



**#U46Voice
Employee
Engagement
Survey Results**

November 17, 2025

Alignment to Strategic Plan

Goals for Student Success

GOAL #1



Building Early Academic & Social-Emotional Foundations

GOAL #2



Safety, Sense of Belonging, & Inclusion

GOAL #3



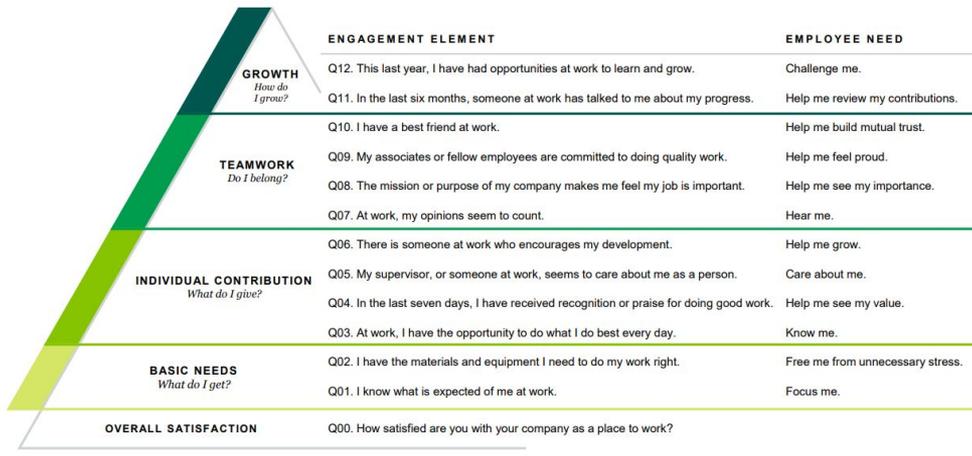
Academic Growth & Mastery

GOAL #4



Relevant & Work

The Items That Matter for Engagement — Gallup's Q¹²®



	ENGAGEMENT ELEMENT	EMPLOYEE NEED
GROWTH <i>How do I grow?</i>	Q12. This last year, I have had opportunities at work to learn and grow.	Challenge me.
	Q11. In the last six months, someone at work has talked to me about my progress.	Help me review my contributions.
	Q10. I have a best friend at work.	Help me build mutual trust.
TEAMWORK <i>Do I belong?</i>	Q09. My associates or fellow employees are committed to doing quality work.	Help me feel proud.
	Q08. The mission or purpose of my company makes me feel my job is important.	Help me see my importance.
	Q07. At work, my opinions seem to count.	Hear me.
INDIVIDUAL CONTRIBUTION <i>What do I give?</i>	Q06. There is someone at work who encourages my development.	Help me grow.
	Q05. My supervisor, or someone at work, seems to care about me as a person.	Care about me.
	Q04. In the last seven days, I have received recognition or praise for doing good work.	Help me see my value.
BASIC NEEDS <i>What do I get?</i>	Q03. At work, I have the opportunity to do what I do best every day.	Know me.
	Q02. I have the materials and equipment I need to do my work right.	Free me from unnecessary stress.
OVERALL SATISFACTION	Q01. I know what is expected of me at work.	Focus me.
	Q00. How satisfied are you with your company as a place to work?	

Results Summary



#U46 Voice | 2025 Top Line

RESPONSE RATE COMPARISON	
#U46 2025	55%
#U46 2024	44%
K-12 Median	76%
Gallup Overall Median	84%

ENGAGEMENT MEAN COMPARISON	
#U46 2025	3.94 (+0.14)
#U46 2024	3.80

Kindergarten Through 12th Grade	
Company 2025	53 rd

Gallup Overall Q ¹² (2020-2024)	
Company 2025	45 th



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

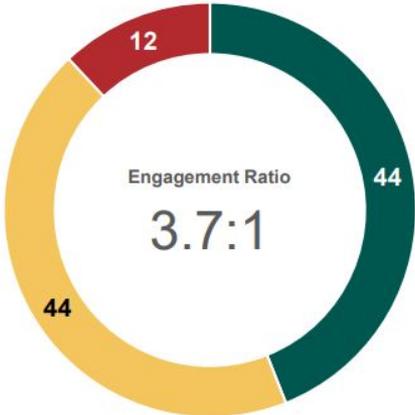
Results Summary



Employee Engagement at Its Highest Level in Three Years

U-46 advanced from a 2.5:1 (2023) to 3.7:1 (2025) engagement ratio, reflecting substantial improvement toward best-in-class benchmarks.

CURRENT ■ % Engaged ■ % Not Engaged ■ % Actively Disengaged



PAST ■ % Engaged ■ % Not Engaged ■ % Actively Disengaged

37 48 15

Meaningful Comparisons

■ % Engaged ■ % Not Engaged ■ % Actively Disengaged

	Engagement Ratio			Engagement Ratio
	CURRENT			
#U46 2025	44	44	12	3.7:1
#U46 2024	37	48	15	2.5:1
#U46 2023	32	50	18	1.8:1

Note: Due to rounding, percentages may sum to 100% ±1; Numerical values shown when 5% or higher. Percent Engaged available when n size ≥30. All categories available when n size ≥100.

Results Summary

2025 Employee Engagement Item-Level Results

Growth in All Areas of Engagement

n Size = 3,788		%1 (Strongly Disagree)	%2	%3	%4	%5 (Strongly Agree)	K-12 P'TILE	2025 MEAN	MEAN Δ	2024 MEAN
ENGAGEMENT MEAN							53rd	3.94	+0.14 ▲	3.80
GROWTH How do I grow?	Q00 Overall Satisfaction	9	24	40	24	52 nd	3.75	+0.21 ▲	3.54	
	Q12 Learn & Grow	5	6	14	29	46	51 st	4.05	+0.11 ▲	3.94
	Q11 Progress	9	7	15	26	43	59 th	3.87	+0.09	3.78
TEAMWORK Do I belong?	Q10 Best Friend	11	9	17	21	41	67 th	3.71	+0.09	3.62
	Q09 Quality	15	33	46	67 th	4.18	+0.10 ▲	4.08		
	Q08 Mission	5	8	17	31	38	32 nd	3.89	+0.18 ▲	3.71
	Q07 Opinions	9	11	20	29	31	42 nd	3.61	+0.14 ▲	3.47
INDIVIDUAL What do I give?	Q06 Development	6	7	14	28	45	50 th	4.01	+0.14 ▲	3.87
	Q05 Cares	6	12	24	54	39 th	4.16	+0.14 ▲	4.02	
	Q04 Recognition	18	13	16	21	32	40 th	3.36	+0.17 ▲	3.19
	Q03 Do Best	6	16	32	44	65 th	4.09	+0.14 ▲	3.95	
BASICS What do I get?	Q02 Materials	9	19	32	36	39 th	3.89	+0.22 ▲	3.67	
	Q01 Expectations	9	29	58	61 st	4.41	+0.11 ▲	4.30		

Results Summary



Q12® Plus — Workplace Demands Additional Item-Level Results

n Size = 3,788	%1 (Strongly Disagree)	%2	%3	%4	%5 (Strongly Agree)	K-12 P'TILE	GALLUP OVERALL P'TILE	2025 MEAN	MEAN Δ	2024 MEAN
Q12 PLUS — WORKPLACE DEMANDS						N/A	14th	3.61	+0.21 ▲	3.40
At work, I am treated with respect.	6	14	31	46		43 rd	24 th	4.09	+0.14 ▲	3.95
My organization cares about my overall wellbeing.	9	11	21	29	30	42 nd	22 nd	3.60	+0.24 ▲	3.36
I have received meaningful feedback in the last week.	15	14	21	26	25	N/A	18 th	3.33	+0.22 ▲	3.11
My organization always delivers on the promise we make to customers.	8	13	28	32	20	N/A	5 th	3.42	+0.25 ▲	3.17

Next Steps



- **Gallup team to meet with U-46 Executive Cabinet and Executive Directors this week to review results.**
- **All U-46 leaders will have access to their team's survey results this week.**
 - ▶ Including a custom scorecard and discussion guide to lead “state of the team” conversations.
- **District leaders to review strategic recommendations from Gallup and agree on how to respond with appropriate measures.**

Thank you!

Questions?

