

2020-2021 Employee Engagement Overall Report: Paraprofessionals in SSD Partner Districts

Results

January 13 - February 2, 2021

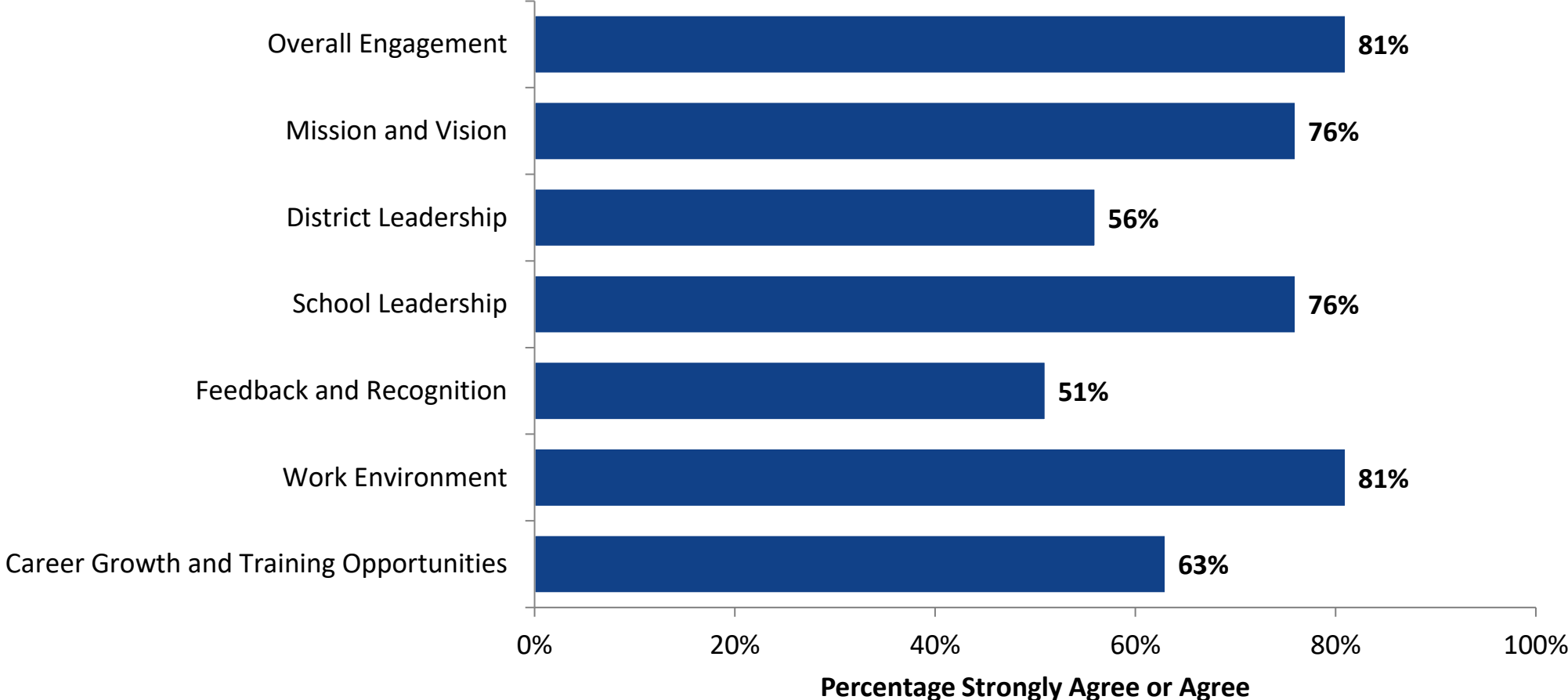


Participation

Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate
Paraprofessionals in SSD Partner Districts	1,394	486	35%

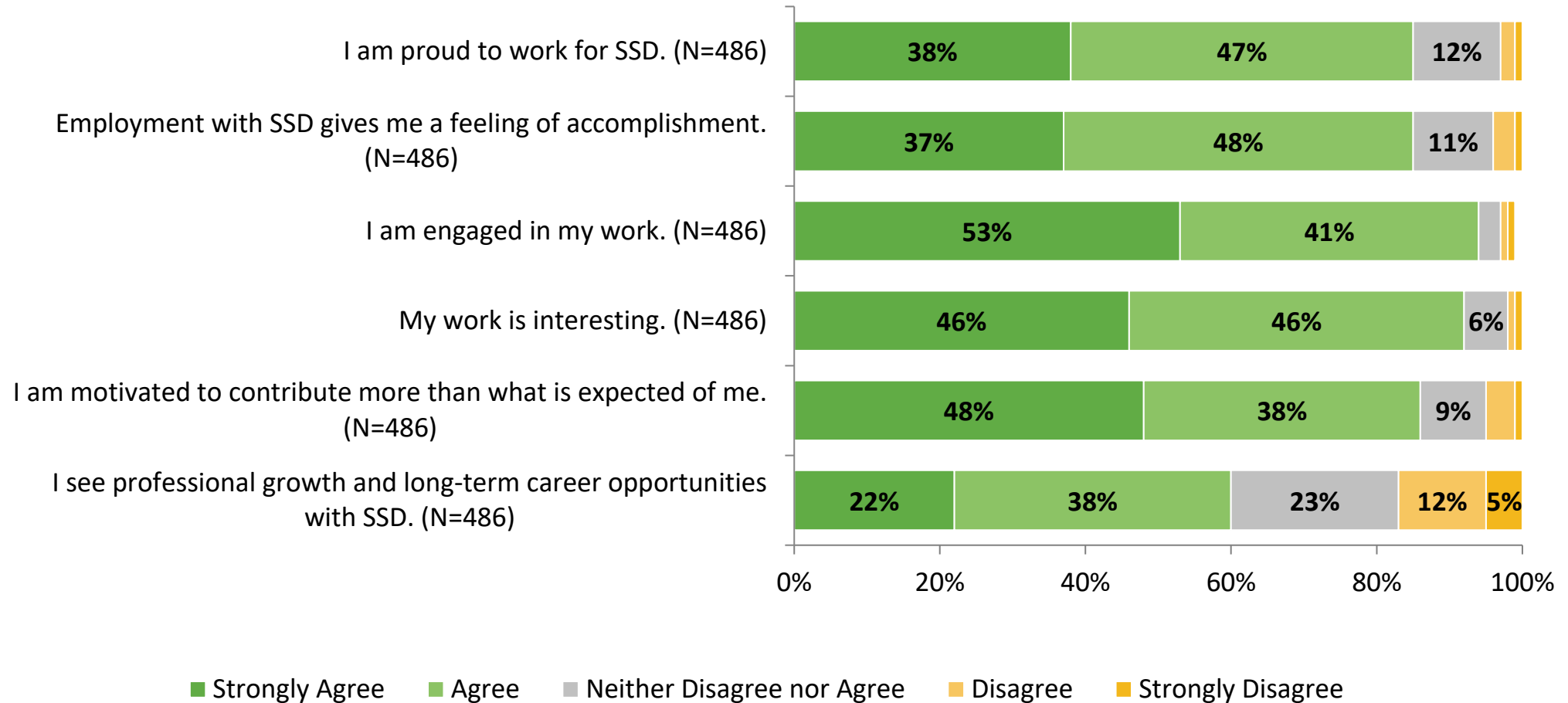
Dimension Scores

Dimension Scores (N=486)



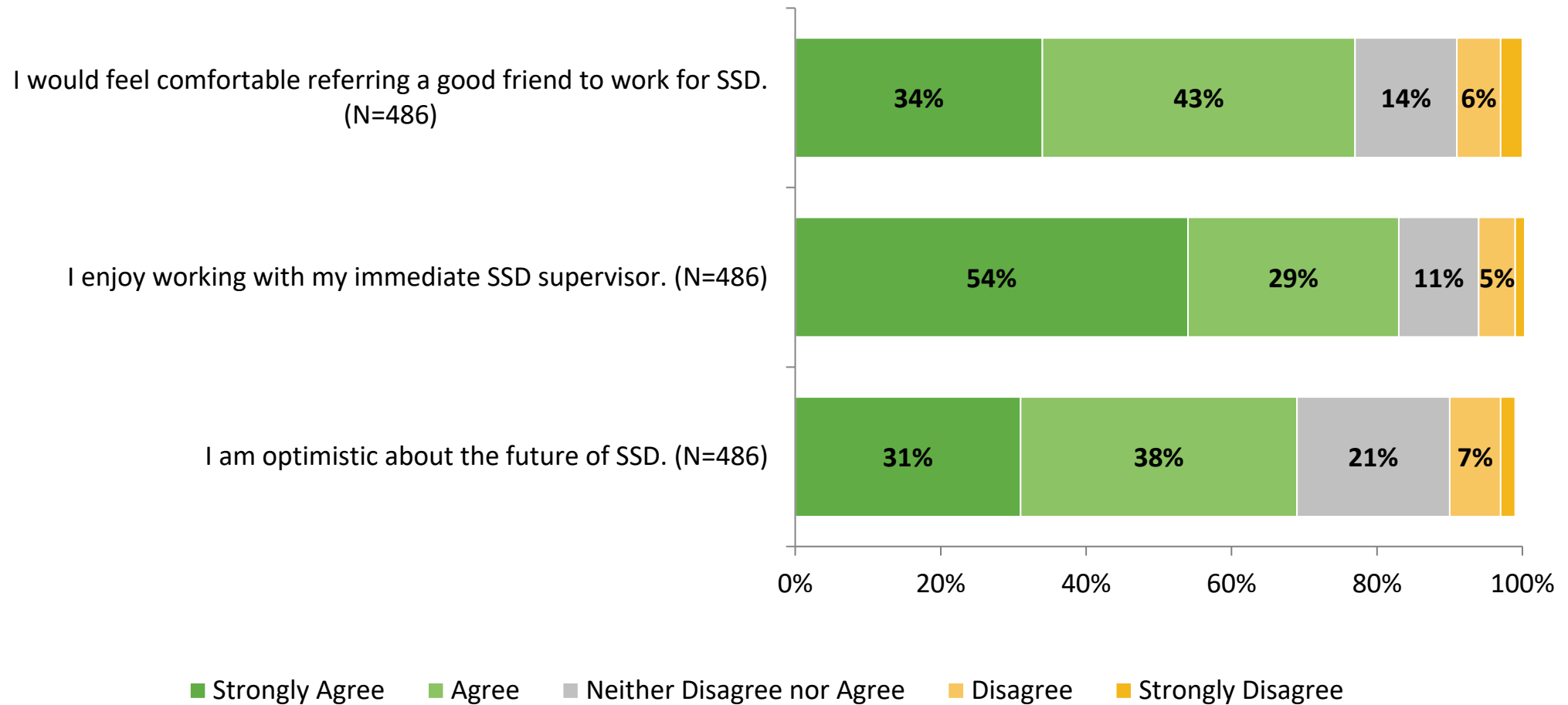
Overall Engagement

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 3.93), 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.	3.17	0.56
Feedback and Recognition	SSD recognizes employees for their high-quality work and accomplishments.	3.26	0.58
Feedback and Recognition	I am recognized for my accomplishments.	3.30	0.61
District Leadership	SSD leaders clearly explain the reasons behind decisions on key issues.	3.33	0.59
Feedback and Recognition	Staff members are recognized for good performance at my work site.	3.35	0.56
District Leadership	SSD leaders understand my professional needs.	3.38	0.63
District Leadership	SSD leaders' actions are consistent with their words.	3.53	0.66

Median	
Driver Rating	3.93
Correlation to Engagement	0.52

Increasing Employee Engagement (Continued)

Improving scores for these items will likely increase employee engagement. The average scores for these statements are low (below 3.93), but the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
District Leadership	SSD leaders encourage employees to share ideas to improve performance.	3.57	0.61
Feedback and Recognition	I feel appreciated for my work.	3.59	0.65
Career Growth and Training Opportunities	My immediate SSD supervisor identifies opportunities for my professional growth and improvement.	3.63	0.56
District Leadership	SSD leaders promote a positive work culture.	3.68	0.67
Career Growth and Training Opportunities	The training I have received from SSD has helped me perform my job more effectively.	3.90	0.55

Median	
Driver Rating	3.93
Correlation to Engagement	0.52

Maintaining Employee Engagement

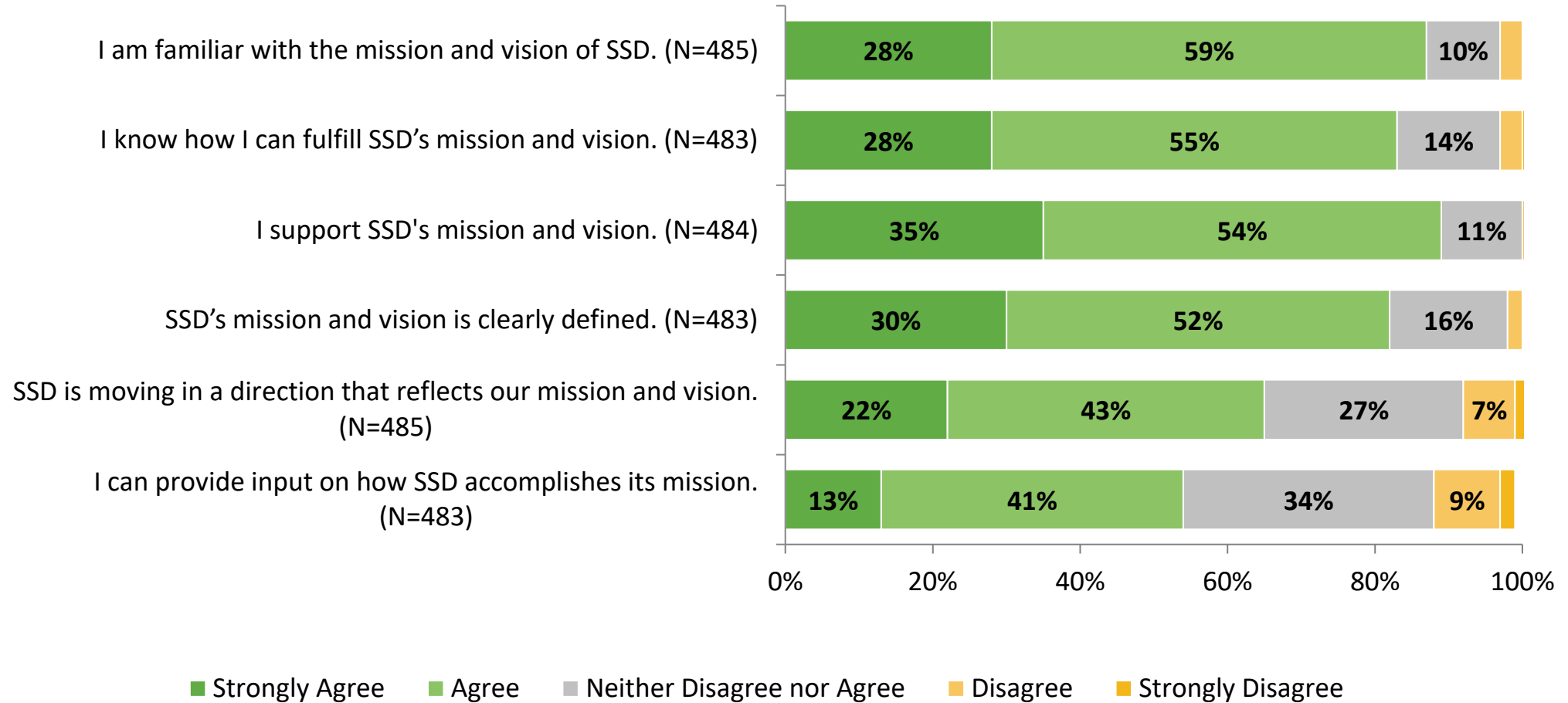
Celebrating these items will promote positive employee engagement. The average scores for these statements are high (at or above 3.93), and the items have strong relationships to engagement.

Dimension	Survey Item	Driver Rating	Correlation to Engagement
School Leadership	The actions of my immediate supervisor are consistent with his or her words.	4.07	0.53
School Leadership	I can count on the support of my immediate SSD supervisor when addressing problems or issues.	4.11	0.52
School Leadership	I trust my immediate SSD supervisor to make good decisions.	4.12	0.53
School Leadership	My immediate SSD supervisor promotes a positive work culture.	4.13	0.53

Median	
Driver Rating	3.93
Correlation to Engagement	0.52

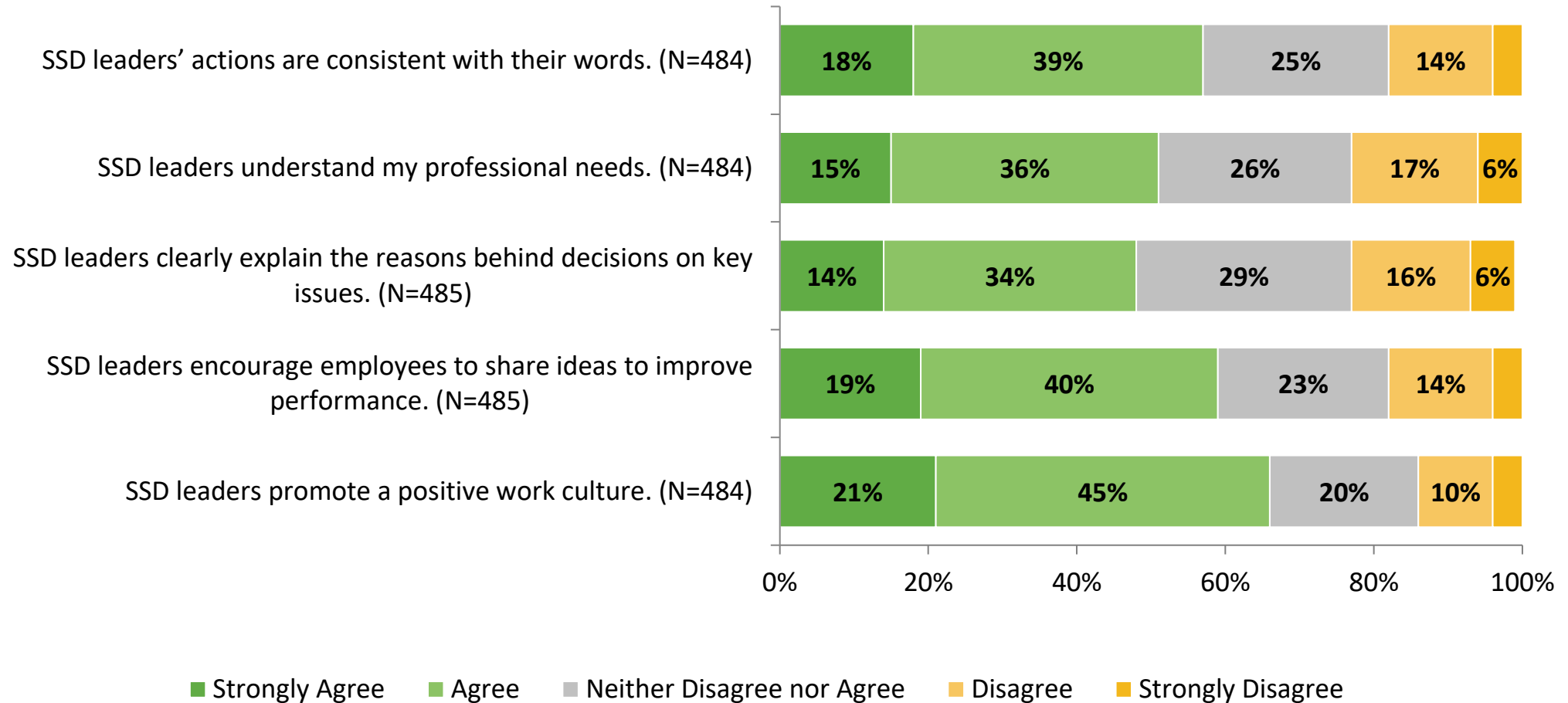
Mission and Vision

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



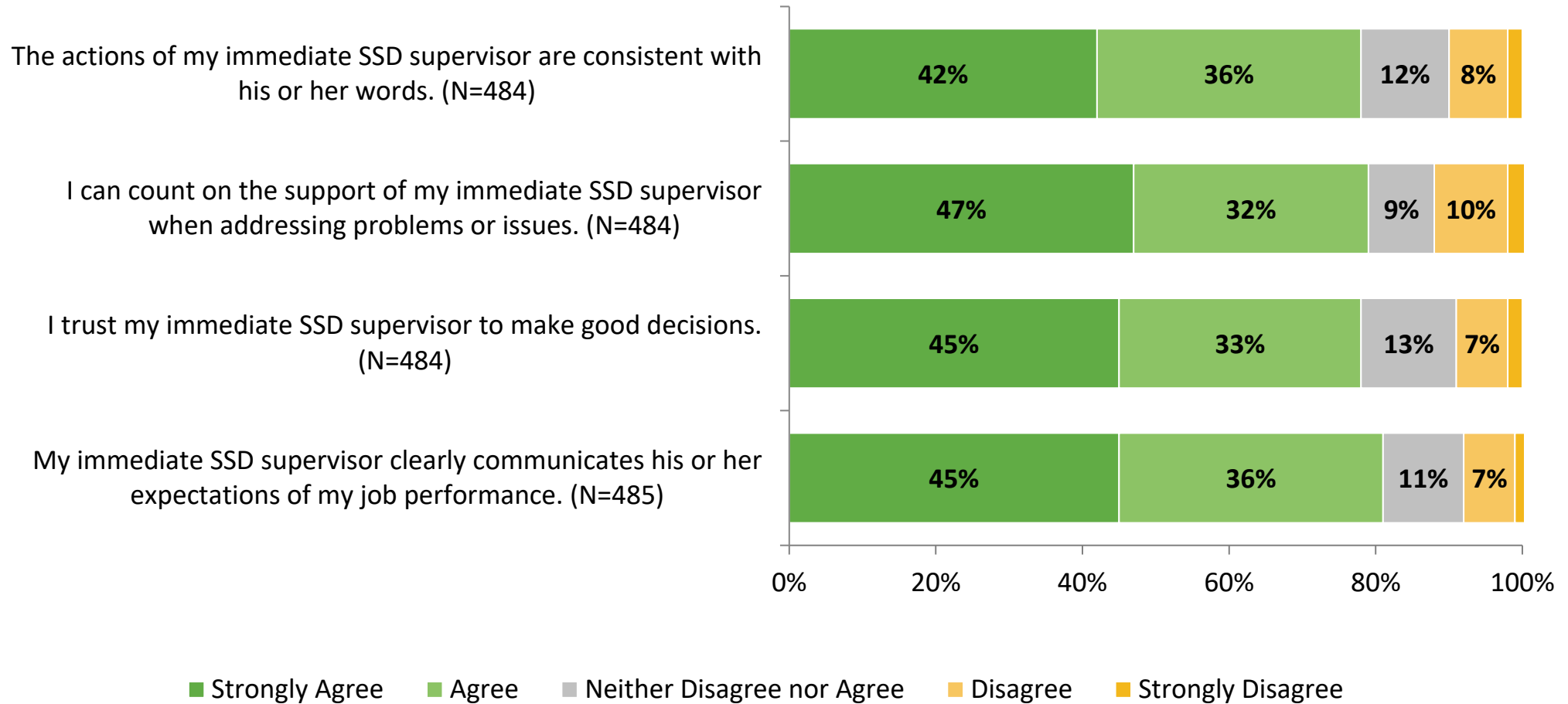
District Leadership

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



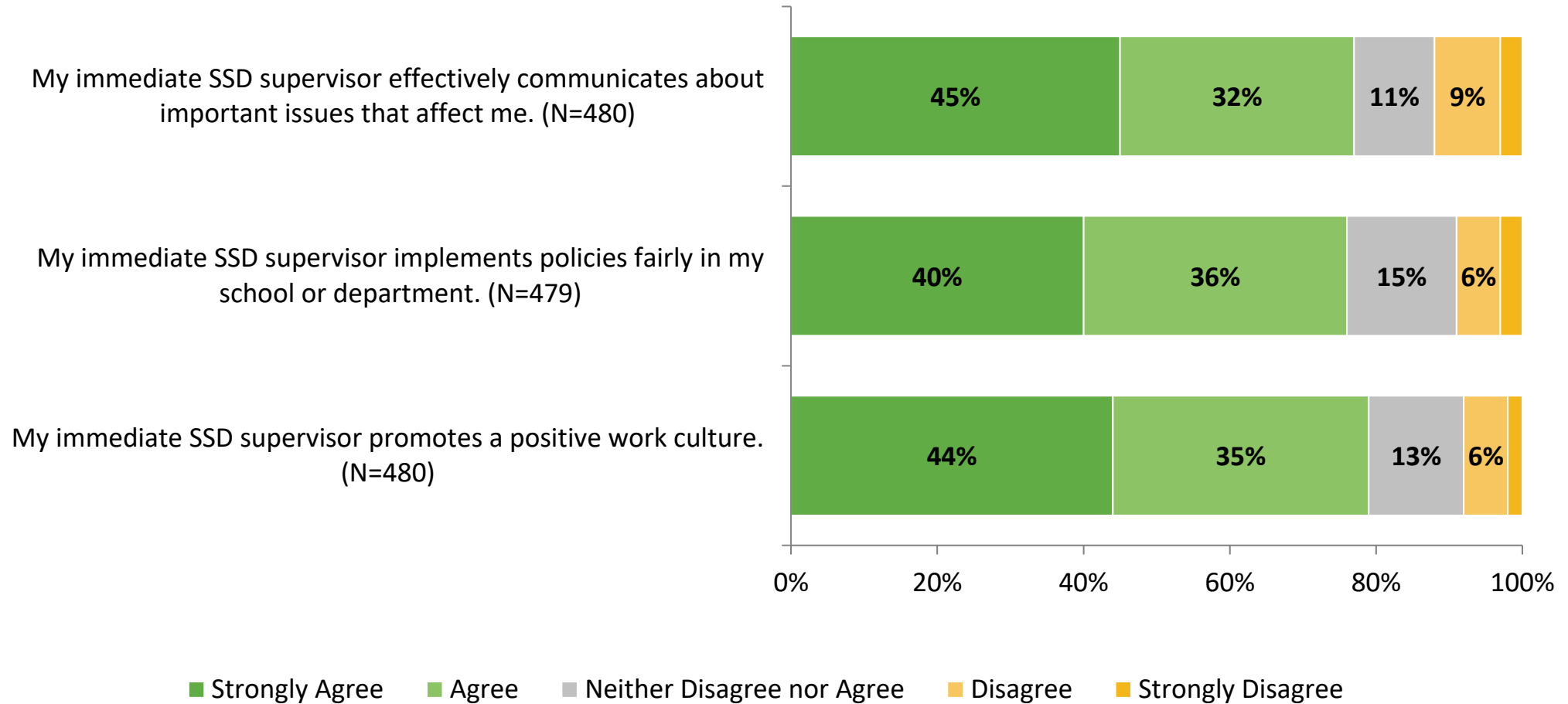
School Leadership

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



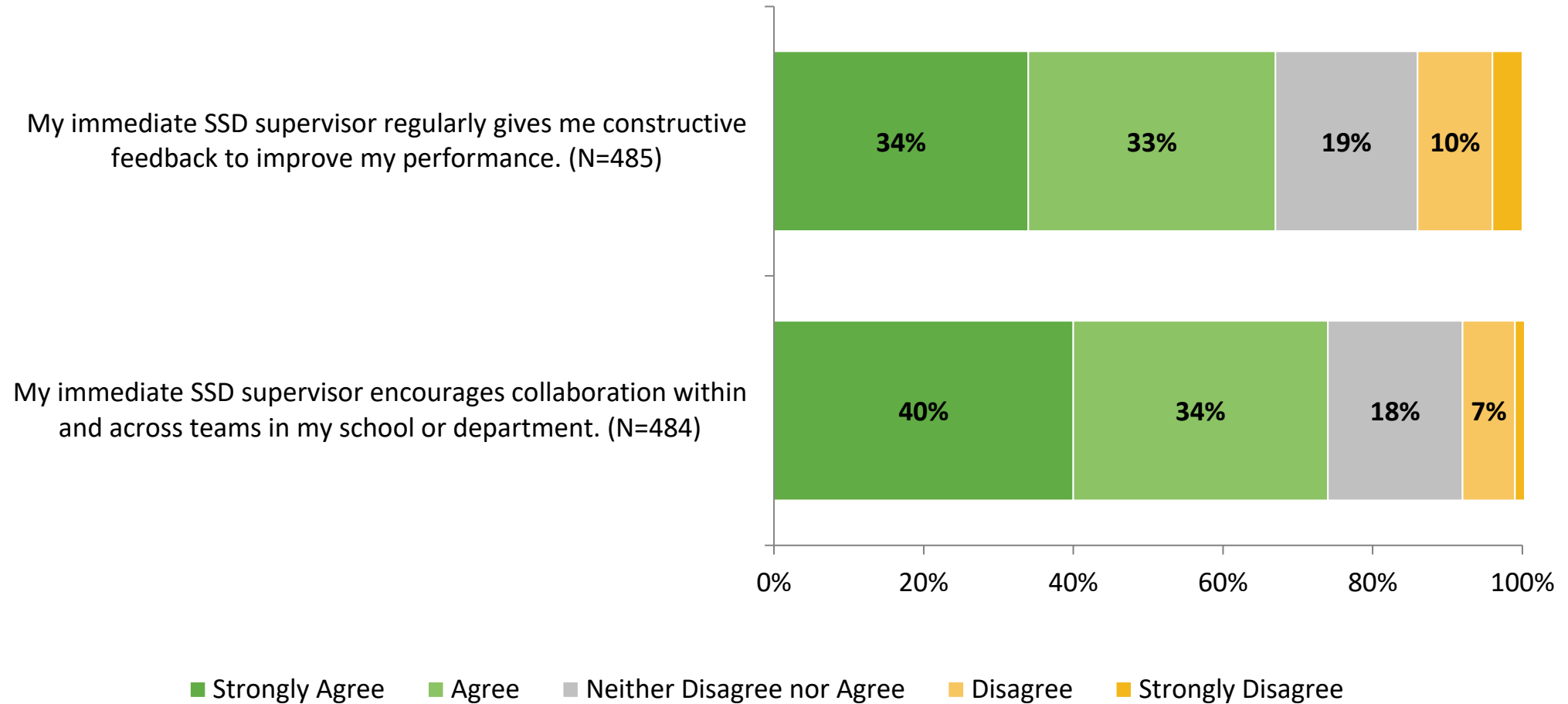
School Leadership (Continued)

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



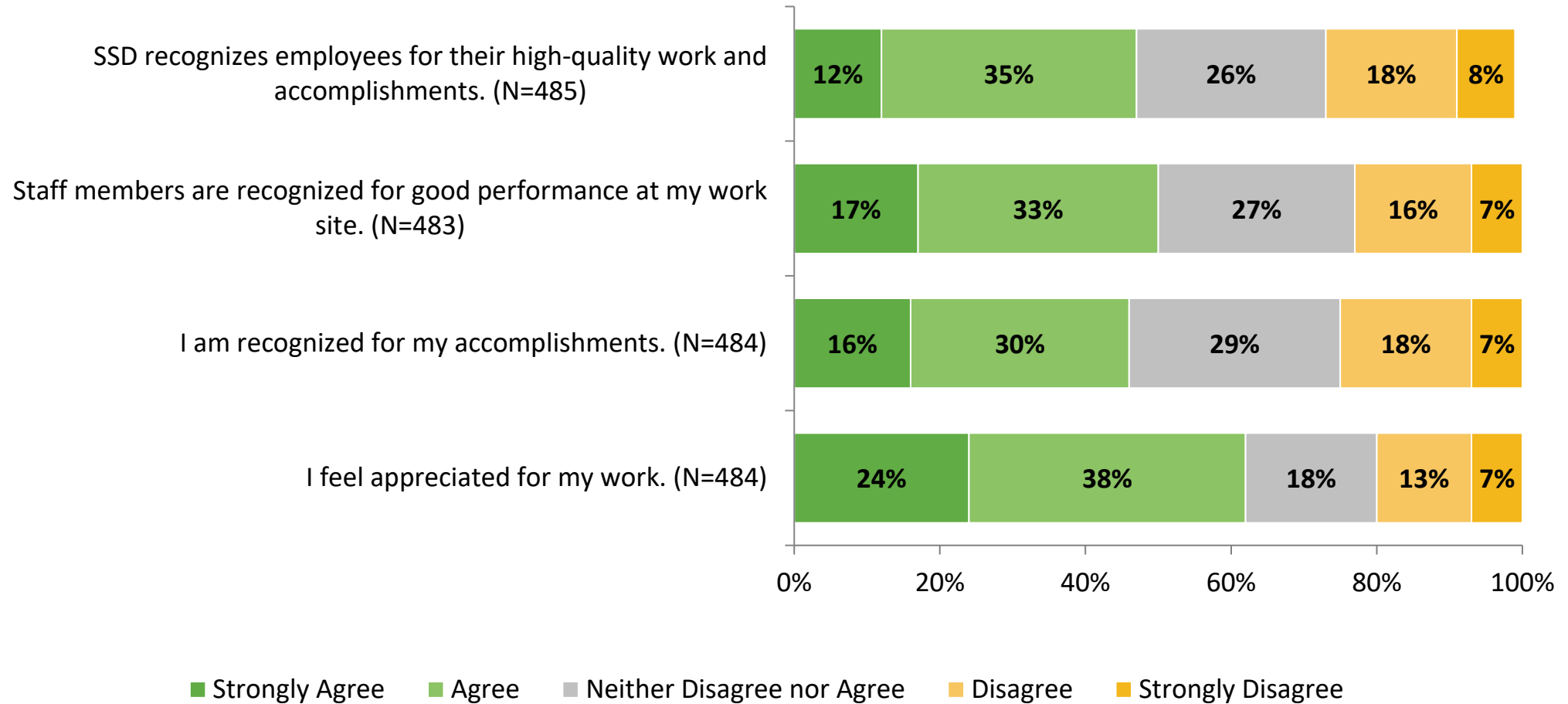
School Leadership (Continued)

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



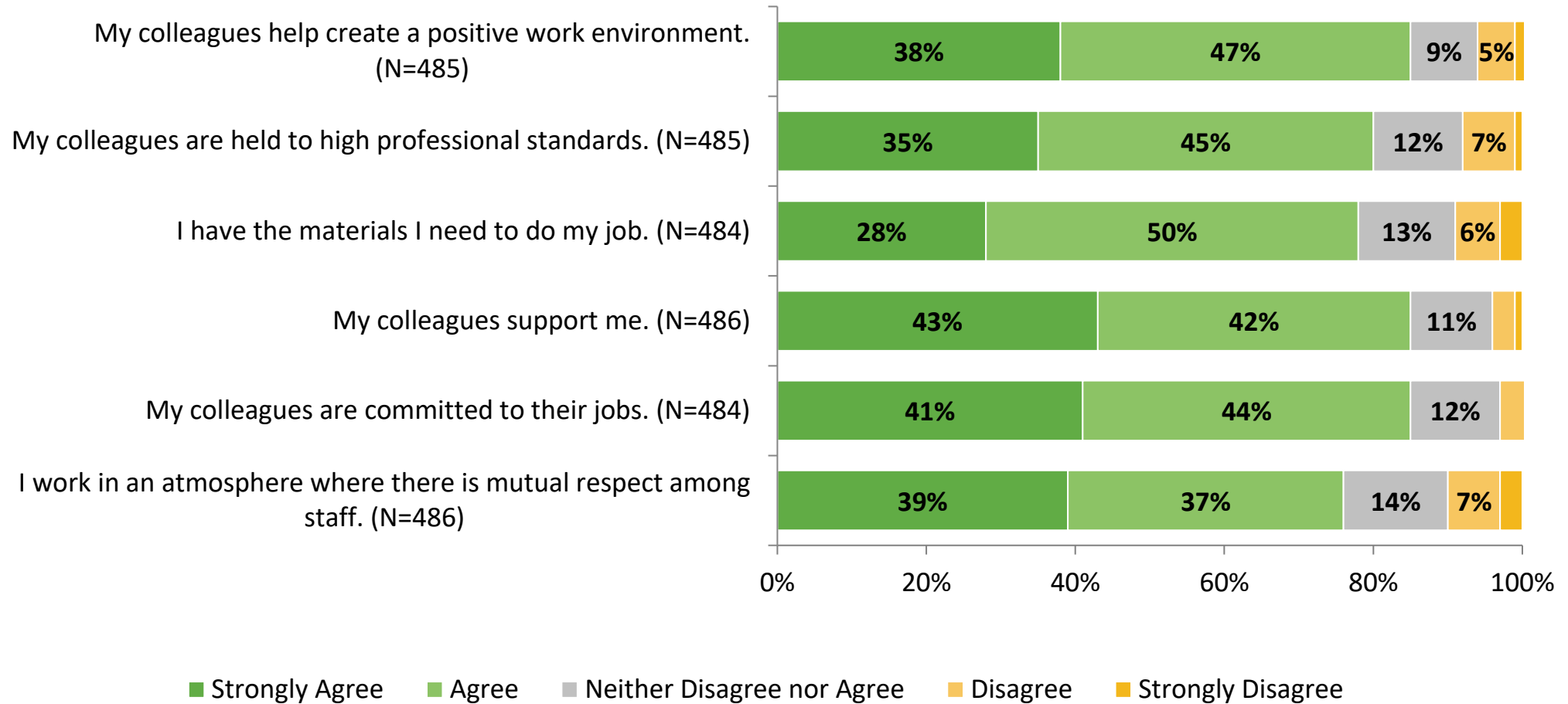
Feedback and Recognition

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



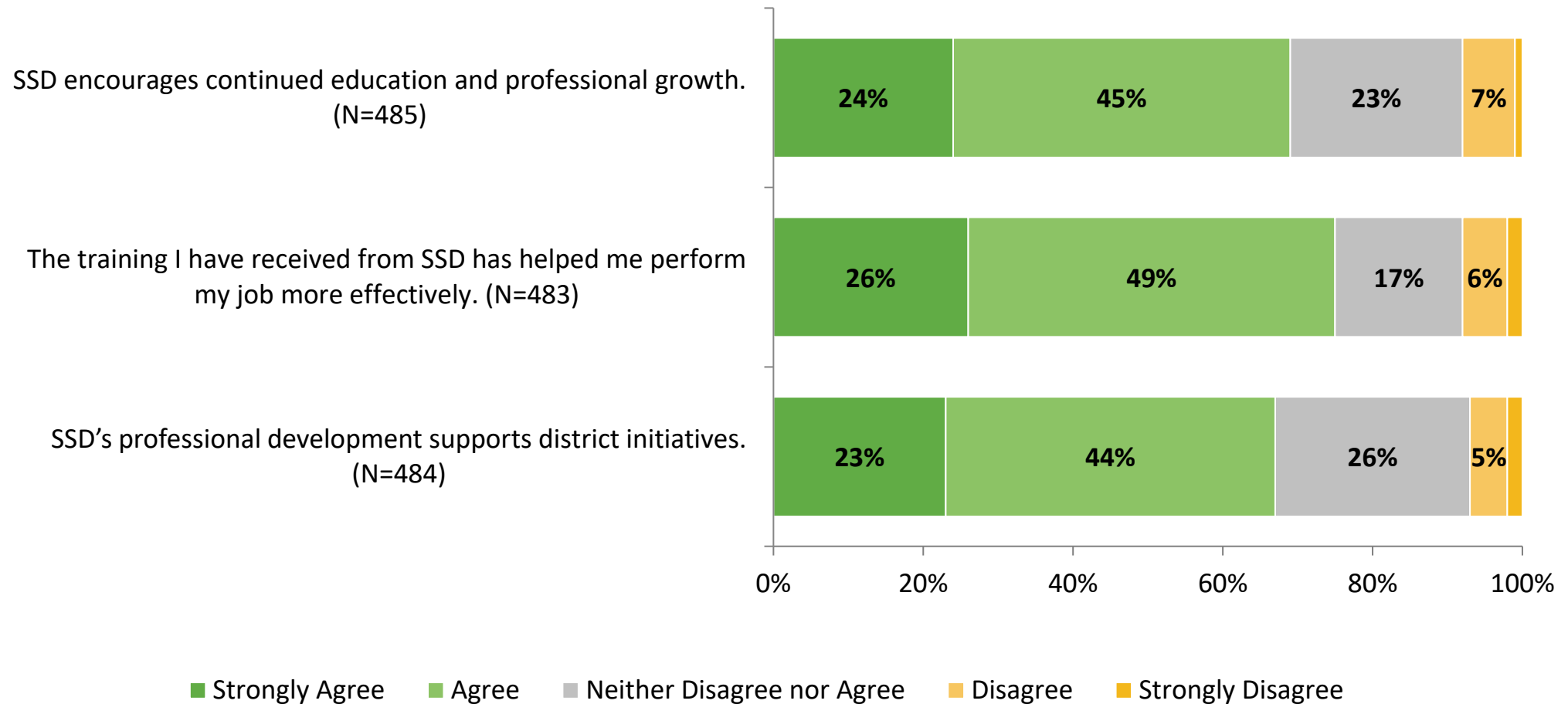
Work Environment

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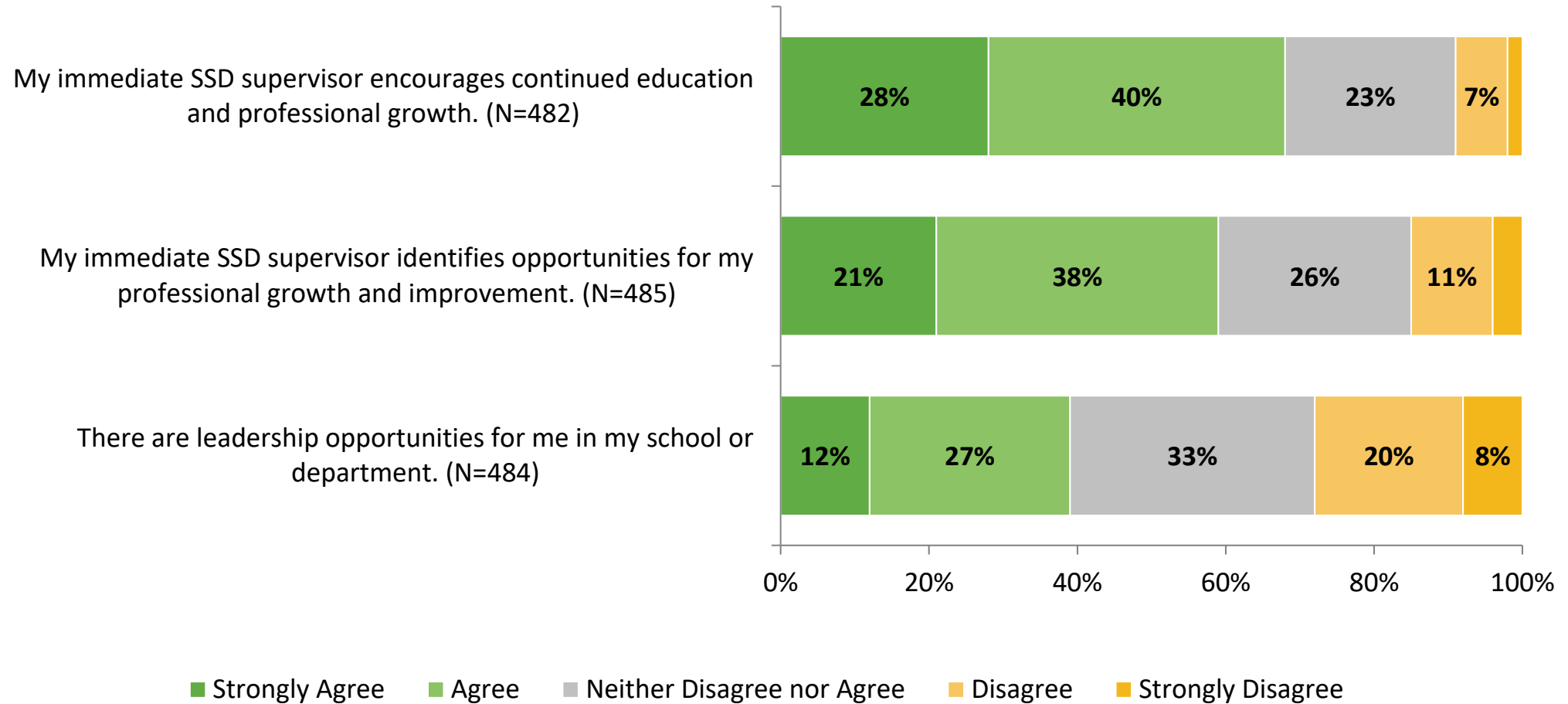
Career Growth and Training Opportunities

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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