

Employee Experience Survey

Results Report

Oxford School District

Effective Date: Fall 2023

Table 1. Participation, Overall Mean and Top Box by Survey Administration

	Fall 2022	Spring 2023	Fall 2023
<i>Participation</i>	369	325	385
Overall Mean	4.23	4.09	4.32
Top Box Percentage	49.85%	43.90%	54.00%

Table 2. Net Promoter Score

	Fall 2022	Spring 2023	Fall 2023
NPS: Organization	50.14	37.65	45.31
Promoter	64.31%	56.79%	59.12%
Passive	21.53%	24.07%	27.08%
Detractor	14.17%	19.14%	13.80%
NPS: Immediate Work Area	51.91	42.90	56.40
Promoter	66.39%	62.04%	66.58%
Passive	19.13%	18.83%	23.24%
Detractor	14.48%	19.14%	10.18%

Table 3. Item Means and Overall Mean by Survey Administration

	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.32	4.10	4.44
2. I receive feedback on my strengths as an employee.	4.02	3.87	4.09
3. I feel supported in balancing my work responsibilities.	4.05	3.95	4.13
4. I receive appropriate recognition when I do good work.	4.06	3.84	4.04
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.37	4.22	4.47
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.22	4.08	4.28
7. I have the opportunity to provide input on decisions that affect my job.	4.03	3.88	4.13
8. I have a clear understanding of my expectations as an employee.	4.33	4.22	4.44
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.33	4.19	4.44
10. I receive feedback concerning areas for improving my performance.	4.00	3.98	4.26
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.07	3.85	4.18
12. I believe organization-level information is communicated in a timely manner across the organization.	4.07	3.88	4.16
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.20	4.03	4.29
14. I would recommend that parents select my organization to serve their child.	4.40	4.23	4.43
15. I feel that others in my organization connect with me in honest two-way communication.	4.23	4.10	4.27
16. I work in an organization where employees regularly share and exchange ideas.	4.39	4.28	4.41
17. I feel that organizational culture supports open and honest communication.	4.16	4.00	4.24
18. I have a clear understanding of the mission and goals of my organization.	4.38	4.33	4.54
19. I believe my work positively impacts those we serve.	4.59	4.55	4.65
20. I feel a sense of pride when I tell people where I work.	4.44	4.31	4.53
Overall Mean	4.23	4.09	4.32

Table 4. Item Top Box and Overall Top Box by Survey Administration

	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	52.72%	44.31%	58.07%
2. I receive feedback on my strengths as an employee.	41.58%	35.69%	42.71%
3. I feel supported in balancing my work responsibilities.	45.50%	38.46%	44.13%
4. I receive appropriate recognition when I do good work.	43.48%	36.65%	42.45%
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	56.68%	51.85%	62.66%
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	47.55%	41.05%	48.70%
7. I have the opportunity to provide input on decisions that affect my job.	42.39%	36.92%	47.27%
8. I have a clear understanding of my expectations as an employee.	51.77%	49.38%	58.75%
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	55.16%	49.54%	59.79%
10. I receive feedback concerning areas for improving my performance.	36.69%	36.53%	48.95%
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	40.60%	32.82%	46.21%
12. I believe organization-level information is communicated in a timely manner across the organization.	45.60%	36.34%	45.20%
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	50.14%	41.67%	54.95%
14. I would recommend that parents select my organization to serve their child.	57.92%	49.85%	59.64%
15. I feel that others in my organization connect with me in honest two-way communication.	45.65%	39.63%	49.09%
16. I work in an organization where employees regularly share and exchange ideas.	56.40%	48.92%	58.59%
17. I feel that organizational culture supports open and honest communication.	47.55%	40.43%	51.95%
18. I have a clear understanding of the mission and goals of my organization.	53.95%	50.77%	64.32%
19. I believe my work positively impacts those we serve.	65.85%	63.58%	70.50%
20. I feel a sense of pride when I tell people where I work.	59.95%	53.56%	66.06%
Overall Top Box	49.85%	43.90%	54.00%

Table 5. Participation by School / Department

	Fall 2022	Spring 2023	Fall 2023
Accountability and Accreditation	4	-	-
Curriculum and Instruction	15	12	17
Financial Services	2	0	5
Human Resources Department	2	3	4
Operations Department	15	17	8
Student Support Services	21	12	17
Superintendent's Office	8	4	7
Oxford Early Childhood Center	37	34	51
Bramlett Elementary School (Kindergarten-1)	56	59	57
Della Davidson Elementary School (Grades 2-3)	56	46	53
Central Elementary School (Grades 4-5)	38	33	38
Oxford Intermediate School (Grade 6)	28	25	36
Oxford Middle School (Grades 7-8)	26	27	52
Oxford High School (Grades 9-12)	58	52	40
Total	369¹	325¹	385

¹ 3 employees did not identify a location (Fall 2022); 1 employee did not identify a location (Spring 2023).

Table 6. Overall Mean by School / Department

	Fall 2022	Spring 2023	Fall 2023
Accountability and Accreditation	n<5	-	-
Curriculum and Instruction	4.22	4.09	4.53
Financial Services	n<5	n<5	4.18
Human Resources Department	n<5	n<5	n<5
Operations Department	3.84	4.29	3.14
Student Support Services	4.57	4.29	4.40
Superintendent's Office	4.94	n<5	4.41
Oxford Early Childhood Center	4.52	4.65	4.78
Bramlett Elementary School (Kindergarten-1)	3.97	3.78	4.13
Della Davidson Elementary School (Grades 2-3)	4.69	4.52	4.72
Central Elementary School (Grades 4-5)	4.30	4.39	4.35
Oxford Intermediate School (Grade 6)	4.19	3.95	4.18
Oxford Middle School (Grades 7-8)	4.18	4.15	4.29
Oxford High School (Grades 9-12)	3.70	3.48	3.63
Total	4.23	4.09	4.32

<u>Accountability and Accreditation</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.			
2. I receive feedback on my strengths as an employee.			
3. I feel supported in balancing my work responsibilities.			
4. I receive appropriate recognition when I do good work.			
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.			
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.			
7. I have the opportunity to provide input on decisions that affect my job.			
8. I have a clear understanding of my expectations as an employee.			
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.			
10. I receive feedback concerning areas for improving my performance.			
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.			
12. I believe organization-level information is communicated in a timely manner across the organization.			
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.			
14. I would recommend that parents select my organization to serve their child.			
15. I feel that others in my organization connect with me in honest two-way communication.			
16. I work in an organization where employees regularly share and exchange ideas.			
17. I feel that organizational culture supports open and honest communication.			
18. I have a clear understanding of the mission and goals of my organization.			
19. I believe my work positively impacts those we serve.			
20. I feel a sense of pride when I tell people where I work.			
Overall Mean	n<5	-	-

<u>Curriculum and Instruction</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.47	4.25	4.59
2. I receive feedback on my strengths as an employee.	3.93	3.92	4.41
3. I feel supported in balancing my work responsibilities.	4.07	4.00	4.12
4. I receive appropriate recognition when I do good work.	3.93	4.25	4.59
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.73	4.73	4.71
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.53	3.83	4.29
7. I have the opportunity to provide input on decisions that affect my job.	4.13	4.00	4.47
8. I have a clear understanding of my expectations as an employee.	3.87	3.83	4.59
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.27	4.25	4.65
10. I receive feedback concerning areas for improving my performance.	4.00	3.83	4.47
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.33	3.82	4.00
12. I believe organization-level information is communicated in a timely manner across the organization.	4.07	3.82	4.71
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	3.93	4.36	4.47
14. I would recommend that parents select my organization to serve their child.	4.53	4.73	4.65
15. I feel that others in my organization connect with me in honest two-way communication.	4.07	4.45	4.47
16. I work in an organization where employees regularly share and exchange ideas.	4.53	4.55	4.76
17. I feel that organizational culture supports open and honest communication.	3.93	4.27	4.47
18. I have a clear understanding of the mission and goals of my organization.	4.33	4.45	4.82
19. I believe my work positively impacts those we serve.	4.13	4.64	4.71
20. I feel a sense of pride when I tell people where I work.	4.53	4.73	4.59
Overall Mean	4.22	4.09	4.53

<u>Financial Services</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.			4.00
2. I receive feedback on my strengths as an employee.			4.20
3. I feel supported in balancing my work responsibilities.			3.80
4. I receive appropriate recognition when I do good work.			4.00
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.			4.00
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.			4.20
7. I have the opportunity to provide input on decisions that affect my job.			4.20
8. I have a clear understanding of my expectations as an employee.			4.20
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.			4.20
10. I receive feedback concerning areas for improving my performance.			4.60
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.			4.00
12. I believe organization-level information is communicated in a timely manner across the organization.			4.00
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.			4.20
14. I would recommend that parents select my organization to serve their child.			4.40
15. I feel that others in my organization connect with me in honest two-way communication.			3.60
16. I work in an organization where employees regularly share and exchange ideas.			4.20
17. I feel that organizational culture supports open and honest communication.			3.80
18. I have a clear understanding of the mission and goals of my organization.			4.40
19. I believe my work positively impacts those we serve.			4.80
20. I feel a sense of pride when I tell people where I work.			4.80
Overall Mean	n<5	n<5	4.18

<u>Human Resources</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.			
2. I receive feedback on my strengths as an employee.			
3. I feel supported in balancing my work responsibilities.			
4. I receive appropriate recognition when I do good work.			
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.			
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.			
7. I have the opportunity to provide input on decisions that affect my job.			
8. I have a clear understanding of my expectations as an employee.			
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.			
10. I receive feedback concerning areas for improving my performance.			
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.			
12. I believe organization-level information is communicated in a timely manner across the organization.			
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.			
14. I would recommend that parents select my organization to serve their child.			
15. I feel that others in my organization connect with me in honest two-way communication.			
16. I work in an organization where employees regularly share and exchange ideas.			
17. I feel that organizational culture supports open and honest communication.			
18. I have a clear understanding of the mission and goals of my organization.			
19. I believe my work positively impacts those we serve.			
20. I feel a sense of pride when I tell people where I work.			
Overall Mean	n<5	n<5	n<5

<u>Operations</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	3.93	4.47	3.38
2. I receive feedback on my strengths as an employee.	3.60	4.18	2.88
3. I feel supported in balancing my work responsibilities.	4.07	4.29	3.25
4. I receive appropriate recognition when I do good work.	3.53	4.38	3.00
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.07	4.41	3.75
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	3.87	4.25	3.50
7. I have the opportunity to provide input on decisions that affect my job.	3.80	4.41	2.63
8. I have a clear understanding of my expectations as an employee.	3.80	4.35	3.00
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.00	4.59	3.38
10. I receive feedback concerning areas for improving my performance.	3.67	4.12	3.25
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	3.60	3.69	3.00
12. I believe organization-level information is communicated in a timely manner across the organization.	3.21	3.82	2.38
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	3.67	4.12	3.00
14. I would recommend that parents select my organization to serve their child.	4.21	4.47	3.38
15. I feel that others in my organization connect with me in honest two-way communication.	4.00	4.41	3.00
16. I work in an organization where employees regularly share and exchange ideas.	3.93	4.24	2.88
17. I feel that organizational culture supports open and honest communication.	3.53	4.12	2.63
18. I have a clear understanding of the mission and goals of my organization.	3.87	4.47	3.25
19. I believe my work positively impacts those we serve.	4.27	4.59	3.75
20. I feel a sense of pride when I tell people where I work.	4.20	4.53	3.63
Overall Mean	3.84	4.29	3.14

<u>Student Support Services</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.38	4.25	4.29
2. I receive feedback on my strengths as an employee.	4.48	4.17	4.24
3. I feel supported in balancing my work responsibilities.	4.52	4.33	4.29
4. I receive appropriate recognition when I do good work.	4.43	4.00	4.18
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.71	4.42	4.47
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.48	4.33	4.18
7. I have the opportunity to provide input on decisions that affect my job.	4.67	4.25	4.35
8. I have a clear understanding of my expectations as an employee.	4.62	4.42	4.59
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.71	4.50	4.47
10. I receive feedback concerning areas for improving my performance.	4.52	4.17	4.59
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.38	4.08	4.12
12. I believe organization-level information is communicated in a timely manner across the organization.	4.38	4.36	4.24
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.43	4.08	4.18
14. I would recommend that parents select my organization to serve their child.	4.76	4.17	4.59
15. I feel that others in my organization connect with me in honest two-way communication.	4.62	4.17	4.35
16. I work in an organization where employees regularly share and exchange ideas.	4.71	4.50	4.59
17. I feel that organizational culture supports open and honest communication.	4.43	4.25	4.47
18. I have a clear understanding of the mission and goals of my organization.	4.57	4.50	4.65
19. I believe my work positively impacts those we serve.	4.86	4.67	4.59
20. I feel a sense of pride when I tell people where I work.	4.71	4.25	4.59
Overall Mean	4.57	4.29	4.40

<u>Superintendent's Office</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.75		4.57
2. I receive feedback on my strengths as an employee.	4.88		4.14
3. I feel supported in balancing my work responsibilities.	5.00		4.29
4. I receive appropriate recognition when I do good work.	4.88		4.14
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	5.00		4.71
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	5.00		4.57
7. I have the opportunity to provide input on decisions that affect my job.	5.00		4.57
8. I have a clear understanding of my expectations as an employee.	4.88		4.57
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	5.00		4.71
10. I receive feedback concerning areas for improving my performance.	4.88		3.86
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	5.00		4.43
12. I believe organization-level information is communicated in a timely manner across the organization.	4.88		4.00
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	5.00		4.57
14. I would recommend that parents select my organization to serve their child.	5.00		4.71
15. I feel that others in my organization connect with me in honest two-way communication.	5.00		4.50
16. I work in an organization where employees regularly share and exchange ideas.	4.88		4.14
17. I feel that organizational culture supports open and honest communication.	5.00		4.14
18. I have a clear understanding of the mission and goals of my organization.	4.88		4.43
19. I believe my work positively impacts those we serve.	5.00		4.57
20. I feel a sense of pride when I tell people where I work.	5.00		4.57
Overall Mean	4.94	n<5	4.41

<u>Oxford Early Childhood Center</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.65	4.79	4.86
2. I receive feedback on my strengths as an employee.	4.38	4.59	4.59
3. I feel supported in balancing my work responsibilities.	4.41	4.62	4.73
4. I receive appropriate recognition when I do good work.	4.38	4.50	4.51
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.49	4.68	4.84
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.49	4.71	4.86
7. I have the opportunity to provide input on decisions that affect my job.	4.32	4.47	4.65
8. I have a clear understanding of my expectations as an employee.	4.68	4.74	4.90
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.57	4.79	4.88
10. I receive feedback concerning areas for improving my performance.	4.43	4.50	4.65
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.42	4.62	4.78
12. I believe organization-level information is communicated in a timely manner across the organization.	4.49	4.62	4.76
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.49	4.74	4.84
14. I would recommend that parents select my organization to serve their child.	4.62	4.62	4.82
15. I feel that others in my organization connect with me in honest two-way communication.	4.41	4.62	4.75
16. I work in an organization where employees regularly share and exchange ideas.	4.51	4.56	4.80
17. I feel that organizational culture supports open and honest communication.	4.54	4.53	4.75
18. I have a clear understanding of the mission and goals of my organization.	4.78	4.71	4.92
19. I believe my work positively impacts those we serve.	4.76	4.82	4.92
20. I feel a sense of pride when I tell people where I work.	4.68	4.74	4.88
Overall Mean	4.52	4.65	4.78

<u>Bramlett Elementary School (Kindergarten-1)</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	3.98	3.59	4.18
2. I receive feedback on my strengths as an employee.	3.70	3.49	3.89
3. I feel supported in balancing my work responsibilities.	3.89	3.58	3.88
4. I receive appropriate recognition when I do good work.	3.91	3.45	3.82
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.07	3.86	4.37
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	3.88	3.66	4.00
7. I have the opportunity to provide input on decisions that affect my job.	3.64	3.51	3.81
8. I have a clear understanding of my expectations as an employee.	4.11	4.03	4.43
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	3.93	3.78	4.32
10. I receive feedback concerning areas for improving my performance.	3.73	3.83	4.20
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	3.77	3.31	3.96
12. I believe organization-level information is communicated in a timely manner across the organization.	3.84	3.50	3.91
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	3.87	3.61	4.11
14. I would recommend that parents select my organization to serve their child.	4.16	4.05	4.26
15. I feel that others in my organization connect with me in honest two-way communication.	4.02	3.78	4.02
16. I work in an organization where employees regularly share and exchange ideas.	4.18	4.15	4.12
17. I feel that organizational culture supports open and honest communication.	3.89	3.51	4.04
18. I have a clear understanding of the mission and goals of my organization.	4.20	4.24	4.47
19. I believe my work positively impacts those we serve.	4.45	4.58	4.67
20. I feel a sense of pride when I tell people where I work.	4.20	3.98	4.23
Overall Mean	3.97	3.78	4.13

<u>Della Davidson Elementary School (Grades 2-3)</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.82	4.57	4.79
2. I receive feedback on my strengths as an employee.	4.55	4.33	4.53
3. I feel supported in balancing my work responsibilities.	4.30	4.20	4.62
4. I receive appropriate recognition when I do good work.	4.54	4.31	4.49
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.75	4.54	4.70
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.73	4.61	4.70
7. I have the opportunity to provide input on decisions that affect my job.	4.48	4.30	4.53
8. I have a clear understanding of my expectations as an employee.	4.80	4.72	4.74
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.84	4.57	4.74
10. I receive feedback concerning areas for improving my performance.	4.57	4.58	4.71
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.66	4.39	4.75
12. I believe organization-level information is communicated in a timely manner across the organization.	4.67	4.48	4.66
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.71	4.52	4.79
14. I would recommend that parents select my organization to serve their child.	4.84	4.61	4.89
15. I feel that others in my organization connect with me in honest two-way communication.	4.68	4.44	4.70
16. I work in an organization where employees regularly share and exchange ideas.	4.77	4.61	4.79
17. I feel that organizational culture supports open and honest communication.	4.68	4.46	4.72
18. I have a clear understanding of the mission and goals of my organization.	4.79	4.65	4.87
19. I believe my work positively impacts those we serve.	4.82	4.70	4.91
20. I feel a sense of pride when I tell people where I work.	4.84	4.76	4.91
Overall Mean	4.69	4.52	4.72

Central Elementary School (Grades 4-5)	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.38	4.30	4.47
2. I receive feedback on my strengths as an employee.	4.08	4.24	3.79
3. I feel supported in balancing my work responsibilities.	4.24	4.09	4.00
4. I receive appropriate recognition when I do good work.	4.19	4.12	3.79
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.41	4.55	4.42
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.38	4.30	4.32
7. I have the opportunity to provide input on decisions that affect my job.	4.03	4.18	4.11
8. I have a clear understanding of my expectations as an employee.	4.30	4.52	4.50
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.38	4.52	4.53
10. I receive feedback concerning areas for improving my performance.	3.97	4.24	4.11
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.14	4.09	4.32
12. I believe organization-level information is communicated in a timely manner across the organization.	4.19	4.21	4.29
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.35	4.21	4.47
14. I would recommend that parents select my organization to serve their child.	4.62	4.58	4.53
15. I feel that others in my organization connect with me in honest two-way communication.	4.05	4.52	4.37
16. I work in an organization where employees regularly share and exchange ideas.	4.49	4.61	4.61
17. I feel that organizational culture supports open and honest communication.	4.22	4.52	4.32
18. I have a clear understanding of the mission and goals of my organization.	4.43	4.63	4.63
19. I believe my work positively impacts those we serve.	4.62	4.70	4.66
20. I feel a sense of pride when I tell people where I work.	4.59	4.67	4.71
Overall Mean	4.30	4.39	4.35

<u>Oxford Intermediate School (Grade 6)</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.29	3.84	4.44
2. I receive feedback on my strengths as an employee.	4.07	3.60	4.14
3. I feel supported in balancing my work responsibilities.	3.93	3.76	4.06
4. I receive appropriate recognition when I do good work.	4.11	3.60	4.06
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.32	3.96	4.31
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.11	3.96	4.11
7. I have the opportunity to provide input on decisions that affect my job.	4.14	3.84	4.17
8. I have a clear understanding of my expectations as an employee.	4.39	3.79	4.06
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.36	4.00	4.25
10. I receive feedback concerning areas for improving my performance.	3.96	3.80	4.14
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	4.07	4.04	4.03
12. I believe organization-level information is communicated in a timely manner across the organization.	3.89	3.68	3.75
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.25	3.72	4.19
14. I would recommend that parents select my organization to serve their child.	4.25	4.12	4.28
15. I feel that others in my organization connect with me in honest two-way communication.	4.18	4.20	4.11
16. I work in an organization where employees regularly share and exchange ideas.	4.32	4.29	4.28
17. I feel that organizational culture supports open and honest communication.	4.14	4.16	4.17
18. I have a clear understanding of the mission and goals of my organization.	4.25	4.12	4.22
19. I believe my work positively impacts those we serve.	4.64	4.36	4.50
20. I feel a sense of pride when I tell people where I work.	4.19	4.12	4.33
Overall Mean	4.19	3.95	4.18

<u>Oxford Middle School (Grades 7-8)</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	4.38	4.48	4.54
2. I receive feedback on my strengths as an employee.	4.04	4.04	4.12
3. I feel supported in balancing my work responsibilities.	4.19	4.33	4.10
4. I receive appropriate recognition when I do good work.	4.00	3.93	4.04
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.31	4.41	4.40
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.08	3.89	4.17
7. I have the opportunity to provide input on decisions that affect my job.	4.04	3.78	4.08
8. I have a clear understanding of my expectations as an employee.	4.31	4.33	4.52
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	4.27	4.44	4.45
10. I receive feedback concerning areas for improving my performance.	3.77	3.96	4.27
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	3.96	3.96	4.00
12. I believe organization-level information is communicated in a timely manner across the organization.	4.12	4.07	4.17
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	4.27	4.19	4.19
14. I would recommend that parents select my organization to serve their child.	4.08	4.19	4.37
15. I feel that others in my organization connect with me in honest two-way communication.	4.27	4.07	4.27
16. I work in an organization where employees regularly share and exchange ideas.	4.16	4.15	4.37
17. I feel that organizational culture supports open and honest communication.	4.27	3.93	4.12
18. I have a clear understanding of the mission and goals of my organization.	4.31	4.30	4.46
19. I believe my work positively impacts those we serve.	4.40	4.41	4.58
20. I feel a sense of pride when I tell people where I work.	4.50	4.22	4.54
Overall Mean	4.18	4.15	4.29

<u>Oxford High School (Grades 9-12)</u>	Fall 2022	Spring 2023	Fall 2023
1. I feel supported with good processes and the appropriate resources to do my job.	3.83	3.48	3.82
2. I receive feedback on my strengths as an employee.	3.31	3.21	3.33
3. I feel supported in balancing my work responsibilities.	3.18	3.37	3.36
4. I receive appropriate recognition when I do good work.	3.34	3.06	3.15
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	3.95	3.71	4.10
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	3.69	3.67	3.77
7. I have the opportunity to provide input on decisions that affect my job.	3.34	3.23	3.35
8. I have a clear understanding of my expectations as an employee.	3.91	3.63	3.88
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	3.91	3.56	3.67
10. I receive feedback concerning areas for improving my performance.	3.28	3.23	3.44
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	3.34	3.21	3.49
12. I believe organization-level information is communicated in a timely manner across the organization.	3.39	3.02	3.38
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	3.71	3.48	3.40
14. I would recommend that parents select my organization to serve their child.	3.93	3.55	3.75
15. I feel that others in my organization connect with me in honest two-way communication.	3.83	3.42	3.64
16. I work in an organization where employees regularly share and exchange ideas.	4.17	3.77	3.95
17. I feel that organizational culture supports open and honest communication.	3.57	3.37	3.60
18. I have a clear understanding of the mission and goals of my organization.	3.91	3.75	4.08
19. I believe my work positively impacts those we serve.	4.48	4.25	4.33
20. I feel a sense of pride when I tell people where I work.	3.93	3.75	4.05
Overall Mean	3.70	3.48	3.63

Appendix

In the 2022-23 academic year, the Net Promoter Score metric was added to multiple surveys conducted by Studer Education partners: Employee, Parent/Caregiver, and Student Experience Surveys. The Net Promoter Score measures a loyalty relationship between an organization and the survey participants. The scores are categorized into 3 areas: Detractors (unhappy, dissatisfied stakeholders), Passives (“on the fence”/neutral stakeholders), and Promoters (engaged, enthusiastic stakeholders). The NPS can range from -100 (lowest, everyone is a Detractor) to +100 (highest, everyone is a Promoter). The NPS is calculated by subtracting the percentage of Detractors from the percentage of Promoters.

When interpreting the NPS, the following guidelines may be helpful:

- 100 to 0: there are more detractors than promoters and a good opportunity for improvement
- 0 to 30: good performance, opportunity for improvement
- 30 to 50: strong performance, sustain or grow
- 50 to 100: excellent performance, sustain

The NPS questions for Employee Experience were:

1. How likely are you to recommend this organization as a good place to work?
2. How likely are you to recommend your immediate work environment as a good place to work?

In the first round of surveys administered in Fall 2022-Spring 2023, baseline NPS metrics were established.

Q1: How likely are you to recommend this organization as a good place to work?	Q2: How likely are you to recommend your immediate work environment as a good place to work?
Individual Partner NPS ranged from -76.8 to +67.1.	Individual Partner NPS ranged from -53.1 to +67.1.
Average Partner Network NPS: 17.15	Average Partner Network NPS: 29.34
35,466 stakeholders responded over 72 partners.	