Voice of the Workforce Annual Survey Report

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The Best Choice to Learn, Work and Lead

VoW Is Essential To Our Vision

- The VoW directs workforce insights to the board and senior leadership team.

- VoW insights set expectations for how D49 can be the best choice.

- VoW insights continue to lead improvements in programs, communications and workplace conditions.

Staff Participation Continues as Excellent

- Our fifth VoW Annual Survey.

- 88% of eligible employees completed the survey! (Only 1% less than in 2019)

- 1,567 respondents.

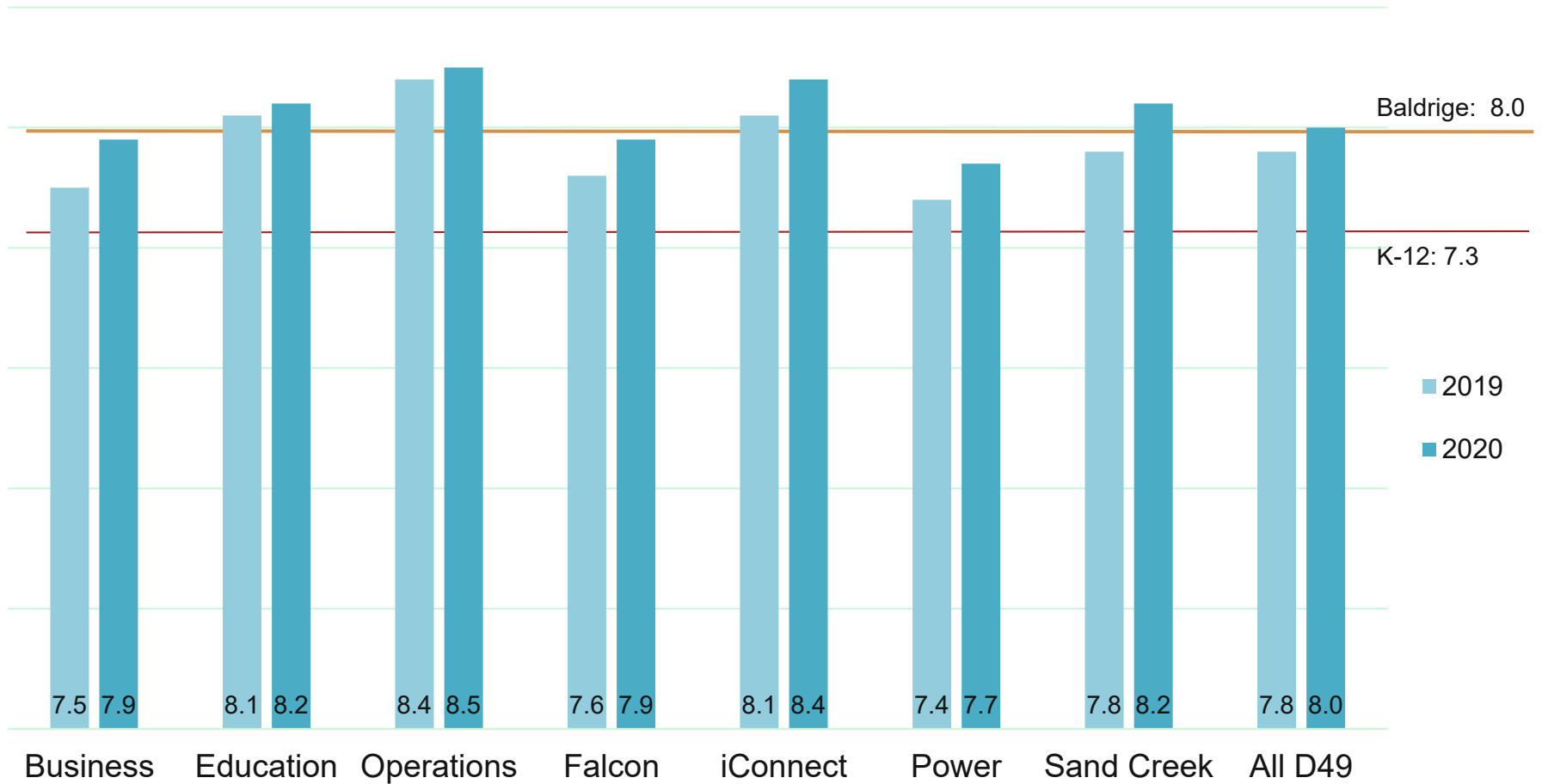- Team members shared more than 8,000 comments.

2020 VoW Survey Methodology and Approach

- Employees asked to select most important Employee Key Requirements (EKRs), then to weigh and score their selections.

- Employees were also asked some questions from prior surveys.

- All questions were rated on a 10-point scale.

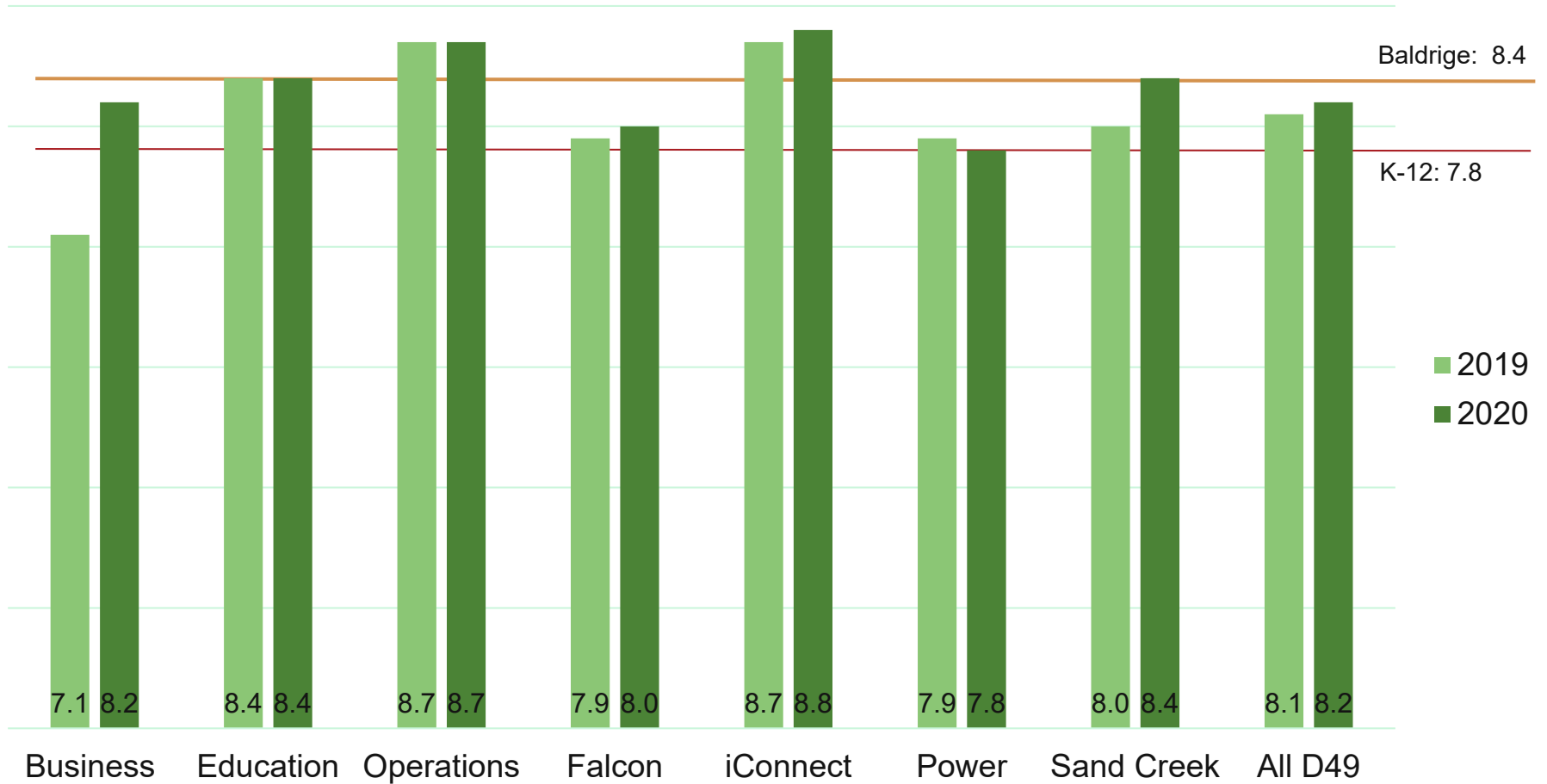- We now have two years of data in this format giving us trends.

Employee Satisfaction Scores

District 49

Baldrige: 8.0

K-12: 7.3

2019
2020

	Business	Education	Operations	Falcon	iConnect	Power	Sand Creek	All D49
2019	7.5	8.1	8.4	7.6	8.1	7.4	7.8	7.8
2020	7.9	8.2	8.5	7.9	8.4	7.7	8.2	8.0

Source: Beyond Feedback October 2020 n=1567

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Employee Engagement Scores

District 49

Baldrige: 8.4

K-12: 7.8

- 2019
- 2020

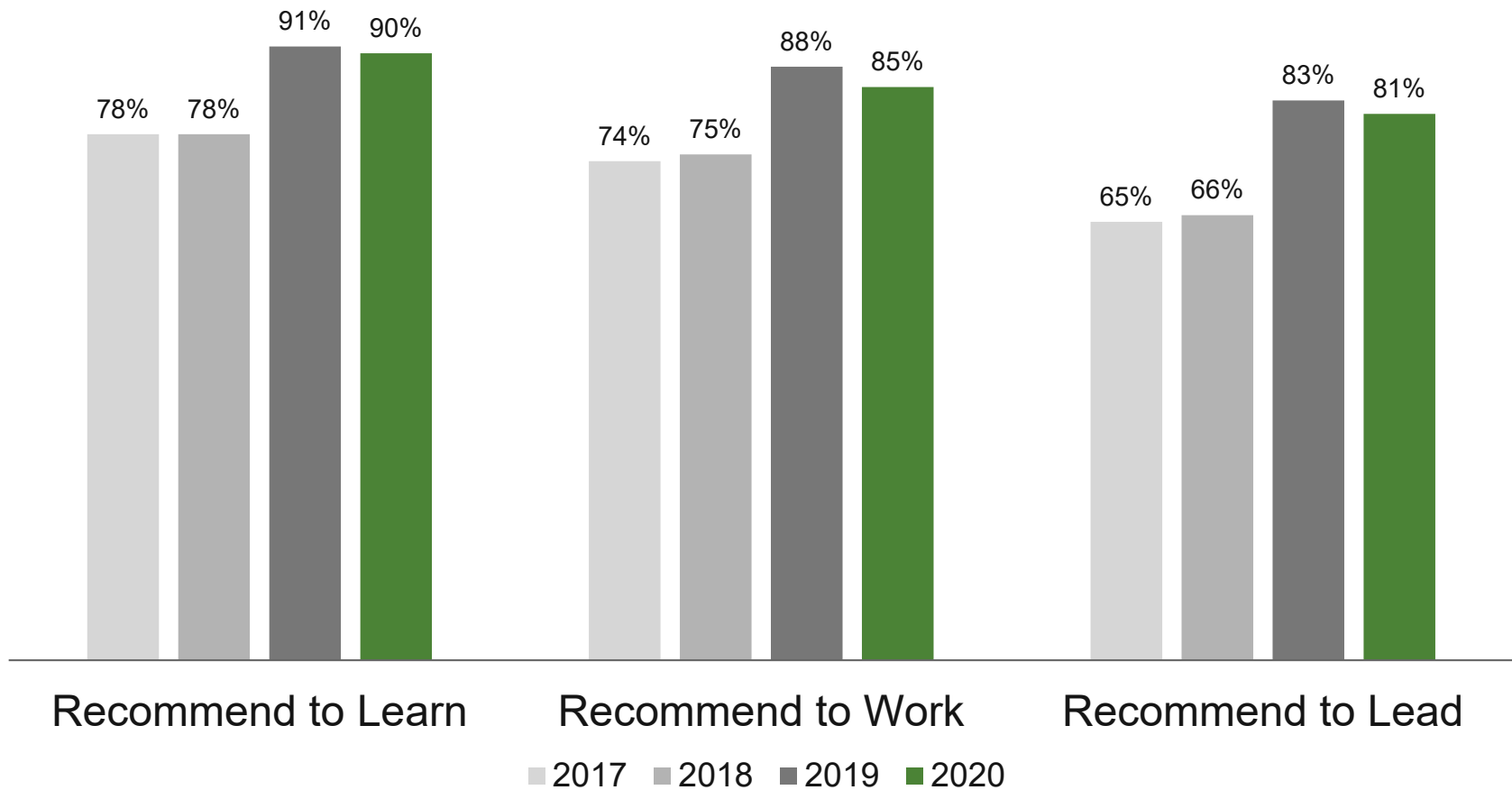|	Business	Education	Operations	Falcon	iConnect	Power	Sand Creek	All D49
2019	7.1	8.4	8.7	7.9	8.7	7.9	8.0	8.1
2020	8.2	8.4	8.7	8.0	8.8	7.8	8.4	8.2
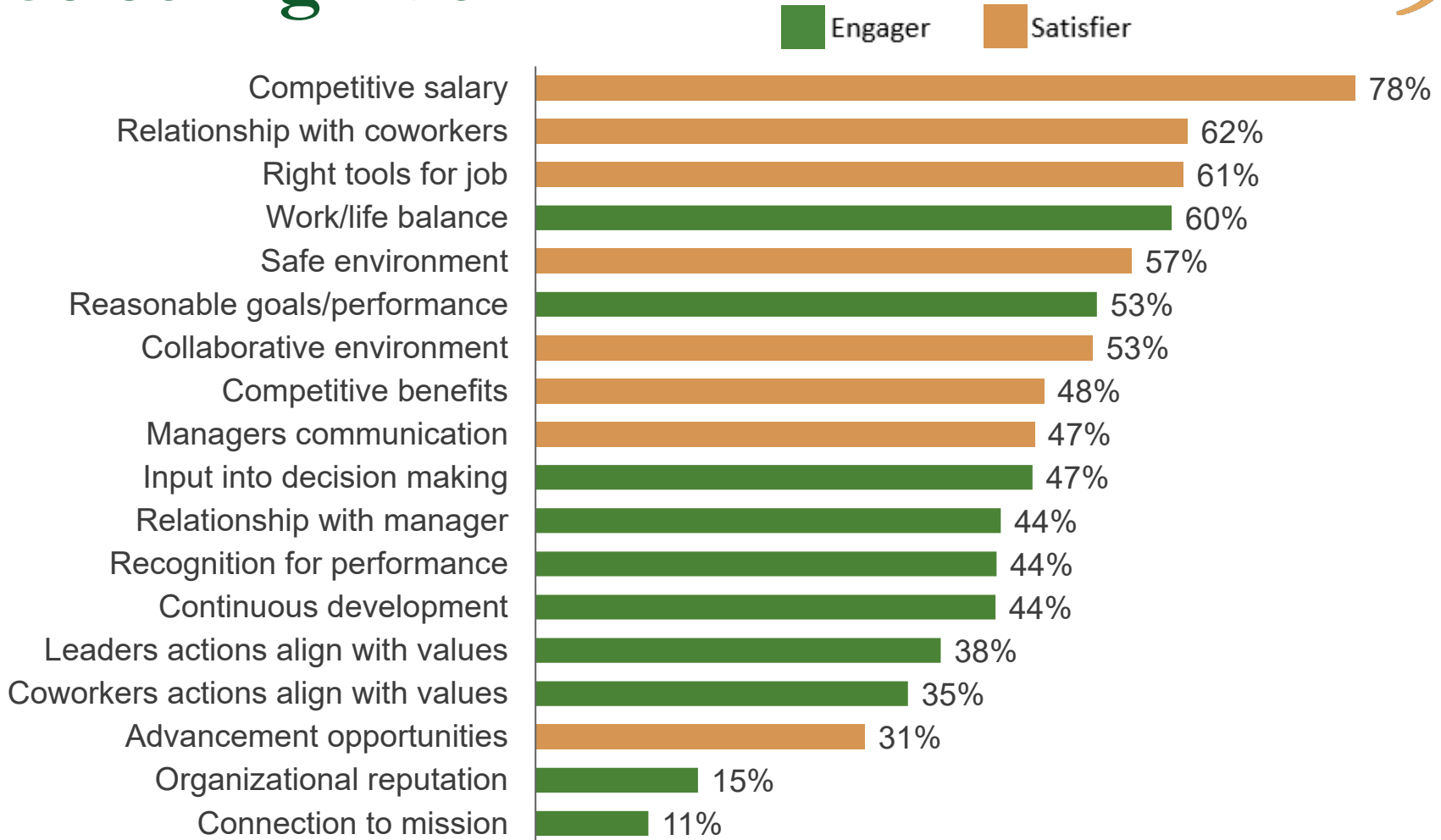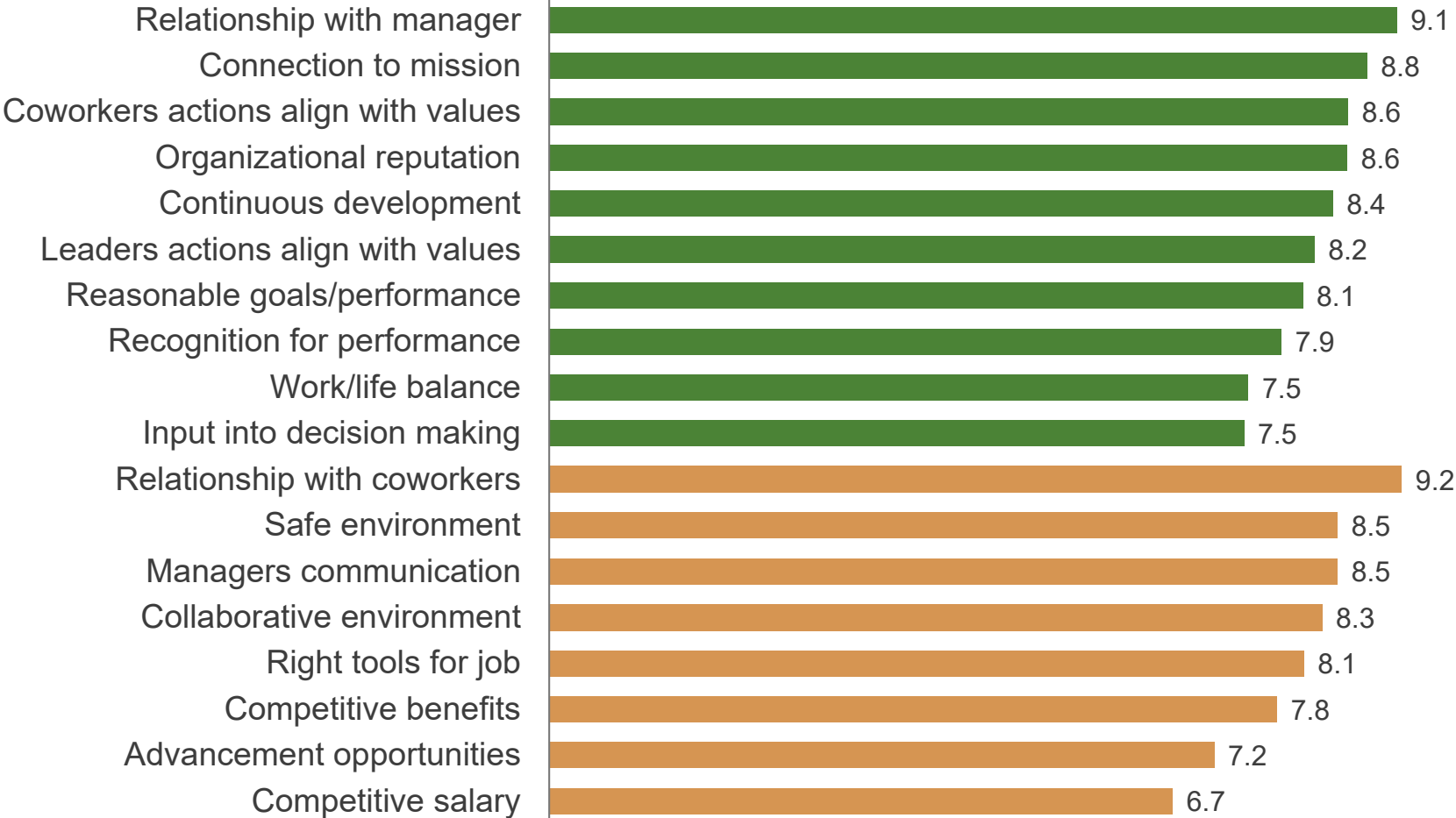
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Measurements for Key Questions

District 49

	Recommend to Learn	Recommend to Work	Recommend to Lead
2017	78%	74%	65%
2018	78%	75%	66%
2019	91%	88%	83%
2020	90%	85%	81%

Legend: 2017 2018 2019 2020

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Employee Comment Themes

District 49

Most Prevalent Themes:
Pay Competitiveness
E-Learning vs. In-Person Learning (COVID concerns)
Long-Range Planning (managing district growth, class size)
Staff Feeling Overworked, Concerned about Losing Jobs
Technology Needs (particularly to support E-Learning)
Flow of Communication (not always feeling informed, left out of decisions)
Dissatisfaction with Current Zone Structure (competition between zones, difference in resources)

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Engaging Our Staff With Results

- Results rollout and action planning at school and department level.

- Amplify through upcoming follow-up VoW Surveys.

- 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 2021 APR.

Questions/Discussion?