

# 2016 Employee Engagement Survey

Sioux City Community Schools

Jan. 25 – Feb. 10, 2016



# Overview

Engagement is the sense of connection that individuals have with their profession in general and with their current jobs in particular. Several factors at individual school sites impact employees' level of engagement, including aspects of the working environment, such as relationships with school administration, colleagues, students, and parents; the physical work conditions; feeling of personal safety; policy considerations and implementation; support for personal development and growth; preparation; perceptions of personal relevance; and satisfaction.

This study was conducted to accomplish two goals:

- Measure the level of engagement among employees
- Identify areas where engagement can be improved

With this information, we hope to improve conditions so that all employees at Sioux City Community Schools are fully engaged in their profession. Fully engaged employees are key to helping all students achieve their full potential. Because more engaged individuals likely completed the survey, this data may overestimate engagement among employees district-wide.

# Details of the Study

K12 *Insight* emailed individual invitations with survey links to all Sioux City Community Schools employees with a district email address.

The survey was open from Jan. 25–Feb. 10.

Participants learned about the survey via an email from the superintendent. Reminders were emailed to nonparticipants on Feb. 1 and 8.

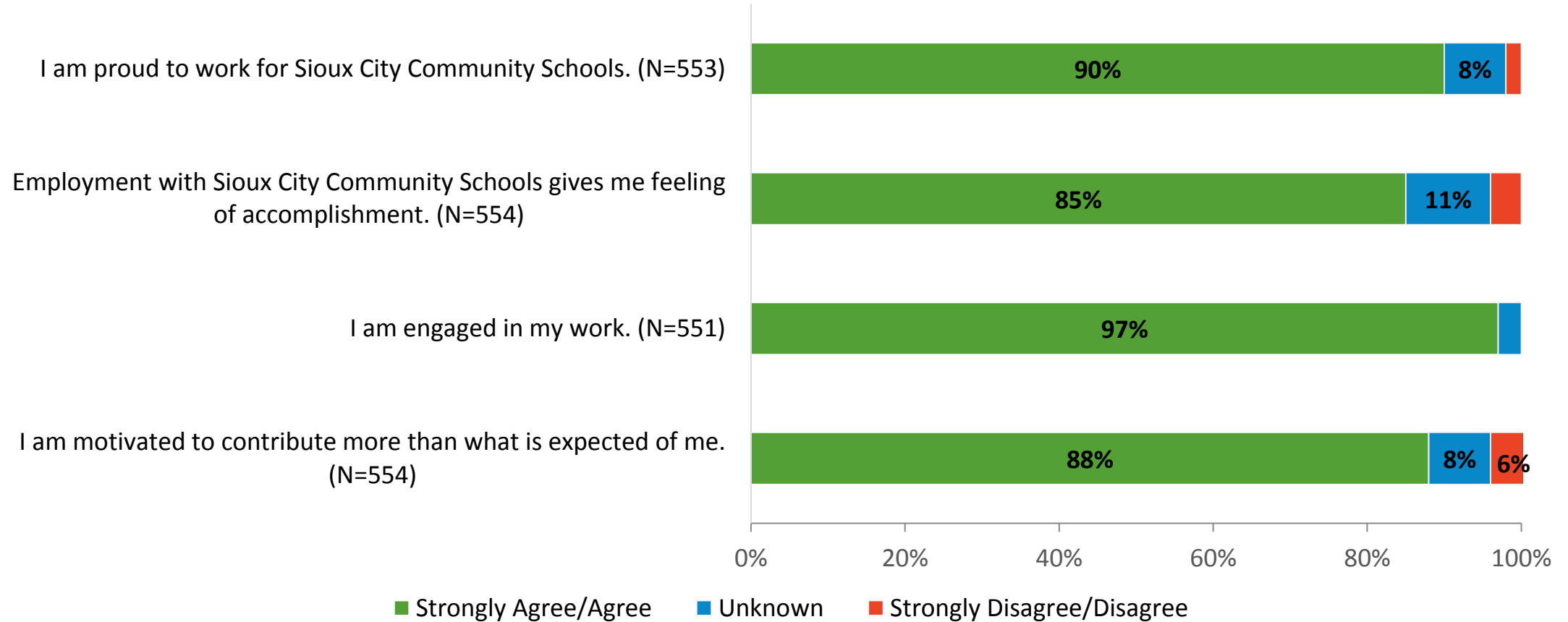
Results do not reflect random sampling; therefore, they should not be generalized to all employees. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer. In charts and graphs, data labels less than 5 percent are not shown.

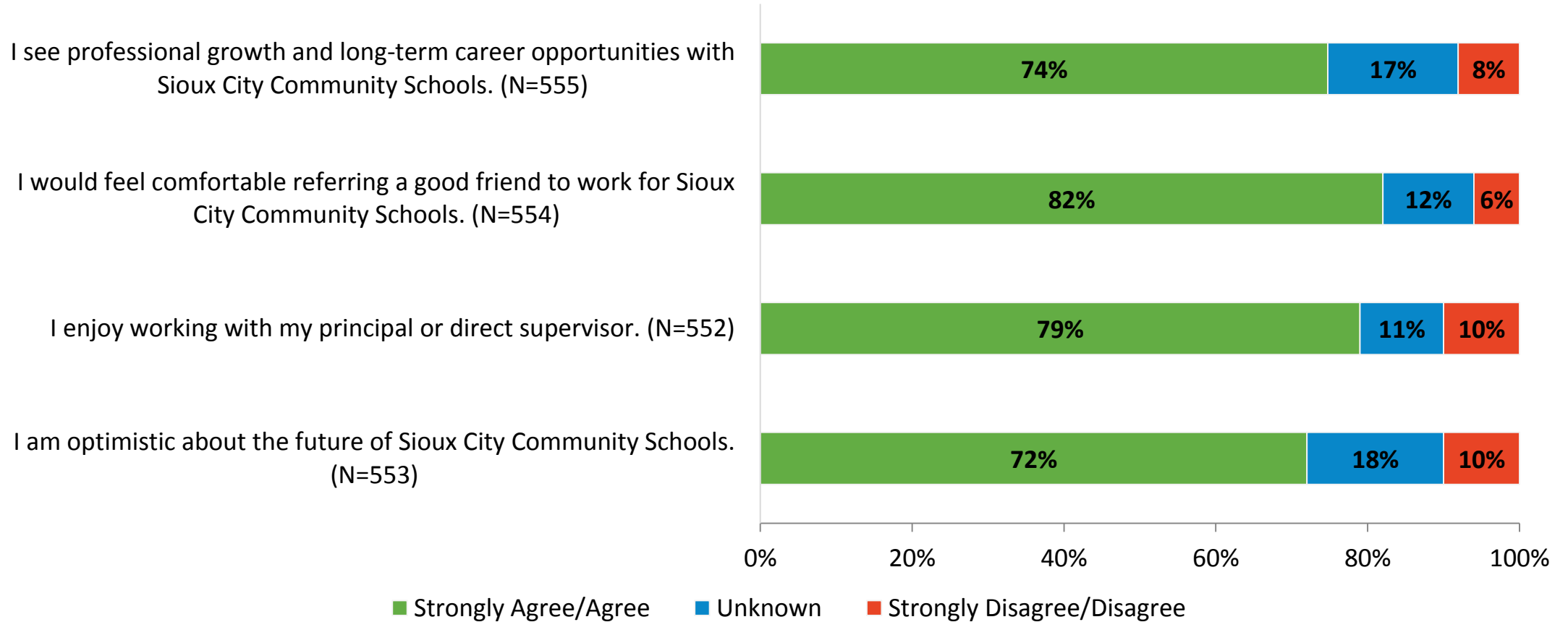
# Participation

Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate
Staff Members	1,911	557	29%

# Engagement Scale Items

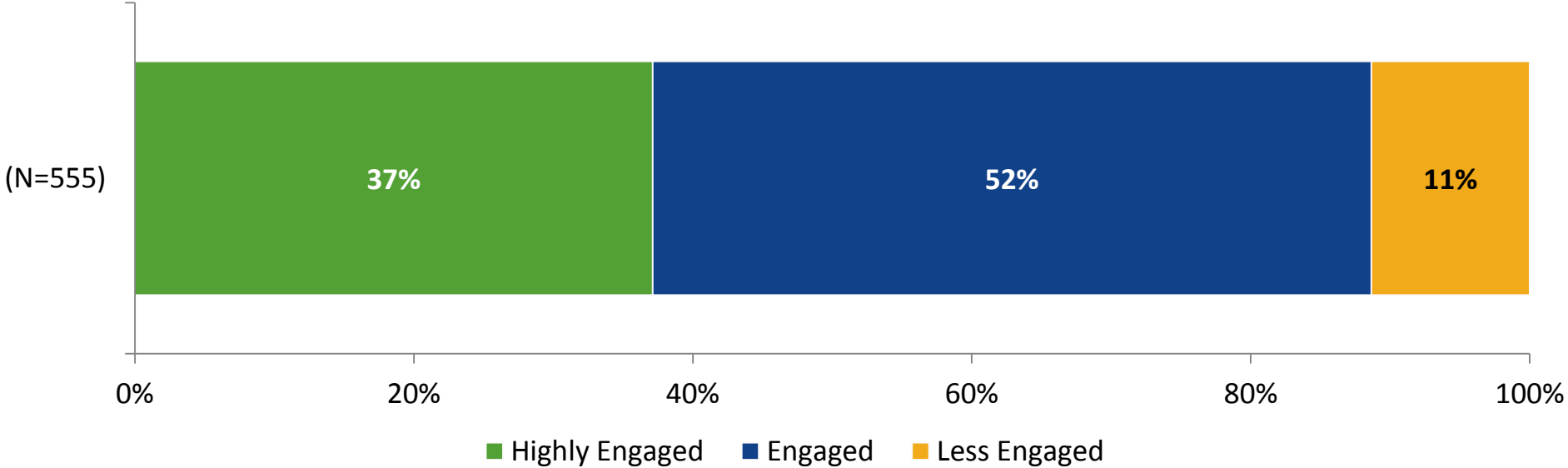


# Engagement Scale Items (Continued)

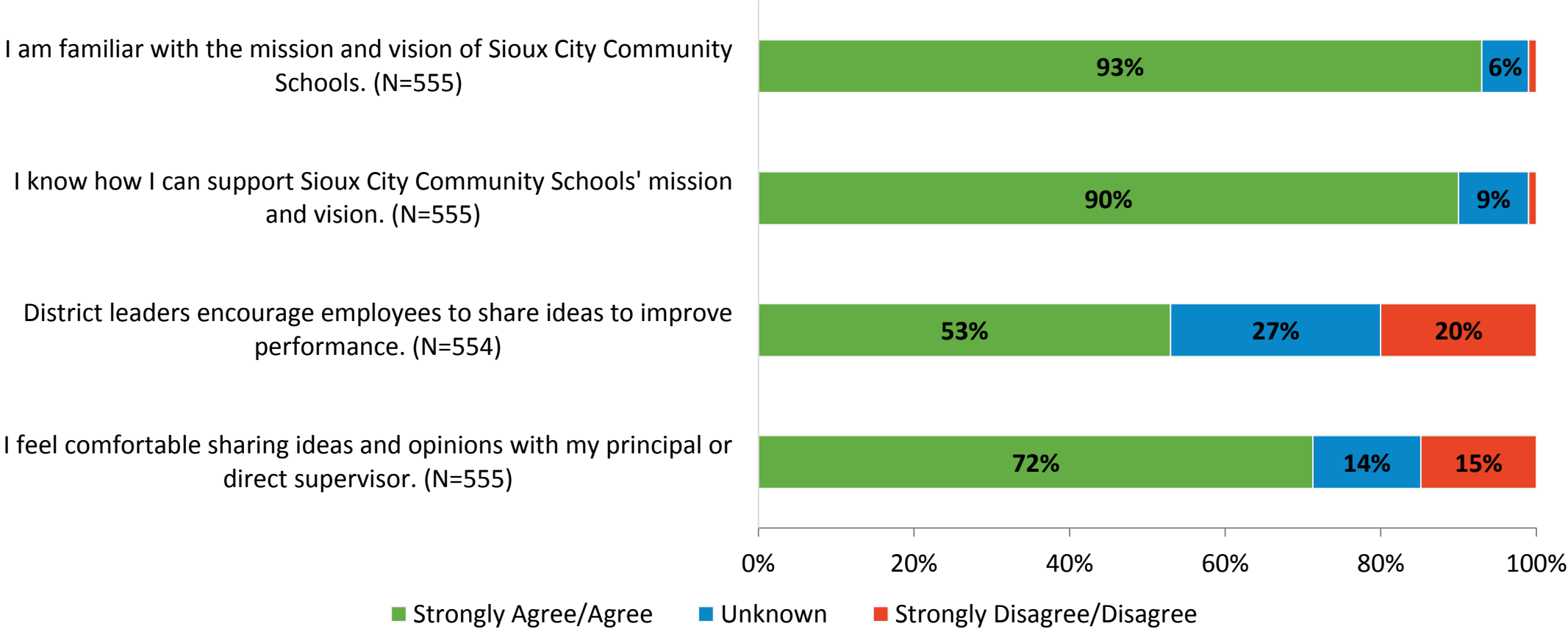


# Overall Level of Engagement

37 percent of employees are highly engaged.

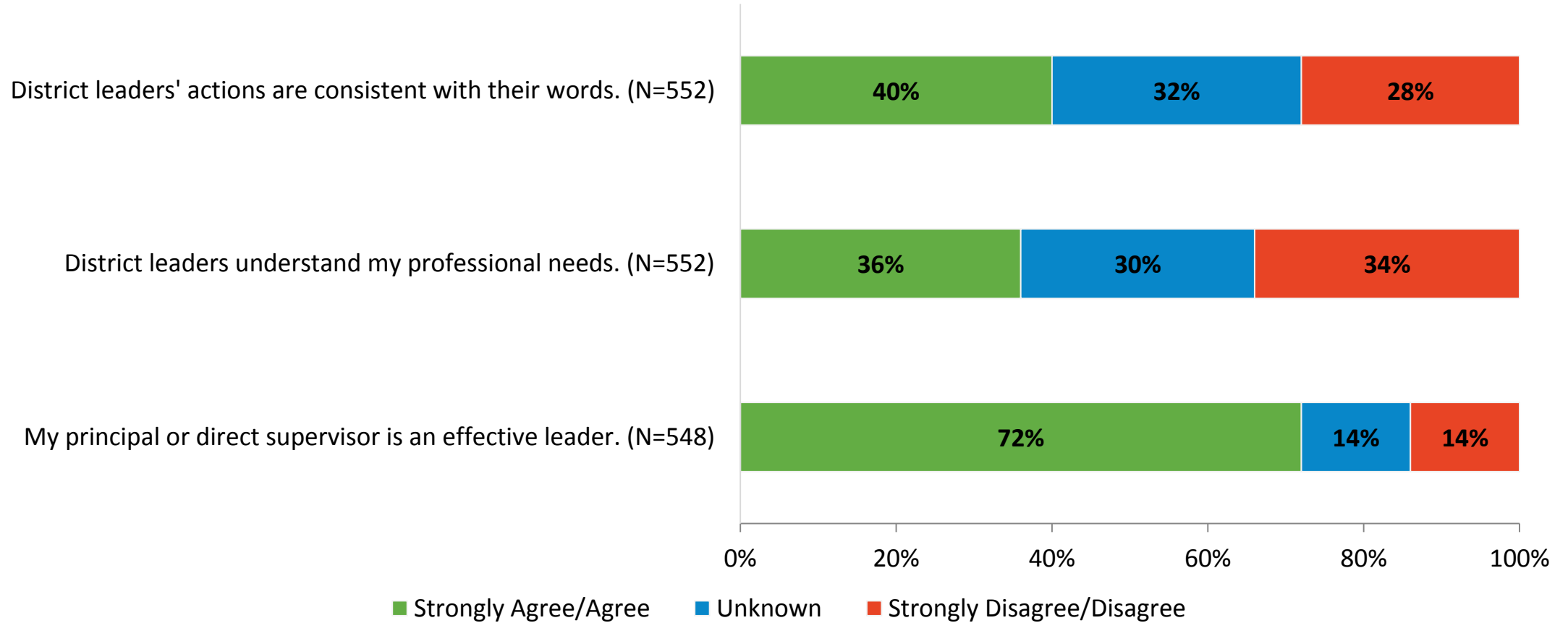


# Shared Values

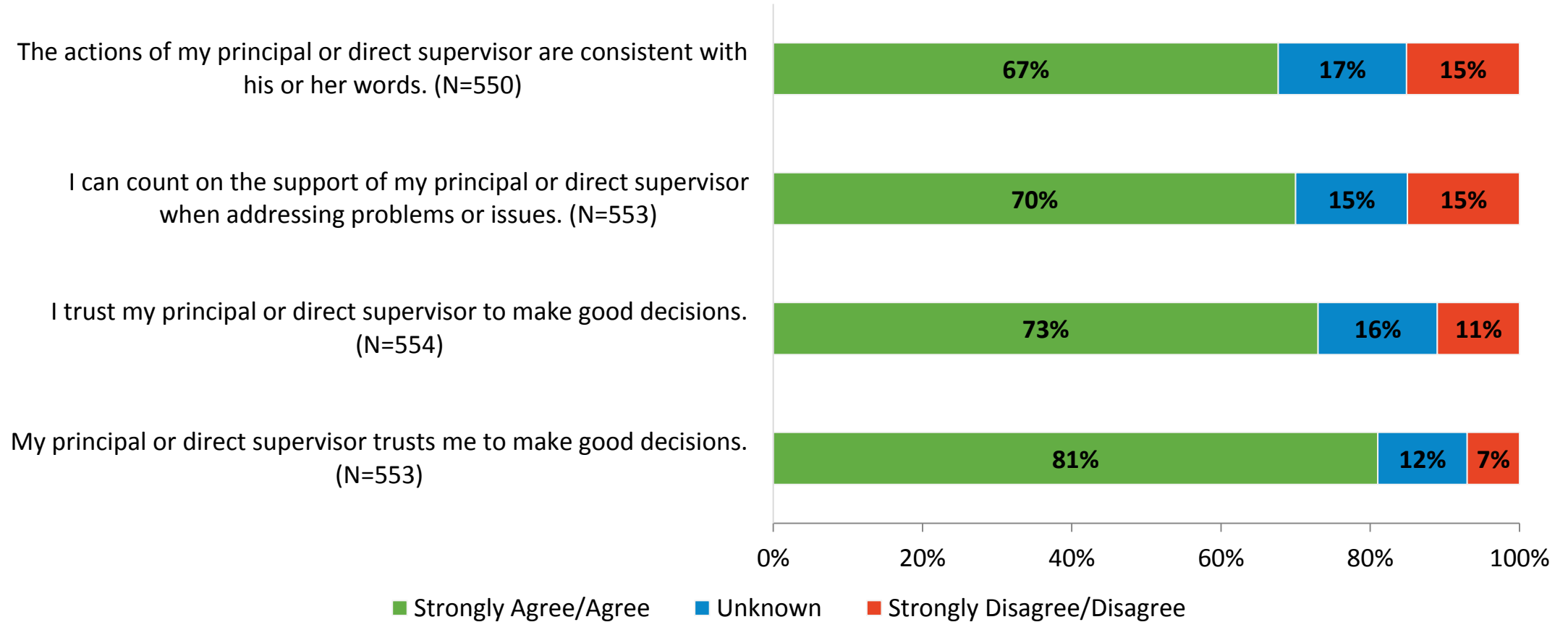




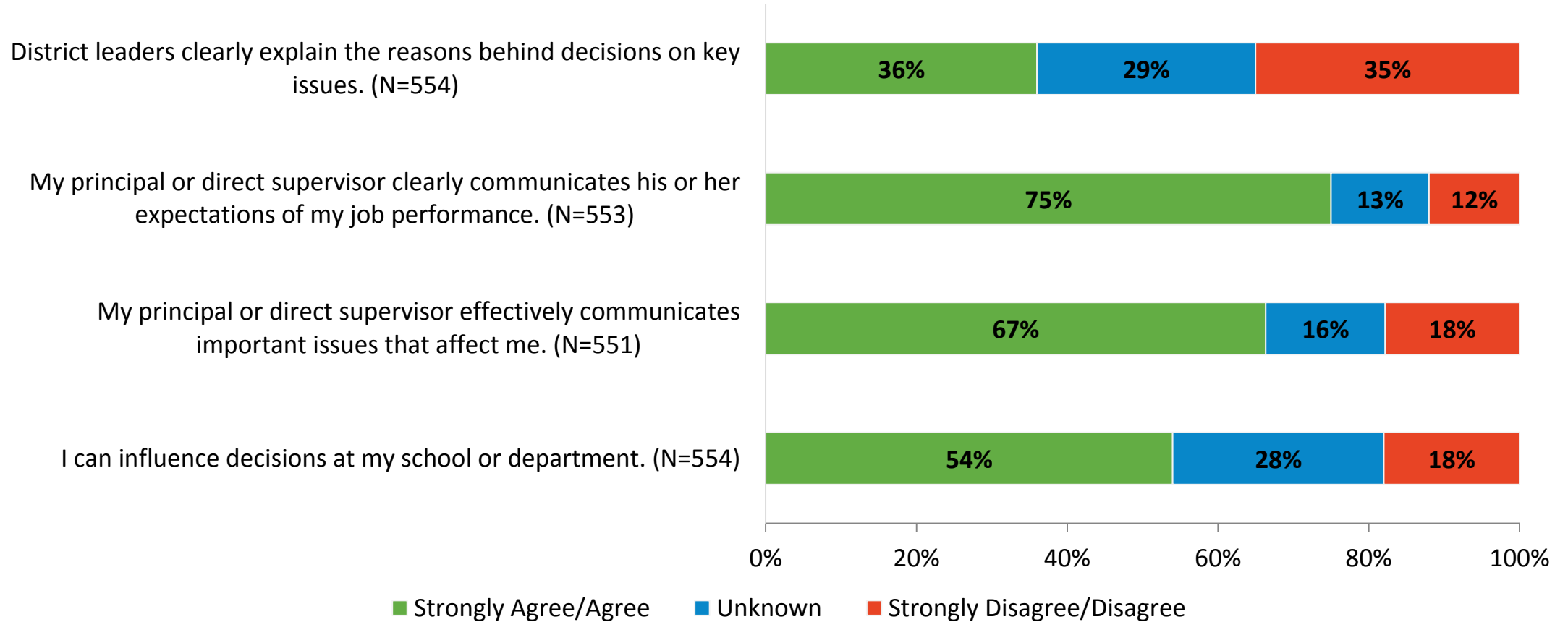
# Leadership



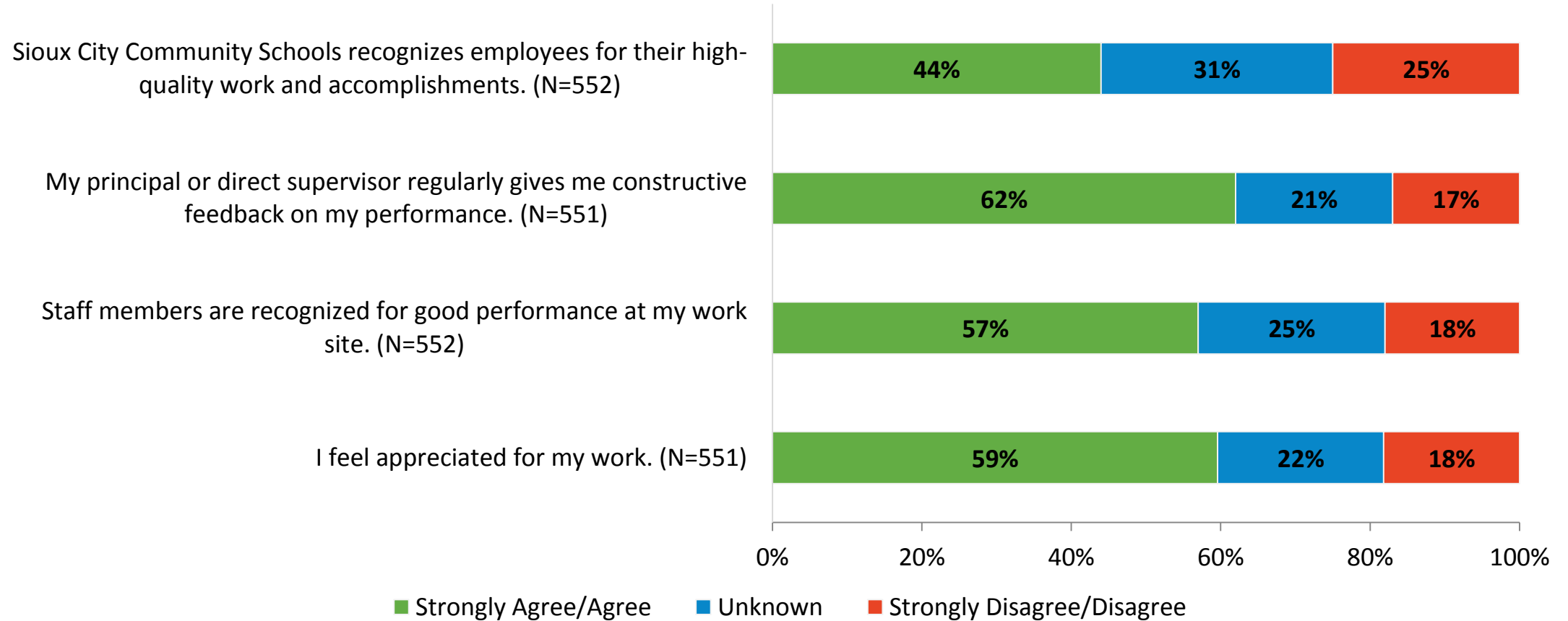
# Leadership (Continued)



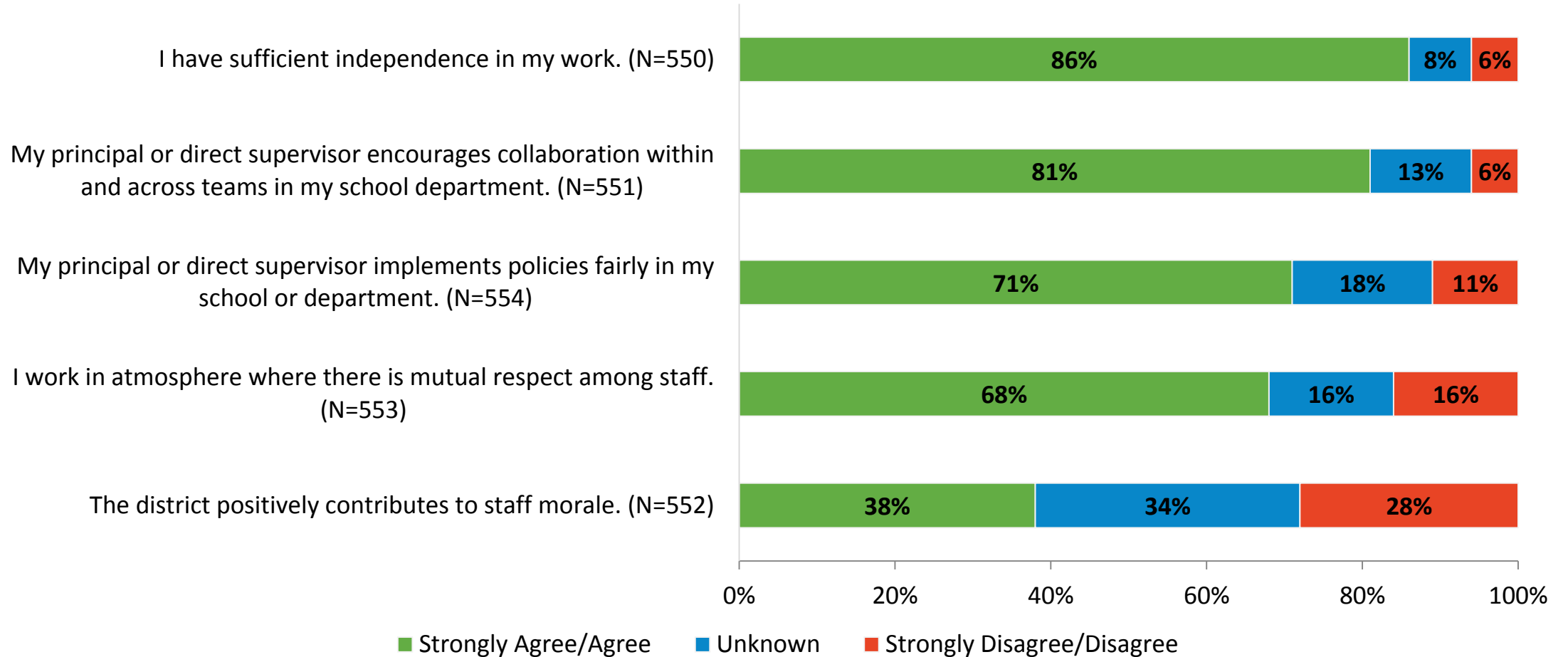
# Communication



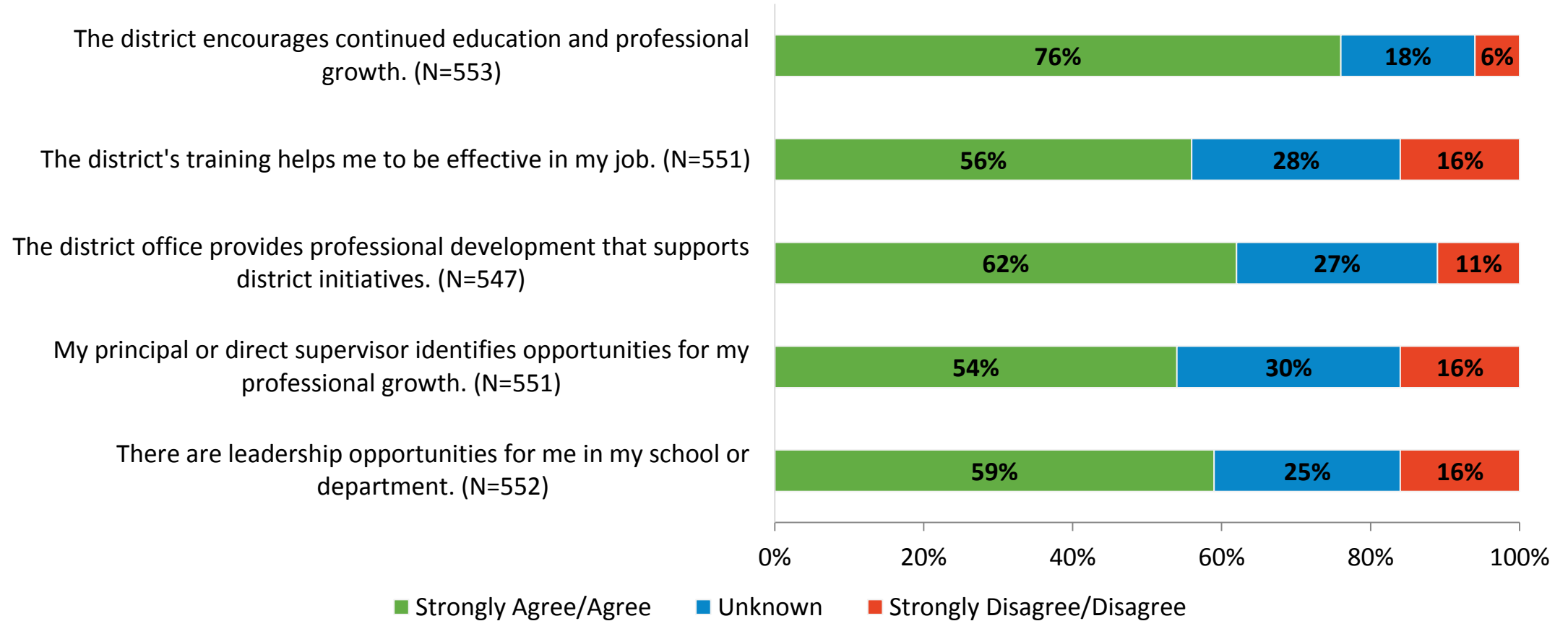
# Feedback and Recognition



# Work Environment



# Career Growth and Training Opportunities



# Employee Engagement and Satisfaction

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## How can Sioux City Community Schools improve and sustain employee engagement and satisfaction? (N=252)

Some staff members wrote they think the district is doing a good job.

Some staff members wrote they enjoy working with their colleagues.

Some staff members wrote they are happy to be working for Sioux City Community Schools.

Some staff members wrote they are satisfied with their jobs.

# Employee Engagement and Satisfaction

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## How can Sioux City Community Schools improve and sustain employee engagement and satisfaction? (N=252)

Some staff members wrote that they want better professional development opportunities.

Some staff members wrote that they want better communication from both their school and district leaders.

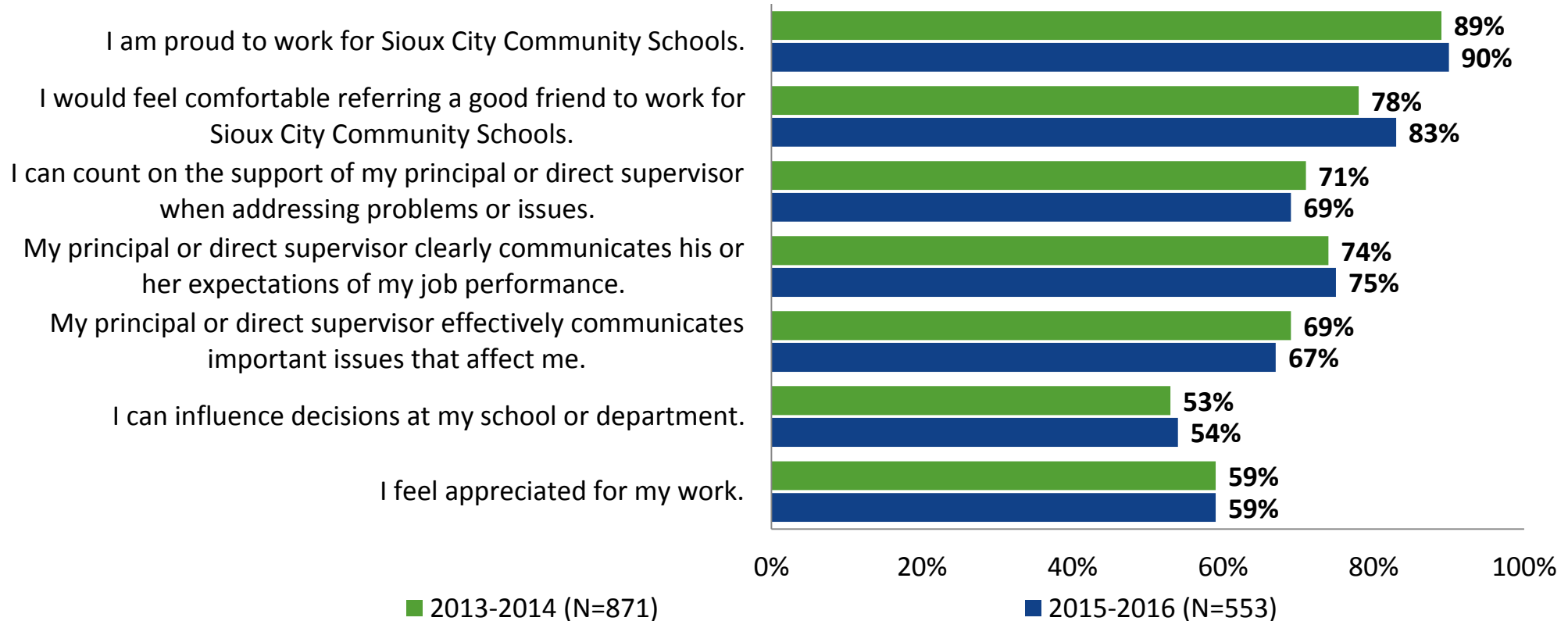
Some staff members wrote that school and district leaders should seek and incorporate their input when making decisions.

Some staff members wrote that they would like to receive positive recognition for their accomplishments.

Some staff members wrote that the class sizes are too large.



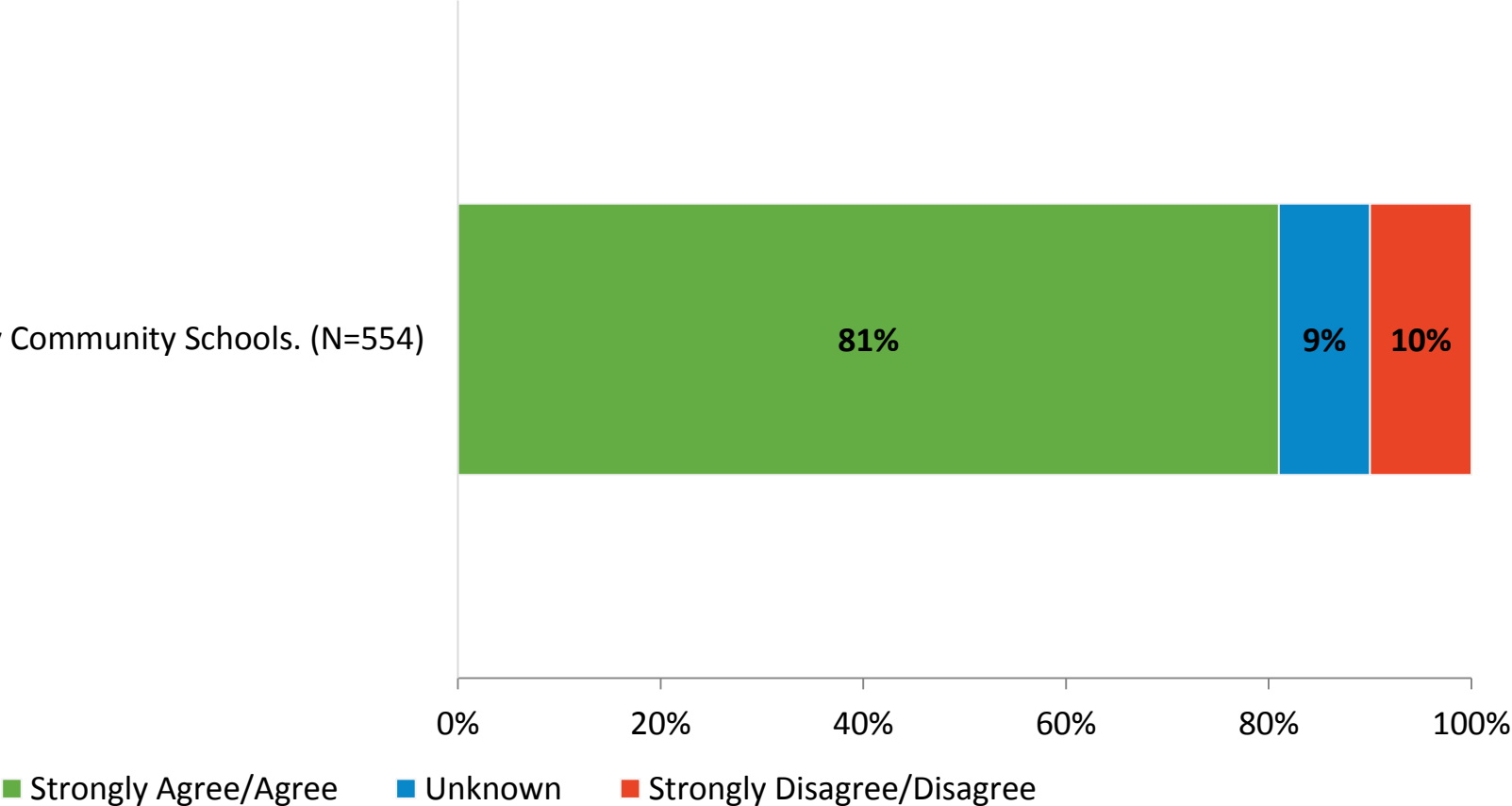
# Employee Trends — Comparisons



This graph compares the results of the 2013–2014 administration of the Employee Engagement Survey to the results from the current year for comparable items. The wording of the questions was not exactly the same from the 2013–2014 version to the current version, but the meaning of these questions is the same. The 2015–2016 wording is used in this graph.

# Staff Safety

I feel safe working in the Sioux City Community Schools. (N=554)



# Defining a Well-Educated Student

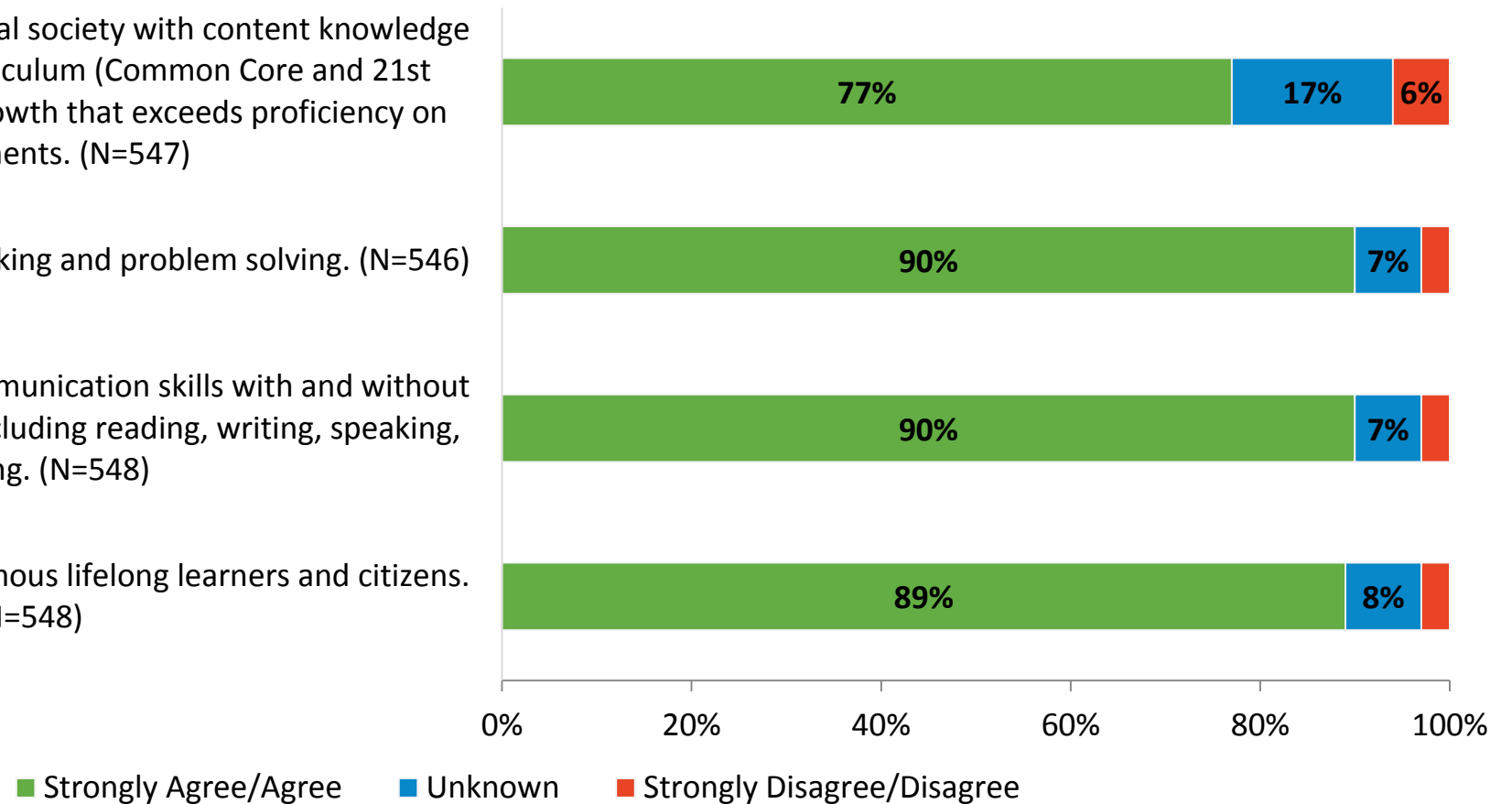
A well-educated student will...

be prepared to compete in a global society with content knowledge focused on the Iowa Core Curriculum (Common Core and 21st Century Skills), and strive for growth that exceeds proficiency on state assessments. (N=547)

demonstrate critical thinking and problem solving. (N=546)

demonstrate comprehensive communication skills with and without the use of current technology, including reading, writing, speaking, and listening. (N=548)

be self-sufficient and autonomous lifelong learners and citizens. (N=548)



## Key Insights

- 89 percent of employees who took the survey were engaged, with 37 percent being highly engaged.
- 90 percent of employees stated they were proud to work for the District.
- 74 percent of employees see professional growth and long-term career opportunities with the District.
- The District must strive to recognize employees for their contributions and accomplishments. This may help the District positively contribute to staff morale.
- The District must strive to increase communications with staff regarding various aspects of the District. As a part of the communication, the District must seek and incorporate employee feedback.