

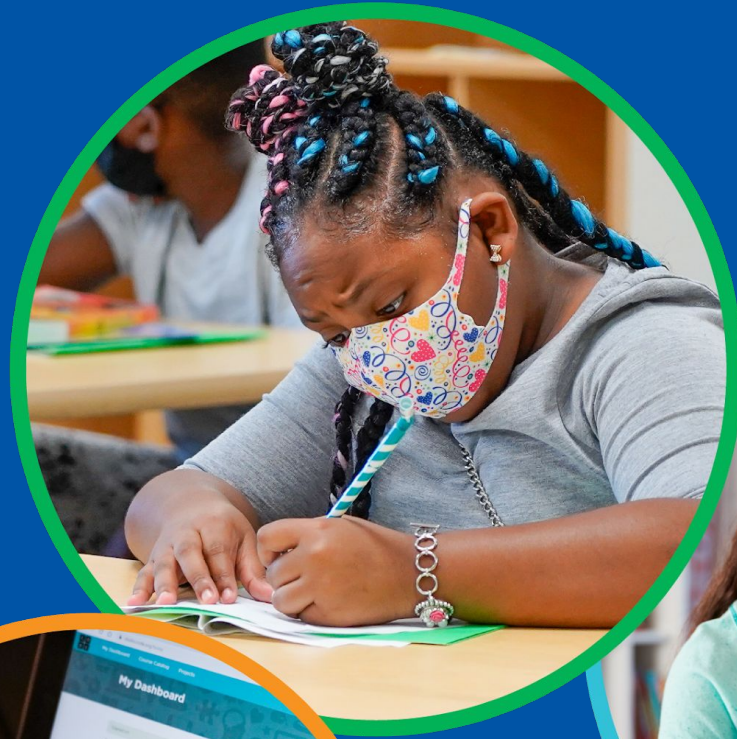
Employee Engagement

December 2, 2020

BACKPACKS ON

LAPTOPS OPEN

FUTURES
BRIGHT!



PREPARING STUDENTS
FOR LIFE



PREPARING STUDENTS
FOR LIFE

Susan Bunte

Assistant Superintendent



Passion Statement

**Supporting Cincinnati
Public Schools employees
to be their best so that our
students can do their best.**



Key Messages

- Talent Development is committed to increasing employee engagement to support student achievement.
- The Gallup Q12 Employee Engagement Survey is a core part of our strategy to strengthen local team culture and performance.

Strategic Focus



Targets:

- By April 2021, increase employee engagement among Central Office staff and 20 pilot schools through a .14 increase on the Gallup Q12 Survey GrandMean.
- By April 2022, increase employee engagement across all schools and departments through a .09 increase on the Gallup Q12 Survey GrandMean.

Engagement and our Talent Work



GALLUP®



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Sarah Brody

Director of Talent Development



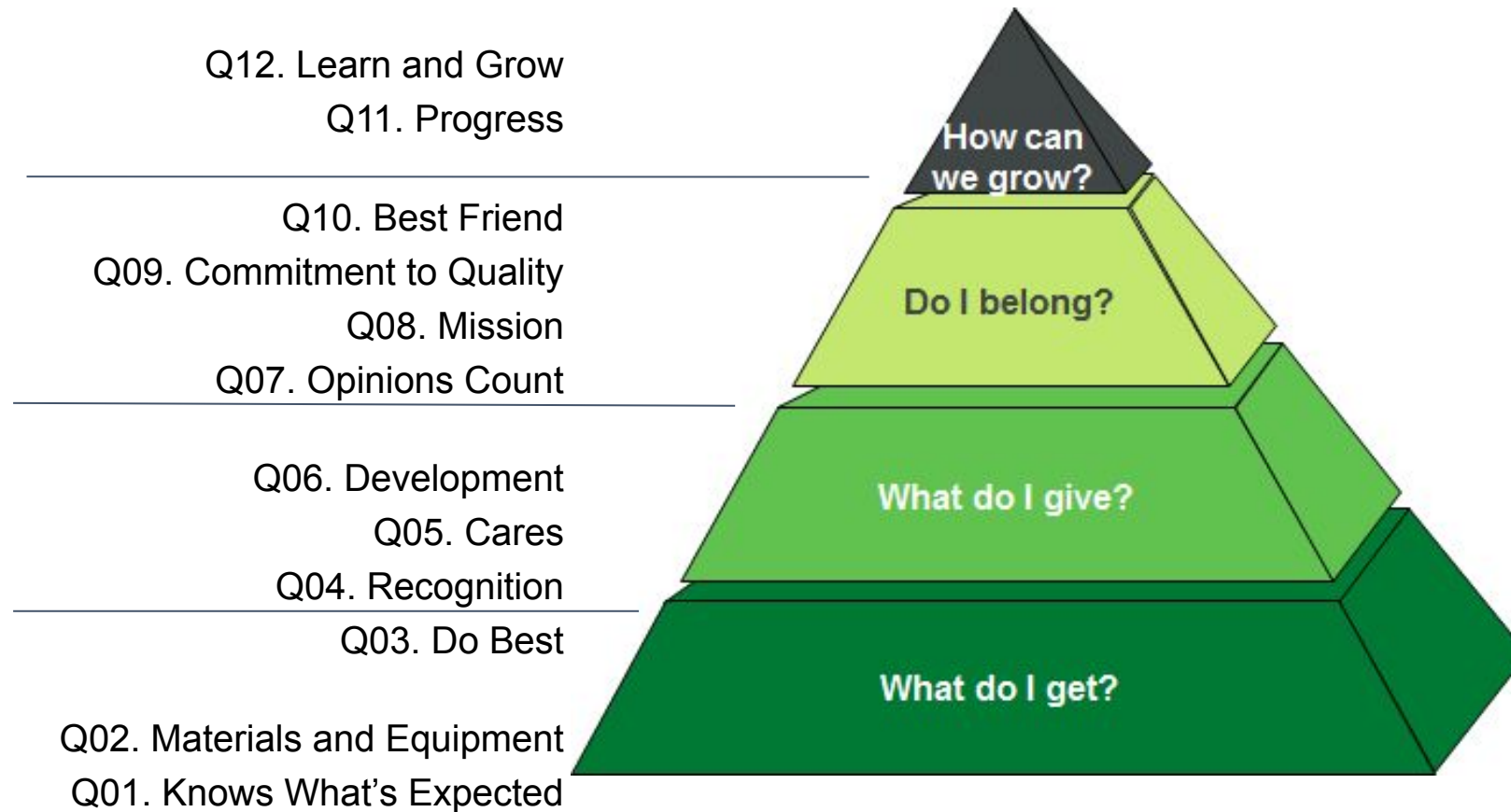
Why Measure Engagement?

Engaged employees:

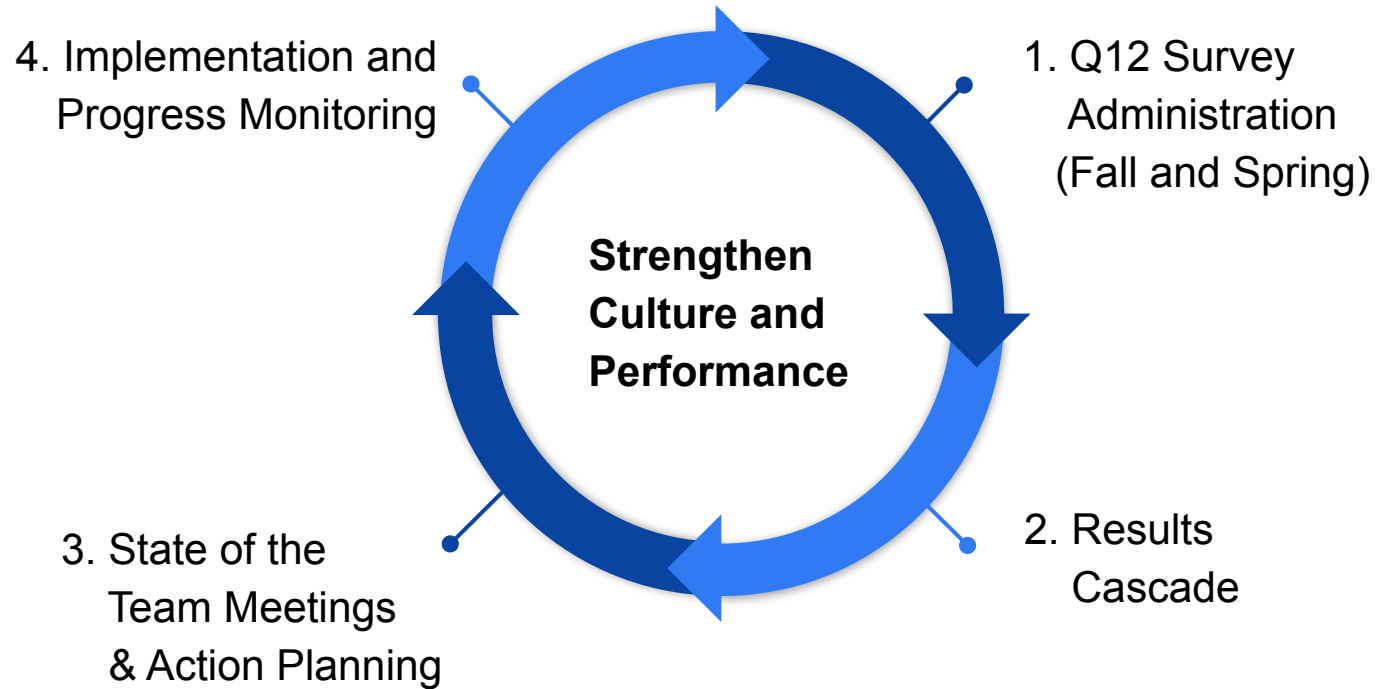
- Are 100% psychologically committed to the job
- Know the scope of their jobs and look for new and better ways to achieve outcomes
- Are more productive
- Work more efficiently
- Are safer
- Are more likely to stay

Engagement Elements Measured

The Gallup Q¹²® Employee Engagement Survey



Process



1. Survey Administration

What are our employee needs in this moment?

**1,905 employees
surveyed**

**20 pilot schools,
Central Office and
Iowa Street
Departments**

**All employee
types included**

2. Results Cascade

How are we supporting a data-driven culture?

Senior Leaders

Aggregate results

Team Leaders

Team-specific results

All employees

3. State of the Team Meetings...

How can we catalyze constructive conversations?

What are our strengths?

What is happening on our team to make these our strengths?

What is happening on our team to make these our growth areas?

What would a “5” look like on this particular item?

What are our growth areas?

Do any of these results surprise you?

...and Action Planning

What concrete steps can we take to improve?

What is a performance goal that we have as a team this year?

What Gallup Q12 element would support this work the most?

What would a SMART goal look like to improve?

4. Implementation & Progress Monitoring

How is our improvement work going?

GALLUP Access

Overview

Tasks

History

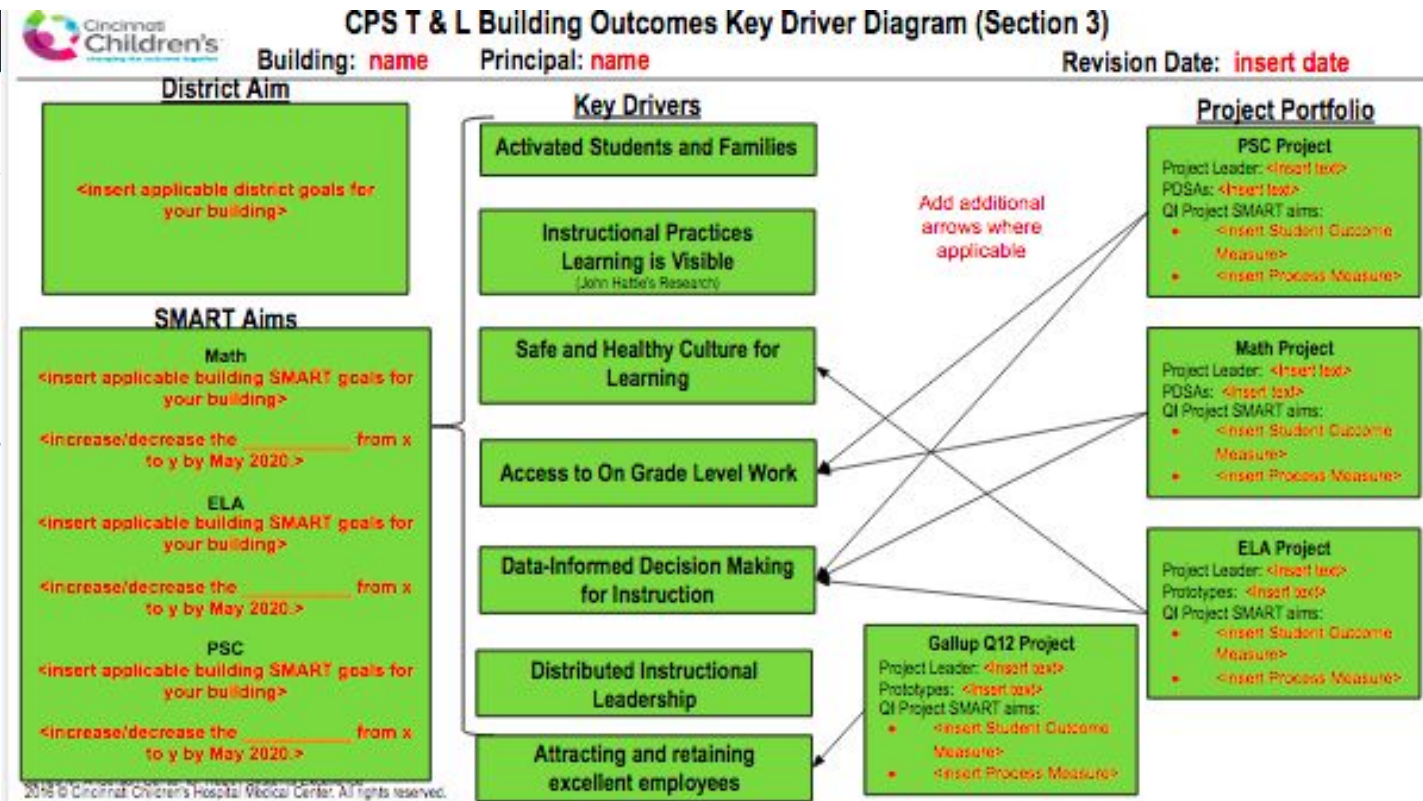
GOAL

DESCRIPTION

Attached Resources

Attach learning content to your plan from Gallup's Resources center

+ ADD A RESOURCE



Learnings from September 2020

Strengths:

Feeling cared for at work, having opportunities to learn and grow in our roles, and taking pride in the quality of work we do together.

Growth Areas:

Understanding what is expected of us and recognizing the value of work and the person doing that work.

Equity:

The aggregate data did not surface disparities in engagement across gender or race.

Next Steps

- Synthesize action plans and areas of focus to tailor support
- Pulse employee needs
- Prepare for the spring survey administration
- Onboard new schools for the 2021-2022 Gallup survey

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Visit **CPS-K12.ORG/NEWS/BACKTOSCHOOL**
for more information.



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