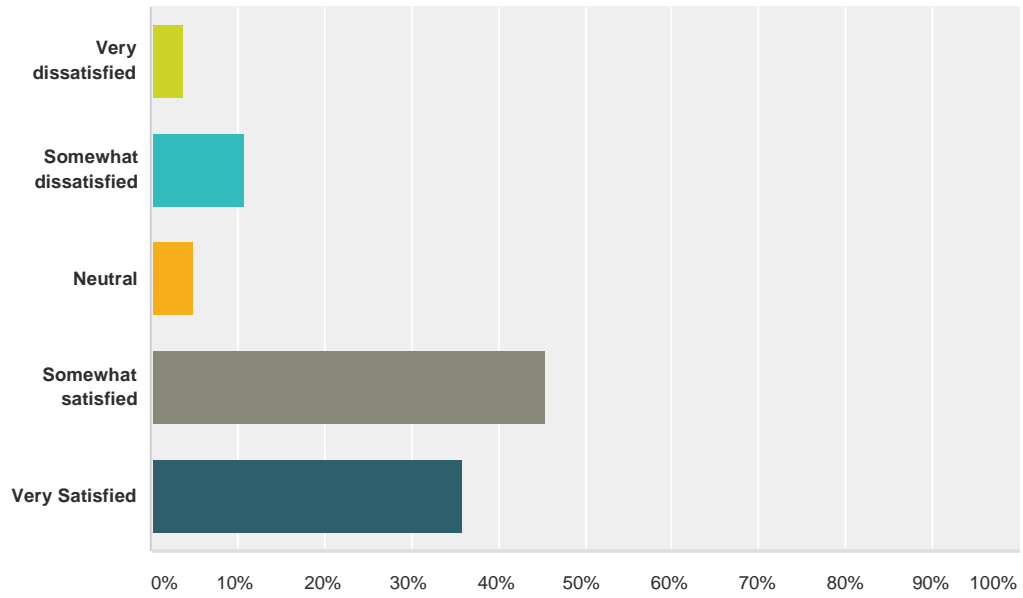


Annual Employee Satisfaction Survey

Q1 Overall, how satisfied are you working at JFCAC.

Answered: 84 Skipped: 1



Answer Choices	Responses
Very dissatisfied	3.57% 3
Somewhat dissatisfied	10.71% 9
Neutral	4.76% 4
Somewhat satisfied	45.24% 38
Very Satisfied	35.71% 30
Total	84

Annual Employee Satisfaction Survey

Q2 Please explain below why you gave the above rating.

Answered: 80 Skipped: 5

Concerns Centers Rules Workload Supervisor
 Future Community Valued Families
 Friendly Position Policies Enjoy
 Working Leadership Love Wish
 Staff Group Communication Clients
 Agency Waiting Happy Atmosphere Satisfied Far
 Room for
 Improvement

Responses
I enjoy working at JFCAC.
I am very satisfied with my salary and benefits but somewhat dissatisfied with the lack of mutual communication, consistency and confusion in my work department.
I gave an above rating because my co-workers are friendly and the hours are great.
When I ask for tools to help me better serve the clients My team helps me to achieve that.
Limited opportunities for growth
enjoy working with my coworkers, sometimes wonder about the purpose
I am very happy with the work, the training, and I am looking for another more permanent position with the company.
I was very frustrated for a while about being under staffed. It made everyone's job harder and made work stressful and not enjoyable to come to. Things have been much better since the staffing issue was fixed
The executive staff allows for staff input regarding the direction of the agency, the agency is striving to better itself and the services provided to the community and the leadership allows staff to be very creative within their job duties. Additionally, leadership staff is dedicated to promoting the employees of the agency- weather that is to new positions with increased responsibility or with other engaging experiences.
The workload is often too much.
I am happy doing the job I have. I am helping families and hopefully making a difference. I enjoy this more than the job I had before which was a similar profession. I am happy with the direction that we are moving in. I am somewhat dissatisfied with communication and increased demands, but every job has its own little problems and things you don't like.
I am very blessed to have the opportunity to go to trainings and learn new experiences. I have an awesome group of people I work with.

Annual Employee Satisfaction Survey

Q3 What I like best about working for JFCAC is

Answered: 84 Skipped: 1

Team Passion Job Understanding Life Parents
Enjoy Working Creative
Community Atmosphere People I
Work with Work Environment
Families Teaching Children
Management Making Learn Co-
workers Department Staff
Responsibilities Helping People Agency
Employees Kids

Responses
Working with the families who appreciate all I do and request me for next year because they know I put a lot of time and energy into working with their child and family. After all, that's what it's all about.
Working with children and watching them and their families grow. People I work with at JFCAC.
The ability to help people in ways that can make a lasting difference in their life.
I like working for JFCAC because of the difference I can make in a family's life or a child's life that I serve! Also the benefits of being off on holiday's & weekends, I can still spend time with my family.
The friendly co-workers.
Everyone in this agency cares and supports each other.
Helping others, especially children
the people
Being able to help families and make a difference in their lives.
The training and the calmness and supportive atmosphere.
there are knowledgeable people above me in management that I can go to
I enjoy working with the children and families.
The kids.
The Children
My coworker and feeling of helping others
The challenging and engaging work environment.
Passion and dedication in helping others.

Annual Employee Satisfaction Survey

Q4 Things that JFCAC should do to make it a better workplace are. . . .

Answered: 72 Skipped: 13

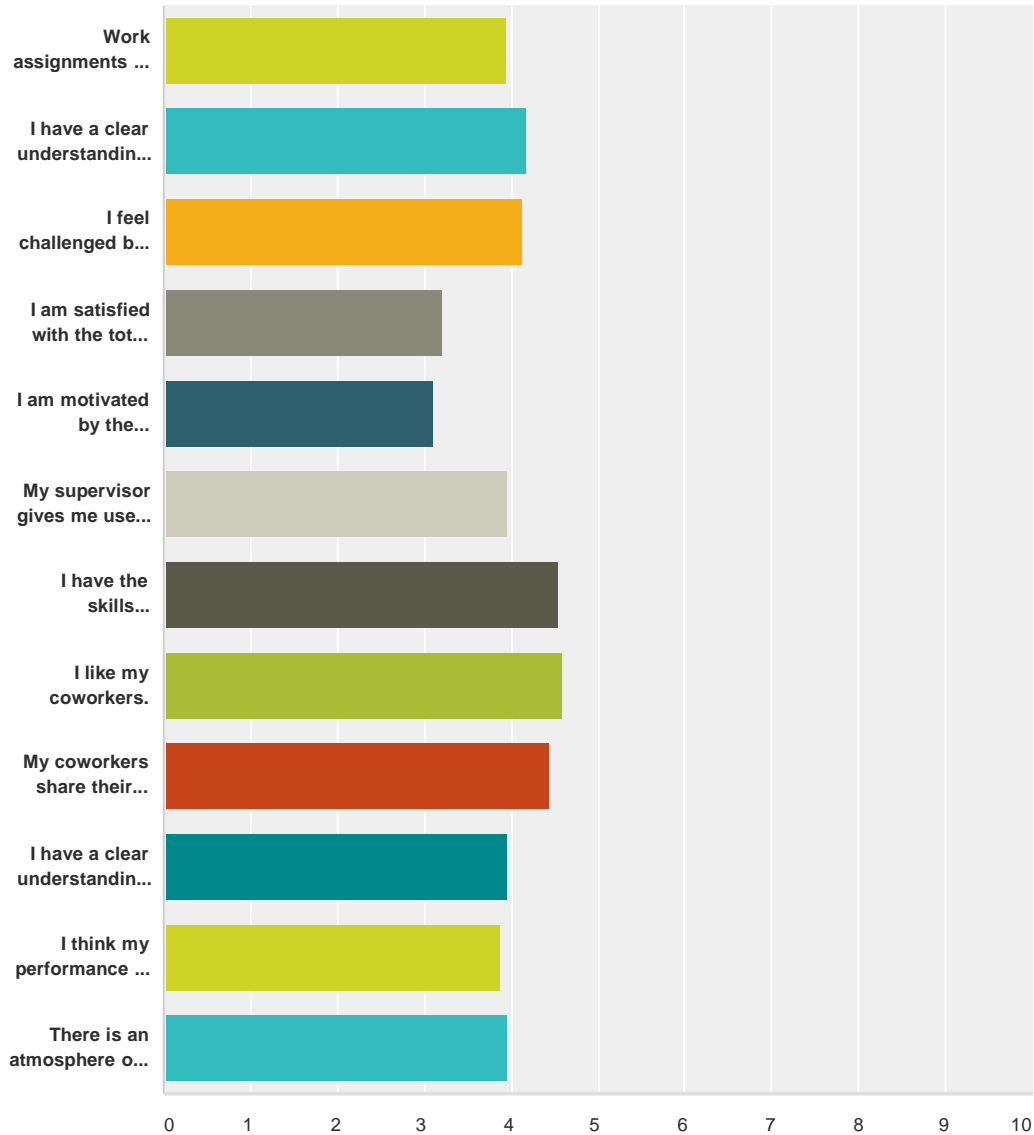
Rules According Position Teacher Improve
 Job Centers Pay Head Start New
 Ideas Communication Think Staff Raises Program
 Continue Employees Decisions Meetings Wages Consistent
 Training

Responses
Stop showing favoritism for certain Centers and individuals rather than encourage all workers.
Make clear and consistent policies and have meetings with all staff that explain the policies.
Have a Party for employee's to show appreciation to all, do it on a day like a Friday evening or Saturday, Day or evening. Where maybe they can bring their families or spouse to the event as well. Give out awards or some kind of appreciation. It was really exciting getting the bonuses in the past meetings!!
More communication between offices
Provide full-time employment to those interested
Better communication, more staff to prevent issues from happening. Make all positions full time with wages so we are not in our own poverty guidelines.
Clear rules same management
Improve upon the physical space of the buildings.
There is always room for improvement. Better communication between the program staff and administration
Would love it if Teacher Aides could get some kind of sick time or annual leave.
Keeping communication clear works well.
consistency
More recognition of staff
Context makes this a hard question for me. Picnic tables and final decisions?
More efficient use of resources
Just Let us do our jobs, All the paperwork gets in the way.
Staff the departments more fair, according to the workload.
be steadfast and stable in direct communication
to communicate more what is to be expected and what changes are coming as early as possible.
Give everyone the same opportunity to advance and strive to reach their highest potential
more raises for seniority
Address concerns or new ideas with a holistic approach.
Maybe a little more communication it has gotten better but could use an improvement.

Annual Employee Satisfaction Survey

Q5 Please rate your level of agreement or disagreement with the following statements concerning your employment at JFCAC.

Answered: 85 Skipped: 0



	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree	Total	Weighted Average
Work assignments are delegated appropriately within my team.	3.57% 3	2.38% 2	15.48% 13	54.76% 46	23.81% 20	84	3.93
I have a clear understanding of my job responsibilities.	1.18% 1	8.24% 7	5.88% 5	43.53% 37	41.18% 35	85	4.15
I feel challenged by the work I do.	2.41% 2	4.82% 4	9.64% 8	45.78% 38	37.35% 31	83	4.11
I am satisfied with the total compensation package I receive from the agency.	9.41% 8	17.65% 15	30.59% 26	28.24% 24	14.12% 12	85	3.20

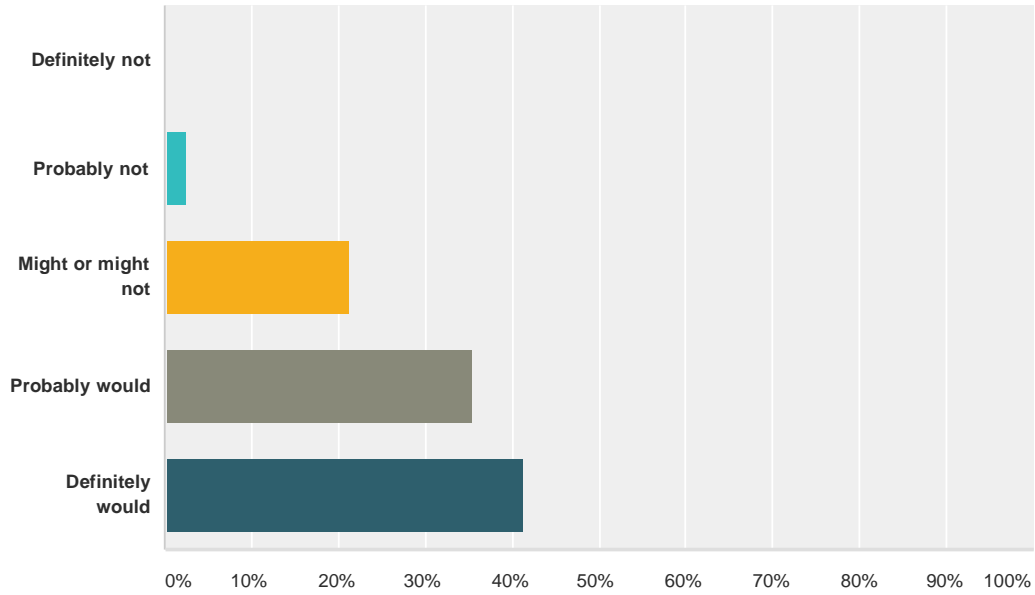
Annual Employee Satisfaction Survey

I am motivated by the opportunities for promotion in this company.	12.94% 11	18.82% 16	29.41% 25	24.71% 21	14.12% 12	85	3.08
My supervisor gives me useful feedback about how to improve my performance.	3.57% 3	7.14% 6	9.52% 8	50.00% 42	29.76% 25	84	3.95
I have the skills necessary to do my job.	0.00% 0	0.00% 0	2.35% 2	41.18% 35	56.47% 48	85	4.54
I like my coworkers.	0.00% 0	0.00% 0	4.71% 4	32.94% 28	62.35% 53	85	4.58
My coworkers share their knowledge and abilities with others.	0.00% 0	1.19% 1	5.95% 5	42.86% 36	50.00% 42	84	4.42
I have a clear understanding of JFCAC's goals and objective.	1.18% 1	7.06% 6	18.82% 16	41.18% 35	31.76% 27	85	3.95
I think my performance on the job is evaluated fairly.	5.88% 5	2.35% 2	18.82% 16	44.71% 38	28.24% 24	85	3.87
There is an atmosphere of respect and trust within my department.	3.53% 3	7.06% 6	17.65% 15	34.12% 29	37.65% 32	85	3.95

Annual Employee Satisfaction Survey

Q6 If asked by a friend or business associate, how likely would you be to recommend JFCAC as a place to work?

Answered: 85 Skipped: 0



Answer Choices	Responses	
Definitely not	0.00%	0
Probably not	2.35%	2
Might or might not	21.18%	18
Probably would	35.29%	30
Definitely would	41.18%	35
Total		85

Annual Employee Satisfaction Survey

Q7 Aside from the issues you have already described/rated in this survey, are there any other comments you would like to share?

Answered: 41 Skipped: 44

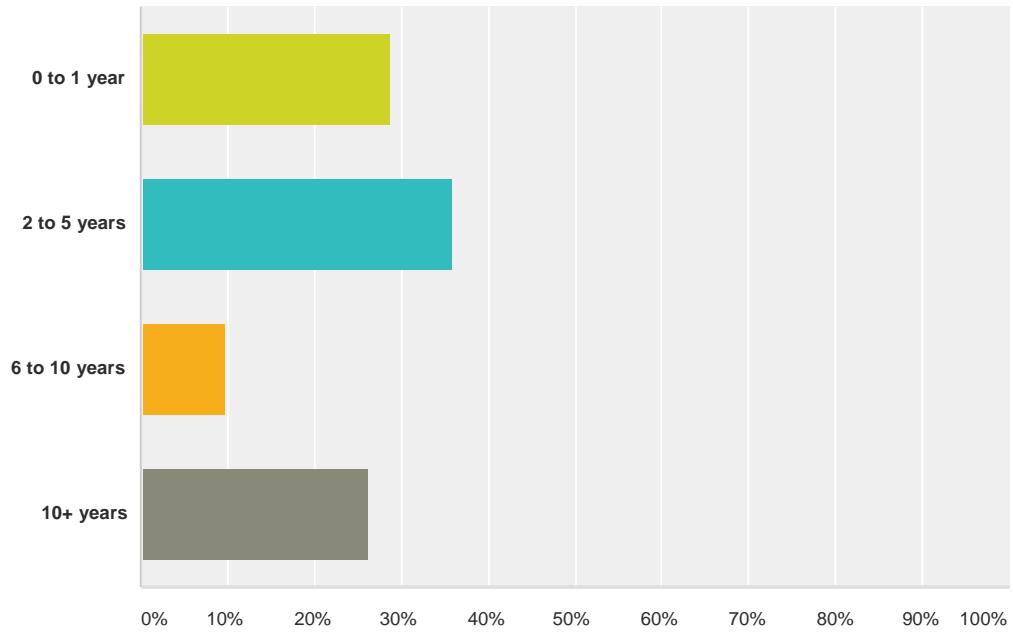
Rules According Position Teacher Improve
Job Centers Pay Head Start New Ideas
Communication Think Staff Raises
Program Continue Employees Decisions
Meetings Wages Consistent Training

Responses
Since the last turnover, communication has improved. Trainings have been very helpful.
Annual work parties would be fun!
Not t this time.
I like working with the people I work with because they are laid back, and treat people well.
Not at this time.
No.
No.
More communication. Part time staff isn't treated equally. Money spent more wisely.
Opinion: we need to grow our strengths before we grow our business. Thanks for asking.
NO
no
It is like being in a family and we are here to help the children grow and learn.
We need to focus on younger generation and stop generational poverty.
I would like to be invited to participate in conversations that involve Head Start. As someone who goes to centers and sees the day to day challenges and strengths I have a lot of information that needs to be shared, and I don't feel that some members of the JFCAC team are aware of.
I am thankful for having the opportunity to work with such a strong, diverse team and feel my skills and strengths fit well into my current position.
I love my Job :)
no
Nope :)
Management should lead by example.
No
There are still a lot of kinks that need to be worked out.
It would be nice if we had one large entrance/waiting area with a receptionist or if each department had its own entrance and waiting area for visitors and deliveries.

Annual Employee Satisfaction Survey

Q8 How many years have you worked at this organization?

Answered: 84 Skipped: 1

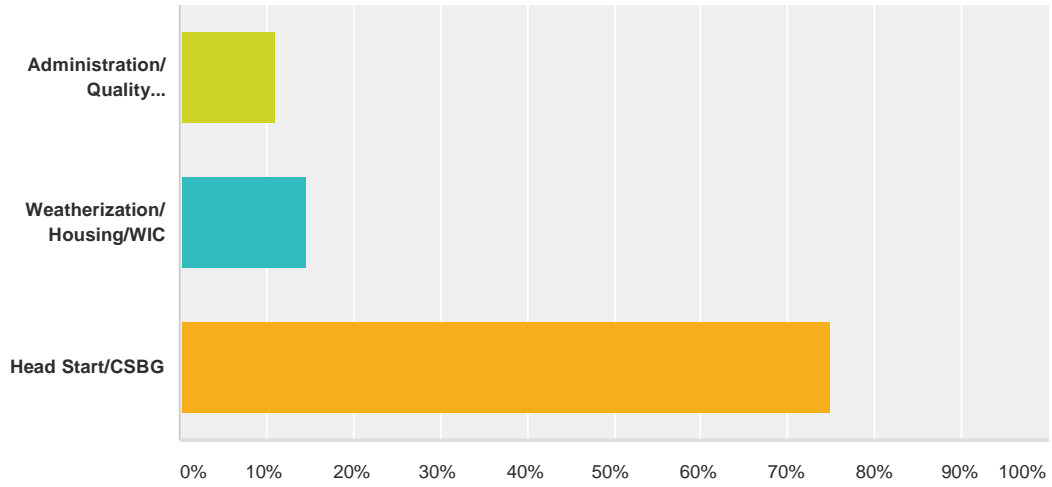


Answer Choices	Responses	
0 to 1 year	28.57%	24
2 to 5 years	35.71%	30
6 to 10 years	9.52%	8
10+ years	26.19%	22
Total		84

Annual Employee Satisfaction Survey

Q9 What department do you work in?

Answered: 83 Skipped: 2



Answer Choices	Responses
Administration/Quality Improvement	10.84% 9
Weatherization/Housing/WIC	14.46% 12
Head Start/CSBG	74.70% 62
Total	83