

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

Results

January 13 - February 2, 2021

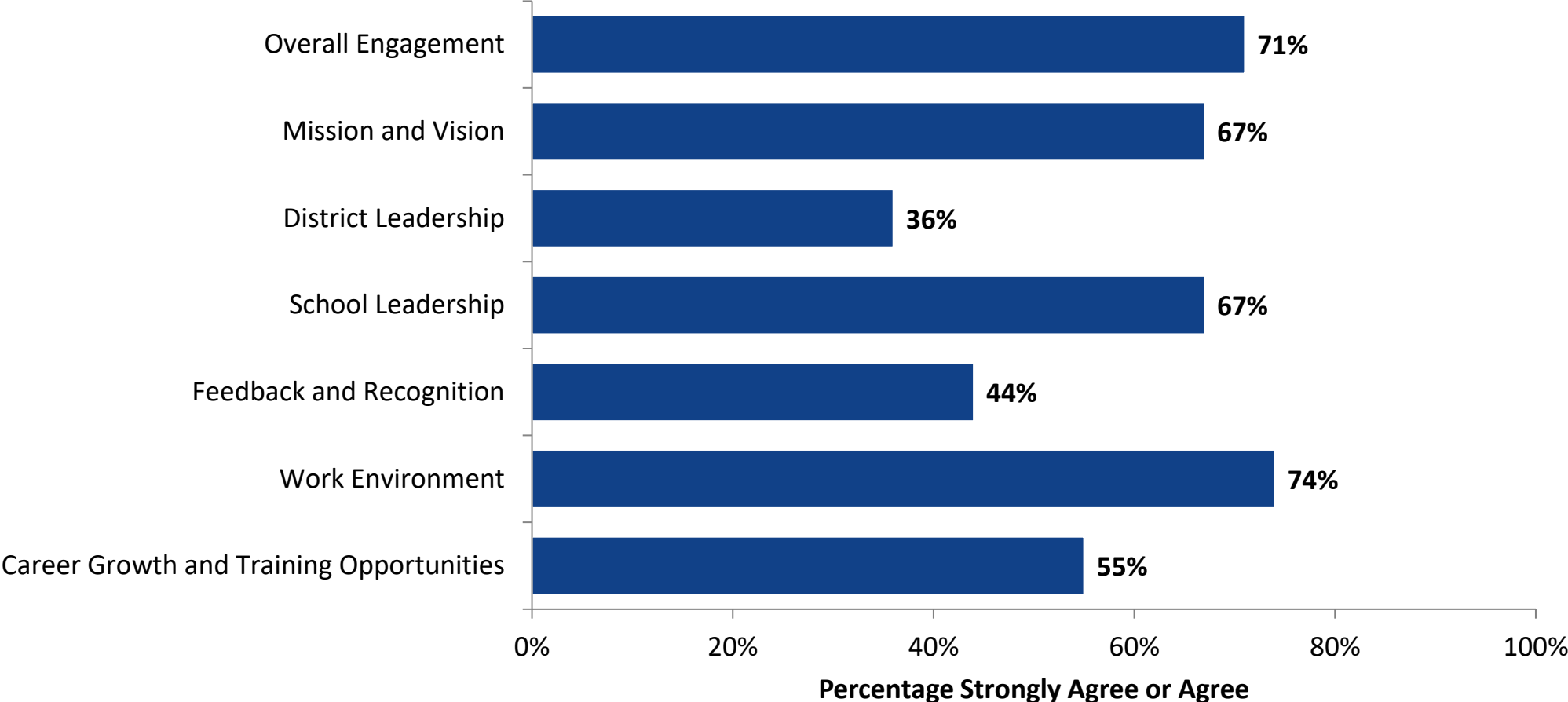


Participation

Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate
Paraprofessionals in SSD Schools	364	172	47%

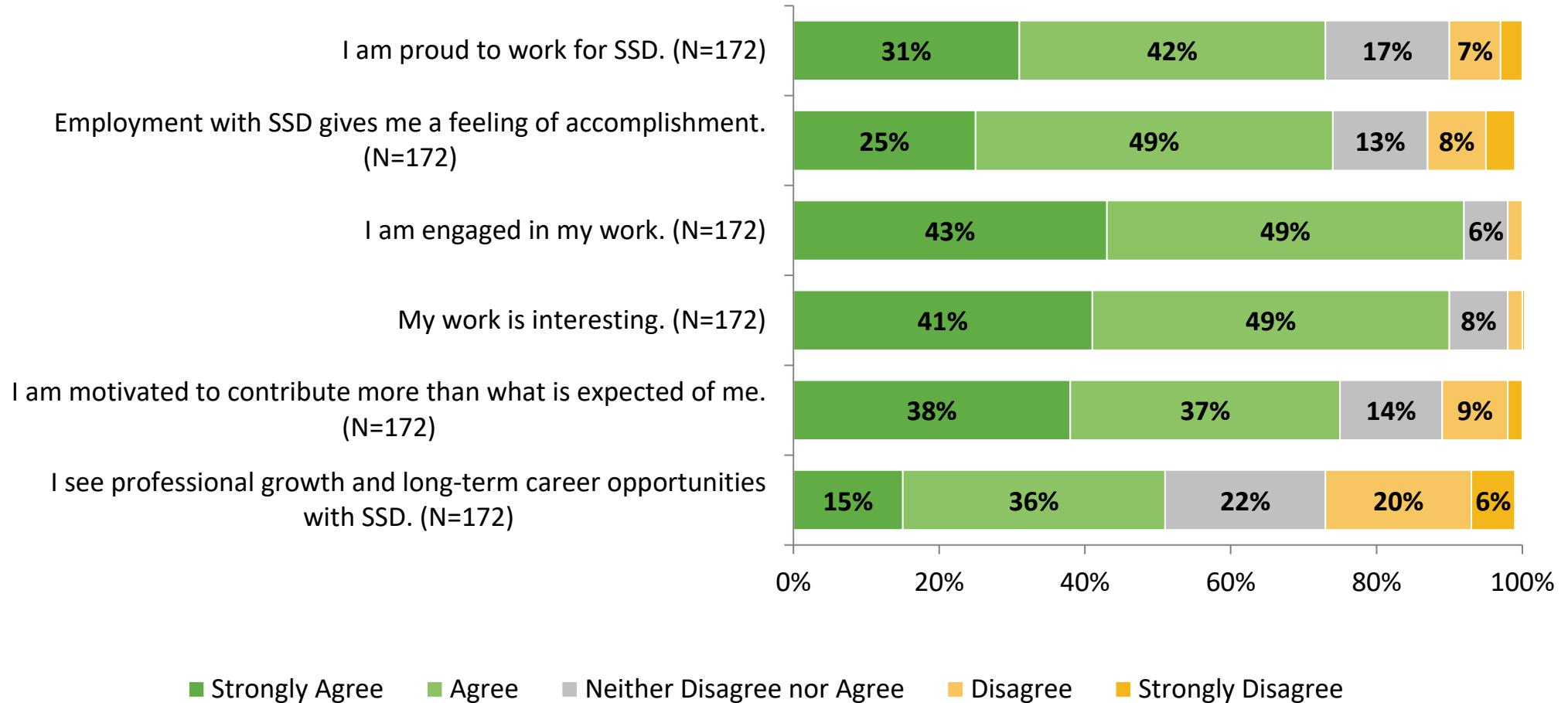
Dimension Scores

Dimension Scores (N=172)



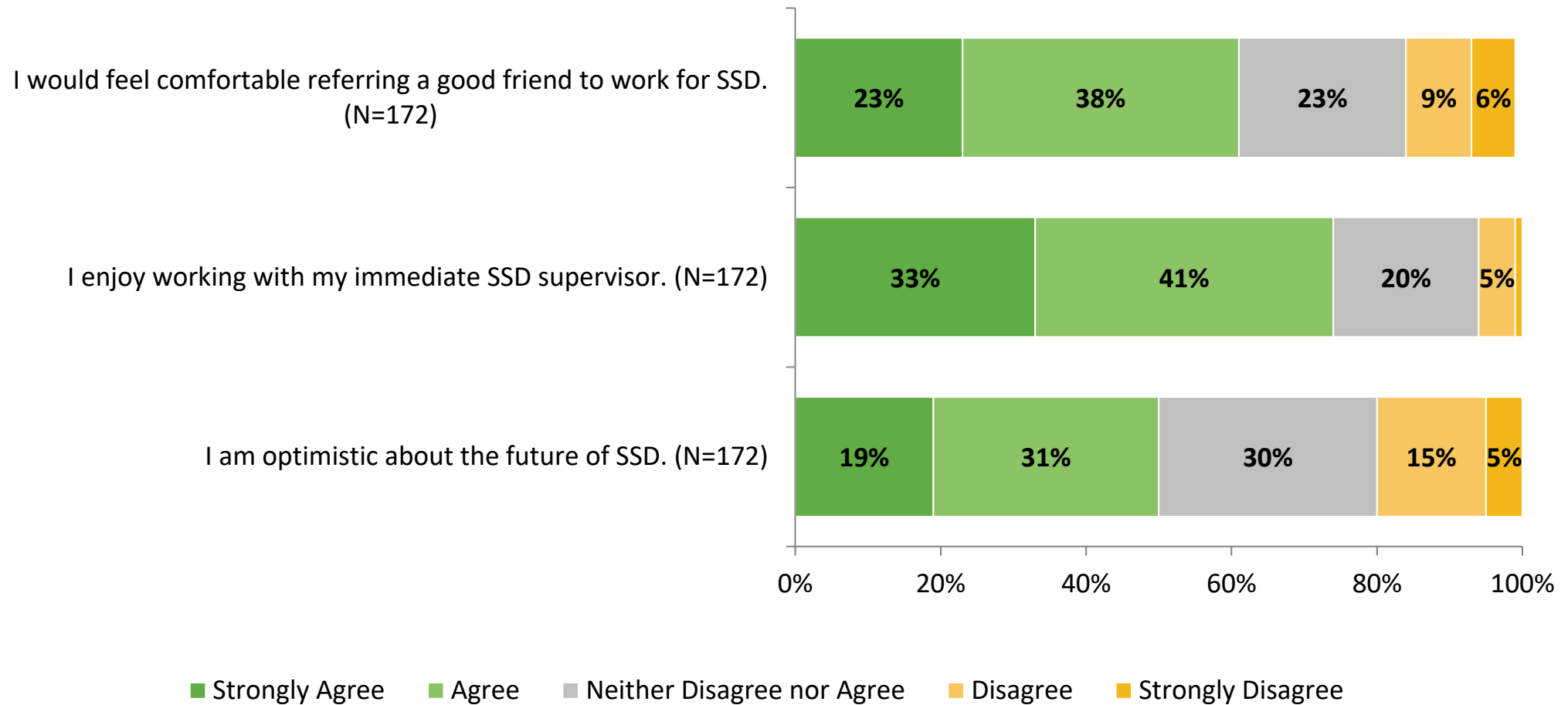
Overall Engagement

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 3.69), 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.	2.64	0.59
District Leadership	SSD leaders understand my professional needs.	2.83	0.68
District Leadership	SSD leaders' actions are consistent with their words.	2.88	0.65
Feedback and Recognition	I am recognized for my accomplishments.	2.96	0.63
District Leadership	SSD leaders encourage employees to share ideas to improve performance.	3.03	0.66
Feedback and Recognition	SSD recognizes employees for their high-quality work and accomplishments.	3.06	0.54
Career Growth and Training Opportunities	There are leadership opportunities for me in my school or department.	3.06	0.63

Median	
Driver Rating	3.69
Correlation to Engagement	0.54

Increasing Employee Engagement (Continued)

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.69), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
District Leadership	SSD leaders promote a positive work culture.	3.10	0.62
Feedback and Recognition	I feel appreciated for my work.	3.19	0.66
Career Growth and Training Opportunities	SSD encourages continued education and professional growth.	3.45	0.60
Career Growth and Training Opportunities	SSD's professional development supports district initiatives.	3.60	0.59
Career Growth and Training Opportunities	The training I have received from SSD has helped me perform my job more effectively.	3.66	0.59

Median	
Driver Rating	3.69
Correlation to Engagement	0.54

Maintaining Employee Engagement

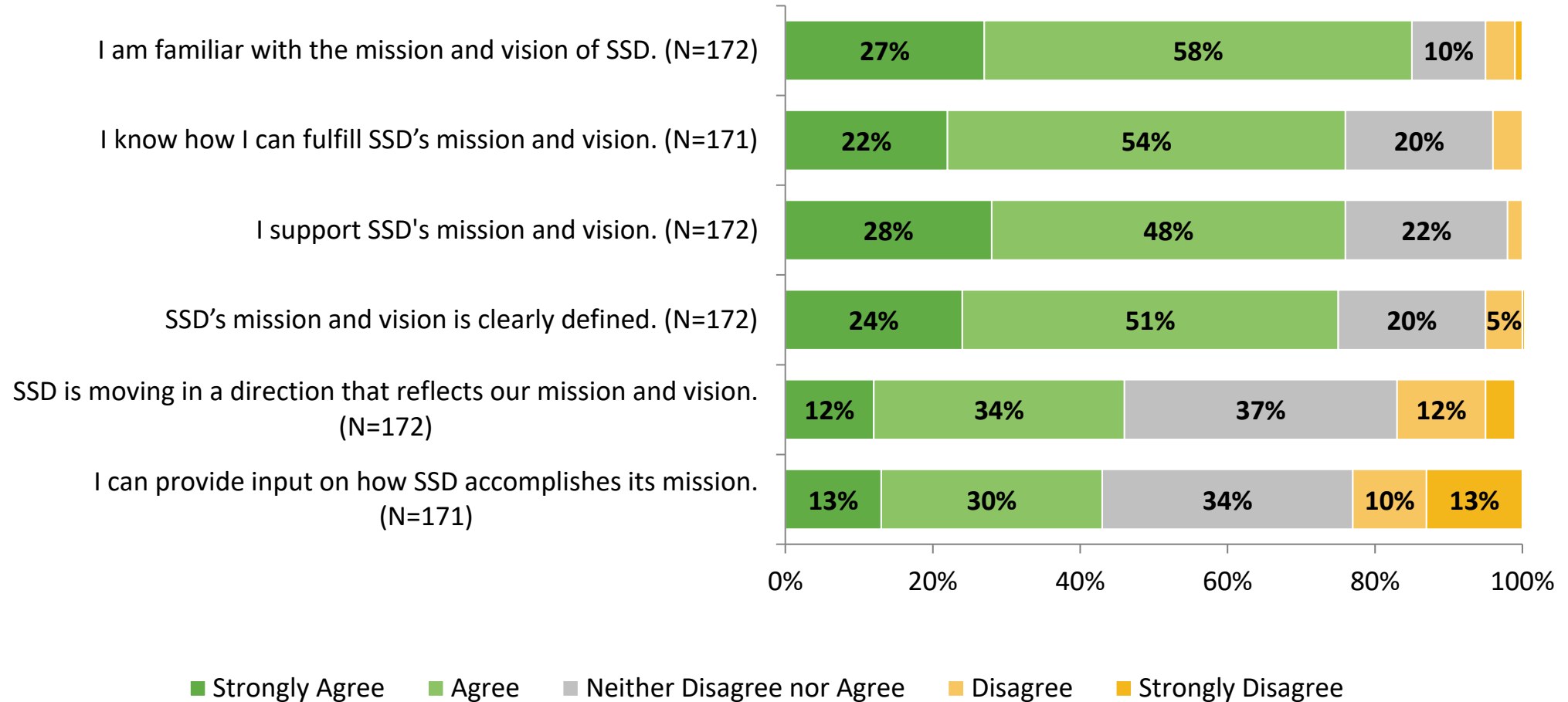
Celebrating these items will promote positive employee engagement. The average scores for these statements are high (at or above 3.69), and the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
School Leadership	My immediate SSD supervisor implements policies fairly in my school or department.	3.73	0.56
School Leadership	I can count on the support of my immediate SSD supervisor when addressing problems or issues.	3.80	0.62
School Leadership	I trust my immediate SSD supervisor to make good decisions.	3.83	0.66

Median	
Driver Rating	3.69
Correlation to Engagement	0.54

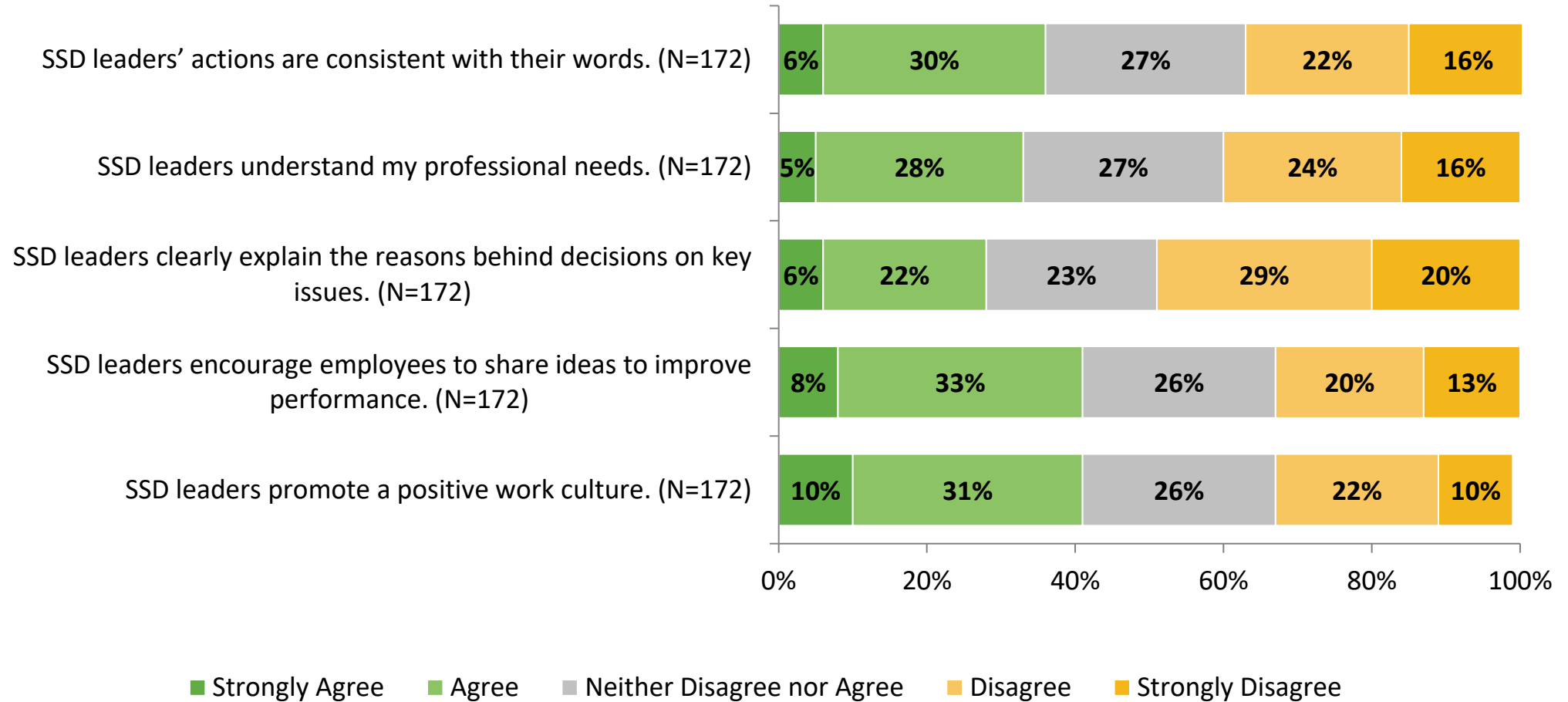
Mission and Vision

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



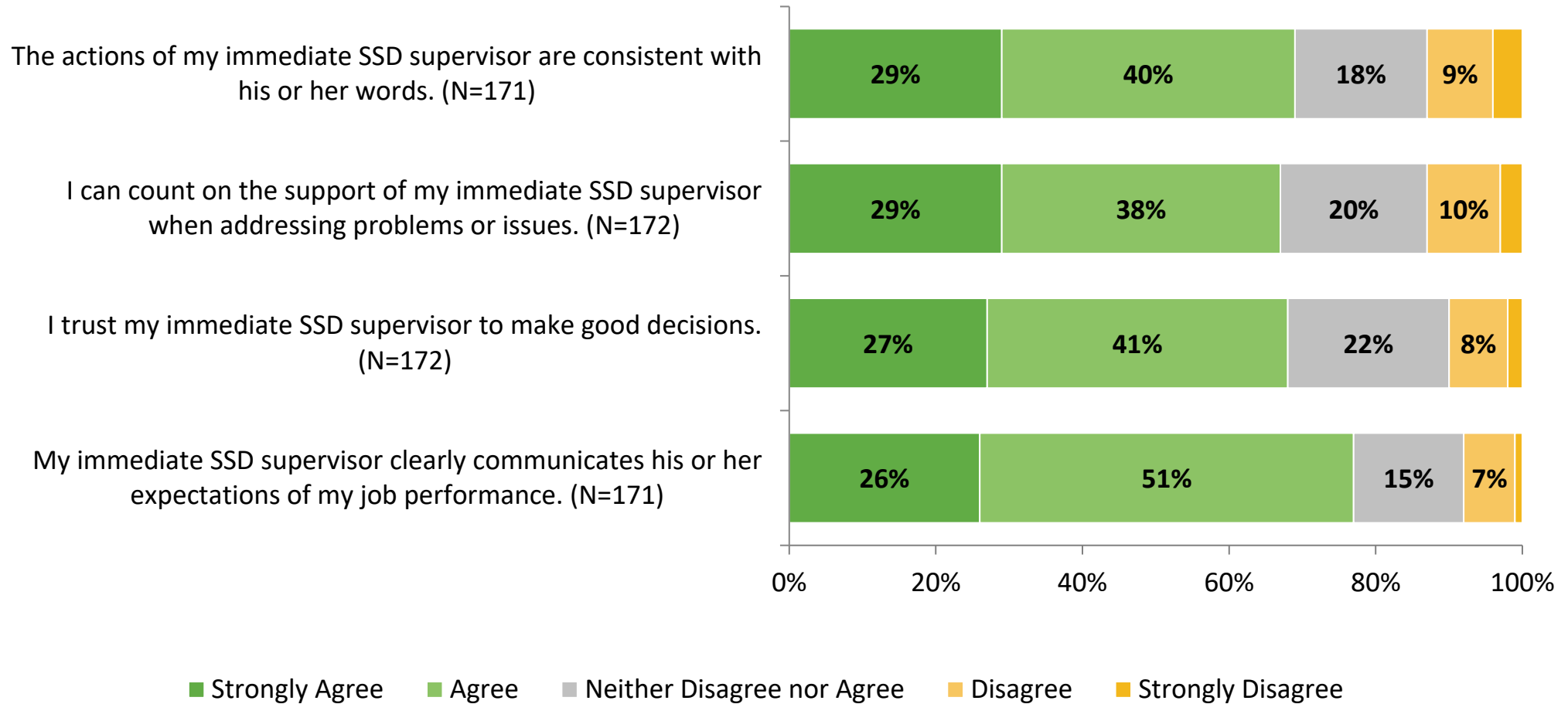
District Leadership

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



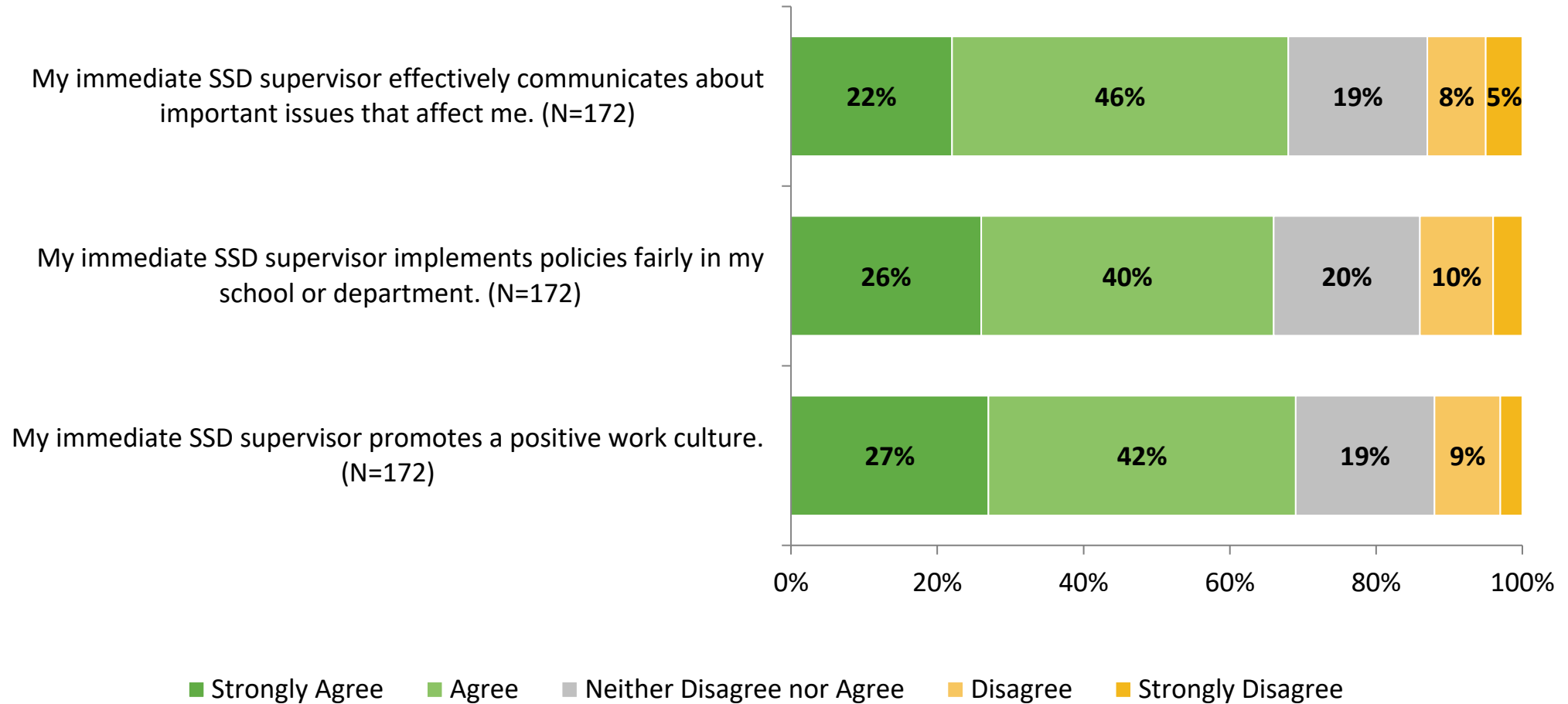
School Leadership

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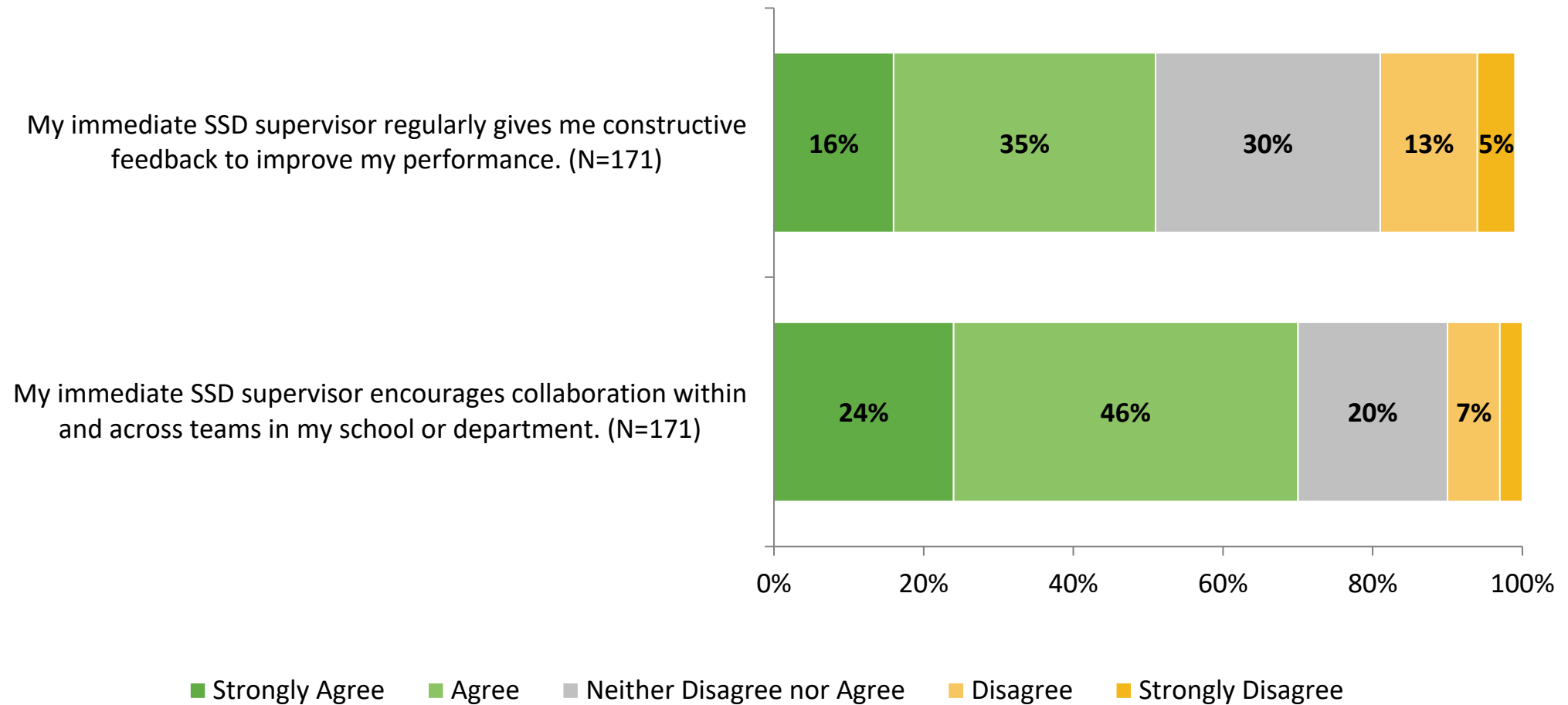
School Leadership (Continued)

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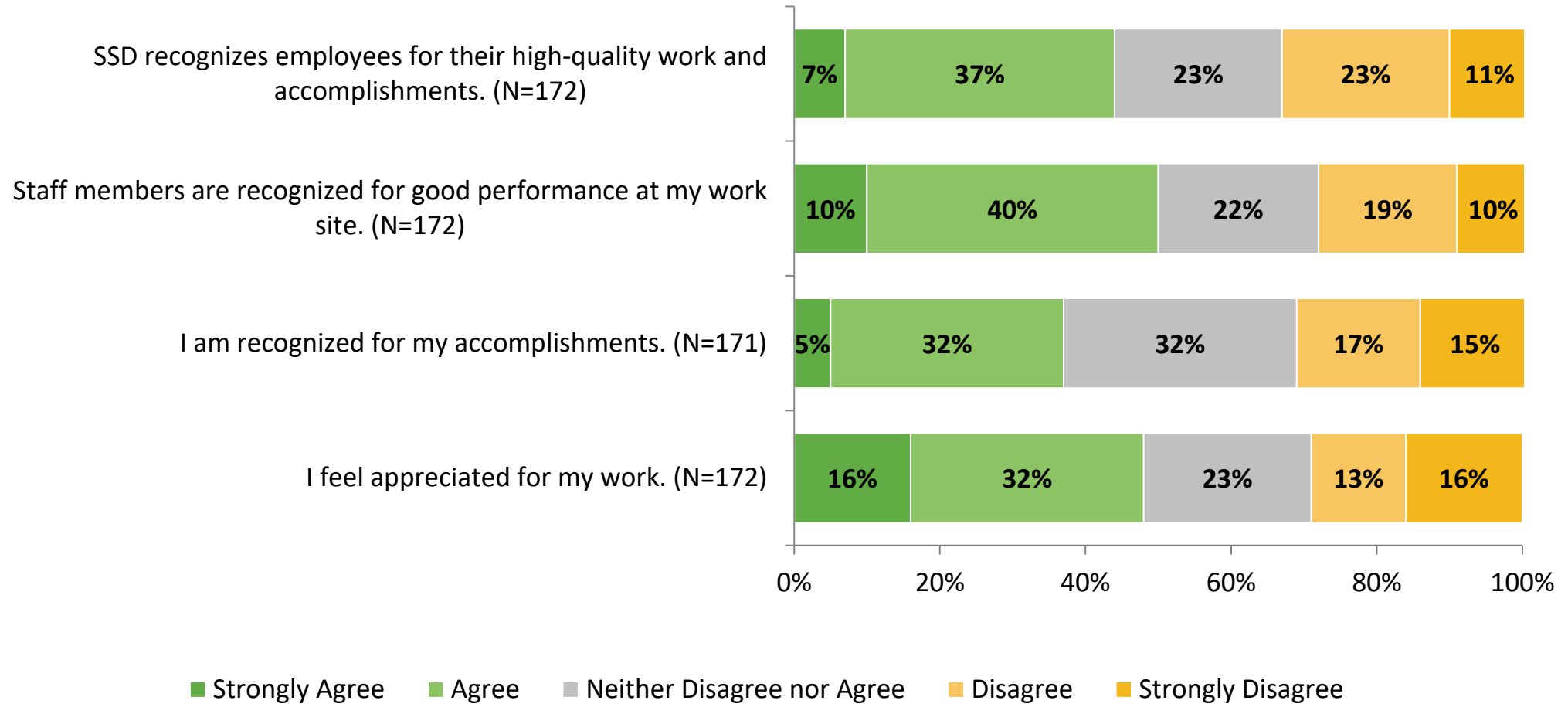
School Leadership (Continued)

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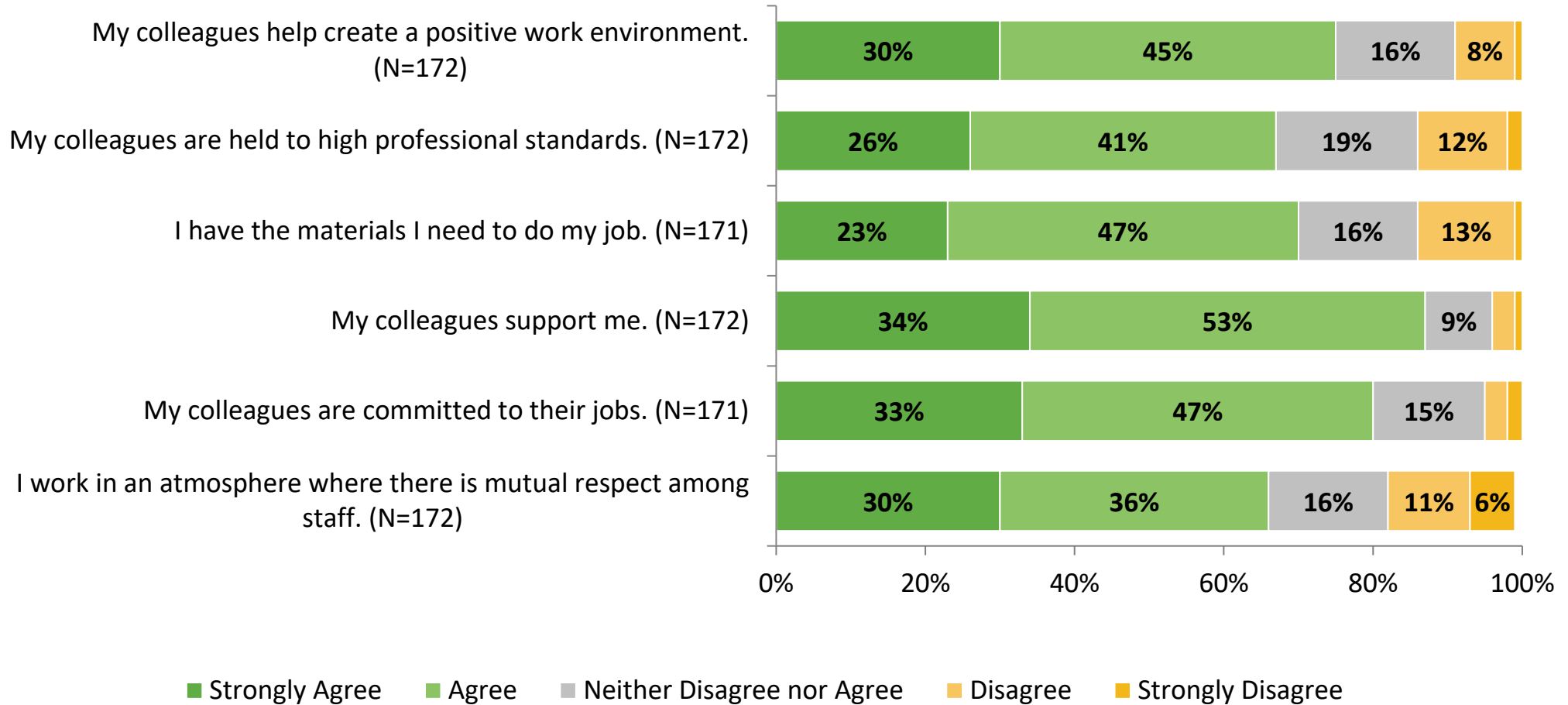
Feedback and Recognition

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



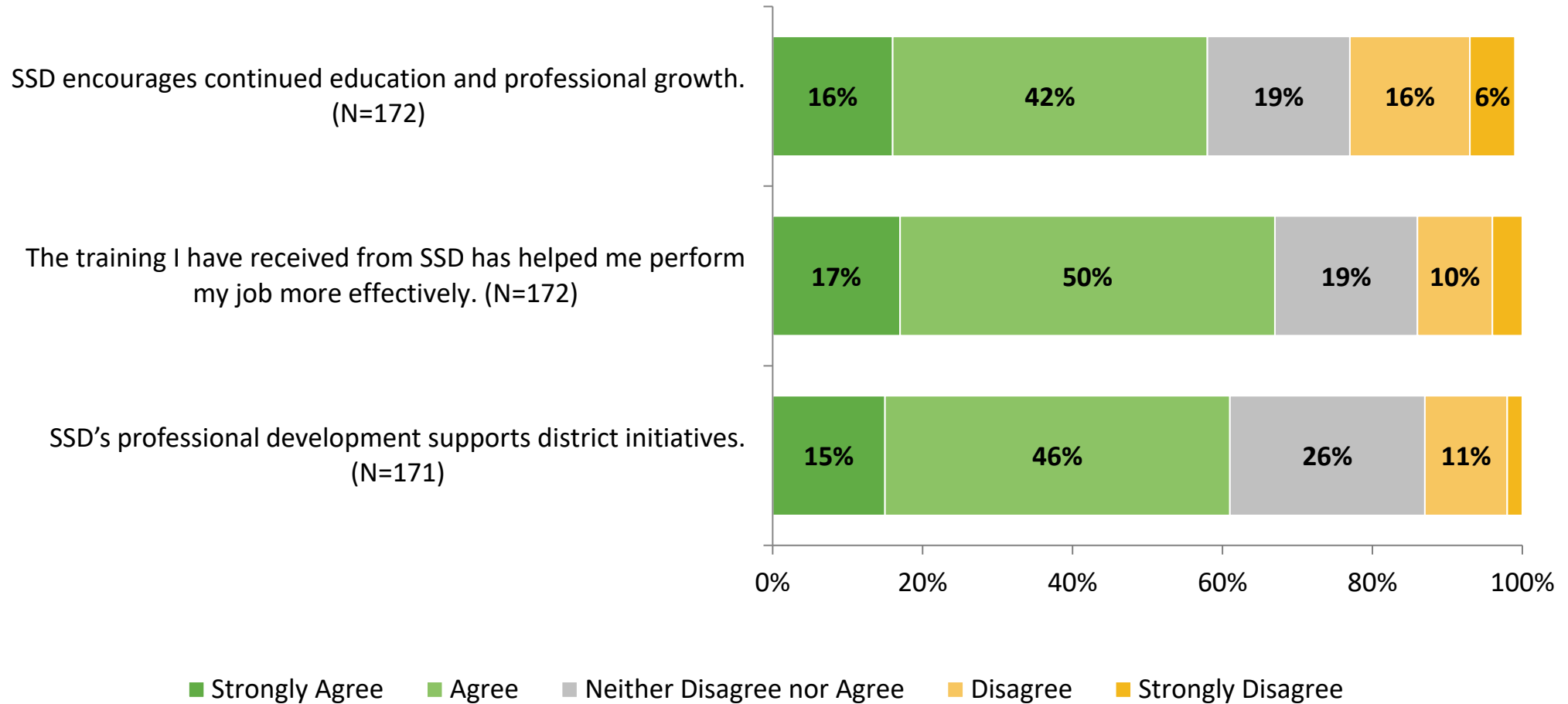
Work Environment

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



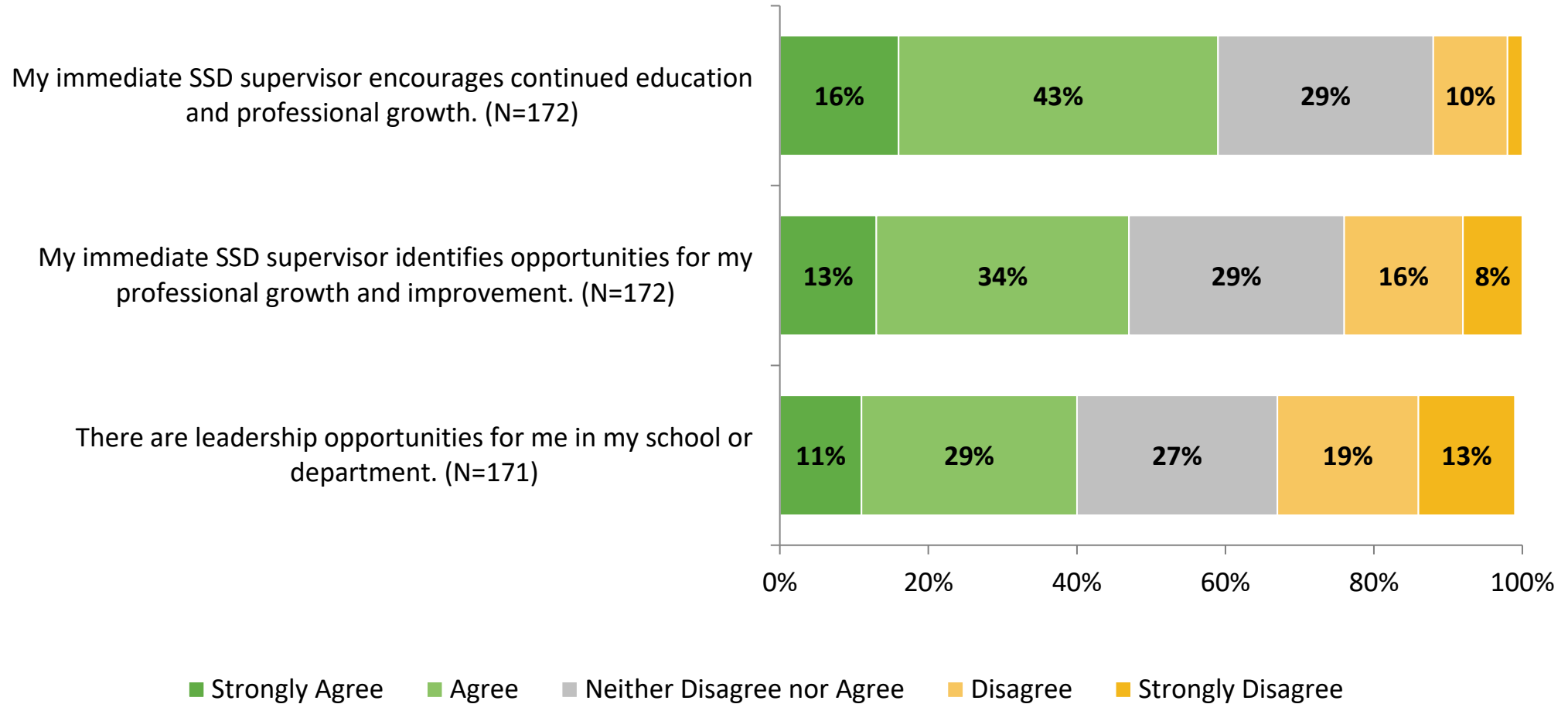
Career Growth and Training Opportunities

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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