

Strategic Plan | Specific Result Report

Goal 5 Action Plan Year 3 Priorities – 2019-2020

Goal 5:

Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Specific Result:

5.6 Analyze perceptions of workplace culture and develop systems to improve and support engagement among employees.

Summary Report:

For the past three years, the District has administered an annual workplace culture survey to measure staff engagement and identify employee needs. The data has demonstrated that employees feel as though they are a part of something meaningful, believe they are adequately trained for their positions, and that their concerns are heard by managers. However, the data has also shown that a number of staff desire more opportunities to share input about District and campus operations, and would like for the District to develop additional avenues to inform staff about decisions and topics that directly impact them.

In the Fall of 2019, the District administered a follow-up survey titled, Employee Communications Survey, to measure and better understand the effectiveness of Katy ISD's current employee communications practices, as well as identify new approaches to staff engagement. The results informed action steps that materialized in Year 3 Specific Results 5.3 and 5.7, including the development of a staff recognitions database and employee communication tools, such as the weekly Dish enews and Katy Commons intranet site that were designed to provide informative content, increase awareness, and support staff engagement.