

Winter Staff Survey Data Roll Up 2023-2024



Love
We extend ourselves so that all feel a sense of belonging and acceptance.



Social Justice
We act with courage and commitment to move toward a just and equitable world.



Agency
We are empowered to pursue purposeful action as life-long changemakers.



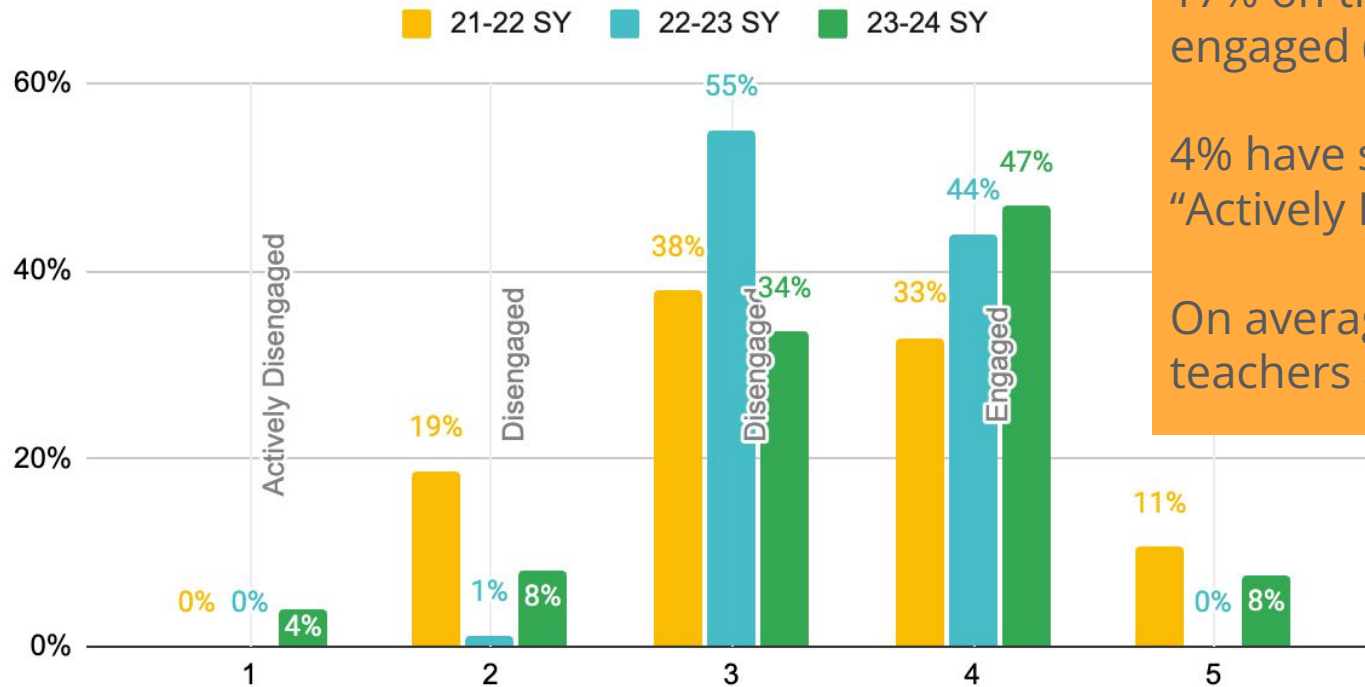
Integrity
We act on our shared and personal values, especially in the face of adversity.



Community
We are best when we respect, value and celebrate our diversity and strengthen our connections.

Overall Staff Engagement

Overall LCPS Staff Engagement Scores Past Years (2021-22 to 2023-24 since Reopening)



Staff who are “Engaged” has increased from 44% to 55% since last year with another 17% on the cusp of being engaged (Average of 3.7+

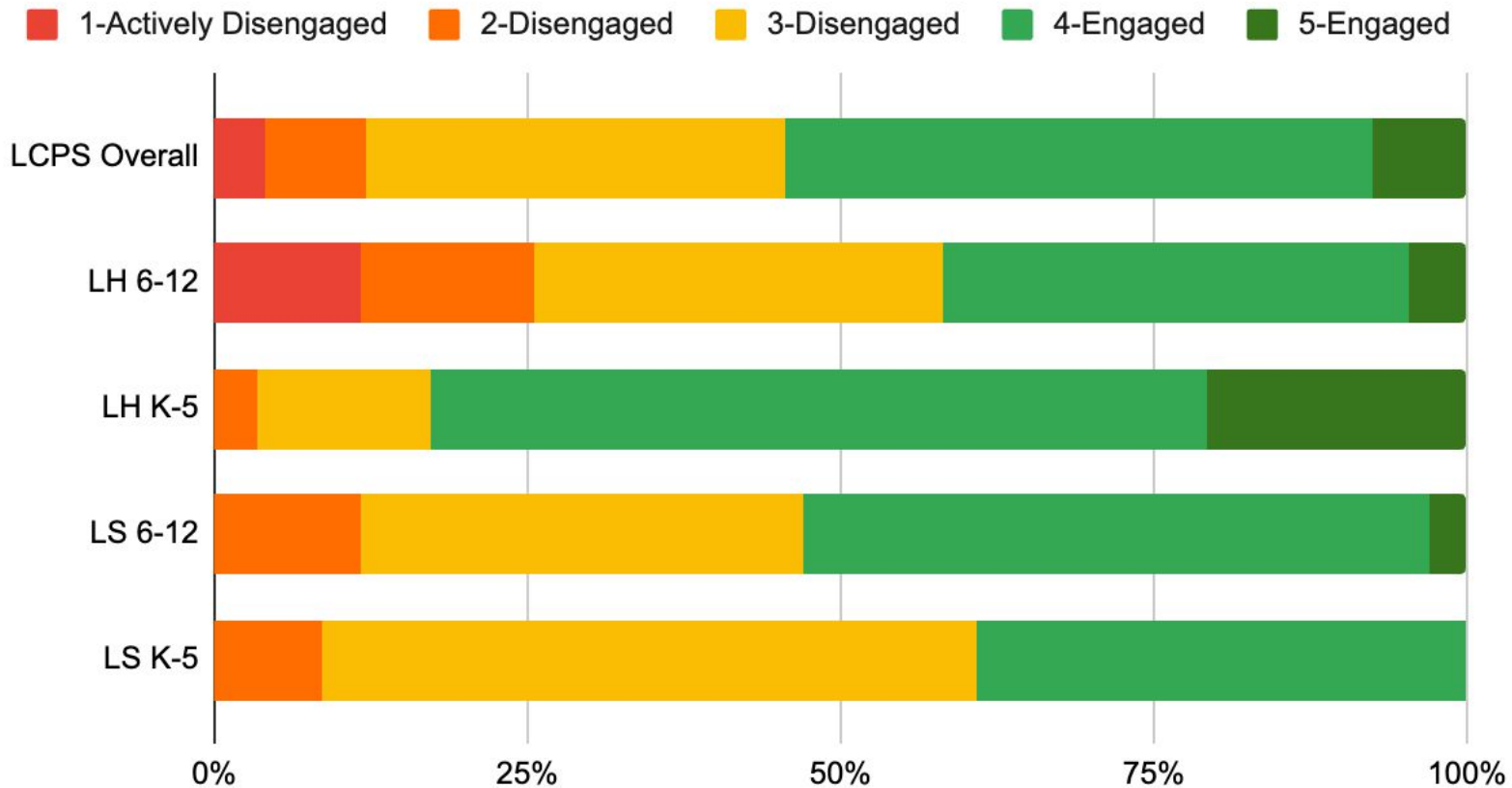
4% have slid further back into “Actively Disengaged”

On average only **31%** of K-12 teachers are engaged (Gallup)

Note: >4=Engaged; 2-3.99=Disengaged; 0-1.99=Actively Disengaged

Staff Engagement by Site Varies

LCPS Staff Engagement by Site 23-24SY

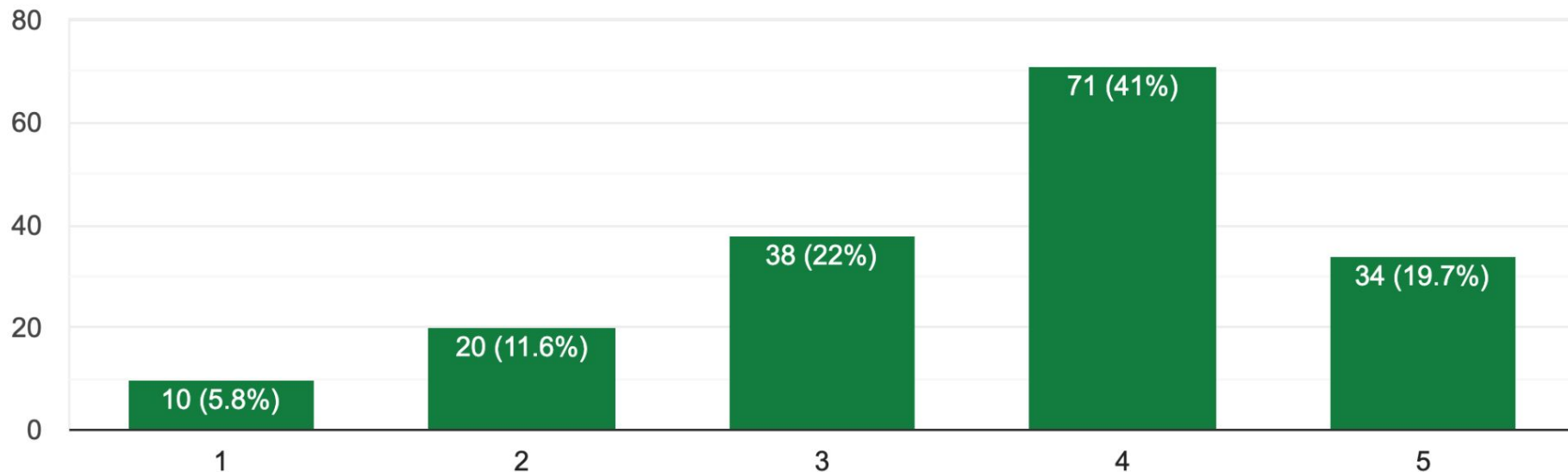


Note: >4=Engaged; 2-3.99=Disengaged; 0-1.99=Actively Disengaged

Overall LCPS Support

This fall, how supported by LCPS have you felt to do your best work? / Este otoño, ¿qué tan apoyado por LCPS se ha sentido para hacer su mejor trabajo?

173 responses

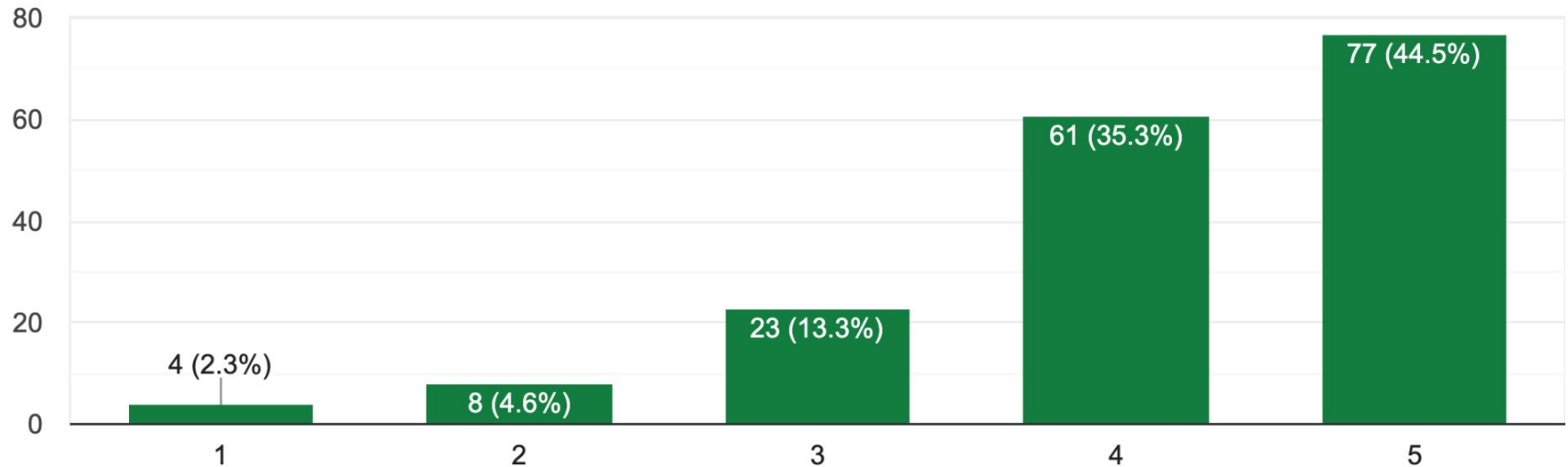


The average response on overall support has **increased** from **3.5** to **4.0** since last year's administration

Knowing What Is Expected of You at Work

How strongly do you agree with the statement "I know what is expected of me at work" at this point?
/ ¿en qué medida está de acuerdo con la afirmación...e se espera de mí en el trabajo" en este momento?

173 responses

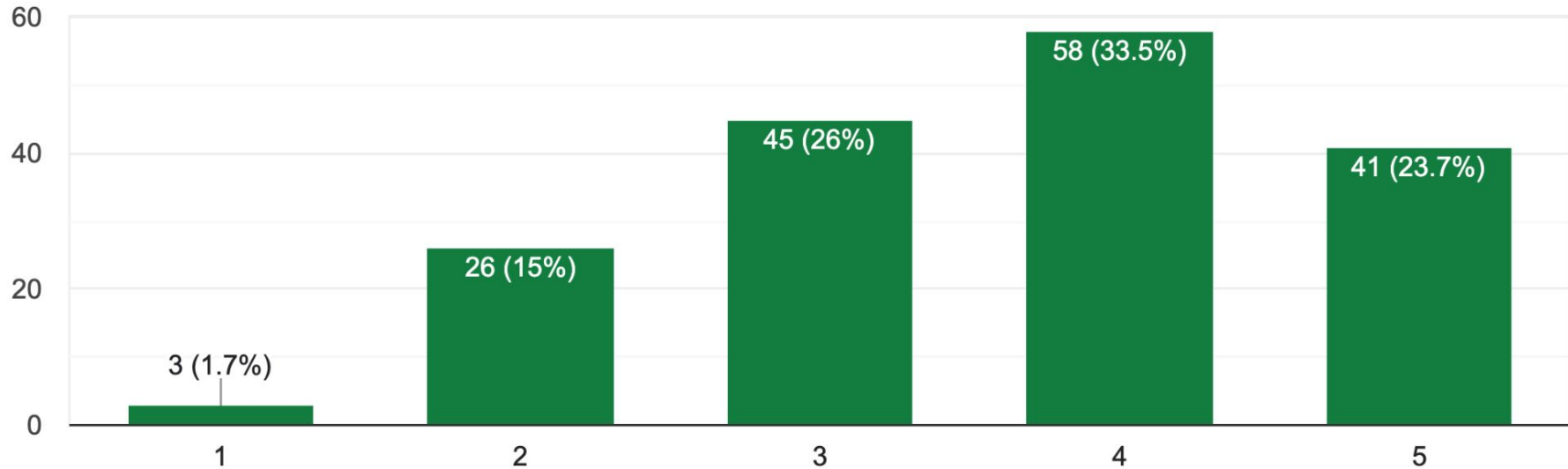


80% of staff scored this question at a 4 or higher (4.2 average) and is now our highest rated area (closely followed by manager and collegial support)

Materials & Resources To Do My Job

How strongly do you agree with the statement: "I have the materials and resources to do my work right" at this point in the year? This includes: eq...para asuntos personales o de recursos humanos, etc.

173 responses

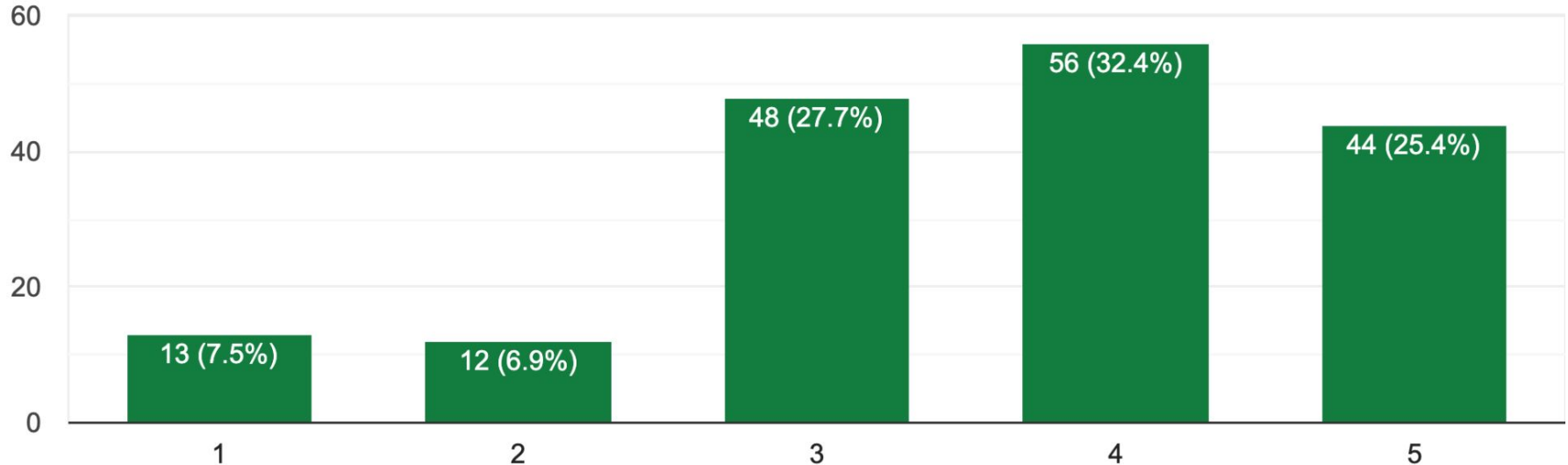


The average response on overall support has **decreased** from **4.0** to **3.6** since last year's administration of the survey.

Communication Efficacy & Support

How effective & supportive have our communications (from LCPS, from your manager, Monday memo, staff and team meetings) been this fall (e.g...ue está sucediendo o cambiando, receptivo, etc.)?

173 responses

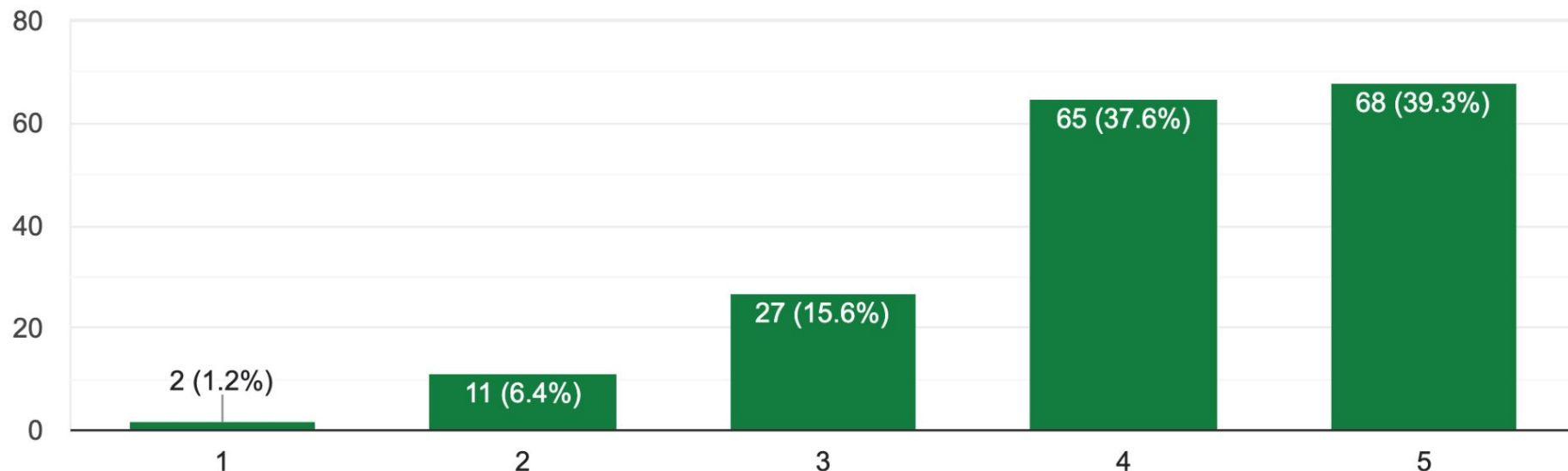


The average response on org communication has **increased slightly** from **3.2** to **3.4** since last year's administration of the survey.

Team & Colleague Support

How connected to and supported by your team and colleagues have you felt during this fall? / ¿Qué tan conectado y apoyado por su equipo y colegas se sintió durante este otoño?

173 responses

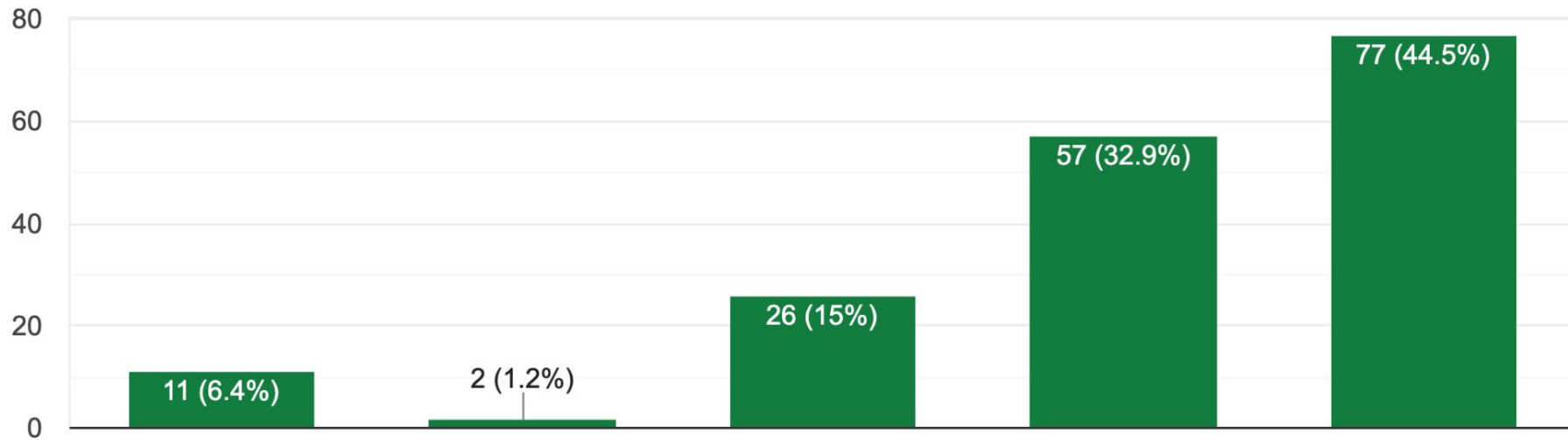


The average response on team & collegial support has **stayed the same** since last year's administration of the survey—and is the second highest rated area.

Manager Support

How supported have you felt by your manager this fall? / ¿Qué tan apoyado se ha sentido por su gerente durante este otoño?

173 responses

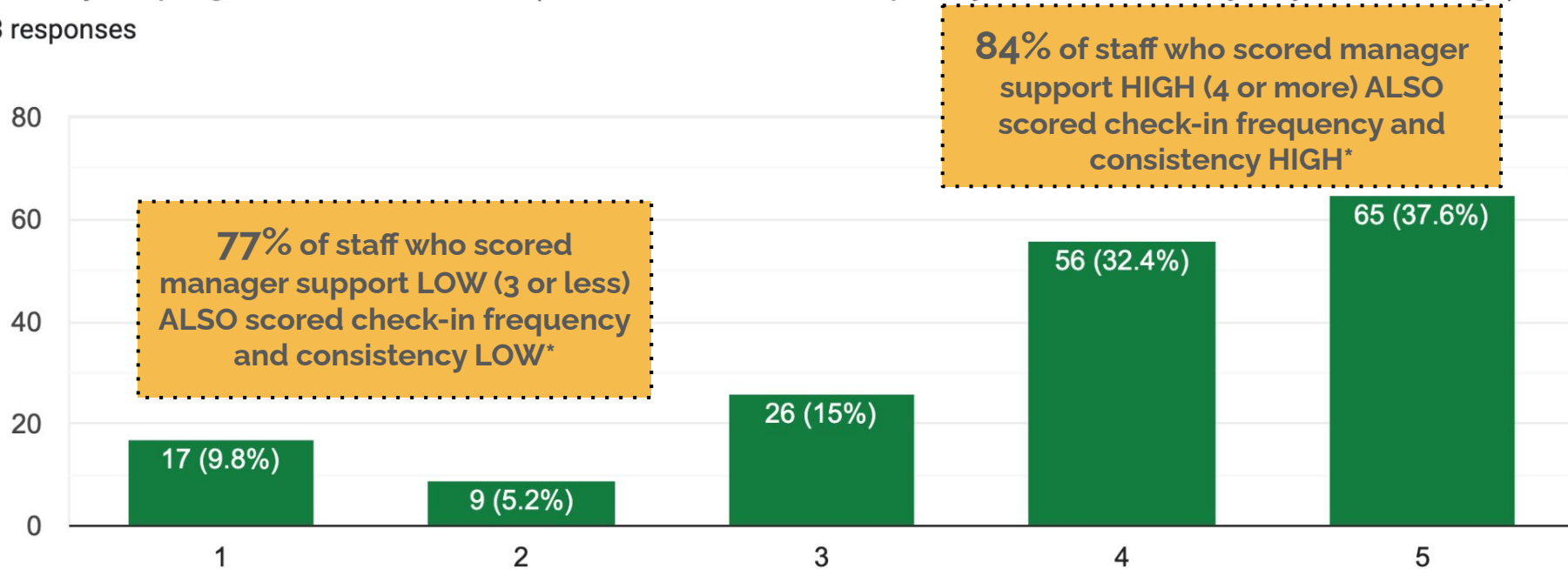


The average response on manager support has **increased the most since last year** from **3.5** to **4.1** since last year's administration of the survey.

Manager Check In Frequency & Consistency

How frequently and consistently have you met with your manager or coach this year to check in and discuss your progress and concerns? (Pick the sel...imate frequency and consistency of your meetings)

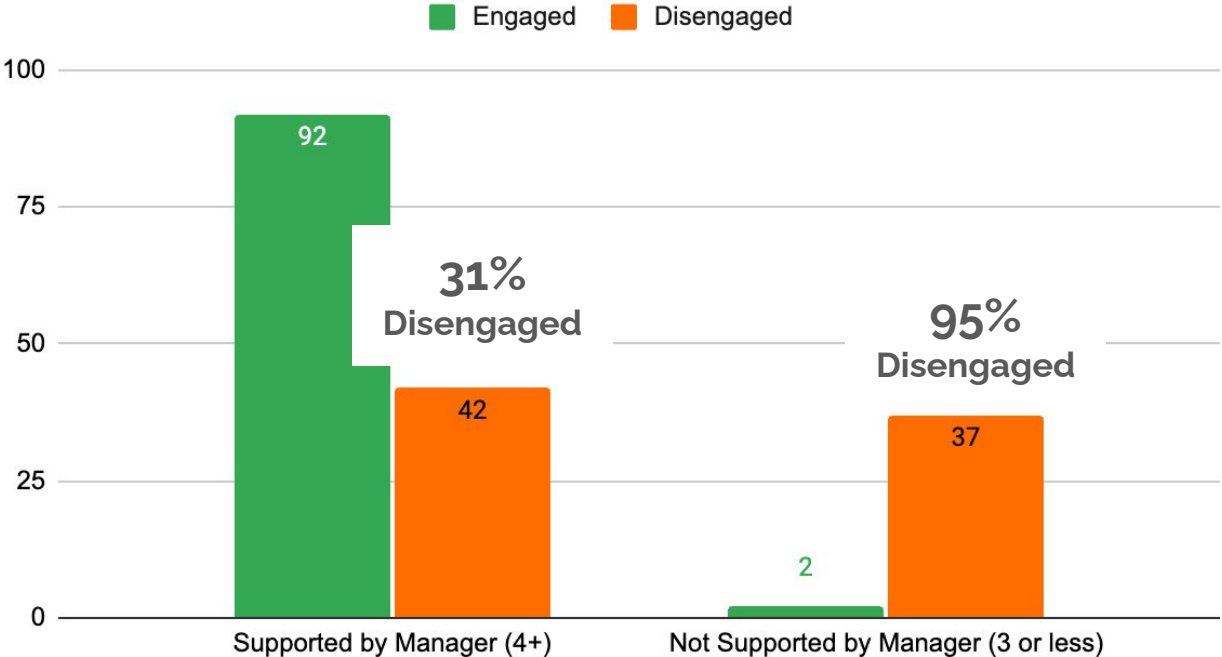
173 responses



*There is a *strong* correlation between check-in frequency and consistency and employee's feelings of being supported by their manager.

Manager Support is a Strong Predictor of Engagement

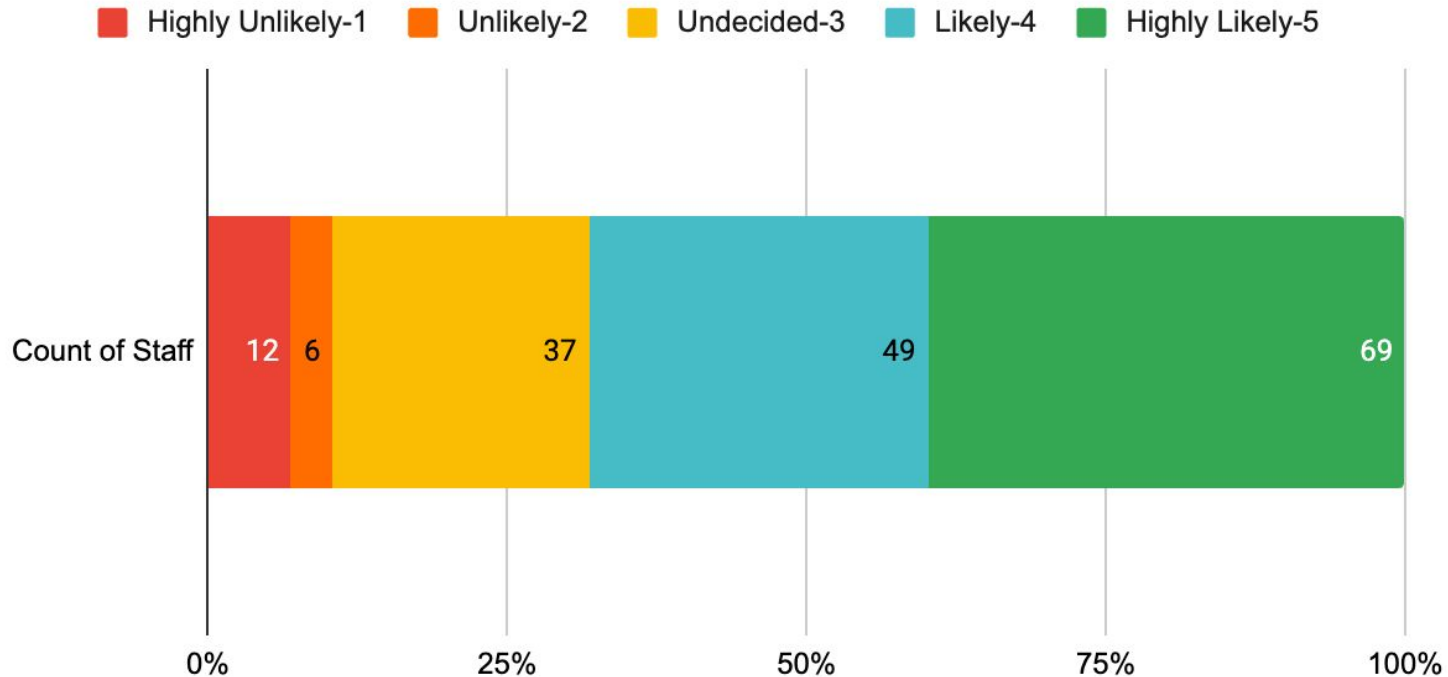
Overall Engagement Compared to Manager Support Rating



- 95% of staff who report feeling unsupported by their manager were also disengaged compared to only 31% disengaged who reported feeling supported by their manager
- The frequency & consistency of manager check-ins is in turn a strong predictor of manager support

Intent to Return

How likely are you to continue working at LCPS next year?

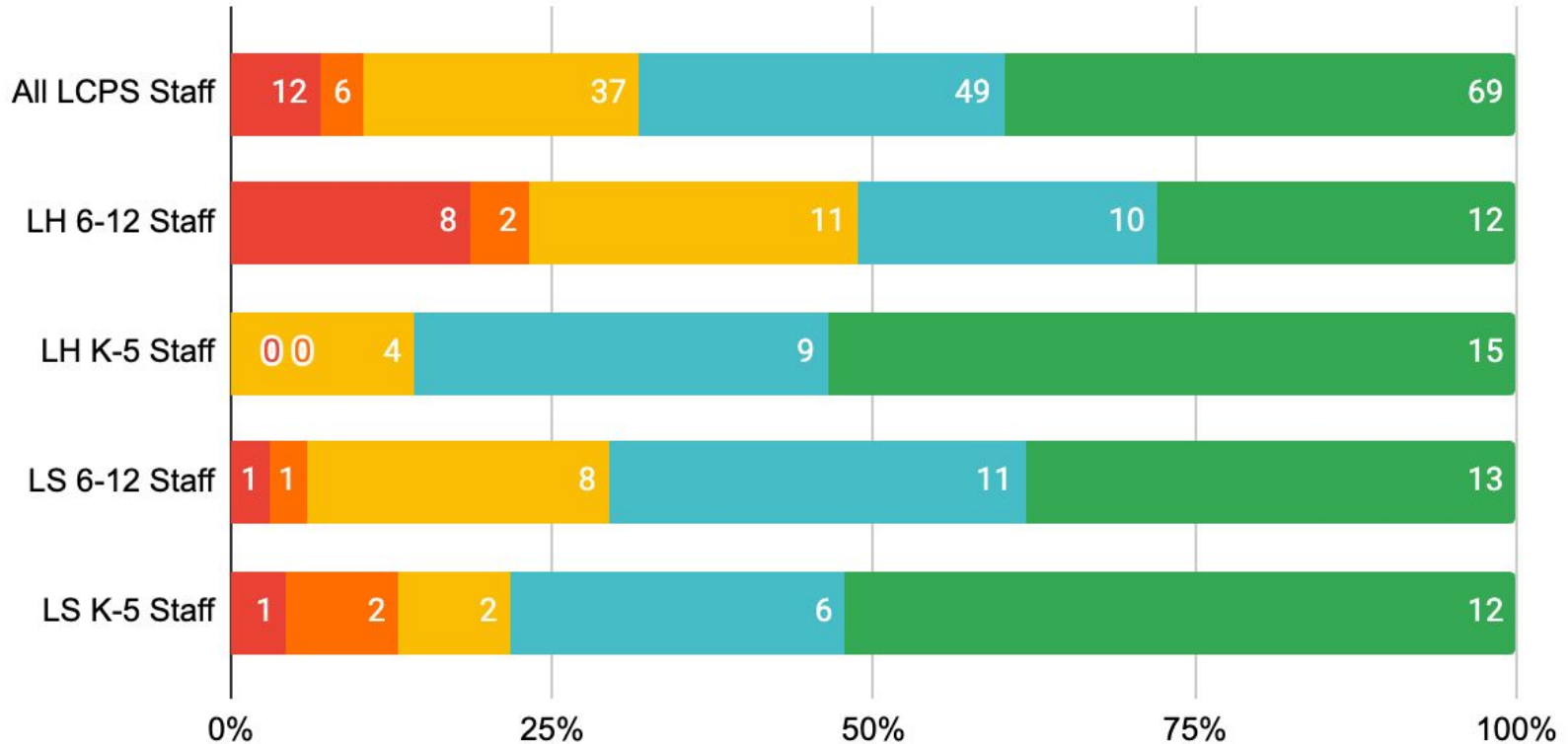


Nearly **70%** of staff who responded to the survey are likely to return next year and another **21%** are somewhat likely to return—we have an opportunity here to increase retention by better addressing the concerns leading staff to be unsure.

Intent to Return by Site Varies Significantly

How likely are you to continue working at LCPS next year

Highly Unlikely-1 Unlikely-2 Undecided-3 Likely-4 Highly Likely-5



Top 2 Areas of Strength

Overarching Themes related to Why Staff Responded a 4 or Higher on Q 1-6

#1: Working as a Part of a Supportive & Collaborative Team (32):

- Being welcomed, cared for, and connected to a supportive team and peers
- My team and colleagues are solutions-oriented and work together for our students
- My team and colleagues are helpful, supportive of me and step in to support each other



#2: Manager/Supervisor/Administrative Team Support & Feeling Valued & Supported to Grow (32):

- Receiving regular and consistent support by my supervisor and/or admin team to be effective in my role
- I feel valued, respected, believed in, and supported by my supervisor
- Supervisor works closely with me and is responsive to me
- I've been recognized and given opportunities and assistance to grow



Top 3 Areas of Growth

Overarching Themes related to Why Staff Responded a 3 or Lower on Q 1-6

#1: Better Resources, Training & Time to Do My Job (29):

- Need more/better curriculum, or training (science, ELD, Math, RJ, and reading) (11)
- More open prep, work, and planning time during PD times (11)
- Lack of/difficulty accessing classroom budget to pay for needed supplies or workspace challenges (7)

#2: Clearer Communication, Follow Through and Systems/Routines Clarity (20):

- While improvement was noted in increased written communication from site leaders and the organization, there was still room for improvement in communication in advance regarding schedules, PD, events, and transparency for staff about major decisions and information affecting them and how this can erode trust and morale (15)
- Some newer staff also commented on needing more clarity in advance on systems, routines and events (e.g. EXPO, SLCs, etc) (5)

#3: Some Leaders Unable to Provide Consistent Coaching, Support & Feedback (13):

- While manager support on the whole was an area of strength, a subset of staff reported a significant lack of feedback or coaching by their manager (which they attributed either due to being overworked or unskilled) (7)
- Staff questioned how we can better increase consistency and coaching for teachers, especially new teachers (6)



Next Steps

- The deeper data dive for LCPS can be found [here](#) and each site leader will receive and unpack with their team their site-based survey data
- LCPS Talent Team is rolling up the wider Listening Campaign data and will be sharing this and unpacking further with the Board, leadership and staff
- There will be additional opportunities to engage in February and March (focus and/or working groups) as we look to respond to areas of growth and further build on areas of strength



Thank
You

The text "Thank You" is written in a large, black, cursive font. The words are stacked vertically, with "Thank" on top and "You" below it. The text is surrounded by several short, black, radiating lines of varying lengths, creating a sunburst or starburst effect around the words.