



# 2017-18 Employee Engagement Survey Results Summary

## Overview

Each fall, SSD administers an engagement survey to all of the District's full-time employees. The purpose of the survey is to solicit feedback from staff in order to identify areas of satisfaction, as well as opportunities for improvement related to employee engagement. Engagement is defined as the connection that individuals have with their professions in general, and their current jobs in particular. The survey is coordinated by the SSD Communications Department and conducted and analyzed by K12 Insight, an independent research group contracted by the District.

## Participation

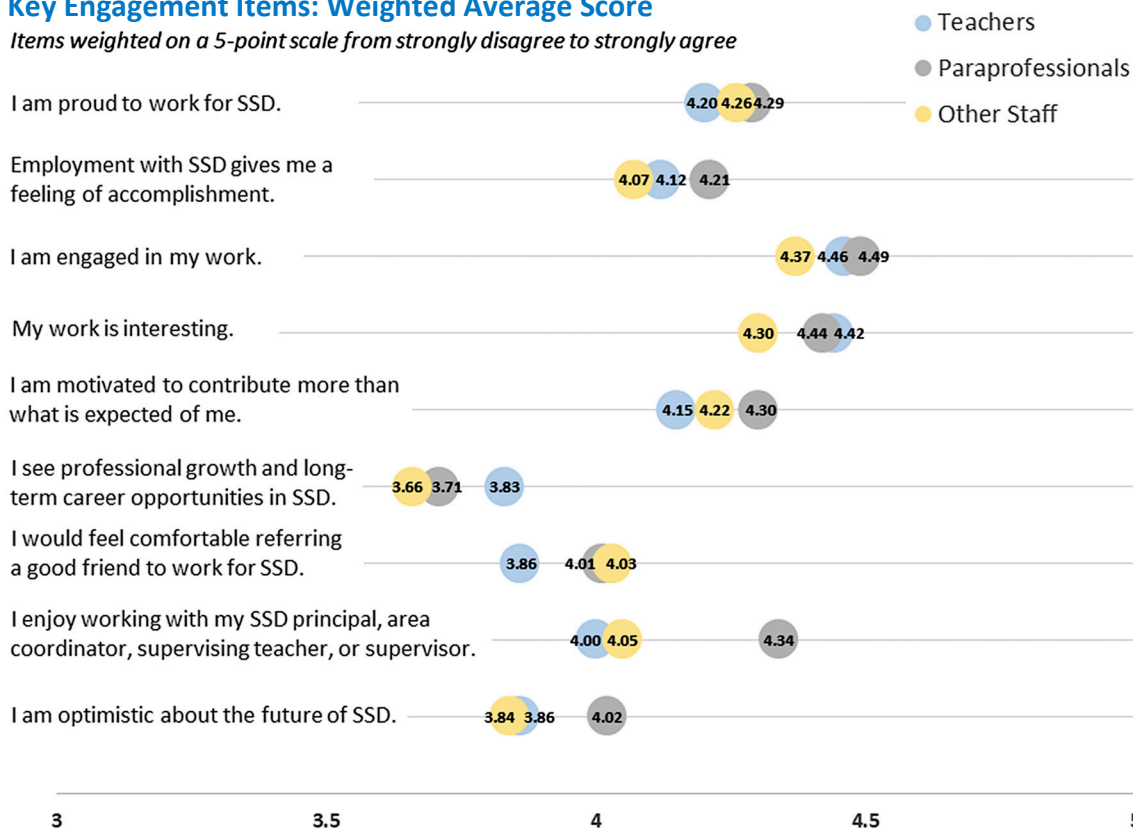
Survey respondents are divided into three groups. Response rates for each are listed below.

Group	Percent Responses	Number of Responses
Teacher-level Staff	69%	1,832
Paraprofessionals	40%	695
Other Staff *	47%	354

\* Other Staff group includes administrators, interpreters, nurses, clerical staff and operational staff such as technology services, transportation, maintenance and distribution center employees.

## Key Engagement Items: Weighted Average Score

Items weighted on a 5-point scale from strongly disagree to strongly agree



## Key Findings

- ◆ 86% of participating paraprofessionals, 82% of participating teachers and 82% of participating other staff were deemed to be either **engaged** or **highly engaged**.
- ◆ The large majority of employees report being **engaged in their work** and **proud to work for SSD**. Fewer staff reported being **optimistic about the future of SSD**.
- ◆ Key engagement scores for teachers and paraprofessionals **increased** in 2017 in comparison to the prior year. In contrast, key engagement scores for other staff **decreased** with the exceptions of *I enjoy working with my SSD supervisor* and *My work is interesting*.
- ◆ SSD staff generally characterized District leaders as effective. However, the survey also identified **employee morale** as an area of concern that SSD leaders need to address.
- ◆ Teacher and paraprofessional responses suggest a desire for **greater input** into how the District accomplishes its mission.
- ◆ **Recognition** of employees for high-quality work and accomplishments was raised as an area in need of improvement.
- ◆ Staff with fewer years of service reported higher engagement than those with more years of service.