Purpose of Report: To inform the Board of results from the Gallup Employee Engagement Survey administered December 2015.

Survey results indicate that Sioux Falls School District employees believe they have ample opportunities to do their best work in their current positions and know what’s expected of them at work.

Approximately 83% of Sioux Falls School District employees completed an online Gallup survey in December which asked 12 questions related to employee engagement. While opportunities to do one’s best and knowing expectations were the highest scored responses, opportunities for growth were greatest in receiving recognition for work and feeling like one’s opinions count. Results of the survey indicate District employees are engaged similarly with the total U.S. working population and are slightly less engaged than other educational peers across the country.

The results of the survey were reviewed with administrators in February and with the help of Gallup representatives, District officials will establish the best ways to use the information in the survey results and look for ways to improve areas that present opportunities for growth.

Administrative Recommendation to School Board: Acknowledge the results from the Gallup Employee Engagement Survey administered in December 2015.
Purpose of Report: To inform the Board of results from the Gallup Employee Engagement Survey administered December 2015.

District Priority Area: Staff Development

Goal: Recruit and retain a high-quality, diverse staff

Strategy: SD1.1 Analyze participation and results of the Staff annual Gallup Engagement Survey.

Explanation:

At its July 2015 retreat, the School Board discussed an Employee Engagement Survey to be conducted by Gallup. The company is widely regarded as one of the best research-based, performance-management consultants in the country. Gallup defines employee engagement as "involvement and enthusiasm for work" which is also closely related to satisfaction and loyalty.

Gallup has collected and studied more than 25 million responses to its twelve question employee engagement assessment from business, industry, education and a host of other work environments. Gallup research has shown that a highly engaged workforce means the difference between a company that thrives and one that struggles. When employees are engaged, they are passionate, creative, and entrepreneurial, and their enthusiasm fuels growth. These employees are emotionally connected to the mission and purpose of their work.

Procedure:

The first week of December an email was sent to all Sioux Falls School District staff members inviting them to participate in the Gallup Q12 online survey. The survey window was open for two weeks.

The Q12 survey asked staff members 12 questions grouped into elements that relate to employee engagement. These elements include:

- **Element One**- I know what is expected of me at work.
- **Element Two**- I have the materials and equipment I need to do my work right.
- **Element Three**- At work, I have the opportunity to do what I do best every day.
- **Element Four**- In the last seven days, I have received recognition or praise for doing good work.
- **Element Five**- My supervisor, or someone at work, seems to care about me as a person.
- **Element Six**- There is someone at work who encourages my development.
- **Element Seven**- At work, my opinions seem to count.
- **Element Eight**- The mission or purpose of my company makes me feel by job is important.
- **Element Nine**-My associates or fellow employees are committed to doing quality work.
- **Element Ten**- I have a best friend at work.
- **Element Eleven**- In the last six months, someone at work has talked to me about my progress.
- **Element Twelve**- This last year, I have had opportunities at work to learn and grow.
Results:
Approximately 83% of Sioux Falls School District employees completed the online survey. Responses to questions were based on a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, 0 indicating-Don’t Know. The results for each question can be found in Appendix A. Overall results of the poll indicate the following areas of strengths and opportunities:

Strengths
Q03: Opportunity to do Best
Current Mean-4.00
Q01: Know What’s Expected
Current Mean-4.35

Opportunities
Q04: Recognition
Current Mean-3.13
Q07: Opinions Count
Current Mean-3.47

Grand Mean for all Q12 questions- 3.83

The Engagement Index identifies the percentage of respondents whose answers indicate that they are engaged, not engaged or disengaged. SFSD Employees responses were compared to Gallup’s statistics regarding the U.S. Working Population and Educational Services.

Engagement Index:

<table>
<thead>
<tr>
<th>SFSD:</th>
<th>U.S. Working Population:</th>
<th>Educational Services:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engaged</td>
<td>36%</td>
<td>Engaged 31%</td>
</tr>
<tr>
<td>Not Engaged</td>
<td>52%</td>
<td>Not Engaged 51%</td>
</tr>
<tr>
<td>Actively Disengaged</td>
<td>12%</td>
<td>Actively Disengaged 17%</td>
</tr>
</tbody>
</table>

Results of the survey were reviewed with Sioux Falls School District administrators at the February General Administrators’ meeting. Gallup representatives presented the information along with leading a discussion and work session with administrators regarding how to use the results to celebrate identified strengths and ways to improve areas that present opportunities for growth.

Summary: The Gallup Poll provides District administrators and staff with an additional way to assess staff satisfaction and engagement. The poll indicates that Sioux Falls staff members see opportunities to do their best and knowing what is expected of them as strengths of the District. Recognition and feeling that their opinion counts were identified as opportunities to further engage staff. While the District continues to capitalize on the strength of its work environment, we are equally committed to ongoing dialogue with staff, studying best practices from organizations with higher engagement levels in the lowest ranking areas and supporting the daily needs of its team of dedicated professionals.

Administrative Recommendations to School Board:
Acknowledge the results from the Gallup Employee Engagement Survey administered in December 2015.