

# TASB Employee Survey Review 2026



**Southwest**  
Independent School District

# TASB Survey

- We have conducted a Spring employee survey annually for 3 years using the same survey
- Scores are compiled by TASB, and this is an anonymous survey
- Scores shared with principals and then employees through our Superintendent's communication platform



# Survey Results

- Over 81% of all staff took the survey
- Out of the 22 criteria for positive responses, SWISD went up or stayed the same in 19 categories for Job Satisfaction.
- The largest loss was only 2% in any category.
- The majority of those who replied were teachers at 48%.

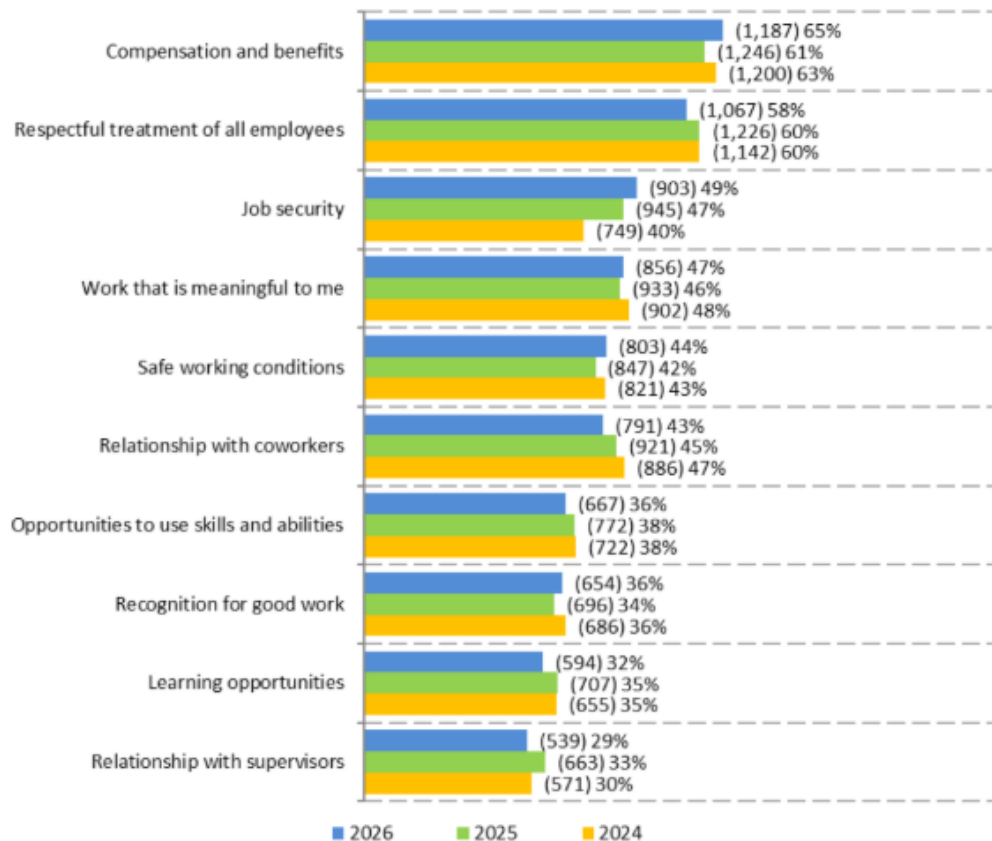


# Factors that Contribute to Job Satisfaction

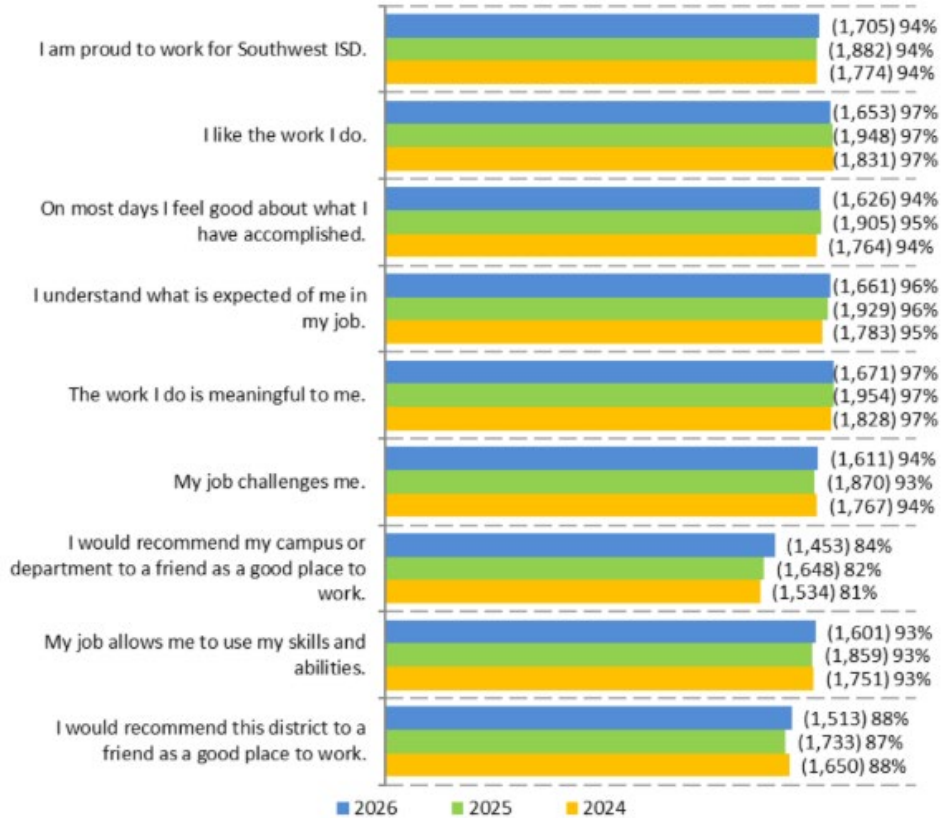
- Compensation and Benefits
- Respectful treatment of all employees
- Job security
- Work that is meaningful to me



## Exhibit 6: Factors that Contribute to Job Satisfaction



## Exhibit 7: Job Satisfaction



Job Satisfaction is in the mid-90% range for most categories.

Ranges for job satisfaction were between 84% to 97%.

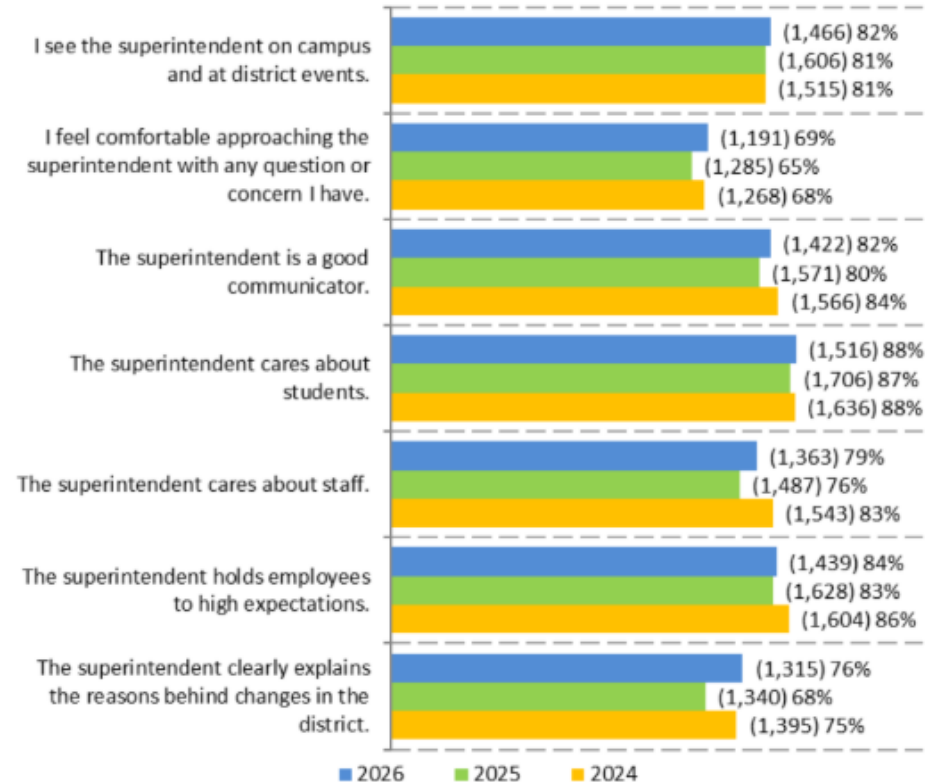
People are happy to be at Southwest ISD!



# Relationship with Superintendent

- Increase in all areas for this category
- Highest rating – Superintendent cares about students.
- Greatest growth – Superintendent clearly explains the reason behind changes in the district.

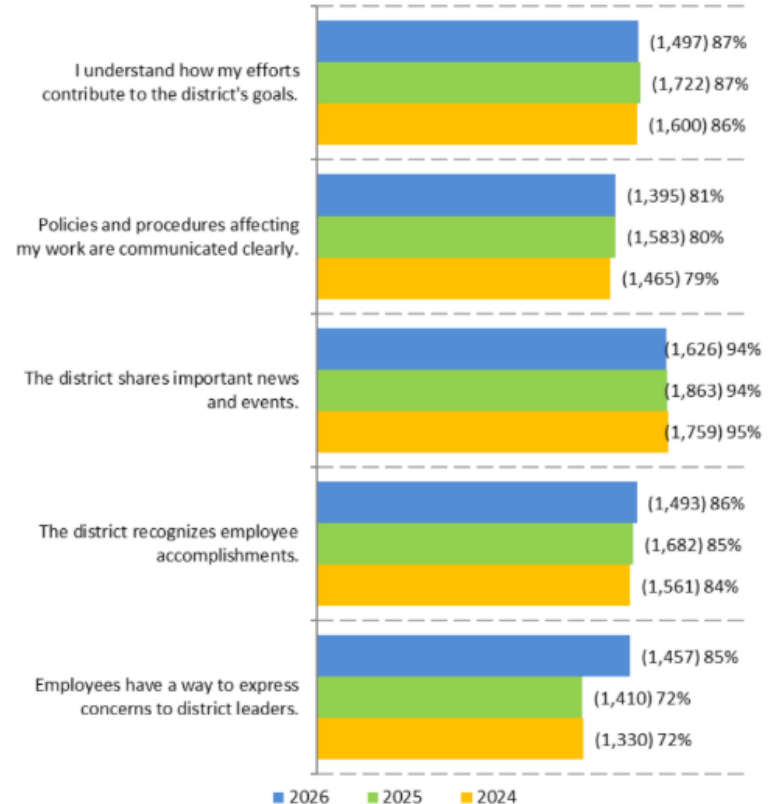
**Exhibit 11: Relationship with Superintendent**



# District Communications

- About the same in all areas for this category
- Highest rating – District shares important news and events.
- Greatest growth – Employees have a way to express concerns to district leaders.

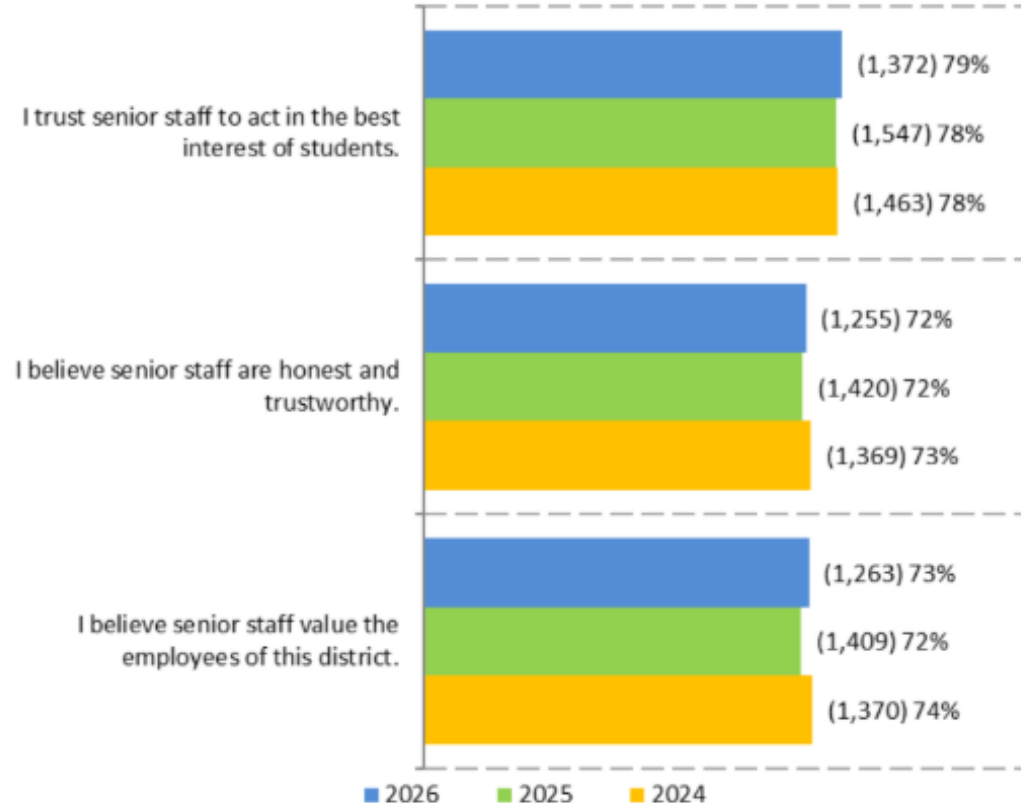
**Exhibit 14: District Communications**



# Senior Staff

- Slight increase in most areas for this category
- Highest rating – Trust for senior staff to act in the best interest of students.
- Greatest growth – Belief that senior staff values the employees of this district.

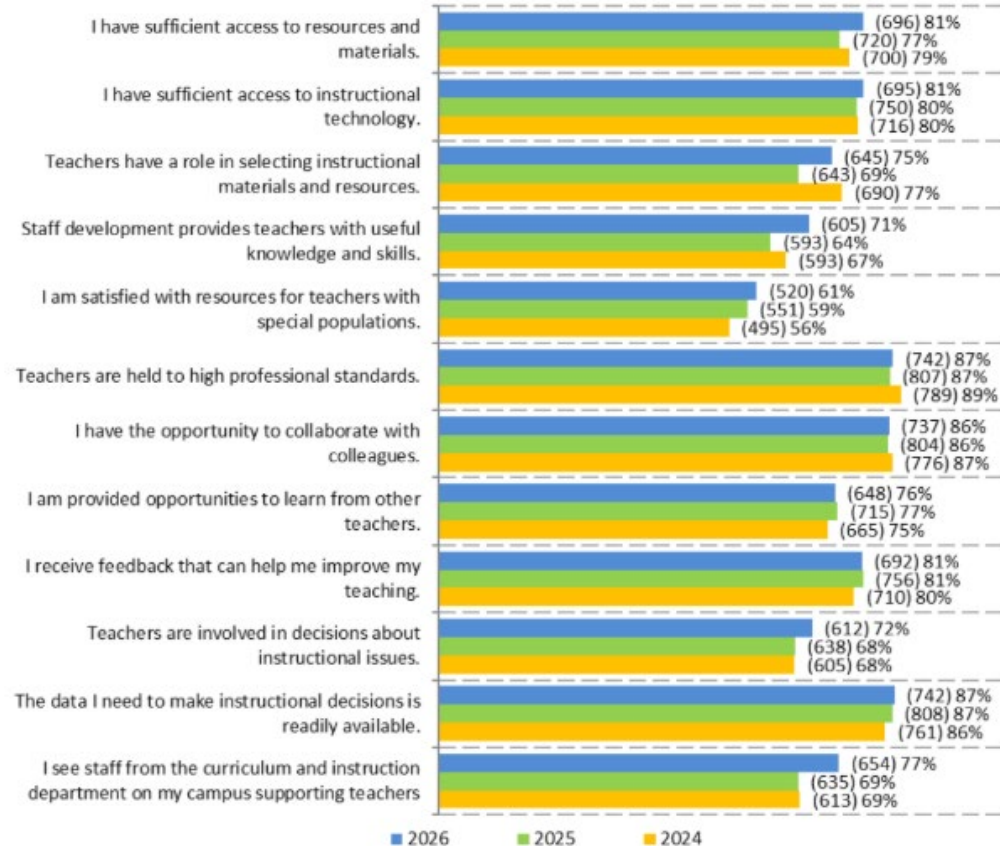
**Exhibit 15: Senior Staff**



# Curriculum & Instruction

- Slight increase in most areas for this category
- Highest rating – Teachers are held to high professional standards & the data needed to make instructional decisions is readily available.
- Greatest growth – Seeing C&I on campus supporting teachers.

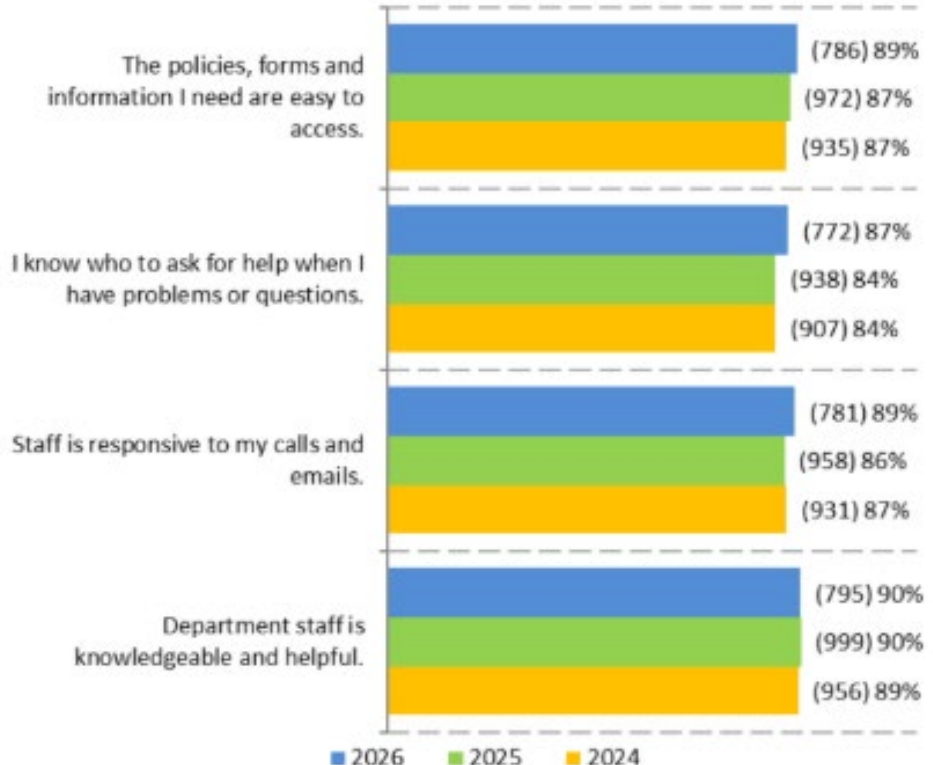
**Exhibit 17A: Curriculum and Instruction**



# Administration & Human Resources

- Slight increase in most areas for this category.
- Highest rating – Department staff is knowledgeable and helpful.
- Greatest growth – Staff is responsive to my calls and emails & I know who to ask for help when I have problems or questions.

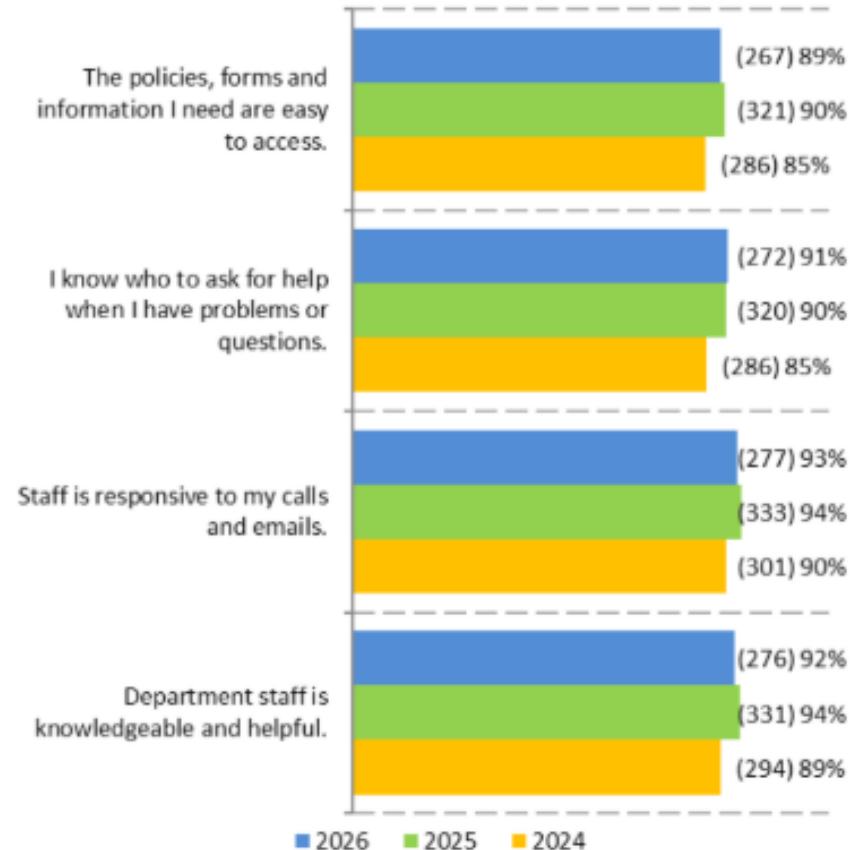
**Exhibit 19: Admin & HR Department**



# Business & Finance

- About the same in most areas or a slight decrease for this category.
- Highest rating – Staff is responsive to my calls and emails.
- Greatest growth – I know who to ask for help when I have problems or questions.

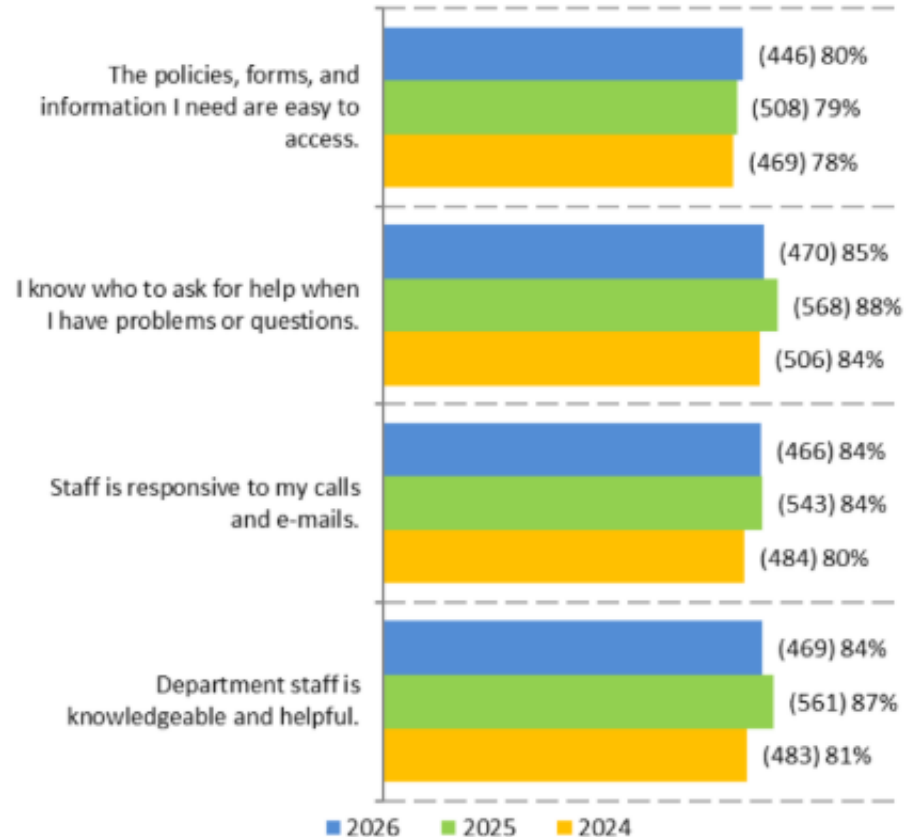
**Exhibit 21: Business & Finance Department**



# Special Education

- About the same in most areas or a slight decrease for this category
- Highest rating – I know who to ask for help when I have problems or questions.
- Greatest growth – The policies, forms, and information I need are easy to access.

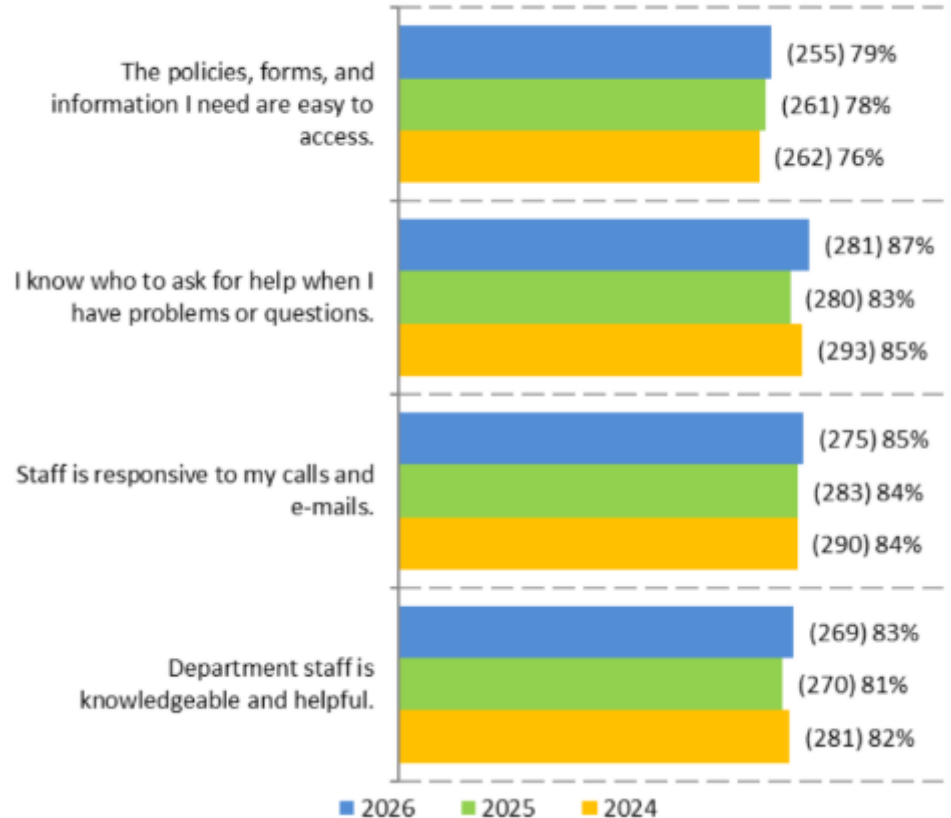
**Exhibit 24: Special Education Department**



# Bilingual/ESL Department

- Increases in all areas for this category
- Highest rating – I know who to ask for help when I have problems or questions.
- Greatest growth – is the same as above, but will focus on policies, forms, and information to be easily accessible for staff.

**Exhibit 25: Bilingual/ESL Department**



# Department Comparison Report

Student Discipline is a factor in employee satisfaction

- Increase in 2 of 3 areas for this department, and stayed the same for enforcement of the student code of conduct at 60%.

Athletics

- Increase in 3 of 4 areas, including respect, responsiveness, and knowledge.
- Slight decrease in policies and information accessibility at 89%.



# Department Comparison Report

## Guidance and Counseling

- Increase in 2 of 4 areas and stayed the same for 1 other, including knowing whom to ask for problems, responsiveness, and department staff being knowledgeable, all over 91%.
- Slight decrease in policies and information at 85%.

## Transportation

- Increase in 2 of 5 areas and stayed the same for 2 other areas, including staff being courteous, respectful, helpful, and buses on schedule.
- Slight decrease in buses available for field trips at 80%.



# Department Comparison Report

## Child Nutrition

- Increase in all 4 areas with positive ratings from 89% to 95%.

## Technology

- Slight decrease or stayed the same in all categories between 81% to 96%.
- Largest decrease in Maintenance or repairs of equipment from 85% to 81%.



# Campus Culture Data

Campus climate scores varied from campus to campus.

The highest rated campuses were:

- Big Country Elementary
- Elm Creek Elementary
- Hidden Cove STEAM Academy
- Indian Creek Elementary
- Sun Valley Elementary
- McNair Middle School
- CAST STEM High School

Lower-rated campuses:

- Bob Hope Elementary
- Medio Creek Elementary
- McAuliffe Middle School
- Southwest High School
- Southwest Legacy (68% Participation)

	Climate Score
BCE	91.13
BHE	68.73
ECE	87.85
HCSA	88.04
ICE	90.56
KRSA	82.96
MCE	74.27
SHE	85.52
SWE	82.73
SPE	81.73
SVE	89.02
MCA	77.31
MCN	87.63
RES	83.75
SCO	84.58
CAST	86.42
SWHS	78.35
SWL	82.92

# Comments - Accolades

Supervisor is supportive/appreciates staff

Love the administrator or supervisor

Campus or team is inclusive and fosters good relationships

Campus or department has a positive culture/climate/morale

Campus leadership is engaged and supportive of students' educational and growth

Supervisor is a strong leader

Central administrator is supportive

Supervisor has effective communication skills

Overall, the district is a good place to work

Campus or department has adequate time for planning and collaboration

District provides a useful curriculum and supplemental materials and resources

Central administration communicates well

General accolades for the superintendent

Central administration has strong connection to campuses and understand challenges

Campus or district buildings are safe and secure

District or campus has relevant staff development



# Comments - Concerns

Review of base pay to ensure competitive with surrounding districts

Supervisor has poor communication skills

Campus administration does not hold students accountable for their actions, attendance, cell phones, and grades

Code of conduct and student discipline lack effective consequences

Hold all employees accountable with clear expectations (professionalism, behavior, performance)

Central administration does not communicate well

Special education lacks staffing or district support

District does not have a curriculum and lacks useful resources and materials for teaching

Supervisor displays favoritism or nepotism

Supervisor is unfair/not trustworthy/does not follow through

Campus or department culture of bullying, gossiping, or cliques

Paraprofessional are not treated with trust or respect nor paid fairly for the work they do

District or campus has irrelevant or lacks staff development

Benchmark and state testing are overemphasized/too much testing for students



# Comments - Suggestions

- Provide more promotional pathways for employees in certain areas/departments
- HR needs to be more digitally oriented so employees can submit documentation outside of normal working hours
- Use STAAR as a growth measure for TIA
- Allow teachers to wear jeans as professional dress
- Convert the gate to the employees' parking lot to an automatic gate for safety purposes
- Provide teachers with a rubric to manage responses to behavior and for consistency
- Provide the 30-hour GT training during the school year
- Re-evaluate the clocking-in requirement for exempt employees
- Improve the transfer process for staff
- Provide a district-wide data system that is more efficient than Google
- Revamp breakfast and lunch options
- Bring back MCL positions at the middle schools
- Review the 5-week pay gaps

