

2025-2026 STAFF SURVEY

April 27, 2026



SURVEY COMPONENTS



Categories
Overall Engagement
Communication and Leadership
Work Environment and Well Being
Support and Resources
Recognition and Career Growth

STAFF SURVEY DATA



883

Responses



14.17

Average Years
in
Education



7.57

Average Years
in
NISD

OVERALL ENGAGEMENT

Pride

4.45

I feel proud to work for my district and believe in it's mission to serve students.

Motivation

4.46

I feel motivated to give my best effort every day at work.

Purpose

4.6

I feel that my work makes a meaningful difference in students' lives.



COMMUNICATION & LEADERSHIP

Leadership **4.45**
My campus/department leadership communicates effectively.

Supervisor **4.0**
I feel comfortable sharing feedback/concerns with my supervisor.

Trust **4.01**
My campus/department leadership demonstrates transparency and sound decision-making.



WORK ENVIRONMENT & WELL BEING

Culture

4.21

My campus or department fosters a positive, respectful workplace culture.

Work-Life Balance

3.47

My workload is reasonable and allows me to maintain a healthy work-life balance.

Value

4.03

I feel valued as a member of the team.



SUPPORT & RESOURCES

Access

4.32

I have access to the tools, technology, and resources I need to do my job effectively.

Growth

4.15

I receive adequate professional development and support to grow in my role.

Support

4.42

I feel supported by my colleagues and team.



RECOGNITION & CAREER GROWTH

Recognition **3.88**

My efforts and accomplishments are recognized and appreciated by my leaders and peers.

Opportunities **3.7**

I see opportunities for professional growth and career advancement within the district.

Feedback **3.94**

I receive feedback that helps me improve my performance.



STAFF FEEDBACK



➤ “I have worked for and with several school districts in Texas and NISD is by far the best district I have been associated with. Our true focus on students and their outcomes provides a meaningful difference in my everyday work.”

➤ “Digital communication is both the district's and campus's strengths in terms of communication.”

➤ “I feel valued by my admin.”

STAFF FEEDBACK



- “Our principal is consistently innovating and sharing ways to make our jobs easier.”
- “All of the teachers on campus are welcoming. I feel comfortable in every classroom I step foot in.”
- “My campus admin and colleagues support one another, help collaborate and build each other up.”
- “Coming from a local district, I have loved the culture at NISD.”

OPPORTUNITIES FOR GROWTH



PD opportunities for paraprofessionals



Support for work-life balance



Continued C&I support for classroom teachers



Classroom support for student behaviors and Special Education



QUESTIONS

