

## Campus Early Childhood Programs, Staff Survey 2013

### Brief description of project:

This survey was completed to get feedback from staff on topics such as staff morale, feedback on the director/administration, staff meetings, performance reviews, etc. The survey results are then used by the administration to make any necessary changes needed based on the feedback.

**Who was asked to complete survey:** ASUU Child Care Staff working in the 2012- 2013 Academic year were asked to complete the survey and submit their results anonymously.

**Response Rate:** 20.0% (12 of 60)

**Administration Type:** Campus Labs mailing

### Summary of Key Findings:

The staff provided valuable insight into their view on the strengths and weaknesses of the ASUU Child Care Program. Most believed that the director/administrative staff are knowledgeable (75% Always, and 25% Often), pro-active (66.67% Always, 16.67 Often, 8.33% Occasionally, and 8.33% Rarely), and provide guidance, information, and support for professional advancement (33.33% Always, 33.33% Often, 25% Occasionally, 8.33% Never). The majority of the staff also felt that morale is high and there is good team spirit (41.67% Always, 41.67% Often, and 16.67% Occasionally). The areas of improvement seem to be a need for upgrading the facility (27.27%), and a concern for full-time benefitted positions for the teachers (19.08%).

### Actions Taken:

The program director is using the survey results to continue to increase moral, provide more ways to support staff and implement changes with the help of staff. At this time, the program is unable to offer the full-time, benefitted positions due to funding but will continue to work towards that goal. The upgrading of the facility is being met as funding becomes available.

### Which Student Affairs goals does this project align with?

1. Encourage and value departmental job-specific training (e.g. manuals, on-the-job training, cross-training and release time to participate in professional development opportunities).
2. Provide recognition and incentives to staff members who perform above expected levels.