

# Sweetwater County Spring 2023 Survey Report

Presented by:

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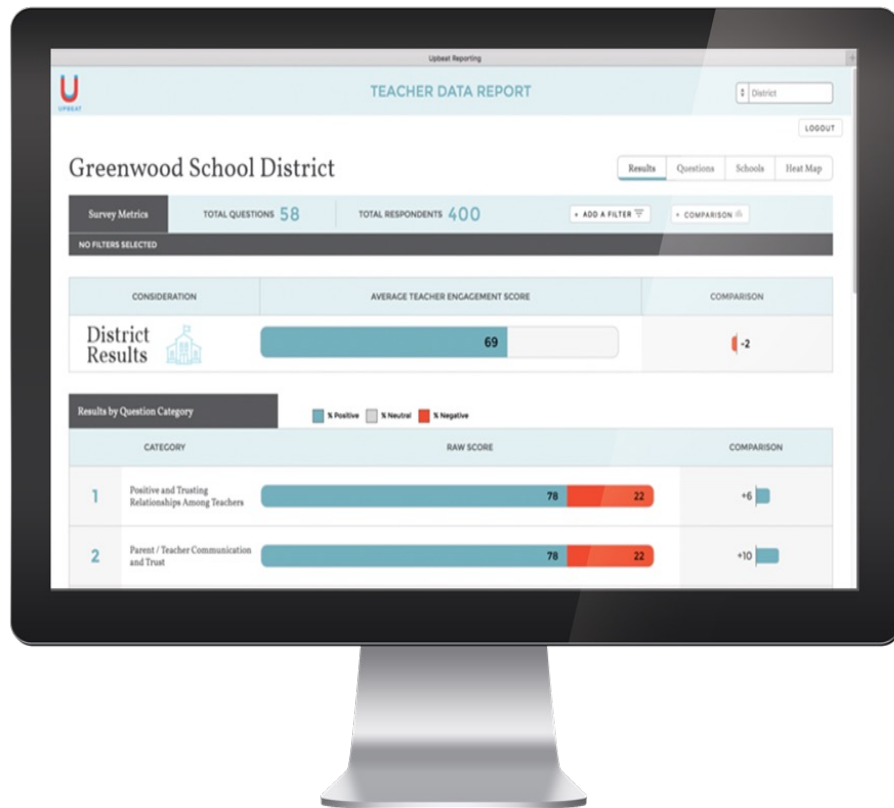




**UPBEAT**

**Upbeat's mission is to elevate employee  
engagement and retention by fostering  
*strong school environments***

# Upbeat



- Expert-designed survey on school-based employee engagement
- Clear, actionable data
- Protects anonymity of employees




# Districtwide Strengths for Teachers & NI Staff



## Average Employee Engagement Score\*

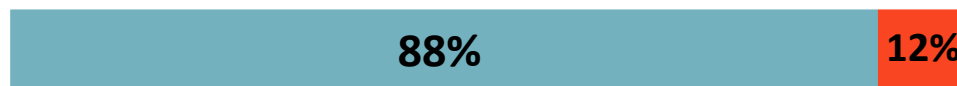


- *501 survey completions*
- *88% completion rate*

 % Positive  % Neutral  % Negative

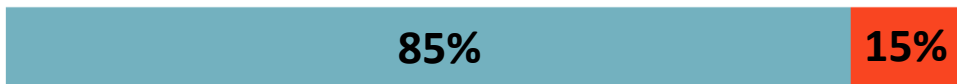
## STRENGTHS

### Equity



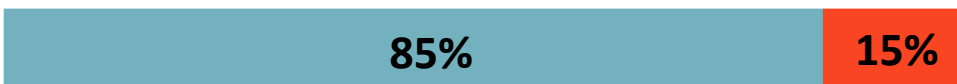
- **92% of teachers reported** that opportunities are accessible to all teachers in their school regardless of their race, ethnicity, culture or other aspects of their personal identity.

### Self-Efficacy



- **89% of teachers reported** that they feel successful at supporting their students' academic development.

### Care & Commitment



- **95% of teachers reported** that teachers at their school care about the wellbeing of students.




\*The engagement score is based on responses to the Upbeat survey. The answers to each question have aggregated weighting. Certain categories have a higher weight based on their stronger correlation to employee engagement and retention in research.

# Districtwide Areas for Improvement for Teachers & NI Staff

## Average Employee Engagement Score\*

67

- **501** survey completions
- **88%** completion rate

 % Positive  % Neutral  % Negative

## AREAS FOR IMPROVEMENT

### Work/Life Balance

57%

43%

- **49% of teachers report** that the workload expected of teachers at their school is reasonable.

### Compensation & Career Path

58%

42%

- **49% of teachers report** that teachers are compensated fairly for taking on extra responsibilities at their school.

### Appreciation

63%

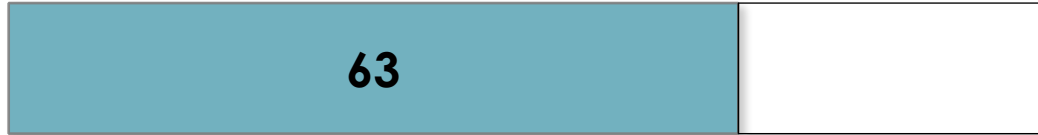
37%

- **58% of teachers report** that teachers are recognized publicly when they do outstanding work.




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# Districtwide Strengths for Department Staff

## Average Employee Engagement Score\*

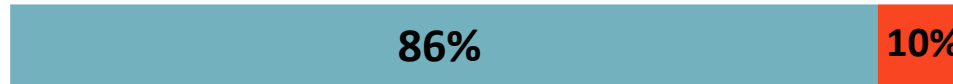


- **218** survey completions
- **88%** completion rate

 % Positive  % Neutral  % Negative

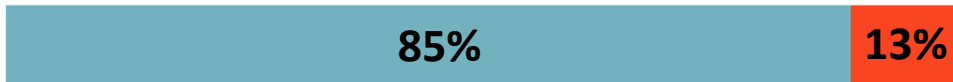
## STRENGTHS

### Self-Efficacy



- **86% of department staff reported** that they feel successful as an employee.

### Satisfaction & Purpose



- **92% of department staff reported** that they can see themselves working in their department for at least the next year.

### Belonging & Wellbeing



- **84% of department staff reported** that they are able to successfully manage the stress of their jobs.




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# Districtwide Areas for Improvement for Department Staff

## Average Employee Engagement Score\*



- **218 survey completions**
- **88% completion rate**

 % Positive  % Neutral  % Negative

## AREAS FOR IMPROVEMENT

### Employee Voice & Leadership



- **46% of department staff report** that employees in their department play an active role in shaping department policies.

### Compensation & Career Path



- **40% of department staff report** that employees are compensated fairly for taking on extra responsibilities at their department.

### Appreciation



- **50% of department staff report** that employees are recognized publicly when they do outstanding work.

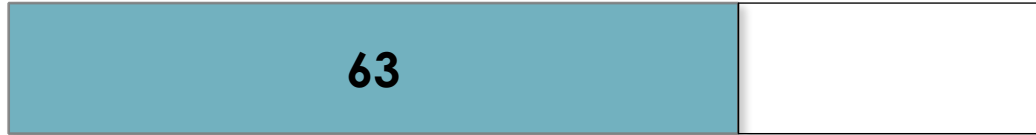
\*The engagement score is based on responses to the Upbeat survey. The answers to each question have aggregated weighting. Certain categories have a higher weight based on their stronger correlation to employee engagement and retention in research.

Below 70% positive	70-80% positive	Above 80% positive
5 categories	11 categories	6 categories
<ul style="list-style-type: none"><li>•Instructional Leadership</li><li>•Diversity</li><li>•Cultural Competence</li><li>•Central Office Support</li><li>•Teacher Staffing</li></ul>	<ul style="list-style-type: none"><li>•Appreciation</li><li>•Collaboration</li><li>•Work/Life Balance</li><li>•Self-Efficacy</li><li>•Equity</li><li>•Family &amp; Community Engagement</li><li>•Professional Autonomy &amp; Voice</li><li>•Principal Evaluation</li><li>•Student Safety &amp; Wellbeing</li><li>•Compensation</li><li>•District Leadership &amp; School Board</li></ul>	<ul style="list-style-type: none"><li>•Professional Development</li><li>•Resources and Facilities</li><li>•Inclusion</li><li>•Purpose</li><li>•Relational Trust</li><li>•Job Satisfaction</li></ul>



# Districtwide Strengths for Principals

## Average Employee Engagement Score\*

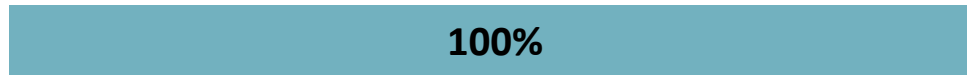


- **16** survey completions
- **89%** completion rate

■ % Positive
 ■ % Neutral
 ■ % Negative

## STRENGTHS

### Purpose



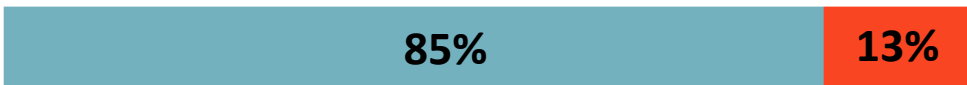
- **100% of principals reported** that they are proud to lead their school.

### Inclusion



- **94% of principals reported** that district leaders make all principals feel like valued members of the district, regardless of race, ethnicity, or culture.

### Job Satisfaction



- **88% of principals reported** that their district is a good place to work.




\*The engagement score is based on responses to the Upbeat survey. The answers to each question have aggregated weighting. Certain categories have a higher weight based on their stronger correlation to employee engagement and retention in research.

# Districtwide Areas for Improvement for Principals

## Average Employee Engagement Score\*



- **16 survey completions**
- **89% completion rate**

 % Positive  % Neutral  % Negative

## AREAS FOR IMPROVEMENT

### Diversity



- **31% of principals report** that district leaders are representative of the racial, ethnic, and cultural diversity of the students.

### Central Office Support



- **31% of principals report** that the central office gets things done in a timely manner.

### Instructional Leadership



- **38% of principals report** that they are able to balance their responsibilities as an instructional leader with the operational management tasks required at their school.

\*The engagement score is based on responses to the Upbeat survey. The answers to each question have aggregated weighting. Certain categories have a higher weight based on their stronger correlation to employee engagement and retention in research.

# Potential Next Steps

## ENGAGEMENT STRENGTHS

Identify 1-2 areas of strength on which to build. Reflect on what makes this a strength.

Category or Question	Spring 2023 Engagement Score	Fall 2023 Engagement Score	Change

## TARGETED AREAS

Identify 1-2 areas for growth. Develop an action plan.

Category or Question	Spring 2023 Engagement Score	Fall 2023 Engagement Score	Change

# Potential Next Steps Continued

## Target 1:

Why is this a targeted focus area?

Key strategies/Activities/Initiatives	Timeline	Person(s) Responsible
<ul style="list-style-type: none"><li>•</li><li>•</li></ul>		

## After Action Reflection (to be completed after Fall 2022 results)

Were your goals met? What worked well? What did not? What changes would you make?

# Potential Next Steps Continued

## Strategies for Appreciation

**Strategy 1:** Establish a district-wide staff recognition program, including recognition at Board meetings. Align recognitions to mission/vision and culture of the district.

**Strategy 2:** Schedule Board visits to schools, taking time to visit all areas of the school and speak with employees.

**Strategy 3:** Highlight or showcase positive achievements internally and in community. Begin each Board meeting with a celebration of highlights, including achievements of students and staff.

**Strategy 4:** Create methods for students to recognize teachers and staff. For example, work with local news to feature seniors throughout the year along with their recognition of teachers/staff or have an event where each senior invites someone to a special reception or dinner hosted by the Board.

# Potential Next Steps Continued

## Overall Strategies

**Strategy 1:** Select certain areas and use Upbeat survey questions to conduct focus groups to gain additional feedback.

- Ask questions such as, What is working well? What can we do to improve?
- Develop a solutions-oriented approach to the discussions.

**Strategy 2:** Use survey feedback as means of monitoring areas in strategic planning related to culture and climate.

## Questions?

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