

Strategic Plan Update

January 9, 2023



Gallup Q12 survey results
Attendance
Student Discipline
Grades



GALLUP®



What the Best Do Differently: Build a High-Development Culture Through Employee Engagement

Unlock the Power of Gallup Access to Create Engaging Teams

Types of Employees

ENGAGED

- Highly involved in and enthusiastic about their work and workplace
- Drive performance and innovation to move the organization forward

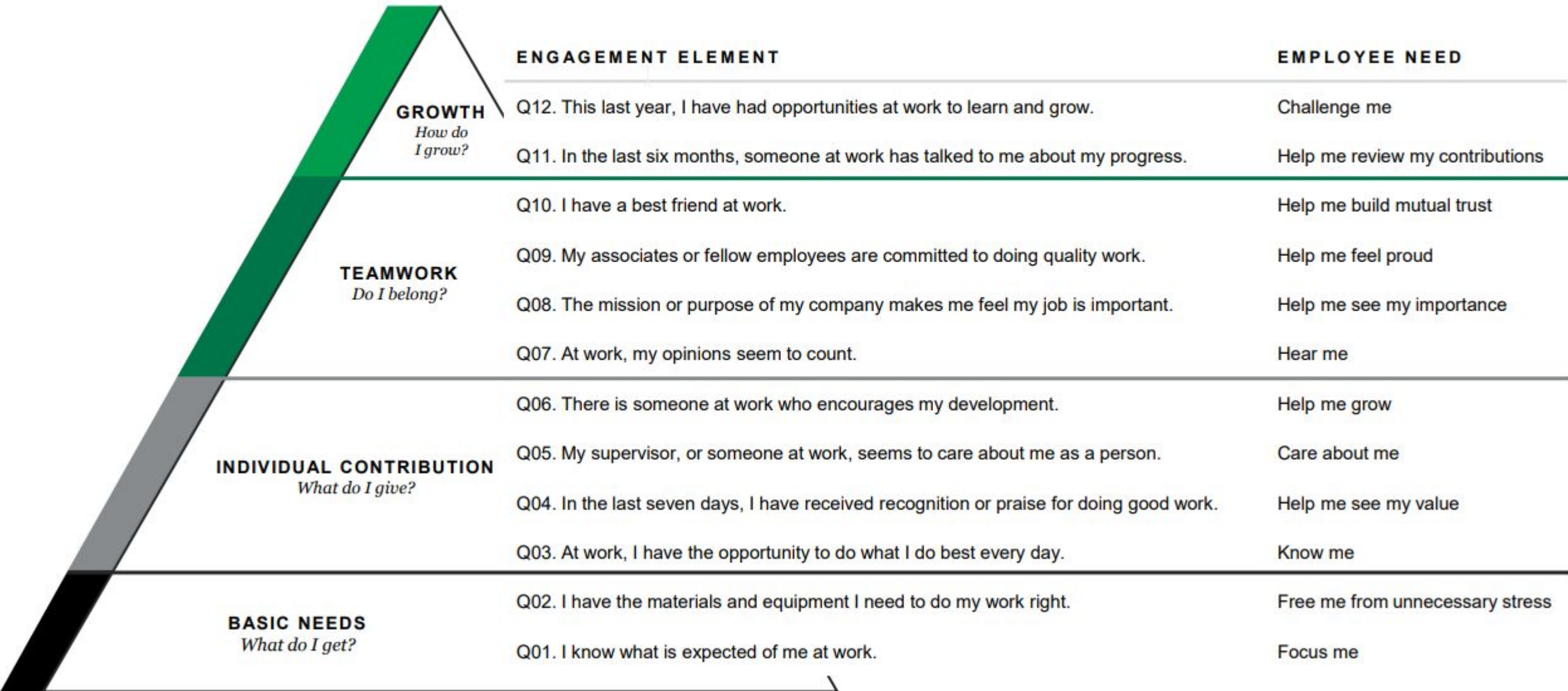
NOT ENGAGED

- Psychologically unattached to their work and company
- Put only time — not energy or passion — into their work

ACTIVELY DISENGAGED

- Unhappy at work and resentful that their needs aren't being met
- Potentially undermine what their engaged coworkers accomplish

The Four Levels of Employee Engagement — Gallup's Q¹²®



Building a High-Performance Workforce

Compared with business units in the bottom quartile of engagement, those in the top quartile realized improvements in the following areas:

↓
Turnover is
59%
LOWER
(low-turnover organizations)

↑
Productivity is
17%
HIGHER

↓
Safety incidents are
70%
FEWER

↑
Wellbeing is
66%
HIGHER

↓
Absenteeism is
41%
LOWER

↑
Organizational
Citizenship is
13%
HIGHER

The State of Our Organization: U-46 Results

It is not about raising the numbers.
It is about the opportunities the numbers raise.

Interpreting Your Survey Results

- Focus on the **high scores**, and look for recognition opportunities in the results.
- Think about where your organization might experience the **biggest increase in engagement**.
- Remember, these results represent **a snapshot** in time. Consider what you and your organization can do to ensure that you meet these workplace needs.
- Pay close attention to the **bottom two levels** of the employee engagement hierarchy.
- Consider your team's and your organization's **performance goals and challenges**. Consider how focusing on engagement can help you meet or address your goals or challenges.
- Realize that **interpretations can vary** from employee to employee.



Engagement Headlines

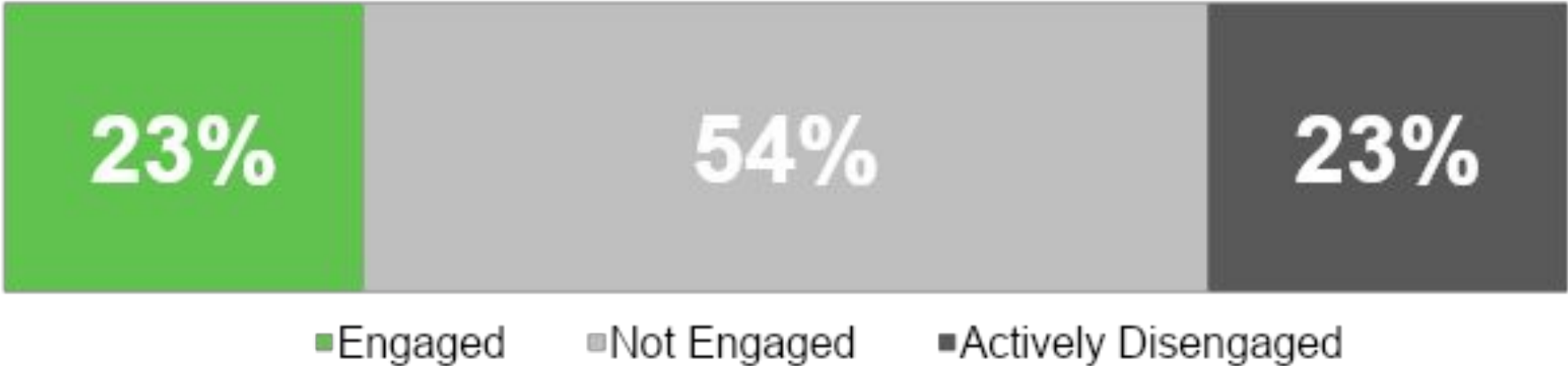
- Expectations and Feeling Cared About are areas of strength.
- Recognition should be incorporated as a performance, purpose, and engagement strategy throughout the entire organization.
- Significant variations exist between schools/departments.

U-46 School District Engagement Fall 2022 Engagement Summary



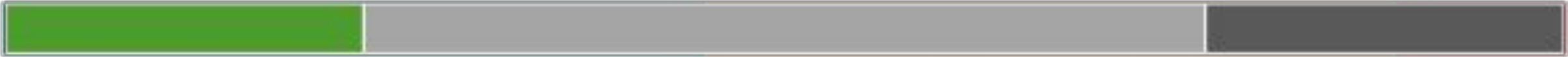
Sample Size	2,897
Participation Rate	53%
Mean Percentile Rank	13 th
Engagement Ratio	1.00:1

Engagement Index



Engagement Segments Within U-46

Employees can be segmented into three fundamental psychological conditions of engagement that are behaviorally predictive.



23%

ENGAGED

Engaged employees are **highly involved in and enthusiastic** about their work and workplace. They are psychological “owners,” drive performance and innovation, and move the organization forward.

54%

NOT ENGAGED

Not engaged employees are **psychologically unattached** to their work and company. Because their engagement needs are not being fully met, they’re putting time — but not energy or passion — into their work.

23%

ACTIVELY DISENGAGED

Actively disengaged employees aren’t just unhappy at work — they are **resentful** that their needs aren’t being met and are **acting out their unhappiness**. Every day, these workers potentially undermine what their engaged coworkers accomplish.

GALLUP’S K-12 DATABASE

45%

ENGAGED

Note: Percentages based on Gallup’s 2022 Q¹² Education - Kindergarten Through 12th Grade Engagement Indices Database.

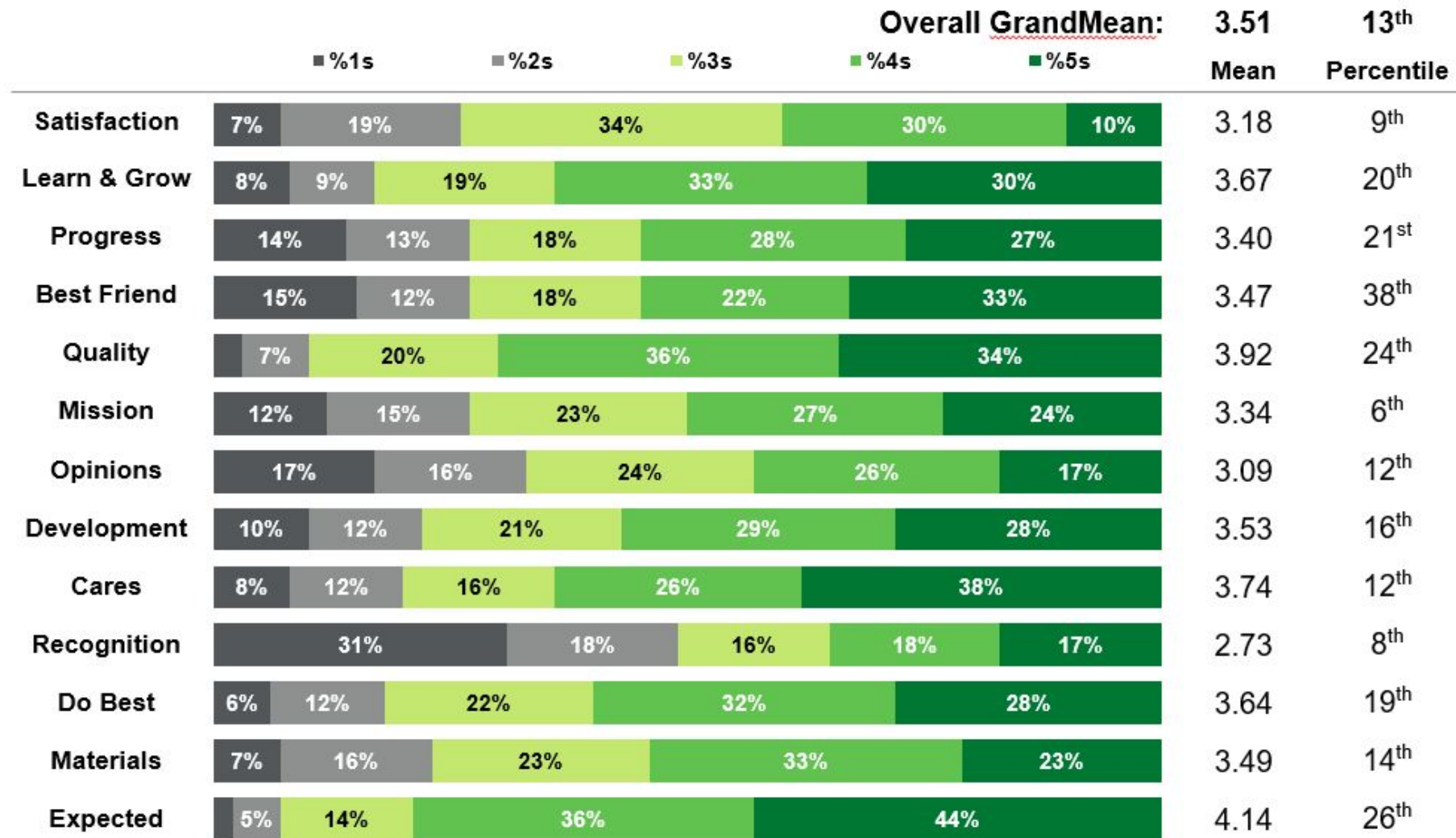
43%

NOT ENGAGED

12%

ACTIVELY DISENGAGED

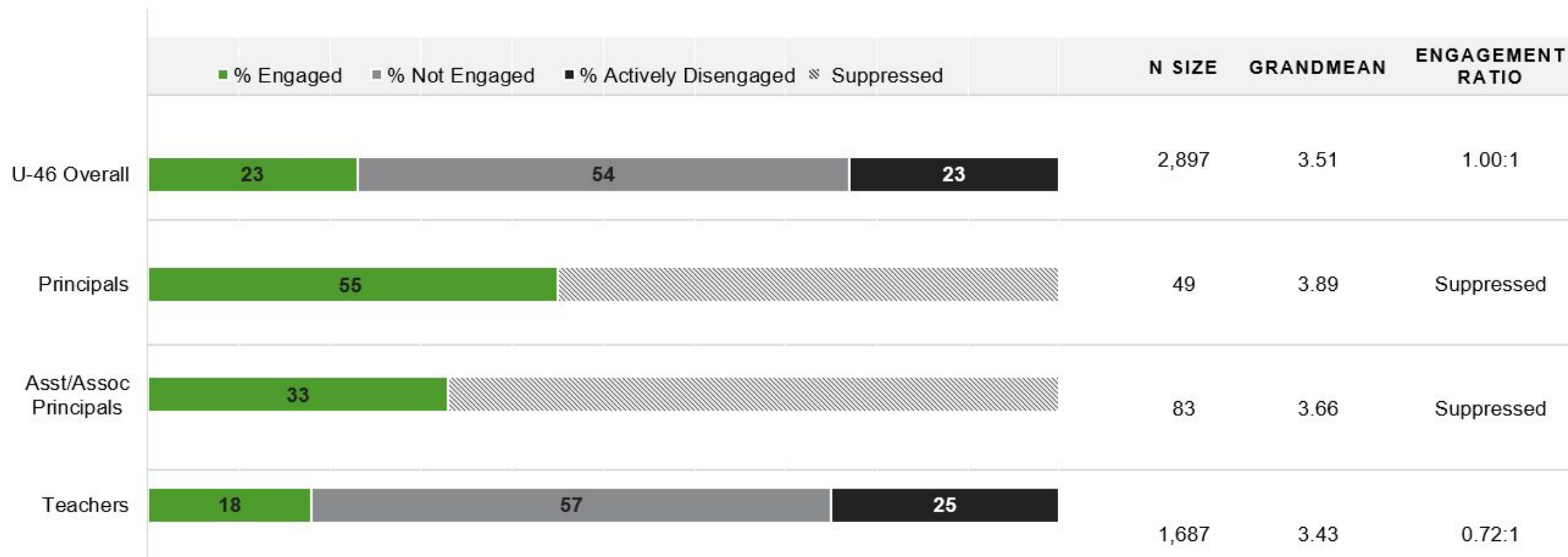
2022 Overall Distribution of Q¹²® Engagement Items



Note: Percentiles based on Gallup's 2022 Q¹² Education - Kindergarten Through 12th Grade Workgroup Level Database.

Employee Engagement by School Leader Level

Engagement cascades from the top down in an organization. The goal is to minimize large variances between each level.



Note: Numerical values shown when 5% or higher. Due to rounding, percentages may sum to 100% +/- 1%. Minimum n size of 100 required to show Engagement Index and Engagement Ratio. Minimum n size of 30 required to show % Engaged only. Minimum n size of 100 required to show full frequency.

Engagement Variance by Tenure

	N Size	Q12 GrandMean	Q00. Overall Satisfaction	What's Expected and Equipment	Ability to do Best on	Q06. Development	Intent to Purchase Quality	Q10. Best Friend
10+ years	1,408	3.44	3.0	10+ years		3.40	10+ years	3.60
5 years < 10 years	630	3.53	3.2	5 years < 10 years		3.58	5 years < 10 years	3.54
3 years < 5 years	338	3.53	3.2	3 years < 5 years		3.58	3 years < 5 years	3.43
1 year < 3 years	282	3.62	3.4	1 year < 3 years		3.64	1 year < 3 years	3.23
< 1 year	223	3.80	3.7	< 1 year		4.05	< 1 year	2.84

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

■ 75-89th Percentile

■ ≥ 90th Percentile

Note: Percentiles based on Gallup's 2022 Q12 Education - Kindergarten Through 12th Grade Workgroup Level Database

Engagement Variance by Ethnicity

	N Size	Q12 GrandMean	Q00. Overall Satisfaction	Q01. Know What's Expected	Q02. Materials and Equipment	Q03. Opportunity to do Best	Q04. Recognition	Q05. Cares About Me	Q06. Development	Q07. Opinions Count	Q08. Mission/Purpose	Q09. Committed to Quality	Q10. Best Friend	Q11. Progress	Q12. Learn and Grow
White	1,993	3.52	3.11	4.11	3.41	3.56	2.73	3.81					3.55	3.46	3.68
Hispanic	700	3.52	3.35	4.22	3.67	3.81	2.70	3.56					3.39	3.29	3.71
Black	95	3.31	3.24	4.29	3.79	3.83	2.74	3.53					2.52	2.86	3.13
Asian	61	3.65	3.36	4.23	3.70	3.88	2.88	3.75					3.58	3.58	3.95
Multiple Races	28	3.44	2.88	3.96	3.29	3.46	2.67	3.82					3.65	3.56	3.64
American Indian	4	3.60	2.50	4.50	3.50	3.50	3.00	4.00					3.00	3.25	3.00
White													3.55		
Hispanic													3.39		
Black													2.52		
Asian													3.58		
Multiple Races													3.65		
American Indian													3.00		
White													3.55		
Hispanic													3.39		
Black													2.52		
Asian													3.58		
Multiple Races													3.65		
American Indian													3.00		

< 25th Percentile 25-49th Percentile 50-74th Percentile 75-89th Percentile ≥ 90th Percentile

Note: Percentiles based on Gallup's 2022 Q12 Education - Kindergarten Through 12th Grade Workgroup Level Database

Engagement Variance by Generation

	N Size	Q12 GrandMean	Q00. Overall Satisfaction	Q01. Know What's Expected	Q02. Materials and Equipment	Q03. Opportunity to do Best	Q04. Recognition	Q05. Cares About Me	Q06. Development	Q07. Opinions Count	Q08. Mission/Purpose	Q09. Committed to Quality	Q10. Best Friend	Q11. Progress	Q12. Learn and Grow
Baby Boomers	501	3.56	3.39	4.25	3.82	3.82	2.89	3.81	3.46	3.12	3.48	3.98	3.46	3.15	3.51
Gen X	1,327	3.45	3.09	4.13	3.45	3.55	2.61	3.67	3.42	2.98	3.22	3.95	3.46	3.35	3.58
Millennials	953	3.57	3.18	4.11	3.37	3.65	2.76	3.78	3.72	3.21	3.40	3.86	3.53	3.58	3.87
Gen Z	97	3.61	3.23	4.03	3.60	3.74	3.09	3.83	3.78	3.15	3.58	3.82	3.13	3.67	3.86

■ < 25th Percentile

■ 25-49th Percentile

■ 50-74th Percentile

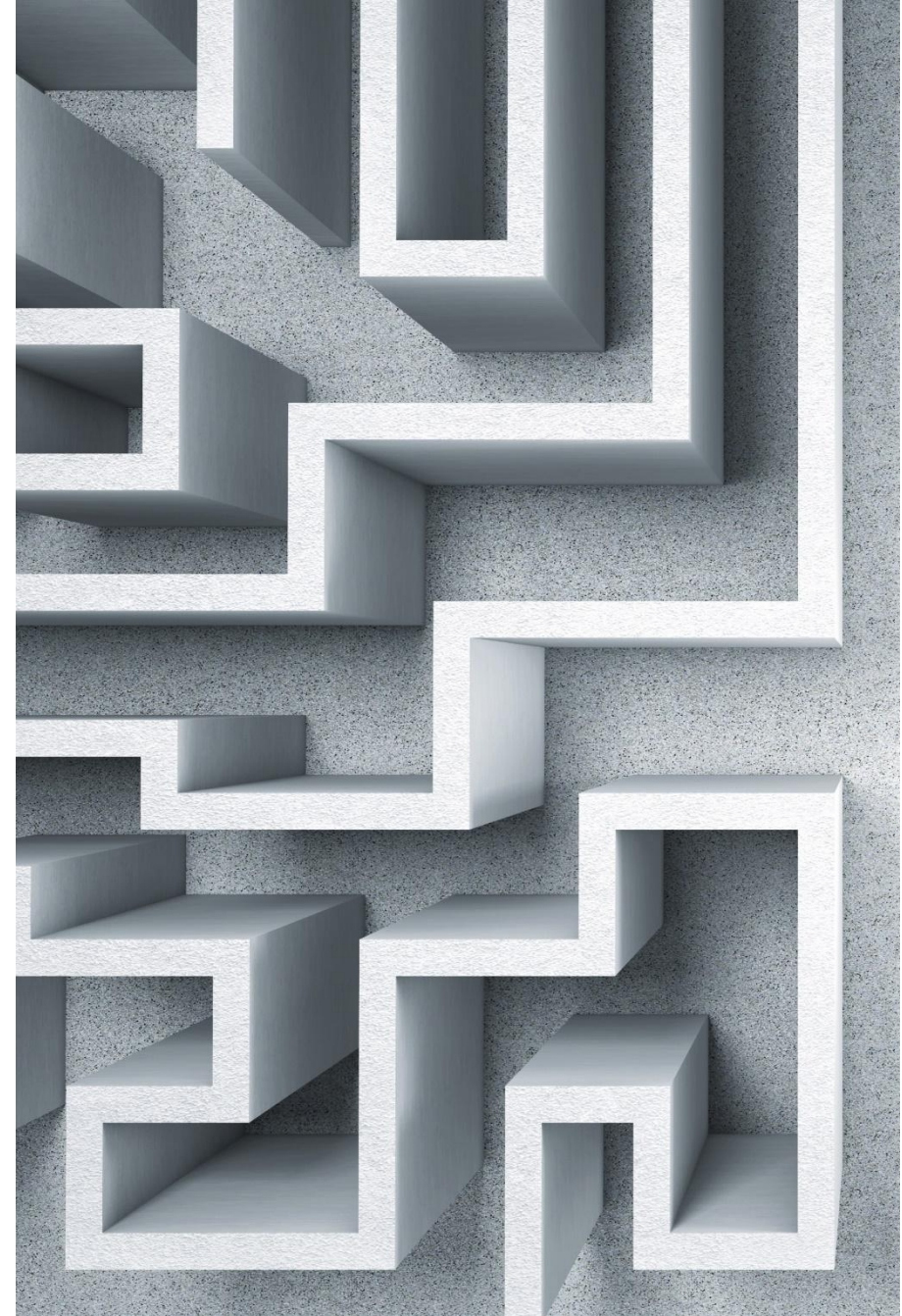
■ 75-89th Percentile

■ ≥ 90th Percentile

Note: Percentiles based on Gallup's 2022 Q12 Education - Kindergarten Through 12th Grade Workgroup Level Database

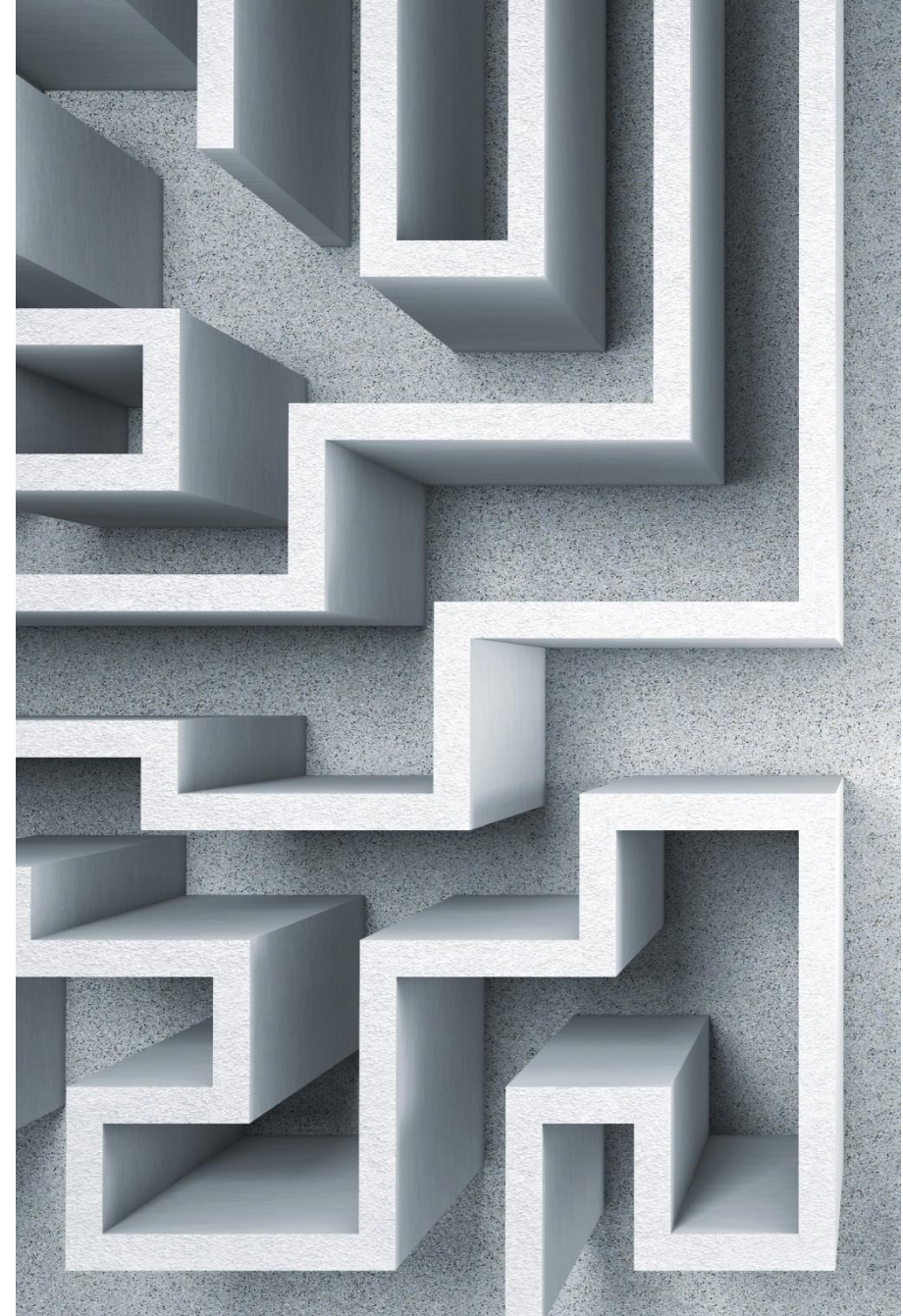
Recommendations

- Make Recognition an Engagement and Performance Strategy
- Lead With Inquiry and Continue to Listen
- Make Action Planning a Collaborative Process
- Keep Your Momentum

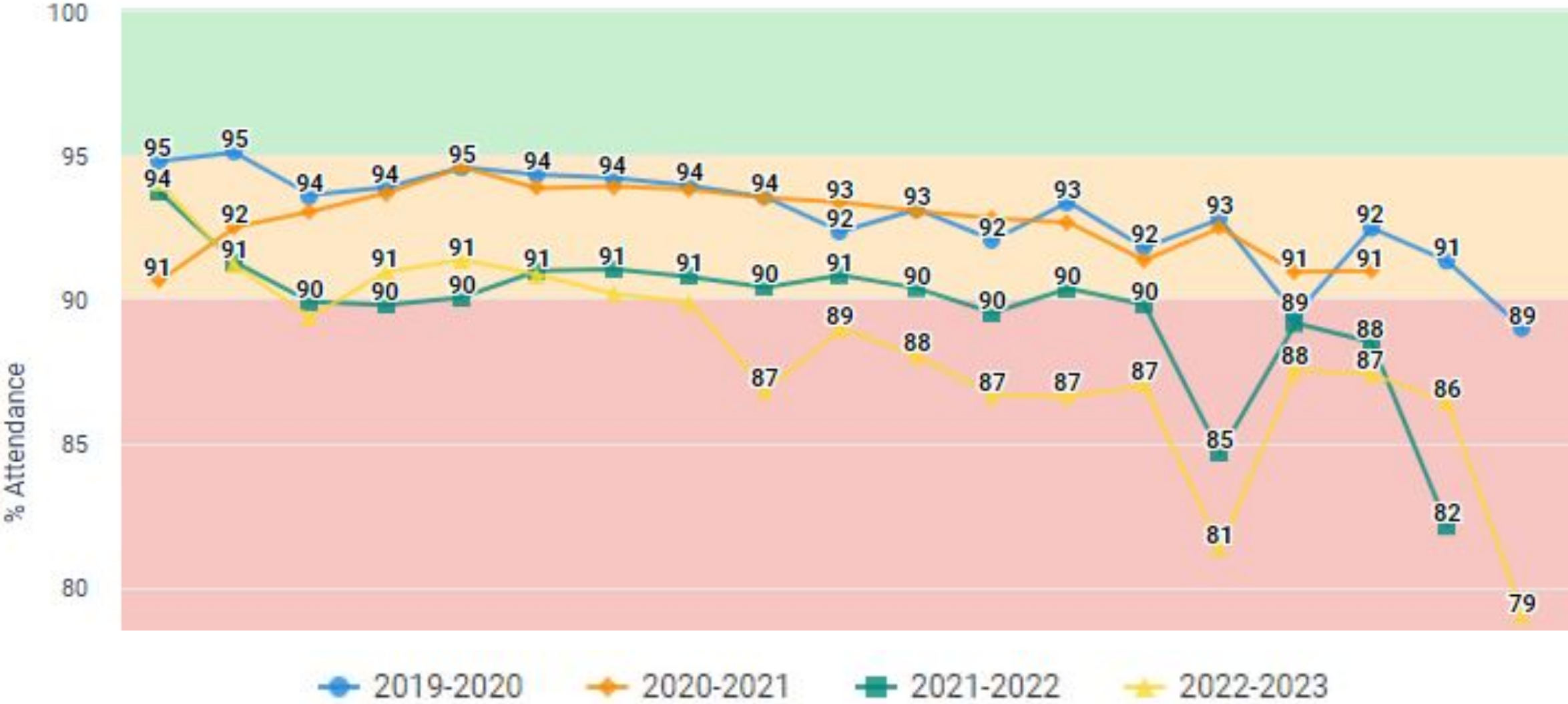


Next Steps

- Principals and other district leaders will receive individual coaching sessions starting in January
- Leaders to schedule “state of the team” discussions to further understand feedback received
- Develop plans to address areas of low engagement
- Plan for next survey administration



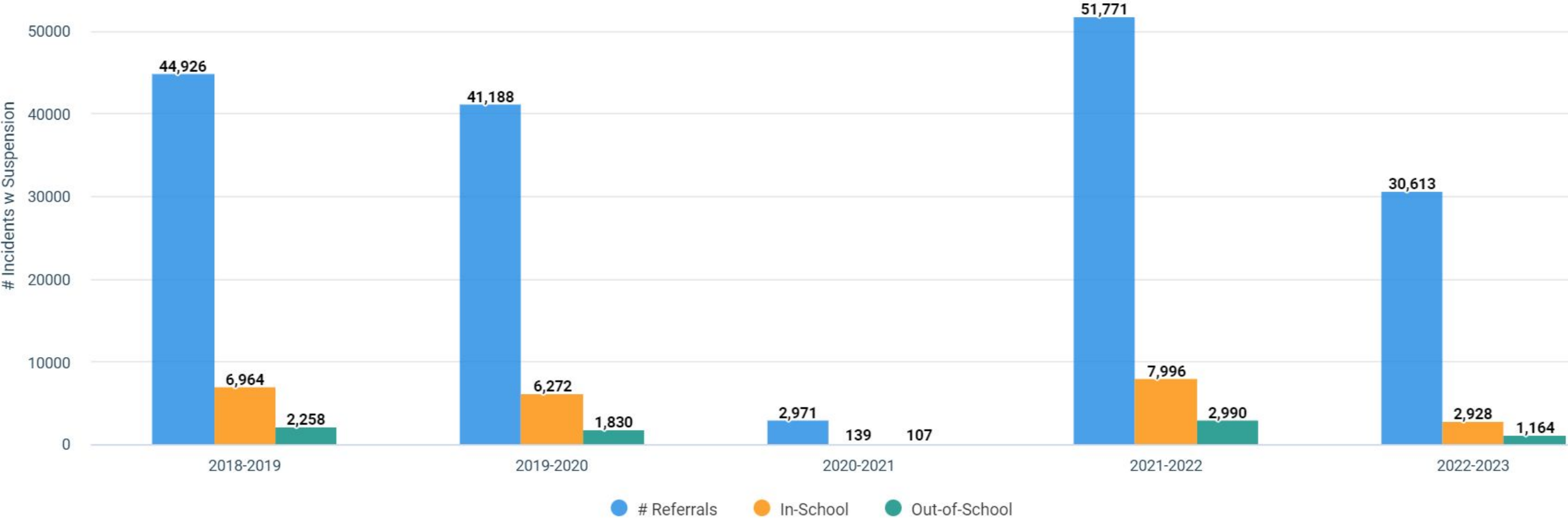
Weekly Attendance



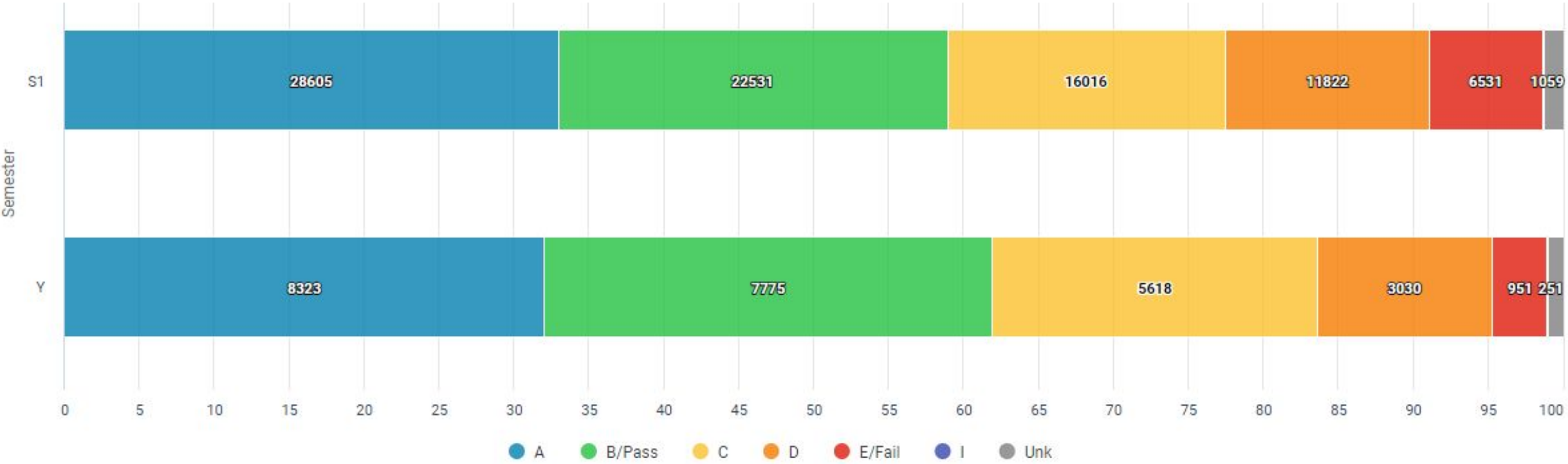
Behavior Referrals



Suspensions



Grades



Freshman On Track

2021-2022	Total First Time Freshman	On Track	Off Track	Sem 1 FOT
BHS	565	541	24	95.75%
EHS	665	615	50	92.48%
LHS	532	490	42	92.11%
SEHS	723	673	50	93.08%
SHS	434	398	36	91.71%
ALL U-46	2919	2717	202	93.08%
2022-2023	Total First Time Freshman	On Track	Off Track	Sem 1 FOT
BHS	569	552	17	97.01%
EHS	632	596	36	94.30%
LHS	566	512	54	90.46%
SEHS	659	629	30	95.45%
SHS	435	398	37	91.49%
ALL U-46	2861	2687	174	93.92%