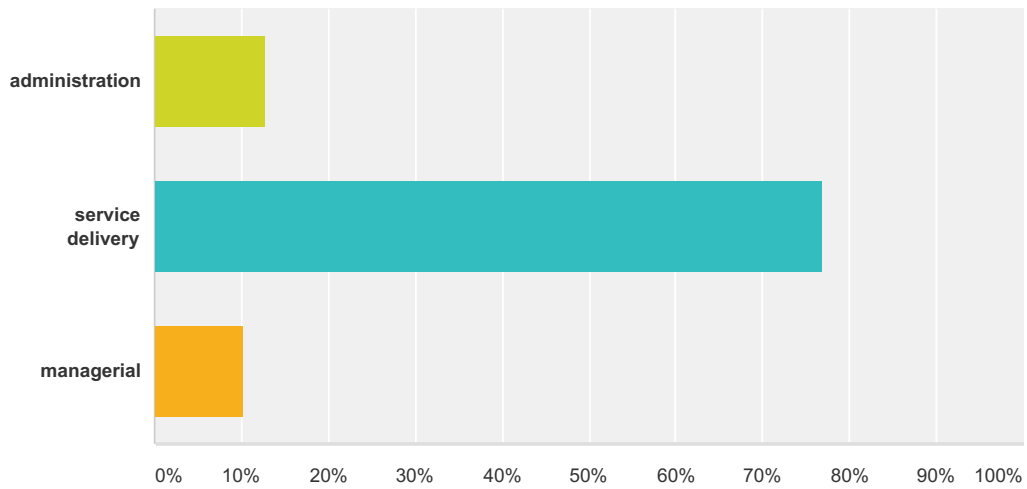


Q1 Which of the following best describes your position in the agency?

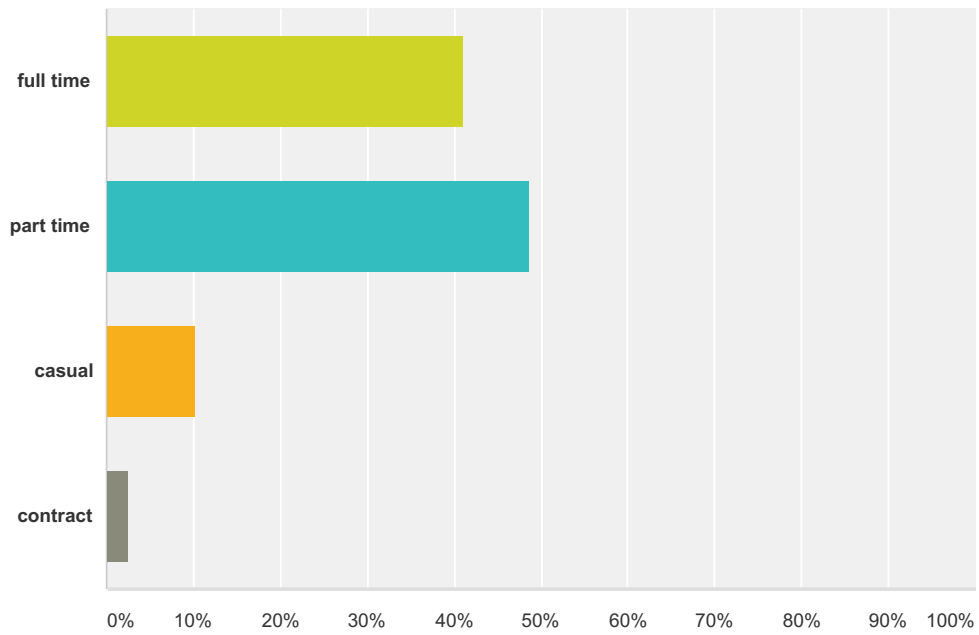
Answered: 39 Skipped: 0



Answer Choices	Responses
administration	12.82% 5
service delivery	76.92% 30
managerial	10.26% 4
Total Respondents: 39	

Q2 What is your employment status?

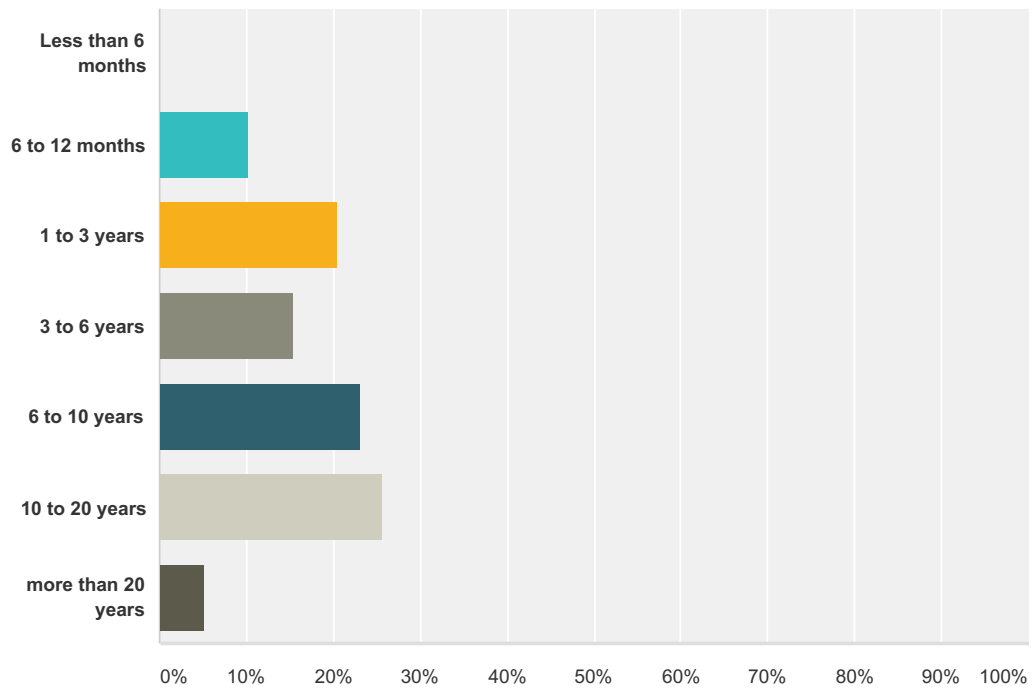
Answered: 39 Skipped: 0



Answer Choices	Responses
full time	41.03% 16
part time	48.72% 19
casual	10.26% 4
contract	2.56% 1
Total Respondents: 39	

Q3 How long have you worked for the agency?

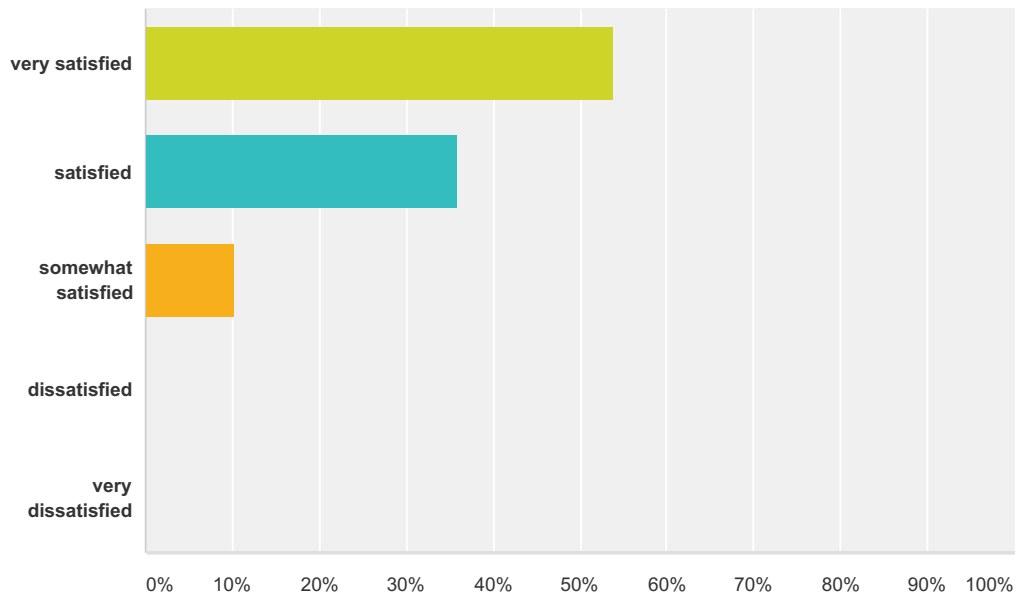
Answered: 39 Skipped: 0



Answer Choices	Responses
Less than 6 months	0.00% 0
6 to 12 months	10.26% 4
1 to 3 years	20.51% 8
3 to 6 years	15.38% 6
6 to 10 years	23.08% 9
10 to 20 years	25.64% 10
more than 20 years	5.13% 2
Total	39

Q4 Overall, how satisfied are you with your position at the agency?

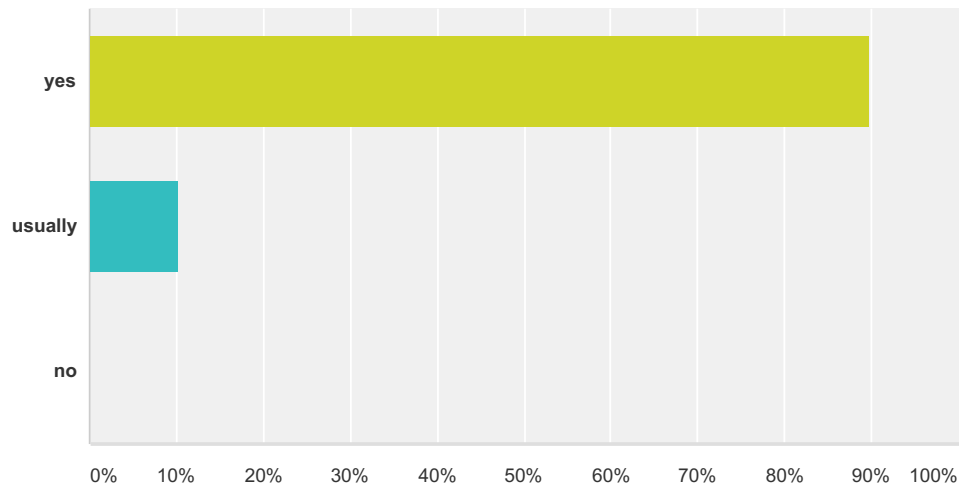
Answered: 39 Skipped: 0



Answer Choices	Responses
very satisfied	53.85% 21
satisfied	35.90% 14
somewhat satisfied	10.26% 4
dissatisfied	0.00% 0
very dissatisfied	0.00% 0
Total	39

Q5 I know what is expected of me at work?

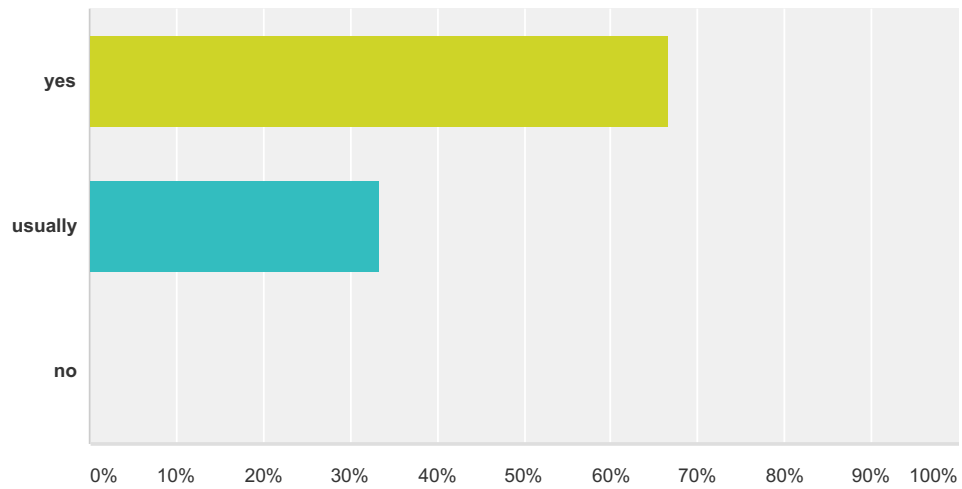
Answered: 39 Skipped: 0



Answer Choices	Responses	Count
yes	89.74%	35
usually	10.26%	4
no	0.00%	0
Total		39

Q6 At work I have the opportunity to do what I do best every day.

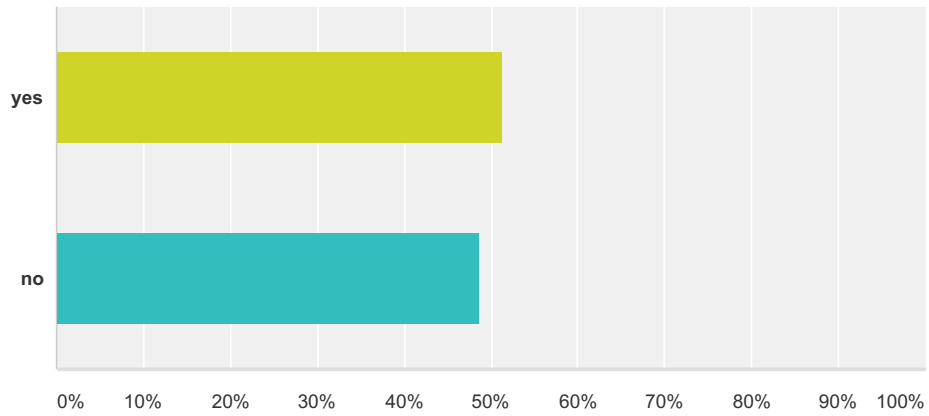
Answered: 39 Skipped: 0



Answer Choices	Responses
yes	66.67% 26
usually	33.33% 13
no	0.00% 0
Total	39

Q7 In the last 7 days I have received recognition or praise for my work

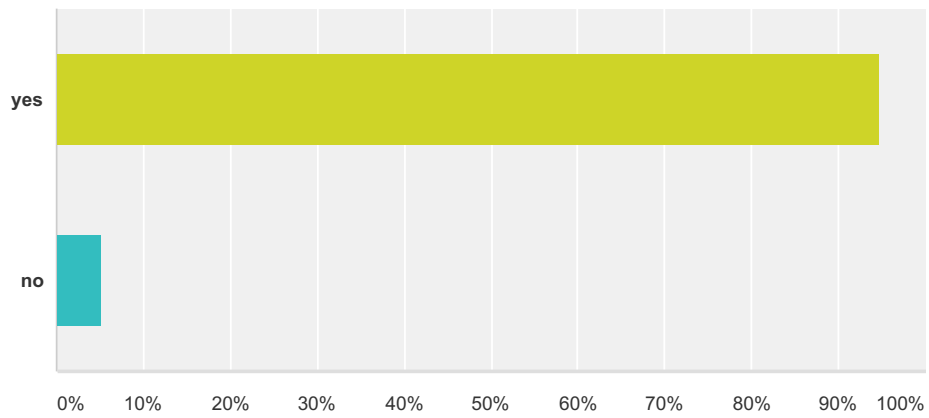
Answered: 39 Skipped: 0



Answer Choices	Responses	
yes	51.28%	20
no	48.72%	19
Total		39

Q8 My supervisor or someone at work cares about me as a person

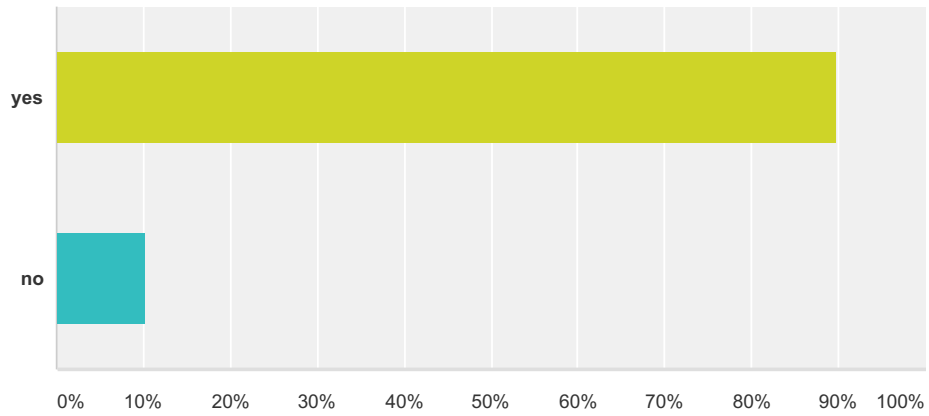
Answered: 38 Skipped: 1



Answer Choices	Responses	
yes	94.74%	36
no	5.26%	2
Total		38

Q9 There is someone at work who encourages my development

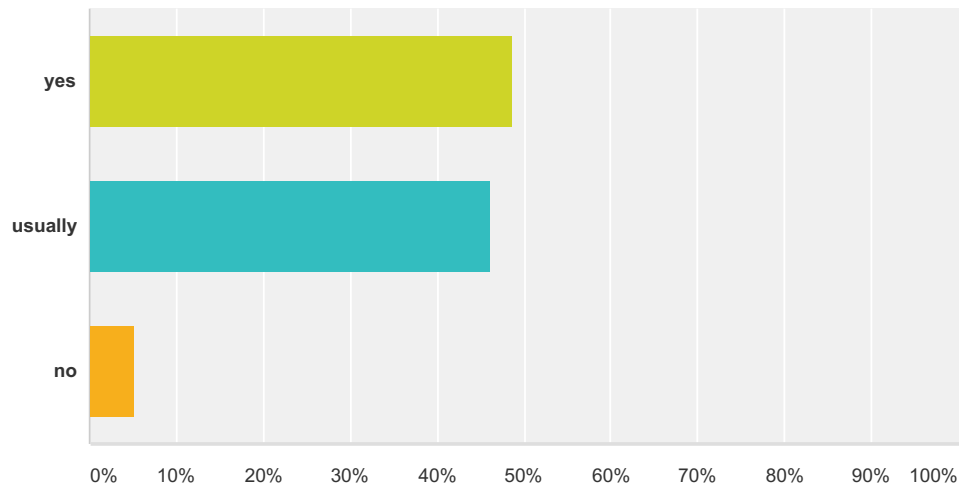
Answered: 39 Skipped: 0



Answer Choices	Responses	
yes	89.74%	35
no	10.26%	4
Total		39

Q10 I feel free to express my opinions at work

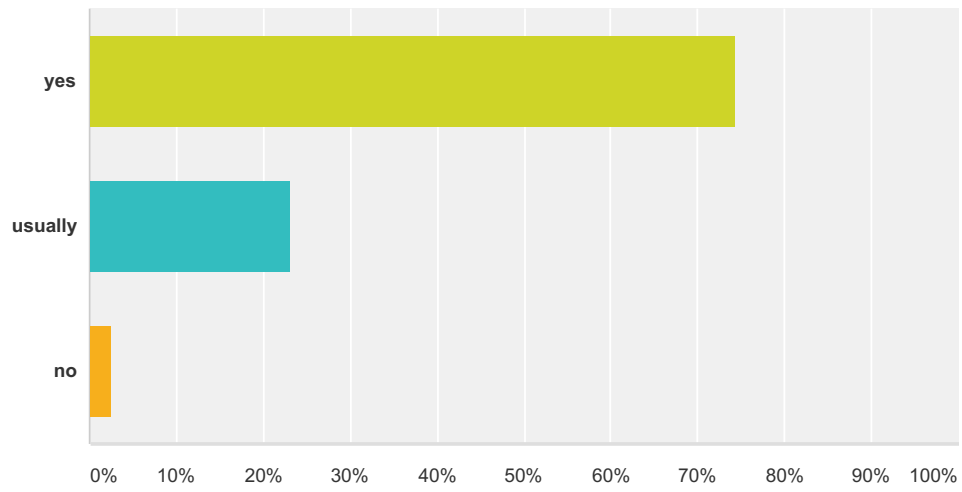
Answered: 39 Skipped: 0



Answer Choices	Responses
yes	48.72% 19
usually	46.15% 18
no	5.13% 2
Total	39

Q11 The mission/purpose of the agency makes me feel that my work is important

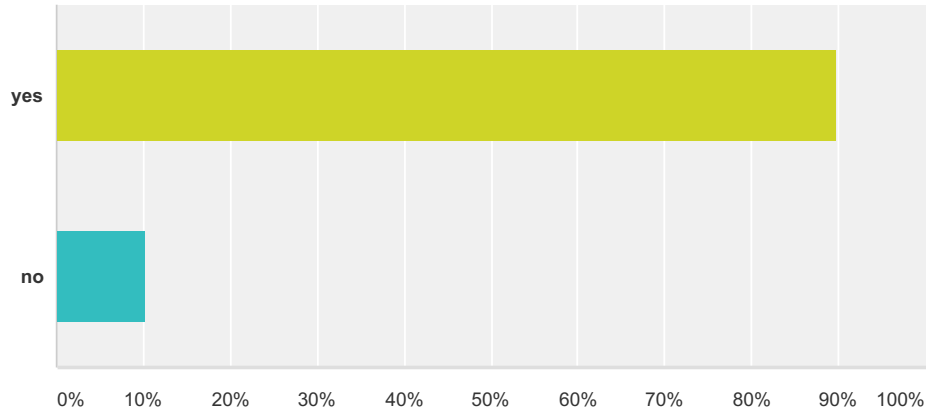
Answered: 39 Skipped: 0



Answer Choices	Responses
yes	74.36% 29
usually	23.08% 9
no	2.56% 1
Total	39

Q12 I feel I have a friend at work

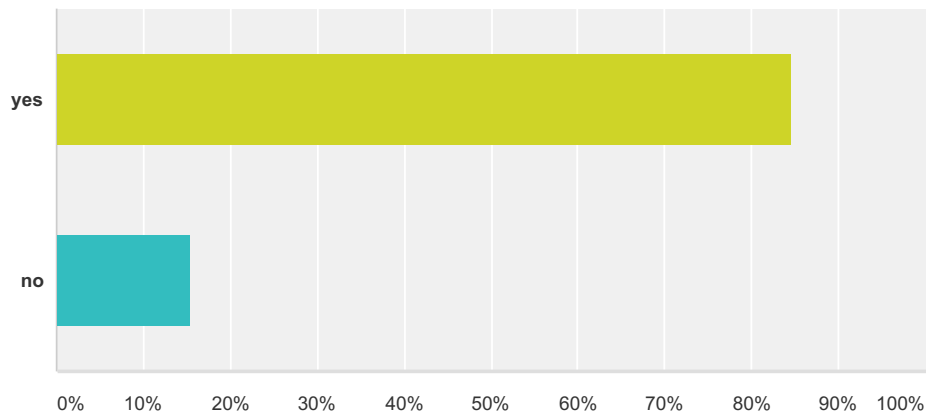
Answered: 39 Skipped: 0



Answer Choices	Responses	
yes	89.74%	35
no	10.26%	4
Total		39

Q13 In the last six months I have talked to someone about my progress

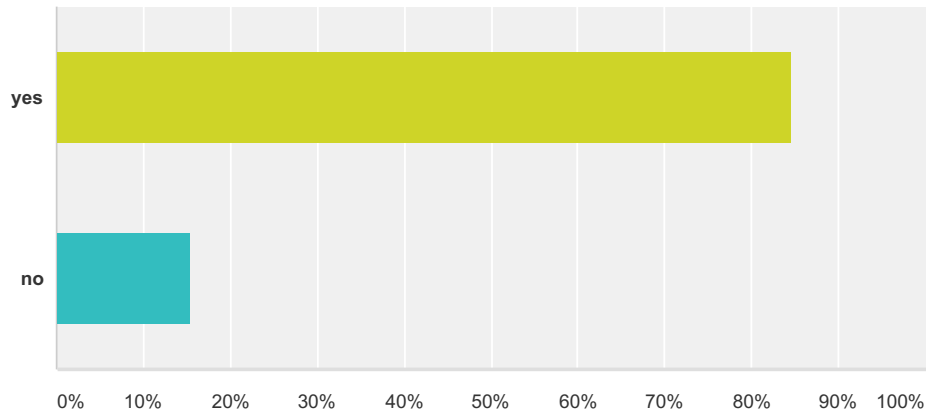
Answered: 39 Skipped: 0



Answer Choices	Responses	
yes	84.62%	33
no	15.38%	6
Total		39

Q14 In the last year I have had opportunities at work to learn and grow

Answered: 39 Skipped: 0



Answer Choices	Responses	
yes	84.62%	33
no	15.38%	6
Total		39

Q15 What is the best thing about working at this agency?

Answered: 39 Skipped: 0

#	Responses	Date
1	Accountability, security, employee/contractor value, training opportunities, its effort in regular communication	4/18/2017 1:25 PM
2	Contributing meaningfully to families of the Comox Valley	4/6/2017 2:47 PM
3	The agency has strong connections with the community and feels like an important organization that many people benefit from.	4/6/2017 10:25 AM
4	-that we have an education budget, and that education is promoted in the agency.	4/6/2017 8:27 AM
5	Great staff with common purpose. encouraging and supportive supervisor.	4/5/2017 4:30 PM
6	I LOVE our families and the opportunity to work with some amazing people.	4/5/2017 4:09 PM
7	supportive relationships with long time colleagues in a variety of programs	4/5/2017 4:08 PM
8	My supervisors are so supportive and encouraging and I work with amazing children.	4/5/2017 4:04 PM
9	supporting families	3/28/2017 10:04 AM
10	The commitment to families, the staff,	3/27/2017 2:21 PM
11	Pride in the work accomplished by staff and board and good staff cooperation	3/24/2017 4:14 PM
12	Supportive and Accommodating	3/20/2017 1:39 PM
13	the diversity	3/20/2017 11:04 AM
14	The team members I get to work with	3/17/2017 1:34 PM
15	Being part of a strong team, great wages and benefit packages and working with children and families	3/17/2017 10:28 AM
16	friendly work environment	3/17/2017 10:16 AM
17	Nothing beats serving and supporting children and their families. I love being on the front lines. Hands down the most rewarding work I have ever done.	3/16/2017 3:28 PM
18	Flexibility, working with families, making a positive impact on early child development	3/16/2017 3:05 PM
19	:-)	3/16/2017 2:04 PM
20	The learning opportunities that arise everyday and the freedom to provide service in a way that I feel is most beneficial for families.	3/16/2017 1:17 PM
21	Being able to work with and support families with their children, Help other providers in the community. Share my knowledge and experience	3/16/2017 12:39 PM
22	The people who strive to be accountable and collaborative in their work and communication. The connections made with other service providers. Also the opportunities to have input into the direction of the agency.	3/16/2017 11:59 AM
23	The flexibility to work from home if needed for family issues, weather, time constraints.	3/16/2017 9:30 AM
24	Knowing that we are helping make a difference in children's and families' lives, and that we are well respected in the community.	3/16/2017 9:30 AM
25	The ability to work with families in a flexible way - not a "cookie cutter" approach.	3/16/2017 9:24 AM
26	Inclusive group who try hard to provide the best services they can to families. Atmosphere of respect for each other and clients, most of the time.	3/16/2017 9:24 AM
27	being able to collaborate as service providers and facilitate families to make positive changes and supports for their child- I feel as an agency we are fairly family centered	3/16/2017 9:22 AM
28	working in a supportive environment	3/16/2017 9:18 AM
29	Seeing the difference we make with our clients and working with truly compassionate, caring staff that believe in our purpose.	3/16/2017 8:57 AM

30	I have freedom to complete my tasks/role to the best of my ability without being micromanaged. My ideas and thoughts are valued and as long as I work within the guidelines of my position I can use creative initiative to develop programs and fulfill my role. The work environment is supportive and friendly.	3/16/2017 8:51 AM
31	The recognition of families and children and building on their strengths.	3/16/2017 8:24 AM
32	Working with the children	3/16/2017 5:37 AM
33	The way we are trusted to be accountable to ourselves.	3/15/2017 10:00 PM
34	The people and the ED Joanne is amazing.	3/15/2017 9:33 PM
35	I feel supported and feel iam part of a team but I also have freedom to do my work my way, i feel like my supervisor trusts me.	3/15/2017 9:18 PM
36	The kids.	3/15/2017 9:01 PM
37	Making a difference	3/15/2017 7:58 PM
38	The support, the staff, the executive director. I have no complaints.	3/15/2017 6:43 PM
39	Ethics that I believe in, job security ,managment that make me feel valued and appreciated , great team all around .	3/15/2017 5:18 PM

Q16 What do we need to improve?

Answered: 39 Skipped: 0

#	Responses	Date
1	Unity in programs, funding distribution, clarification of roles and responsibilities, adjusting compensation to cover extra responsibility of administration duties performed by staff who are not intended to be responsible for them but need to fill in when the appropriate staff member is not available or involved to perform these duties	4/18/2017 1:25 PM
2	Room for advancement/professional development	4/6/2017 2:47 PM
3	Efficiency. There is a lot of time wasted on irregular work flow patterns and limited collaboration between team members.	4/6/2017 10:25 AM
4	-providing recognition for the work that staff do. We are all working hard to provided good service to families with large caseloads.	4/6/2017 8:27 AM
5	overall communication. family centred practice common ground	4/5/2017 4:30 PM
6	I feel there are clicks and sometimes agendas that are counterproductive to a collaborative atmosphere.	4/5/2017 4:09 PM
7	employee relationships between departments, check the egos! I understand that this is a work in progress and have seen Joanne make some huge improvements in the last year.	4/5/2017 4:08 PM
8	Collaboration processes- streamlining the systems that are in place for better understanding and communication.	4/5/2017 4:04 PM
9	Collaboration - not all programs collaborate. This is a widely known fact. Although there have been attempts to improve this situation, improvement has been minimal. This lack of collaboration significantly impacts families and greatly impacts this agencies ability to be truly family centredl.	3/28/2017 10:04 AM
10	More frequent conversations about certain families, less paperwork, improved partnerships with TAP and EIT	3/27/2017 2:21 PM
11	Need more space and need to lobby for more funding to reduce waitlists	3/24/2017 4:14 PM
12	Overall a great experience working with the agency. In regards to TAP we have switched to a salary for payment, there are pros and cons to this system.	3/20/2017 1:39 PM
13	I would love to see our agency use the outlook calendar in our emails to send out dates for upcoming training, committee meetings, staff planning day etc. We have the technology and then information for meetings wouldn't get lost in emails. It would also give a clear RSVP to the organizer. It would make sense since we all have to have our online schedules.	3/20/2017 11:04 AM
14	The amount of paper work needs to decrease to allow for more direct time.	3/17/2017 1:34 PM
15	Building infrastructure	3/17/2017 10:28 AM
16	more space	3/17/2017 10:16 AM
17	Perhaps further ensuring that the general public is fully aware of all of the programs the agency offers.	3/16/2017 3:28 PM
18	recognizing employees for years of service team work, too many "issues" between staff	3/16/2017 3:05 PM
19	Flex time	3/16/2017 2:04 PM
20	I would like more regular scheduled team meetings so that service is more coordinated.	3/16/2017 1:17 PM
21	Communication	3/16/2017 12:39 PM
22	Marketing and visibility. We have a great reputation and strong word-of-mouth, but many people have said that they only heard about our program because they happened to have met someone involved with the agency.	3/16/2017 11:59 AM
23	Can't think of anything at the moment.	3/16/2017 9:30 AM
24	Trying to increase funding to be able to provide more staff / service / space to serve more families.	3/16/2017 9:30 AM
25	Creating more opportunities for team building - it would be nice to have more than one staff planning day per year. In the past, there was also time built in for self-care or activities.	3/16/2017 9:24 AM
26	Socialization with co workers	3/16/2017 9:24 AM
27	respectful, clear communication in how we work together as colleagues when there are challenges or different ideas	3/16/2017 9:22 AM

28	not constantly changing procedures/policies/paperwork	3/16/2017 9:18 AM
29	Space, we need to create more work space as we grow.	3/16/2017 8:57 AM
30	There is nothing I can think of at the moment.	3/16/2017 8:51 AM
31	Everything that needs to be improved takes time and money, the area between therapy and main building. Enjoying what the social committee is starting to do fun activities that are low cost and across all the disciplines	3/16/2017 8:24 AM
32	Respect for casuals.	3/16/2017 5:37 AM
33	Managing staff conflicts.	3/15/2017 10:00 PM
34	Nor sure...	3/15/2017 9:33 PM
35	I get a lot of emails and I have a hard time determining which are appropriate for me	3/15/2017 9:18 PM
36	Program Coordinator suitability.	3/15/2017 9:01 PM
37	More space for the programs	3/15/2017 7:58 PM
38	No	3/15/2017 6:43 PM
39	Clean up the court yard and replace the gutters ??	3/15/2017 5:18 PM