

# 2020-2021 Employee Engagement Overall Report: Teachers in Partner Districts

## Results

January 13 - February 2, 2021



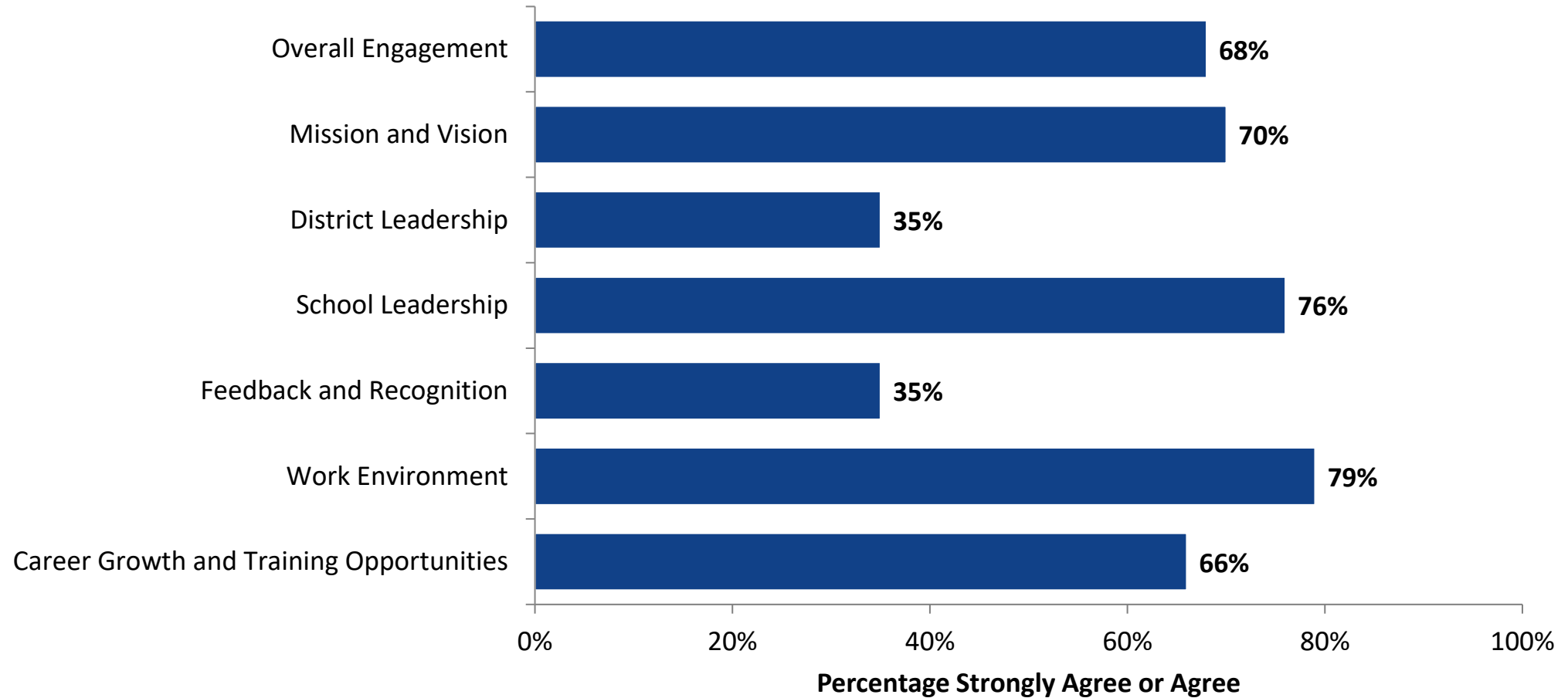
# Participation

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Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate
Teachers in SSD Partner Districts	2,198	1,253	57%

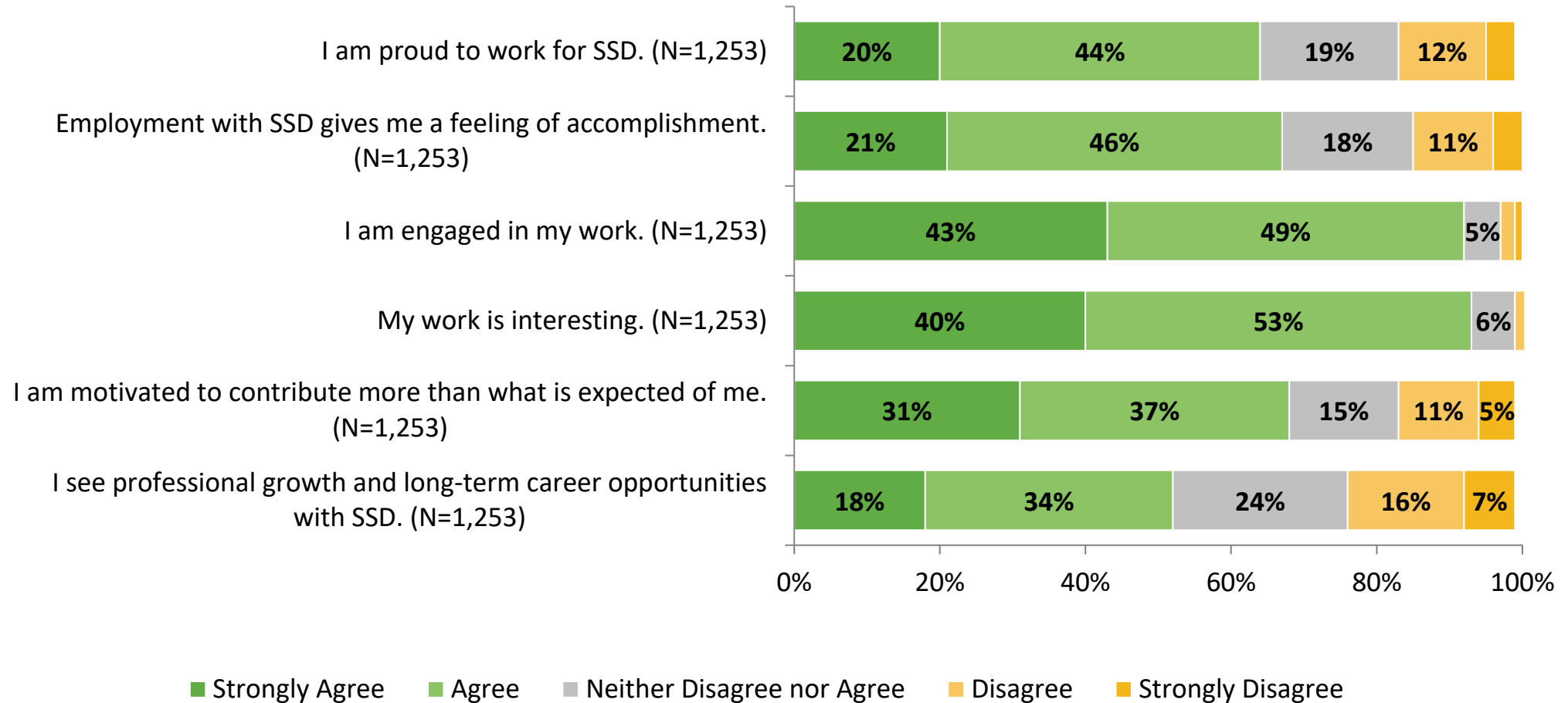
## Dimension Scores

Dimension Scores (N=1,253)



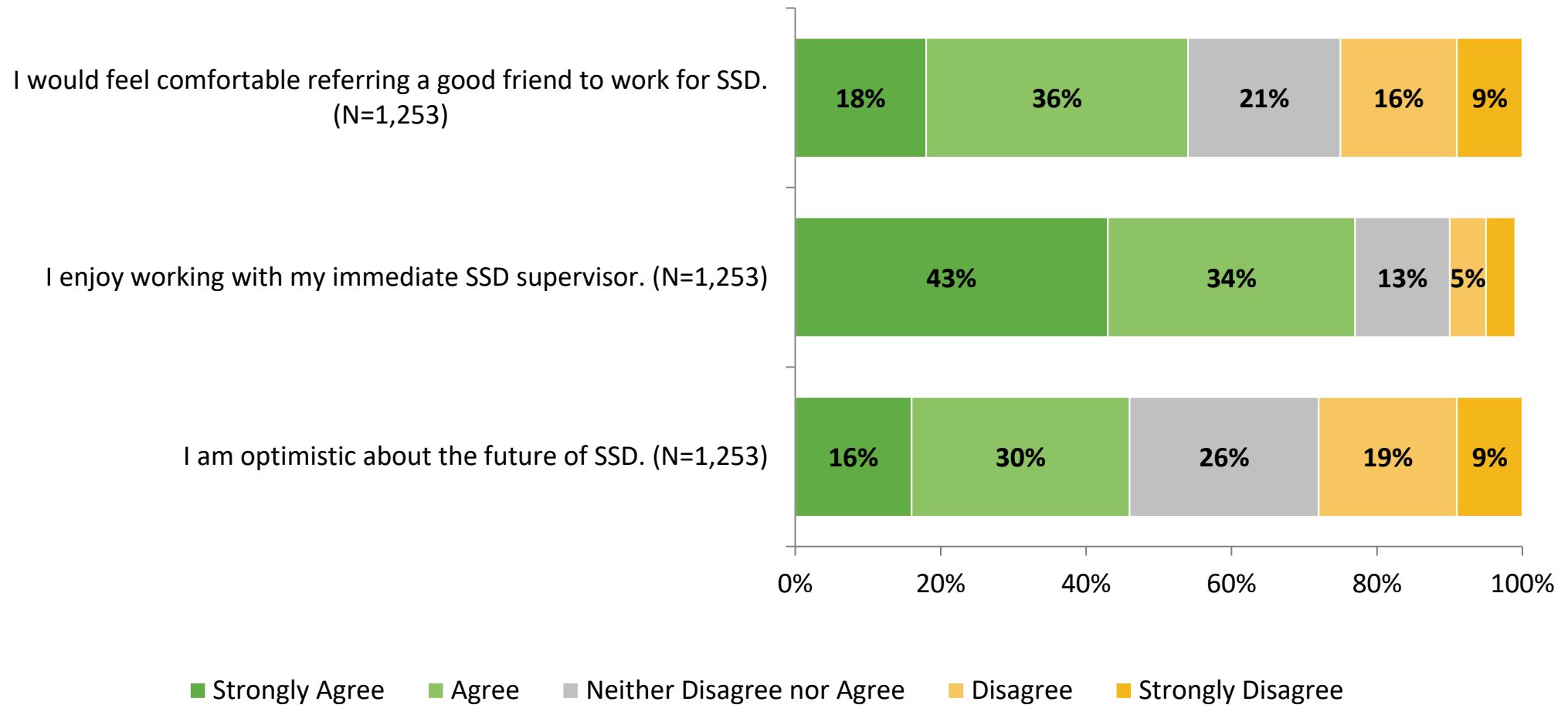
# Overall Engagement

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?



## Increasing Employee Engagement

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.88), 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.	2.61	0.64
District Leadership	SSD leaders understand my professional needs.	2.66	0.65
Feedback and Recognition	SSD recognizes employees for their high-quality work and accomplishments.	2.67	0.61
District Leadership	SSD leaders' actions are consistent with their words.	2.81	0.67
Feedback and Recognition	I am recognized for my accomplishments.	2.88	0.54
District Leadership	SSD leaders promote a positive work culture.	2.94	0.71
Feedback and Recognition	I feel appreciated for my work.	2.96	0.64

Median	
Driver Rating	3.88
Correlation to Engagement	0.47

## Increasing Employee Engagement (Continued)

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.88), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
Feedback and Recognition	Staff members are recognized for good performance at my work site.	2.98	0.52
District Leadership	SSD leaders encourage employees to share ideas to improve performance.	3.00	0.64
Mission and Vision	SSD is moving in a direction that reflects our mission and vision.	3.22	0.54
Career Growth and Training Opportunities	The training I have received from SSD has helped me perform my job more effectively.	3.61	0.54
Career Growth and Training Opportunities	SSD's professional development supports district initiatives.	3.64	0.51
Career Growth and Training Opportunities	SSD encourages continued education and professional growth.	3.70	0.52

Median	
Driver Rating	3.88
Correlation to Engagement	0.47

# Maintaining Employee Engagement

Celebrating these items will promote positive employee engagement. The average scores for these statements are high (at or above 3.88), and the items have strong relationships to engagement.

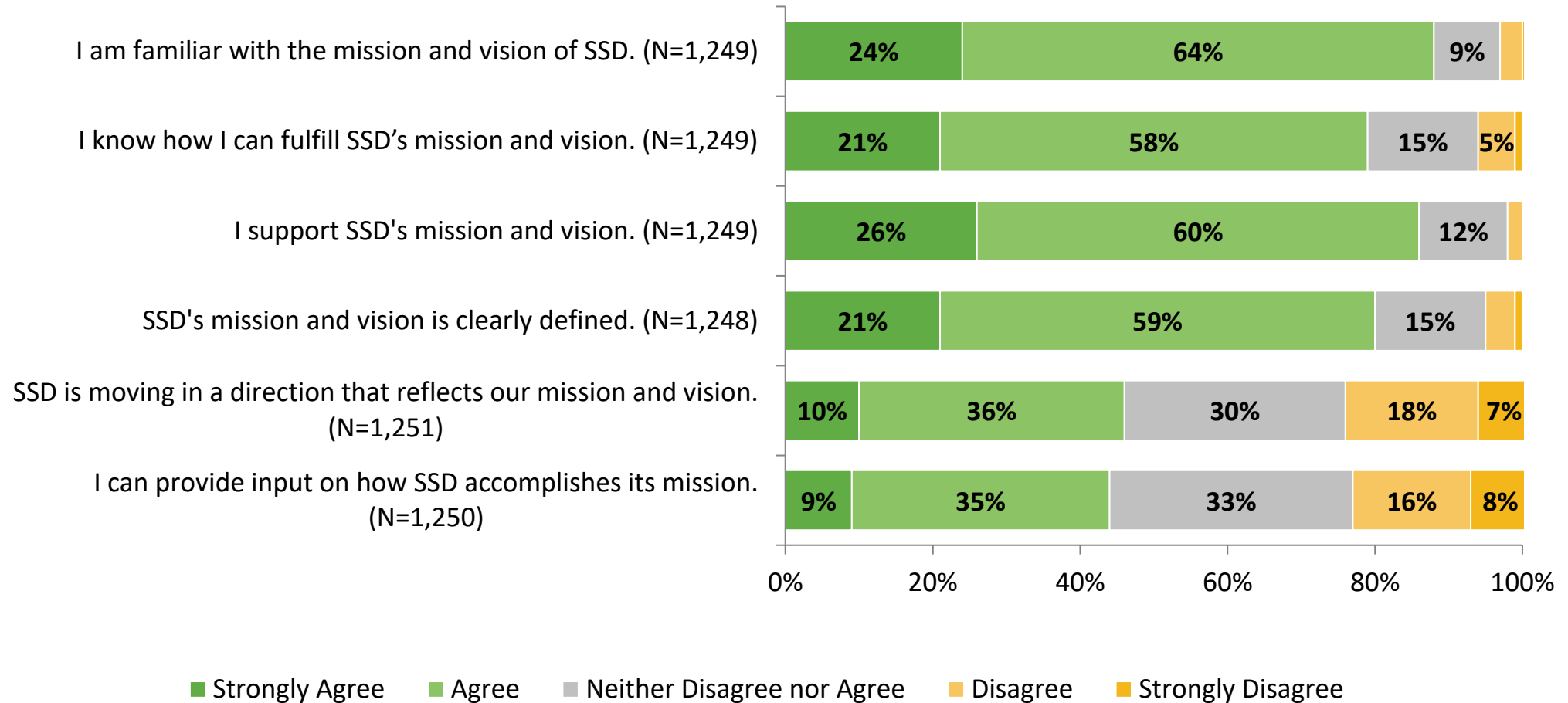
Dimension	Survey Item	Driver Rating	Correlation to Engagement
School Leadership	I trust my immediate SSD supervisor to make good decisions.	3.99	0.47
School Leadership	My immediate SSD supervisor promotes a positive work culture.	3.99	0.48

Median	
Driver Rating	3.88
Correlation to Engagement	0.47



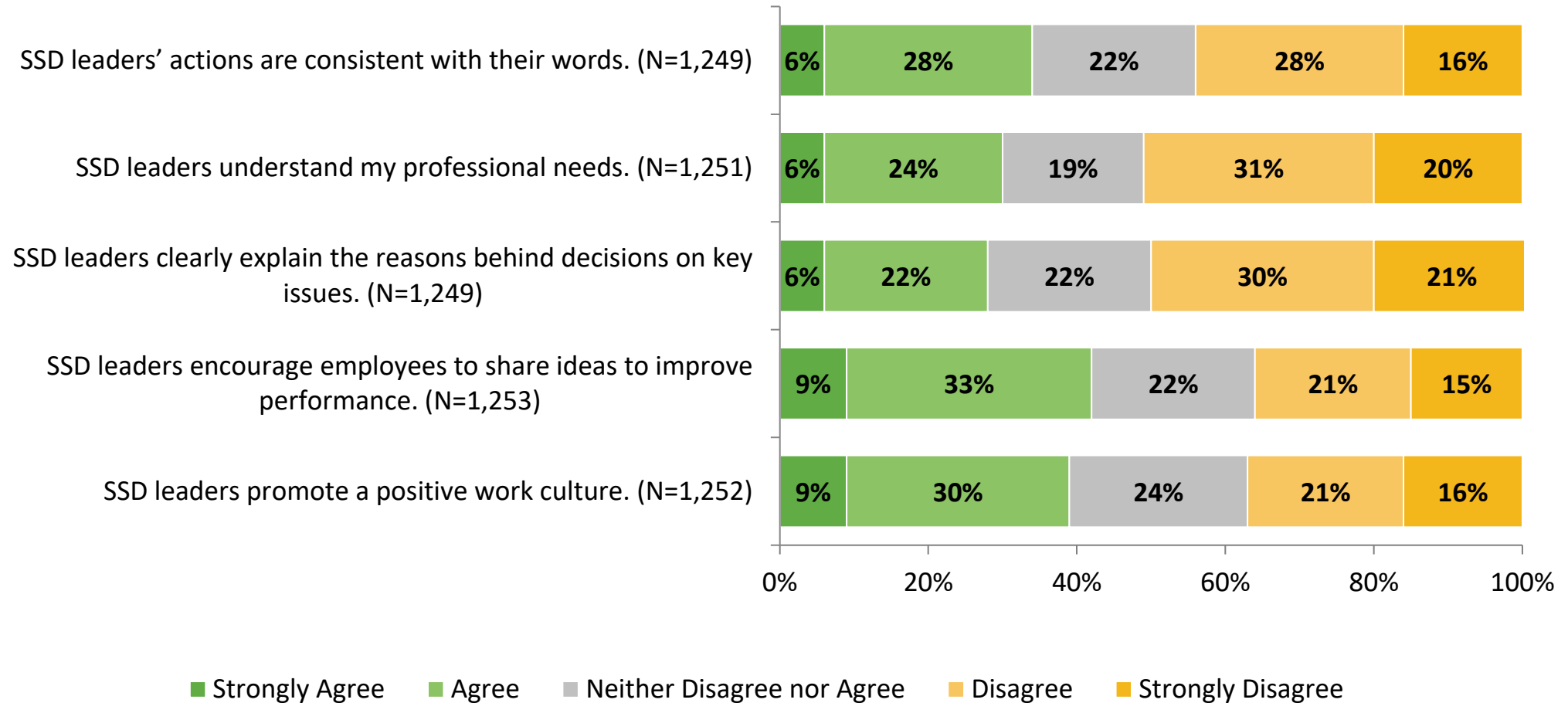
# Mission and Vision

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



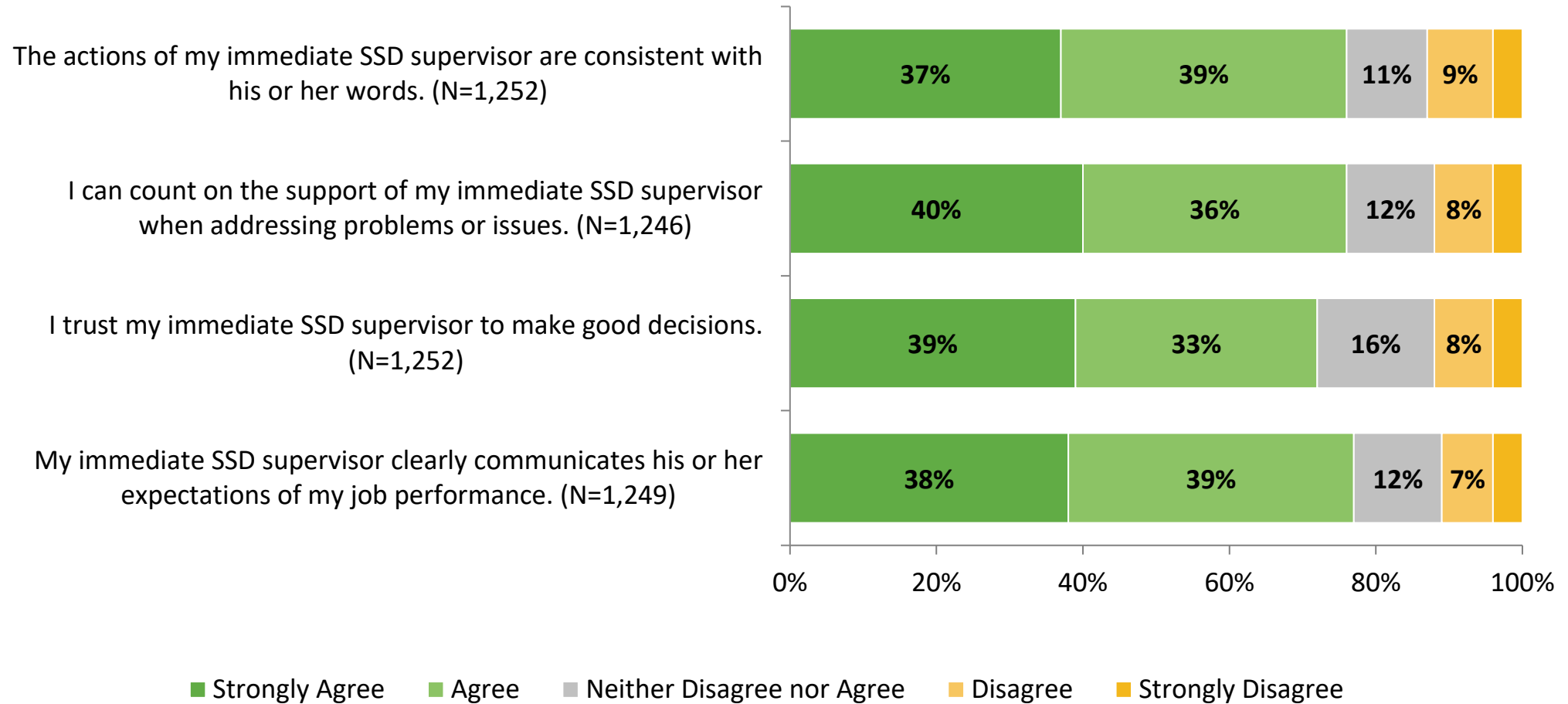
# District Leadership

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



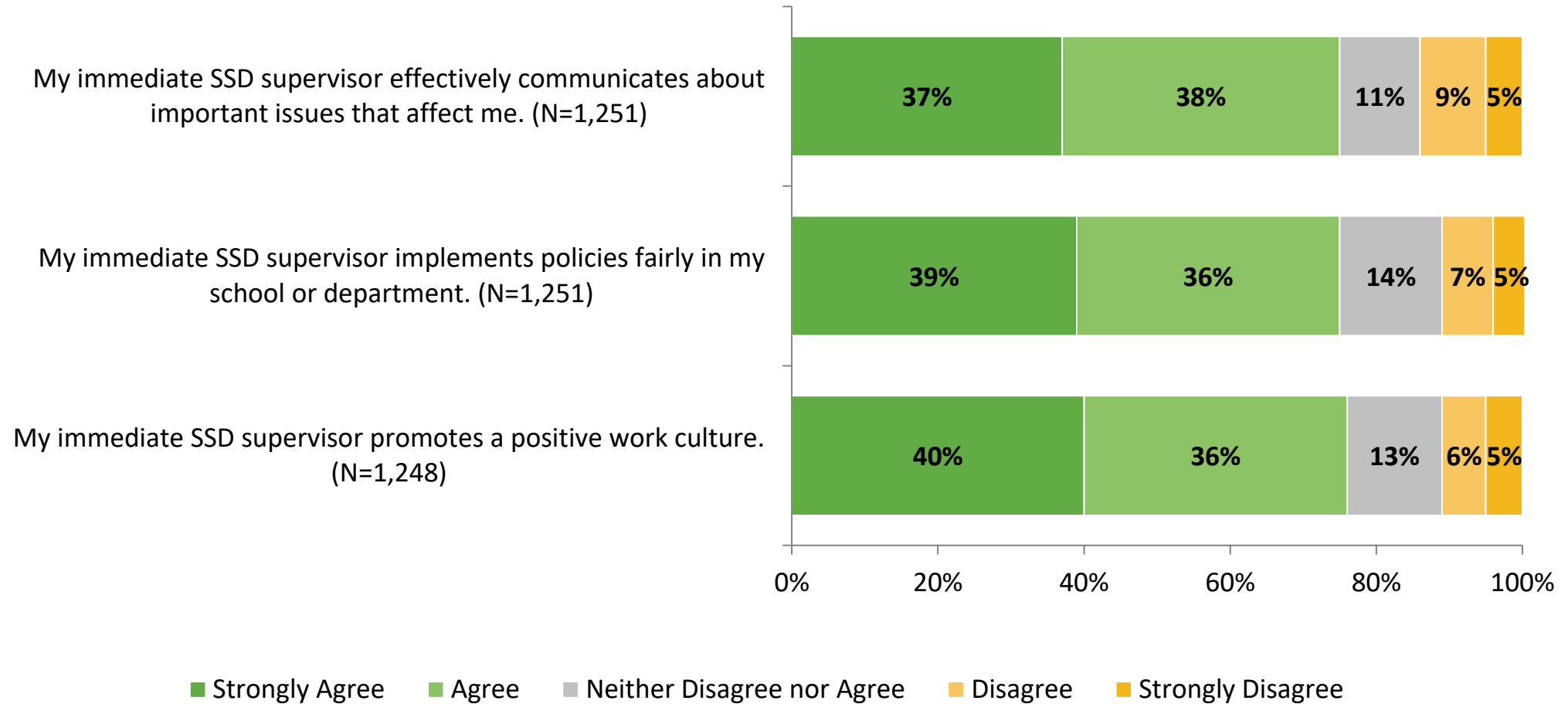
# School Leadership

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



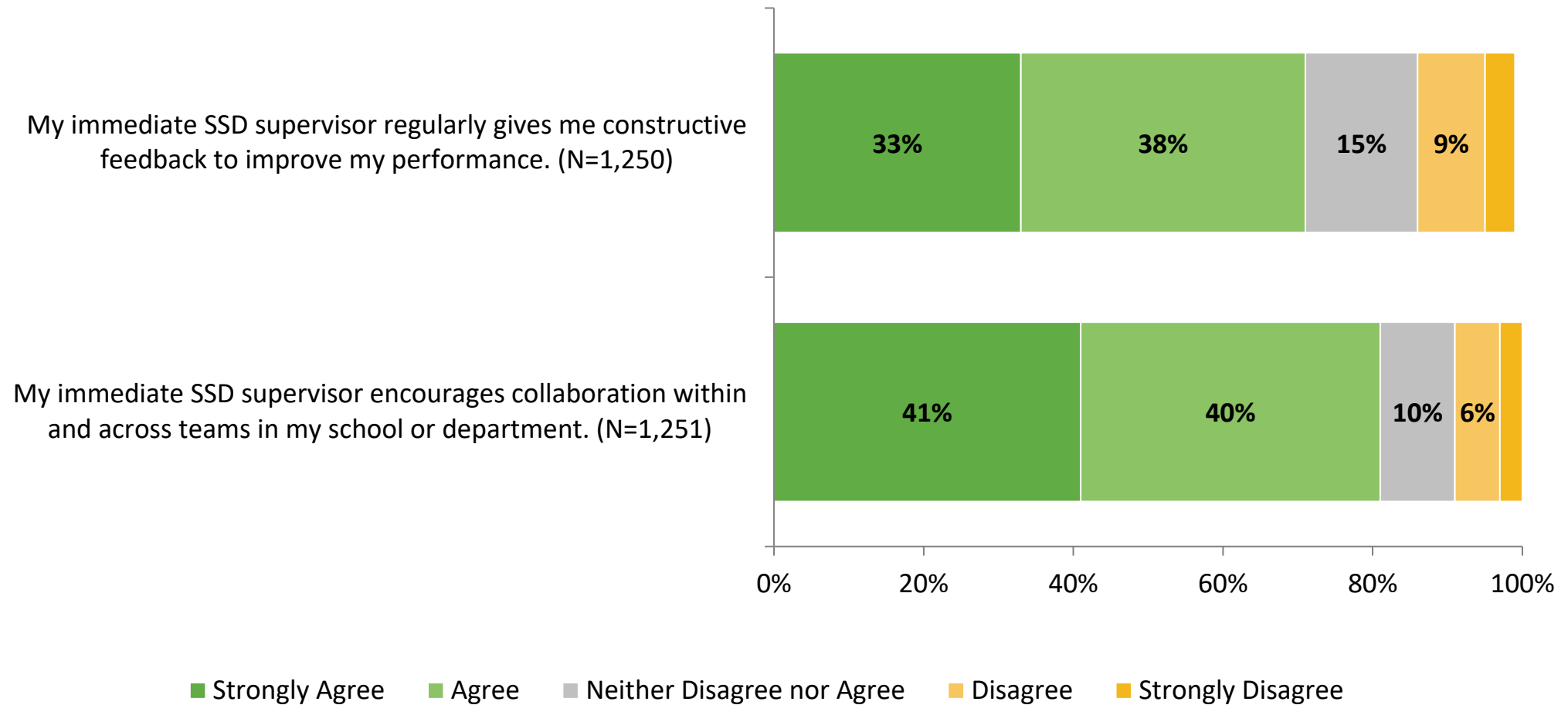
## School Leadership (Continued)

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



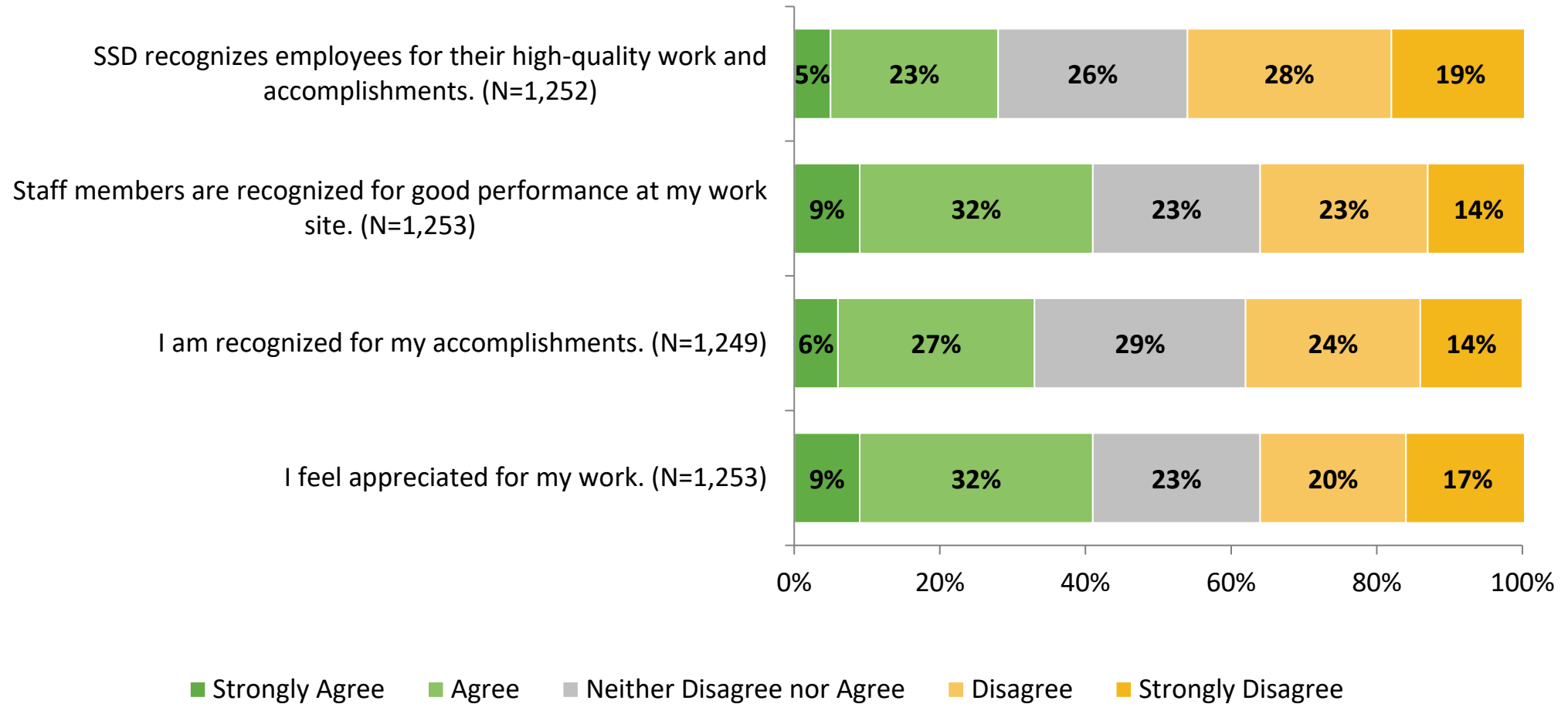
## School Leadership (Continued)

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



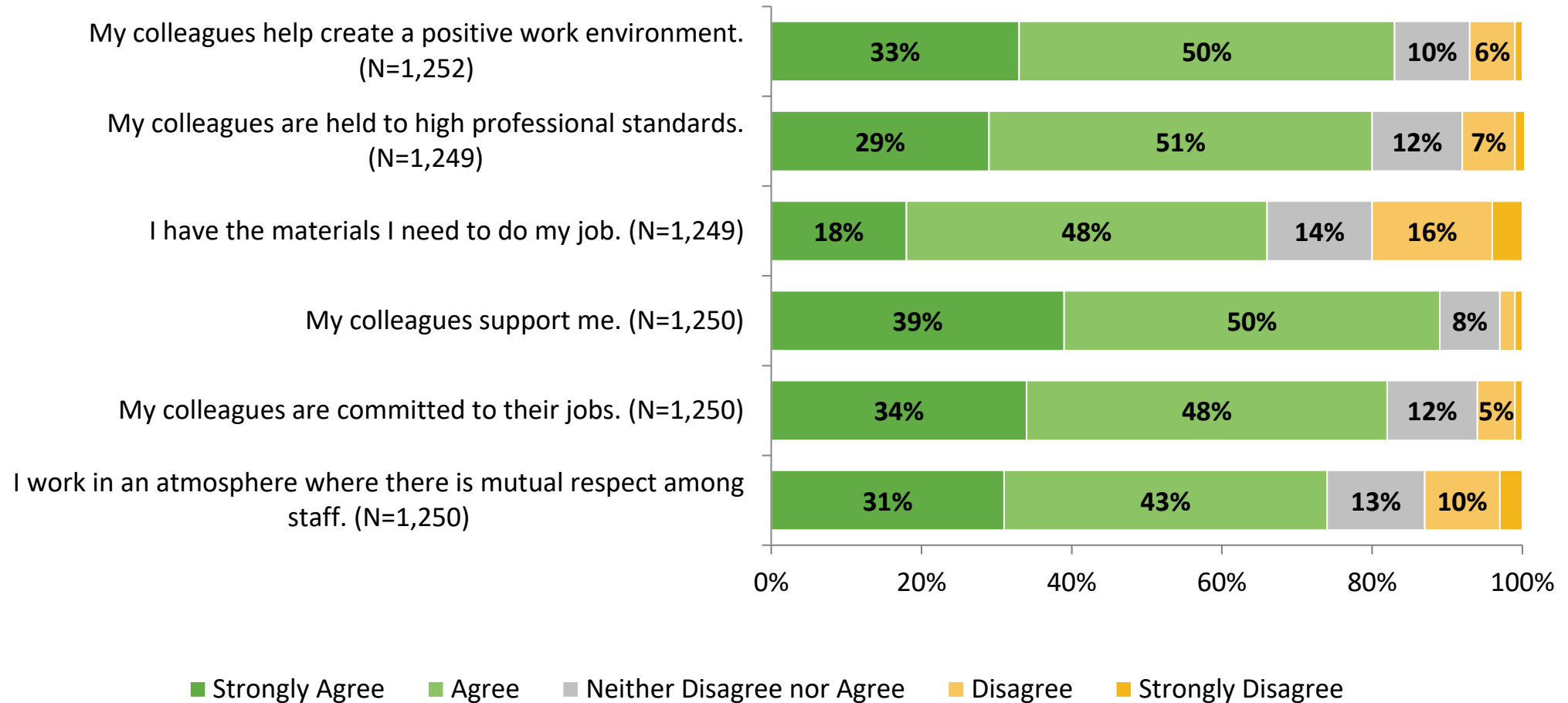
# Feedback and Recognition

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



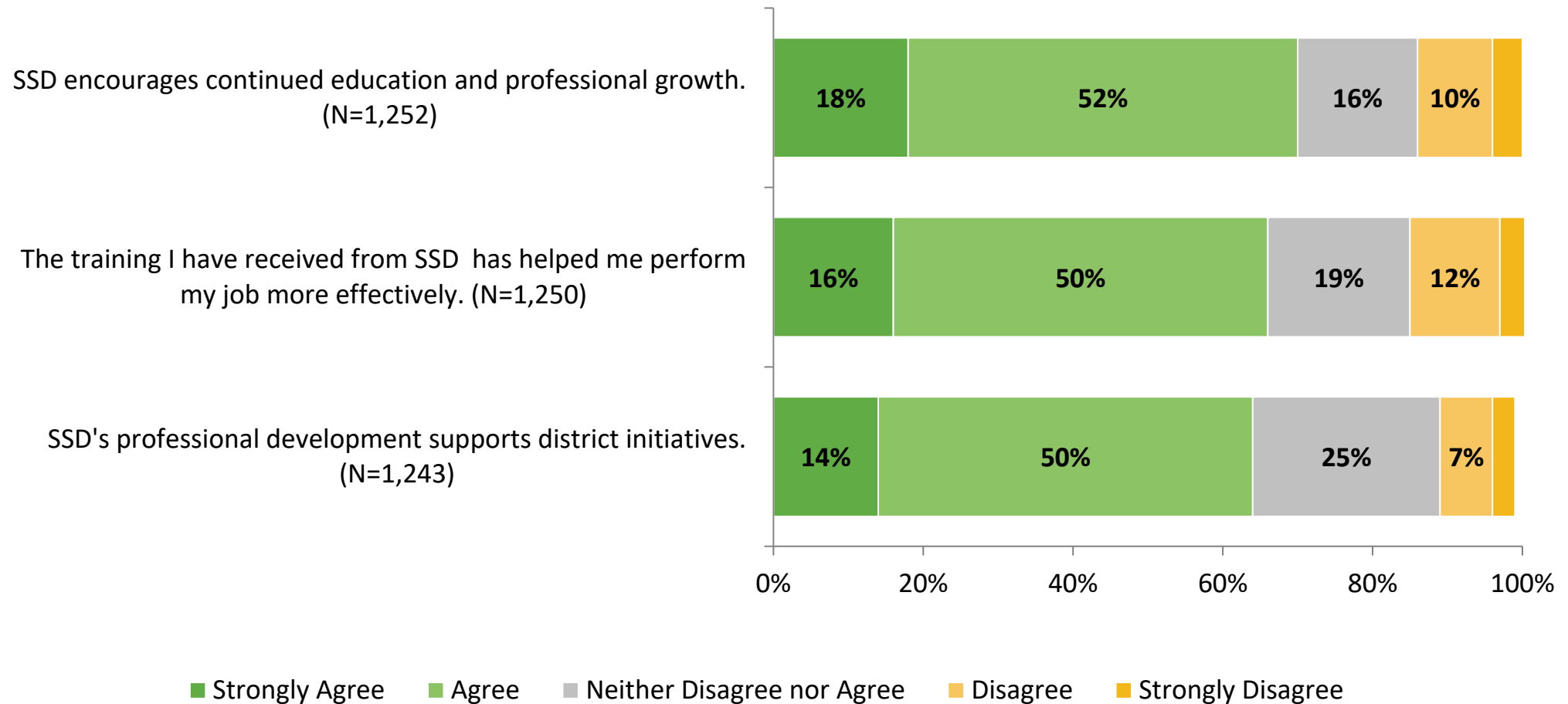
# Work Environment

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



# Career Growth and Training Opportunities

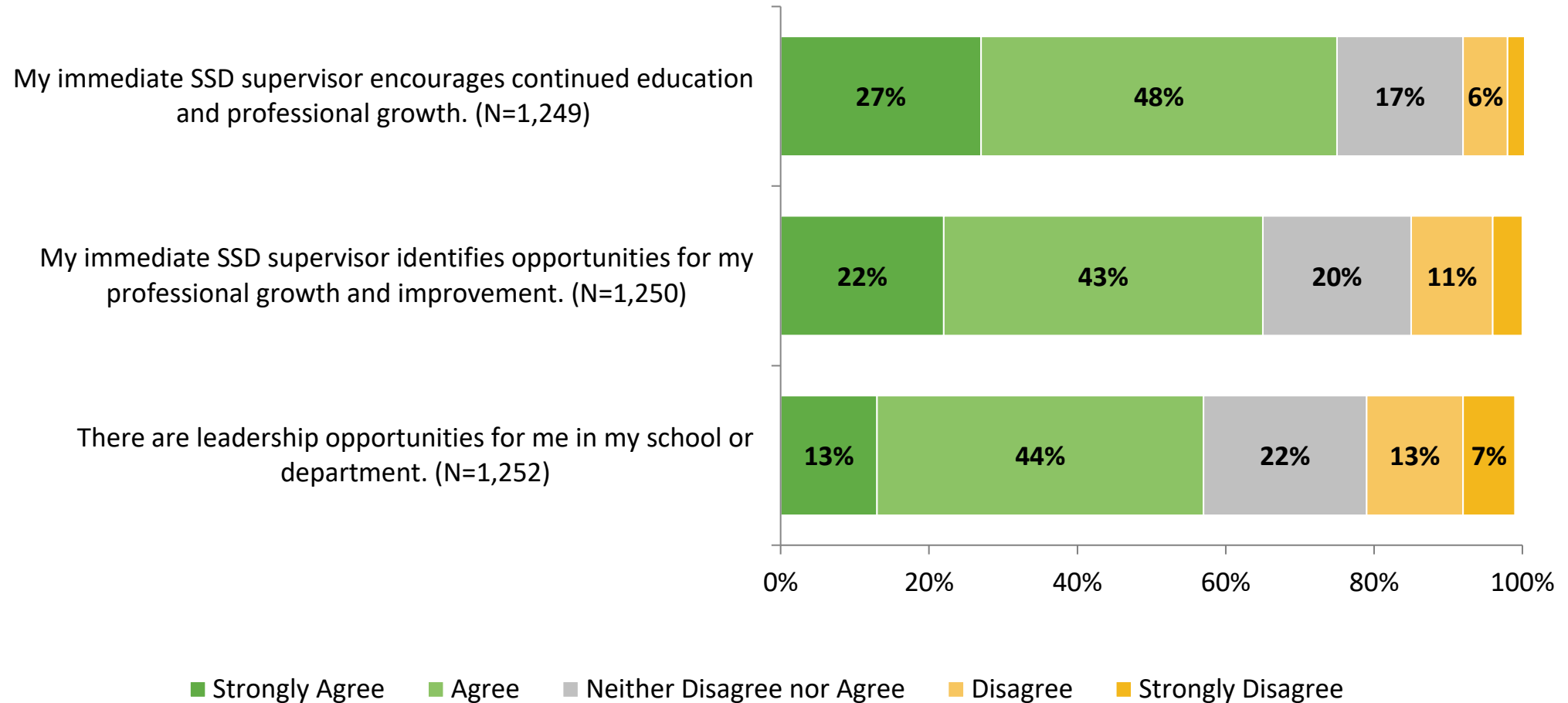
How strongly do you agree or disagree with the following statements?





# Career Growth and Training Opportunities (Continued)

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



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