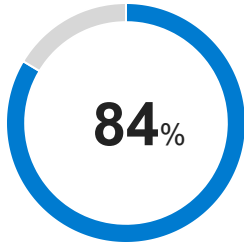


2025 Elmbrook Staff Engagement Survey

Participation



Responses
908 of 1086

Staff Engagement Index

86%



All Staff 2024: 86%
All Staff 2023: 83%
Change: +3

Work-Life Balance Index

76%



All Staff 2024: 76%
All Staff 2023: 70%
Change: +8

Performance & Accountability Index

83%



All Staff 2024: 83%
All Staff 2023: 75%
Change: +8

Favorability Index




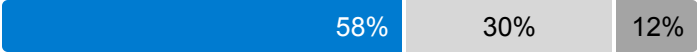
79%









All Staff 2024: 79%
All Staff 2023: 74%
Change: +5




My School District

Question	Distribution	All Staff 2024	All Staff 2023
I am proud to work for this School District	92% 6%	91%	88%
I have confidence in the future of this School District	87% 10%	85%	80%
I have confidence in the senior leadership team to make the right decisions for this school district	85% 12%	85%	82%
I would recommend this School District to people I know as a great place to work	84% 11%	82%	76%





Senior leadership demonstrates that employees are important to the success of this school district		85%	77%
Senior leadership does a good job of communicating the reasons behind important changes that are...		75%	70%
There is open and honest communication in this School District		63%	59%
I am confident that action will be taken as a result of this survey		59%	56%

My Work


Question	Distribution	All Staff 2024	All Staff 2023
My job is challenging and interesting		91%	91%
My work gives me a feeling of personal accomplishment		90%	85%
I am treated with respect at work		87%	85%
I am empowered to make decisions to best serve my customers (e.g., students and families, Elmbrook...)		83%	83%
On my team, decisions are made in a timely manner		86%	84%
This School District provides me with the opportunity for learning and development		83%	82%

Overall, I feel that my career goals can be met at this School District		78%	74%
I receive appropriate recognition when I do a good job		69%	67%
I am comfortable voicing my ideas and opinions, even if they are different from others		66%	63%

My Wellness

Question	Distribution	All Staff 2024	All Staff 2023
I have a friend at work that I trust		92%	91%
This School District is a safe place to work		89%	87%
I can manage my job responsibilities in a way that enables a healthy work-life balance		73%	64%
The amount of stress in my job is manageable		67%	57%

My Compensation and Benefits

Question	Distribution	All Staff 2024	All Staff 2023
The employee benefits I have meet my needs		68%	63%

My total compensation (base salary + benefits) is fair compared to the market rate		59%	47%
I am paid fairly for the work I do		54%	41%

My Supervisor

Question	Distribution	All Staff 2024	All Staff 2023
I am held accountable for performing my job duties		67%	69%
My Principal/Supervisor encourages collaboration on my team		85%	83%
My Principal/Supervisor supports my efforts to balance my work and personal life		85%	80%
My Principal/Supervisor keeps me informed about the things I need to know		81%	83%
I trust my Principal/Supervisor		82%	80%
My supervisor provides adequate support and resources in support of my job performance		85%	83%
I receive feedback that helps me improve my performance		78%	75%