

## Employee Engagement Survey: More information

Feedback from the Employee Engagement Survey helped highlight the strengths of CSD and identified areas of interest for employees. The Employee Engagement survey was a product of CSD's participation in CalHR's Workforce Planning and Succession Management Programs. Each CalHR cohort included about 10-12 state agencies/departments that met several times for training and development over a 4-month period in 2019 and 2020. Starting in 2017, California state organizations were required to have workforce and succession plans in place.

### Workforce Plan

The development of the *Workforce Plan for CSD 2019-2022* included an all-day Executive Facilitated Session in the spring of 2019 with CSD Management Team along with facilitators from CalHR to identify strengths, weaknesses, opportunities, and threats. In addition to the facilitated session, CSD reviewed employee data that looked at all areas of our workforce – classification, years of state service, and demographics among other things to identify trends or gaps in CSD's workforce. The Workforce Goals for the next three years include:

### Workforce Goals

- **Goal 1:** Develop and implement a recruiting and retention plan
- **Goal 2:** Collect on-boarding and off-boarding recruitment and retention data
- **Goal 3:** Identify strategies to further diversify CSD workforce
- **Goal 4:** Identify and implement formal knowledge transfer strategies/programs
- **Goal 5:** Develop and implement a succession planning program
- **Goal 6:** Identify strategies to provide more competitive salary for CSD employees
- **Goal 7:** Identify strategies to work with LEAs/Districts to increase enrollment
- **Goal 8:** Increase access to support services for students
- **Goal 9:** Continue to identify strategies to strengthen relationship with CDE
- **Goal 10:** Remain committed to the ongoing education of Deaf students

Each one of these goals remains a work in progress and are at various stages of development or implementation. Over the next few years, CSD will continue to gather information and further develop efforts to support the other Workforce Goals.

### Survey Results

Survey period 3 weeks in February 2020

- 107 responses out of 356 employees - response rate 30% for first year

*(See CalNews for more information)*

CSD remains committed to supporting our best asset – our employees – and will continue to seek out opportunities to further address the Workforce Goals. The Employee Engagement Survey will be sent out again to all employees in February 2021.

Kathryn M. Canfield, MPA  
Administrative Services Manager