



Voice of the Workforce Annual Survey Report

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December 15, 2022

The Best Choice to Learn, Work and Lead

VoW Is Essential To Our Vision



- D49's Voice of the Workforce (VoW) System is our way of listening to and learning from our employees.
- It directs workforce insights to BOE and senior leadership.
- VoW insights set expectations for how D49 can be the best choice.
- VoW insights continue to lead improvements in programs, communications and workplace conditions.
- The survey is one key element of the [VoW System](#).

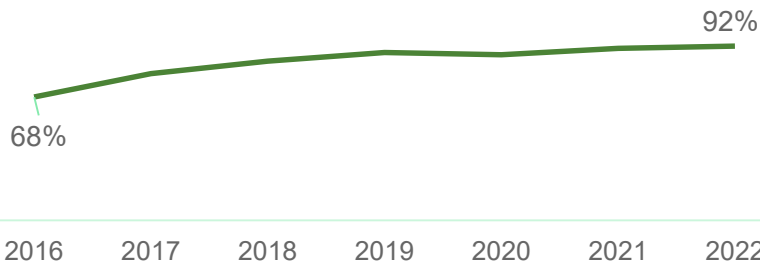
High Staff Participation = Authentic Workforce Voice



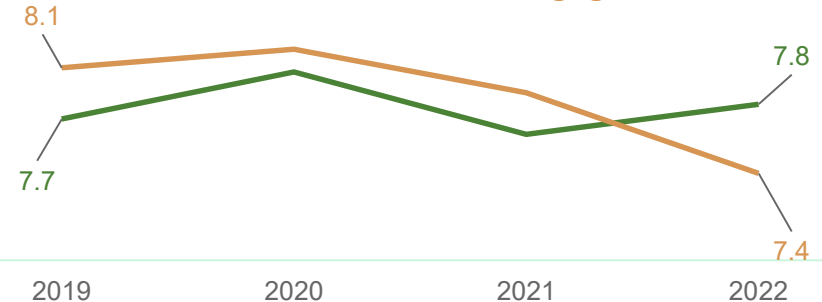
- Our 7th VoW Annual Survey.
- 92% of eligible employees completed the survey!
- 1,618 respondents.
- 8,600+ comments.



Participation



Overall Satisfaction and Engagement



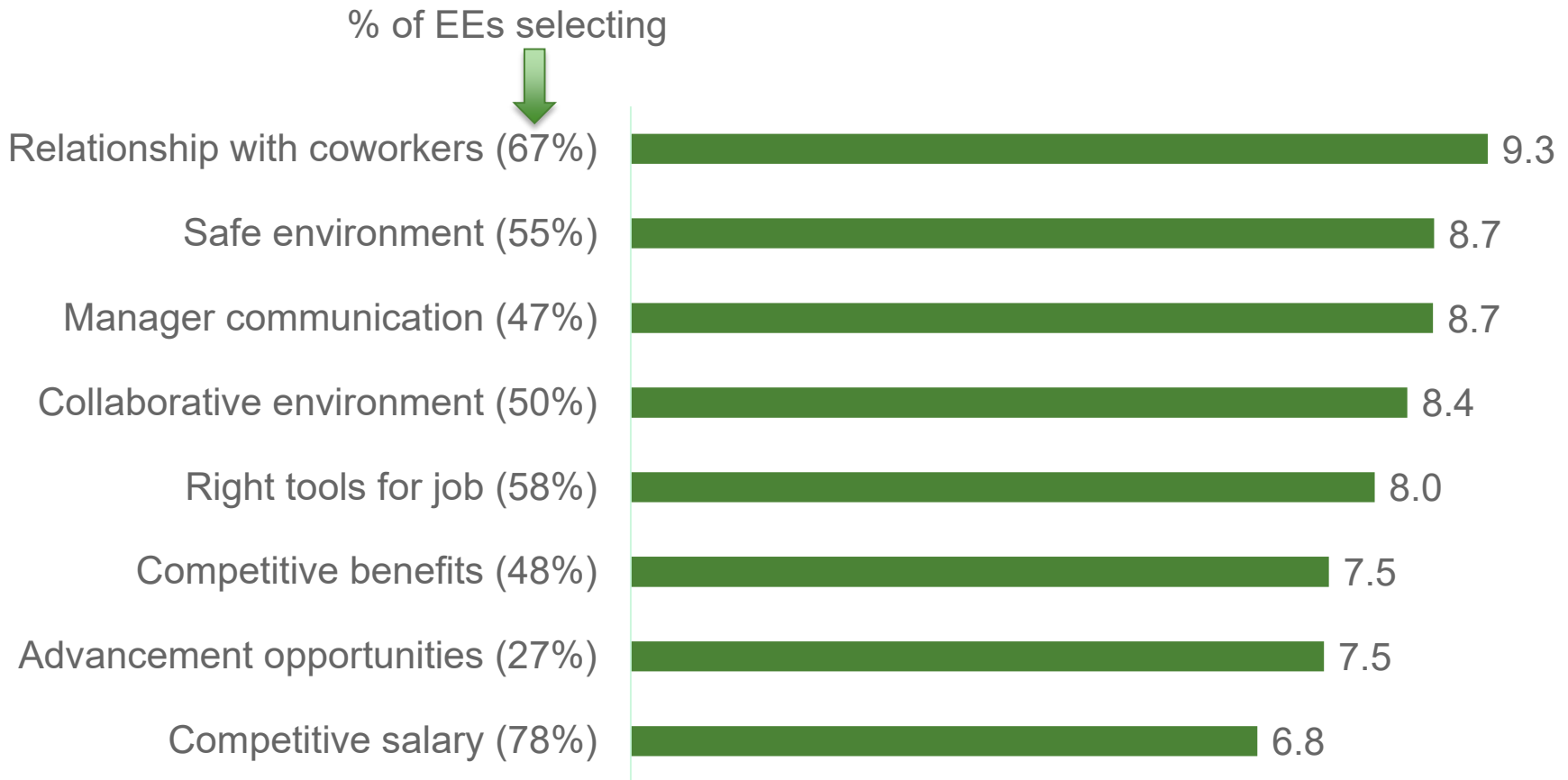
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VoW Survey Methodology and Approach



- Employees asked to select most important Employee Key Requirements (EKRs), then to weigh and score their selections.
 - Satisfiers: basic factors like pay, benefits, and safety.
 - Engagers: advanced factors like work/life balance, recognition and input into decisions.
- Employees also asked some questions from prior surveys.
- All questions rated on a 10-point scale.
- Four years of data in this format giving us trends.

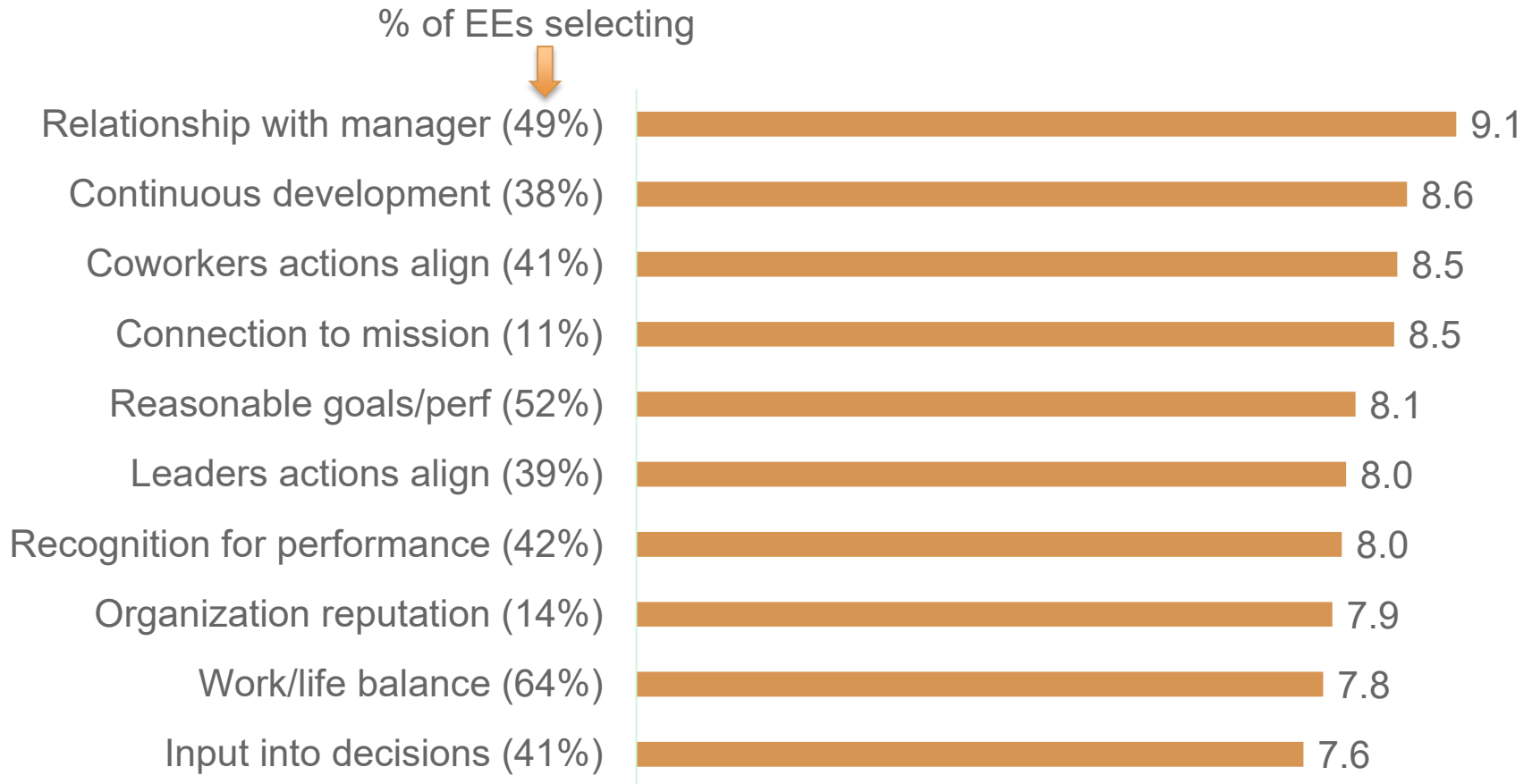
Satisfaction Factors: Percent Selected and Score



Source: Beyond Feedback October 2022 n=1618

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Engagement Factors: Percent Selected and Score



Source: Beyond Feedback October 2022 n=1618

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Measurements for Key Questions Recommend to:

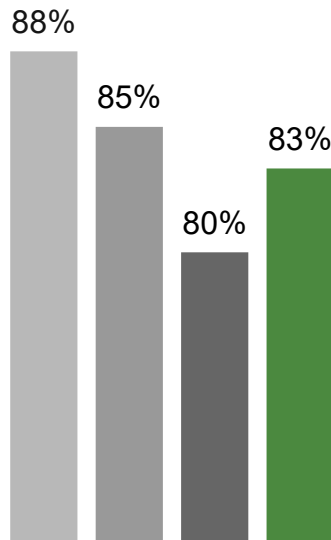


Learn



2019

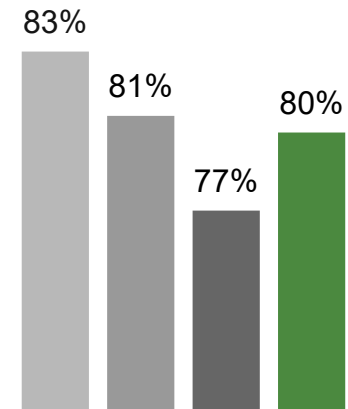
Work



2020

2021

Lead



2022

Source: Beyond Feedback October 2022 n=1618

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Prevalent Comment Themes



Workforce Members Observe:

Competitive compensation is the most urgent OFI

Continued challenges with work/life balance and personal wellness

Concerns about trust and respect related to the board

Admirable performance from colleagues and local leadership teams

Relationships with coworkers and managers are a key strength

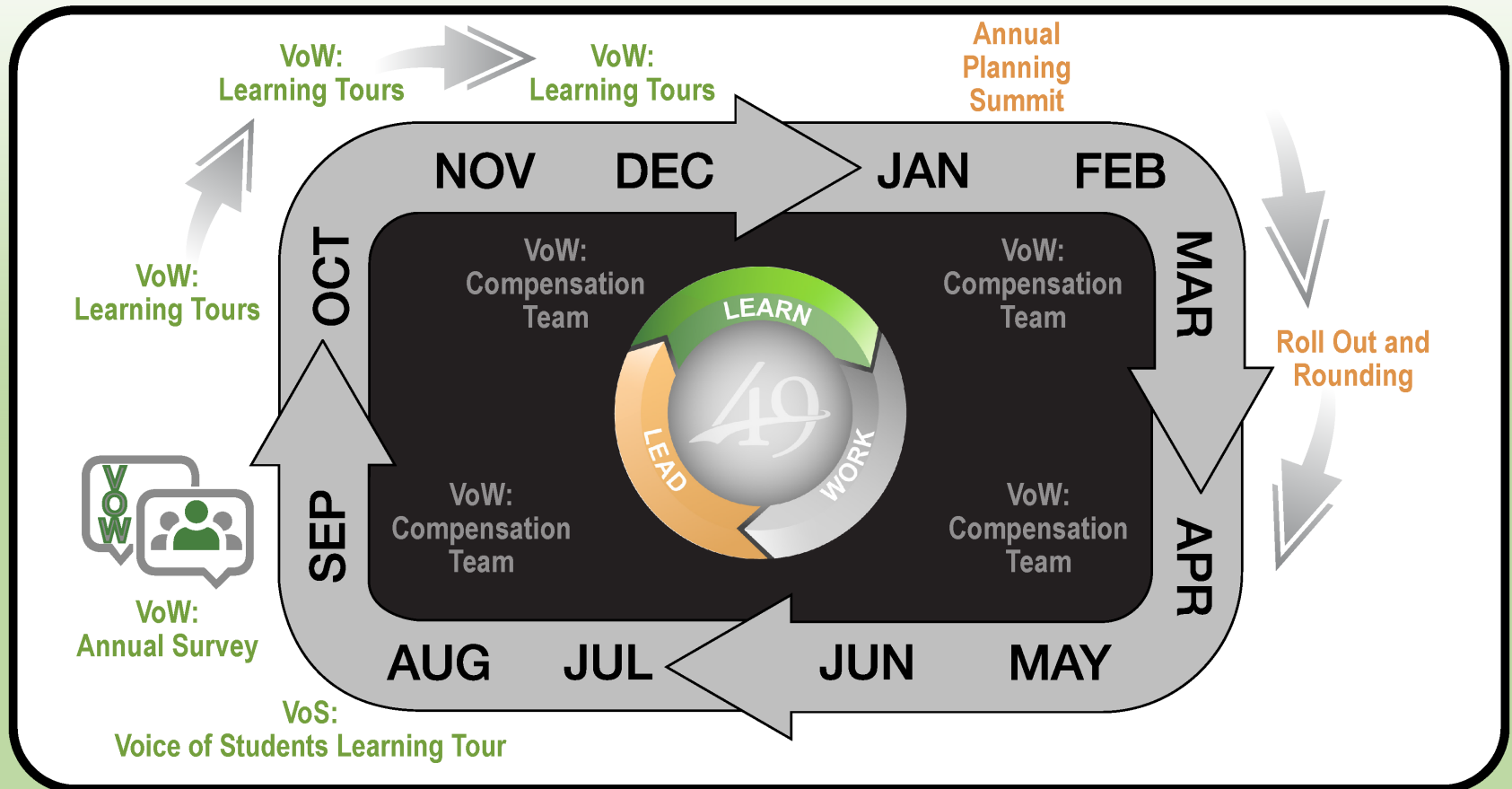
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Questions/Discussion?

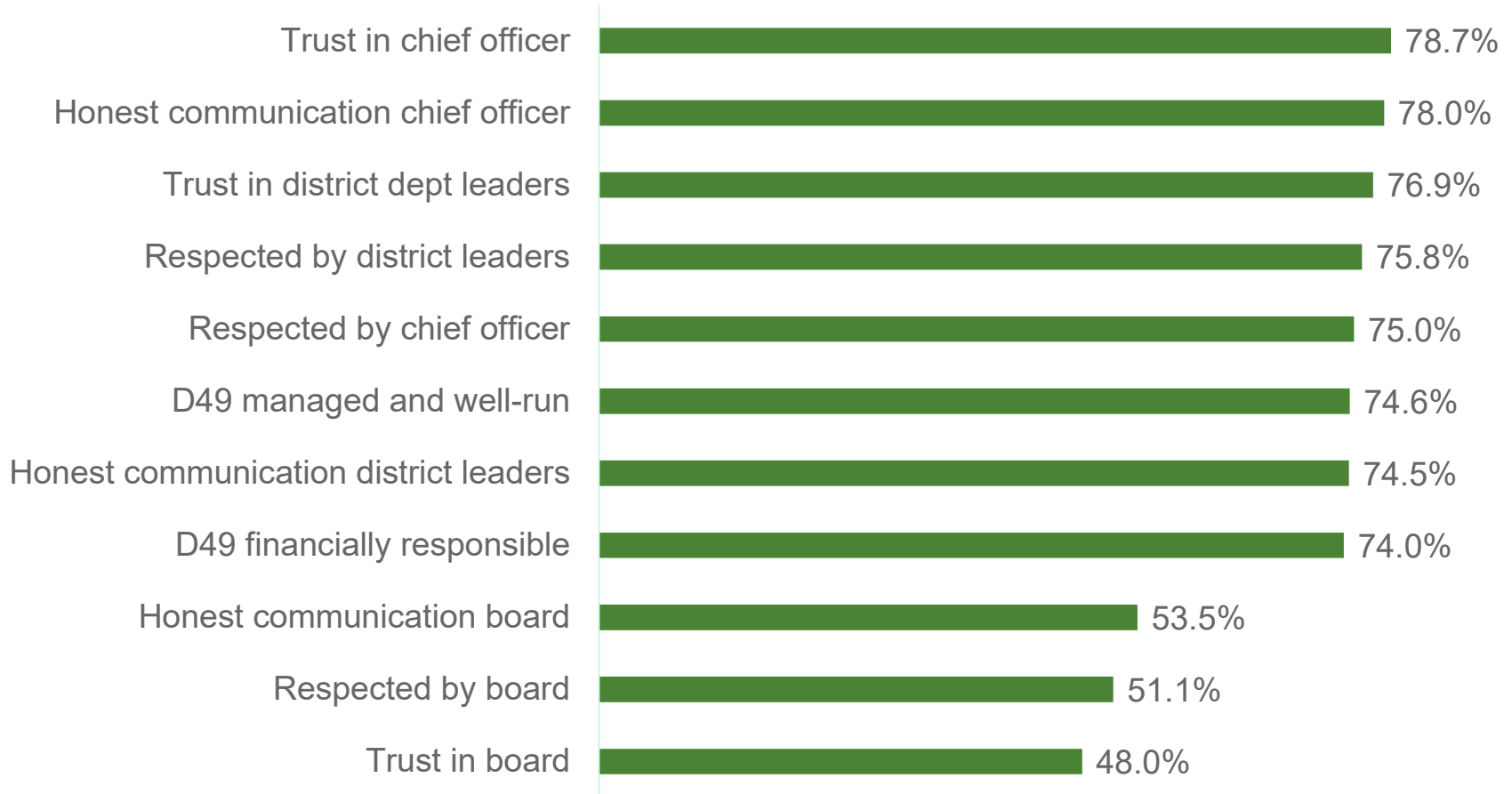
Voice of the Workforce

VoW System Timeline



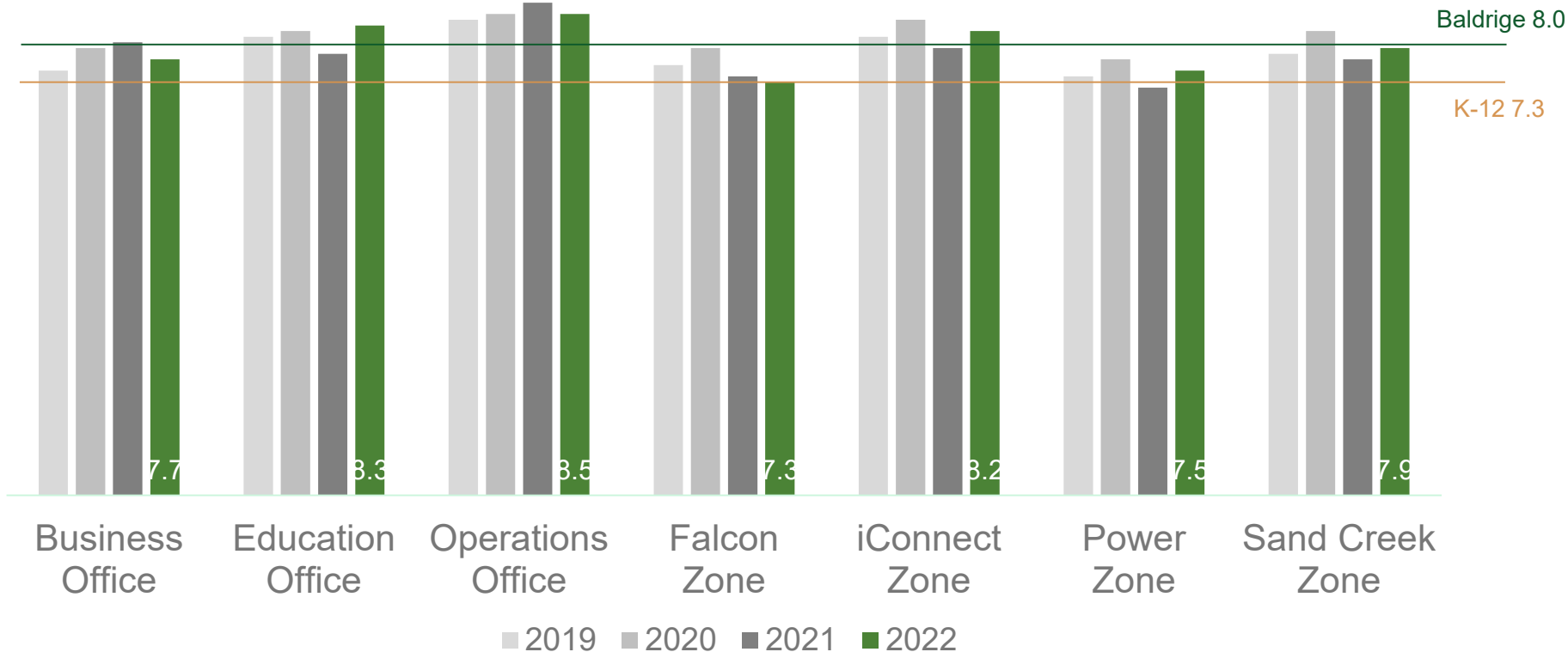
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Leadership Questions: Percent Favorable



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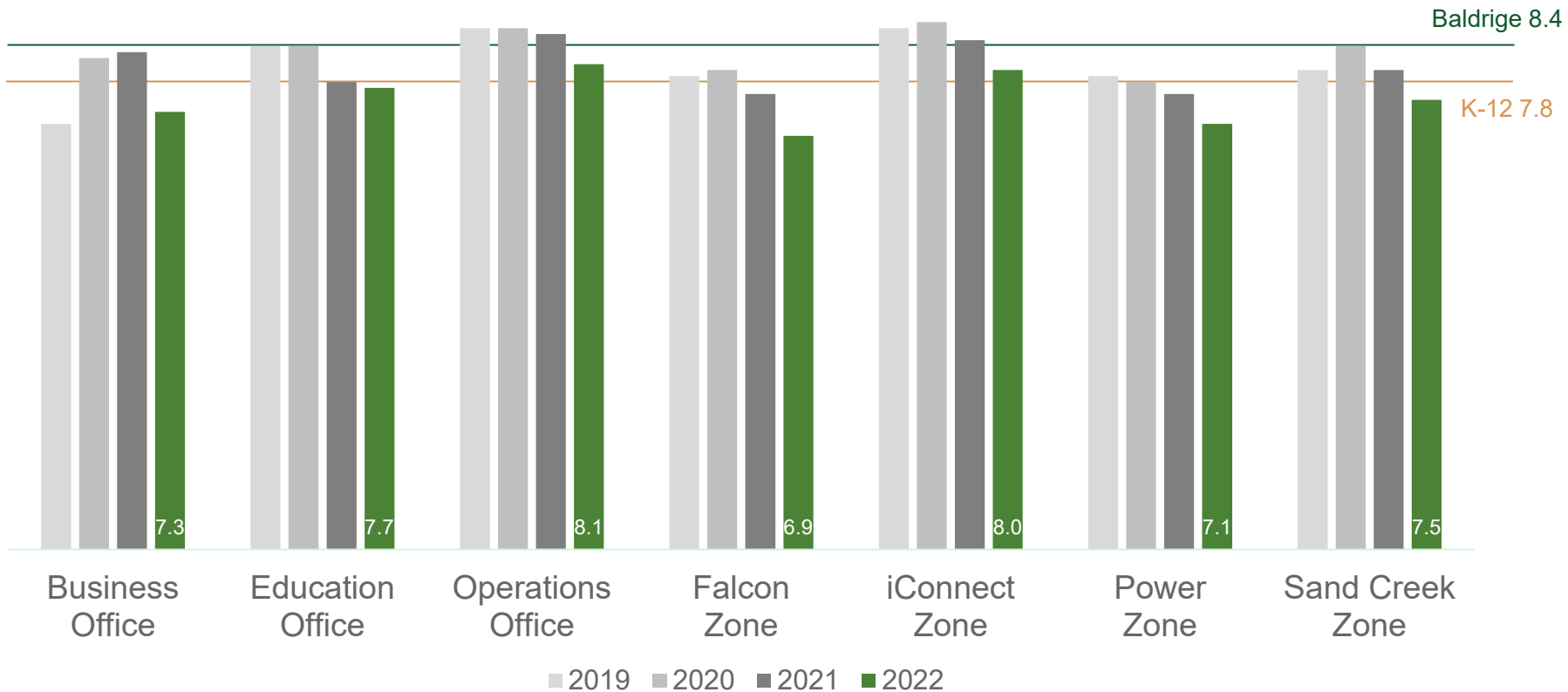
Employee Satisfaction Scores



Source: Beyond Feedback October 2022 n=1618

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Employee Engagement Scores



Source: Beyond Feedback October 2022 n=1618

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Engaging Our Staff With Results



- Results rollout and action planning at school and department level.
- 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 next district annual performance review (APR).