

Summary of Results for School / Department

Christian County Public Schools is committed to creating a best place to work environment. To build on this commitment, the school district gathers data on essential goals and measures associated with employee engagement, district support services, student engagement, and parent satisfaction. The district's journey of excellence using these measurable goals aligned to the Evidence-Based LeadershipSM framework began in Spring 2017. These measures help leaders of the district gain input from colleagues and other stakeholders about the work and learning environment in the district.

The Employee Engagement Survey was administered to all district employees to assess three areas: 1) Perceptions about immediate supervisors supporting a best place to work environment; 2) Perceptions of Superintendent supporting a best place to work environment; and 3) Perceptions about communication practices. Collecting these data allow leaders in the district to recognize the good work that many in the district accomplish every day, and to identify gaps in performance that should be addressed.

This report provides an overview of the findings for the current survey administration for South Christian Elementary School.

School/Department-Level Summary

- ▶ A total of **21** employees in the school/department provided feedback during the current survey administration.
- ▶ The school/department's overall mean (Items 1-14) was **4.04**, using a scale of 1 to 5.

District-Level Summary

- ▶ A total of **488** employees provided feedback during the current survey administration.
- ▶ The district's overall mean (Items 1-14) was **3.94**, using a scale of 1 to 5. About **36%** of all response choices were in the "Strongly Agree" category or "Top Box."

"Top Box Percentage" or "Top 1 Box" is the percentage of employees who select the "Strongly Agree" option indicating that they are *most positive*. Research suggests a difference in the loyalty of people who indicate that they are extremely satisfied (i.e., "Strongly Agree") compared to those who are just satisfied (i.e., "Agree") when rating their experience or engagement. In this way, top box scoring provides more focused data to better understand employee loyalty.

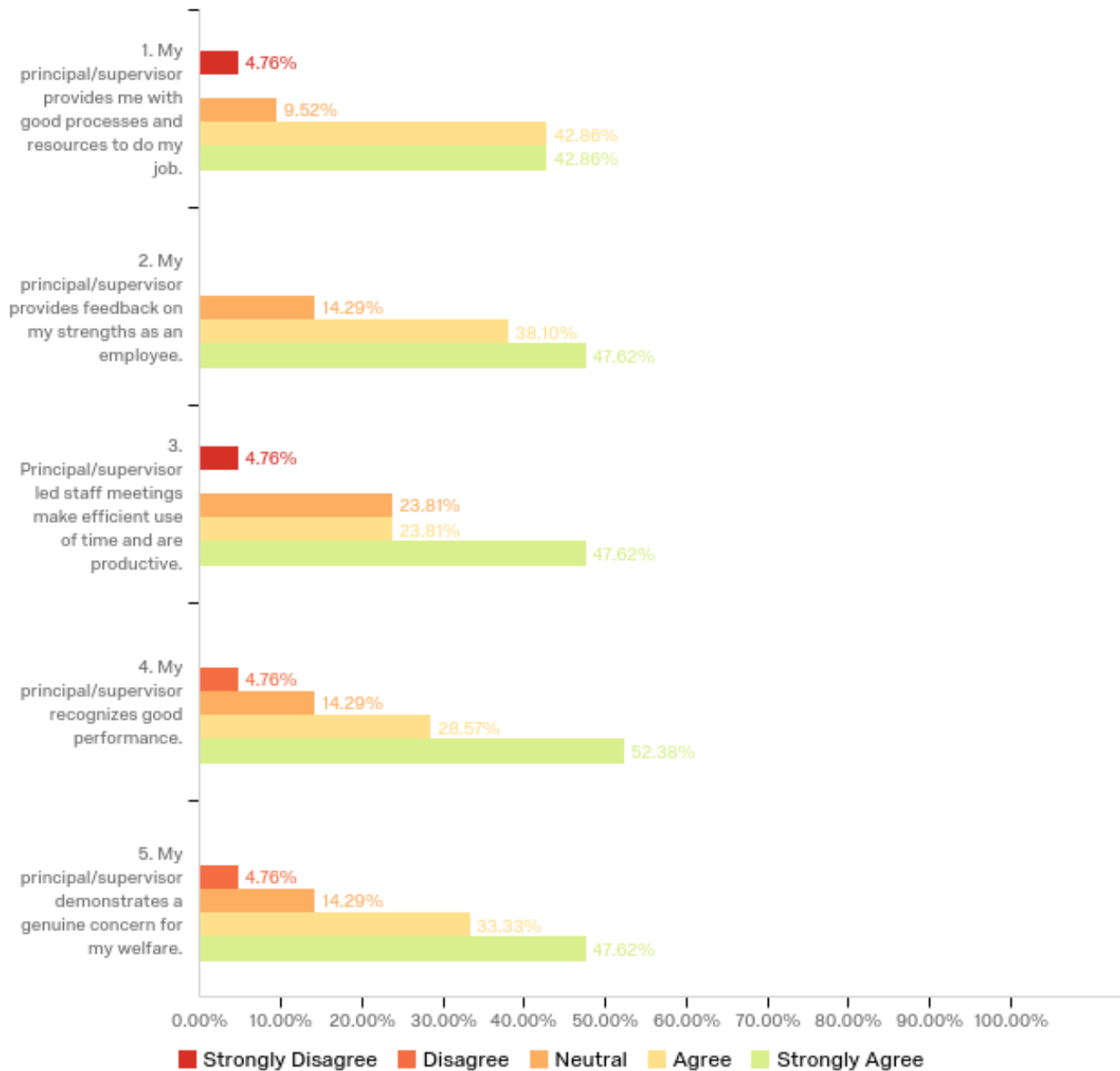
School/Department-Level Results

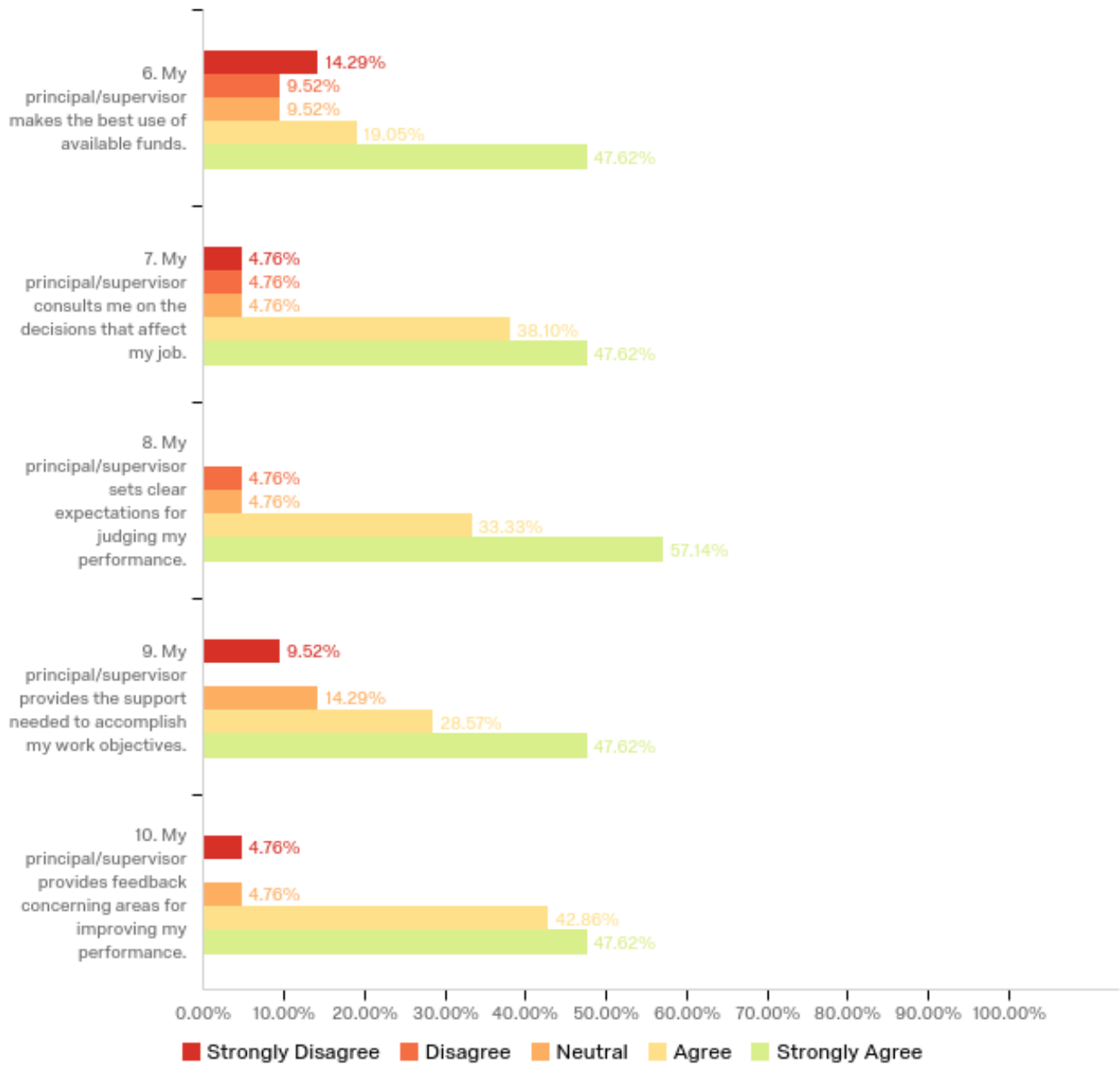
On the following pages, Tables provide item means, frequency distribution, and top box percentage; as a complement to Tables providing the frequency distribution of response categories, bar charts provide a visual presentation of the frequency distribution. Verbatim comments to the open-ended response items are found at the end of the document.

Principal / Supervisor Items.

Field	Mean	Count	Top 1 Box
1. My principal/supervisor provides me with good processes and resources to do my job.	4.19	21	42.86%
2. My principal/supervisor provides feedback on my strengths as an employee.	4.33	21	47.62%
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	4.10	21	47.62%
4. My principal/supervisor recognizes good performance.	4.29	21	52.38%
5. My principal/supervisor demonstrates a genuine concern for my welfare.	4.24	21	47.62%
6. My principal/supervisor makes the best use of available funds.	3.76	21	47.62%
7. My principal/supervisor consults me on the decisions that affect my job.	4.19	21	47.62%
8. My principal/supervisor sets clear expectations for judging my performance.	4.43	21	57.14%
9. My principal/supervisor provides the support needed to accomplish my work objectives.	4.05	21	47.62%
10. My principal/supervisor provides feedback concerning areas for improving my performance.	4.29	21	47.62%

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
1. My principal/supervisor provides me with good processes and resources to do my job.	1	0	2	9	9	21
2. My principal/supervisor provides feedback on my strengths as an employee.	0	0	3	8	10	21
3. Principal/supervisor led staff meetings make efficient use of time and are productive.	1	0	5	5	10	21
4. My principal/supervisor recognizes good performance.	0	1	3	6	11	21
5. My principal/supervisor demonstrates a genuine concern for my welfare.	0	1	3	7	10	21
6. My principal/supervisor makes the best use of available funds.	3	2	2	4	10	21
7. My principal/supervisor consults me on the decisions that affect my job.	1	1	1	8	10	21
8. My principal/supervisor sets clear expectations for judging my performance.	0	1	1	7	12	21
9. My principal/supervisor provides the support needed to accomplish my work objectives.	2	0	3	6	10	21
10. My principal/supervisor provides feedback concerning areas for improving my performance.	1	0	1	9	10	21

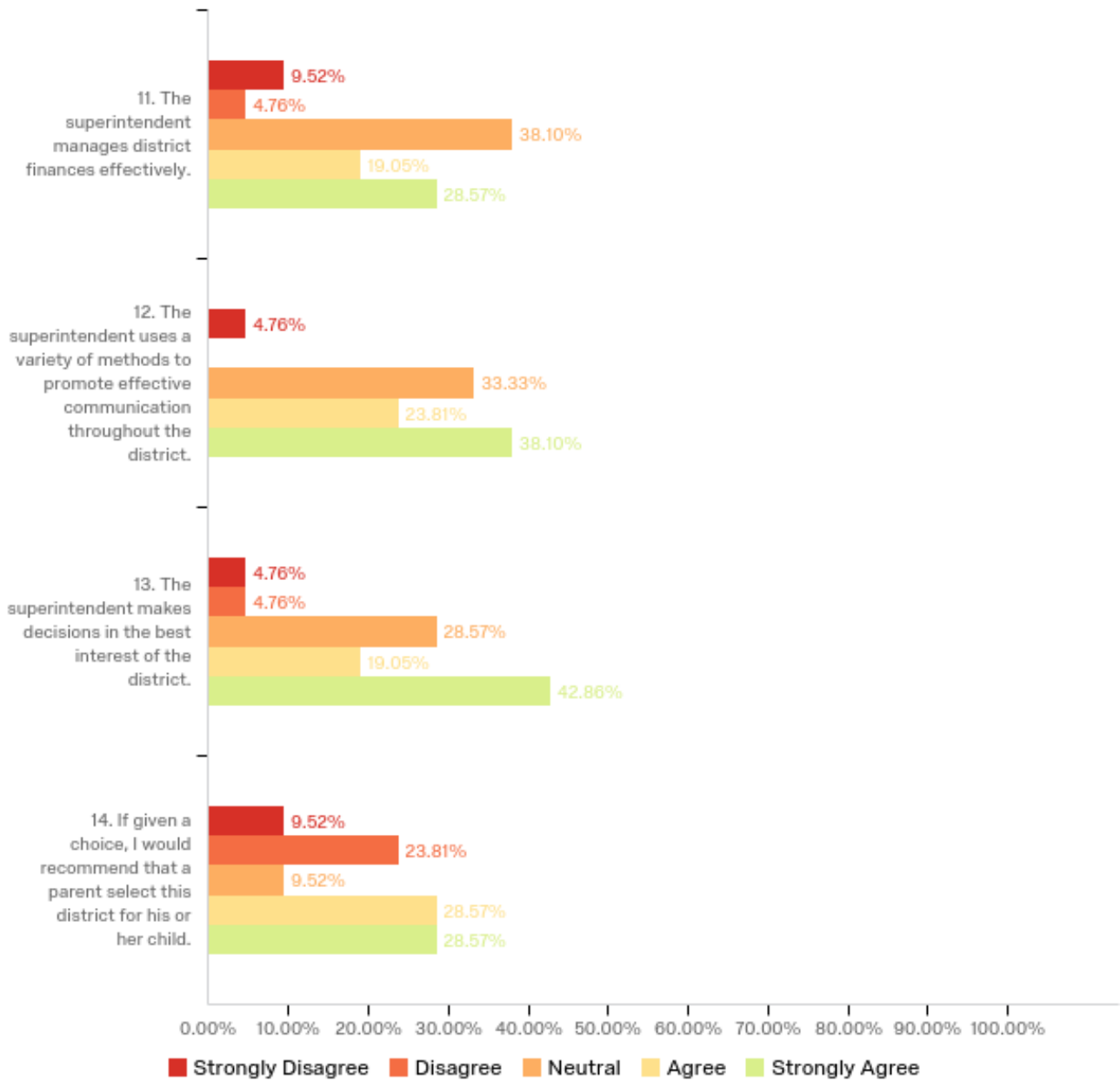




Superintendent / District Items.

Field	Mean	Count	Top 1 Box
11. The superintendent manages district finances effectively.	3.52	21	28.57%
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.90	21	38.10%
13. The superintendent makes decisions in the best interest of the district.	3.90	21	42.86%
14. If given a choice, I would recommend that a parent select this district for his or her child.	3.43	21	28.57%

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
11. The superintendent manages district finances effectively.	2	1	8	4	6	21
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	1	0	7	5	8	21
13. The superintendent makes decisions in the best interest of the district.	1	1	6	4	9	21
14. If given a choice, I would recommend that a parent select this district for his or her child.	2	5	2	6	6	21



Communication Items.

Field	Mean	Count	Top 1 Box
C1. My principal/supervisor encourages open and honest communication within our school/department.	4.14	21	47.62%
C2. My principal/supervisor gets the right information to the right people at the right time.	4.10	21	47.62%
C3. My school district supports honest two-way communication between supervisors and employees.	4.10	21	42.86%
C4. My school district supports an environment where employees regularly share and exchange ideas.	4.52	21	57.14%
C5. Open and honest communication is an important part of the culture in my school district.	3.95	20	40.00%

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
C1. My principal/supervisor encourages open and honest communication within our school/department.	1	2	0	8	10	21
C2. My principal/supervisor gets the right information to the right people at the right time.	1	1	3	6	10	21
C3. My school district supports honest two-way communication between supervisors and employees.	1	1	2	8	9	21
C4. My school district supports an environment where employees regularly share and exchange ideas.	0	0	1	8	12	21
C5. Open and honest communication is an important part of the culture in my school district.	1	0	6	5	8	20

