

2020-2021 Employee Engagement Overall Report: Teachers in SSD Schools

Results

January 13 - February 2, 2021

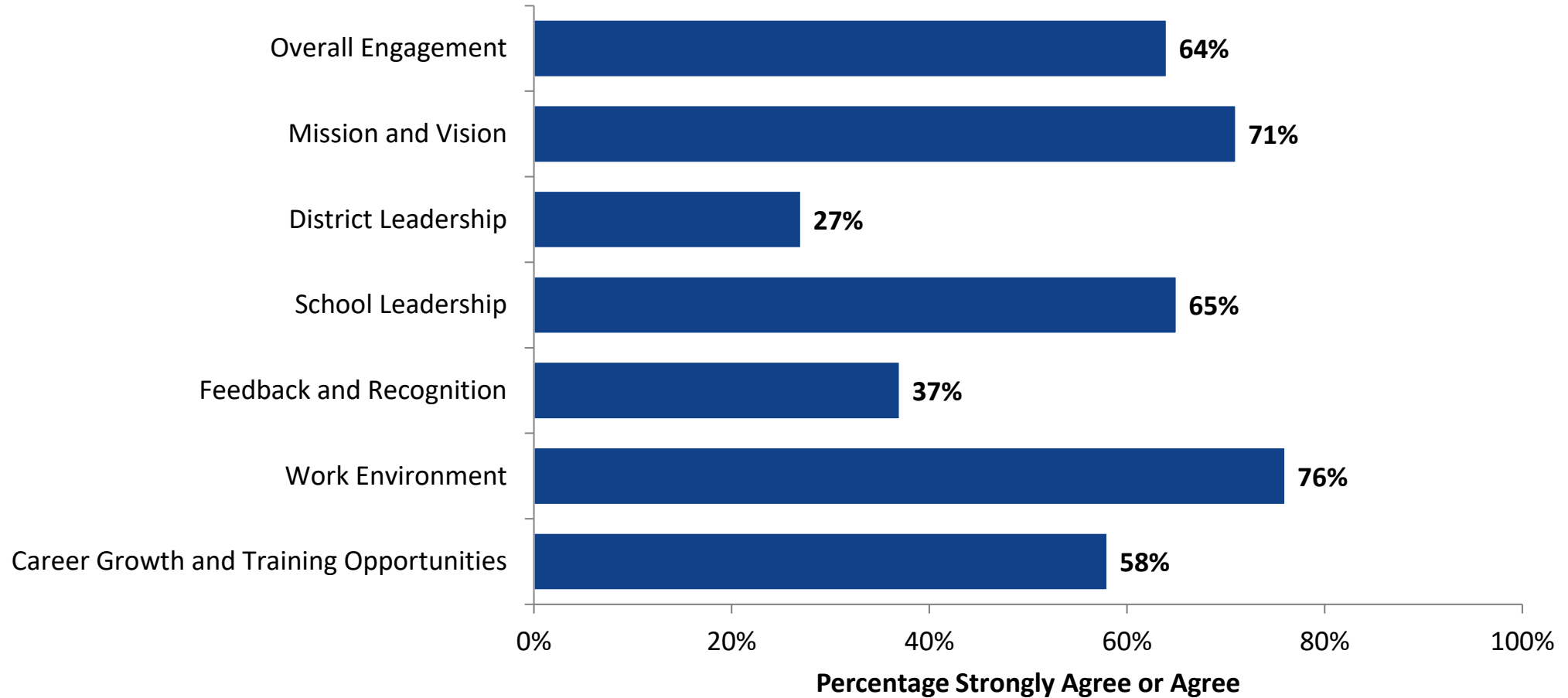


Participation

Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate
SSD Teachers	587	388	66%

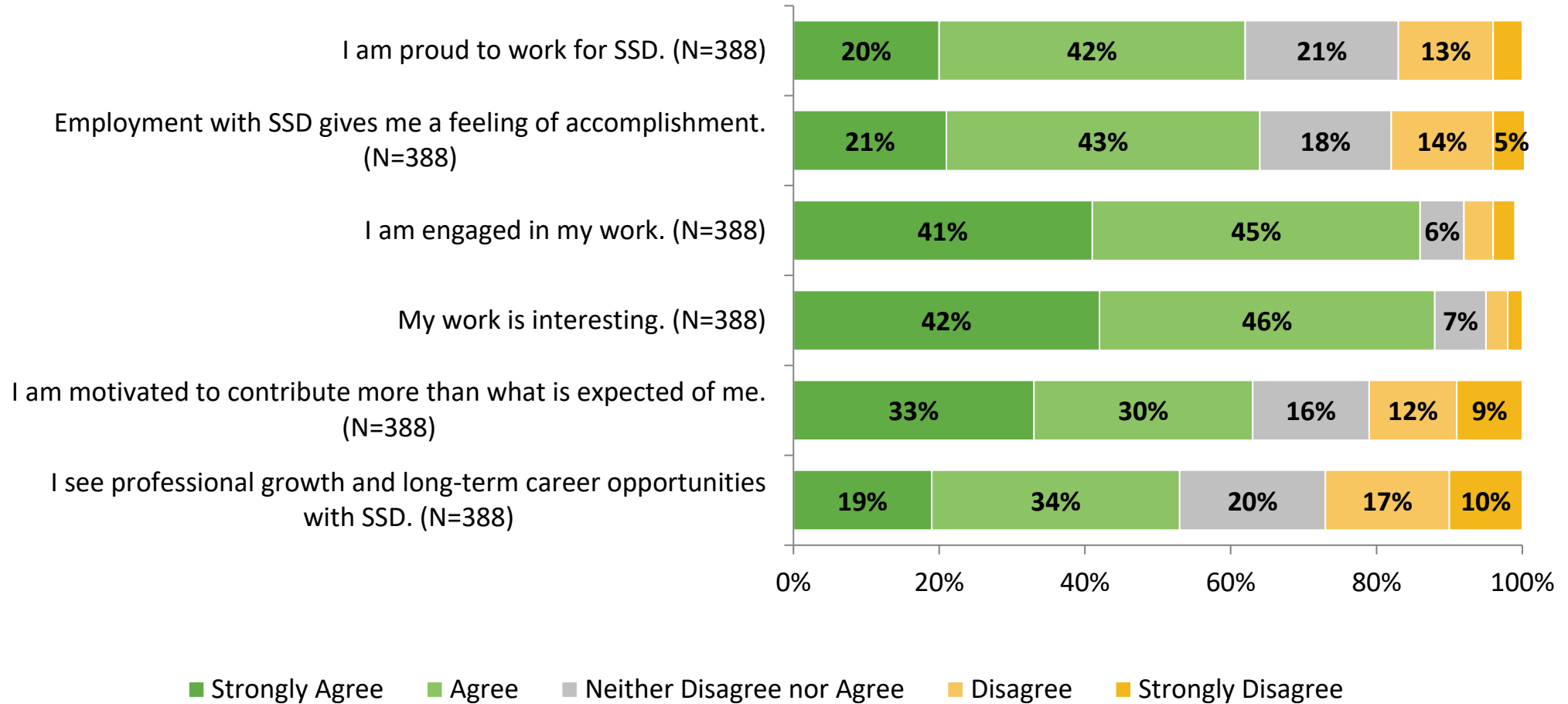
Engagement Driver Dimensions

Dimension Scores (N=388)



Overall Engagement

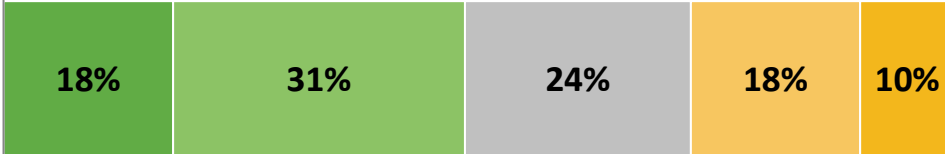
How strongly do you agree or disagree with the following statements?



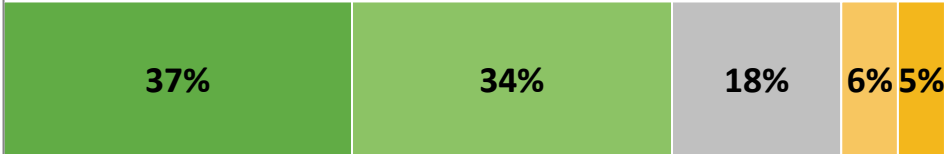
Overall Engagement (Continued)

How strongly do you agree or disagree with the following statements?

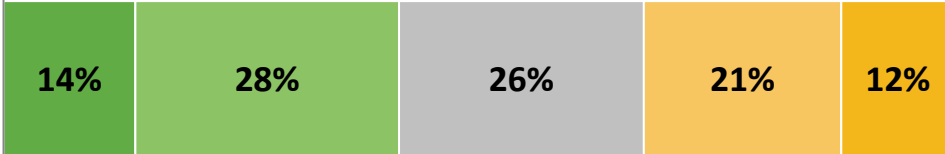
I would feel comfortable referring a good friend to work for SSD. (N=388)



I enjoy working with my immediate SSD supervisor. (N=388)



I am optimistic about the future of SSD. (N=388)



0% 20% 40% 60% 80% 100%

Strongly Agree Agree Neither Disagree nor Agree Disagree Strongly Disagree

Increasing Employee Engagement

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.64), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
District Leadership	SSD leaders clearly explain the reasons behind decisions on key issues.	2.29	0.68
District Leadership	SSD leaders' actions are consistent with their words.	2.51	0.70
District Leadership	SSD leaders understand my professional needs.	2.52	0.69
District Leadership	SSD leaders promote a positive work culture.	2.64	0.72
District Leadership	SSD leaders encourage employees to share ideas to improve performance.	2.80	0.70
Feedback and Recognition	I feel appreciated for my work.	2.97	0.67
Mission and Vision	SSD is moving in a direction that reflects our mission and vision.	3.10	0.70

Median	
Driver Rating	3.64
Correlation to Engagement	0.58

Increasing Employee Engagement (Continued)

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.64), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
Career Growth and Training Opportunities	There are leadership opportunities for me in my school or department.	3.40	0.62
Career Growth and Training Opportunities	My immediate SSD supervisor identifies opportunities for my professional growth and development.	3.47	0.58
Career Growth and Training Opportunities	SSD encourages continued education and professional growth.	3.52	0.59
School Leadership	My immediate SSD supervisor effectively communicates about important issues that affect me.	3.61	0.61
School Leadership	My immediate SSD supervisor implements policies fairly in my school or department.	3.63	0.59

Median	
Driver Rating	3.64
Correlation to Engagement	0.58

Maintaining Employee Engagement

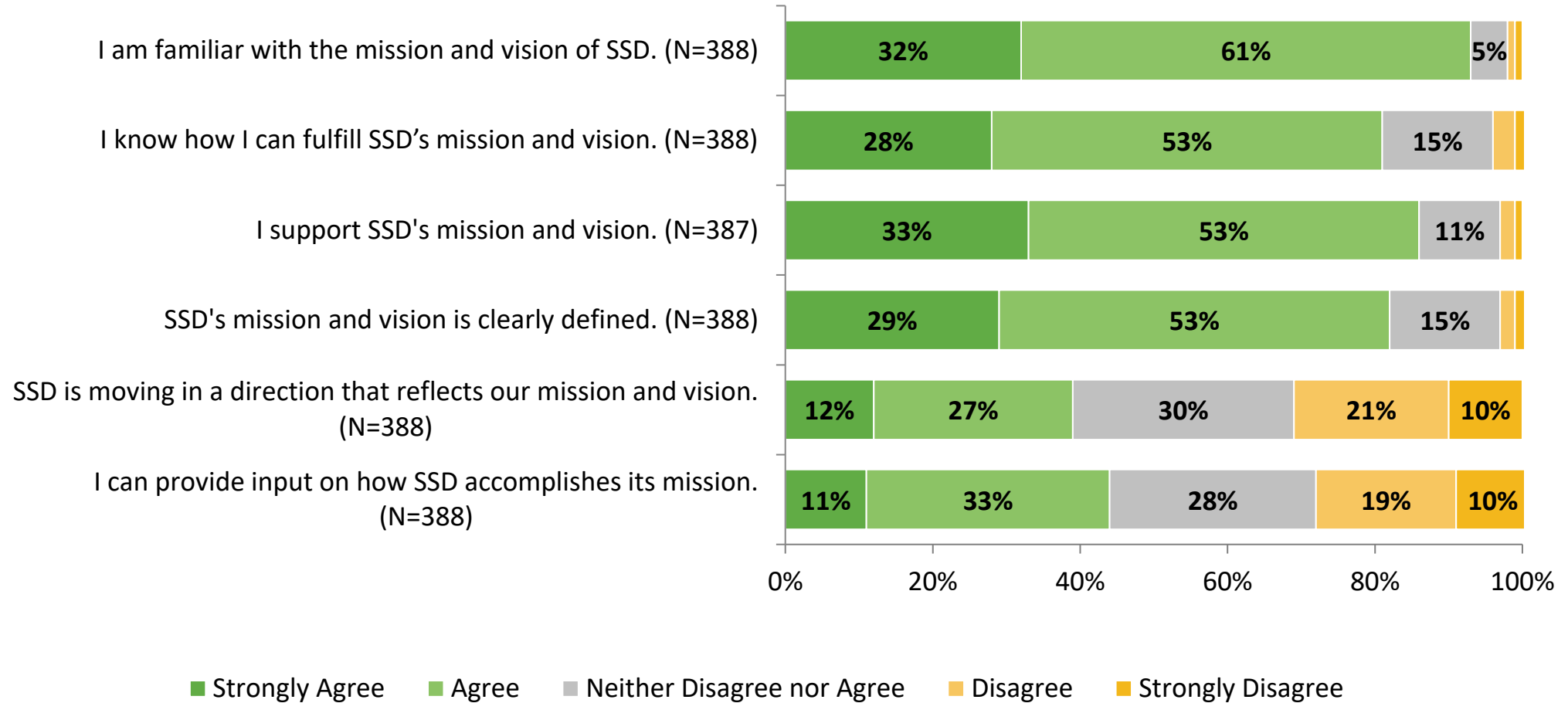
Celebrating these items will promote positive employee engagement. The average scores for these statements are high (at or above 3.64), and the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
Career Growth and Training Opportunities	My immediate SSD supervisor encourages continued education and professional growth.	3.71	0.61
School Leadership	My immediate SSD supervisor promotes a positive work culture.	3.75	0.60
School Leadership	I trust my immediate SSD supervisor to make good decisions.	3.75	0.62
School Leadership	My immediate SSD supervisor clearly communicates his or her expectations of my job performance.	3.80	0.59

Median	
Driver Rating	3.64
Correlation to Engagement	0.58

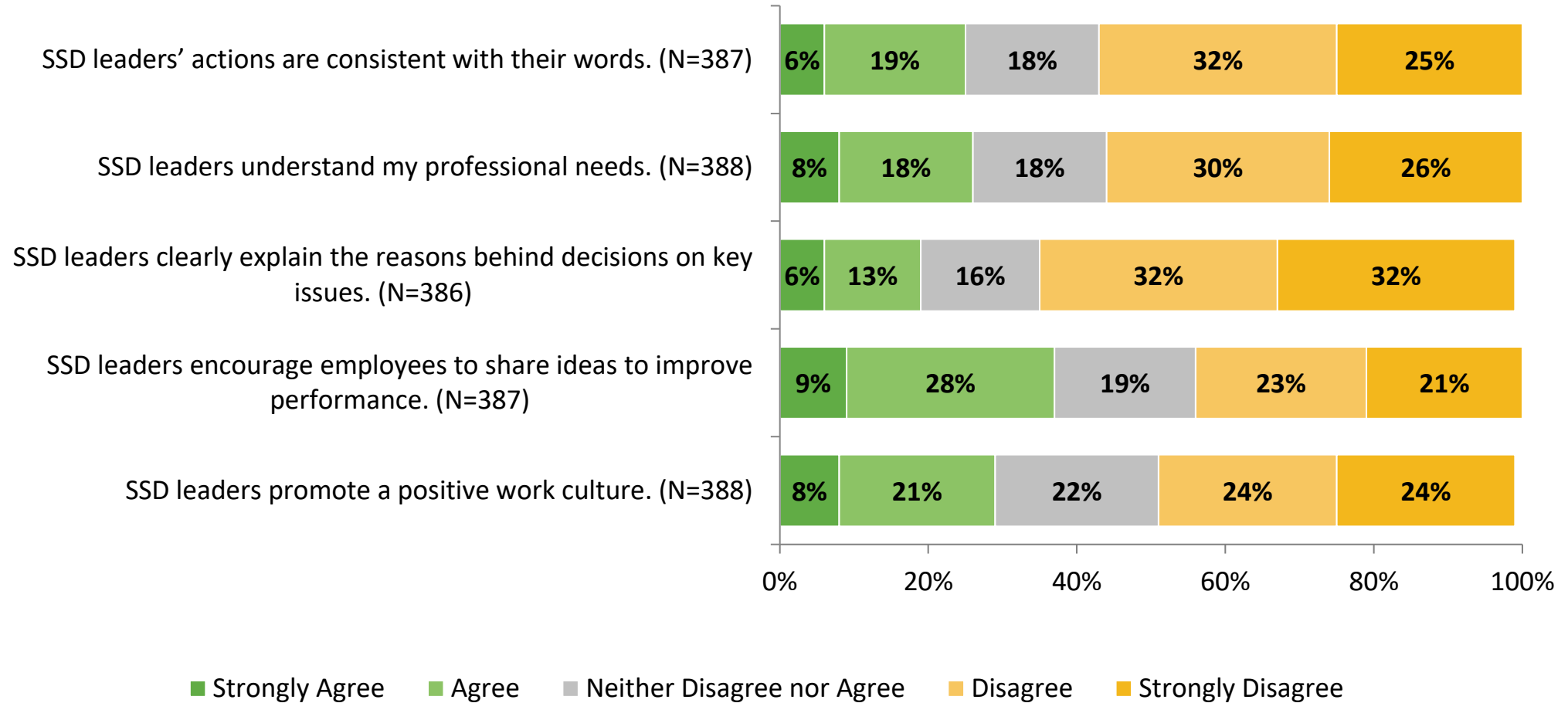
Mission and Vision

How strongly do you agree or disagree with the following statements?



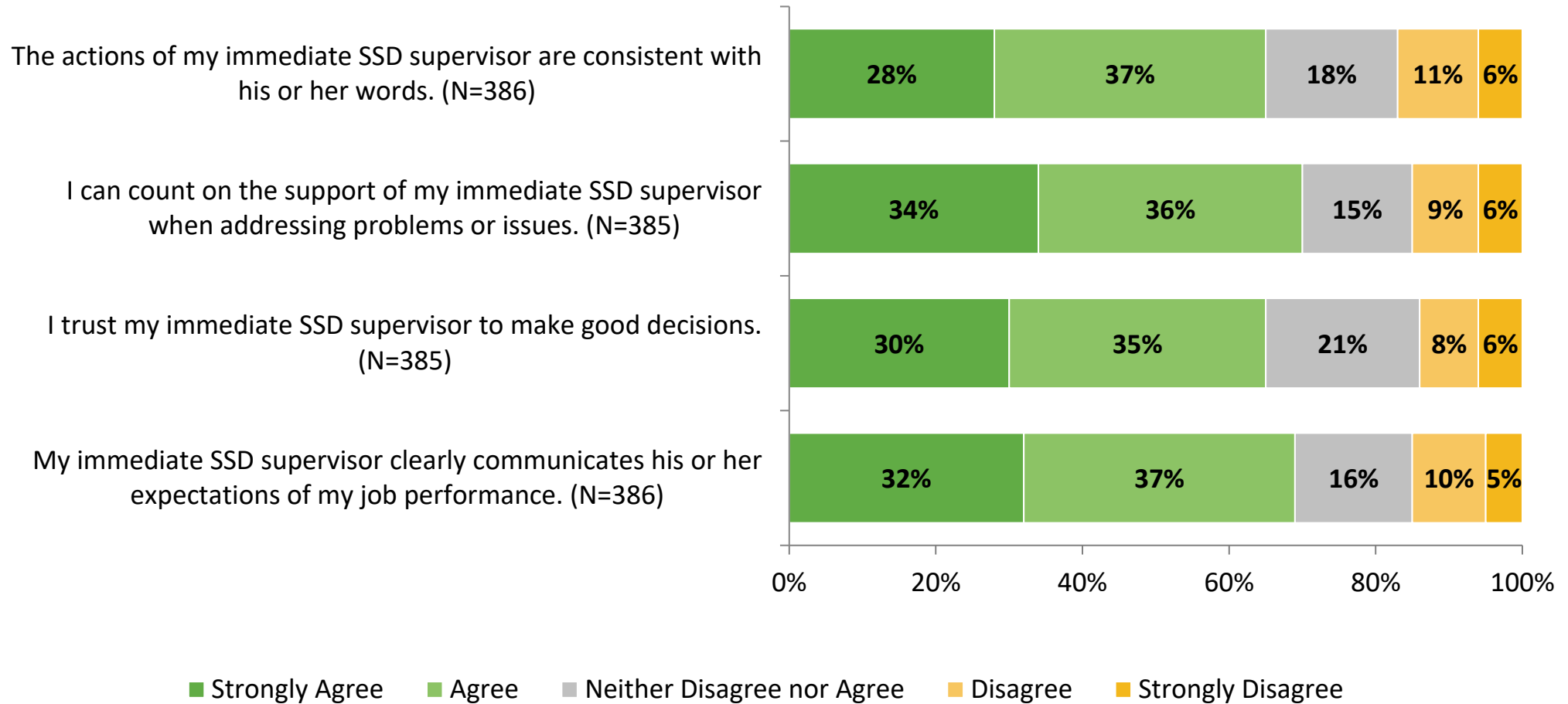
District Leadership

How strongly do you agree or disagree with the following statements?



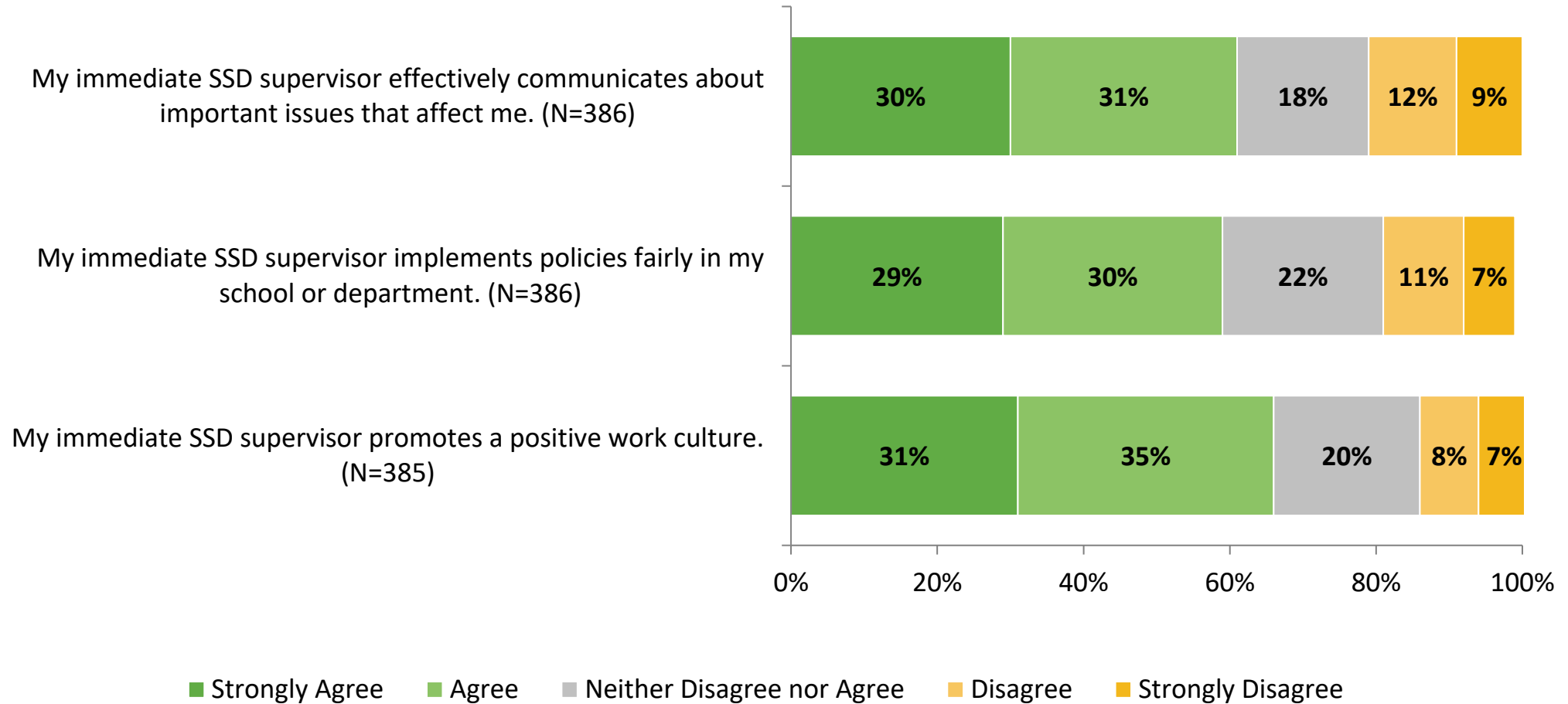
School Leadership

How strongly do you agree or disagree with the following statements?



School Leadership (Continued)

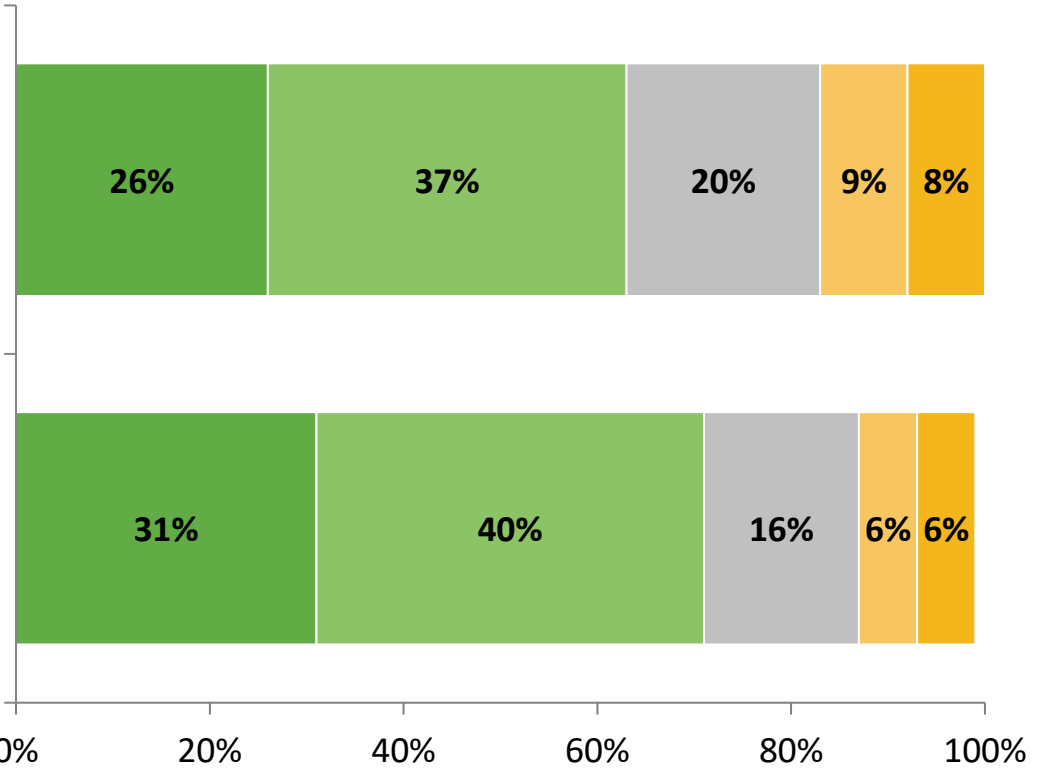
How strongly do you agree or disagree with the following statements?



School Leadership (Continued)

How strongly do you agree or disagree with the following statements?

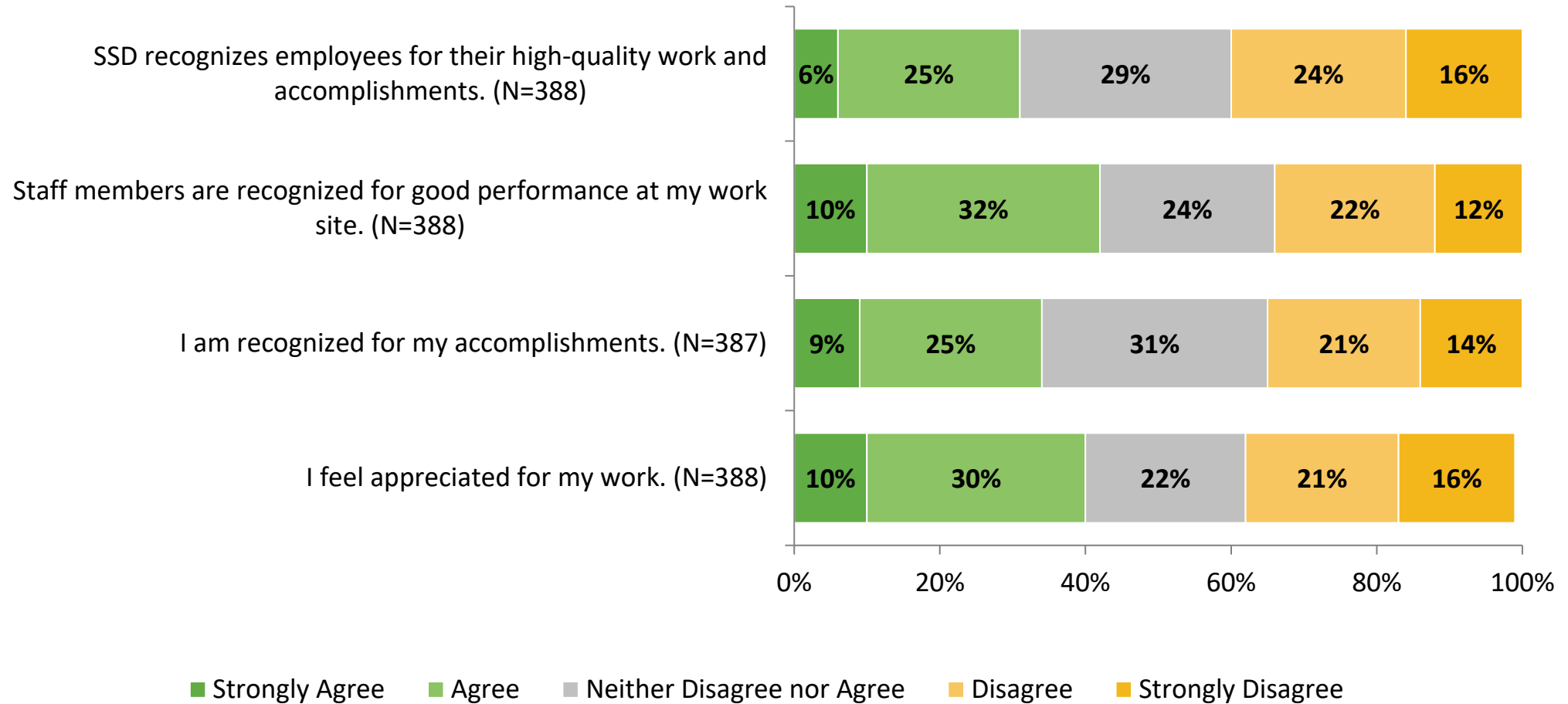
My immediate SSD supervisor regularly gives me constructive feedback to improve my performance. (N=385)



■ Strongly Agree ■ Agree ■ Neither Disagree nor Agree ■ Disagree ■ Strongly Disagree

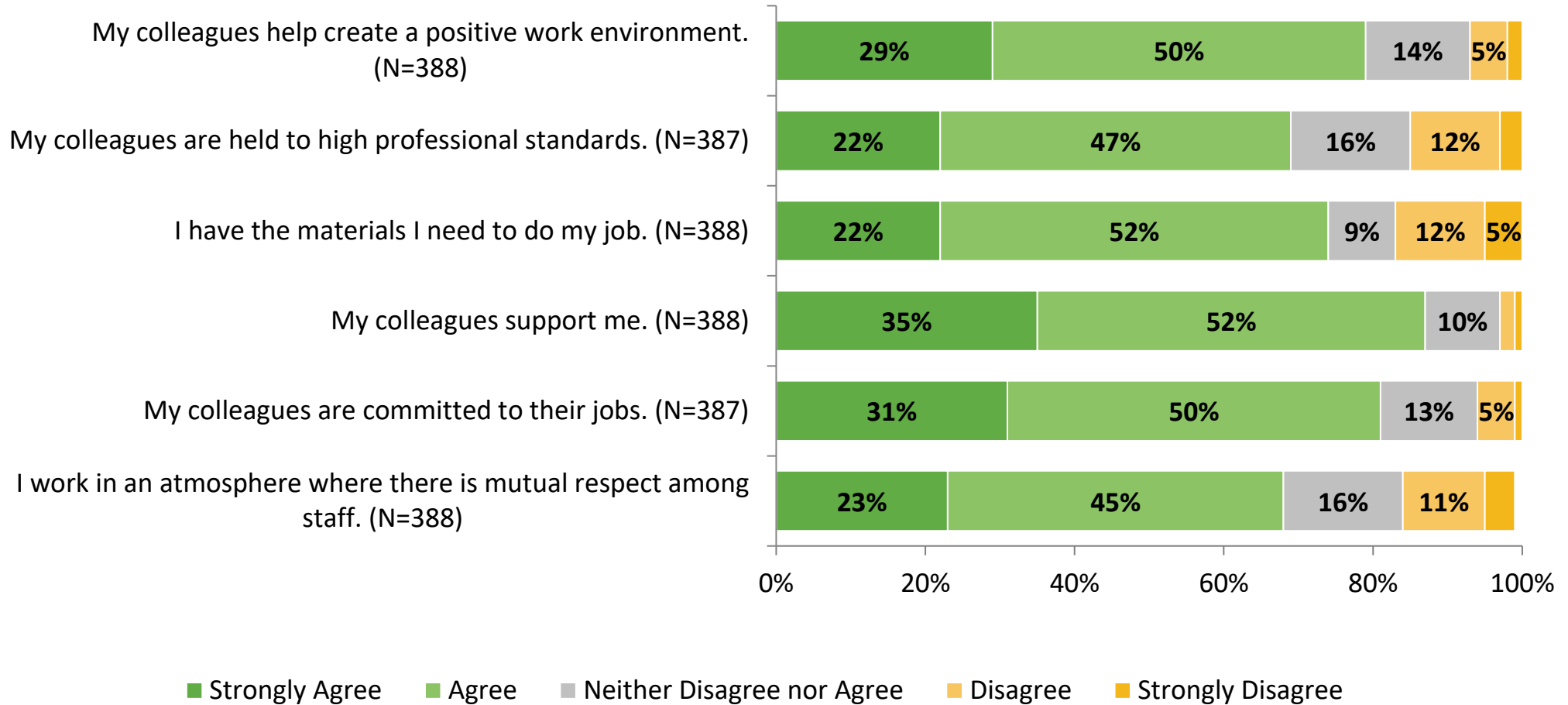
Feedback and Recognition

How strongly do you agree or disagree with the following statements?



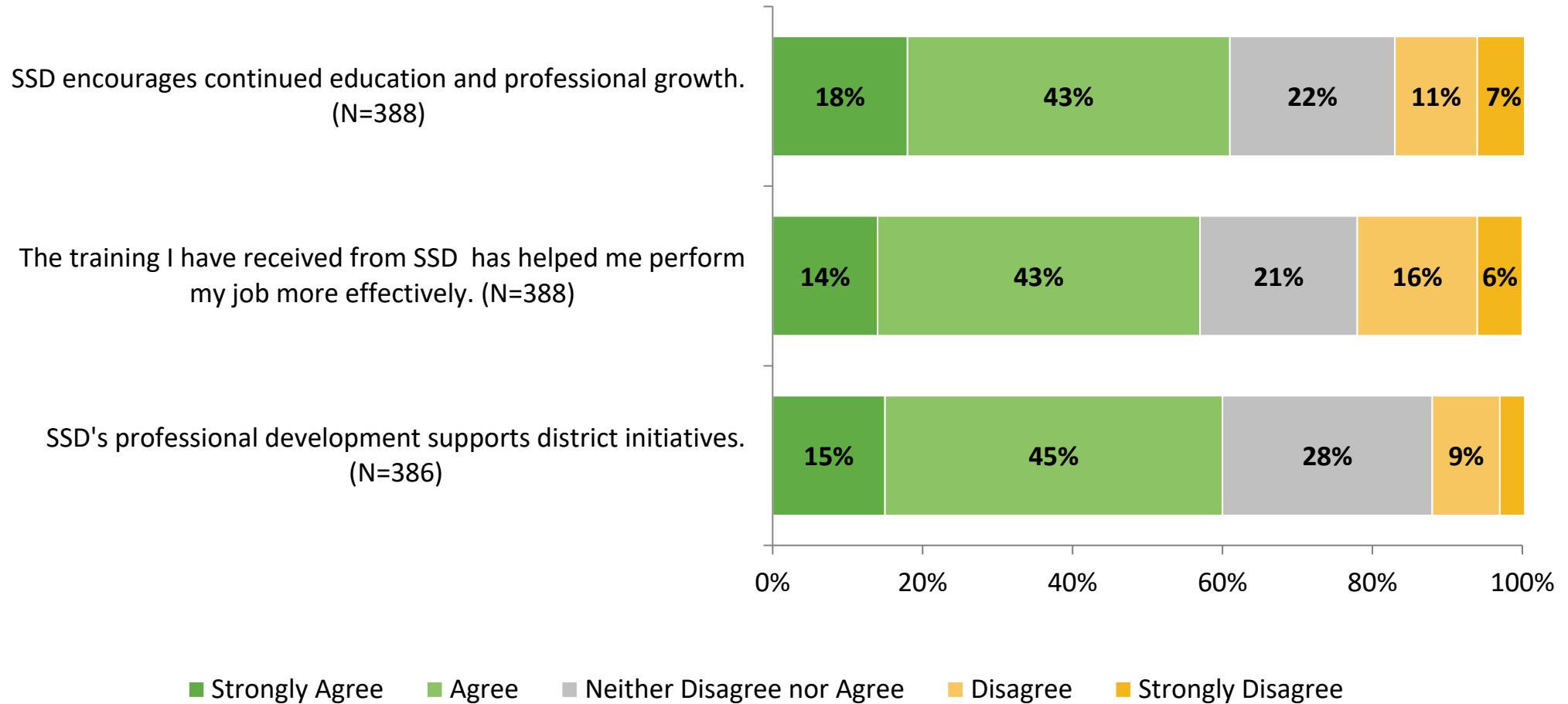
Work Environment

How strongly do you agree or disagree with the following statements?



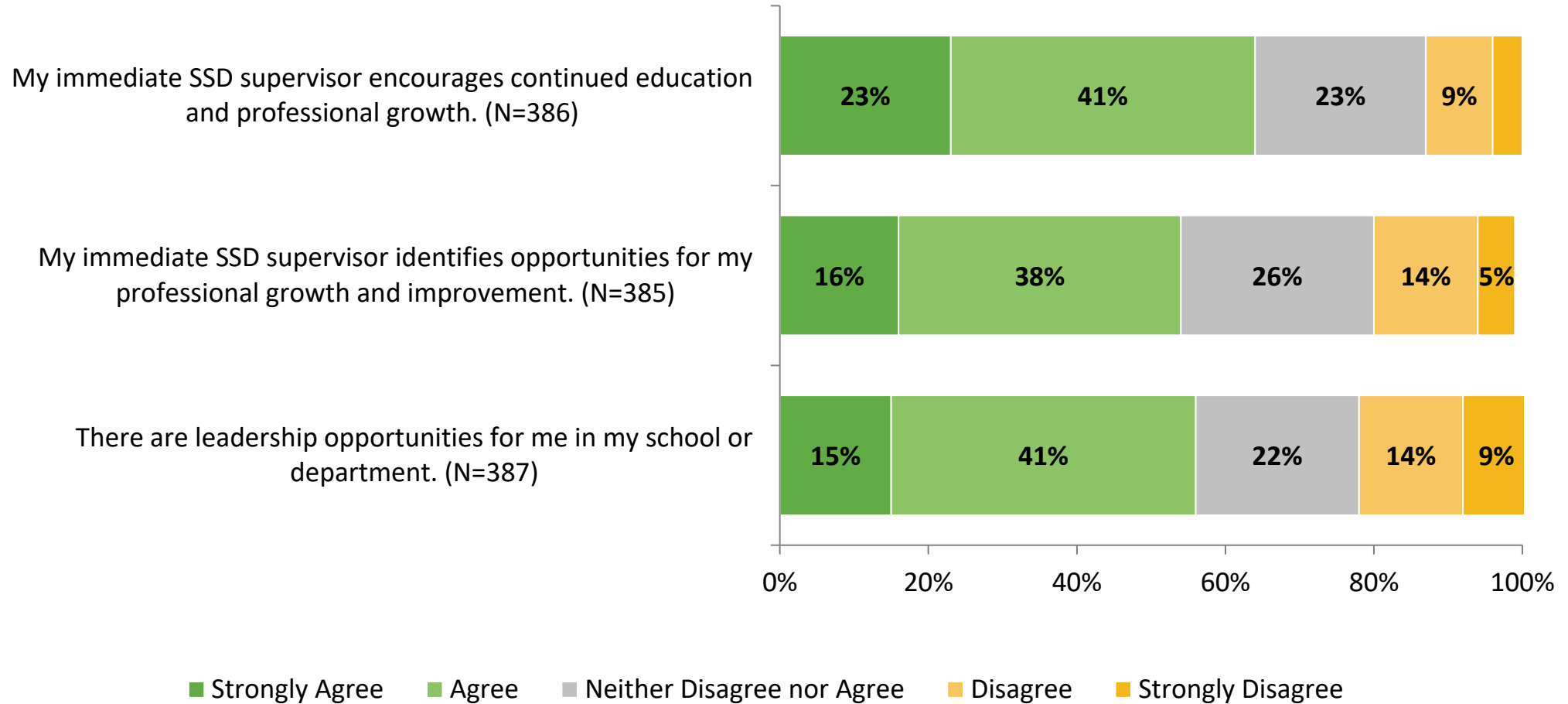
Career Growth and Training Opportunities

How strongly do you agree or disagree with the following statements?



Career Growth and Training Opportunities (Continued)

How strongly do you agree or disagree with the following statements?



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