

Employee Engagement/Experience Survey

Historical Results Report

Oxford School District

Fall 2022

In the summer of 2022, Studer Education refreshed our survey items to better measure the key survey constructs and to focus on the individual's experience of their organization. This redesign allowed us to maintain similar items that are aligned to prior, historical items, and to add additional items for gathering important feedback.

This Historical Results Report provides the 2022-2023 results of the items that align to prior items in our surveys and includes ***an overall mean for those items that is most closely compared to the prior historical mean***. Since the historical and current items are not an exact match, we encourage you to carefully consider the trend over time and be alert to how the change in language may have impacted this year's results. Changes in the overall mean may have occurred as a result of the shift in item language. This report contains the original survey items to serve as individual, historic tables. Your automated report consists of only refreshed items and a new, overall mean derived from items 1-20. We believe that you may find value in viewing trends over time but, again, caution you to stay alert to the change in survey item language as you draw conclusions from the 2022-2023 results.

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

	Fall 2021	Spring 2022	Fall 2022
<i>Participation</i>	300	336	369
Overall Mean ¹	4.00	4.00	4.23
Top Box Percentage ¹	37.13%	40.74%	49.85%

¹Items 1-14 only. Item wording, content and items included vary for 2022-2023 survey administrations.

Table 2. Item Means and Overall Mean by Survey Administration

	Fall 2021	Spring 2022	Fall 2022*
1. My principal/supervisor provides me with good processes and resources to do my job.	4.13	4.16	4.32
2. My principal/supervisor provides feedback on my strengths as an employee.	3.80	3.74	4.02
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.13	4.08	4.05
4. My principal/supervisor recognizes good performance.	3.96	3.93	4.06
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.12	4.14	4.37
6. My principal/supervisor makes the best use of available funds.	4.17	4.24	4.22
7. My principal/supervisor consults me on the decisions that affect my job.	3.78	3.83	4.03
8. The expectations for judging my performance are clear.	3.99	3.88	4.33
9. My principal/supervisor provides the support needed to accomplish my work objectives.	3.99	4.07	4.33
10. My principal/supervisor provides feedback concerning areas for improving my performance.	3.89	3.80	4.00
11. The superintendent manages district finances effectively.	3.82	3.84	4.07
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	4.21	4.23	4.07
13. The superintendent makes informed decisions based on the best interest of the district.	3.98	3.91	4.20
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.19	4.12	4.40
Overall District Mean	4.00	4.00	4.23
C1. The school district supports honest two-way communication between supervisors and employees.	3.78	3.70	4.23
C2. The school district supports an environment where employees regularly share and exchange ideas.	3.94	3.92	4.39
C3. Open and honest communication is an important part of the culture in the school district.	3.74	3.70	4.16
C4. I have a clear understanding of the mission and goals of my school district.	4.16	4.05	4.38

* Item wording, content, and items included vary for 2022-2023.

Table 3. Item Top Box and Overall Top Box by Survey Administration

	Fall 2021	Spring 2022	Fall 2022*
1. My principal/supervisor provides me with good processes and resources to do my job.	41.00%	45.35%	52.72%
2. My principal/supervisor provides feedback on my strengths as an employee.	31.33%	34.83%	41.58%
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	43.48%	45.65%	45.50%
4. My principal/supervisor recognizes good performance.	36.79%	40.66%	43.48%
5. My principal/supervisor demonstrates a genuine concern for my welfare.	45.82%	52.85%	56.68%
6. My principal/supervisor makes the best use of available funds.	40.47%	46.08%	47.55%
7. My principal/supervisor consults me on the decisions that affect my job.	31.33%	34.35%	42.39%
8. The expectations for judging my performance are clear.	34.56%	37.24%	51.77%
9. My principal/supervisor provides the support needed to accomplish my work objectives.	38.13%	45.15%	55.16%
10. My principal/supervisor provides feedback concerning areas for improving my performance.	30.77%	32.53%	36.68%
11. The superintendent manages district finances effectively.	22.33%	30.33%	40.60%
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	38.00%	45.65%	45.60%
13. The superintendent makes informed decisions based on the best interest of the district.	34.88%	34.74%	50.14%
14. If given a choice, I would recommend that a parent select this district for his or her child.	43.67%	44.88%	57.92%
Overall District Mean	37.13%	40.74%	49.85%
C1. The school district supports honest two-way communication between supervisors and employees.	28.09%	28.92%	45.65%
C2. The school district supports an environment where employees regularly share and exchange ideas.	30.67%	32.12%	56.40%
C3. Open and honest communication is an important part of the culture in the school district.	27.09%	27.05%	47.55%
C4. I have a clear understanding of the mission and goals of my school district.	39.00%	33.03%	53.95%

* Item wording, content, and items included vary for 2022-2023.