

# HOLT ELEMENTARY Fall 2022

Compared against Eugene School District 4J, Fall 2022

FACULTY STAFF DEPARTMENT + FALL 2022

TOTAL QUESTIONS **50**

COMPLETIONS **24**

PARTICIPATION **77%**

NO FILTERS SELECTED

CONSIDERATION	AVERAGE ENGAGEMENT SCORE <i>i</i>	EUGENE SCHOOL DISTRICT 4J FALL 2022
School Results	74	+6.9

**Results by Question Category**

■ % Positive ■ % Neutral ■ % Negative

CATEGORY	CATEGORY SUMMARY <i>i</i>	COMPARISON <i>i</i>
1 Professional Development	64 4 32	-1.4
2 Autonomy	90 1 8	+9.3
3 Principal/Employee Trust	92 4 4	+10.5
4 Appreciation	79 4 17	+11.3
5 Collaboration	92 2 6	+8.5
6 Work/Life Balance	85 1 14	+12.6
7 Resources & Facilities	89 11	+7.5
8 Self-Efficacy	92 8	+4.9

9	Evaluation	72	19	8	+6.9
10	Employee Voice & Leadership	94	6		+19.1
11	Recruitment, Hiring & Onboarding	83	4	13	+4.1
12	Compensation & Career Path	56	6	39	+9.3
13	Belonging & Wellbeing	94	6		+9
14	Diversity	50	11	39	-6.3
15	Equity	92	6	3	+6
16	Inclusion	88	4	8	+2.9
17	Cultural Competence	79	6	15	+5.6
18	Care & Commitment	93	8		+1.9
19	Satisfaction & Purpose	94	1	5	+9.5

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## Questions

■ % Positive ■ % Neutral ■ % Negative

SEPARATED BY CATEGORY

CATEGORY SUMMARY i

EUGENE SCHOOL DISTRICT 4J FALL 2022

		1. PROFESSIONAL DEVELOPMENT		
		64	4	32
				-1.4
<span style="color: #00838f;">Q</span>	The work environment in my school supports employees' ongoing professional growth.	92		8
				+11.7
<span style="color: #00838f;">Q</span>	The professional development or training available to me helps me improve my work.	50	4	46
				-11.3
<span style="color: #00838f;">Q</span>	The professional development or training available to me is a good use of my time.	50	8	42
				-6
		2. AUTONOMY		
		90	1	8
				+9.3
<span style="color: #00838f;">Q+</span>	Leaders in my school view employees as experts.	79	4	17
				+6
<span style="color: #00838f;">Q</span>	Employees in my school have appropriate discretion over what they work on.	100		
				+15.5

Q6	Employees in my school have appropriate discretion over how to do their job.	92	8	+6.5
<b>3. PRINCIPAL/EMPLOYEE TRUST</b>				
		92	4	+10.5
Q7	The principal in my school looks out for the wellbeing of employees.	96	4	+10.8
Q8	I trust my principal.	92	4	+11
Q9	My principal backs me up when I need support.	88	8	+9.5
<b>4. APPRECIATION</b>				
		79	4	+11.3
Q10	Leaders in my school let me know when I'm doing great work.	79	4	+12.4
Q11	Employees are recognized publicly when they do outstanding work.	75	4	+8.1
Q12	Leaders in my school notice when I am working hard.	83	4	+13.3
<b>5. COLLABORATION</b>				
		92	2	+8.5
Q13	Employees in my school trust each other.	92	8	+11.2
Q14	Employees in my school do meaningful work together in teams.	92	4	+5.9
<b>6. WORK/LIFE BALANCE</b>				
		85	1	+12.6
Q15	The workload expected of employees in my school is reasonable.	75	4	+15.7

Q6	I feel confident that I can maintain my daily workload for the long-term.	83	17	+6.7	
Q7	I am able to balance my workload as an employee with my other responsibilities outside of my school.	96	4	+15.2	
7. RESOURCES & FACILITIES		89	11	+7.5	
Q8	My school provides the materials or tools I need to do my job.	83	17	-1.7	
Q9	I have access to high-quality materials or tools needed to do my job.	88	13	+8.9	
Q20	The school building is clean and well-maintained.	96	4	+15.2	
8. SELF-EFFICACY		92	8	+4.9	
Q1	I feel successful as an employee.	92	8	+4.9	
9. EVALUATION		72	19	8	+6.9
Q2	The employee evaluation system used in my school is fair.	75	17	8	+6.2
Q3	The leaders who evaluate me assess my work performance accurately.	71	21	8	+3.9
Q4	The evaluation feedback I receive helps me improve my job performance.	71	21	8	+10.9
10. EMPLOYEE VOICE & LEADERSHIP		94	6	+19.1	

Q5	Leaders in my school actively seek input from employees when making important decisions.	96	4	+29	
Q6	There are opportunities for employees to take on leadership roles in this school.	92	8	+9	
<b>11. RECRUITMENT, HIRING &amp; ONBOARDING</b>					
		83	4	13	+4.1
Q7	My school is a welcoming community for newly hired employees.	92	8	+2.1	
Q8	The expectations for the role that I was hired for were made clear during the interview and hiring process.	75	8	17	+6.2
<b>12. COMPENSATION &amp; CAREER PATH</b>					
		56	6	39	+9.3
Q9	I am satisfied with the salary I earn as an employee in my school.	58	42	+14.2	
Q0	Employees are compensated fairly for taking on extra responsibilities in my school.	54	8	38	+11.9
Q1	Employees in my school have opportunities to advance their careers through new or expanded roles.	54	8	38	+0.9
<b>13. BELONGING &amp; WELLBEING</b>					
		94	6	+9	
Q2	My school is a place that supports employees' mental wellbeing.	100		+25.3	

Q33	I have someone I can turn to in my school when I'm having a difficult time.	92	8	+5	
Q34	I am able to successfully manage the stress of my job.	88	13	+4	
Q35	I have ways to prevent the stress of my job from being detrimental to my mental health.	92	8	+6.4	
Q36	I feel like I belong at my school.	96	4	+9.6	
Q37	People in my school care about me.	96	4	+4.1	
<b>14. DIVERSITY</b>					
		50	11	39	-6.3
Q38	Employees in my school are racially, ethnically, and culturally diverse.	50	8	42	-7.7
Q39	The diversity of the employees in my school is representative of the diversity of our students.	33	8	58	-16.8
Q40	My school retains employees from diverse backgrounds.	67	17	17	+6.7
<b>15. EQUITY</b>					
		92	6	3	+6
Q41	Opportunities are accessible to all employees in my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.	96	4		+8.1
Q42	Leaders in my school value the perspectives of employees from different races, ethnicities, and cultures.	88	8	4	+5.3

Q3	Leaders in my school respect staff, students, and families of all backgrounds.	92	4	4	+4.6
16. INCLUSION					
Q4	Leaders in my school actively work towards creating an inclusive culture in my school.	88	4	8	+3.1
17. CULTURAL COMPETENCE					
Q5	As a staff, we openly discuss issues of race, ethnicity and culture in my school.	75	8	17	+4.4
Q6	Leaders in my school proactively address racism and other forms of discrimination in our community.	83	4	13	+6.6
18. CARE & COMMITMENT					
Q7	Employees take shared responsibility for the overall success of my school.	83		17	-1.8
Q8	Employees in my school set high standards for their work.	92		8	+2.9
Q9	Employees in my school strive to continually improve their job performance.	96		4	+8.8
Q10	Employees in my school care about the wellbeing of students.	96		4	-1.7
Q11	Employees in my school go above and beyond to support students.	96		4	+1.8



19. SATISFACTION & PURPOSE		94   5	+9.5
Q2	I find a sense of purpose in the work I do each day.	96   4	+2.7
Q3	I can see myself working in my school for at least the next year.	96   4	+11.8
Q4	I look forward to working every day.	88   13	+11.5
Q5	I am satisfied with being an employee at this school.	96   4	+13.1



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FILTERS CANNOT BE APPLIED TO SUMMARY DATA ON THIS SCREEN.

## Individuals

All scores highlighted below.

METRICS	VALUES	EUGENE SCHOOL DISTRICT 4J FALL 2022
MINIMUM	74	+20
MAXIMUM	74	-6
MEAN	74	+7

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




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NO FILTERS SELECTED

Heatmap  N/A 0-70% 70%-85% 85%-100%

NUMBER OF RESPONSES TO EACH CATEGORY		24	5	11
1	Professional Development	64%	Yellow	Yellow
2	Autonomy	90%	Green	Green
3	Principal/Employee Trust	92%	Yellow	Green
4	Appreciation	79%	Red	Green
5	Collaboration	92%	Yellow	Green
6	Work/Life Balance	85%	Green	Green
7	Resources & Facilities	89%	Red	Green
8	Self-Efficacy	92%	Red	Green
9	Evaluation	72%	Red	Yellow
10	Employee Voice & Leadership	94%	Yellow	Green
11	Recruitment, Hiring & Onboarding	83%	Red	Green
12	Compensation & Career Path	56%	Red	Red
13	Belonging & Wellbeing	94%	Green	Green
14	Diversity	50%	Red	Yellow

SPECIAL EDUCATION INSTRUCTIONAL AIDE

<b>D5</b>	Equity	92%		
<b>D6</b>	Inclusion	88%		
<b>D7</b>	Cultural Competence	79%		
<b>D8</b>	Care & Commitment	93%		
<b>D9</b>	Satisfaction & Purpose	94%	