



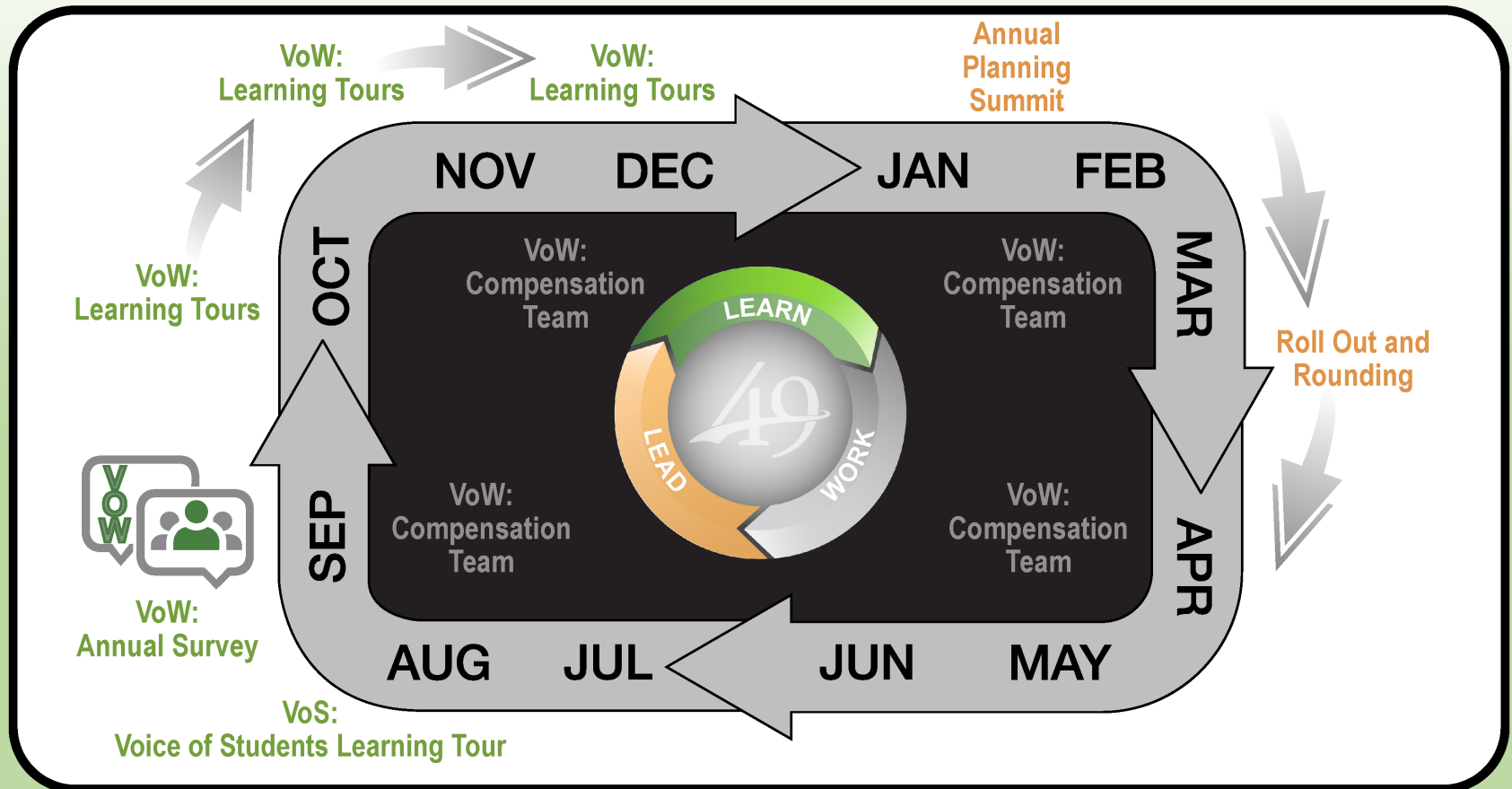
Voice of the Workforce Annual Survey Report

Amy Matisek, Internal Communications Manager
Paul Andersen, Director of Human Resources

December 16, 2021

Voice of the Workforce

VoW System Timeline



The Best Choice to Learn, Work and Lead

VoW Is Essential To Our Vision



- The VoW directs workforce insights to the board and senior leadership team.
- VoW insights set expectations for how D49 can be the best choice.
- VoW insights continue to lead improvements in programs, communications and workplace conditions.

Staff Participation – Our Highest Ever!



- Our sixth VoW Annual Survey
- 91% of eligible employees completed the survey!
- 1,575 respondents
- Team members shared more than 10,000 comments!
- Greater participation brings us closer to the authentic, comprehensive voice



VoW Survey Methodology and Approach



- Employees asked to select most important Employee Key Requirements (EKR), then to weigh and score their selections.
- Employees were also asked some questions from prior surveys.
- All questions were rated on a 10-point scale.
- We now have three years of data in this format giving us trends.



EKRs: Satisfaction Factors

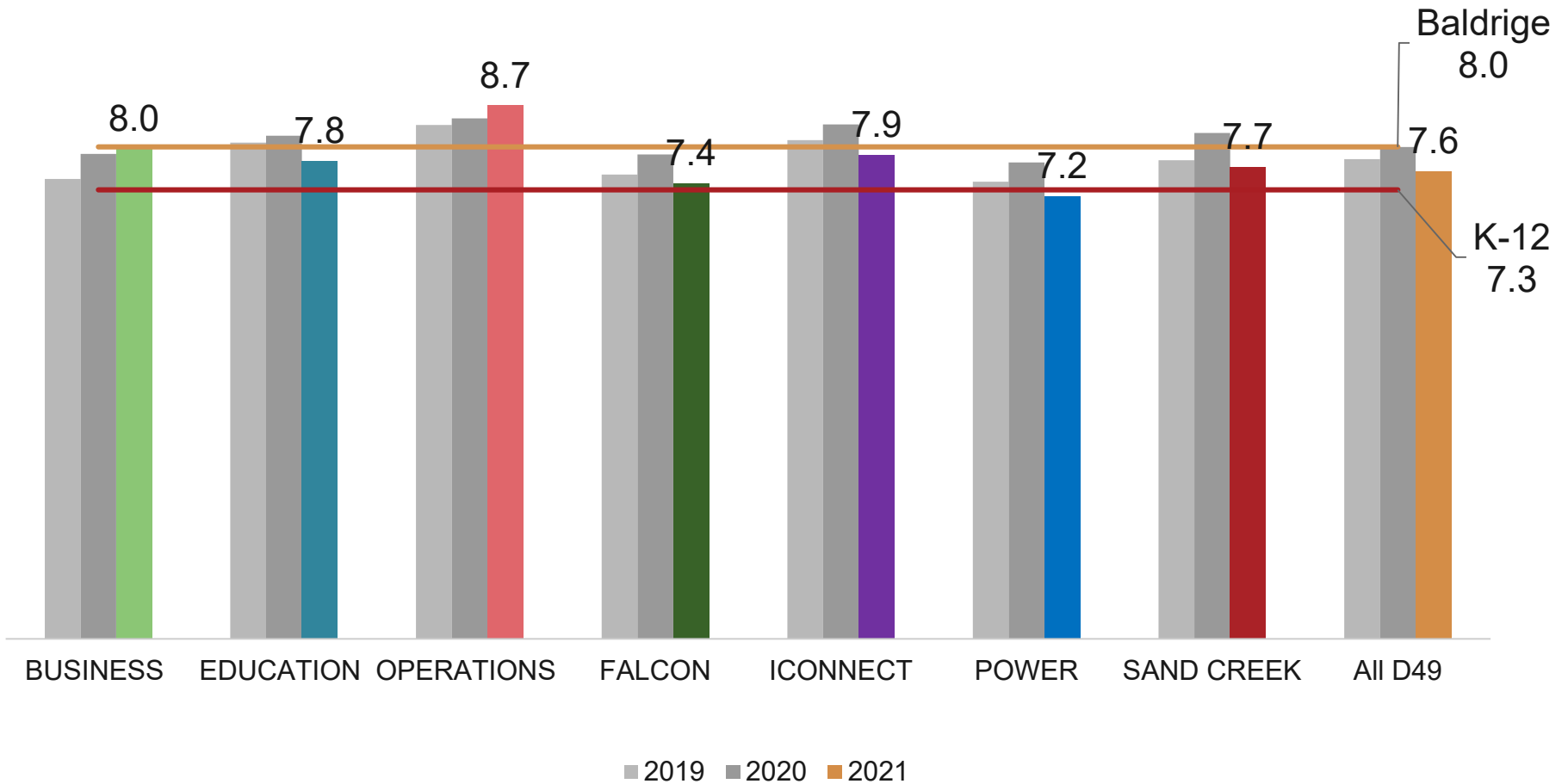
1. Competitive Salary
2. Competitive Benefits
3. Safe Environment
4. Right Tools for Job
5. Relationship with Coworkers
6. Collaborative Environment
7. Manager's Communication
8. Advancement Opportunities

EKRs: Engagement Factors



1. Work/Life Balance
2. Reasonable Goals/Performance Expectations
3. Input Into Decisions
4. Relationship with Manager
5. Continuous Development
6. Recognition for Performance
7. Leaders Actions Align with Values
8. Coworkers Actions Align with Values
9. Organizational Reputation
10. Connection to Mission

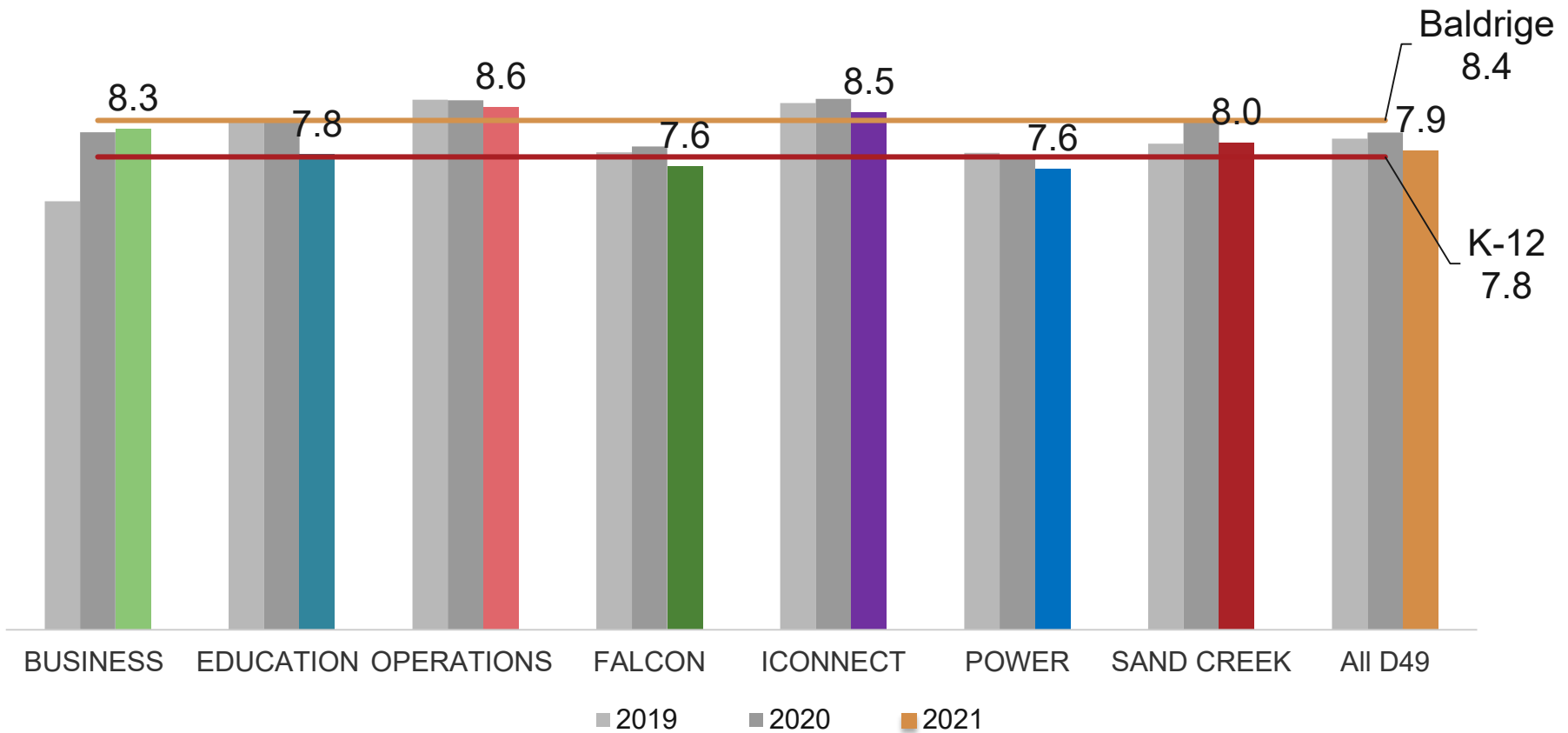
Employee Satisfaction Scores



Source: Beyond Feedback October 2021 n=1575

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Employee Engagement Scores District 49



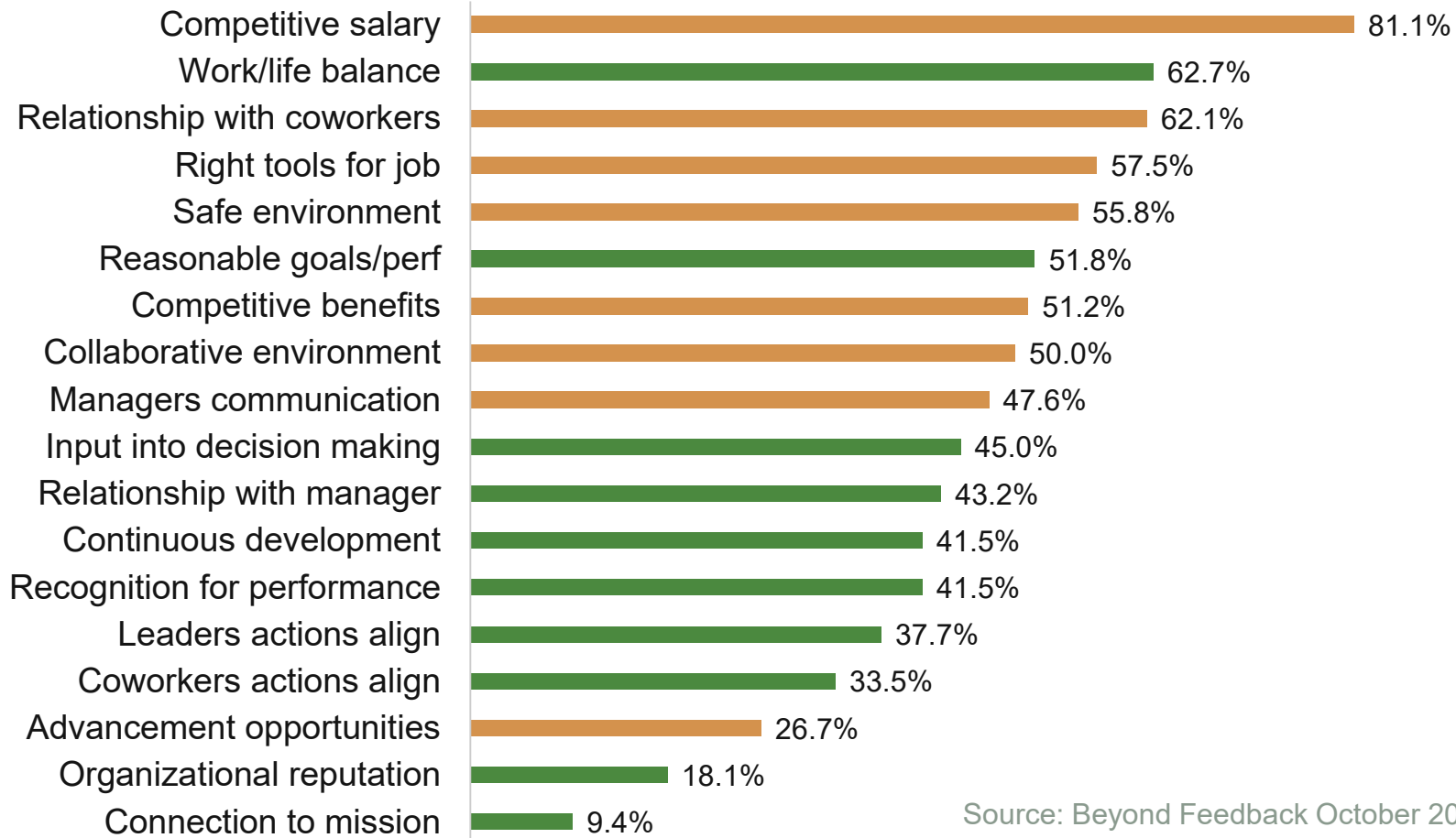
Source: Beyond Feedback October 2021 n=1575

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Percentage of Employees Selecting Each EKR



Engager Satisfier



Source: Beyond Feedback October 2021 n=1575

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Average Score Assigned to Each EKR

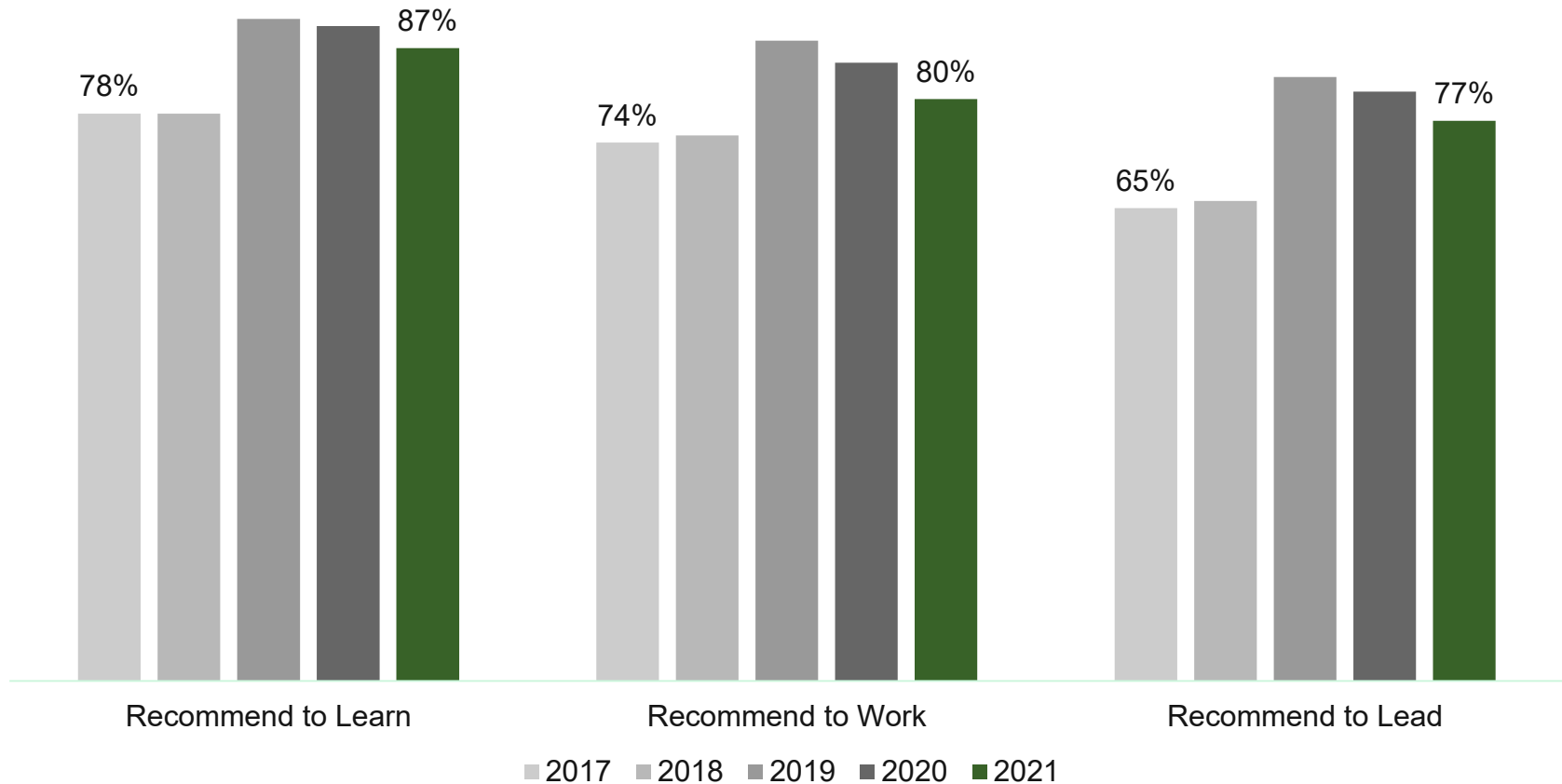


■ Engager
 ■ Satisfier



Source: Beyond Feedback October 2021 n=1575

Measurements for Key Questions



Source: Beyond Feedback October 2021 n=1575

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Prevalent Comment Themes



Workforce Members Observe:

Competitive compensation is the most urgent OFI

High/unsustainable levels of effort, stress, burnout, fatigue

Chronic tension with work/life balance and personal wellness

Mixed reviews about D49's public health practices

Significant dissatisfaction with district governance and leadership

Admirable performance from colleagues and local leadership teams

Relationships with coworkers and managers are a key strength

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Engaging Our Staff With Results



- Results rollout and action planning at school and department level.
- Amplify through upcoming follow-up VoW Surveys.
- Report through internal newsletter, Team 49 website and Peakview Screens.
- Track progress at year-end and ask teams for examples of success.

Addressing Results for Peak Performance



- Senior leaders will propose action plans for improvements in response to results.
- Continue analyzing comments, and report key themes and concerns.
- BOE will adopt and direct resources to approved plans at planning summit.
- Report results in 2022 APR.



Questions/Discussion?