



School Board Work Session May 24, 2012

Workforce Engagement – A Closer Look at KPI 3.11d

On May 24th, the School Board will receive an update on the Division's Q3 strategic progress. In addition to reviewing highlights from the *2011-2012 Strategic Planning Q3 Balanced Scorecard and Progress Summary Report*, we will use the work session to focus on **Workforce Engagement** (KPI 3.11d).

To give students the very best learning experience we can offer, we know our employees must be the best they can be, whether the employee is the teacher in the classroom, a principal, or a member of the transportation staff. In order to study our efforts in this area, a team of central office staff devoted to studying employee engagement researched and selected items for an "Engagement Survey" from the **K12 Insight** item bank. A thirty-three (33) item tool was developed to assess employee engagement factors, self-perceptions of proficiency with **Teacher Performance Appraisal** standards and external standards, and perceptions of professional development needs. This survey was administered to all school division employees via an e-mail link from February 20 through March 2, 2012. One thousand, one hundred, and seven (1,107) of our 1,780-plus employees responded to the survey, representing a 62% response rate.

The May 24th work session will highlight several areas of feedback from the Engagement Survey. Following the progress summary update, we will host two simultaneous breakout sessions where 3 schools (Western Albemarle, Sutherland, Hollymead) and 1 department (Transportation) will meet with members of the School Board to talk about their specific work in the area of workforce engagement. At the end of the work session, Board members will participate in an evaluation of KPI 3.11d, using the provided *KPI Evaluation Guide*.