


Staff Engagement & Well Being in Denton ~~UK~~

Director Of Staff Engagement, Emily McLarty



What does
engagement look
like at all stages of
employment in
Denton ~~LLP~~?

Who We Serve

What They Need

How We Move Forward

Denton HQ Employee Engagement Survey through Gallup

What does the data tell us?

- District overall scores are in the average, slightly higher than average range, with a 3.94 out of 5.00 mean overall
- Highlights of the district data are that items such as "I have the materials I need to do my job" and "The expectations for my role are clear to me" are in the healthy range.
- "Recognition for my contribution" and "Growth in my role" are two areas where continued investment will help our people

“To improve a culture you can plan get-togethers and events, write notes of appreciation, and roll out grand gestures.

But, the real work of culture-building is in our **genuine and consistent micro-behaviors:** eye contact, smiles, head nods, leaning in, listening and really hearing.”

—EDUCATOR AMY FAST

#T2T



*Make the effort
and make it
personal*

This is what engagement boils down to: Treating people with genuine respect and dignity, helping people tap into their strengths, and partnering so that people don't have to go through tough things alone.

“A mentor is someone who allows
you to see the hope inside yourself.”

– Oprah Winfrey

47%

of Millennials want to be leaders because
they want to empower others, not because
they want to tell people what to do

79%

desire a coach or mentor rather
than a traditional boss

88%

hope to incorporate work-life “integration”
(as opposed to work-life balance)

88%

seek a collaborative work culture
rather than a competitive one

Mentorship to
Foster
Engagement &
Well-Being



Mentorship: Shelter & Develop

- WORKING CLOSELY WITH CURRICULUM & INSTRUCTION AND WITH PRINCIPALS
- "MEANT TO BE" MENTORS
- TRAIN & PROFESSIONALIZE MENTORSHIP
- JOB-EMBEDDED & STRENGTHS-BASED
- TIMELINE WITH WELL-DEFINED EXPECTATIONS AND ACTIVITIES
- MEANINGFUL RELATIONSHIPS BUILT OVER TIME
- ARC OF MENTORSHIP PROGRAM

FOR THE NEW EMPLOYEE

Training and guidance in every aspect of teaching.

Support they can count on over time.

Forever relationship that naturally contributes to engagement and well-being.

FOR THE MENTOR

Respectful recognition.

Meaningful contribution.

Paying forward one's experience and talent contributes to engagement and well-being.



Meaningful Recognition

 Denton
Record-Chronicle
DENTONRC.COM



Borman Elementary School Teacher of the Year Estefanía Guajardo catches flowers thrown to her during Denton ISD's Teacher of the Year Celebration Parade on Tuesday at the C.H. Collins Athletic Complex.



CELEBRATING CAREERS

Denton's Traditions such as Years of Service Pins and Retirement Celebrations are meaningful.

REWARDING RESULTS

Teacher of the Year - pointing out exceptional staff work

ENCOURAGING EFFORT

More informal, individualized recognition at the campus level. Coaching leaders to celebrate staff in meaningful ways. Capitalize on Strengths-Based approach.

Providing for our People

STRENGTHS IN ACTION

Gallup Strengths - investment in our staff, Strengths Based organization

BENEFITS THAT GO BEYOND

Retirement Support

Family Planning Support

Wellness and Health Resources

Weekly message from Connections

SUPPORT FOR NEW ADMINISTRATORS

Professional Support Network - monthly guidance, idea sharing sessions

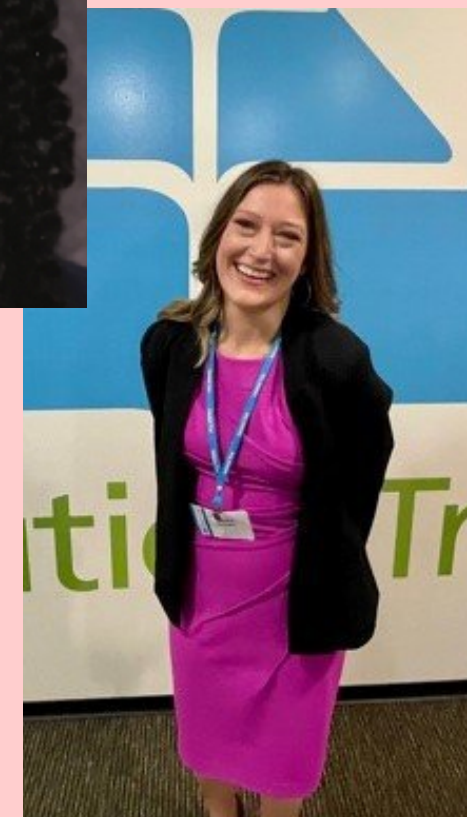




Strengths-Based Leadership Development



Individualized support around building healthy culture, setting purpose, and communicating vision.



To inspire people, don't show
them your super powers.
Show them theirs.
Alexander den Heijer

