Goal 3 - Work Environment and Well-being

- Teachers and staff surveyed in September, 2021
- High level results reviewed with stakeholder groups - November/December
- Action steps - district- and building-level actions are ongoing
- Re-survey in April 2022

Teacher and Staff Survey Categories

- Professional Learning (amount and quality of learning opportunities available)
- Professional Learning About Equity (amount and quality of equity focused PD)
- Feedback and Coaching (amount and quality of feedback received)
- School Leadership (perceptions of school leadership effectiveness)
- Staff-Leadership Relationships (perceptions of relationships with school leaders)
- Well-being (self perceptions of own professional well-being)

Teacher survey included the following additional topic:

- Teaching Efficacy (self perceptions of professional strengths and areas of growth)

Teacher and Staff Survey Results

Percent favorable: Teacher/Staff

- **Professional Learning:** 54%/43%
- **Professional Learning About Equity:** 51%/46%
- **Feedback and Coaching:** 39%/35%
- **School Leadership:** 39%/55%
- **Staff-Leadership Relationships:** 55%/62%
- **Well-being:** 58%/66%

Teacher survey included the following additional topic:

- **Teaching Efficacy:** 79%

Teacher and Staff Survey - Action Steps

Deeper dive with stakeholders (Superintendent's Roundtable and Building Leadership Teams) to better understand results.

Feedback loop created - Superintendent's Roundtable and Building Leadership Teams collect feedback from staff to bring back to next meeting for continued discussion and work.

Focus areas:

- Well-being
- Relationships

Teacher and Staff Survey - Action Steps for Well-being

- **Additional time** (Thanksgiving break, reviewing meeting schedules, hiring more substitute teachers, extending the timeline for curriculum alignment work, adapting tenured staff evaluation cycle)
- **Physical wellness** (Flu shots, booster clinic, on-site biometric screening)
- **Emotional wellness** (Mental Health Awareness month, Employee Assistance)
- **Financial wellness - (**Facilitated employee meetings with Empower)
- **Intentional check-ins** with staff to find out how they are doing
- **Building-based events**

Teacher and Staff Survey - Action Steps for Relationships

- **Superintendent's Roundtable** - Focus on the Work Environment (Goal 3). Open and collaborative forum for responding to staff suggestions.
- **Evaluation Plan** - Focus on professional growth rather than a rating. Opportunities for trust building through the process.
- **Labor Relations** - One-year agreement with HHSTA.
- **HR Reorganization** - Change to a customer-focused model with a single point of contact by building.
- **School-level work** - Increased focus on open lines of communication

Teacher and Staff Survey - Dashboard

For purposes of measuring employee satisfaction, we will monitor the percent favorable on the following one question:

Overall, how satisfied are you with your job right now?

September 2021 Results:

- Teachers = 48% favorable
- Staff = 54% favorable

Goal is at least 60% favorable

Teacher and Staff Survey - Next Steps

Re-survey

- Administer again in April 2022; review and assess results.

Employee Wellness

- Implement phase 1 of a longer term Employee Wellness initiative beginning FY23.

Relationships

- Continue and enhance feedback loops.
- Continue and enhance employee stakeholder engagement opportunities.
- Analyze exit interview data.