

# Employee Engagement Survey

## Fall 2017 Results Report

Barrington Public Schools



## Summary of Results for Scaled Survey Data

Barrington Public Schools is committed to creating a best place to work environment. To build on this commitment, the organization gathers data on essential goals and measures associated with employee engagement, parent satisfaction, and other important measures. The organization's journey of excellence using employee engagement and parent satisfaction goals aligned to the Evidence-Based Leadership<sup>SM</sup> framework began in Fall 2017. These measures help leaders of the organization gain input from employees about the work environment in the organization.

The Employee Engagement Survey was administered to all employees to assess three areas: 1) Perceptions about immediate supervisors (i.e., Administrator / Administrative Team) supporting a best place to work environment; 2) Perceptions of executive leadership supporting a best place to work environment; and 3) Perceptions about communication practices. Collecting these data allow leaders to recognize the good work that many in the organization 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, the baseline survey administration for the organization.

- ▼ A total of **253** employees provided feedback during the current survey administration.
- ▼ The organization's overall mean was **3.77**, using a scale of 1 to 5. About 25% of all response choices were in the "Strongly Agree" category or "Top Box."

The overall mean and top box percentage by survey administration is highlighted in Table 1.

**Table 1. Overall Mean by Survey Administration**

	Fall 2017 (N=253)
Overall Mean <sup>1</sup>	3.77
Top Box Percentage	25%

<sup>1</sup> Items 1-14 only

"Top Box Percentage" 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 engagement and loyalty.

On the following pages, Tables 2A-2B provide the Administrator / Administrative Team category item means, frequency distribution, and top box percentage. The Administrator / Administrative Team category allows each employee to reflect on the work environment shaped by his/her administrator(s). The Administrator / Administrative Team category includes all levels of leaders across the organization.

**Table 2A. Administrator / Administrative Team Items: Total Responses, Item Mean, Top Box Percentage**

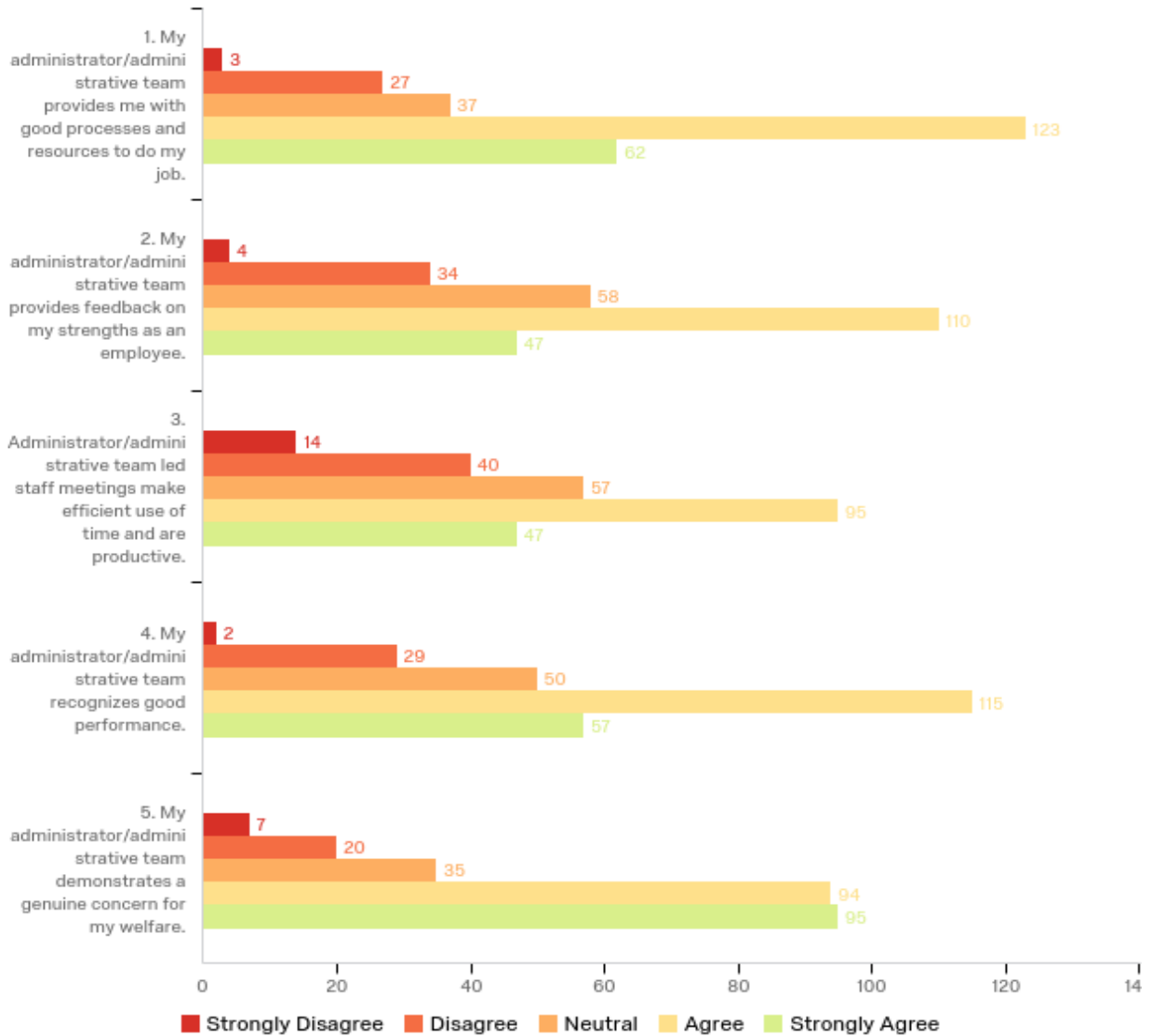
	Mean	Count	Top 1 Box
1. My administrator/administrative team provides me with good processes and resources to do my job.	3.85	252	24.60%
2. My administrator/administrative team provides feedback on my strengths as an employee.	3.64	253	18.58%
3. Administrator/administrative team led staff meetings make efficient use of time and are productive.	3.48	253	18.58%
4. My administrator/administrative team recognizes good performance.	3.77	253	22.53%
5. My administrator/administrative team demonstrates a genuine concern for my welfare.	4.00	251	37.85%
6. My administrator/administrative team makes the best use of available funds.	3.65	250	21.20%
7. My administrator/administrative team consults me on the decisions that affect my job.	3.26	251	15.54%
8. My administrator/administrative team sets clear expectations for judging my performance.	3.64	252	18.65%
9. My administrator/administrative team provides the support needed to accomplish my work objectives.	3.65	251	22.31%
10. My administrator/administrative team provides feedback concerning areas for improving my performance.	3.53	251	15.94%

**Table 2B. Administrator / Administrative Team Items: Frequency Distribution of Response Category**

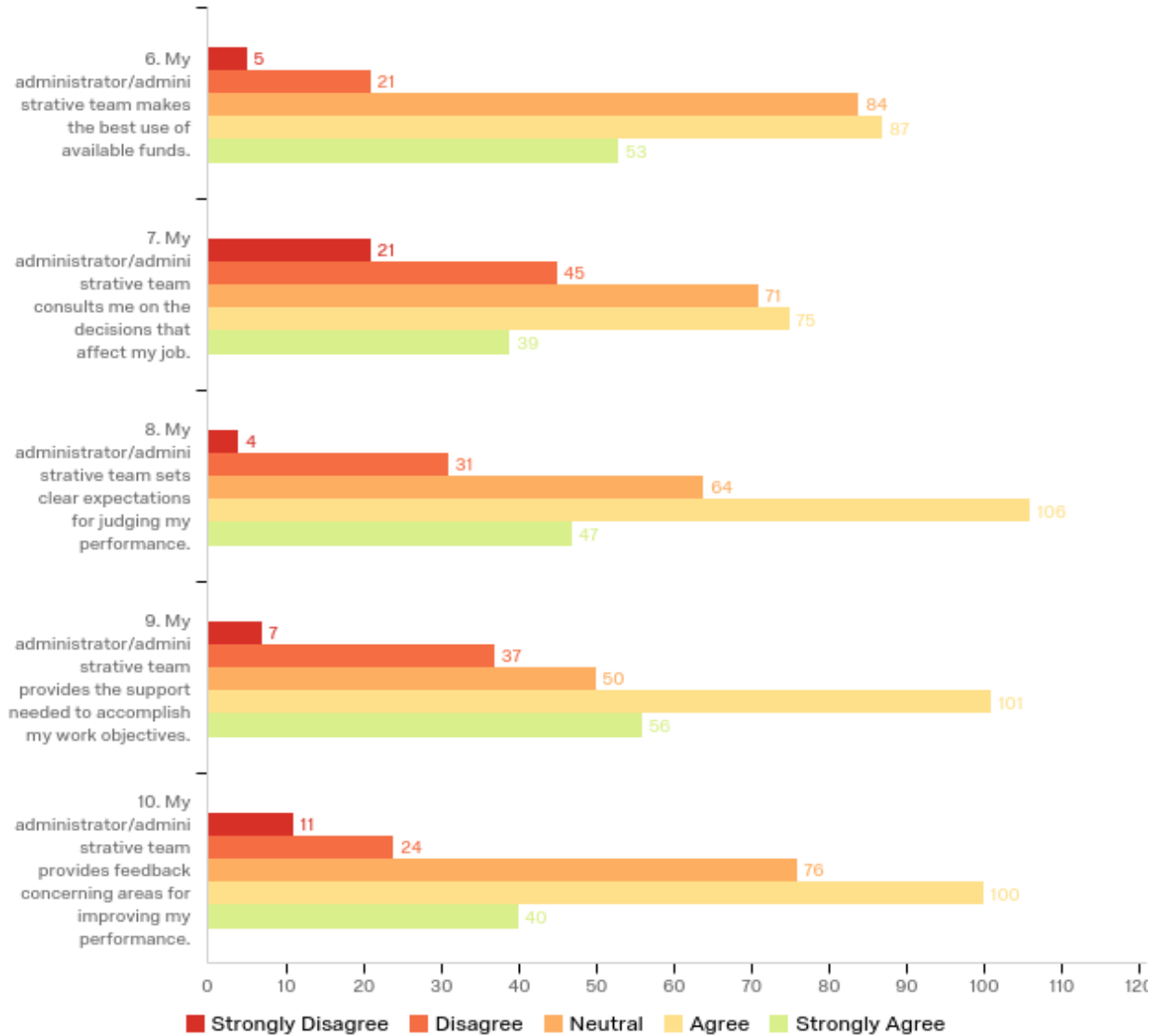
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
1. My administrator/administrative team provides me with good processes and resources to do my job.	3	27	37	123	62	252
2. My administrator/administrative team provides feedback on my strengths as an employee.	4	34	58	110	47	253
3. Administrator/administrative team led staff meetings make efficient use of time and are productive.	14	40	57	95	47	253
4. My administrator/administrative team recognizes good performance.	2	29	50	115	57	253
5. My administrator/administrative team demonstrates a genuine concern for my welfare.	7	20	35	94	95	251
6. My administrator/administrative team makes the best use of available funds.	5	21	84	87	53	250
7. My administrator/administrative team consults me on the decisions that affect my job.	21	45	71	75	39	251
8. My administrator/administrative team sets clear expectations for judging my performance.	4	31	64	106	47	252
9. My administrator/administrative team provides the support needed to accomplish my work objectives.	7	37	50	101	56	251
10. My administrator/administrative team provides feedback concerning areas for improving my performance.	11	24	76	100	40	251

As a complement to Table 2B, the frequency distribution of response categories is highlighted in Figure 1 below and Figure 2 on the following page.

**Figures 1 and 2. Administrator / Administrative Team Items: Frequency Distribution of Response Category**



Figures 1 and 2. Administrator / Administrative Team Items: Frequency Distribution of Response Category



Tables 3A-3B provide the Superintendent / District category item means, frequency distribution, and top box percentage.

**Table 3A. Superintendent / District Items: Total Responses, Item Mean, Top Box Percentage**

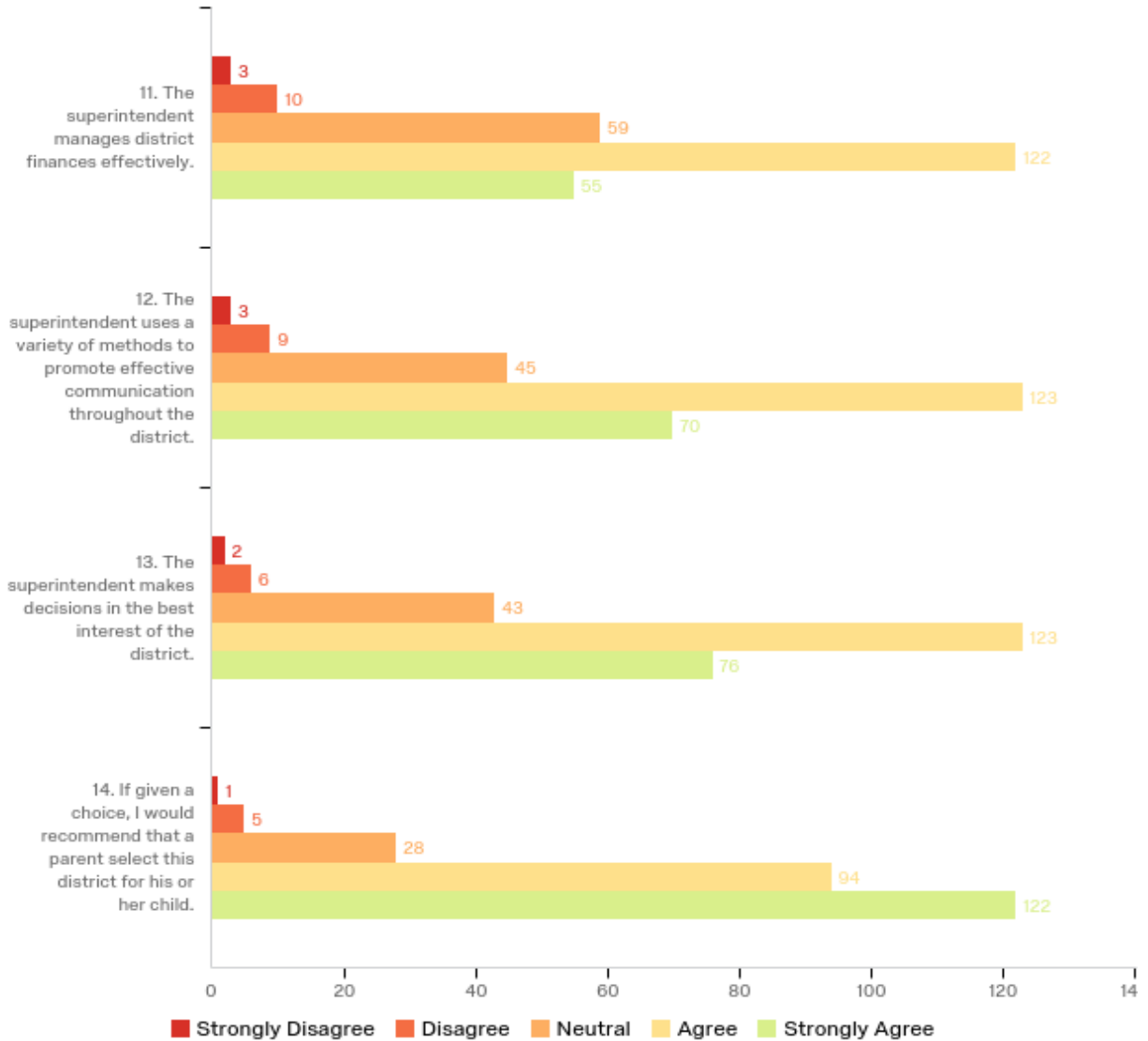
	Mean	Count	Top 1 Box
11. The superintendent manages district finances effectively.	3.87	249	22.09%
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.99	250	28.00%
13. The superintendent makes decisions in the best interest of the district.	4.06	250	30.40%
14. If given a choice, I would recommend that a parent select this district for his or her child.	4.32	250	48.80%

**Table 3B. Superintendent / District Items: Frequency Distribution of Response Category**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
11. The superintendent manages district finances effectively.	3	10	59	122	55	249
12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3	9	45	123	70	250
13. The superintendent makes decisions in the best interest of the district.	2	6	43	123	76	250
14. If given a choice, I would recommend that a parent select this district for his or her child.	1	5	28	94	122	250

As a complement to Table 3B, the frequency distribution of response categories for the Superintendent / District items is highlighted in the bar chart on the following page.

**Figure 3. Superintendent / District Items: Frequency Distribution of Response Category**



Tables 4A-4B provide the Communication category item means, frequency distribution, and top box percentage.

**Table 4A. Communication: Total Responses, Item Mean, Top Box Percentage**

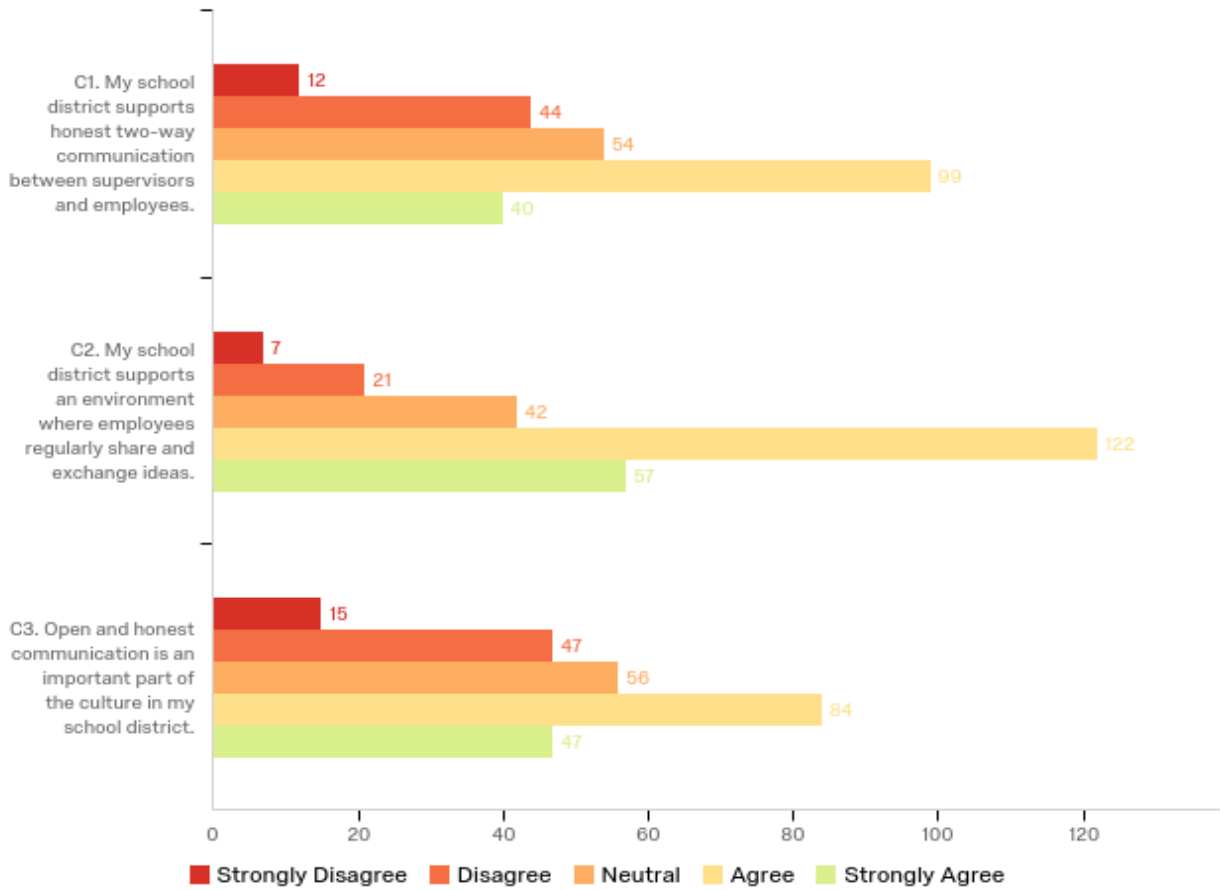
	Mean	Count	Top 1 Box
C1. My school district supports honest two-way communication between supervisors and employees.	3.45	249	16.06%
C2. My school district supports an environment where employees regularly share and exchange ideas.	3.81	249	22.89%
C3. Open and honest communication is an important part of the culture in my school district.	3.41	249	18.88%

**Table 4B. Communication: Frequency Distribution of Response Category**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
C1. My school district supports honest two-way communication between supervisors and employees.	12	44	54	99	40	249
C2. My school district supports an environment where employees regularly share and exchange ideas.	7	21	42	122	57	249
C3. Open and honest communication is an important part of the culture in my school district.	15	47	56	84	47	249

As a complement to Table 4B, the frequency distribution of response categories for Communication items is highlighted in the bar chart below, Figure 4.

**Figure 4. Communication Items: Frequency Distribution of Response Category**





Tables 5 and 6 below provide the five highest scored and lowest scored means, respectively, by category. The tables also include the top box percentage for the items.

**Table 5. Areas Working Well: Five Highest Item Means across All Survey Items**

Category	Item (listed by high to low mean)	Mean	Top Box
District / Recommend	14. If given a choice, I would recommend that a parent select this district for his or her child.	4.32	48.80%
Executive Leader	13. The superintendent makes decisions in the best interest of the district.	4.06	30.40%
Administrator / Administrative Team	5. My administrator/administrative team demonstrates a genuine concern for my welfare.	4.00	37.85%
Executive Leader	12. The superintendent uses a variety of methods to promote effective communication throughout the district.	3.99	28.00%
Executive Leader	11. The superintendent manages district finances effectively.	3.87	22.09%

**Table 6. Areas for Improvement: Five Lowest Item Means across All Survey Items**

Category	Item (listed by high to low mean)	Mean	Top Box
Administrator / Administrative Team	10. My administrator/administrative team provides feedback concerning areas for improving my performance.	3.53	15.94%
Administrator / Administrative Team	3. Administrator/administrative team led staff meetings make efficient use of time and are productive.	3.48	18.58%
Communication	C1. My school district supports honest two-way communication between supervisors and employees.	3.45	16.06%
Communication	C3. Open and honest communication is an important part of the culture in my school district.	3.41	18.88%
Administrator / Administrative Team	7. My administrator/administrative team consults me on the decisions that affect my job.	3.26	15.54%

Participation (the “n” or “number of participants”) by school / department across the organization is presented in Table 7.

**Table 7. Participation by School / Department**

<b>School / Department</b>	<b>Fall 2017 (n)</b>
Hampden Meadows School	36
Nayatt School	25
Primrose Hill School	20
Sowams School	13
Barrington Middle School	64
Barrington High School	74
Maintenance	0
Pupil Personnel	7
Superintendent’s Office	12
Technology	2
<b>Total</b>	<b>253</b>

Overall Mean by School / Department across the organization is presented in Table 8.

**Table 8. Overall Mean by School / Department**

<b>School / Department</b>	<b>Fall 2017 Mean</b>
Hampden Meadows School	3.51
Nayatt School	3.40
Primrose Hill School	3.90
Sowams School	4.36
Barrington Middle School	3.72
Barrington High School	3.76
Maintenance	n = 0
Pupil Personnel	4.22
Superintendent's Office	4.28
Technology	n < 5
<b>Total</b>	<b>3.77</b>

## Appendix 1

See separate **Percentile Rank Ranges Document** for benchmark comparisons by:

- ▼ Overall Organization
- ▼ Departments or Work Locations (Aggregate)
- ▼ School Level: High School; Middle School; and Elementary/Primary School [for School Systems only]

Percentile ranks provide a *normed* comparison for item means and the overall mean. This allows leaders across each level to consider benchmark results aligned to their respective area as they review their survey results report.