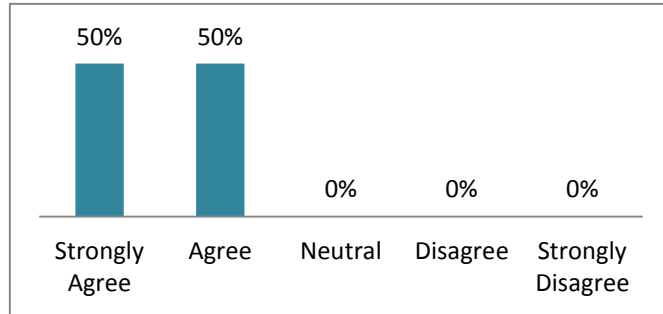


Staff Survey Result 05_2018

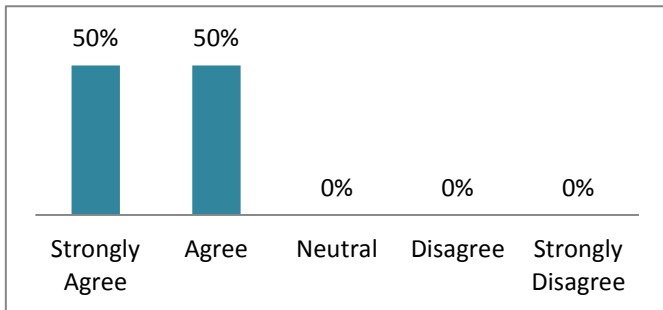
I know what is expected of me at work.

Answer Choices	Responses	
Strongly Agree	50%	11
Agree	50%	11
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



The people I work with cooperate and work as a team.

Answer Choices	Responses	
Strongly Agree	50%	11
Agree	50%	11
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22

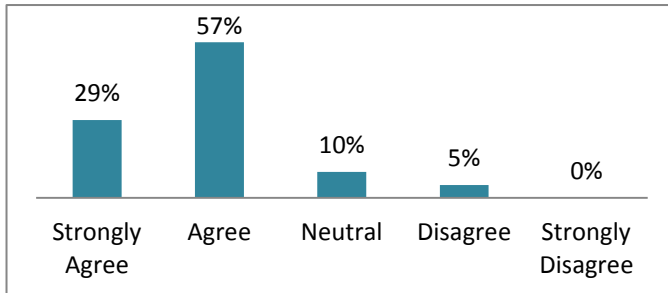


Comments:

Good collaboration with each other and between departments.

I have the materials/equipment I need to do my job.

Answer Choices	Responses	
Strongly Agree	29%	6
Agree	57%	12
Neutral	10%	2
Disagree	5%	1
Strongly Disagree	0%	0
Answered		21



Comments:

Not always in a timely manner.

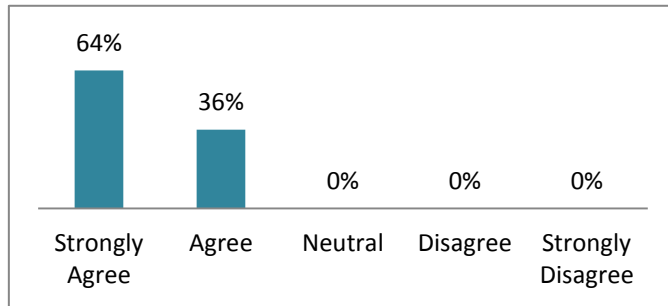
Mobile equipment such as tablet would be beneficial for being more involved with individuals in the community.

I have a desk top computer. Would be beneficial to have a laptop with a hot spot. I work in the community a lot and not having access puts me behind in my paperwork.

I would like to see some changes to the equipment for efficiency and for remote work and on-site work.

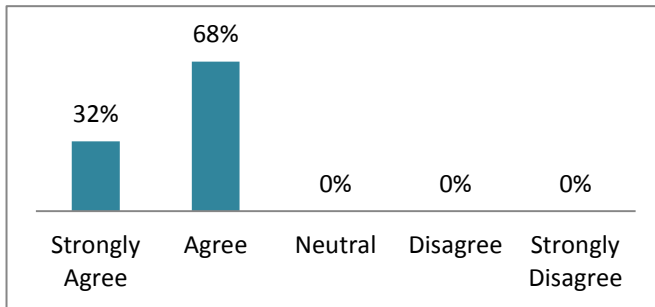
I am encouraged to develop my job skills in order to learn and grow.

Answer Choices	Responses	
Strongly Agree	64%	14
Agree	36%	8
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



I get all the important information I need to do my work.

Answer Choices	Responses	
Strongly Agree	32%	7
Agree	68%	15
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



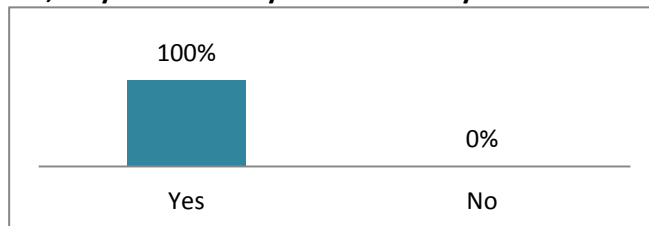
Comments:

Not always in a timely manner.

If information was shared from Admin team meetings with all departments and/or committees

If you answered Disagree or Strongly Disagree to question #5, do you effectively communicate your needs to your supervisor?

Answer Choices	Responses	
Yes	100%	8
No	0%	0
Answered		8

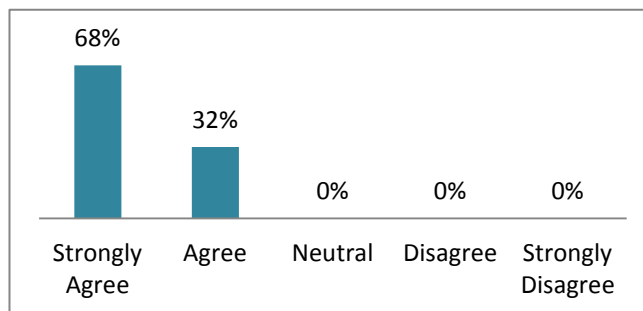


Comments:

bi-weekly meeting with supervisor

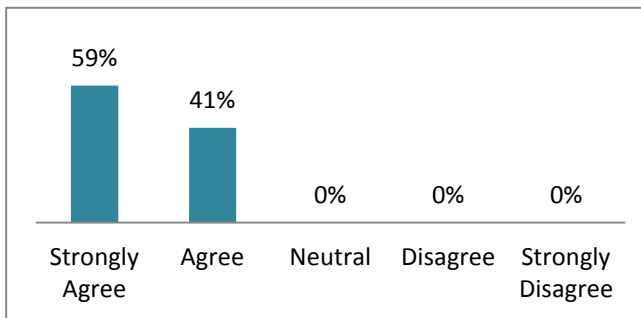
My supervisor uses the PCBDD mission to guide us.

Answer Choices	Responses	
Strongly Agree	68%	15
Agree	32%	7
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



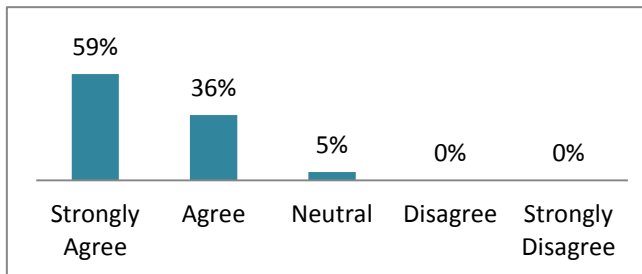
My supervisor creates a work environment that helps me do my job.

Answer Choices	Responses	
Strongly Agree	59%	13
Agree	41%	9
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



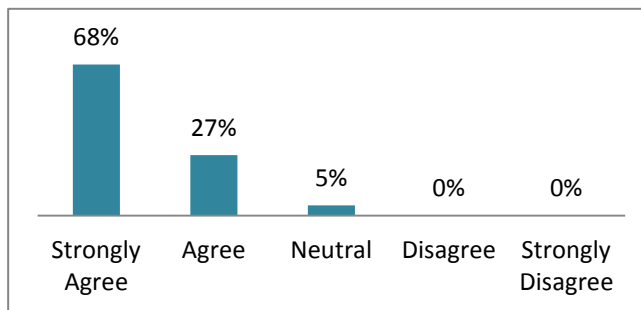
My supervisor shares information about PCBDD.

Answer Choices	Responses	
Strongly Agree	59%	13
Agree	36%	8
Neutral	5%	1
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



In the past 6 months, I have received positive feedback from my supervisor.

Answer Choices	Responses	
Strongly Agree	68%	15
Agree	27%	6
Neutral	5%	1
Disagree	0%	0
Strongly Disagree	0%	0
Answered		22



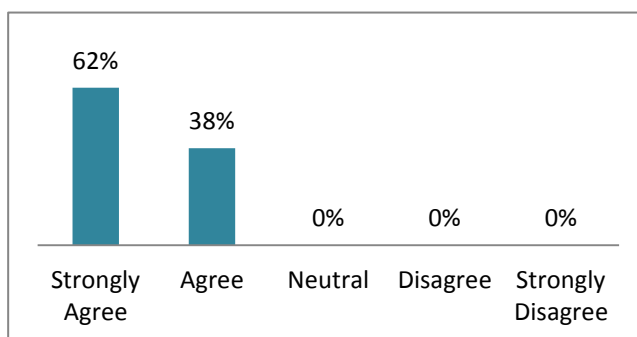
Comments:

Yes, often times we are our own worst critics. Our Department Manager encourages everyone to "toot their own horn" it's difficult to do, but seeing the impact our programs have it well worth it!

There is positive feedback and support. We are aware of all changes and things being discussed. It is a great work environment

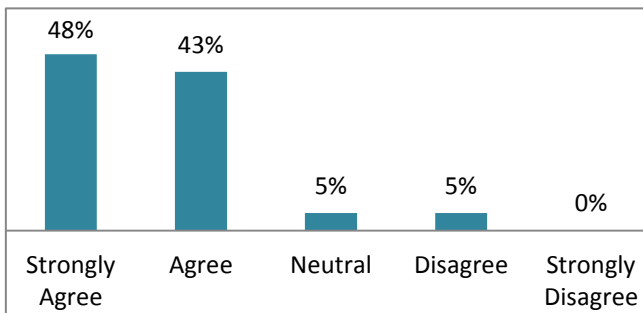
I know the mission of PCBDD (what we are trying to accomplish).

Answer Choices	Responses	
Strongly Agree	62%	13
Agree	38%	8
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



PCBDD asks what I think.

Answer Choices	Responses	
Strongly Agree	48%	10
Agree	43%	9
Neutral	5%	1
Disagree	5%	1
Strongly Disagree	0%	0
Answered		21

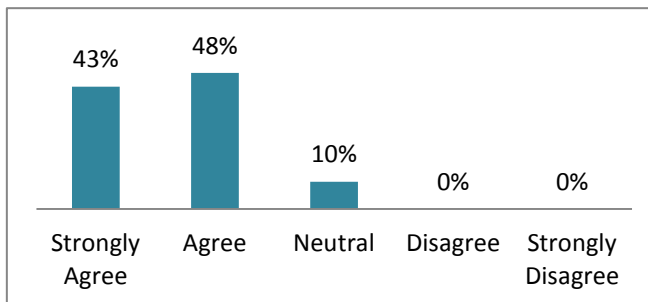


Comments:

With the exception of these surveys, we are rarely asked for input before decisions are made.

PCBDD encourages totally new ideas (innovation).

Answer Choices	Responses	
Strongly Agree	43%	9
Agree	48%	10
Neutral	10%	2
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



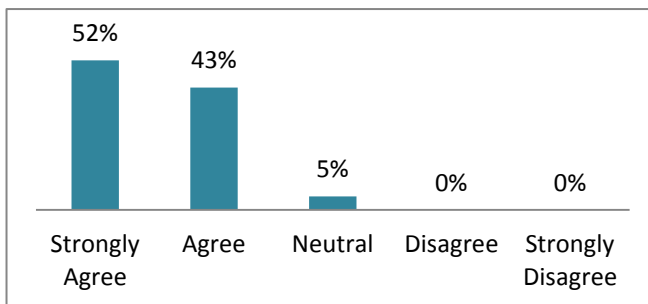
Comments:

I'm a very creative person - innovation challenges me to use my skills and think outside the box. I'm fortunate to work in a place where my Manager and the Superintendent embraces innovation!

I feel our idea's are listened to but that is where it ends. Or they say we need to have more conversation about it and that never happens.

I know the details of PCBDD's strategic plan (Annual Action Plan) that affect me and my work.

Answer Choices	Responses	
Strongly Agree	52%	11
Agree	43%	9
Neutral	5%	1
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21

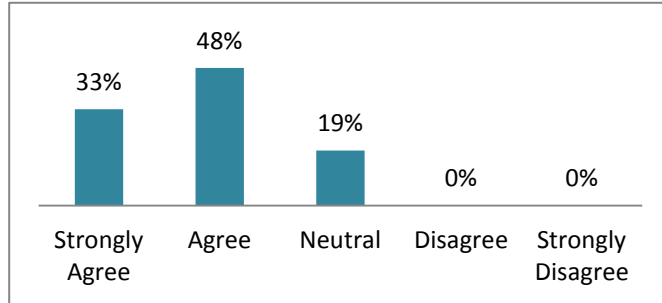


Comments:

Yes, would like to be involved in the process more. Often times confusion occurs when people are needed to report on sections of the plan, and instruction are not given ahead of time to prepare. perhaps create a non-admin action plan sub-committee?

PCBDD is flexible and can make changes quickly when needed.

Answer Choices	Responses	
Strongly Agree	33%	7
Agree	48%	10
Neutral	19%	4
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



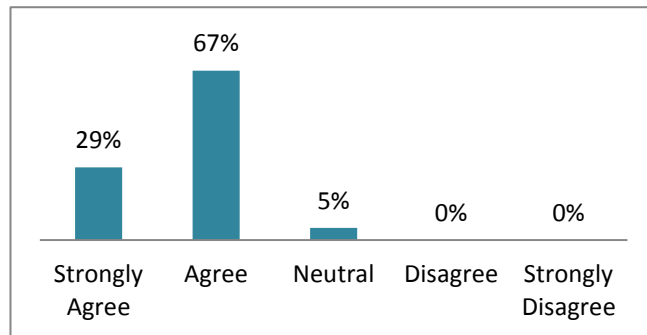
Comments:

At times things can happen quickly. However, I do not feel anything happens quickly in this field.

I would say we move at a decent pace but there are moments I believe it could run much faster and where we could save time but still yield effective results such as with PO's etc.

PCBDD has good processes for doing our work.

Answer Choices	Responses	
Strongly Agree	29%	6
Agree	67%	14
Neutral	5%	1
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



Comments:

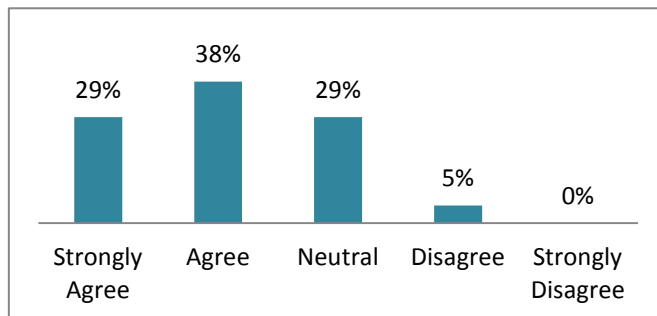
Getting better.

I like the shift towards more electronic/paperless processes. I've found that there are some processes that are in practice that are not documented/written. If there's a practice or procedure for getting something done that applies to multiple people, it should be in writing.

They are getting better!

PCBDD is prepared to handle an emergency.

Answer Choices	Responses	
Strongly Agree	29%	6
Agree	38%	8
Neutral	29%	6
Disagree	5%	1
Strongly Disagree	0%	0
Answered		21



Comments:

Our buildings are not secure, anyone can walk in or out. It is hard to monitor when other agencies hold meetings at the Admin office. I personally do not think anyone other than staff should use the back door (Admin) to enter the building. All guest and visitors should wear a sign in/id tag in case of an emergency. It would be a good idea to do the Alice training when locations are finalized.

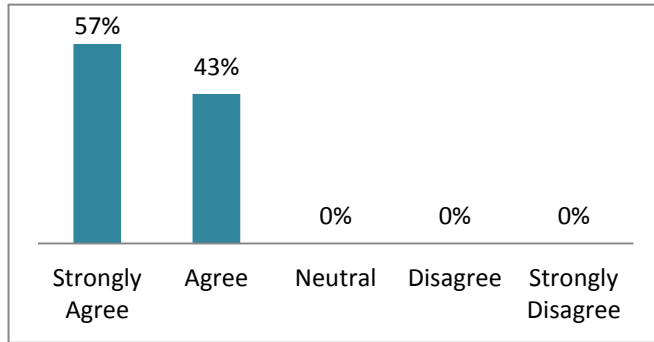
I'm not really sure. Is this referring to an emergency within the county that affects the people we serve, an internal emergency such as an active shooter, etc?

One training about active shooter a couple years ago does not help us be prepared as there are several new employee's.

I believe we are working on getting this in place.

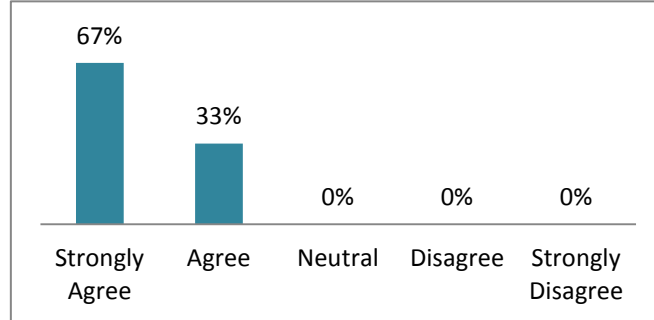
PCBDD obeys laws and regulations.

Answer Choices	Responses	
Strongly Agree	57%	12
Agree	43%	9
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



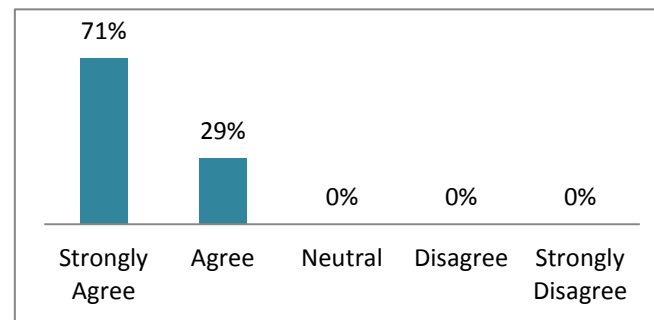
PCBDD practices high standards and ethics.

Answer Choices	Responses	
Strongly Agree	67%	14
Agree	33%	7
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



PCBDD is a good place to work.

Answer Choices	Responses	
Strongly Agree	71%	15
Agree	29%	6
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21

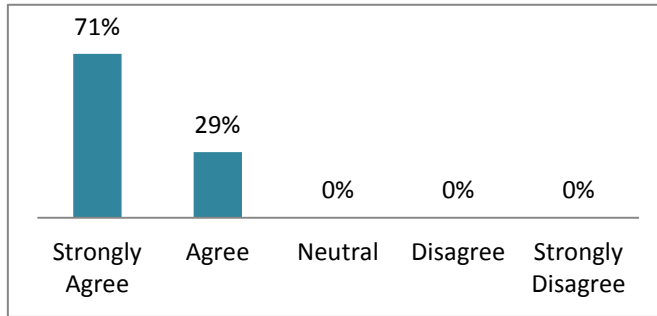


Comments:

It does not feel like work at all it feels like family:~)

I am committed to the success of PCBDD.

Answer Choices	Responses	
Strongly Agree	71%	15
Agree	29%	6
Neutral	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Answered		21



Comments:

I believe in the mission and services we provide to the people we serve.

In your opinion, what does PCBDD do well?

Makes connections

PCBDD does extremely well at providing and helping families or individuals that they serve.

We are like a family and the atmosphere is great.

PCBDD does well in supporting DD folks in our community as well as supporting employees with flexibility and wonderful benefits.

We provide the best programs and services to the people of perry county. Our innovative approach to programming, employment and integrated supports has allowed PCBDD to build off our mission, and make connections to promote abilities and enrich lives.

Great teamwork! People are willing to work together and do their part or even to go the extra mile to help out. I feel PCB is doing a good job of making the Strategic Plan and AAP relevant to all staff and getting people to understand how they're connected to the mission, vision, values and strategic plan overall.

The Board or Board staff are compassionate and truly care about the people they support. We go above and beyond to give people a better life that they want and deserve.

We have AMAZING teamwork to support our individuals!

PCBDD is an organization that does a lot with little. Our county is far beyond many counties across the state of Ohio. We listen and learn while working with-in the rules and regulations of Medicaid. PCBDD is a very family friendly place to work with flexibility to meet all areas of needs for staff, individuals served, and families. Good people doing good things.

We engage with individuals and become an integral part of their fullest lives.

We work hard for each individual to have a good life, connecting them to community resources and supporting them with the resources available and listening and learning to learn what they need to help them to progress in the direction they want to go.

We are extremely innovative Office is a fun place to work. PCBDD cares about its people, what effects one is Everyone Everyone is treated like an equal Everyone's ideas are considered equal Everyone cares about everyone

Providing the people we serve with the services that are important to them and for them.

Communicates well with each department on what is happening and what they are doing.

In your opinion, what does PCBDD NOT do well - what areas could be improved?

Consistent applications to various processes; this is improving, however

I can't think of anything that needs improved.

PCBDD could be more transparent regarding finances and how county dollars are disbursed.

advancement opportunities within the agency

There is always room for improvement in terms of communication and information sharing...this is everywhere, not just PCB. I'm not saying we don't already do it well, but just that's there's still room for improvement. This is something that applies to all staff, not just information sharing from the top down. If you have a question, ask! If you have a concern, make it known! If you have complaints or concerns, give explanations when you complete surveys...this is very helpful in knowing how/where to make changes.

Not an area of not doing well, but an area needing addressed now that PerCo has privatized. I believe we will need to reestablish who PCBDD is in the eyes of the community. We do great things and we need to make sure the community understands we are more than just PerCo.

Organizational Management. Teams could be more fully engaged in changes before they happen.

At the present time I can't think of a thing.

Not that we don't do this well but I think we need to always strive monitor and keep balance between local agency made regulations and our ability to be flexible and innovate only to insure one of two things. 1. That we don't focus so much on policy and what we are regulated and told we cannot do. that we inadvertently start failing in trying to find new and better ways to serve our people and our community, We should never be afraid to ask why or how can we maintain order and follow county/ internal board policy but yet find a positive and effective way to accomplish goals and objectives there are many things that can be done that are positives for us and our community that do not violate trust or policy but simply need different way to accomplish it just 2. That we don't completely neglect agency structure so that way we always remain a constant voice in our people and in our community and in our state

Additional Comments:

We should always be willing to tap the potential of the willing hearts of others on the outside a project the willing heart can accomplish great things when it is supported by others.