

2018 Engagement Surveys Executive Summary

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Audience: Community and Legislative Board Committee, Senior Leaders, Community

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Background: Each spring, the District conducts three stakeholder surveys to evaluate its efforts to engage, inform and listen to students, staff and families. The surveys are all electronic, with users invited to participate through direct email blasts to staff and families, and email messages, announcements, and teacher-led participation for the student survey. Results are analyzed at the District and School levels, with action items captured in department projects and school improvement plans, as appropriate.

Student Survey

This was the 2nd year of the student survey conducted by Panorama. This research-based survey has robust reporting and comparative data on academic and social and emotional student perceptions. This survey was administered to 4,740 students in grades 3-12 (81% participation) and scored on a scale of 1 (low/disagree/not likely) to 5 (high/agree/likely).

Key Findings:

- Rigorous Expectations and Teacher Student Relationships remain high across all grades
- Despite lower domain scores at secondary, majority of responses are positive (agree, strongly agree)
- Student engagement and ability to manage stress continue to be the priority at secondary schools

Next Steps:

- August - Schools reviewed perception data with school improvement teams and identified an engagement or climate/culture goal
- Goals are monitored and reported quarterly to Director of Elementary Education

Staff Survey

The 2018 staff survey was in its second year of deployment, measuring staff engagement based on Deloitte and Touche's research regarding the five drivers of employee engagement. Five-hundred and twenty-nine (529) of staff members chose to respond to the survey, an increase of 29 from 2017. The survey is scored on a scale of 1 (strongly disagree) to 4 (strongly agree).

Key Findings:

- Strong results continued in the areas of small and empowered teams (3.4), clear and transparent work expectations (3.2), culture of learning and sharing (3.2) and mission-driven work (3.2).
- Slight decrease in District Leadership Transparency (.1)

- The greatest opportunities for improvement across all employee groups are time to reflect, career development, and providing regular performance feedback.

Next Steps:

- 5-Year Recruitment and Retention Plan will be completed by February, 2019, and will address several opportunities for improvement from our staff engagement survey
- Director of Human Resources will attend employee roundtable meetings this Fall to solicit feedback regarding survey data
- A robust communications plan will be deployed to educate staff on benefit changes and respond to transparent leadership feedback

Family Survey

The 2018 family survey received 1,014 responses. While the survey has been administered in its current form for many years, the report was adjusted in 2016 to match the staff survey “domain/driver” approach, grouping a series of questions into an aggregate score for eight domains. The survey is scored on a scale of 1 (strongly disagree) to 4 (strongly agree).

Key Findings:

- Overall satisfaction continues to be high, with high marks for helpful and responsive staff, quality facilities, and school pride.
- All domain areas averaged above a score of “agree.”
- Food service satisfaction continues to be an opportunity for improvement, with slightly greater satisfaction at the high school (3.0), than elementary or middle (2.9).

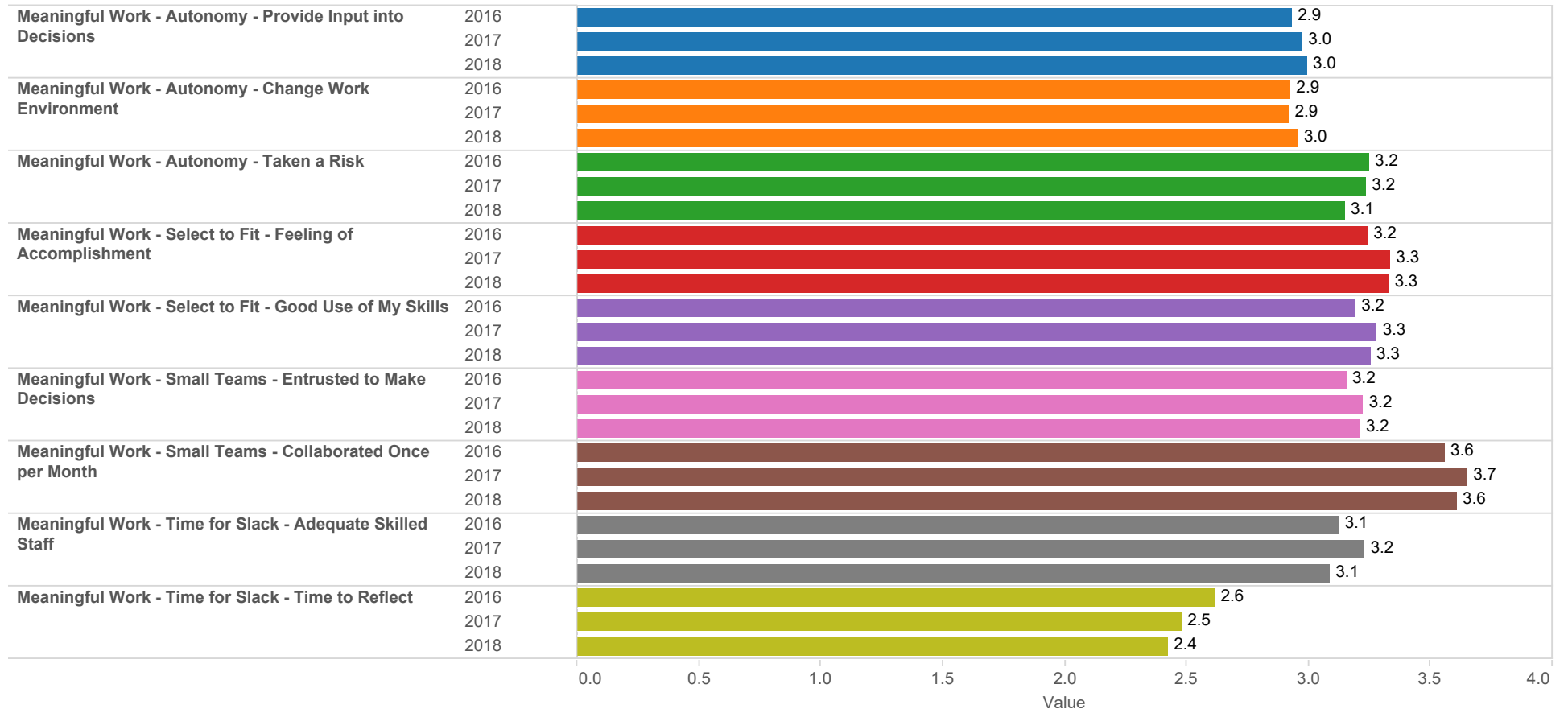
Next steps:

- Strong start conferences were held in August at elementary to provide a deeper understanding of each child, as well as allow for a stronger level of engagement with families and teachers
- Food service team will study middle school participation in the federal lunch program this year, and continue to use its model of surveying and testing new foods at all levels to strengthen its offerings and participation

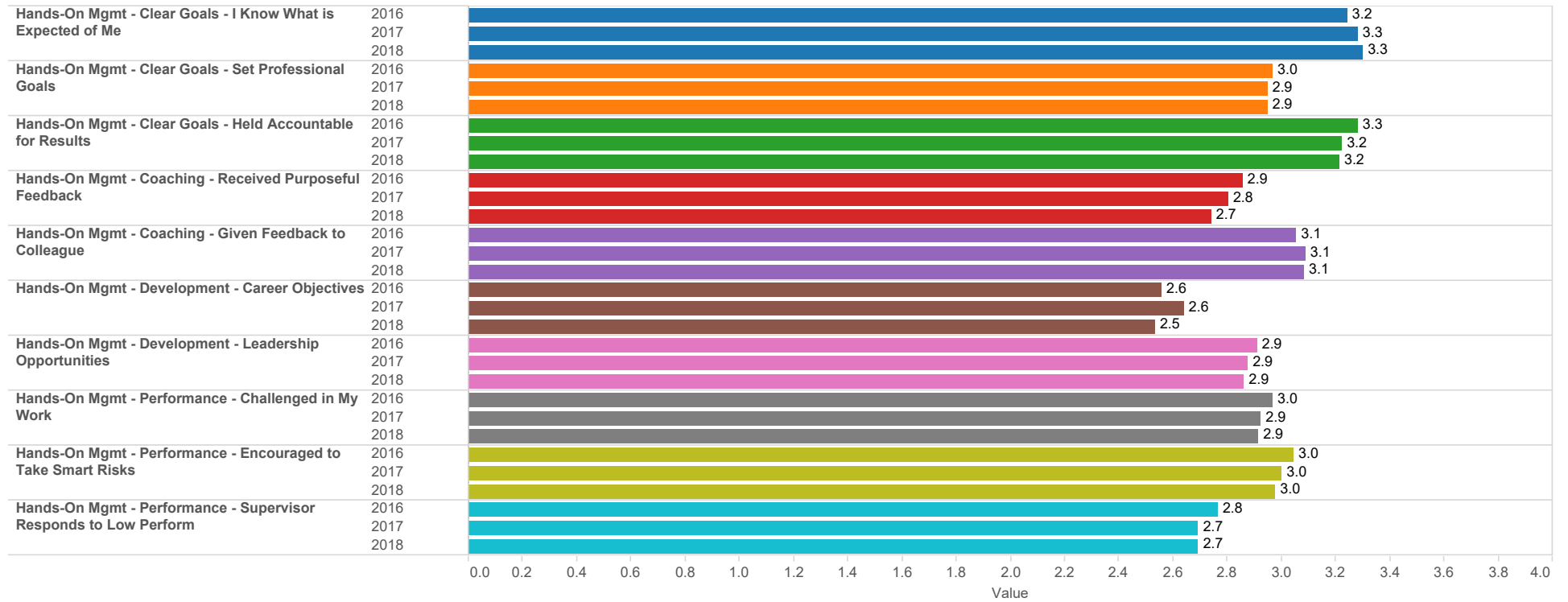
2018 Employee Engagement Scorecard - All Staff (528)

Meaningful Work	Hands-On Management	Positive Work Environment	Growth Opportunity	Trust in Leadership
3.2	2.9	3.1	3.1	3.1
Autonomy	Clear & Transparent Goals	Flexible Work Environment	Training and Support on the Job	Mission & Purpose
3.0	3.2	3.2	2.9	3.2
Select to Fit	Coaching	Humanistic Workplace	Facilitated Talent Mobility	Continuous Investment in People
3.3	2.9	3.2	2.9	3.0
Small & Empowered Teams	Invest in Management Development	Culture of Recognition	Self-Directed Talent Development	Transparency & Honesty
3.4	2.8	3.1	3.2	3.0
Time for Slack	Modern Performance Management	Inclusive & Diverse Work Environment	High-Impact Learning Culture	Inspiration
2.9	2.9	3.0	3.2	3.2

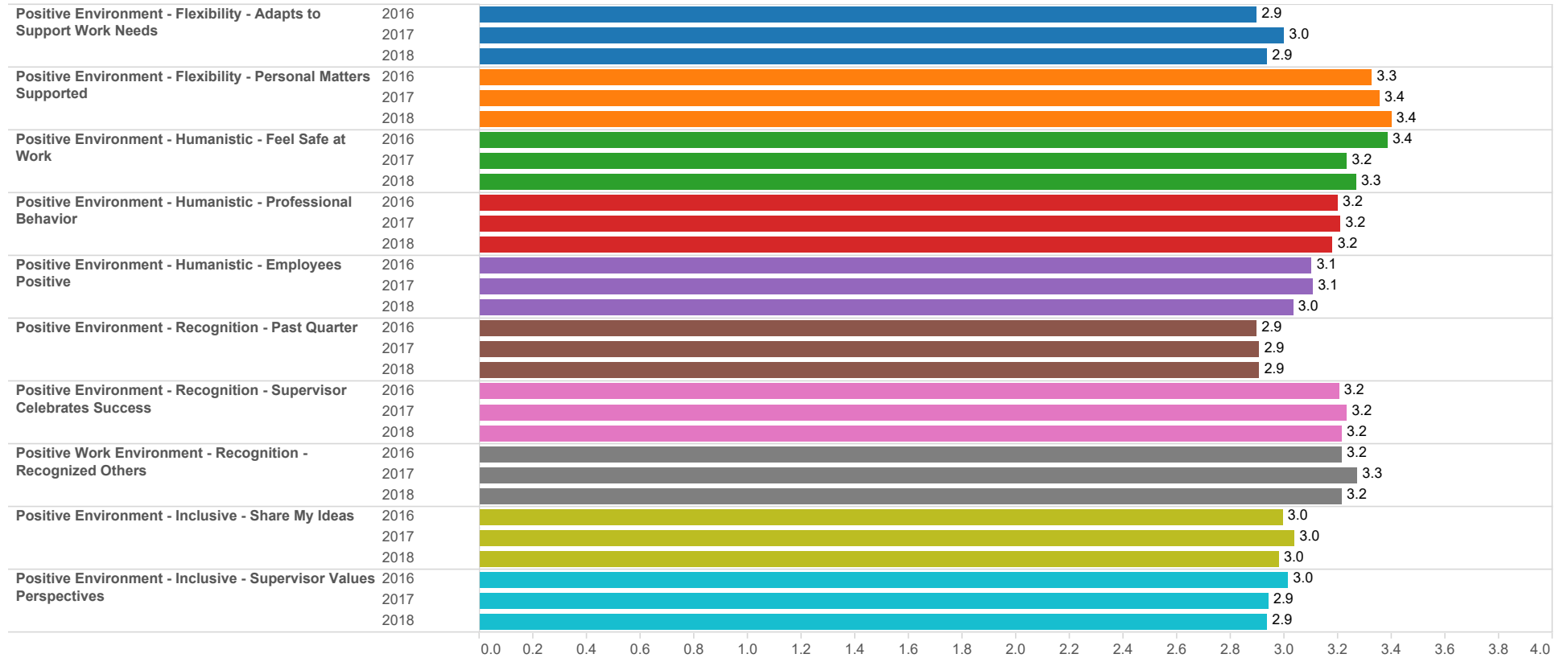
Meaningful Work Detail



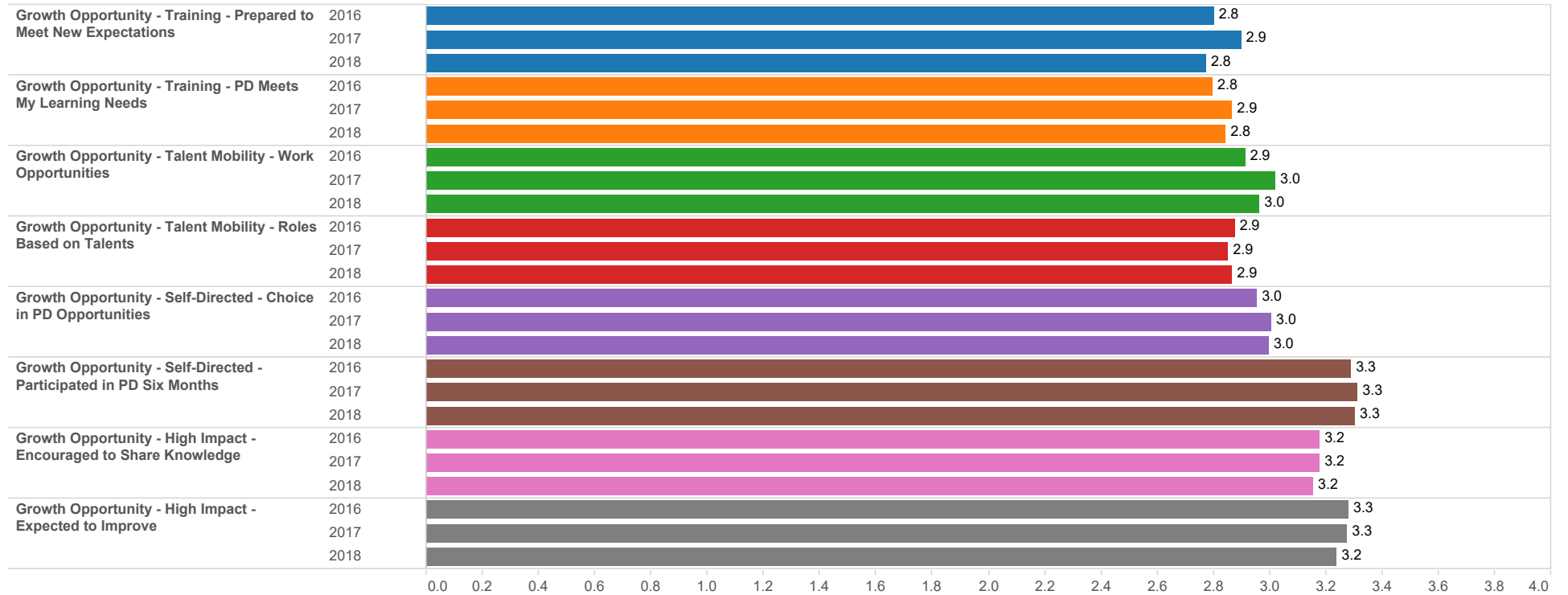
Hands-On Management Detail



Positive Work Environment Detail



Growth Opportunity Detail



Trust in Leadership Detail

