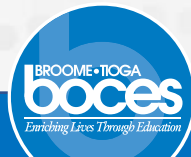


EMPLOYEE SENTIMENT SURVEY RESULTS

March 15, 2023



OVERALL PARTICIPATION



652
RESPONSES



1161
EMPLOYEES*
* Full-Time



56%
PARTICIPATION RATE

SURVEY RESULTS OVERVIEW

How proud are you to be part of BOCES? *



1 & 2



3 & 4



5 & 6



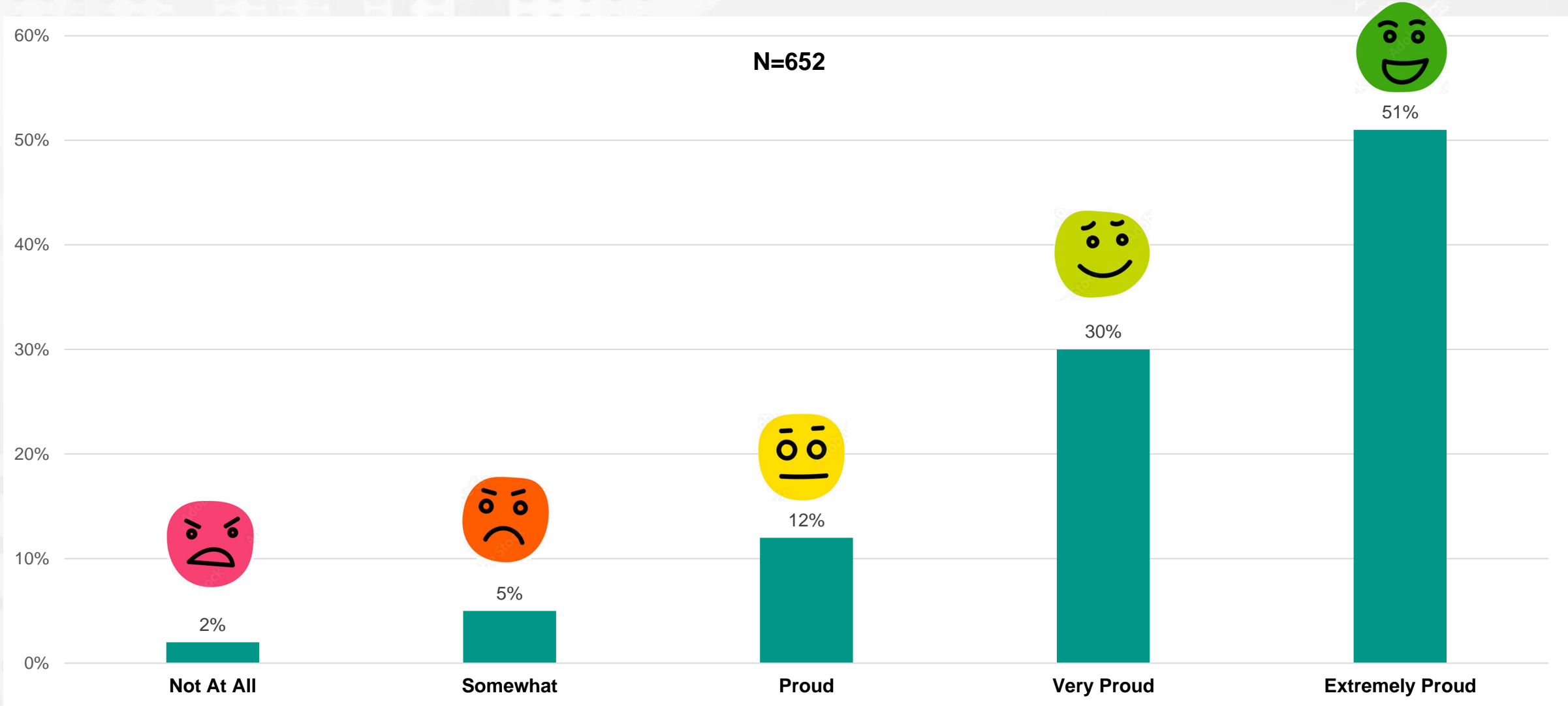
7 & 8



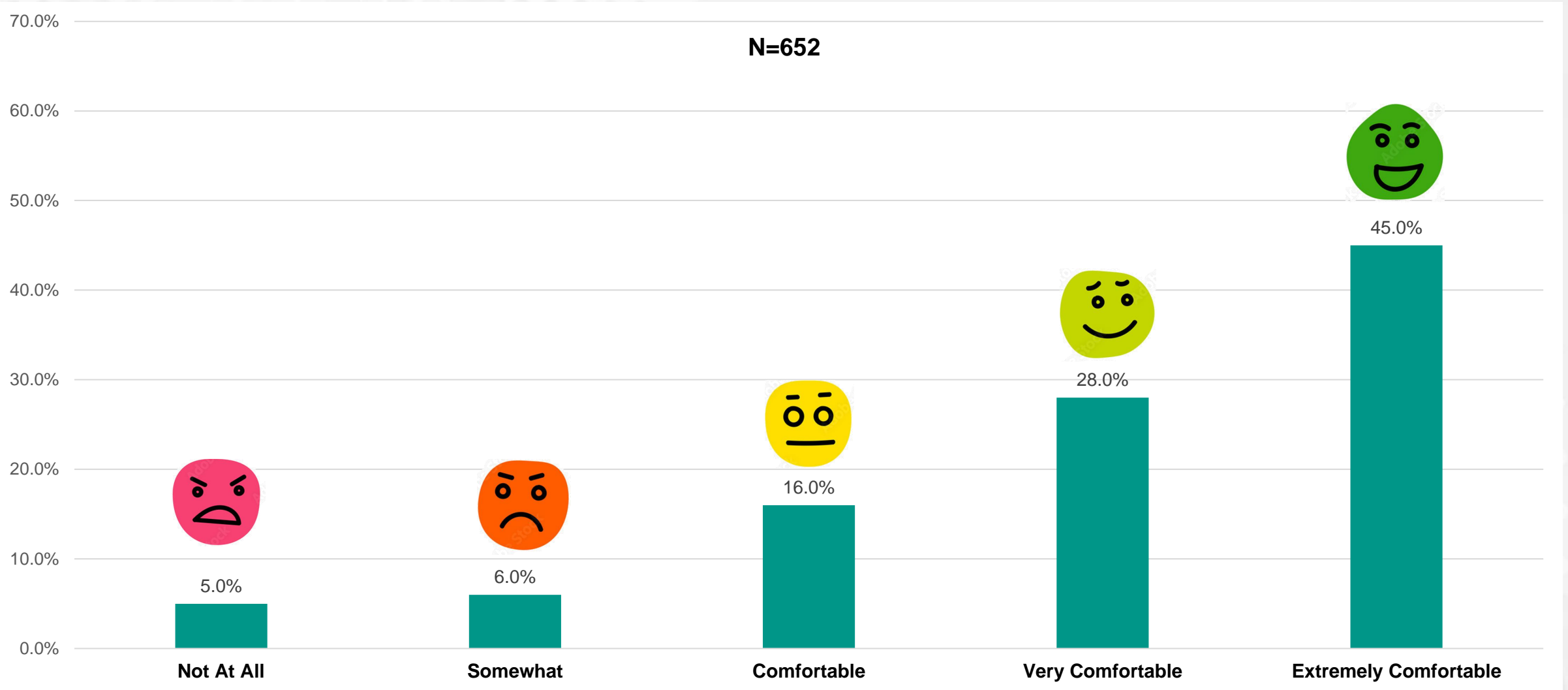
9 & 10



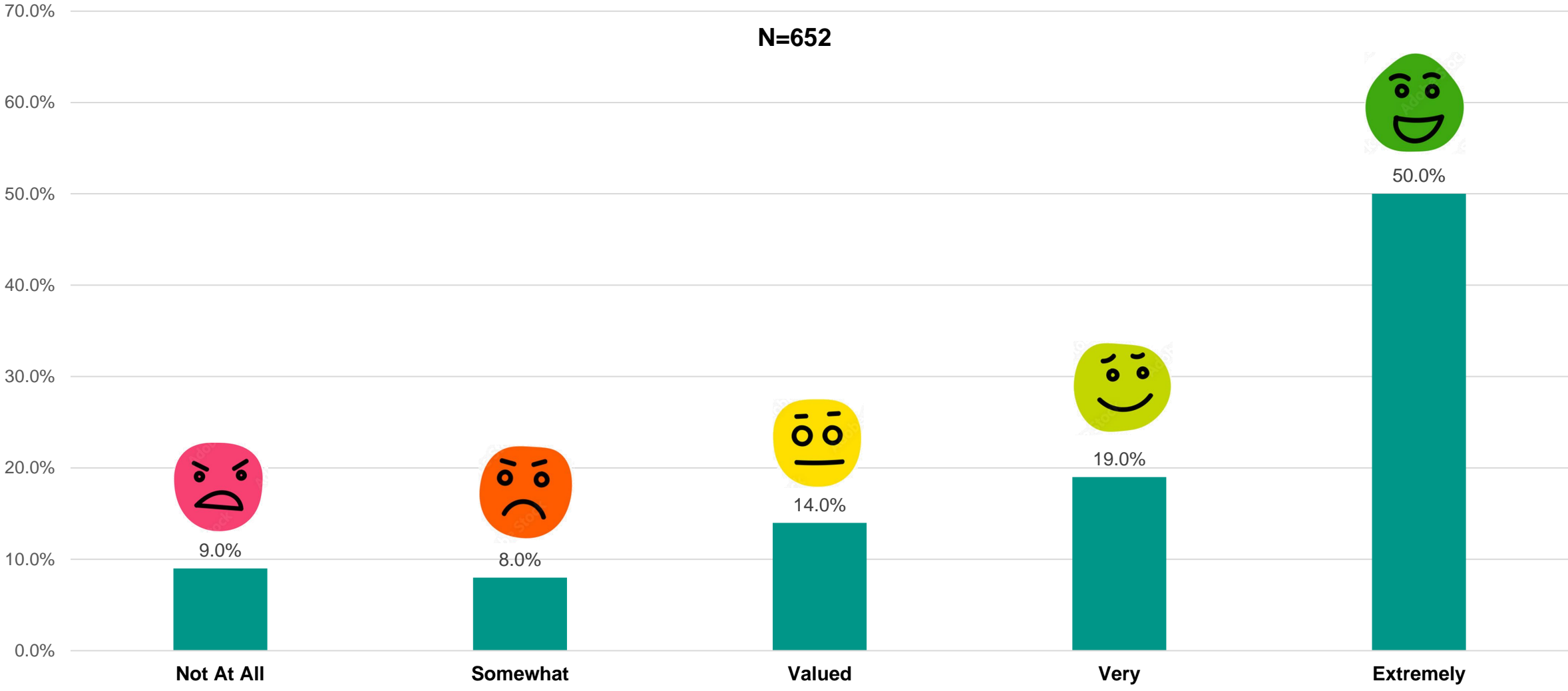
Q1: HOW PROUD ARE YOU TO BE PART OF BOCES?



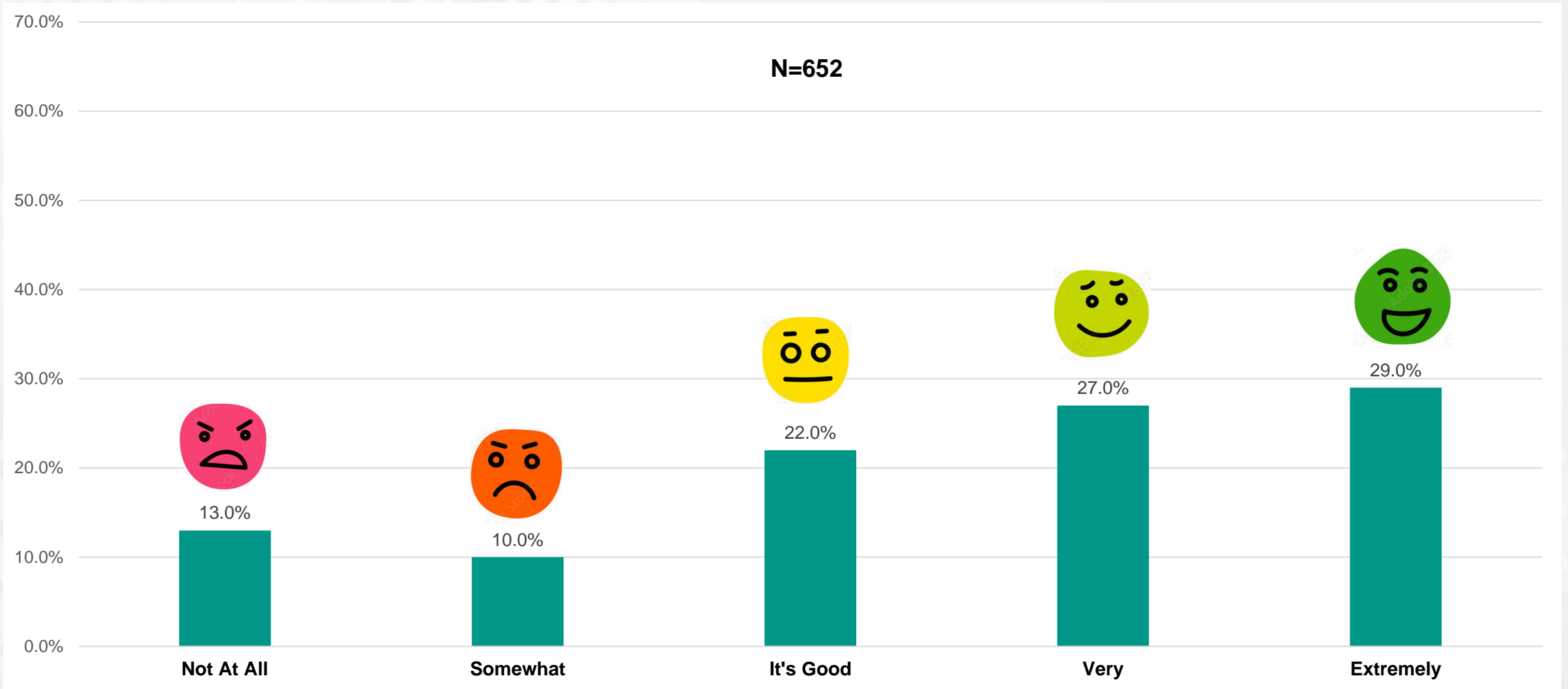
Q2: HOW COMFORTABLE ARE YOU CONTRIBUTING IDEAS AND OPINIONS AT WORK?



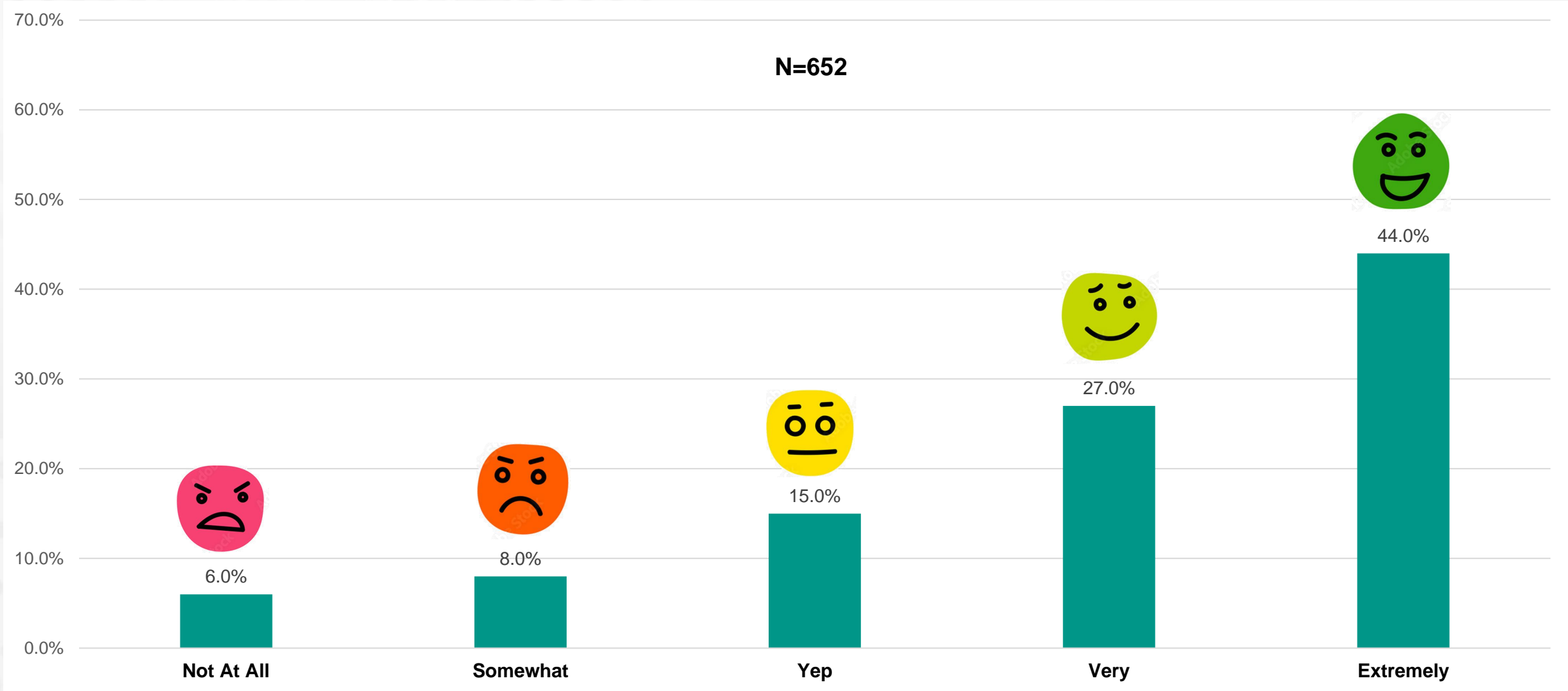
Q3: HOW MUCH DOES YOUR MANAGER CARE ABOUT YOU AS A PERSON AND VALUE YOUR OPINIONS?



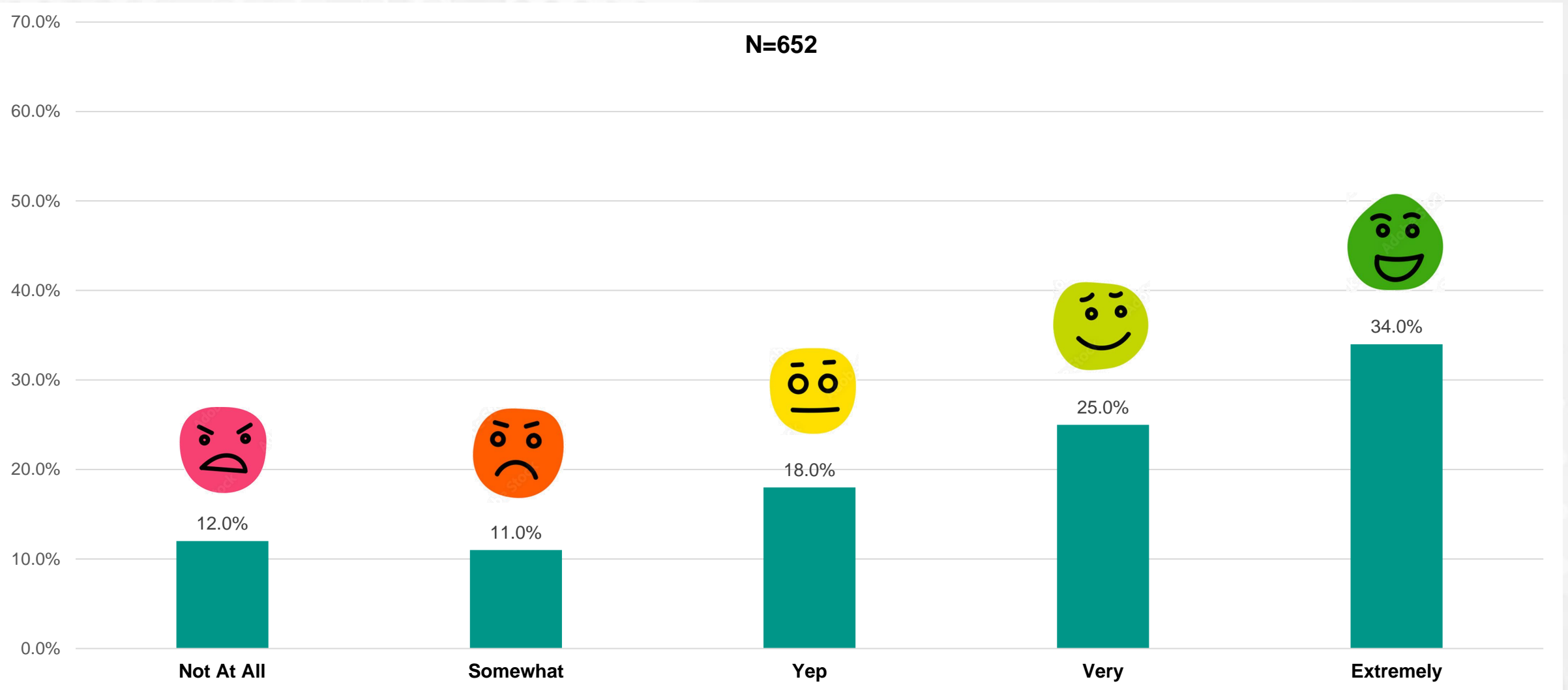
Q4: DO YOU FEEL THAT THE “VIBE” IN THE WORKPLACE IS POSITIVE AND MOTIVATING?



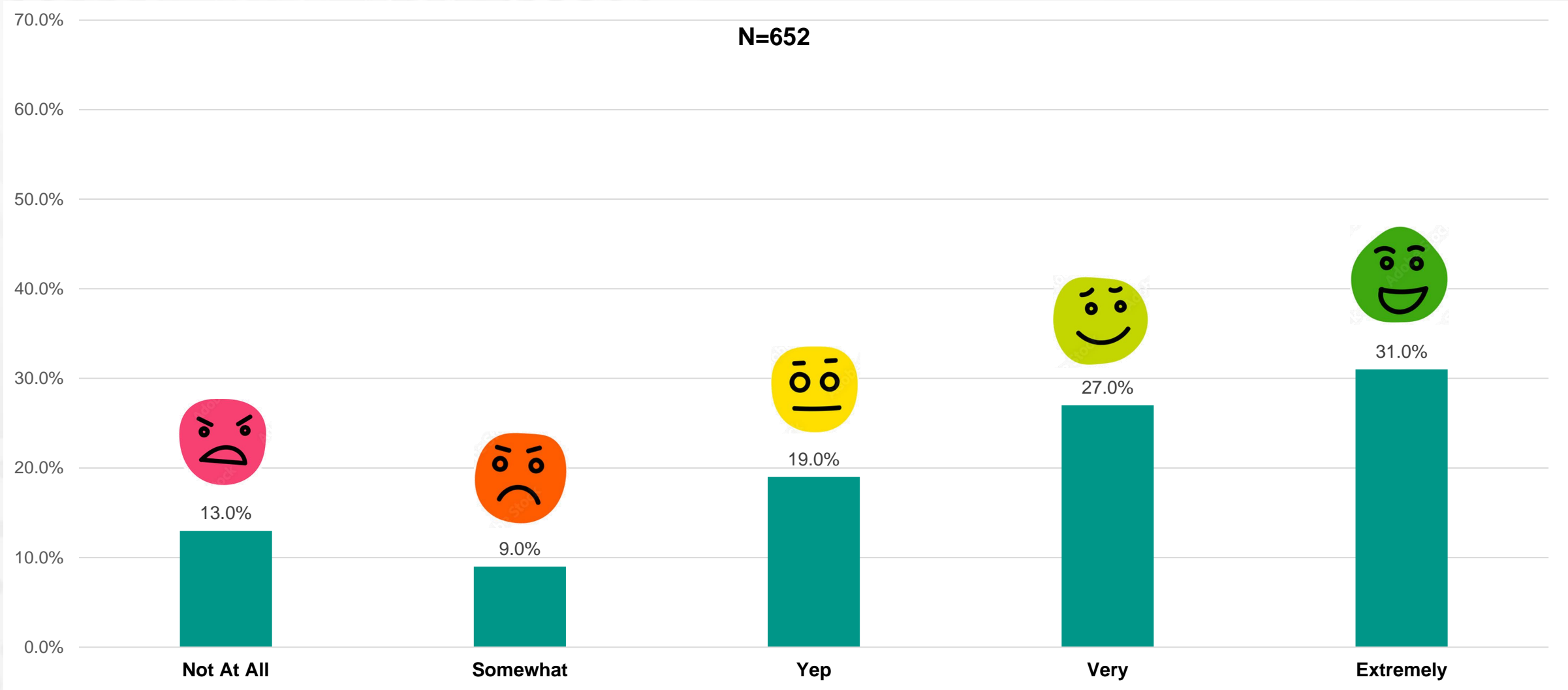
Q5: DOES BOCES PROVIDE YOU WITH THE TOOLS AND MATERIALS YOU NEED TO DO YOUR JOB?



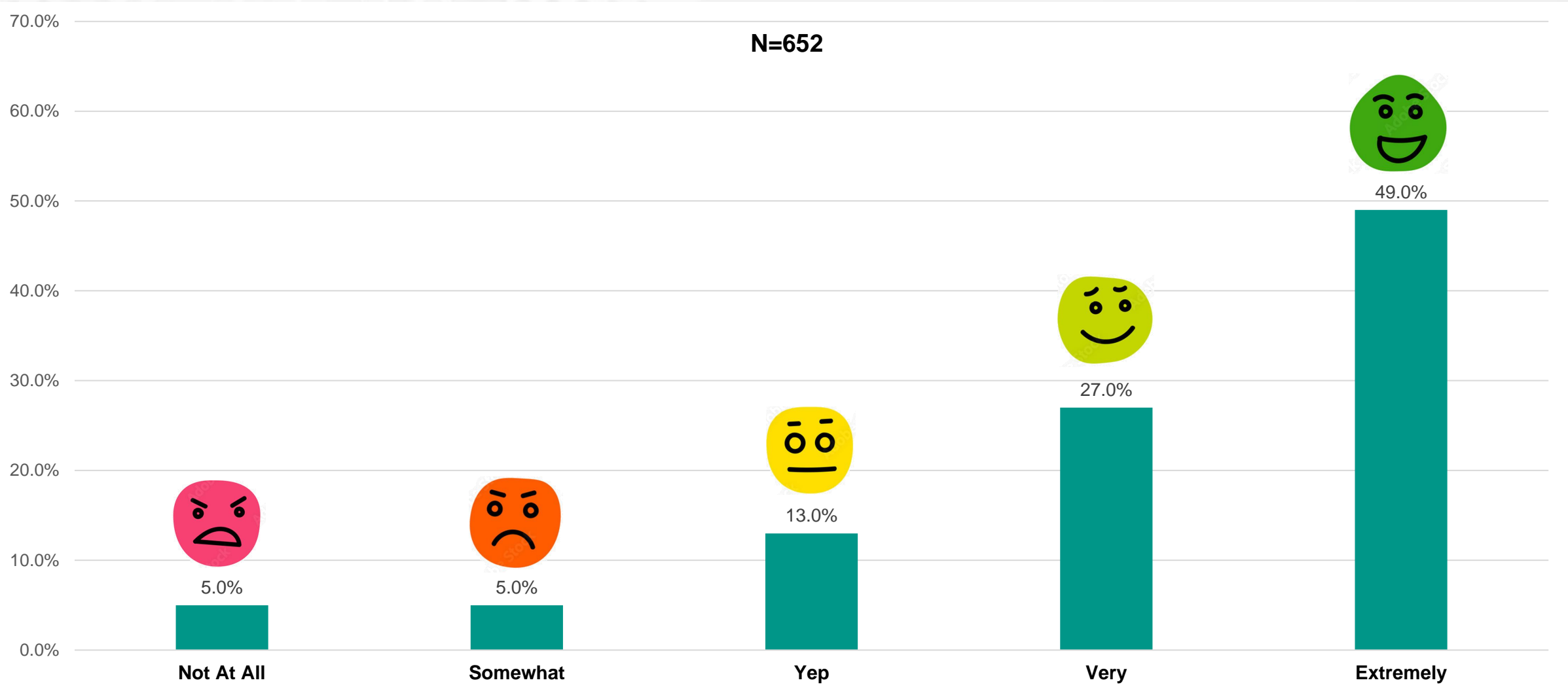
Q6: DO YOU THINK BOCES CARES ABOUT YOUR PHYSICAL AND MENTAL WELL-BEING?



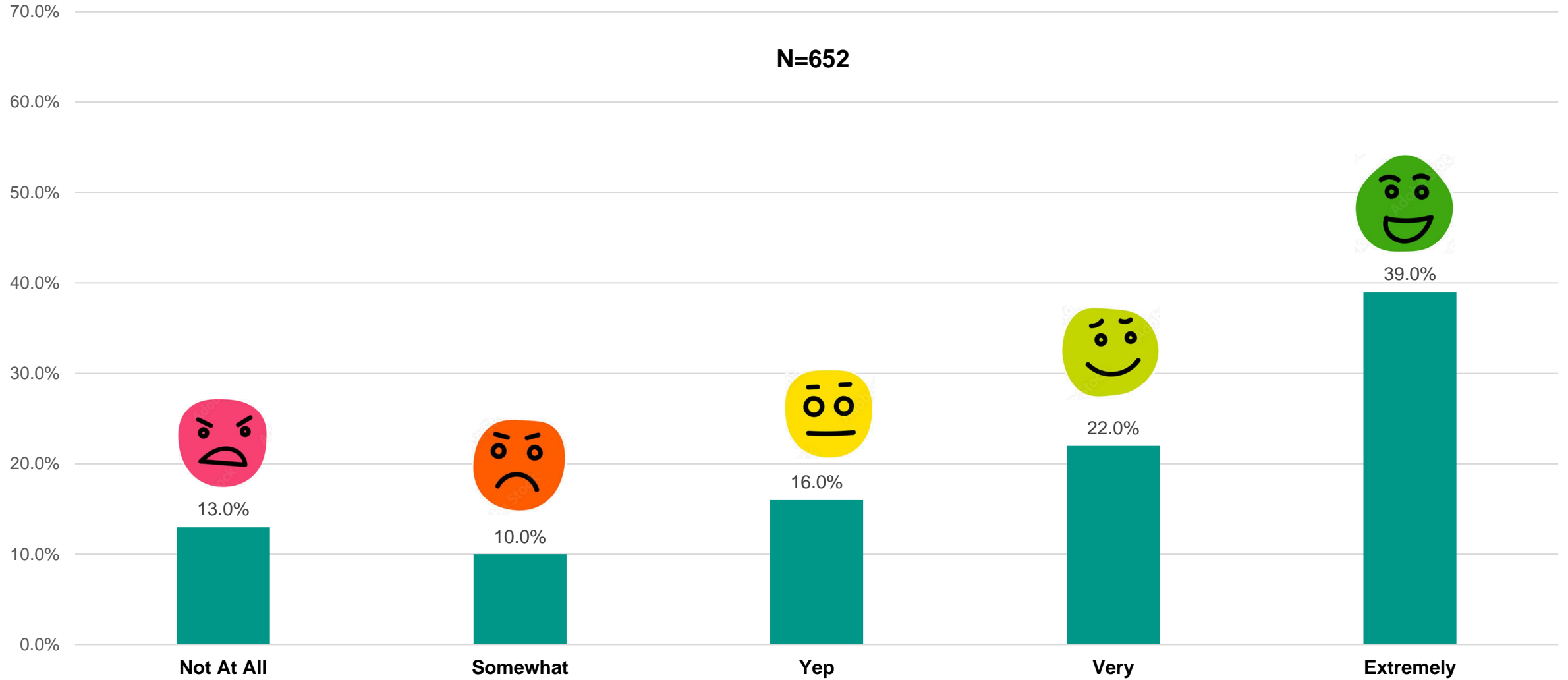
Q7: ARE YOU REGULARLY RECOGNIZED AND COMPLIMENTED FOR YOUR WORK BY LEADERS AND PEERS?



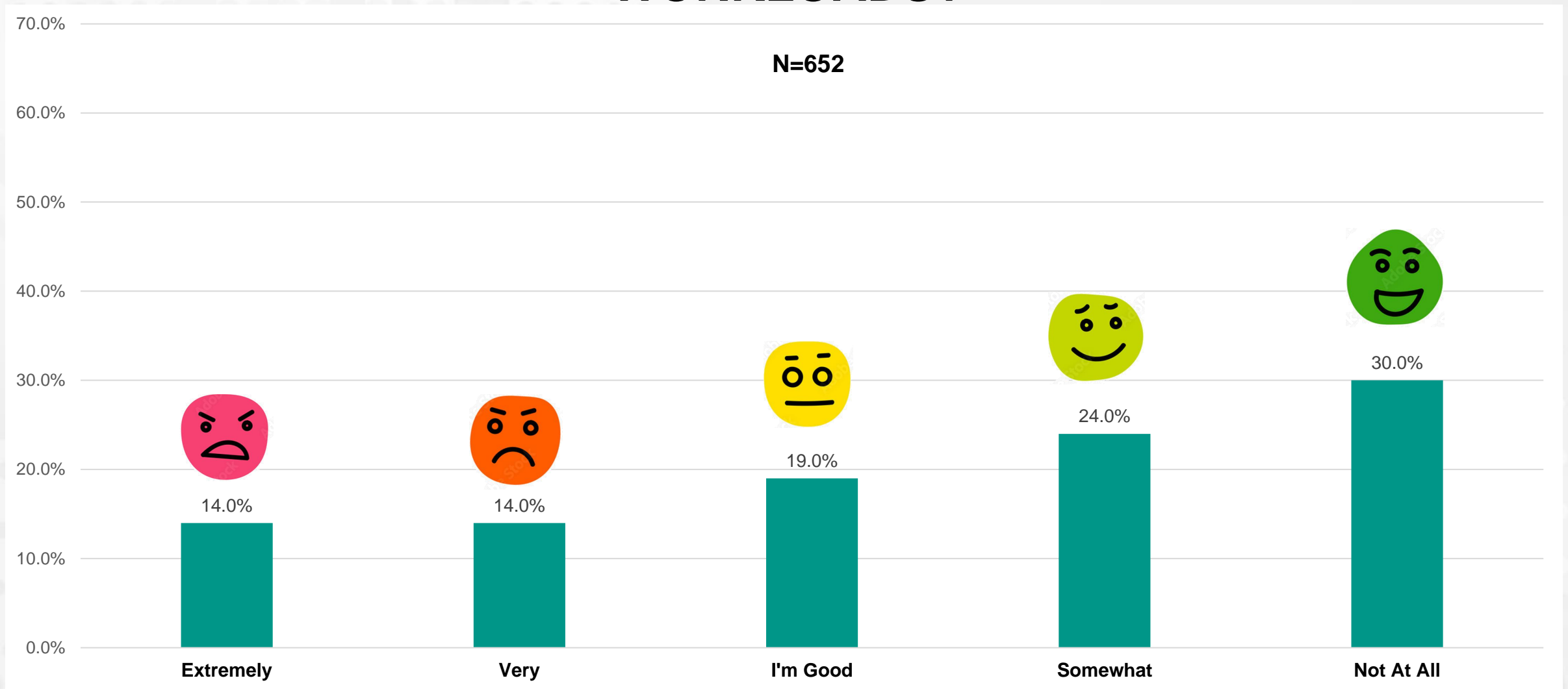
Q8: DO YOU FIND YOUR JOB REWARDING AND CHALLENGING?



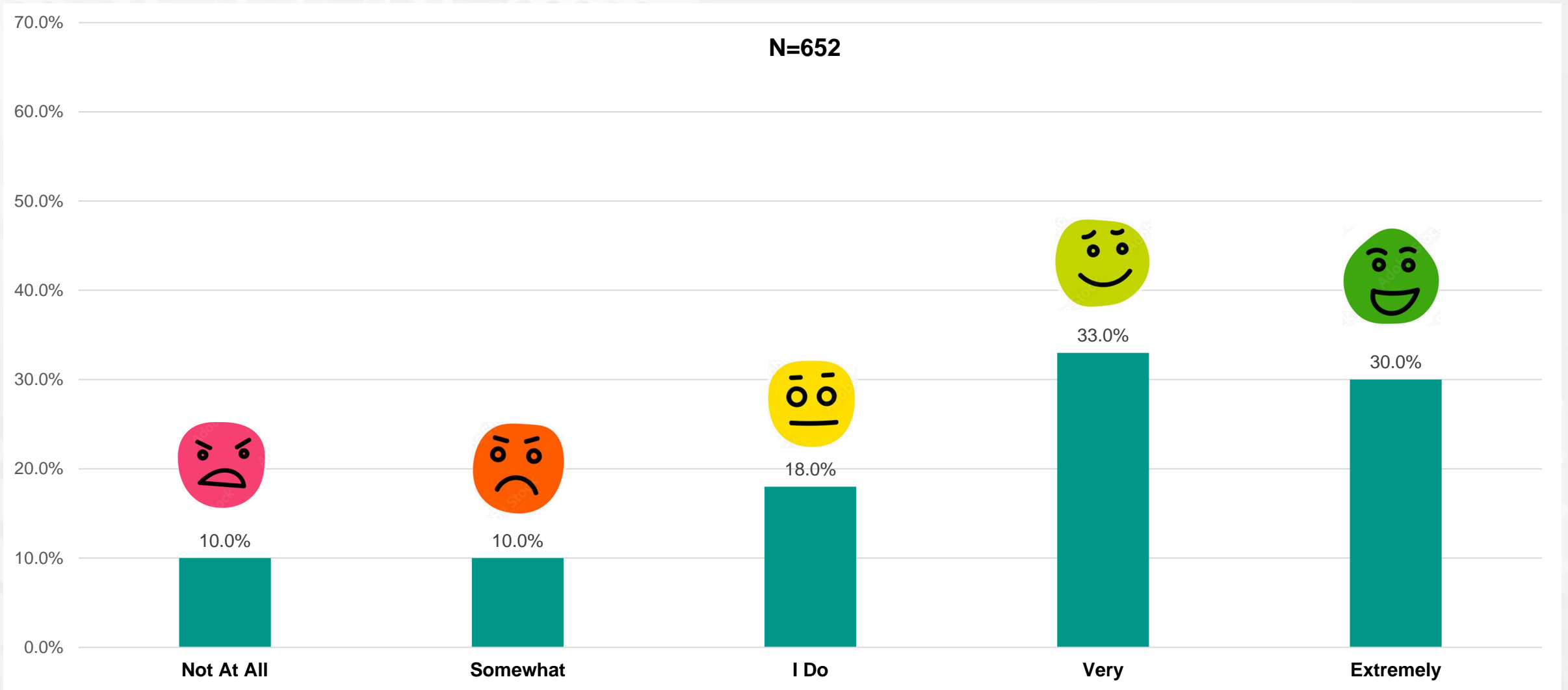
Q9: HAS YOUR MANAGER SHOWN A GENUINE INTEREST IN YOUR CAREER GOALS AND HELPED YOU SUCCEED IN YOUR POSITION?



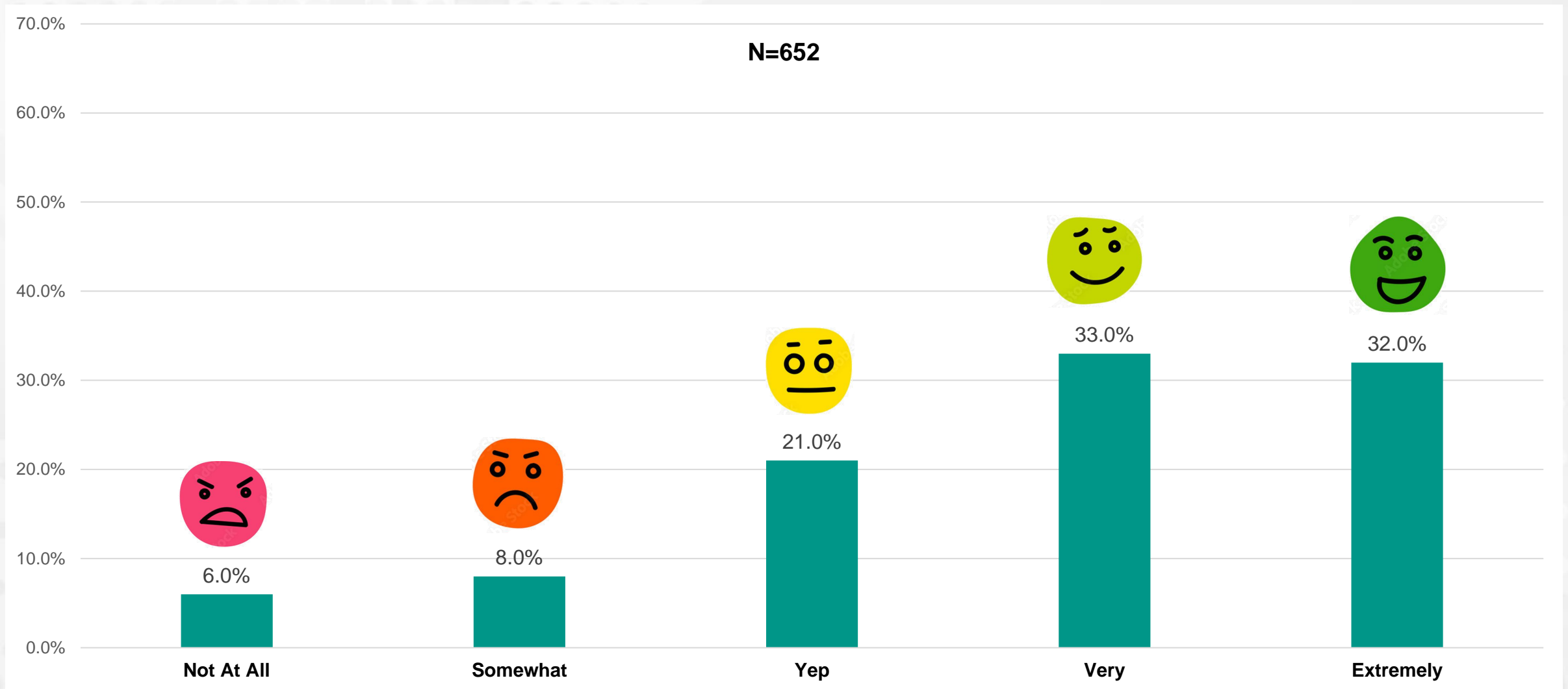
Q10: HOW OFTEN ARE YOU STRESSED WITH DEADLINES AND WORKLOADS?



Q11: DO YOU GET ENOUGH TIME TO DO YOUR JOB WELL?



Q12: DO YOU HAVE FUN AT WORK?



NEXT STEPS

- **Take a deeper dive into the data**
 - Celebrate the good stuff
 - Identify areas of weakness
 - Develop action steps to improve
 - Measure it again next year
- **Follow-up discussion at the Board Retreat**