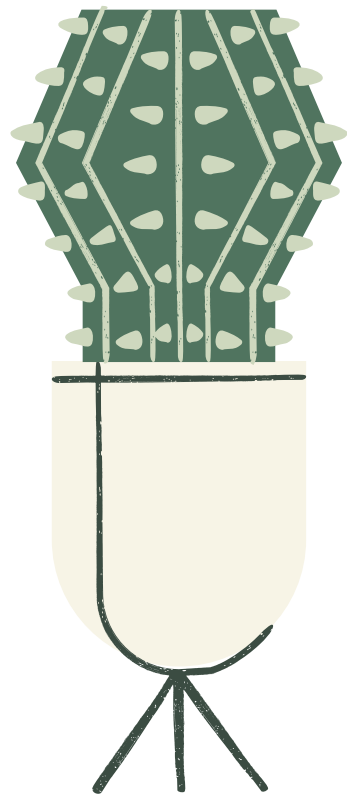
The background features stylized illustrations of trees and bushes. On the left, a tall tree with a brown trunk and a rounded green canopy with small dark green leaves. To its right, a smaller tree with a similar style. At the bottom, there are several rounded bushes of varying shades of green, some with small white or light green dots. The overall style is clean and modern.

# **Denton ISD Staff Engagement Update**



**Gallup Q-12  
Year 2  
Comparison**

# Hopeful Indicators



Slight Increase in Overall Mean  
from 3.94 to 4.01

Increase in every Gallup Indicator  
Measured by the Q-12



# Engagement: What is it and what is it NOT?

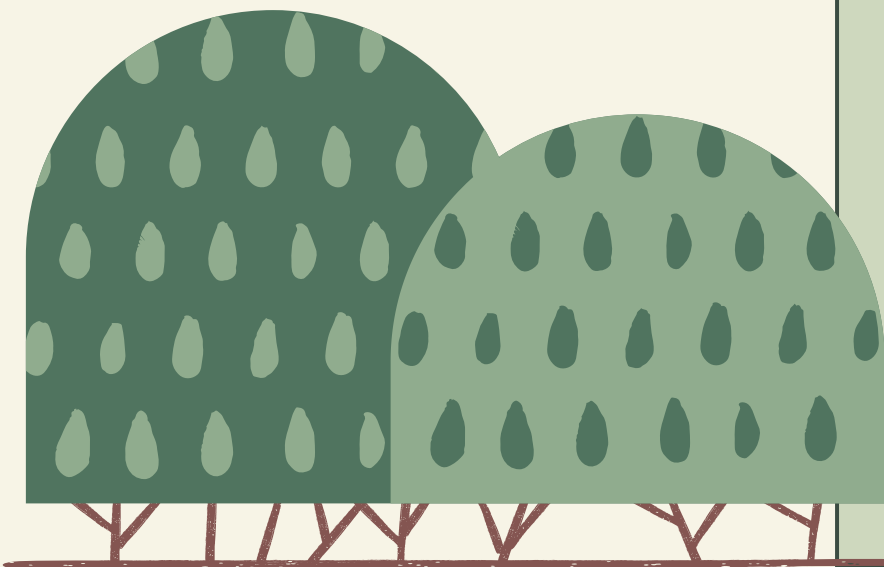
## Engagement IS:

- Connection
- Voice
- Important Contribution
- Recognition

## Engagement IS NOT:

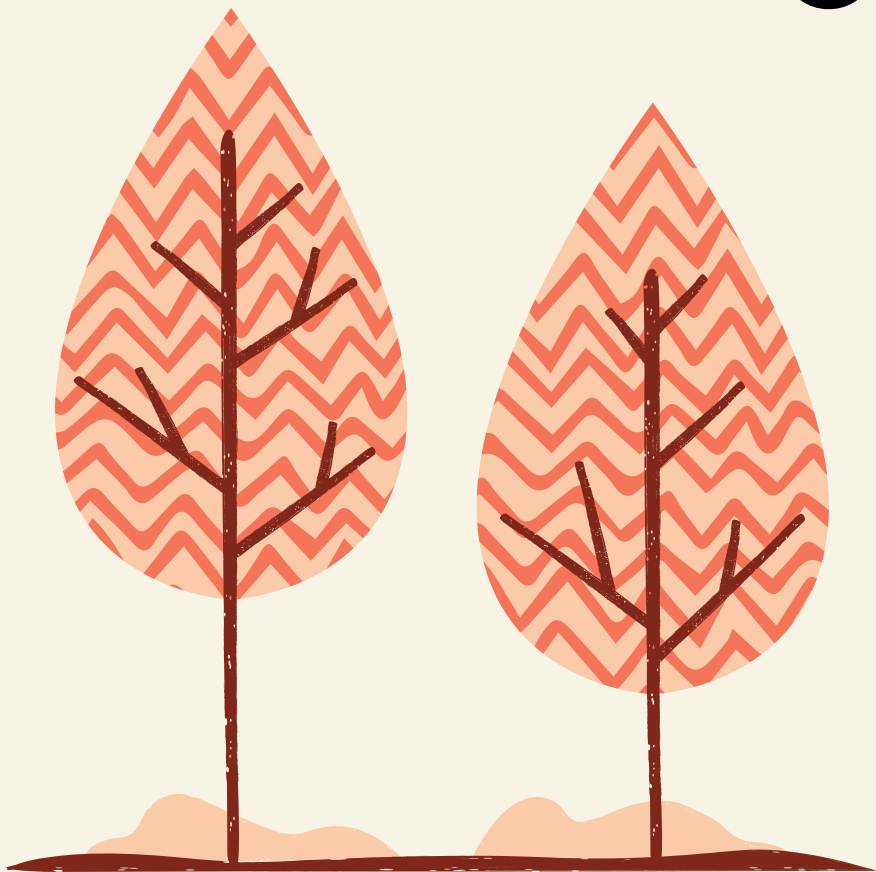
Evaluation of Campus or Department Leadership

Does leadership have a role in engagement? Absolutely!





The role of leadership is to create conditions for our teachers and staff to be engaged, involved, connected, heard, recognized, affirmed, grown...



# Why Does Engagement Matter?

Lower  
Absenteeism

**Gallup research indicates that highly engaged teachers have significantly higher attendance rates. Improvement in Denton ISD from 2021-22 school year which was in the 84-87% range to this school year where we are consistently in the 94% range.**

# Why Does Engagement Matter?

Decreased Turnover



## 2021-22 Teacher Turnover Rate

North Texas Region

### 5 LOWEST TURNOVER RATES

1	Grandview ISD	8.20%
2	Cleburne ISD	12.80%
2	Lewisville ISD	12.90%
4	Mansfield ISD	13.30%
5	Denton ISD	14.20%

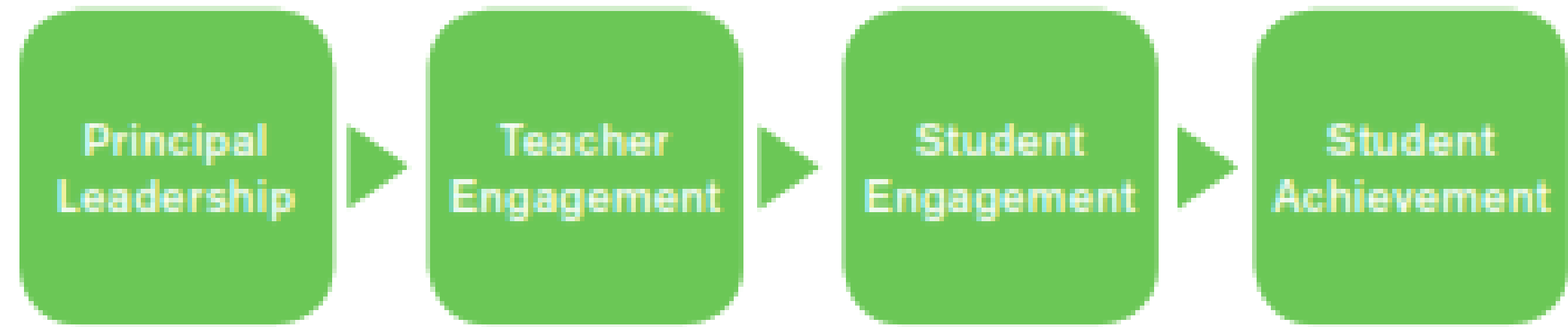
### 5 HIGHEST TURNOVER RATES

44	DeSoto ISD	29.30%
43	Lake Worth ISD	28.50%
42	Everman ISD	27.50%
41	Duncanville ISD	26.40%
40	Castleberry ISD / Keene ISD	24.80%

View all of the results at [ueatexas.com/turnover](https://ueatexas.com/turnover)

# Why Does Engagement Matter?

Increased  
Student  
Engagement  
& Student  
Achievement



"Our greatest contribution is to be sure there is a teacher in every classroom who cares that every student, every day, learns and grows and feels like a real human being."

Don Clifton, Gallup Strengths Founder



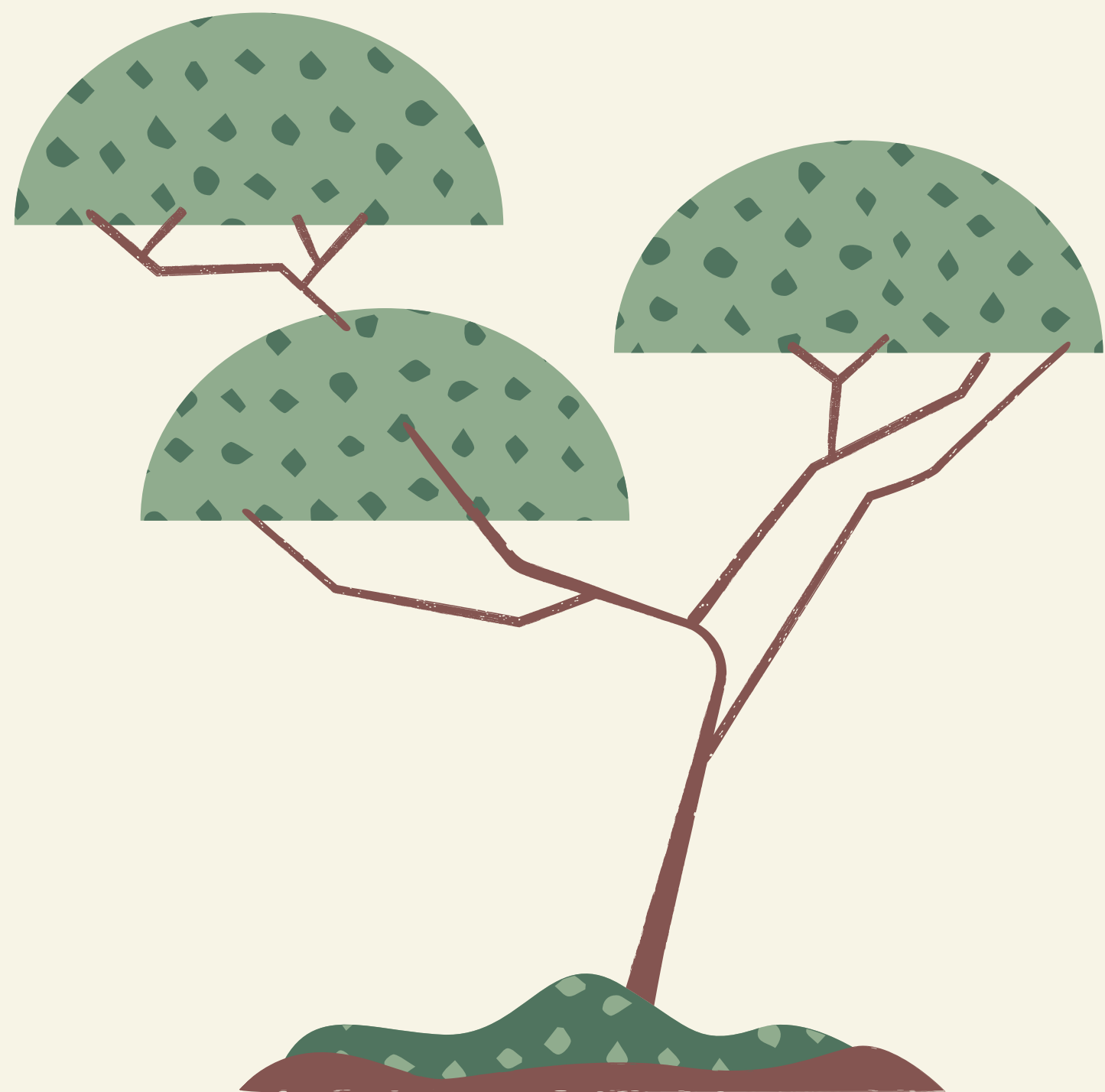




# Key Factors & Actions

## Steps:

- **Recognition**
- **Voices Heard**
- **Connections**



# Thank you

for supporting these important efforts.