## North St. Paul Staff Development Satisfaction Evaluation

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