



## Elmbrook Schools

### 2019 Employee Engagement Scorecard All Staff

Meaningful Work	Hands-On Management	Positive Work Environment	Growth Opportunity	Trust in Leadership
<b>3.0</b>	<b>3.0</b>	<b>3.0</b>	<b>3.0</b>	<b>3.0</b>
Autonomy	Clear Transparent Goals	Flexible Work Environment	Training and Support on the Job	Mission & Purpose
<b>3.1</b>	<b>3.3</b>	<b>2.8</b>	<b>2.9</b>	<b>3.2</b>
Select to Fit	Coaching	Humanistic Workplace	Facilitated Talent Mobility	Continuous Investment in People
<b>3.3</b>	<b>3.0</b>	<b>3.2</b>	<b>2.9</b>	<b>3.0</b>
Small & Empowered Teams	Invest in Management Development	Culture of Recognition	Self-Directed Talent Development	Transparency & Honesty
<b>3.4</b>	<b>2.7</b>	<b>3.1</b>	<b>3.2</b>	<b>3.0</b>
Time for Slack	Modern Performance Management	Inclusive & Diverse Work Environment	High-Impact Learning Culture	Inspiration
<b>2.7</b>	<b>2.8</b>	<b>2.9</b>	<b>3.2</b>	<b>3.1</b>



# 2019 Your Voice Matters Survey

Location: All  
Employee Group: All

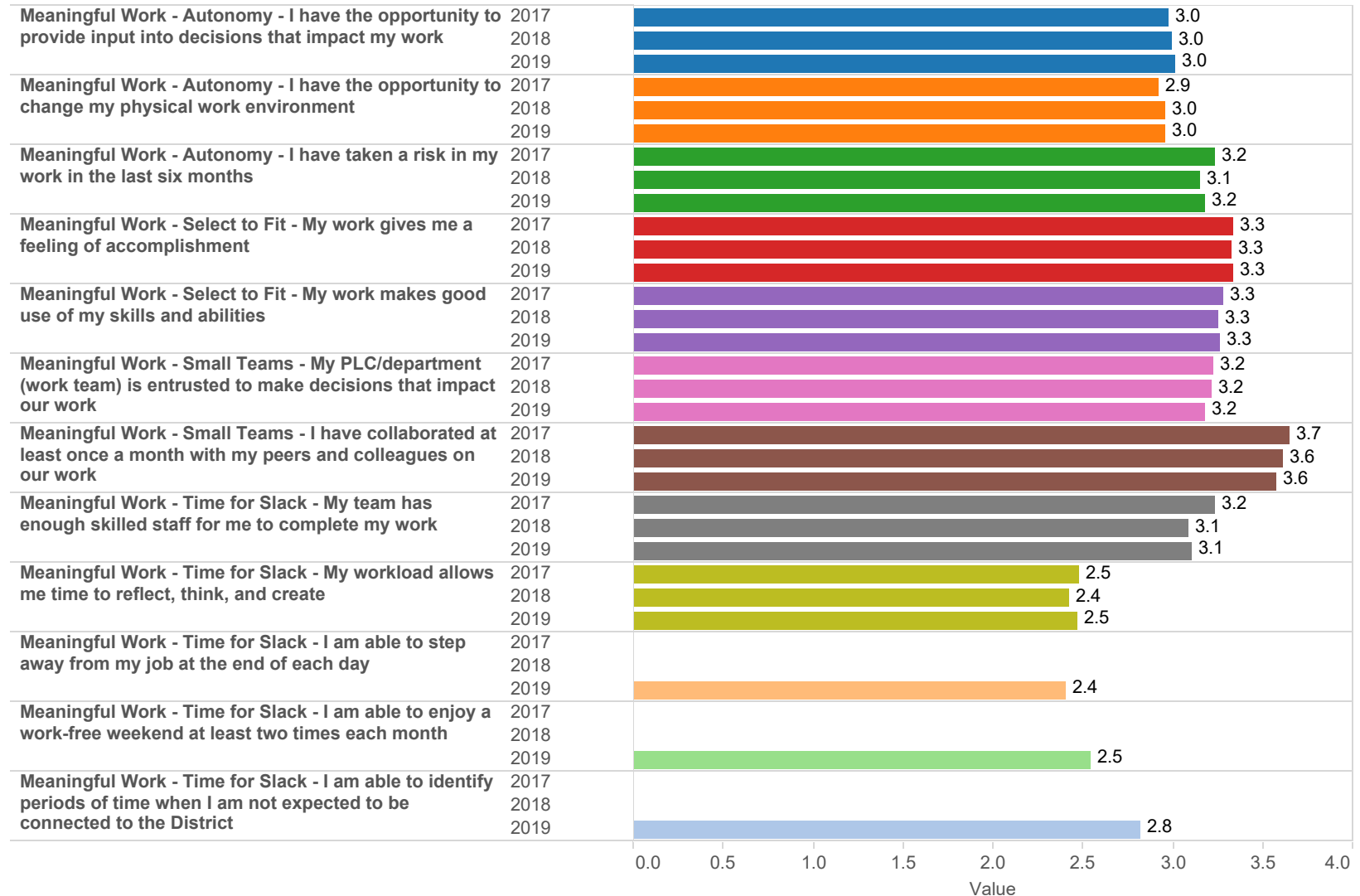
	Administration	Custodial	Food Service	Support Staff/Special Category	Teacher	Teaching Assistant	Would prefer not to identify	Null
Brookfield Central High	1	4		5	26	1	3	
Brookfield East High	1	2		7	53	3	6	
Brookfield Elementary	1			5	26	4	8	
Burleigh Elementary		1	1	7	21	5	5	
Central Admin Office	9	1		14			6	
Dixon Elementary	1	1		3	16	2	5	
Fairview South		1		1	4	3	3	
Pilgrim Park Middle	1	2	1	5	24	3	2	
Swanson Elementary	1			3	31	5	12	
Tonawanda Elementary	1			4	15	6		
Wisconsin Hills Middle	2	1	1	3	23	1	6	
<b>Null</b>								<b>39</b>
<b>Grand Total</b>	<b>18</b>	<b>13</b>	<b>3</b>	<b>57</b>	<b>239</b>	<b>33</b>	<b>56</b>	<b>39</b>

# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Meaningful Work Detail

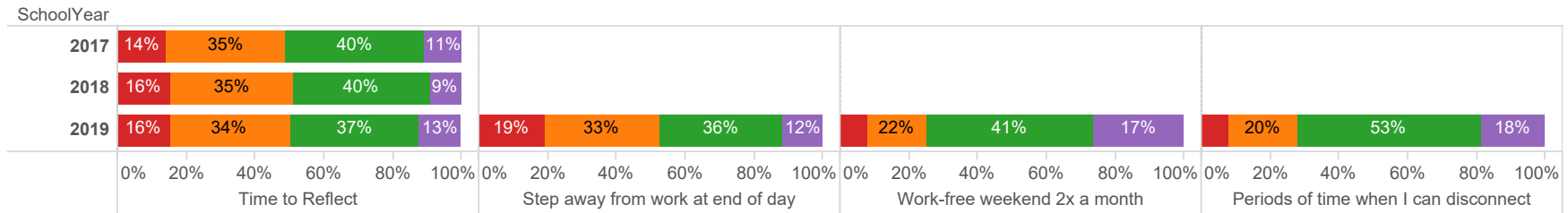
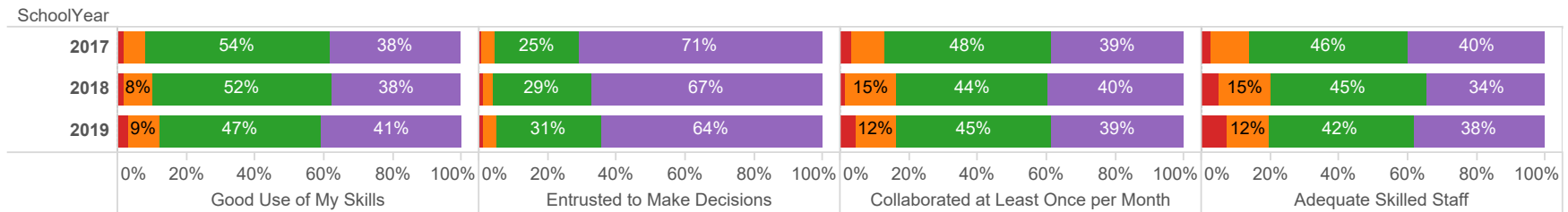
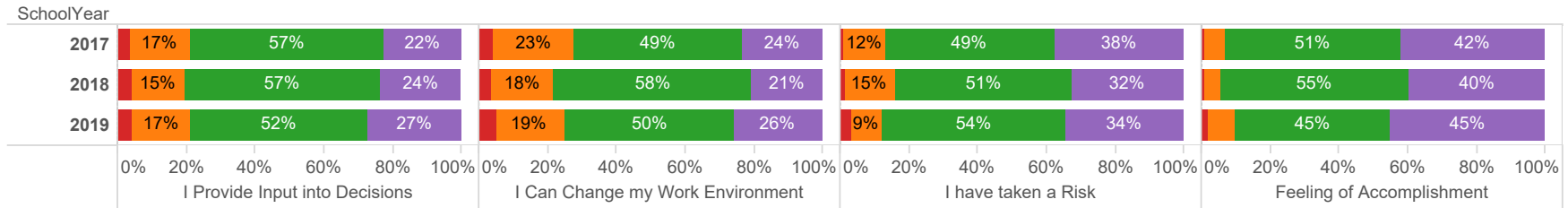
Score Range: 2.404 to 3.653

Category Description: “The first and perhaps most important part of employee engagement is job-person fit. We need to make sure jobs are meaningful, people have the tools, feedback, and support to succeed, and that we select the right people for the right job.” (Deloitte Review Issue 16 2015 “Becoming Irresistible”)



# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Meaningful Work Questions - Response Distribution



### KEY

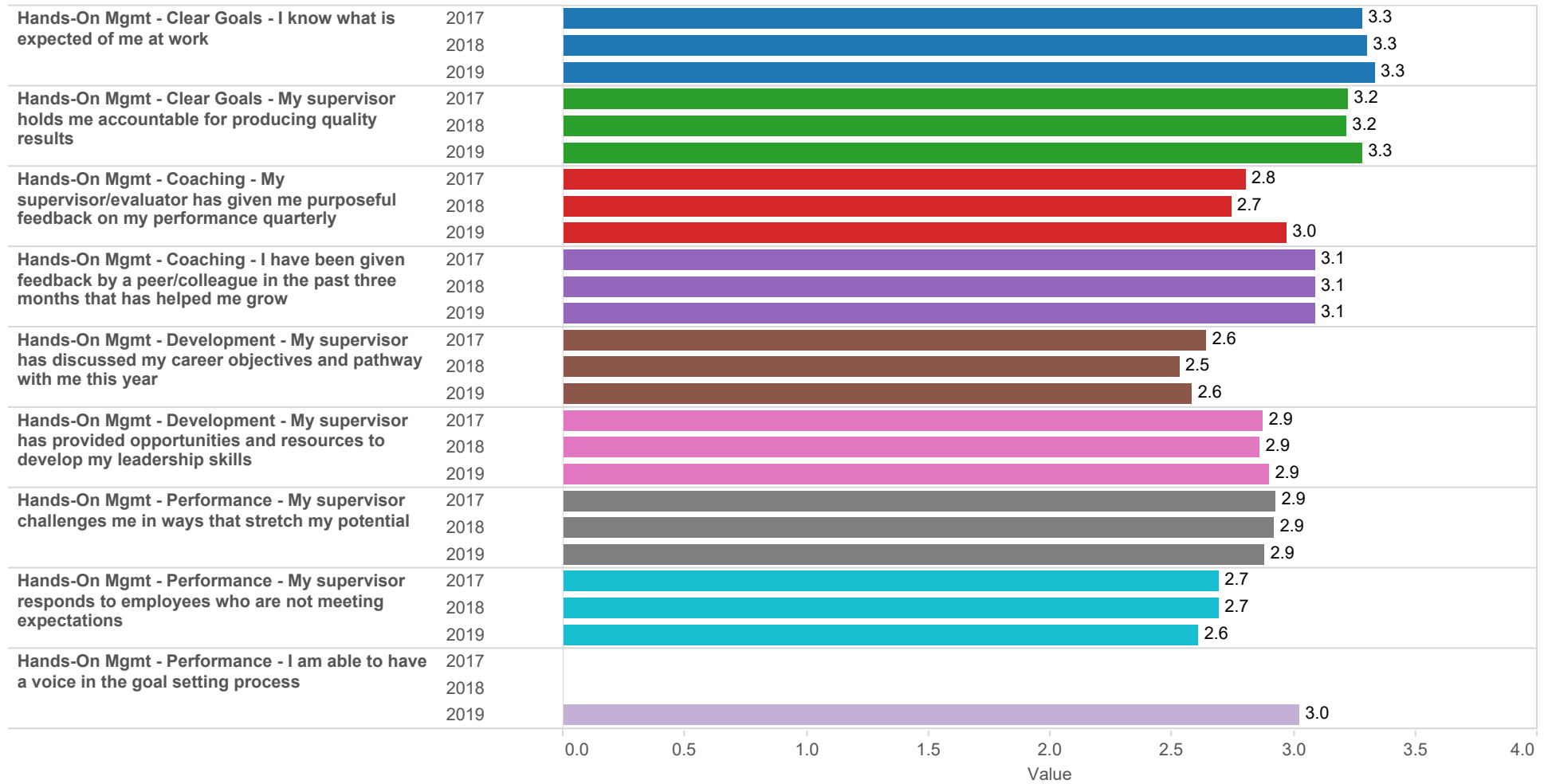
■ 1 - Strongly Disagree  
 ■ 2 - Disagree  
 ■ 3 - Agree  
 ■ 4 - Strongly Agree

# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Hands-On Management Detail

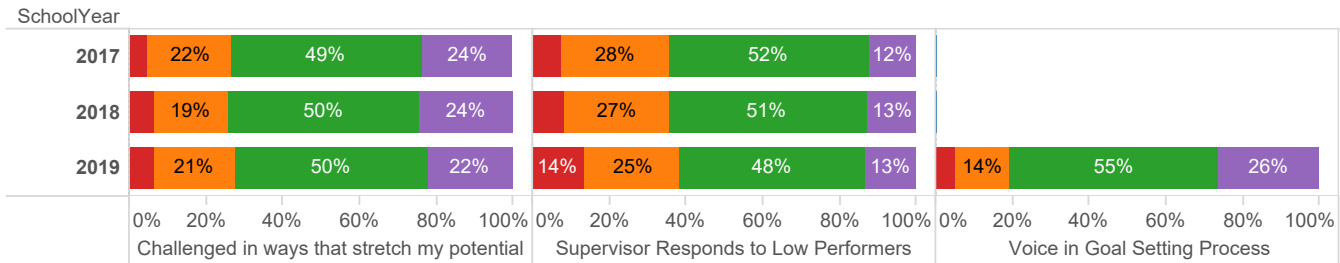
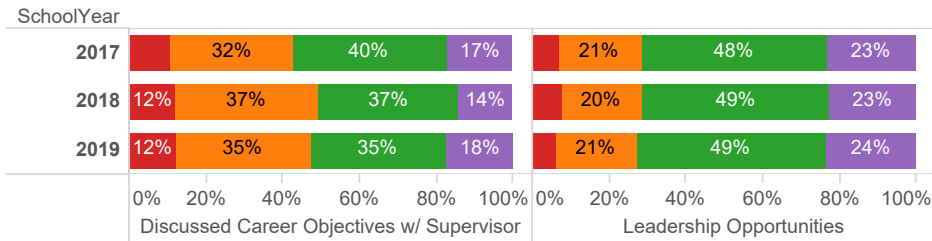
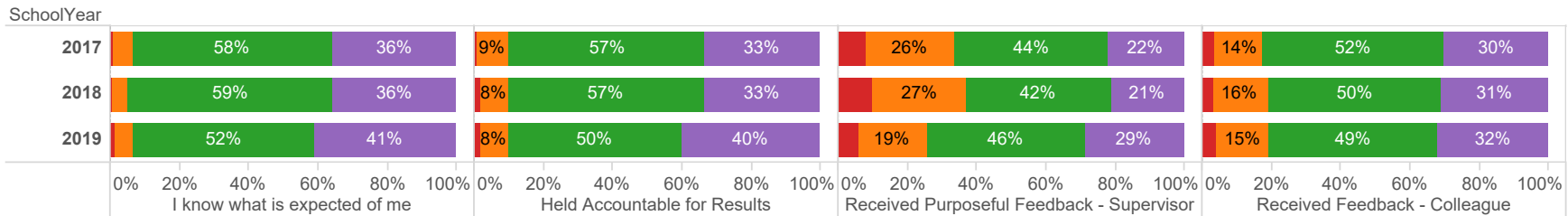
Score Range: 2.5309 to 3.3311

Category Description: "The second element of an irresistible organization is the one business and HR leaders think about the most: management. And I use the word "management" here, not leadership, to refer to the daily, weekly, and monthly activity managers use to guide, support, and align their people."



# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Hands on Management Questions - Response Distribution



### Key

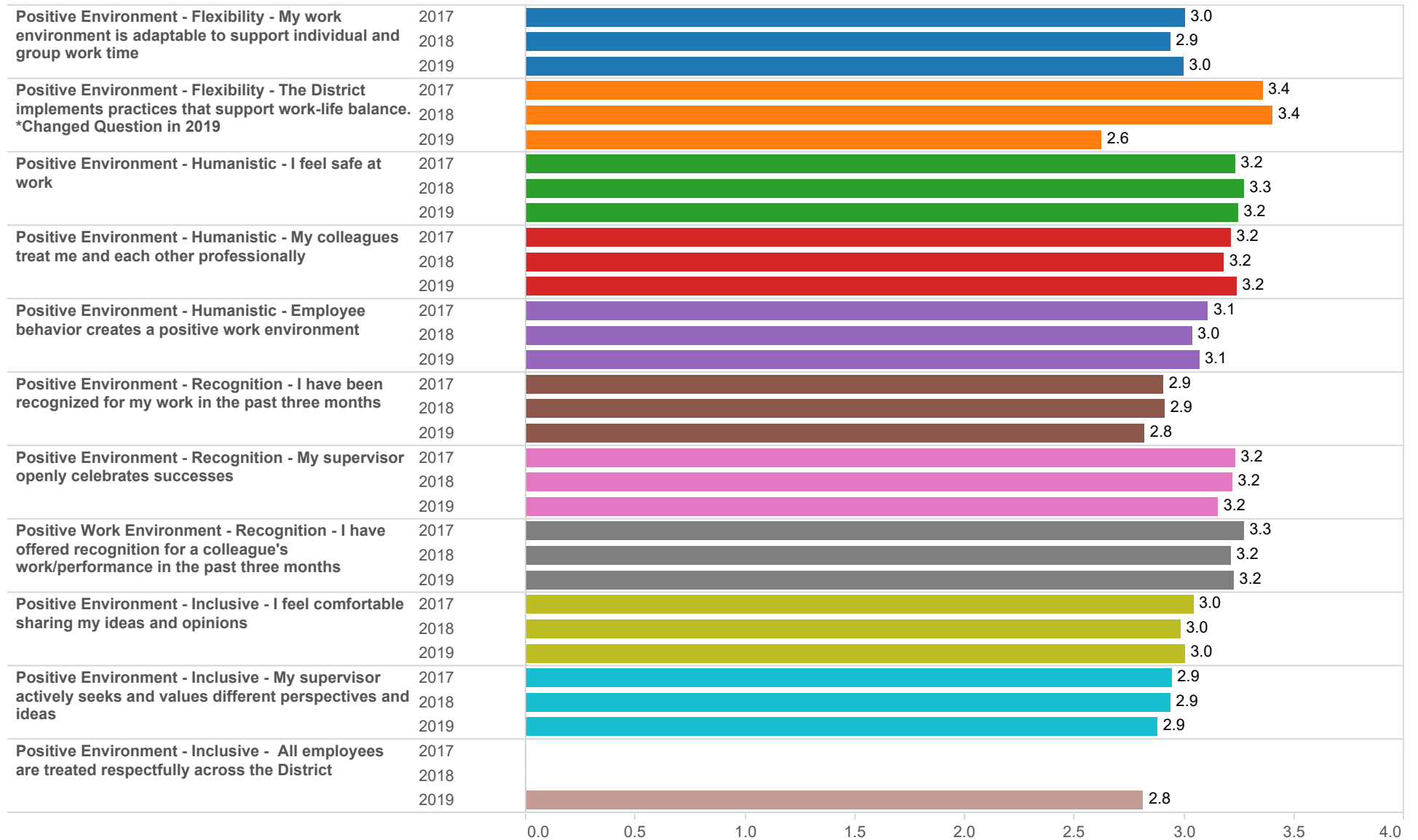
■ Strongly Disagree
 ■ Disagree
 ■ Agree
 ■ Strongly Agree

# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Positive Work Environment Detail

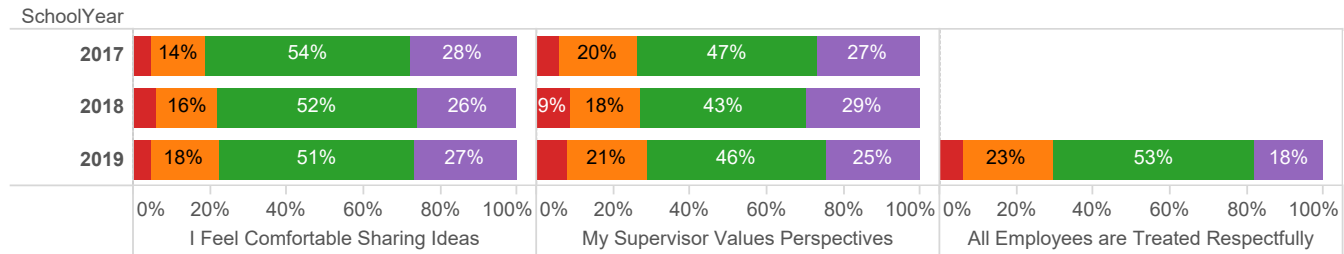
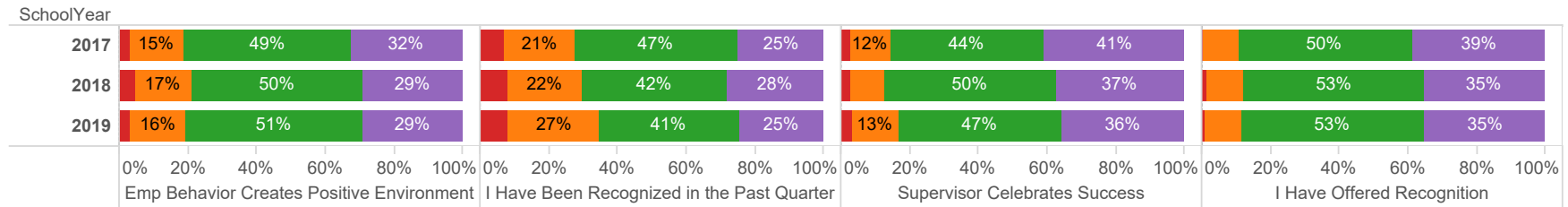
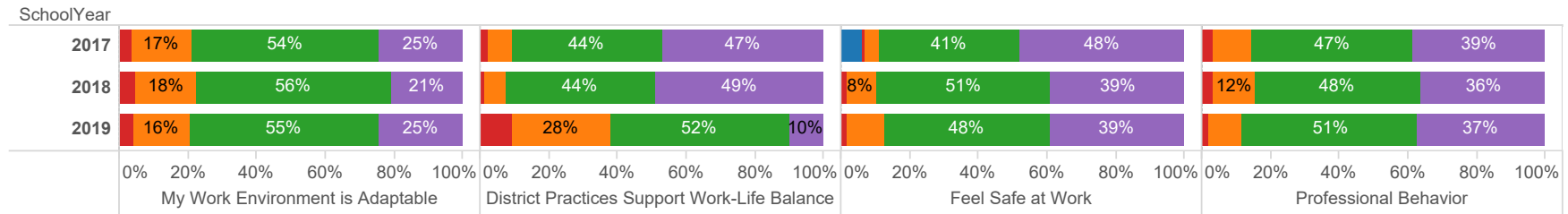
Score Range: 2.6247 to 3.4012

Category Description: "The third major element of an irresistible organization is the need to build a flexible, humane, and inclusive workplace. Most employees today have complicated lives." Studies show that both women and men would like to work fewer hours and/or have more free time.



# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Positive Work Environment Questions - Response Distribution



### KEY

■ 1 - Strongly Disagree  
 ■ 2 - Disagree  
 ■ 3 - Agree  
 ■ 4 - Strongly Agree

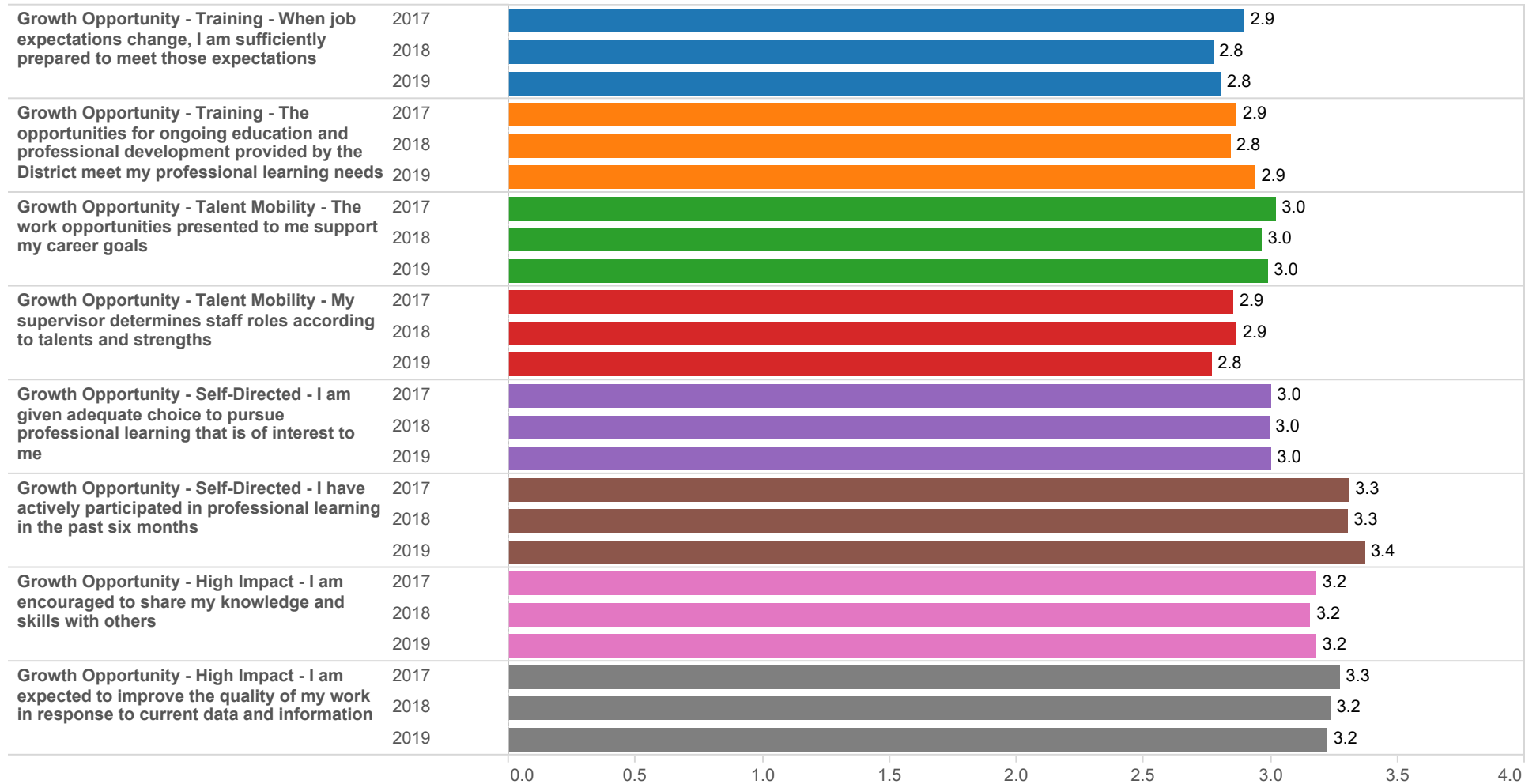


# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Growth Opportunity Detail

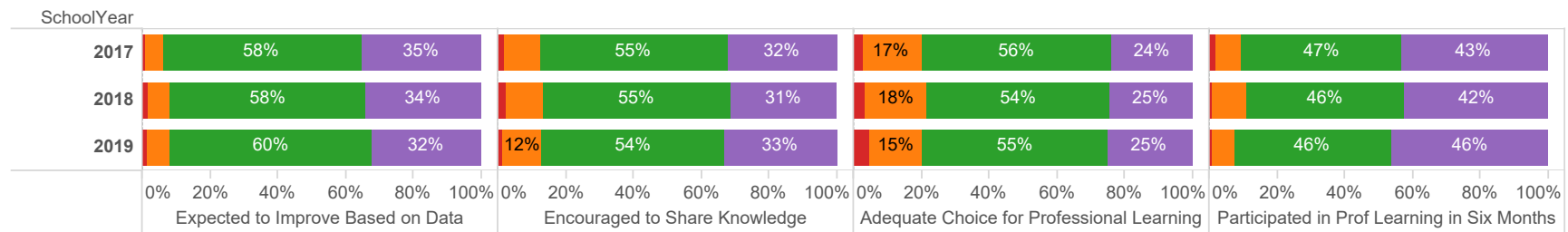
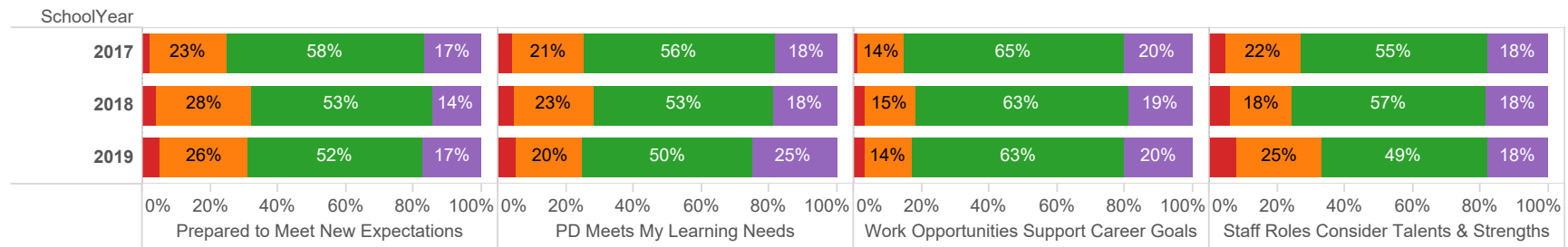
Score Range: 2.7683 to 3.3744

Category Description: “When top performers leave a company, the most popular comment they make is, “I just didn’t see the right opportunities here.” Let’s face it: We often go to work with selfish interests. If we don’t feel we are going to progress in our chosen role or career, we are likely to look elsewhere. Most engagement research shows that learning opportunities, professional development, and career progression are among the top drivers of employee satisfaction.”



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## Growth Opportunity Questions - Response Distribution



### Key

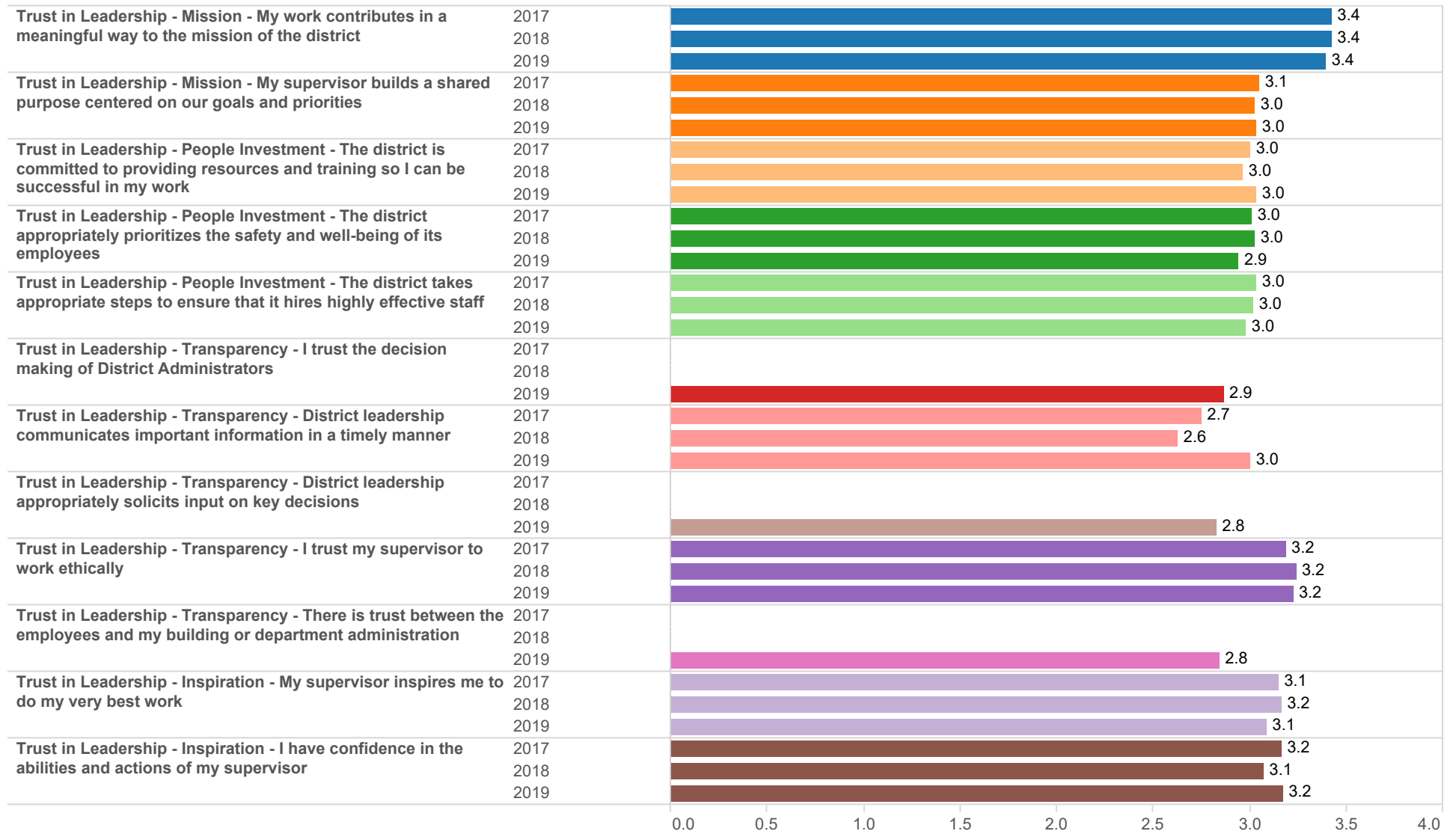
■ 1 - Strongly Disagree  
 ■ 2 - Disagree  
 ■ 3 - Agree  
 ■ 4 - Strongly Agree

# Elmbrook Schools - 2019 Your Voice Matters Survey

## Trust in Leadership Detail

Score Range: 2.6301 to 3.4258

Category Description: "The final and perhaps most important element in the irresistible organization is leadership. Our research suggests that four leadership practices most directly impact employee engagement."



# Elmbrook Schools - 2019 Your Voice Matters Survey Results

## Trust in Leadership Questions - Response Distribution

