

North St. Paul Staff Development Satisfaction Evaluation

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Evaluation Question	Type of Data	Source of Data	Collection Method
<p>Question 1: In what ways are staff satisfied and/or dissatisfied with their salaries and opportunities for advancement?</p>	<p>Degree of satisfaction/dissatisfaction with salaries, opportunities for advancement.</p> <p>Aspects of salaries, opportunities that are satisfying/dissatisfying.</p>	<p>Current city staff</p>	<p>All-staff survey; Individual interviews with randomly selected staff.</p>
<p>Question 2: In what ways are staff satisfied and/or dissatisfied with their work environment?</p>	<p>Degree of satisfaction/dissatisfaction with office location, office layout, work hours, work relationships, safety, etc.</p> <p>Aspects of work environment that are satisfying/dissatisfying.</p>	<p>Current city staff</p>	<p>All-staff survey; Individual interviews with randomly selected staff.</p>
<p>Question 3: To what extent do employees value staff development efforts?</p>	<p>Degree to which employees value staff development efforts, such as appreciation events, continuing education opportunities, training, etc.</p> <p>Descriptions of types of professional development opportunities that exist and participation rates.</p>	<p>Current city staff and department heads.</p>	<p>All-staff and department heads survey; Individual interviews with randomly selected staff.</p>
<p>Question 4: To what extent do staff feel valued in the workplace?</p>	<p>Degree of feeling valued in the workplace (feeling that work is meaningful, that employees are rewarded for good work, etc.)</p> <p>Aspects of workplace that make employees feel valued or not valued.</p>	<p>Current city staff</p>	<p>All-staff survey; Individual interviews with randomly selected staff.</p>