fully committed to doing our best work, thinking inside and outside the box, taking risks to move the work progressively and creatively, and always keep children and families front and center in our minds and hearts.	5/27/2016 8:29 AM
8	A supervisor who has the time/power to advocate.	5/26/2016 2:59 PM
9	Be honest with your self and others	5/26/2016 2:56 PM
10	Having the right person advocate on your behalf.	5/26/2016 7:56 AM
11	I think you have to be careful what you say and to whom you say it to, because unfortunately there are many internal allegiances. I also notice that some employees never go to any of the equity training or caucus so they continue to function within the framework of privilege. I am learning that the less you say may be more productive- because many concerns that are presented are never resolved - committees or subcommittees are form but no conclusions are resolved. In order for me to thrive I think there should be a content description in each of our meetings as well as an agenda, I also feel there needs to be timeline and conclusion to a concerns presented. I would also suggest not rolling out a new vision or idea until the foundational construct has been created, otherwise it is a waste of time .	5/25/2016 7:15 PM
12	Do your job and participate. There is work to be done, but don't become a hermit in your cubicle. Walk around, talk to people, build relationships with other departments. Embody the Principles that Guide our Culture. Attend caucusing and get involved with other Agency groups.	5/25/2016 12:48 PM
13	The initiative to seek out opportunities to advance your education, knowledge, and ways to contribute to the agency's goals. Also, the ability to form relationships within and outside of your department.	5/25/2016 11:10 AM
14	I'm not sure if i completely understand this question. I have seen certain individuals "thrive" by engaging in many projects; however, they use other people from different departments to do the work. I thrive at the ESD because I love the work that I get to do. I thrive through my own fulfillment of meeting the needs of children and families.	5/25/2016 9:47 AM
15	Get in with the right supervisor.	5/25/2016 9:01 AM
16	Positive Attitude and an understanding of peoples differences.	5/25/2016 7:04 AM
17	Thick skin, good stress management techniques, a good team, more than 8 hours a day to dedicate	5/24/2016 9:16 PM
18	Tolerance of complexity, patience and listening to understand. We are a diverse organization. We are diverse racially, by gender, language, and most certainly by job function. We are an organization that is in transformation. Navigating the complexities of our organization takes patience and an ability to listen for understanding.	5/24/2016 7:56 PM
19	A willingness to work hard, to reach out and find the connections you need to succeed and to be confident that the work you are doing is going to move the needle on student (youth) and teacher(adult) success even if its not getting much attention. Not everyone's work is visible but it is important.	5/24/2016 6:24 PM

PSESD Staff Stay Questionnaire

20	Dedication to the work, and being accountable for the work that you do.	5/24/2016 4:47 PM
21	Flexibility and understanding change is constant.	5/24/2016 3:54 PM
22	Thriving means connection with the end customer - school districts, staff and students. Helping all departments and teams make that connection is vital to the culture.	5/24/2016 2:51 PM
23	Participate in all that you are asked to do; to work for and see the shared vision.	5/24/2016 2:29 PM
24	It takes support from your supervisor and colleagues, opportunities for peer relationships, knowledge of the agencies priorities and strategies, and resources.	5/24/2016 12:55 PM
25	Being honest	5/24/2016 12:30 PM
26	i would have to think about that	5/24/2016 11:31 AM
27	To thrive at PSESD for some means 100% focus on duties with the ability to block out harmful practices and behaviors.	5/24/2016 11:06 AM
28	Commitment, initiative, fflexibility	5/24/2016 11:02 AM
29	I think it takes being on board with the Principles and Practices, while also realizing that we are not a perfect organization and this is something we are striving to improve in. I think it takes doing one's individual part to thoughtfully and sincerely live out the Principles and Practices and to be always learning and improving.	5/24/2016 10:40 AM
30	Equity for all	5/24/2016 10:21 AM
31	Being at ReLife, I think more employee support and recognition would be appreciated and would foster a more positive atmosphere.	5/24/2016 9:44 AM
32	Good compenstation/benefits package, good leadership with lots of open honest communications.	5/24/2016 9:01 AM
33	You need to want to continually grow. We don't just try to grow professionally here, but we are encouraged to grow PERSONALLY. These are reflected in our Principles That Guide Our Culture. You need to appreciate what a wonderfully unique environment it is here.	5/24/2016 8:42 AM
34	Dedication, challenge current processes, active and articulate goal-setting. Strive to embrace change	5/24/2016 8:29 AM
35	Be a "team" player.	5/24/2016 8:12 AM
36	Continued work on the relationships between staff and administration. I will attend my first all PSESD meeting this next month and look forward to meeting more people and developing more relationships.	5/24/2016 7:54 AM
37	I think a positive attitude and a general attitude of serving others which include both the staff and the families is the key to success here. Along with that, being transparent and willing to take risk both as individuals and as a group help the agency and individuals thrive.	5/24/2016 7:33 AM
38	If you come to work, do your job, and make an effort to become part of the work community it seems that you can thrive at the ESD.	5/24/2016 5:39 AM
39	Willingness to go above and beyond in your job.	5/23/2016 8:53 PM
40	Sorry, I don't understand your question...	5/23/2016 7:27 PM
41	Hard work and leaders that provide you with opportunities and allow you to shine (mentors).	5/23/2016 5:30 PM
42	Stay engaged. Be forward thinking. Strive for improvement.	5/23/2016 5:14 PM
43	The ability to work in teams	5/23/2016 4:05 PM
44	Strong initiative, strong sense of self-care and when to exercise it, relationships & programs affiliated with higher level management who can be champions to the work and funding.	5/23/2016 2:44 PM
45	A lot of conforming, but not enough coaching. And unfortunately, as someone that has always been an overachiever and worked hard to thrive, I do not feel that I have thrived in light my work efforts. Therefore, I do not know what it takes to thrive except conform, adapt to the rules of your 'manager at the time,' and prove yourself to each one over and over again, which is very difficult when you've had 4 managers in less than 3 years and none of them have the same rules or proof formulas.	5/23/2016 2:40 PM
46	A strong work ethic. Being a workaholic and highly ambitious; holding white dominating value system while being sensitive to diversity.	5/23/2016 2:28 PM
47	Continue to educate myself on my responsibilities here, although my duties do change with each new Supervisor that comes in, so working with them and communicating with them is extremely important to me. Everyone wants to be great at their job and go home happy and fulfilled that they were a part of something BIG.	5/23/2016 2:25 PM

PSESD Staff Stay Questionnaire

48	Do your best, involve community, schools, and students in your program, collaboration, and be active in Principles and Practices as well as AntiRacist Organization.	5/23/2016 2:21 PM
49	Knowing the right people.	5/23/2016 2:16 PM
50	Being hardworking and compassionate.	5/23/2016 2:03 PM
51	Ability to change on a moments notice.	5/23/2016 1:59 PM
52	Keeping an open mind. Listening carefully. Being willing to put in extra time/ effort.	5/23/2016 1:45 PM
53	I think it can take a thick skin. People aren't necessarily nice (or professional) 100% of the time, but as long as you don't invest anything in those people, it's alright. I think it also takes a great deal of patience, creativity, and self-care. In my role, it takes a little more to see that my work aligns with the agency's end, which can be difficult at times when I'm never directly working with students.	5/23/2016 1:42 PM
54	Patience and flexibility	5/23/2016 1:41 PM
55	Being open, participation and willing to learn new things. Meet new people and get involved. Have your voice heard with new ideas and suggestions.	5/23/2016 1:36 PM
56	To be loyal and committed to the Principles that Guide Our Culture, and to work as a team in my Department. To be dependable and to maintain a good work ethic.	5/23/2016 1:36 PM
57	Love your work and have a good supervisor.	5/23/2016 1:32 PM
58	1. It is what you make of it. You get out what you put in to your work. 2. It depends on how much your manager supports you, how much they are willing to stand up for you and how much they are respected by agency leadership. 3. When it comes to thriving here, it is as much who you know as what you know.	5/23/2016 1:26 PM
59	1. Promote/communicate with greater consistency the wonderful outcomes and progress being made towards our ends. There appears to be a disconnect with rank and file staff on these developments. 2. Alignment between one's work and the Agency Ends.	5/23/2016 1:15 PM
60	Keep your mouth shut and your head down if you disagree with anything	5/23/2016 1:13 PM
61	Good relationship skills and ability to be flexible.	5/23/2016 1:11 PM
62	Being open to change and flexibility.	5/23/2016 1:05 PM
63	1.) Advocacy - as a person of color, experiences can vary around the agency, but in my experience you have to learn to advocate for yourself, especially when you feel marginalized or you see things that are out of place, because it will sometimes negatively impact you more than others. Even if that includes seeking support from others. 2.) Broadening Circle - It is always helpful to have relationships with people outside of the purview of your work wo you can relate to 3.) Support - maybe the most important thing is to be really clear about what is expected of you, give and receive feedback, and have clear lines of communication with your supervisor and team to ensure that you and the team are on track	5/23/2016 1:00 PM
64	knowledge of my job, the families I serve and knowledge of how the ESD operates.	5/23/2016 12:58 PM
65	You must become a part of the DNA and use every opportunity to learn what you can about each department and grow. There will be opportunities, the goal is to prepare yourself for each opportunity.	5/23/2016 12:55 PM
66	An advocate.	5/23/2016 12:44 PM
67	Continued support from upper management	5/23/2016 12:42 PM
68	Be knowledgeable, efficient and have a clear grasp of the company policies and procedures.	5/23/2016 12:41 PM
69	A positive attitude.	5/23/2016 12:40 PM
70	Excellent communication.	5/23/2016 12:39 PM
71	Flexibility and openness to new ideas and ways of thinking.	5/23/2016 12:37 PM
72	Strong attachments to the values and principles of our agency- but a willingness to not pursue them depending on who you are interacting with as this can lead to decreased opportunities.	5/23/2016 12:37 PM
73	The ability to put your all in to the company. I feel like, what you put in is what you get back.	5/23/2016 12:35 PM
74	I haven't been working for that long, so I don't think I can answer that question.	5/23/2016 12:31 PM
75	Treat others with respect, communicate openly and give your best to the work!	5/23/2016 12:28 PM
76	Follow the Principles and Practices. Stay positive and be involved.	5/23/2016 12:27 PM

PSESD Staff Stay Questionnaire

77	Work hard - knowing that what we're doing is in one way or another supporting teachers & students. I also think it's helpful to make an effort to get to know people in other departments of PSESD.	5/23/2016 12:27 PM
78	a strong heart, a strong mind and a sense of duty	5/23/2016 12:21 PM
79	Be striving towards the goals	5/23/2016 12:21 PM
80	Cooperation, flexibility, positive outlook	5/23/2016 12:19 PM
81	Commitment to antiracism, patience	5/23/2016 12:17 PM
82	Flexibility, patience	5/23/2016 12:16 PM

PSESD Staff Stay Questionnaire

Q14 What is most positive/enjoyable/satisfying to you in your time here at PSESD?

Answered: 91 Skipped: 64

#	Responses	Date
1	My team and the atmosphere	6/7/2016 7:49 AM
2	That's a hard one . I really enjoy setting up new sites, working with my team to get what is needed and arranging the office and classroom. The WPC-17 was unbelievably fun and exciting. Learning so many new things and refreshing on what I had but forgotten about.	6/2/2016 11:16 AM
3	I do like many of the employees hired by the agency. I am friendly and seek out other friendly people to get to know and understanding what is happening throughout the agency. I am a people person and I enjoy working with others that share the same vision and value to help others I am satisfied with the pay and compensation (yes I would like to make more)	5/31/2016 2:45 PM
4	Working with strong group of leaders, enjoying the mix of responsibilities and valuing the opportunity to continue to learn and grow. I value our race equity work and while challenging I appreciate the opportunity to learn, grow and act in leadership of this work.	5/30/2016 9:55 AM
5	the relationships I have made, and the autonomy and freedom I have to do interesting work	5/27/2016 4:19 PM
6	My work as a home visitor, including programmatic supports like Reflective Supervision	5/27/2016 2:03 PM
7	I really enjoy all of the parts to my job. I am extremely blessed to be with a very supportive and collaborative sub team (Tier 2/Expansion) within the larger team of PSESD	5/27/2016 11:15 AM
8	Having a balance of autonomy and shared commitment to collaborate in all aspects of the work is satisfying. Relationships with colleagues and district/community partners is also a key factor in the value of this work.	5/27/2016 8:29 AM
9	I really enjoy my colleagues and our sense of shared mission.	5/26/2016 8:56 PM
10	Coworkers, professional development opportunities	5/26/2016 2:59 PM
11	Being treated equally and feel good about the work you are doing.	5/26/2016 2:56 PM
12	Flexibility. People.	5/26/2016 7:56 AM
13	I love the community I serve and I work effectively with some of my site staff. I have a very unified and supportive department. My daily duties are clear and my work timelines are set, if I we are falling behind we support one another.	5/25/2016 7:15 PM
14	That I got paired up with the most amazing coworker when I started her in RTT. Allison Shields to me is PSESD! She is involved, she gets the work done and she is passionate about what we do here, what we all do.	5/25/2016 12:48 PM
15	I enjoy the All-Staff and the little events that Communications does, and the agency does at large to have fun at work, and honor people for their contributions. I like being part of the work the agency does in pursuit of becoming an anti-racist multi-cultural organization, and the way the training related to that work is conducted.	5/25/2016 11:10 AM
16	I really enjoy the work that I do and the people I work with. Especially my boss and managers that support, encourage and appreciate my work.	5/25/2016 10:29 AM
17	The autonomy I have in my work. I am not micromanaged and I am trusted to do a good job. I also enjoy the relationships I have built with others.	5/25/2016 9:47 AM
18	Staff	5/25/2016 9:01 AM
19	Working with families.	5/25/2016 7:04 AM
20	My small team	5/24/2016 9:16 PM
21	The people. Collaborating with others to figure out really complex organizational stuff to make a difference for ALL children and families in our region!	5/24/2016 7:56 PM
22	Working with my state level colleagues and regional leaders - learning from and with them - to improve the opportunities we offer teachers and leaders here in the PSESD region. It's the people and the ability to collaborate with them and the opportunity to see them succeed that has been so enjoyable.	5/24/2016 6:24 PM

PSESD Staff Stay Questionnaire

23	I really enjoy the people that I work with, including employees, supervisors, and the families I work with on a daily basis.	5/24/2016 4:47 PM
24	Being able to have a retreat to foster joy and team building among staff.	5/24/2016 3:54 PM
25	The staff I work with. Truly incredibly talented and caring people.	5/24/2016 2:51 PM
26	The feeling of accomplished job duties that are rewarded in conversations of my expertise, that make me think, "Hey, I am doing a good job. I know my stuff!" Being asked to participate in challenge the process focus groups -- LEAN review, strategic initiatives, new claim system review	5/24/2016 2:29 PM
27	Professional development	5/24/2016 12:55 PM
28	working with children and families	5/24/2016 12:30 PM
29	when I do go to Renton for my monthly meetings, I enjoy getting together with my colleagues who also work out in the field. I also enjoy seeing my supervision staff.	5/24/2016 11:31 AM
30	Knowing that I am working to make a change in the lives and opportunities for children and families who fall in the opportunity gap.	5/24/2016 11:29 AM
31	The most satisfying are those times when I am allowed to do my job, with the adequate tools and support to succeed.	5/24/2016 11:06 AM
32	Good opportunities to connect and network with colleagues	5/24/2016 11:02 AM
33	The team I work with at Early Head Start Home Based, my supervisor Amanda Kirk-Woodbury, and knowing we are doing something that improves the lives and futures of young children.	5/24/2016 10:40 AM
34	Seeing students be successful.	5/24/2016 9:44 AM
35	Knowing that our work is making a difference in the lives of children.	5/24/2016 9:01 AM
36	Working with dedicated people, which starts at the TOP. Folks here really care about the education in our state. I also really like how we get to learn new things in a non-threatening environment. Support for my chemical sensitivity.	5/24/2016 8:42 AM
37	Co-workers	5/24/2016 8:29 AM
38	Working with the staff at the sites. Co-workers.	5/24/2016 8:12 AM
39	Friendships. Work challenges and successes.	5/24/2016 8:12 AM
40	Working with middle school students.	5/24/2016 7:54 AM
41	The most satisfying thing I see over and over again is the focus on families success that allow the children to flourish with the help of Teachers, advocates and mentors working as a team to empower the parents and enrich the childrens lives on a daily basis that I feel last a lifetime.	5/24/2016 7:33 AM
42	I work with a great team and my supervisors are the best at the ESD! I also am lucky enough that I get to work across all departments and get to know staff.	5/24/2016 5:39 AM
43	Coworkers	5/24/2016 5:37 AM
44	My working with students and given the opportunity to begin a program/classroom for elementary students with severe behavior disorders.	5/23/2016 8:53 PM
45	My work with children and families at my school.	5/23/2016 7:27 PM
46	Relationships with coworkers	5/23/2016 5:30 PM
47	My co-workers. The work the ESD is doing for children. Our commitment to become an anti-racist organization. Most of the leaders believe in the mission of our organization and lead by example.	5/23/2016 5:14 PM
48	Being appreciated for what I bring to my work	5/23/2016 4:05 PM
49	Connecting with colleagues.	5/23/2016 3:12 PM
50	Collaborating with peers to bring a project to fruition and then seeing its impact on student outcomes.	5/23/2016 2:44 PM
51	Last Friday's POC Retreat was phenomenal. I was back in the 'I belong' space again, and the 'I don't care if they do fire me because I will be able to say that I attended' which is what felt right and I supported my passion of equity and inclusion. In fact, all equity and inclusion opportunities are the most positive, enjoyable and satisfying to me in my time at the PSESD. And often times I think about why I no longer receive Leader of Color invitations; are there any? Was it determined that I am not a leader; is it because of the performance plan fiasco that happened to me by a manager that couldn't last his probation, yet he was able to taint my performance record and put me in this 'non-conforming' halo that will always hover me at the one organization that I believe in?	5/23/2016 2:40 PM

PSESD Staff Stay Questionnaire

52	The work we do is awesome, meaningful, valued and valuable; their is trust that people are here to do their work and freedom to express what that means within the funder's parameters. There is concerted effort at becoming a mission driven agency and there are many bright visionary staff who work here.	5/23/2016 2:28 PM
53	Learning intricate information about how a school system works. Making friends of all cultures, and working together, to better everything we do. Both of my adult daughters have since found employment in the educational system in their respective school districts, and this is not only rewarding to them, but I felt a lot of pride that I made an influence on them regarding the importance of changes in school and how they can better get involved with their own childrens' homework, teachers, etc.	5/23/2016 2:25 PM
54	Making it work with PSESD and CBOs. Seeing the positive affects on students and families from your program. Trying new ideas/projects and seeing the positive outcomes.	5/23/2016 2:21 PM
55	I enjoy many of my coworkers here!	5/23/2016 2:16 PM
56	Working in the classrooms and forming relationships with other staff.	5/23/2016 2:03 PM
57	Helping children and families, the relationships that are created.	5/23/2016 1:59 PM
58	Working with children and flexibility in schedule	5/23/2016 1:59 PM
59	Working off site at my school offers me the opportunity to make connections with other educators. I wish I had this opportunity more often with other PSESD staff.	5/23/2016 1:45 PM
60	My team, by far. Communications has been the highlight of my time here, and I enjoy working with forward-thinking people who are flexible and adaptable. I also enjoy working with an agency that has a clear and measurable goal, even if we need to adjust those goals from time to time. I value education in our country and believe it's sorely lacking, so working here at least partially fulfills my desire to make a difference. I do believe we are affecting education in our region, and for the better, so that helps me stay positive when the culture seems a little bummed.	5/23/2016 1:42 PM
61	my colleagues and the work I get to you	5/23/2016 1:41 PM
62	My department, director and co workers are the best!	5/23/2016 1:36 PM
63	That I am valued and respected.	5/23/2016 1:36 PM
64	I love my work. I have flexibility. My supervisor is WONDERFUL and most important, they tell me how wonderful I am too. I also enjoy the time I get to spend with fellow co-workers.	5/23/2016 1:32 PM
65	I have met some really amazing talented and wonderful people working here and in the districts and other organizations. I have been able to hone my skills and grow as a professional and expand my professional network.	5/23/2016 1:26 PM
66	Working relationships I have cultivated.	5/23/2016 1:15 PM
67	When it is Friday	5/23/2016 1:13 PM
68	The relationships I've made with my peers and my supervisor are the most satisfying parts of my job, and are what drive me to work hard.	5/23/2016 1:13 PM
69	The relationships with my colleagues. The opportunities to grow personally and professionally.	5/23/2016 1:11 PM
70	Face to face, hands on contact with the families we serve. Challenging and sometimes exhausting, but rewarding to know you are empowering others to be successful.	5/23/2016 1:05 PM
71	1.) There is a lot of opportunities for growth, including attending conferences, taking on new responsibilities, participating in agency leadership opportunities like transformation team 2.) Opportunity for cross departmental collaboration. 3.) The work and mission of our agency is a motivating cause, and I find the work that I personally engage in challenging and satisfying	5/23/2016 1:00 PM
72	The fact that I love coming to work everyday and it's different that I do on a daily basis.	5/23/2016 12:58 PM
73	Working with individuals who share a passion for helping others. I appreciate the flexibility in work schedules etc.	5/23/2016 12:55 PM
74	While I was in the Technology Department - especially when I first started - I felt a sense of family with my work group.	5/23/2016 12:44 PM
75	The continuing effort to grow as an agency	5/23/2016 12:42 PM
76	Calculating and entering new employees	5/23/2016 12:41 PM
77	The feeling of support I get from my coworkers.	5/23/2016 12:40 PM
78	When I was able to make a difference.	5/23/2016 12:39 PM
79	My time and work at WCCW has been the most satisfying. It is where I feel I have the most influence.	5/23/2016 12:37 PM

PSESD Staff Stay Questionnaire

80	Working toward a common goal, interacting with teachers, building strong coaching skills that are supportive and inclusive leading to positive outcomes for a large number of children and families served by our programs. My specific work team and supervisor.	5/23/2016 12:37 PM
81	My co-workers and Supervisors really make my time enjoyable	5/23/2016 12:35 PM
82	Digging into the work I'm paid to do. Working directly with districts and other subcontracted agency staff.	5/23/2016 12:33 PM
83	Professionalism, the sense of team work within my department (Early Learning)	5/23/2016 12:31 PM
84	The intersectionality of the departments and the collaborative spirit throughout.	5/23/2016 12:28 PM
85	The support and training that is available. Getting to know the great people who work here.	5/23/2016 12:27 PM
86	I like every aspect of my job & really enjoy the people I work with.	5/23/2016 12:27 PM
87	I really enjoy the people I work with. I love that the ESD understands that ECE is not babysitting and that in order to be successful in the field we have to go above and beyond for our programs and families.	5/23/2016 12:21 PM
88	I love working for the kids who are not in school yet.	5/23/2016 12:21 PM
89	My co-workers	5/23/2016 12:19 PM
90	Leadership opportunities to make regional change	5/23/2016 12:17 PM
91	Ability to voice opinions, thoughts, openness to change	5/23/2016 12:16 PM

PSESD Staff Stay Questionnaire

Q15 What is least positive/enjoyable/satisfying to you in your time here at PSESD?

Answered: 88 Skipped: 67

#	Responses	Date
1	Witnessing lack of accountability trend among staff	6/7/2016 7:49 AM
2	Driving to Educare. I dislike I-5 terribly! I was hired for Pierce County. Then someone decided it was OK to send me to Educare several times a month without even talking to me. My round trip commute time is about 3 hours every time I go there.	6/2/2016 11:16 AM
3	The way we are addressing cultural competency. It has been a very painful process for me. I have experienced a lot of turnover and changes in my department. That has not been fun. I can stay positive, but I have to admit there have been times I wanted to leave because it was too stressful and confusing and communication was very bad and bad leadership.	5/31/2016 2:45 PM
4	There are some responsibilities that come with being a leader that can be stressful at times. The need to constantly secure resources so that we can be impactful and value added to the regional work of improving educational outcomes for all students can be frustrating from time to time.	5/30/2016 9:55 AM
5	the never-ending sense of being behind in my work	5/27/2016 4:19 PM
6	Changes in the systems that are supposed to 'support' our work -- especially duties that rely on computer time and savvy. The skills that make me good at direct service are my strong areas. Putting 16-digit codes on business forms (eg CAO) is both frustrating and time-consuming. I'd much rather be doing tasks that directly benefit my clients or co-workers.	5/27/2016 2:03 PM
7	Although I realize the necessity, we have too many meetings over all	5/27/2016 11:15 AM
8	Internal conflict, disorganization and lack of some key skills and training within Admin/leadership within the EL department, and an absence of basic management/administrative capacity has played a role in frustrating people and leading to burnout or lack of morale over the past 3-4 years.	5/27/2016 8:29 AM
9	I think that many of us--myself included--struggle to maintain a healthy sense of balance between life inside and outside of work.	5/26/2016 8:56 PM
10	Lack of transparency	5/26/2016 2:59 PM
11	N?A	5/26/2016 2:56 PM
12	Inequitable treatment for all employees. No transparency when it comes to job advancement, promotions or reclassification process.	5/26/2016 7:56 AM
13	Too many many inconclusive meeting. Many of these meeting are not necessary or inefficient. I also feel that some of the leadership do not really understand the benefits of having health nurses on staff or the significance of health in reflection to poor children educational outcomes. In the next two years health will lead in education and in all areas in relating to improving educational outcome. I feel that PSESD is the largest Early Learning Program but yet we are not leading the way, I feel we should be leading in addressing health disparities, pre- school STEM curriculum and alternative learning tools for the Autistic child.	5/25/2016 7:15 PM
14	Seeing Allison be challenged by the HR department to basically prove that she does what she does, to prove that she is worth a better title and rate of pay because she had to take on so much more when I left for the Business Office. I have never seen someone so positive, be so hurt, upset and demeaned. Between that and what I have had to see the employees of color that I manage face, it really had changed my view of the Agency and many of the people that we work with.	5/25/2016 12:48 PM
15	Because I work in a group that doesn't provide direct educational service, I sometimes feel disconnected from the agency's goals and mission. I would like to feel more connected to the work the agency does as a whole.	5/25/2016 11:10 AM
16	Being told what to feel and think.	5/25/2016 10:29 AM
17	Watching people climb up the ladder at the expense of other people. Including someone being "let go" because the funding had "changed" and then seeing another person hired to do the same job.	5/25/2016 9:47 AM
18	Not getting things needed for my classroom to stay updated and nice for kids like toys and furniture.	5/25/2016 7:04 AM

PSESD Staff Stay Questionnaire

19	The larger team, group dynamics	5/24/2016 9:16 PM
20	Filling out my timesheet.	5/24/2016 7:56 PM
21	Working alone . . . covering for a staff person who was on FMLA with no acknowledgement of the effort it took and very little support. . . Sometimes, when I'm overwhelmed (probably true of others) I can't look up enough to ask for support . . . People who supervise staff need the time and skill to do that . . . supervise staff. . . check in/work collaboratively on projects . . . follow the work of their staff members but, it is likely that they can't look up either while juggling their own projects.	5/24/2016 6:24 PM
22	The amount of paperwork required to be completed for each child enrolled in our programs.	5/24/2016 4:47 PM
23	Staff talking about negative things in common areas.	5/24/2016 3:54 PM
24	Can't think of anything.	5/24/2016 2:51 PM
25	I was sad to leave the union. Although I believe the agency has equity in fairness to all its employees, I felt it was like my "insurance policy" with my time vested with my position. I also came from a household where both my parents held union jobs.	5/24/2016 2:29 PM
26	Supervisor Lack of vision and long term planning Lack of pay increase after 5+ years of employment	5/24/2016 12:55 PM
27	working with staff at ESD that make decisions and that have never worked with diverse children and families	5/24/2016 12:30 PM
28	working out in the field, I can not possibly achieve a high level of cohesion. I can achieve some, but not to the degree of someone who is normally in the building.	5/24/2016 11:31 AM
29	Personal politics/drama	5/24/2016 11:29 AM
30	See #12.	5/24/2016 11:06 AM
31	Inability of some individuals to understand and/or work with school-like practices.	5/24/2016 11:02 AM
32	Feeling the frustration of others who are pressured in their work.	5/24/2016 10:40 AM
33	Having administration that says one thing, but either doesn't mean what they say, or won't follow through with what was promised.	5/24/2016 9:44 AM
34	In our work in the business office trying to make sure all paperwork and approvals are in line with auditing rules we are sometimes seen as the " bad guy " and sometimes that is frustrating.	5/24/2016 9:01 AM
35	Working with BUDGETS! (I know...a necessary evil)	5/24/2016 8:42 AM
36	Uncertainty about future funding/job security	5/24/2016 8:29 AM
37	N/A	5/24/2016 7:54 AM
38	I think the interdepartmental interactions could improve dramatically. In short, customer service and professionalism with our cohorts no matter what role a staff member fulfills	5/24/2016 7:33 AM
39	For me personally I don't like to sit in meetings or training for hours on end. I don't have to as often as a lot of our staff, but i just don't like long meetings.	5/24/2016 5:39 AM
40	Inability to attend many functions/offers because of the distance to Renton and the times functions are offered.	5/23/2016 8:53 PM
41	I apologize, but I do not enjoy going to Renton or to our department staff meetings. Our department has had low morale for 3 years now and we have all been reminded by the Main Office Renton, that things won't change.	5/23/2016 7:27 PM
42	As someone who works in a non-LTFS program, I feel as though much of the time, we are not as supported or acknowledged for the work we do in support of the districts or agency. Inefficient processes in HR and finance (likely could be solved if more resources/technology) - I think the staff try very hard but are stuck due to inefficient systems.	5/23/2016 5:30 PM
43	Policies are only followed by some; others are exempt. Managers only hold some employees in their department accountable.	5/23/2016 5:14 PM
44	HR	5/23/2016 4:37 PM
45	Too many meetings that repeat the same issues/concerns without forward motion	5/23/2016 4:05 PM
46	Because I work off site it is difficult for me to attend required meetings and trainings throughout the year. I have a small child and because his childcare is not very flexible, I sometimes feel stressed about returning home in time to pick him up.	5/23/2016 3:12 PM
47	The neverending workload detracts from a feeling of accomplishment.	5/23/2016 2:44 PM

PSESD Staff Stay Questionnaire

48	A performance plan fiasco that happened to me by a manager that couldn't last his six month probation, yet he was able to taint and toxin my performance record and put me in a 'non-conforming' halo that continues to hover me at the one organization that I believe in and am passionate about.	5/23/2016 2:40 PM
49	Just about every way in which the funding streams work - 1. The CAO is cumbersome and each month when completing there is a impending doom feeling that there will be repercussions for getting it wrong despite too long arduous a practice to get it right. 2. The expectation that we provide so much work related activity that is not within the scope of the accounts/funding streams we are stewards of - requiring about 50-60 hours of work weekly as so much must be done. By being successful at managing this, people are often rewarder with greater pressure and more jobs/expectations by their supervisors and the admin team. 3. If I can find the funding, I can keep my job. This ethic invites a mission drift. 4. HR practices related to compensation. The system in which steps increase is based on a disparate system as commented on in the question that asks about what is the most dissatisfying part of working here. As a director, I have gained nearly \$8000 in raises from last year to this year, meanwhile my Band C folks have not made a penny more for the most part because they got about a \$1,100 raise but the benefits climbed high enough to absorb that. As the funding increases and the funders do not keep up with COLAs, then I have to give staff fewer days of work which further exasperates this issue.	5/23/2016 2:28 PM
50	I am typically and extrovert and I work in an office, a room by myself. I also enjoy visiting with people just as much as the two supervisors do here. Of course, the bus drivers, when they are in the office, they are on their break, so I try not to interfere with their lunches, etc.	5/23/2016 2:25 PM
51	Grant writing!!! I love establishing the program/project with CBOs and my department but the actual writing I don't have the time or the right skills to do it.	5/23/2016 2:21 PM
52	Short staffing and management	5/23/2016 2:20 PM
53	Unpredictable supervisors and rules.	5/23/2016 2:16 PM
54	As being a direct service staff member, I feel that I am left out of certain benefits-one is taking your kid to work day. Not fair:(5/23/2016 2:03 PM
55	Good pay and benefits and working with good people.	5/23/2016 1:59 PM
56	Meetings upon meetings where nothing is decided and lack of communication.	5/23/2016 1:59 PM
57	The lack of on the job training and mentorship.	5/23/2016 1:45 PM
58	I think the worst part is the negative attitude some staff members seems to have towards my department. I believe this stems from the team that was in place before the current team, and the bad taste left by some of them. I would also say that a lot of people complain about agency life/culture but seem unwilling to do anything about it, such as make an effort at staff events. Some will bring up issues that aren't necessarily related in order to bog down the process. Many seem resistant or totally against any sort of change, be it big or small, and when faced with an issue, staff complain without allowing or helping others to think through a solution (they will stand in the fire and complain that it is hot).	5/23/2016 1:42 PM
59	Hierarchy-I haven't worked anywhere else with this many layers and I find it baffling and frustrating	5/23/2016 1:41 PM
60	Do not have a least positive time. Only maybe if deadlines are due and need to cover	5/23/2016 1:36 PM
61	Nothing to say here.	5/23/2016 1:36 PM
62	People in my department who are not working a full day and getting paid for it. Hearing others complain. Having things "done" to you with no input.	5/23/2016 1:32 PM
63	I think it is unfortunate that we have allowed perfectly sound and much need work like equity and inclusion, and terms and tools like intent/impact to be come excuses that people in this agency manipulate and use to their own advantage. I have seen so many times people use intent/impact or the RET as a way to stop working and shut down meetings, workgroup and progress to explore their feelings about situations and scenarios (as unfortunate and unfair as they may be) that have nothing to do with success for each child and eliminating the opportunity gap. Often the people of color meetings have felt more like a therapy session than something work related, so I stopped going a long time ago, because Im here to make a difference for all children in our region present and future - not for myself.	5/23/2016 1:26 PM
64	Lack of alignment with Agency Ends.	5/23/2016 1:15 PM
65	The atmosphere of not being able to practice traditional American values, holidays, culture. We are a Judeo/Christian country with Judeo/Christian traditions.	5/23/2016 1:13 PM
66	Challenging co-workers.	5/23/2016 1:11 PM

PSESD Staff Stay Questionnaire

67	1.) Working through times when my team is not operating according to the transformational values. Many times, when pressure is on, people act strongly in accordance with white institutional values, especially secrecy and scarcity. It is very hard to deal with people selectively applying white institutional values. Or they use vocabulary words of equity, but do not fully apply them. 2.) Also, people who are vocal and want to share feedback to engage in the process are often marginalized. For example, those are the people who are left out of meetings, or left out of the loop. It's hard not to call that anything other than manipulative and sneaky and its not ok. 3.) Also, in my purview, there isn't a lot of leadership for equity within my work besides lip service or a baseline level understanding - that's not necessarily the problem, the problem is when all the ideas have to be filtered through that nominal level of understanding - we progress at the rate of those who are in leadership. Its not a put down at all to those people, but I don't think people understand we could be doing so much more - if we did, maybe things would be different. But as it is, because we (at least our team) adhere to a very hierarchical structure with secrecy etc. that knowledge cannot be easily generated by the group, because there are gatekeepers. 4.) Competitive individualism is hurting our team. Everyone wants to seem like they are dong a great job and its getting in the way of actually doing the work (it seems like we would prefer to appear to be doing great work, than to actually do great work)... We are very fragile as a team and it hurts the work, it disproportionately impacts people of color, and those who are most vocal.	5/23/2016 1:00 PM
68	Not enough time in the day to finish everything!!! I don't see anyone who looks like me or the families that we serve sitting on the Board of Directors not talking about the Sup's Cabinet members BUT the Board of Directors!!!	5/23/2016 12:58 PM
69	(WSRMP) not everyone puts forth the same effort. Some take a more relaxed approach to their jobs	5/23/2016 12:55 PM
70	Since moving into LTFS, my FTE is spread so thin that I sometimes feel invisible. There are still so many people in the department that I have never even met.	5/23/2016 12:44 PM
71	The interoffice strife	5/23/2016 12:42 PM
72	Training with someone who appears to not like to train	5/23/2016 12:41 PM
73	There is a lot of negativity amongst some other staff.	5/23/2016 12:40 PM
74	Lack of communication and trust.	5/23/2016 12:39 PM
75	All the many meetings I'm required to attend. It often feels like we are just recycling the same information with little forward movement. Holding two different part time positions has also been a challenge - I would recommend avoiding this whenever possible.	5/23/2016 12:37 PM
76	The conflict associated with standing strong for our agency goals and principles and seeing how it impacts the outcomes for children and families. Lack of communication. Decisions are still made by the few for the many.	5/23/2016 12:37 PM
77	Being an off site location it really feels like we're left out of a lot and forgotten when things happen in Renton	5/23/2016 12:35 PM
78	When we have meetings at ESD and they feel thrown together and or not given meaningful information.	5/23/2016 12:35 PM
79	Seeing hard working, talented people leave for other work because they tire of the unequal work ethic and leaders who support those differences.	5/23/2016 12:33 PM
80	I haven't had a negative experience.	5/23/2016 12:31 PM
81	N/A	5/23/2016 12:28 PM
82	I try to stay positive.	5/23/2016 12:27 PM
83	Meetings!	5/23/2016 12:27 PM
84	dissatisfaction among coworkers and peers.	5/23/2016 12:21 PM
85	Can't think of anything	5/23/2016 12:21 PM
86	There are times when my job can be redundant and involve a lot of desk work. Overall, however, I enjoy my work.	5/23/2016 12:19 PM
87	All-staff meetings, retreats, PSLA	5/23/2016 12:17 PM
88	Work overload, compliance monitoring on top of regular daily duties	5/23/2016 12:16 PM

PSESD Staff Stay Questionnaire

Q16 What motivates you to work at PSESD?

Answered: 93 Skipped: 62

#	Responses	Date
1	ARMCO goal	6/7/2016 7:49 AM
2	Most of my coworkers are great , the pay is good, the benefits are better that a lot of other places, and I'm comfortable here.	6/2/2016 11:16 AM
3	My desire is to help those in need. I am motivated when I have successful offered a training or information that helps direct staff in supporting/helping those children and their families in need.	5/31/2016 2:45 PM
4	The work itself, the people and partners I get to work with and the agency's vision and goals.	5/30/2016 9:55 AM
5	The autonomy I have to do interesting, fulfilling and creative work. Our commitment to racial equity. The fact that the work is complex and ever-changing.	5/27/2016 4:19 PM
6	Being able to do the direct service work and getting compensated honorably.	5/27/2016 2:03 PM
7	My dad always told me to choose a job/career that you genuinely enjoy. What's better than getting paid for something you love doing everyday!	5/27/2016 11:15 AM
8	The opportunity to serve the community and offer high quality technical and adaptive support to providers in the field of Early Learning.	5/27/2016 8:29 AM
9	The shared commitment to becoming an antiracist, multicultural organization.	5/26/2016 8:56 PM
10	Hope for change in America's public schools.	5/26/2016 2:59 PM
11	The children and team that I work with	5/26/2016 2:56 PM
12	Job and its positive impact on educational community. Co-workers. Paycheck.	5/26/2016 7:56 AM
13	The community we serve and my committment to bridge the health disparities which are directly impacting educational outcome.	5/25/2016 7:15 PM
14	Right now, it's to keep a roof over my head and food on the table. Honestly with the way the last couple of months have been, I'm going through a period of discontentment. I would love to be part of the next round of employees that will be here for 25-30 years.	5/25/2016 12:48 PM
15	It is a good agency with a good mission. I am also able to maintain a good work-life balance.	5/25/2016 11:10 AM
16	To close the achievement gap, having a positive impact and making a real difference in children lives.	5/25/2016 10:29 AM
17	I love the work I do. My direct duties are fulfilling.	5/25/2016 9:47 AM
18	Pay, flexible schedule	5/25/2016 9:01 AM
19	Everything!	5/25/2016 7:04 AM
20	The stakeholders we serve, good mission	5/24/2016 9:16 PM
21	The opportunity to make a difference in education.	5/24/2016 7:56 PM
22	The teachers and leaders that I get to work with. I appreciate the opportunity to connect with these people, to support their work, to help them make connections with each other, and to learn from them.	5/24/2016 6:24 PM
23	Helping the families that I work with	5/24/2016 4:47 PM
24	The mission of the agency ARMCO	5/24/2016 3:54 PM
25	Making a difference for school districts.	5/24/2016 2:51 PM
26	Being part of team where I feel valued.	5/24/2016 2:29 PM
27	Good benefits Potential for change	5/24/2016 12:55 PM
28	knowing that children and families are being supported by direct staff that love their jobs	5/24/2016 12:30 PM
29	I feel appreciated	5/24/2016 11:31 AM
30	Having a positive impact on our educational systems.	5/24/2016 11:29 AM

PSESD Staff Stay Questionnaire

31	The fact that I need to make a living and the wonderful benefits.	5/24/2016 11:06 AM
32	Opportunity to work with students and districts from across the region-	5/24/2016 11:02 AM
33	It motivates me to be constantly gaining new information about the development of young children and what we can do as an agency and as a program to give them the best possible start in life.	5/24/2016 10:40 AM
34	Monetary compensation	5/24/2016 10:21 AM
35	Co-workers and the students. Knowing I can and have, made a difference in students' lives.	5/24/2016 9:44 AM
36	The children!	5/24/2016 9:01 AM
37	It was a really good job for me, getting back into the workforce. I am very grateful for it.	5/24/2016 8:42 AM
38	Work with families	5/24/2016 8:29 AM
39	The same thing that brought me here. I believe in Early Education/Education & in working for the well-being of our children & community.	5/24/2016 8:12 AM
40	Being able to support staff who work out in the field (internal & external).	5/24/2016 8:12 AM
41	Desire to help make the connections and guide students and parents in a positive direction.	5/24/2016 7:54 AM
42	I am motivated to help the families and also fellow colleagues to achieve the highest level of service and care to the families in our community.	5/24/2016 7:33 AM
43	The PSESD is a great place to work if you are raising a family. My family is the most important thing to me, and while working at the ESD I earn a decent salary and have the flexibility I need to be there for my children.	5/24/2016 5:39 AM
44	I enjoy the job and the people I work with.	5/24/2016 5:37 AM
45	Students	5/23/2016 8:53 PM
46	Children and families.	5/23/2016 7:27 PM
47	Feeling like I am here for a purpose. That I am making things better/more efficient/getting results/developing staff. I don't want to do work just for the sake of doing work. Inefficiencies drive me crazy.	5/23/2016 5:30 PM
48	Co-workers/Leadership. The good we are doing for all children.	5/23/2016 5:14 PM
49	The belief in the work I am doing, and the value placed on my efforts	5/23/2016 4:05 PM
50	Pay and passion for the work.	5/23/2016 2:44 PM
51	Opportunity to associate with educated people that look like me, as well as educated people that do not look like me. However, it is such a great feeling to know that internal oppression is real not only for me, but all of the POC around me. The cold part is (in my 'self' voice) that we don't even know it. In other words, as smart as I am, I first learned of internal oppression after my equity and inclusion trainings at the ESD which is a shame considering how late in life it took to me learn. This wasn't taught in school, elementary, high school or college - I learned in 2013, forty years after birth..	5/23/2016 2:40 PM
52	The work challenges and opportunities are meaningful to me.	5/23/2016 2:28 PM
53	The challenge to better myself and learn all I can from those who guide me.	5/23/2016 2:25 PM
54	The PSESD employees, my students, and relationship I have with CBOs.	5/23/2016 2:21 PM
55	Honest answer at the moment would be the pay.	5/23/2016 2:20 PM
56	Serving families and my salary and benefits.	5/23/2016 2:16 PM
57	I feel that it is a great organization that does a lot of great work. I want to be part of that.	5/23/2016 2:03 PM
58	The work for children and families.	5/23/2016 1:59 PM
59	Working with children and the fact that I need to be employed.	5/23/2016 1:59 PM
60	I love the field of education. I am excited by the PSESD's work toward becoming an anti-racist multicultural organization.	5/23/2016 1:45 PM
61	My team, and some additional people I work with from time to time. The difference I know we, as an agency, are making to kids who don't have an easy or privileged life. My own determination to be here for my team and my clients.	5/23/2016 1:42 PM
62	our mission, and being compensated for it.	5/23/2016 1:41 PM
63	Love my hours, flexibility and a strong team with the director!	5/23/2016 1:36 PM

PSESD Staff Stay Questionnaire

64	I love my job, and love working with students.	5/23/2016 1:36 PM
65	I love what I do and I do it for the districts and the children. I also get praise from the districts which makes it even more worthwhile.	5/23/2016 1:32 PM
66	Children - my own and future generations. I don't want my children to experience the opportunity gaps I did, and I don't want my children's children to have to either. I am definitely not here for the money or the technology.	5/23/2016 1:26 PM
67	Family	5/23/2016 1:15 PM
68	Retirement in a few years.	5/23/2016 1:13 PM
69	The professional support and relationship cultivating with my supervisor and also the support from additional directors in my office.	5/23/2016 1:13 PM
70	I feel grateful to be here.	5/23/2016 1:11 PM
71	Seeing the success of our families.	5/23/2016 1:05 PM
72	1.) I'm motivated by the work that we do as an agency, 2.) the work that our team seeks to accomplish, 3.) opportunity for professional growth, and 4.) many opportunities to participate in leadership within the agency in many forms	5/23/2016 1:00 PM
73	I truly enjoy my work and work environment, everyone is very professional and understanding.	5/23/2016 12:58 PM
74	The people and fact that my efforts to excel in my work and work ethic have been recognized.	5/23/2016 12:55 PM
75	I can carpool with my husband, proximity to home, benefits. I believe in the principals of the company - have always felt strongly about the importance of a good education for children.	5/23/2016 12:44 PM
76	The forward thinking thinking	5/23/2016 12:42 PM
77	I am proud of my career and I want to make sure to do an awesome job always.	5/23/2016 12:41 PM
78	The kids!	5/23/2016 12:40 PM
79	I actually like my job quite a bit.	5/23/2016 12:39 PM
80	Making a difference for children and families. And the compensation, benefits and retirement.	5/23/2016 12:37 PM
81	Direct impact of my work for children and families. Opportunities to grow professionally and personally. The connections I make with teachers and colleagues in the field.	5/23/2016 12:37 PM
82	The work that I do is motivation to me, the fact that I am able to make a difference.	5/23/2016 12:35 PM
83	The children and families we should be focusing on.	5/23/2016 12:35 PM
84	Most of the the people I work with and for. The work itself (my "bucket" of responsibility). Salary and benefits.	5/23/2016 12:33 PM
85	I love what I do PSESD is a well known organization The team I am part of	5/23/2016 12:31 PM
86	The opportunities to network, create, innovate, support and collaborate to improve educational outcomes for ALL students.	5/23/2016 12:28 PM
87	I trust our management to continuing moving forward and improving our Department. I enjoy working with my co-workers.	5/23/2016 12:27 PM
88	Supporting the schools (although indirectly). I feel good about the work I do and really enjoy my job.	5/23/2016 12:27 PM
89	The children and families,as well as my teammates	5/23/2016 12:21 PM
90	I love doing administrative work.	5/23/2016 12:21 PM
91	My co-workers, compensation, working with children (when I can)	5/23/2016 12:19 PM
92	Opportunity to lead regional change	5/23/2016 12:17 PM
93	Strong Values	5/23/2016 12:16 PM

PSESD Staff Stay Questionnaire

Q17 Additional comments about organizational dynamics.

Answered: 33 Skipped: 122

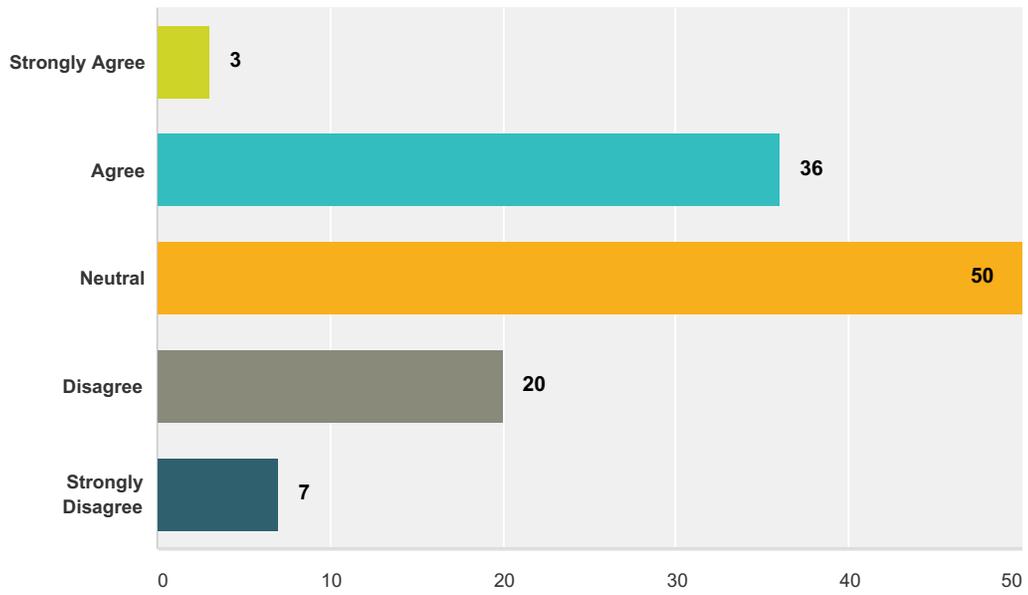
#	Responses	Date
1	I want to thank you for taking the time to read my responses. I know many people may not be as open; especially since you ask for names. I've heard so many times ~ I am scared or I might lose my job? So I encourage you to conduct anonymous surveys too in order to get a better outcome in responses. I am not sure if leaving your name off this one was an option? I am willing to continue to speak up about my experiences any time to better our moral, work environment, etc.	5/31/2016 2:45 PM
2	We are a learning organization at a time of transformation (ARMCO, strategic design,etc.) This comes with new opportunities and difficult challenges and conversations.	5/30/2016 9:55 AM
3	I find it concerning that we seem to be getting bigger and more "top-heavy," in management.	5/27/2016 2:03 PM
4	PSESD is growing as its going..... Its a journey and I'm excited to be a part of it..... Life is one day at a time and tomorrow isn't promised to any of us so just make the best of today.....	5/27/2016 11:15 AM
5	Things are improving mightily and there is great hope for our shared future!	5/27/2016 8:29 AM
6	I wish that Cabinet member and the board would converse with the Health Dept- Family Support and Educational dept, to really understand some of the barriers that our families are facing.	5/25/2016 7:15 PM
7	I'm 32 and although I am not one of the youngest employees I know that I am close. I feel like our Agency needs to do better to retain our young talent. I don't think anyone is going to want to stay if they feel like they aren't going to be recognized for their hard work or have no chance of moving up or gaining more responsibility. Who wants to do the exact same job for 25-30 years?	5/25/2016 12:48 PM
8	It's tough to come to work everyday knowing that you aren't supported. Or that you're supported by your supervisor, but that they are powerless.	5/24/2016 9:16 PM
9	I enjoy working with my co-workers, supervisors and executive director.	5/24/2016 2:29 PM
10	ESD really needs to look at job titles and salaries and how we support sites	5/24/2016 12:30 PM
11	See #12.	5/24/2016 11:06 AM
12	Delighted that agency leadership is committed to the ESD becoming an anti-racist, multicultural organization. Keep Walking the Talk!	5/24/2016 11:02 AM
13	As an agency working with subcontractors, I feel we need to do more to make sure our subcontractors (Center Directors, etc.) are on board with the same Principle and Practices we have, and have the same level of understanding and level of commitment to child success and continuous improvement that we have.	5/24/2016 10:40 AM
14	I think the one thing about the organizational dynamics that frustrates me, is being asked to do things thinking what I am doing matters to the leadership (here at ReLife and at the PSESD), only to find out that what I did was not taken into consideration and I in turn, feel as though my time was completely wasted. Which then leads to a feeling of "why bother" when asked to go above and beyond expectations in the future. For example, spending time giving thoughts and ideas, only to find out the leadership already had made decisions and asking for my ideas and thoughts was only a formality.	5/24/2016 9:44 AM
15	N/A	5/24/2016 7:54 AM
16	We are an agency that has been in constant transition for multiple years and it can be very draining. I know we are working hard to bring racial equity to higher level administrator positions and appreciate the focus.	5/23/2016 2:44 PM
17	I think I said enough or too much ::smiles::	5/23/2016 2:40 PM
18	It's a little inconvenient to be more involved with overall organizational functions there in Renton when we are quite a commute away--a satellite office.	5/23/2016 2:25 PM
19	I appreciate being asked for input.	5/23/2016 1:45 PM
20	I enjoy working at PSESD and think that we're doing great things in our communities; I believe the goals and vision/mission are sorely needed in a time where education doesn't seem to be at the forefront for everyone. I do believe that the staff has low morale and interest, especially when it comes to internal communication and events.	5/23/2016 1:42 PM

PSESD Staff Stay Questionnaire

21	Overall great organization!	5/23/2016 1:36 PM
22	I think ESD is very professional and organized.	5/23/2016 1:36 PM
23	We aren't so far gone that we cant change it. But there has to be some real accountability for individual people at all levels , for programs and departments -both for outcomes and financially, and there needs to be clear and swift actions taken when goals are not met and the work is not being done - excuses can no longer be accepted.	5/23/2016 1:26 PM
24	I think there are many blind spots in our agency, where whole teams of people could be really struggling or having a bad experience, but no one really knows about it because there isn't always a ton of oversight given. I'm wondering what more can be done to support Directors and Executive Directors in their work with teams. I've seen some really messed up stuff since I've been here because of the leadership at that level as a direct result of their actions, i'm wondering what support can be provided to that level to ensure that they have the tools to effectively lead teams, or at least to be supported in operating in transformational values - and that they are held accountable for operating in that way. Their actions can make or break someone's experience here in the agency.	5/23/2016 1:00 PM
25	There will always be some that only do what they are required to do and some that will not do what they are required to do. Those that do more than expected will always stand out from the crowd. It is especially nice when the extra effort is recognized.	5/23/2016 12:55 PM
26	The best dynamics in an organization to have.	5/23/2016 12:41 PM
27	Everything starts with leadership and the cabinet. They are our examples. If it doesn't happen there, there is no hope it will happen anywhere in agency.	5/23/2016 12:39 PM
28	It sometimes feels as if you are either "in" or "out."	5/23/2016 12:33 PM
29	no	5/23/2016 12:31 PM
30	I have not participated in the work groups leading the way for the strategic design and equity work as I am so new to the ESD. I look forward to being a participant in the future. I am appreciative of the work that is being done and grateful to be a part of an agency that "walks the talk".	5/23/2016 12:28 PM
31	I continually see that Management is trying to improve what we do and how we do it.	5/23/2016 12:27 PM
32	For WCT, we have a great group of people and great leadership as well.	5/23/2016 12:27 PM
33	Everyone is so friendly.	5/23/2016 12:21 PM

Q18 There is adequate opportunity for advancement within the agency.

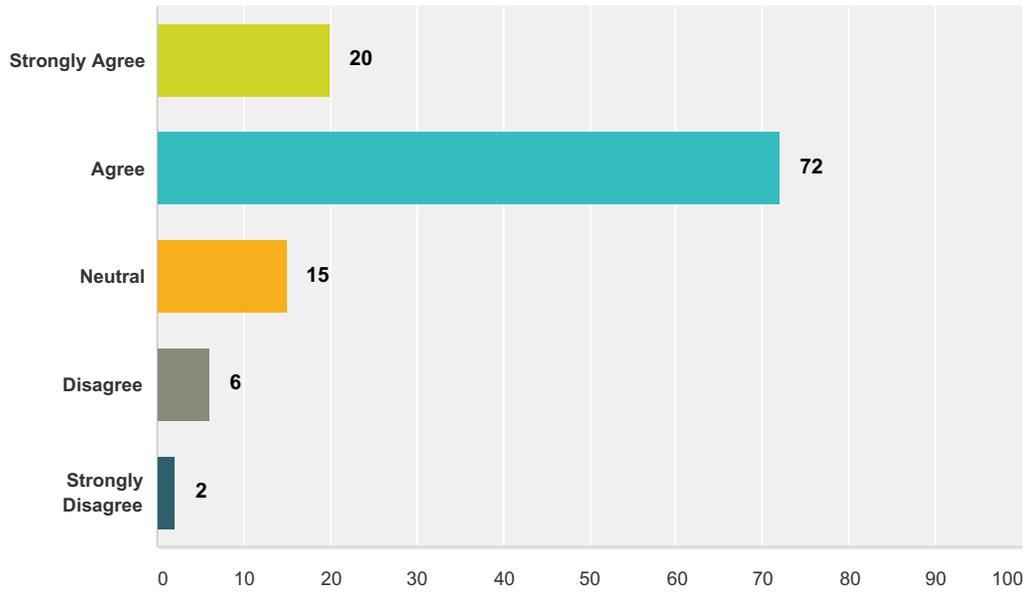
Answered: 116 Skipped: 39



Answer Choices	Responses	Count
Strongly Agree	2.59%	3
Agree	31.03%	36
Neutral	43.10%	50
Disagree	17.24%	20
Strongly Disagree	6.03%	7
Total		116

Q19 PSESD values equity and inclusion.

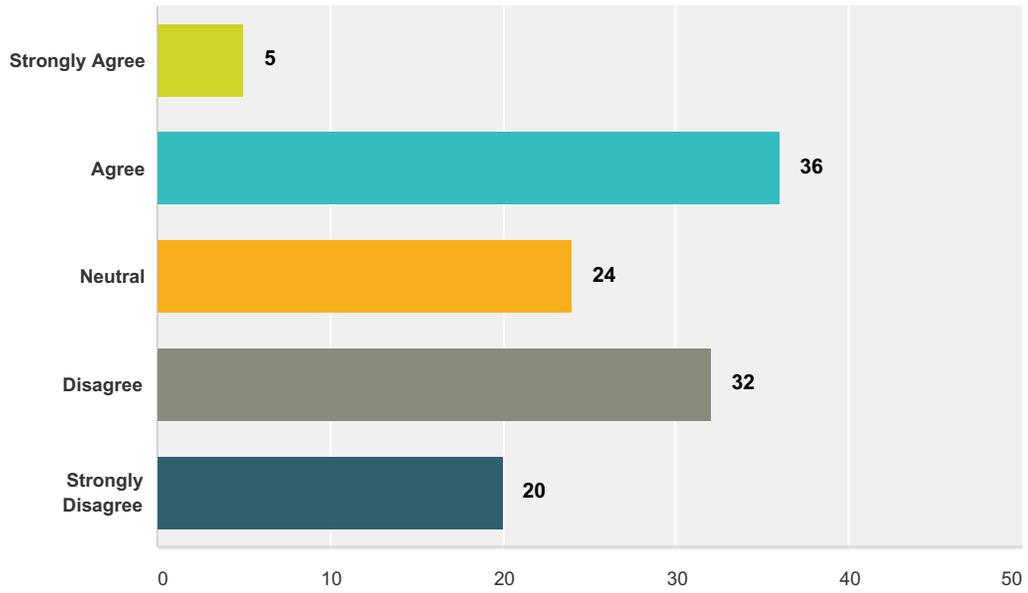
Answered: 115 Skipped: 40



Answer Choices	Responses	Count
Strongly Agree	17.39%	20
Agree	62.61%	72
Neutral	13.04%	15
Disagree	5.22%	6
Strongly Disagree	1.74%	2
Total		115

Q20 Job stability is not a concern for me.

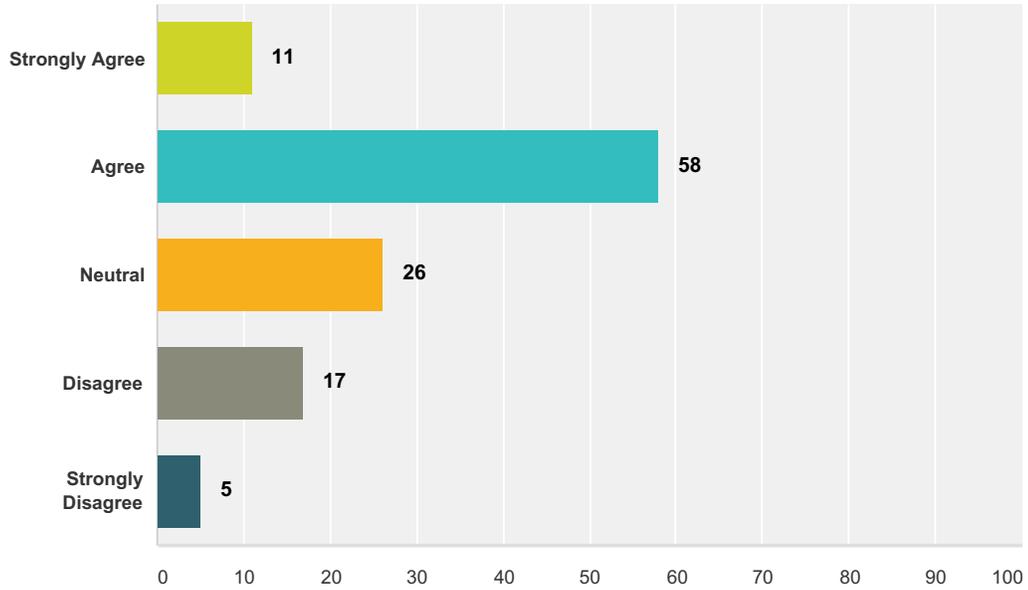
Answered: 117 Skipped: 38



Answer Choices	Responses	
Strongly Agree	4.27%	5
Agree	30.77%	36
Neutral	20.51%	24
Disagree	27.35%	32
Strongly Disagree	17.09%	20
Total		117

Q21 There are frequent opportunities for personal and professional growth within the Agency.

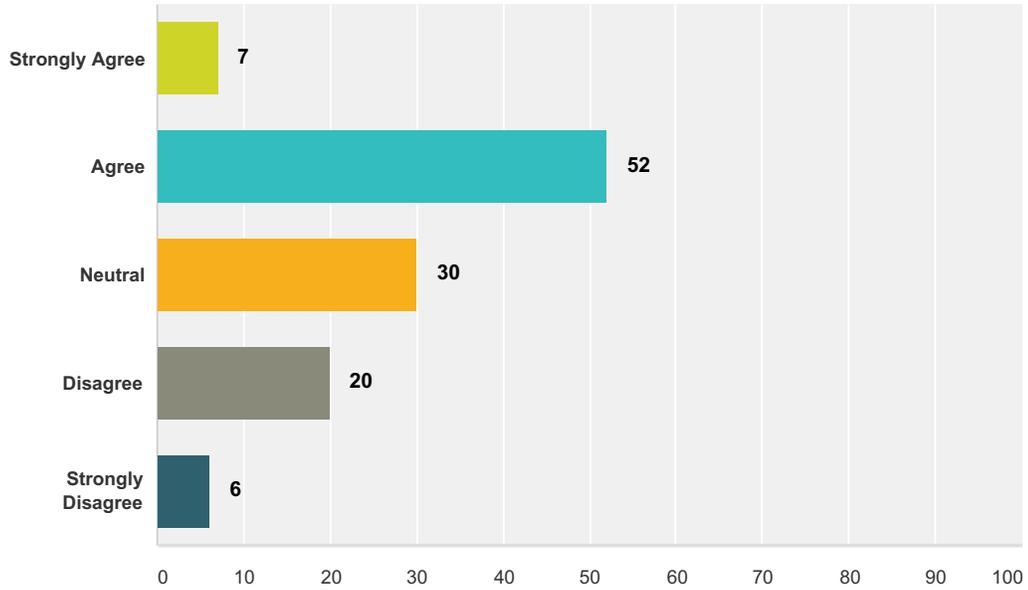
Answered: 117 Skipped: 38



Answer Choices	Responses	
Strongly Agree	9.40%	11
Agree	49.57%	58
Neutral	22.22%	26
Disagree	14.53%	17
Strongly Disagree	4.27%	5
Total		117

Q22 I am satisfied with the quality of professional development needed to be successful in my position.

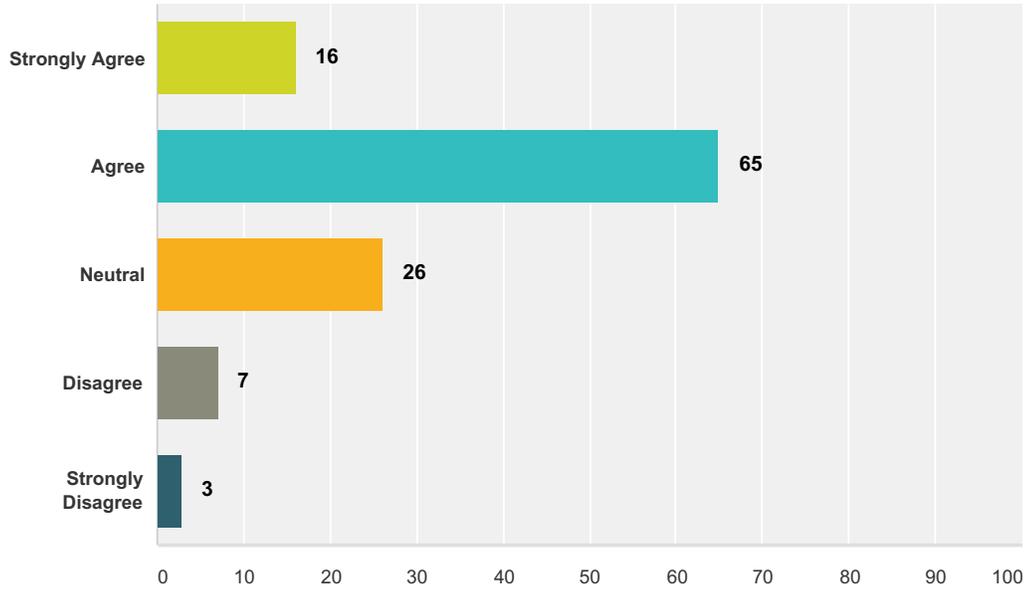
Answered: 115 Skipped: 40



Answer Choices	Responses	
Strongly Agree	6.09%	7
Agree	45.22%	52
Neutral	26.09%	30
Disagree	17.39%	20
Strongly Disagree	5.22%	6
Total		115

Q23 I perceive a coordinated effort within the agency towards fulfilling its END - Success for each child and eliminate the opportunity gap.

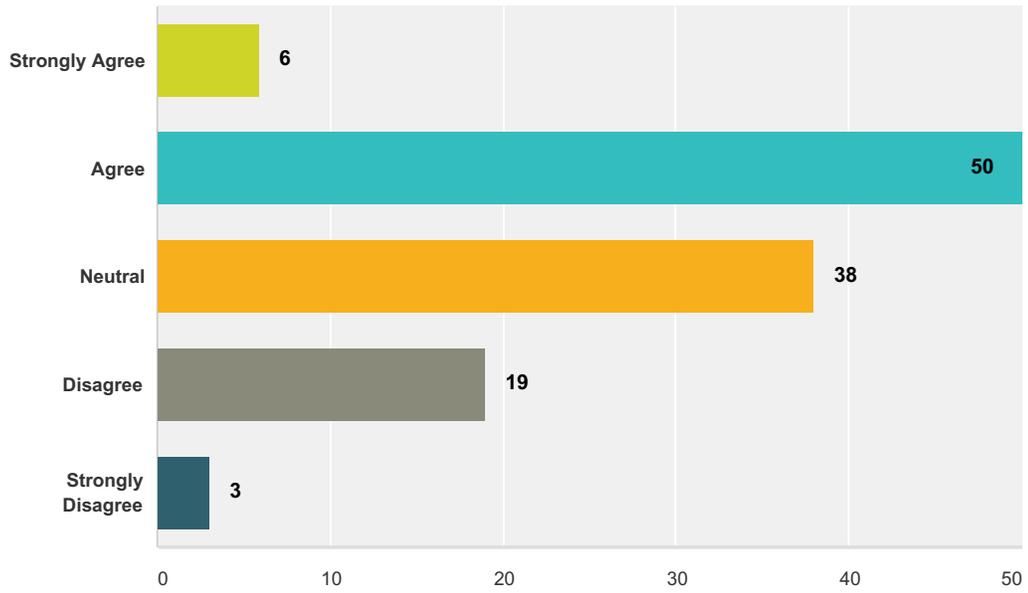
Answered: 117 Skipped: 38



Answer Choices	Responses	Count
Strongly Agree	13.68%	16
Agree	55.56%	65
Neutral	22.22%	26
Disagree	5.98%	7
Strongly Disagree	2.56%	3
Total		117

Q24 PSESD promotes a culture of wellness.

Answered: 116 Skipped: 39



Answer Choices	Responses	Count
Strongly Agree	5.17%	6
Agree	43.10%	50
Neutral	32.76%	38
Disagree	16.38%	19
Strongly Disagree	2.59%	3
Total		116

PSESD Staff Stay Questionnaire

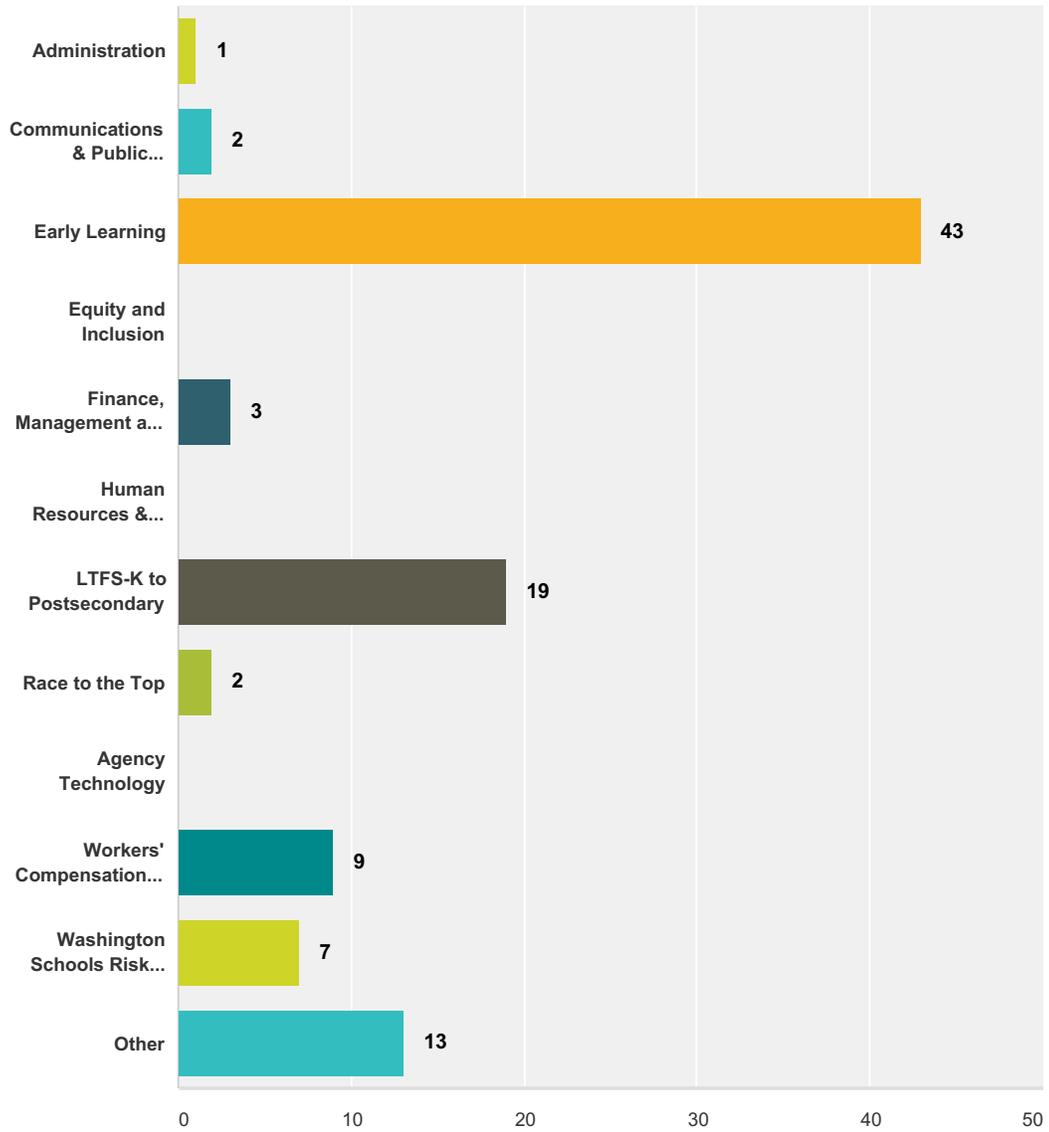
Q25 Additional comments about work environment.

Answered: 21 Skipped: 134

#	Responses	Date
1	Neutral Answer: I am not sure I have an opinion at this time OR I am personally unaware of what options are available. Too busy to research and it is not spoken about in normal circumstances.	5/31/2016 2:47 PM
2	I think we need to improve our wellness efforts while acknowledging the transformation work underway and how challenging it can be.	5/30/2016 9:57 AM
3	Having consistent expectations and allowances for telecommuting may lead to even more effective and efficient work and may save the Agency tremendous amounts of money.	5/27/2016 8:32 AM
4	I would like more opportunity to be mentored towards a leadership position. I feel that there is a lack of accountability from our leadership in relations to the subcontractors who are repeatedly non compliant- and staff who intentionally not fail to meet performance standards. The lack of Equity between the Head Start program and ECAEP is horrible across all service areas. How can we effectively bridge the educational gap if we want address this problem.	5/25/2016 7:25 PM
5	We need to walk our talk	5/24/2016 9:17 PM
6	ESD needs laughter in the halls and more components working close together to eliminate the opportunity gap not make it bigger!	5/24/2016 12:32 PM
7	My Head Start grant is currently being negotiated, so I don't know what the future of my job will be beyond June 30, 2016. Regarding the efforts to fulfill its END, I was just wondering the other day how much "boots on the ground" progress we have made. I see a lot of effort at PSESD. I wonder how much has changed in the classrooms at the level of the child.	5/24/2016 10:44 AM
8	Really appreciate the agency's efforts toward a chemical-free environment.	5/24/2016 8:43 AM
9	Sometimes personal development and growth is limited by time/workload.	5/24/2016 8:16 AM
10	N/A	5/24/2016 7:55 AM
11	The agency does not provide any formal professional development that I am aware of except in the area of racial equity. I am fortunate to have a supervisor that supports my professional development but I have to look outside the organization.	5/23/2016 5:32 PM
12	Question #19 - PSESD values equity and inclusion for some.	5/23/2016 5:21 PM
13	Grants equal jobs and grants equal a possibility to advance in the department or another area in the agency. There are not a lot of opportunity to advance in this agency.	5/23/2016 3:27 PM
14	My workload is so heavy that I do not have time for personal or professional growth.	5/23/2016 2:46 PM
15	we are in an 'either or' paradigm: we have wellness as an afterthought as the work must be done. However we have many caring individuals who work here that have a positive impact on the culture overall	5/23/2016 2:31 PM
16	I think we want to promote wellness and are working to get there.	5/23/2016 1:12 PM
17	none	5/23/2016 12:56 PM
18	I would like to see the agency as a whole adopt reflective practice, including reflective supervision, as part of it's support to staff in promoting growth and wellness.	5/23/2016 12:42 PM
19	The only professional development I am aware of is PSLA and Emerging Leaders, of which the majority of staff do not belong too.	5/23/2016 12:42 PM
20	A culture of wellness should be modeled by leadership. That isn't always the case.	5/23/2016 12:34 PM
21	Sometimes it seems like the ESD is more employee/adult focused - instead of student focused.	5/23/2016 12:31 PM

Q26 My Program/Department is

Answered: 99 Skipped: 56



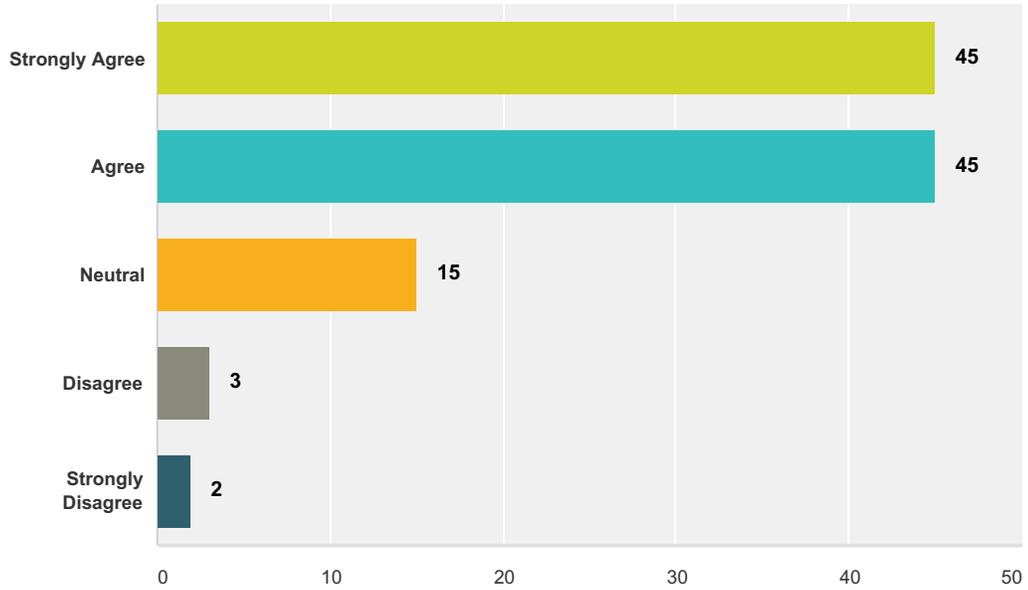
Answer Choices	Responses
Administration	1.01% 1
Communications & Public Relations	2.02% 2
Early Learning	43.43% 43
Equity and Inclusion	0.00% 0
Finance, Management and Governmental Relations	3.03% 3
Human Resources & Organizational Development	0.00% 0
LTFS-K to Postsecondary	19.19% 19
Race to the Top	2.02% 2

PSESD Staff Stay Questionnaire

Agency Technology	0.00%	0
Workers' Compensation Trust & Unemployment Pool	9.09%	9
Washington Schools Risk Management Pool	7.07%	7
Other	13.13%	13
Total		99

Q27 My Manager/Supervisor provides me with a clear understanding of my job responsibilities.

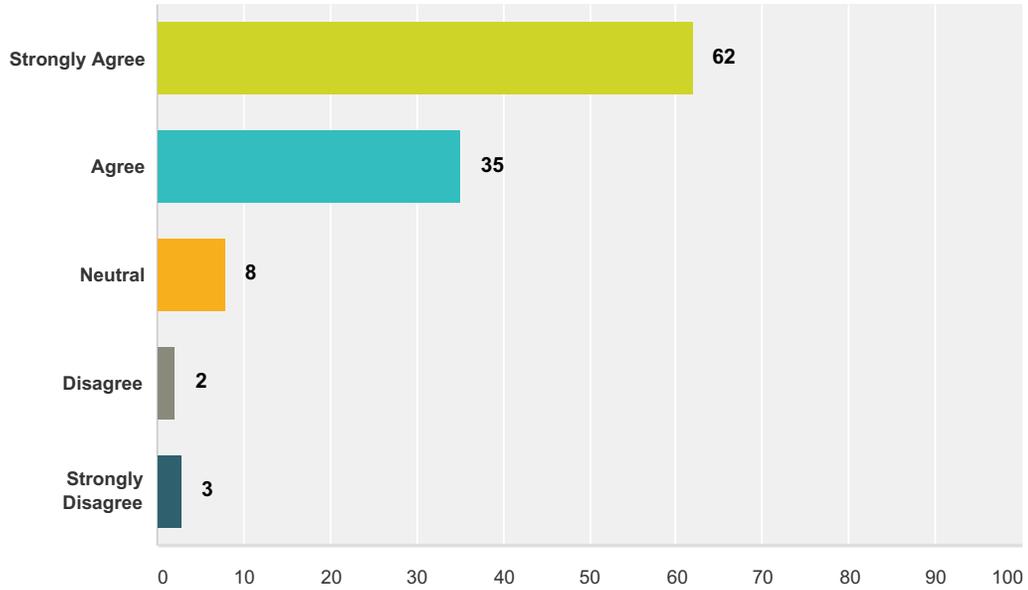
Answered: 110 Skipped: 45



Answer Choices	Responses	Count
Strongly Agree	40.91%	45
Agree	40.91%	45
Neutral	13.64%	15
Disagree	2.73%	3
Strongly Disagree	1.82%	2
Total		110

Q28 My Manager/Supervisor encourages me to use my skills and capabilities in my position.

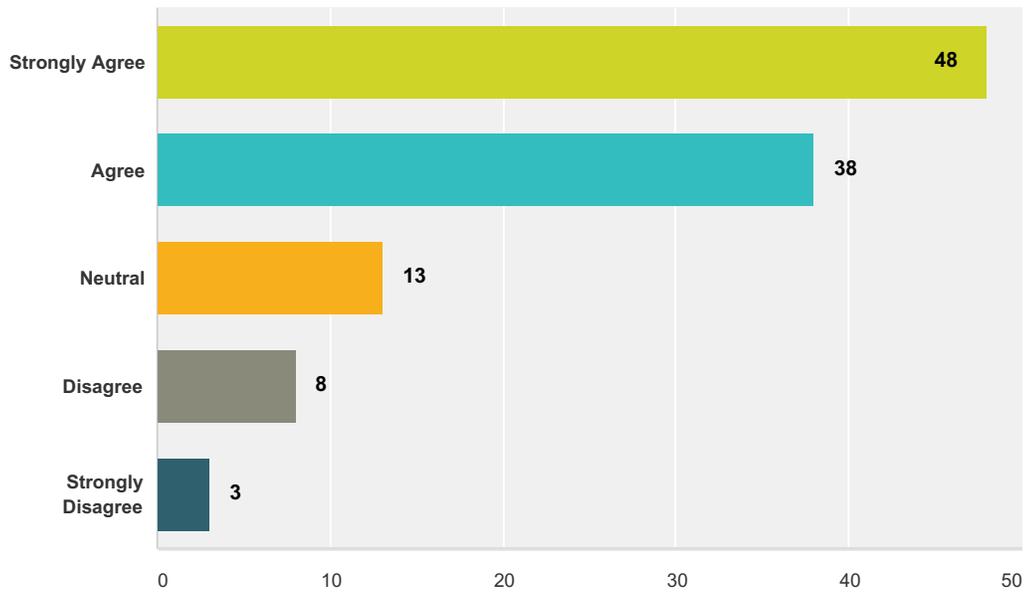
Answered: 110 Skipped: 45



Answer Choices	Responses	Count
Strongly Agree	56.36%	62
Agree	31.82%	35
Neutral	7.27%	8
Disagree	1.82%	2
Strongly Disagree	2.73%	3
Total		110

Q29 My Manager/Supervisor communicates adequately with me.

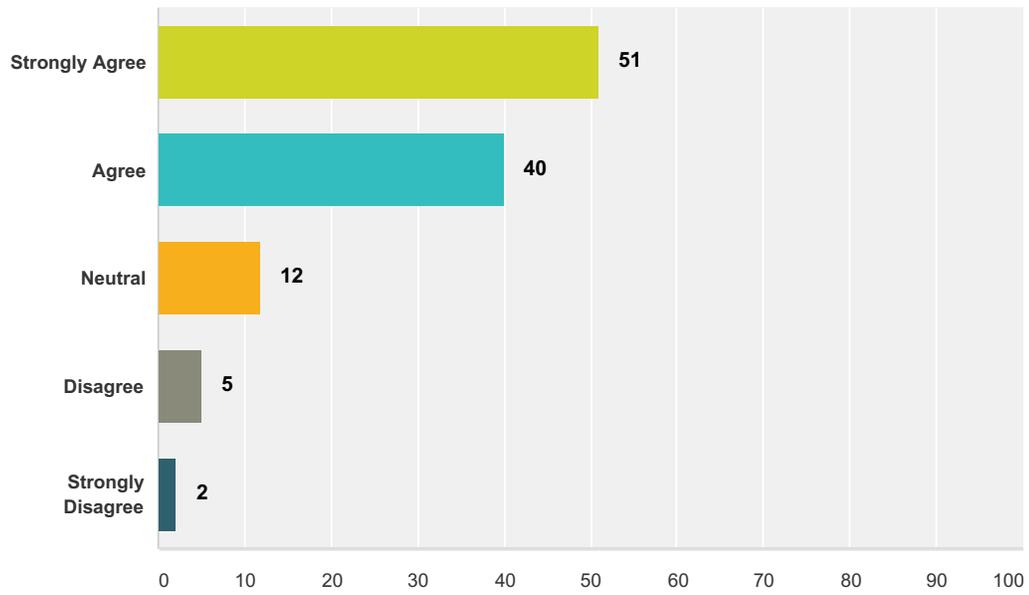
Answered: 110 Skipped: 45



Answer Choices	Responses	Count
Strongly Agree	43.64%	48
Agree	34.55%	38
Neutral	11.82%	13
Disagree	7.27%	8
Strongly Disagree	2.73%	3
Total		110

Q30 My Manager/Supervisor is open to diverse and innovative ideas.

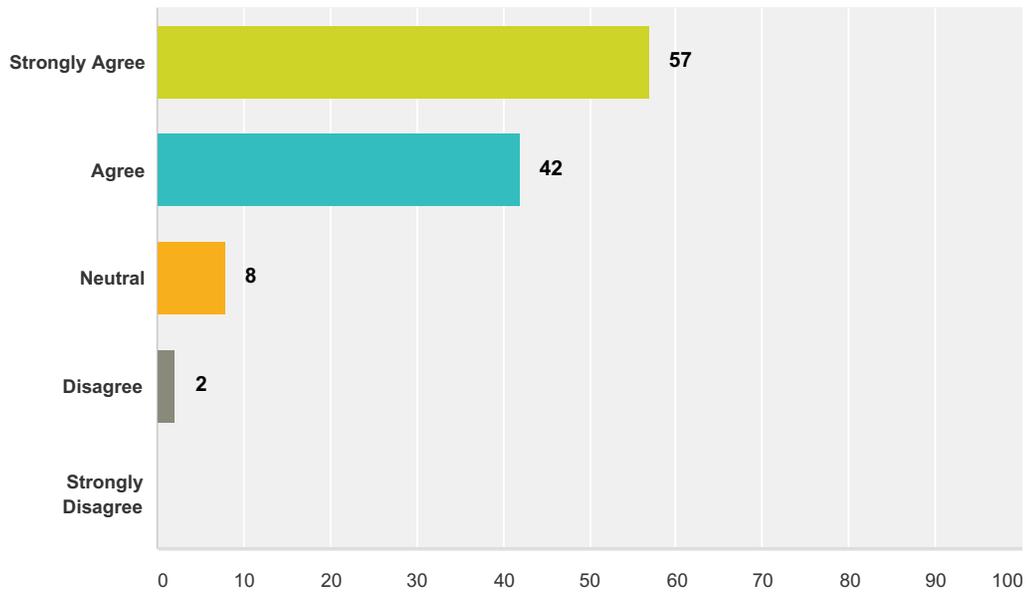
Answered: 110 Skipped: 45



Answer Choices	Responses	Count
Strongly Agree	46.36%	51
Agree	36.36%	40
Neutral	10.91%	12
Disagree	4.55%	5
Strongly Disagree	1.82%	2
Total		110

Q31 My Manager/Supervisor is supportive of work/life balance.

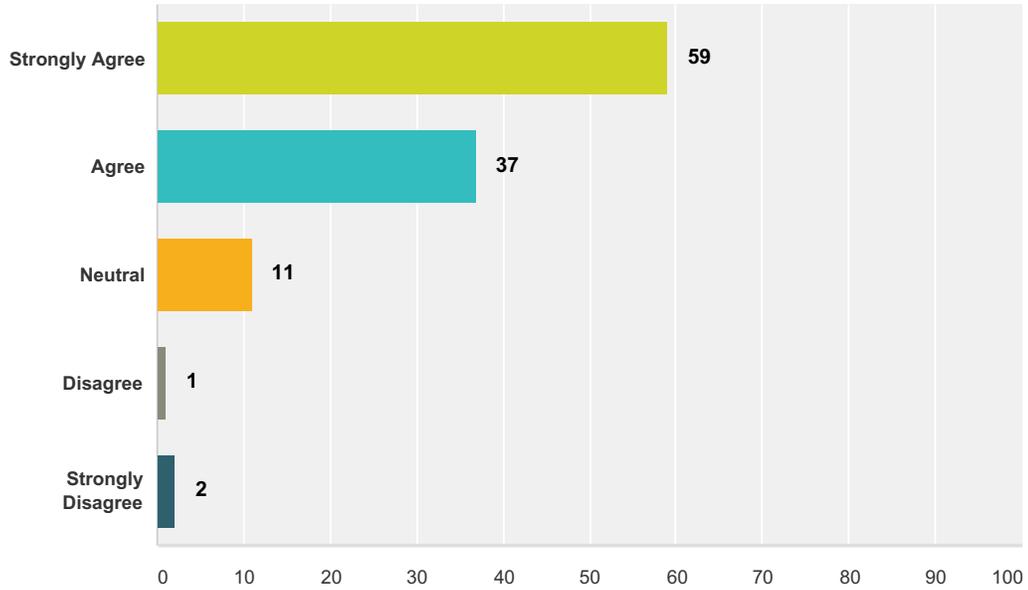
Answered: 109 Skipped: 46



Answer Choices	Responses	Count
Strongly Agree	52.29%	57
Agree	38.53%	42
Neutral	7.34%	8
Disagree	1.83%	2
Strongly Disagree	0.00%	0
Total		109

Q32 My Manager/Supervisor is supportive of my growth and development.

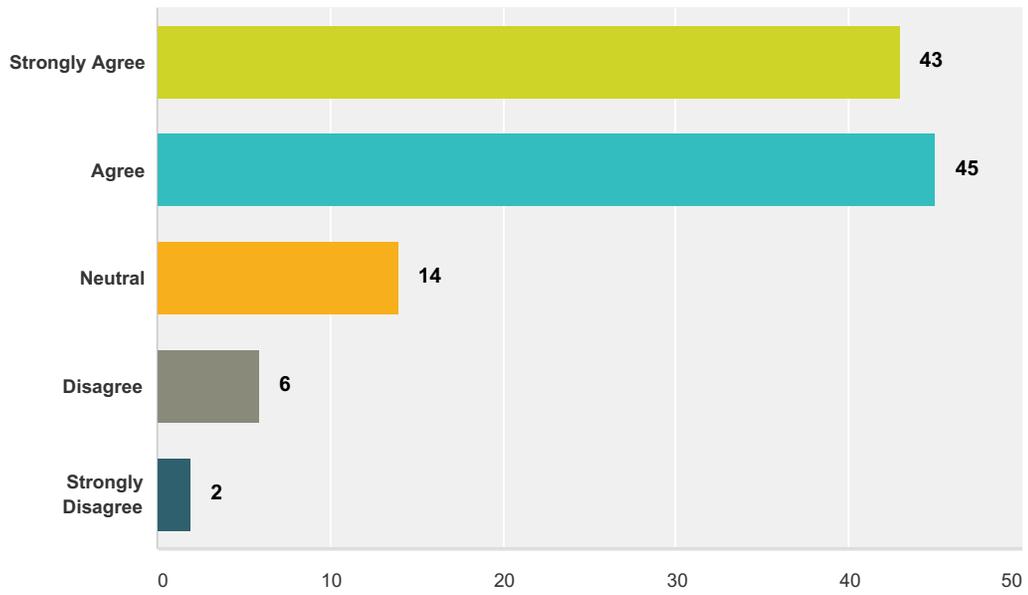
Answered: 110 Skipped: 45



Answer Choices	Responses	Count
Strongly Agree	53.64%	59
Agree	33.64%	37
Neutral	10.00%	11
Disagree	0.91%	1
Strongly Disagree	1.82%	2
Total		110

Q33 I receive acknowledgement/recognition for my contributions and ideas.

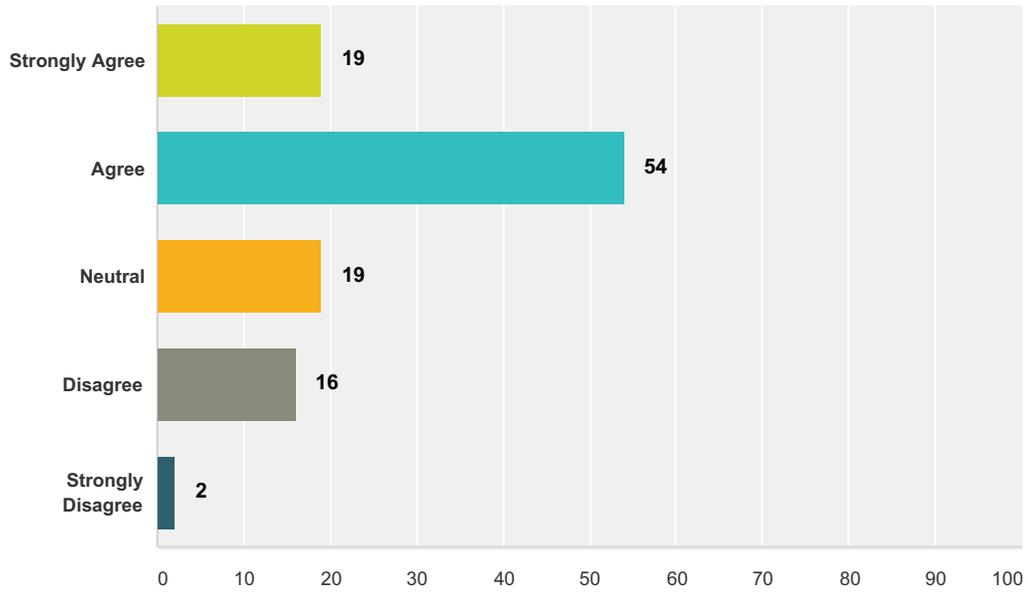
Answered: 110 Skipped: 45



Answer Choices	Responses	Count
Strongly Agree	39.09%	43
Agree	40.91%	45
Neutral	12.73%	14
Disagree	5.45%	6
Strongly Disagree	1.82%	2
Total		110

Q34 My workload is manageable.

Answered: 110 Skipped: 45



Answer Choices	Responses	
Strongly Agree	17.27%	19
Agree	49.09%	54
Neutral	17.27%	19
Disagree	14.55%	16
Strongly Disagree	1.82%	2
Total		110

PSESD Staff Stay Questionnaire

Q35 The supervisor/employee relationship is an important aspect of the work environment. Describe the relationship you have with your Manager/Supervisor.

Answered: 79 Skipped: 76

#	Responses	Date
1	Amanda is great ! She listens and is very thoughtful. She try's to get what we want/need to do our job better. She responds to email and text in a timely manner. I feel like I matter.	6/2/2016 11:21 AM
2	My current manager is on maternity leave. However, prior to her departure, I believe our relationship was growing. I believe in Forming, Storming, Norming, and Performing concept. This means that we were in between the storm and norming as employee and supervisor. I believed that over the last year, our communication styles were beginning to blend, but there are some kinks. We get along with one another and have much respect for one another. My interim manager/supervisor is doing the best he can. He is still fairly new and also has stepped into a role during the time my manager is on leave which means he has to learn his job and hers all at the same time. This can cause issues, but again he is doing very well. He is a good listener. He is very good at validating and helping resolve issues to keep moving forward. He knows who to turn to and get the answers. Both managers are doing the best they can under all the changes, continuous unknowns and changes and both are very calming spirits which I appreciate a lot.	5/31/2016 2:53 PM
3	I have a professional board to work with and feel valued by them.	5/30/2016 9:59 AM
4	Positive, supportive, encouraging. Julie keeps me tied to the big picture, which is really helpful in my day to day work.	5/27/2016 4:22 PM
5	I am very happy working in my capacity within my department with my supervisor. She is very supportive, encouraging, kind, a team player, and we have great communication, and work well together.	5/27/2016 4:12 PM
6	I have been thru several supervisors in my 15 years. Most have been great. Amanda is doing an incredible job with supporting me in my work, encouraging my growth, communicating with staff, and encouraging work/life balance. She has that rare ability to remember and respect how hard this job can be. She is doing all she can -- often creatively-- to help us serve caseloads that are too high for all that's expected of us.	5/27/2016 2:13 PM
7	My manager is Wendy Pringle. She is amazing! Wendy is accessible, approachable, non judgmental, expects accountability and professionalism from me, treats me as a knowledgeable and valued teammate, leads by example of healthy work & life balance which is critical in avoiding "burn out", and encourages continuous professional growth and development.	5/27/2016 11:15 AM
8	I have recently gained the fantastic benefits of having a highly valued colleague as my supervisor. Previously, I did not always have the same benefits or quality of supervision so my current situation is a breath of fresh air!	5/27/2016 8:34 AM
9	We talk monthly about my goals and how to meet them, as well as daily/weekly as needed to talk about children	5/26/2016 2:58 PM
10	My supervisor does not communicate with me, frequently ignores emails and either does not show up to scheduled meetings or regularly cancels -- which tells me that their time is more valuable than mine.	5/26/2016 7:59 AM
11	My manager who is the Health Director is s efficient and organize. My manager provided an effective on boarding orientation- supported me while allowing me to learn and ask question. She provided our department with a delineation of daily duties and time lines. She has encouraged us to attend professional development training related to our service areas and our mission statement. She truly understand our concerns pertaining to delivering best practice while serving 1200 children. She really hears our concerns and works hard to assure that we serve this community efficiently and practical. She is extremely knowledgeable of WACs, Public Policies and Head Start and ECAEP Performance Standards. She also retains "best practices from "Caring for Our Children." I have so much to learn from her.	5/25/2016 7:41 PM
12	I think that my Supervisor's leadership style works for me. I'm not micromanaged and I feel like she has confidence in my quality of work. In fact she is one of the reasons why I wanted to move to the Business Office and one of the reasons why I stay.	5/25/2016 12:52 PM
13	My manager is very encouraging of furthering my education and skills, and encouraging me to act autonomously. I receive recognition and support for voicing my ideas, which encourages me to continue to think independently and contribute to our group's goals.	5/25/2016 11:10 AM

PSESD Staff Stay Questionnaire

14	They appreciate my hard work. They support and encourage my growth. Plus, they are understanding and great to work with.	5/25/2016 10:34 AM
15	Open, trusting, honest, supportive	5/25/2016 9:49 AM
16	Amazing	5/24/2016 9:18 PM
17	Sarita is my supervisor. I would describe our relationship and collaborative and supportive where we probe innovation through evaluation.	5/24/2016 8:00 PM
18	My director trusts me and the work that I do. She is willing to support me when I ask but as I stated earlier, sometimes I can not look up enough to ask. We are trying to schedule regular check-ins but we are both so busy that they are getting cancelled. It's not her fault that she does not have time to supervise.	5/24/2016 6:28 PM
19	I believe I have a very positive and supportive relationship with my supervisor, and feel as though I can go to her for anything that I need help with and I will be heard. I know also that when I offer suggestions that they will be considered.	5/24/2016 4:50 PM
20	I am on my 4th supervisor in my role. I was not really supervised for a chunk of time other than getting timesheets signed. I feel now I am receiving more support than in the past. My supervisor checks in regular	5/24/2016 4:04 PM
21	John Welch has been very supportive, easy to talk to, informative and a great mentor to me. He is there for me when I need to talk to him. Great to bounce ideas and strategize with him.	5/24/2016 3:01 PM
22	Excellent!	5/24/2016 2:33 PM
23	I have a great relationship with my supervisor	5/24/2016 12:33 PM
24	I respect the work relationship I have with my Supervisor Scott Sturdivan. He is awesome :D	5/24/2016 11:35 AM
25	My supervisor is fairly hands-off, but that is an approach I appreciate as it allows me to be creative and focus on getting my work done.	5/24/2016 11:30 AM
26	We are able to discuss issues and concerns freely. She is consistently open to new and dynamic ideas. Very supportive.	5/24/2016 11:05 AM
27	Amanda Kirk-Woodbury is my Manager and Supervisor. She's both professional and personable. She is thoughtful and strategic about the work and puts the children and families first, which includes keeping in mind the health and well-being of those of us who are working with them. We are constantly gaining new information from her and she always elicits, listens to, and considers thoughtfully our thoughts and ideas about the program. I'm very happy with her as Manager and Supervisor, and I think she is a great asset to the program and agency.	5/24/2016 10:47 AM
28	I enjoy working with my supervisors as people, but the environment that one in particular has created, is very difficult to work in. Boundaries are crossed on a regular basis and this has caused major strife amongst employees. This supervisor is an extreme micromanager and then will not communicate decisions made to the staff, causing the staff to be disjointed and frustrated. I get very frustrated when I am micromanaged and not given the opportunity to participate in the decisions being made about my students that directly affect the IEP that I am responsible for.	5/24/2016 10:44 AM
29	Melissa Laramie is the best Manager/Supervisor I have had in any of my work experiences since my first job 12 years ago. She is extremely supportive and knowledgeable. She understands my position fully and offers support and suggestions in a "this is how I do it, but not how you have to" type of way and she adapts her leadership style to best suit the differences in the people she oversees. She is friendly, determined, and passionate about her work, our department, and the agency as a whole. She goes above and beyond what is required to fully understand every project any of us are working on and always makes herself available to talk and brainstorm ideas. Melissa has been very active and supportive of my journey to continue my education. I am happy to be able to work with her and I am excited to have her as a mentor.	5/24/2016 10:19 AM
30	My current supervisor is great. She is new to the position and has lots of great ideas and includes us in the discussion to get things changed.	5/24/2016 9:03 AM
31	I am fortunate to have two great supervisors. We respect each other and acknowledge each other's strengths and weaknesses. We work as a team. My comment about workload is only such because I just took on an additional .6 FTE and am in the process of steep learning curve.	5/24/2016 8:46 AM
32	Respectful.	5/24/2016 8:18 AM
33	Kimberly Beeson is an excellent manager and we have a positive work relationship.	5/24/2016 7:56 AM
34	I have a great relationship with my supervisor, we can openly communicate with each other. He does not micro manage me and is willing to work with me on my schedule.	5/24/2016 5:45 AM
35	We have a great working relationship.	5/24/2016 5:40 AM

PSESD Staff Stay Questionnaire

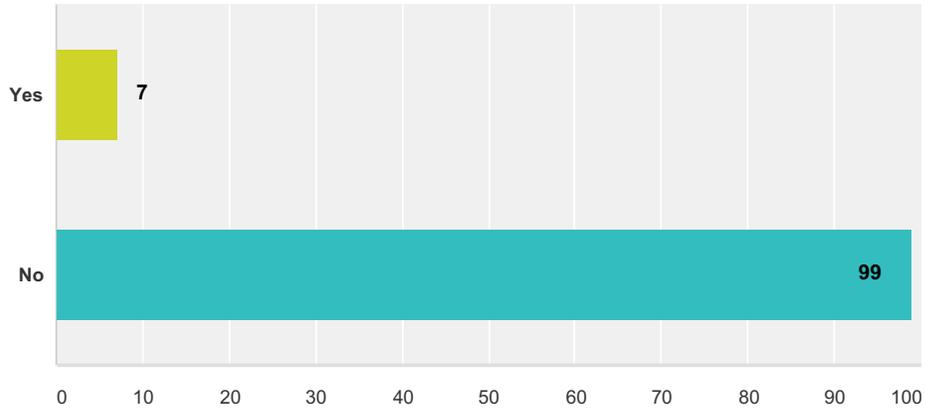
36	Good	5/23/2016 8:54 PM
37	I have great respect for my manager but we are very challenged in how we communicate with each other.	5/23/2016 5:36 PM
38	My manager is supportive, reliable and open to new ideas. I can count on her to jump in if help is needed. I go above and beyond what is expected of me because of my manager.	5/23/2016 5:26 PM
39	Collaborative	5/23/2016 4:11 PM
40	My supervisor does an outstanding job of providing guidance, support, and encouragement. She makes me feel like my work is valued, that my contributions matter, and that I am doing a good job. She is great at giving constructive feedback so that I can improve, without making me feel anxious about performance. I feel confident I could take any work related problem I might have to her, and she would help me to solve it.	5/23/2016 4:09 PM
41	I trust my supervisor and we have an honest and collaborative relationship. I am lucky to have her as my supervisor.	5/23/2016 3:30 PM
42	I feel my Supervisor's workload is too heavy as well which makes it challenging for us to connect outside of task oriented meetings.	5/23/2016 2:47 PM
43	Too new to rate the detail above as this is my fourth manager in less than three years, although she is probably the best one aside from my first manager who hired me and was specific to finance/accounting (Heidi).	5/23/2016 2:45 PM
44	She is driven, clear visioned, challenging, respectful, compassionate, and mindful. I am satisfied with my relationship with my supervisor.	5/23/2016 2:33 PM
45	I was not speaking up when our 2nd manager came on board. I was hopeful that she would initiate the relationship, so I missed out on precious, valuable time. I finally spoke up regarding how my duties had changed from the first 2 years I was here, and asked if we could have weekly one on ones to communicate and understand one another's hopes and desires for my performance in order to use what soft skills I do hold. It has been very rewarding, and I feel like there is an open door policy between us where we can chat for a few minutes about ideals, if she is not involved and has the time, and that's opened a comfortable feeling about my position and what I have to offer PSESD. I can go home and feel I did a job well and that all is well--I can look forward to a great day tomorrow.	5/23/2016 2:32 PM
46	I have a close relationship with my supervisor. I am able to talk to her about challenges and what is or isn't working. She advocates for me and my classroom.	5/23/2016 2:23 PM
47	Very supportive of me in my family issues not always predictable around work load.	5/23/2016 2:19 PM
48	We have a great relationship. I am always being encouraged for my growth as a Teacher.	5/23/2016 2:04 PM
49	comfortable and respectful	5/23/2016 2:00 PM
50	We meet less than once a month for an hour. Our meetings are driven by my questions which are sometimes answered. I find it disappointing that my supervisor rarely offers feedback.	5/23/2016 1:49 PM
51	Melissa and I have a relationship that certainly has its bumps, but the bumps come from a mutual care for one another's well-being and success. We get along very well, and when we don't, we have no problems talking about issues or miscommunication.	5/23/2016 1:46 PM
52	She is a very professional, understanding, flexible, and a supportive director. Her heart is so big she has understanding of family needs and work related needs. I can come to her with any issue and she will help resolve it.	5/23/2016 1:45 PM
53	My manager and I have a strong relationship. We are able to work through conflicts.	5/23/2016 1:42 PM
54	I think he is very supportive and I can depend on him to help when needed. He guides me to better my work ethic and achieve my goals. If I have a problem he is quick to offer solutions. He is an awesome Supervisor and so was the one previously.	5/23/2016 1:40 PM
55	Very good. I am not micromanaged. And I don't have to be micromanaged because I know my work and I get it done.	5/23/2016 1:37 PM
56	While it is good, there are times I am concerned about how information is being shared. Its become apparent over the years that credit has been taken by my manager for my work. While as a realist I expect this to happen to a certain degree, I wonder how much it is really happening.	5/23/2016 1:29 PM
57	They are nice people in general, but at times not very supportive (no feedback, etc.). Doesn't seem like there is a lot of experience supervising people. Also at times operate out of white institutional values, which hurt a lot. When pressure is on, there is a lot of secrecy etc. My supervisor does this a lot, but that isn't actually the biggest problem... the biggest problem is that my supervisor's supervisor operates out of white institutional values a ton, and it influences my supervisor, and the whole team is impacted because my supervisor is essentially doing the bidding of her supervisor. It is clear, even if my supervisor's supervisor request is against the values of my supervisor, she will still carry them out, regardless of how bad/silly it is. Not trying to put down anyone, just saying, my supervisor's supervisor is exerting pressure/influence on the whole team in ways that is not always in service to equity, or even professionalism - that's the real problem	5/23/2016 1:16 PM

PSESD Staff Stay Questionnaire

58	I have a wonderful relationship with my direct supervisor, and this is what motivates me to work hard. I feel personally and professionally supported and I also feel valued as an employee because of her efforts.	5/23/2016 1:15 PM
59	Although there is a lot of risk in what I do and a need to keep information inside a small group, I am not compensated for those risks and confidentiality involved.	5/23/2016 1:13 PM
60	My manager is very supportive. But I do tend to look outside our department for some mentoring and skill-building. I don't think that is a bad thing.	5/23/2016 1:13 PM
61	My supervisor has worked my position and has great insight regarding it. I appreciate her experience and vision. She supports me.	5/23/2016 1:09 PM
62	She is very open to new ideas and listen when I talk, works just as hard as I do. She encourages me to reach or even excel at my potential and knows that I am constantly improving my position for those who may come after me to perform these duties.	5/23/2016 1:08 PM
63	I can talk openly with my boss. We can disagree without a grudge. We have common goals for the organization.	5/23/2016 12:59 PM
64	I am lucky to currently have a very reflective supervisor who listens to me and who encourages me to take risks and grow. She also demonstrates excellent administrative supervisory skills. She balances both approaches to supervision well. I am fairly close to retirement and she is helping me to stay focused and motivated in my work. I have known and worked with my supervisor for many years in various capacities and we have built a strong, trusting relationship. I had some concerns about the shift in supervision but we have set clear boundaries and I am quite comfortable with having her supervise me.	5/23/2016 12:54 PM
65	It is a normal relationship	5/23/2016 12:51 PM
66	My supervisor is fairly new to the agency and even newer as my supervisor. We are just getting to know each other. He does not know much about my actual workload and the programs I support, since he is only supervisor of a portion of my FTE.	5/23/2016 12:46 PM
67	I wish I felt I was part of a team instead of manager/supervisor.	5/23/2016 12:46 PM
68	We have a trusting relationship and she mentors me in many aspects of communication and work. She is a large part of my job satisfaction and commitment to quality work. It seems like she is an advocate for the agency goals and principles and tries to uphold them whenever possible. We have had one conflict - that was quickly and respectfully resolved- and ultimately positively impacted our working relationship. Further, she followed up about an incident when another manager did not follow the agency guidance on conflict resolution - with all parties involved and me. Though some discomfort still exists for me in communicating with that other manager and staff, I felt supported and given an opportunity to grow professionally by my supervisor including me in the process and reflecting together about next steps and ways to approach things differently next time.	5/23/2016 12:43 PM
69	We have a great employee/ manager relationship. We are capable of having discussions even when we don't agree on the same things. I feel comfortable coming to my supervisor when needed.	5/23/2016 12:39 PM
70	I am able to speak to my Manager/Supervisor about any issues that I may be having	5/23/2016 12:37 PM
71	My director is supportive and encouraging. She's a good communicator and has faith in her team. Overall, she's great to work with.	5/23/2016 12:36 PM
72	I have great support from my supervisor, although we don't have time for regular conversation and reflective supervision.	5/23/2016 12:35 PM
73	I've had only positive things to say about my supervisor, she's been very helpful and communicates well with me. I appreciate her feedback and meeting with her once a month to check in.	5/23/2016 12:34 PM
74	I am so appreciative of her. I feel so supported and respected as a professional.	5/23/2016 12:31 PM
75	I feel my manager has confidence in what I do, and is available if I need direction.	5/23/2016 12:30 PM
76	My supervisor is constantly trying to help me communicate better.	5/23/2016 12:23 PM
77	I have a new supervisor that was assigned to me in the last 3 months. She is easy to work with and talk to, meets with me on a regular basis and is open to new ideas.	5/23/2016 12:22 PM
78	My manager gives me a lot of flexibility and is hands-off, unless I need support, in which case support is provided. It is collaborative.	5/23/2016 12:19 PM
79	Great! Strong, supportive, understanding	5/23/2016 12:18 PM

Q36 Do you experience serious issues or problems with your current Manager/Supervisor that are unresolved?

Answered: 106 Skipped: 49

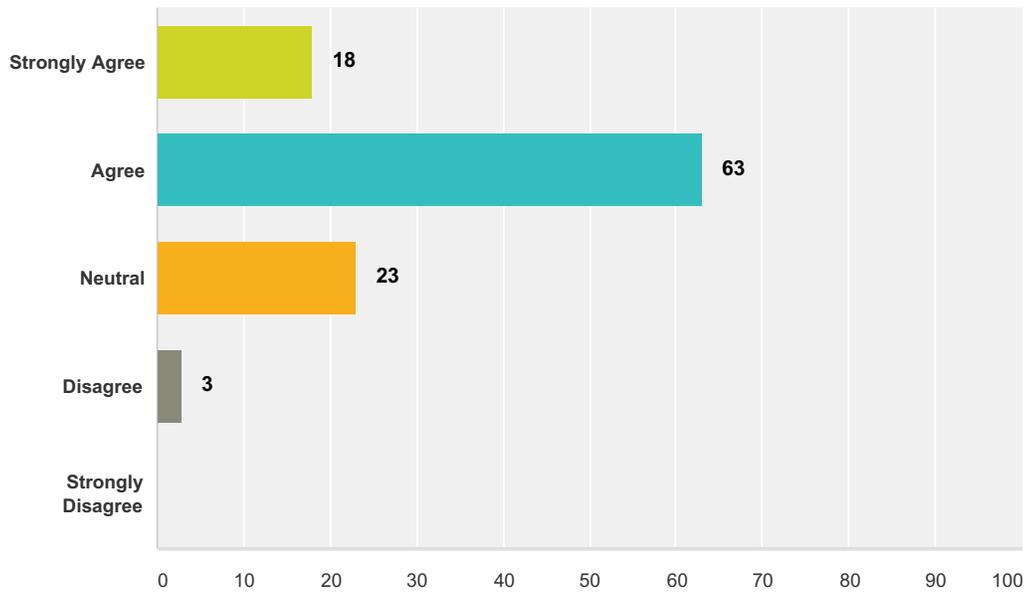


Answer Choices	Responses
Yes	6.60% 7
No	93.40% 99
Total	106

#	If Yes, please explain the circumstances.	Date
1	Micromanaged and made to feel incompetent when I question decisions that have been made, but then don't see follow through. (Example: Student reentry meetings with contracts that my supervisor creates and signs, yet I'm not involved in those meetings, nor do I have input. Then when I am responsible for holding that student accountable for their contract, I am not supported with what the administration has promised to do.) I also have difficulty with being "Friend Requested" by her on Facebook (which I didn't accept) and then hearing stories and comments she shares with other people who have friended her here at work, which then makes me feel like an outsider because I haven't "friended" her and don't share that information. This is a boundary I feel was crossed as a supervisor over employees, yet nothing has been done about it.	5/24/2016 10:44 AM
2	I submitted all of the required HR forms and documents last summer in order to move forward with a review for reclassification of my position and have not received any status of the request from either my supervisor or HR	5/24/2016 10:24 AM
3	Our departments concerns have been brought to your attention and nothing has ever been done about it. Many of us are apathetic and distrust people in positions of power at ESD.	5/23/2016 7:39 PM
4	I'm on the fence as to whether they are resolved or not. We continue to struggle in our communications. However, we tend to get over poor interactions fairly quickly.	5/23/2016 5:36 PM
5	Not really going to go into detail, but I have seen/experienced a lot of messed up stuff in the past 3 months that are really from my supervisor's supervisor, I'll share just a couple: 1.) Inappropriate characterizations of people that were unfair and unprofessional - throwing them under the bus, placing inordinate blame on them, labeling them when they vocally share feedback, 2.) blaming everyone else for their mistakes and refuse to take ownership at all or at least share in the blame, that's bad for the team, especially when we all know it was you. When leaders don't listen to the suggestions that staff give them until it blows up in their face, then finally listens and proceeds to blame people on the team for why it didn't happen.... we have a toxic environment to put it lightly. 3.) Secret meetings, lack of open communication, etc. 4.) So much negative stuff happening, seems like something new every day/week.	5/23/2016 1:16 PM
6	n/a	5/23/2016 12:36 PM

Q37 My co-workers model the Principles & Practices that form our culture.

Answered: 107 Skipped: 48



Answer Choices	Responses	Count
Strongly Agree	16.82%	18
Agree	58.88%	63
Neutral	21.50%	23
Disagree	2.80%	3
Strongly Disagree	0.00%	0
Total		107

PSESD Staff Stay Questionnaire

Q38 Additional comments about your co-workers

Answered: 34 Skipped: 121

#	Responses	Date
1	Not always. I have asked them to take concerns forward (Challenge the Process for bettering the program); a few stay silent and murmur among us during meetings or under breathe/hallway. There is a lack of trust. Not sure who they can trust they say and therefore do nothing (ugh) Do not resolve conflict in a timely manner ~ it lingers Otherwise the other principles stand: Leading with equity, foster laughter, being accountable, integrity,	5/31/2016 2:58 PM
2	Most of them are great.	5/27/2016 4:22 PM
3	While I have some 'issues' with individuals, I feel that my colleagues are generally a great bunch, who are able to be professional without losing their humanity and their sense of humor. That is an amazing feat in this work which puts us in direct contact with families who routinely experience a lot of stress and trauma .	5/27/2016 2:13 PM
4	I would like to see that some of white co workers attend the equity training and that this not optional.	5/25/2016 7:42 PM
5	Some do, some don't.	5/25/2016 12:52 PM
6	My coworkers are great to work with!	5/25/2016 10:34 AM
7	Most are awesome, a few are toxic	5/24/2016 9:19 PM
8	I learn each and every day from and with those I work with!	5/24/2016 8:00 PM
9	My coworkers are great!	5/24/2016 4:50 PM
10	Teamwork!	5/24/2016 2:34 PM
11	I spend more time with the staff from my school than I do with my colleagues from ESD. PS these surveys can be shorter thank you	5/24/2016 11:36 AM
12	Some of them are great and some of them pose unnecessary challenges in getting work done.	5/24/2016 11:31 AM
13	My co-workers are committed, professional, caring individuals. I feel we have a good rapport with one another, we listen to each other and care about each other. I feel each one of them is committed to the well-being of the children and families they serve. Each one is doing wonderful work with families in difficult situations.	5/24/2016 10:49 AM
14	Some do and some don't	5/24/2016 10:25 AM
15	Love my coworkers! great department to work with.	5/24/2016 9:03 AM
16	I don't like to hear about complaints about the agency. They don't appreciate how good we have it here and can exhibit a "union mentality." However, in general, we just have a lot of really GOOD PEOPLE here.	5/24/2016 8:48 AM
17	I have some amazing co-workers. They are smart, hard-working, humorous & dedicated.	5/24/2016 8:20 AM
18	Question #37 - some do and some don't. Everyone is treated the same. This causes hard working employees to take on the bad habits of those around them.	5/23/2016 5:30 PM
19	This has been a welcoming and supportive place to work from the start. Different points of view are encouraged, and I generally feel like any question I might have would be answered.	5/23/2016 4:10 PM
20	It's all about communication, and not leaving people "out".	5/23/2016 2:32 PM
21	My co-workers are really great and drive me to be a better version of myself. Communications wouldn't be nearly as awesome without them.	5/23/2016 1:46 PM
22	They are all great! We work well as a team.	5/23/2016 1:46 PM
23	My coworkers are the best thing about this job, besides the mission	5/23/2016 1:43 PM
24	Good teamwork in the Department. Lots of support.	5/23/2016 1:41 PM
25	Not all co-workers model the principals which is why I choose neutral.	5/23/2016 1:39 PM
26	Its a work in progress for everyone. The culture in the agency influences staff behavior, when the culture is bad the behavior is bad and there are a lot of negative things happening right now - a lot of gossip.	5/23/2016 1:33 PM

PSESD Staff Stay Questionnaire

27	My coworkers are amazing and I am honored to be a part of the team! They always go the extra mile.	5/23/2016 1:19 PM
28	At times, the handful of negative staff make it twice as hard to stay positive and get our work done!	5/23/2016 1:14 PM
29	Some in management do not lead by example setting a poor example for staff. It is difficult to manage your own staff when they often question the actions of your coworker (management) and his/her staff. The inconsistency in management styles and holding individuals accountable for their actions makes it difficult.	5/23/2016 1:07 PM
30	I work with a great bunch of people, both at WCCW and within the other teams I am part of.	5/23/2016 12:56 PM
31	Some do, some don't. Each person has their own idea about what those practices should look like and who they model them with and under what circumstances.	5/23/2016 12:44 PM
32	Great co-workers. The directors are great too -- I've never been "talked down to" and they are all approachable. I enjoy being around the people I work with (which is a really good thing!)	5/23/2016 12:39 PM
33	I believe that because we are not all held equally accountable for our work, that we don't always equally follow the principle : We are responsible, accountable, and results-focused.	5/23/2016 12:38 PM
34	I am blessed! I learn from them all every day.	5/23/2016 12:31 PM