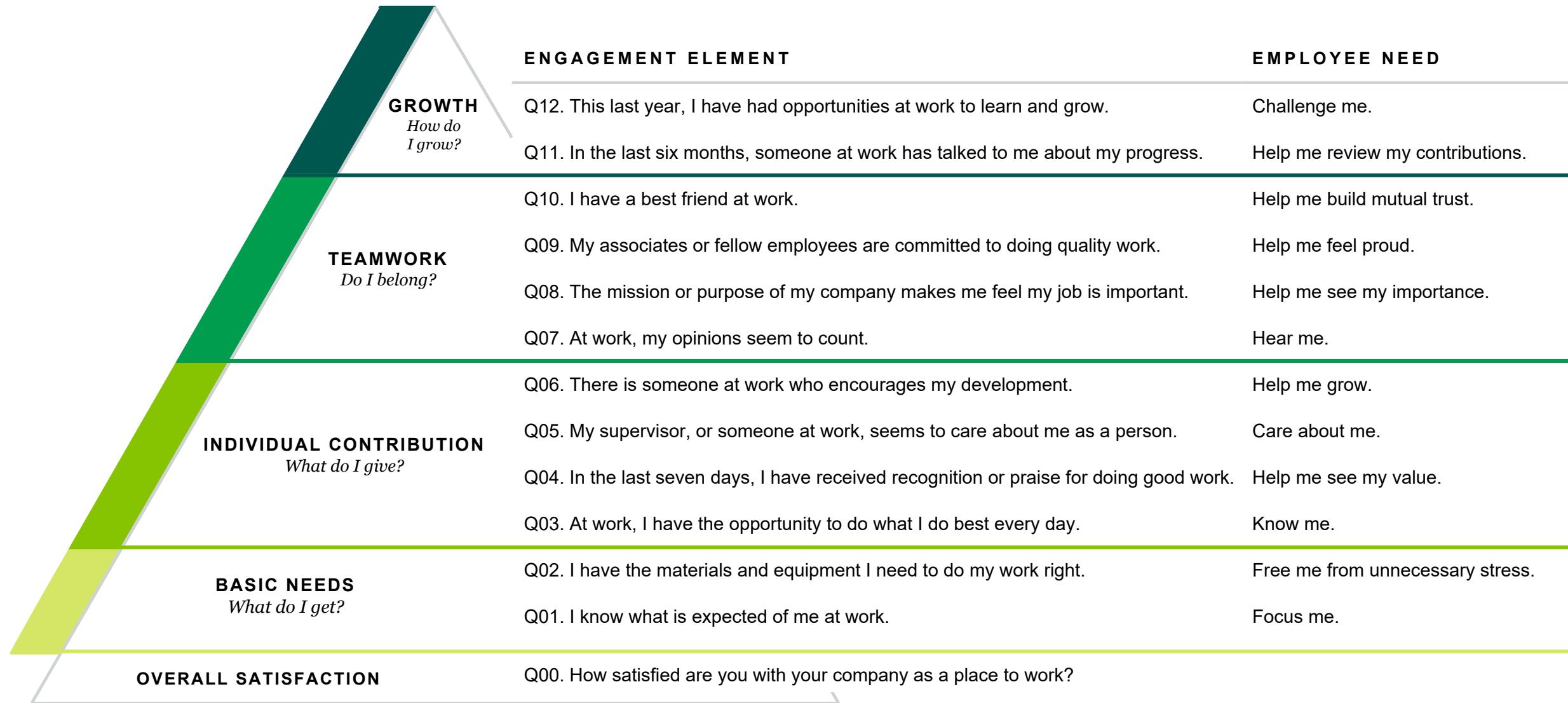


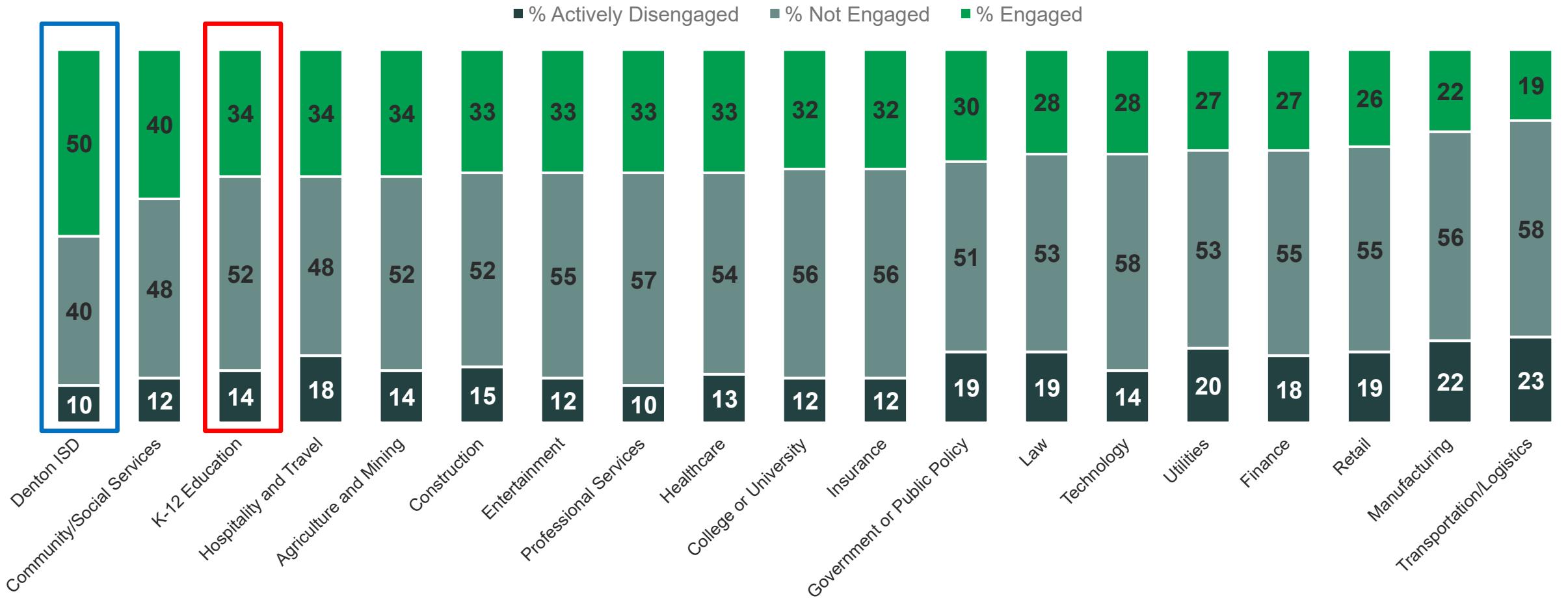
Denton ISD 2025 Employee Engagement Survey Results

Key Data Highlights, Overall Employee Engagement Results and Engagement Deep Dive

The Items That Matter for Engagement — Gallup's Q^{12®}



Employee Engagement by Industry

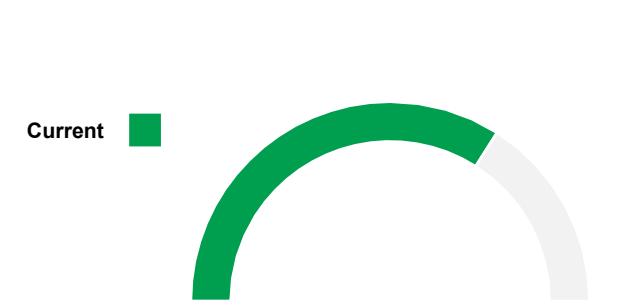


WF Q3 2025, U.S. Employees. Refer to Margin of Error slide for MOE details for each industry.

2025 Denton ISD Employee Engagement Survey Overall Dashboard

RESPONSE RATE COMPARISON	
Denton 2025	78%
Denton 2024	82%
Denton 2023	82%
Gallup Overall Median	84%

K12 Database
Denton 2025 68th



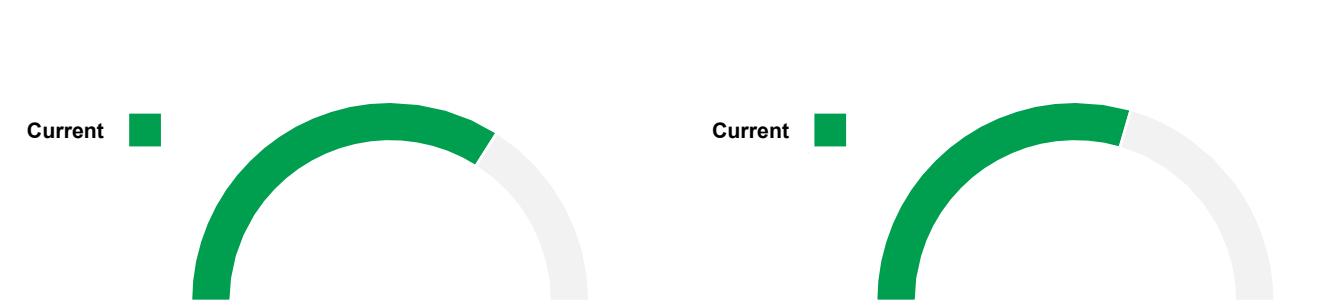
STRENGTHS AND OPPORTUNITIES	
+ Strengths	- Opportunities
Q07 Opinions Count	Q02 Materials and Equipment
Q03 Opportunity to do Best	Q05 Cares About Me

Note: Percentiles based on Company Level N=100+_Custom Industry_Education - Kindergarten Through 12th Grade and Company Level N=100+_Overall_Overall Q¹² Database (2020-2024).

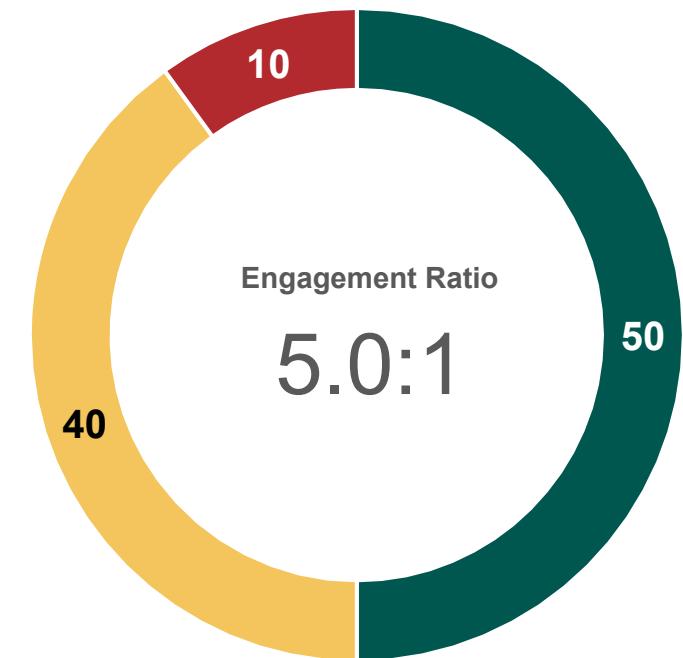
ENGAGEMENT MEAN COMPARISON	
Denton 2025	4.04
Denton 2024	3.98
Denton 2023	4.06

TOP QUARTILE TEAMS
Current 
21 (22% of teams)

Company Level Database
Denton 2025 59th



2025 



	% Engaged	% Not Engaged	% Actively Disengaged
2024	46	43	11
2023	51	40	9
2022	50	39	11
2021	45	43	12

Denton ISD| Key Highlights for Leadership

STORYLINES FROM 2025 Survey

Growth Across Every Item Signals Deepening Engagement Culture



Increases across all engagement items show a district that feels more **supported, valued**, and aligned to **strategic plan**.

Strengths-Based Leadership/District Culture Drives Engagement



Of all items, “My workplace is committed to building the strengths of each employee” is the greatest determinant to high engagement.

Strengthening Commitment to Mission, Development and Quality



Gains in these areas highlight staff feel committed, capable, and aligned to the districts mission.

Deepen Culture of Recognition

38% strongly agree they receive regular recognition (Q04), but perceptions of colleague quality (Q09) highlight **consistency gaps**.

Deep Dive into Materials and Equipment

627 staff provided additional feedback on Q2. 177 were positive, 133 negative, 287 neutral and 30 were considered mixed.

Review of Mechanisms for Communication and Feedback

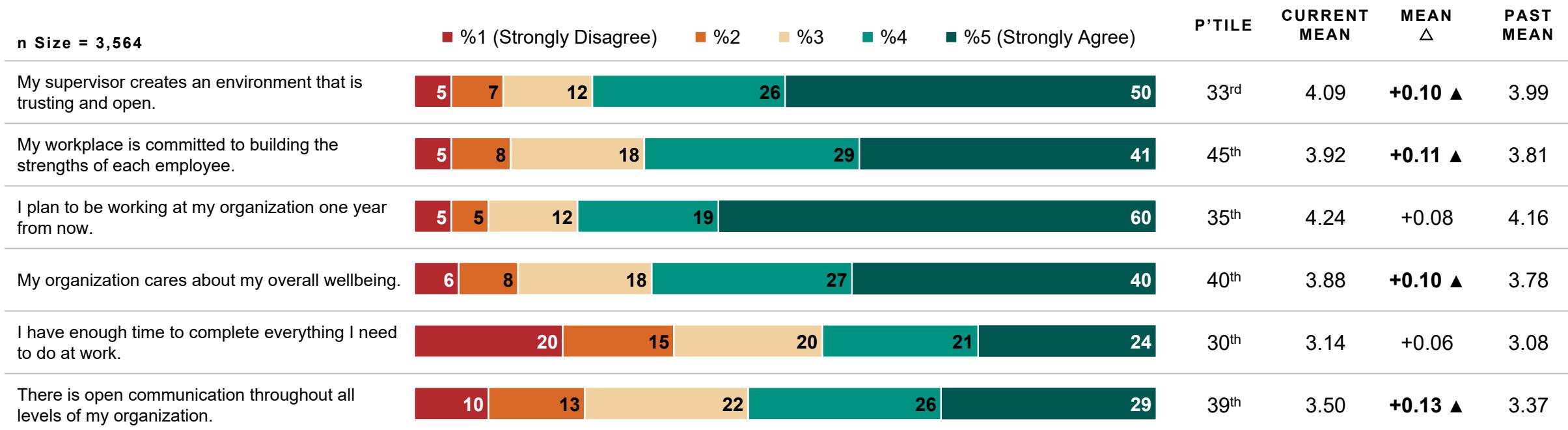
29% of staff strongly agree there is open communication and desire consistent communication and feedback on their progress.

Employee Engagement Item-Level Results

n Size = 3,564		%1 (Strongly Disagree)	%2	%3	%4	%5 (Strongly Agree)	P'TILE	CURRENT MEAN	MEAN △	PAST MEAN
ENGAGEMENT MEAN										
	Q00 Overall Satisfaction	7	18	40	33	68 th	4.04	+0.06	3.98	
GROWTH How do I grow?	Q12 Learn & Grow	2	13	27	51	65 th	3.95	+0.10 ▲	3.85	
	Q11 Progress	10	8	17	25	40	74 th	4.18	+0.06	4.12
TEAMWORK Do I belong?	Q10 Best Friend	10	9	16	20	44	49 th	3.75	+0.06	3.69
	Q09 Quality	2	14	32	48	74 th	3.80	+0.03	3.77	
	Q08 Mission	6	14	28	48	58 th	4.21	+0.07	4.14	
	Q07 Opinions	8	9	18	27	48	66 th	4.12	+0.08	4.04
INDIVIDUAL What do I give?	Q06 Development	5	6	14	26	49	75 th	3.81	+0.09	3.72
	Q05 Cares	2	5	11	21	49	68 th	4.09	+0.04	4.05
	Q04 Recognition	15	11	16	21	60	59 th	4.28	+0.02	4.26
	Q03 Do Best	6	13	29	51	63 rd	3.55	+0.04	3.51	
BASICS What do I get?	Q02 Materials	2	7	16	33	51	50 th	4.21	+0.06	4.15
	Q01 Expectations	1	9	28	41	72 nd	4.03	+0.10 ▲	3.93	

Note: Percentiles based on Company Level N=100+_Custom Industry_Education - Kindergarten Through 12th Grade; Due to rounding, percentages may sum to 100% ±1; Numerical values shown when 5% or higher; ▲/▼ indicates meaningful change bolded and defined as ±0.10 or greater for n size ≥1,000 and ±0.20 or greater for n size <1,000.

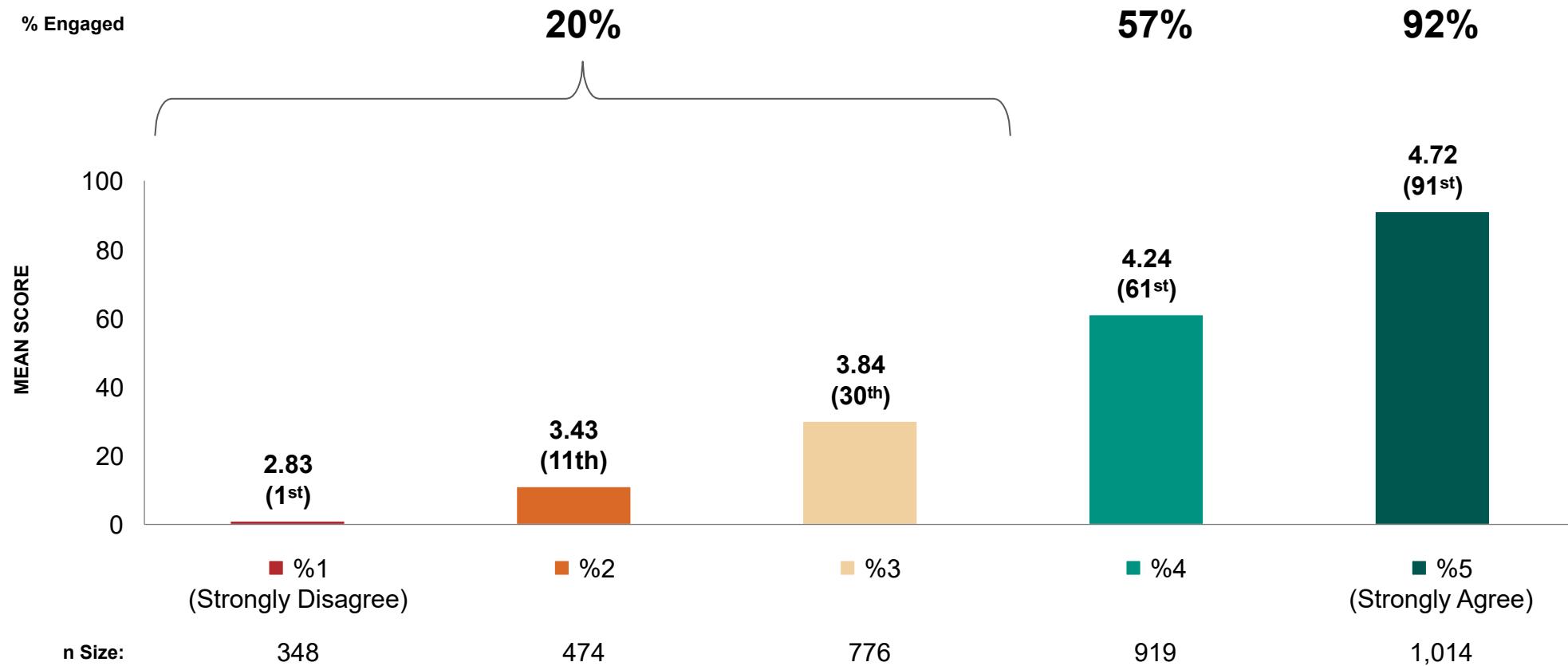
Additional Item-Level Results



Note: Percentiles based on Workgroup Level_Overall_Overall Q¹² Database (2020-2024); Due to rounding, percentages may sum to 100% ±1; Numerical values shown when 5% or higher; ▲/▼ indicates meaningful change bolded and defined as ±0.10 or greater for n size ≥1,000 and ±0.20 or greater for n size <1,000.

Impact of Communication on Engagement

When leaders intentionally create time for meaningful communication they build trust, alignment, and continuous improvement.



Note: Percentiles based on Workgroup Level_Overall_Overall Q¹² Database (2020-2024); Due to rounding, percentages may sum to 100% ±1; Analysis performed using survey item There is open communication throughout all levels of my organization..

Q¹²® Item Results by Employee Type

Percentile range in Gallup database:													
		1 st –24 th		25 th –49 th		50 th –74 th		75 th –89 th		≥90 th			
		OVERALL		TEACHER/NURSE/LIBRARIAN		CLERICAL/PROF		ADMINISTRATIVE		AUXILIARY		IT	
n Size		3,564		2,105		551		505		310		84	
ENGAGEMENT MEAN		4.04	+0.06	4.01	+0.09	4.08	+0.05	4.15	+0.05	3.89	-0.05	4.32	-0.08
Q00 Overall Satisfaction		3.95	+0.10 ▲	3.89	+0.14 ▲	4.08	+0.10	4.03	+0.09	3.99	-0.06	4.19	-0.13
GROWTH How do I grow?	Q12 Learn & Grow	4.18	+0.06	4.25	+0.10 ▲	4.03	+0.09	4.24	+0.05	3.87	+0.02	4.30	-0.18
	Q11 Progress	3.75	+0.06	3.85	+0.15 ▲	3.55	+0.04	3.77	-0.06	3.38	-0.03	4.09	-0.12
TEAMWORK Do I belong?	Q10 Best Friend	3.80	+0.03	3.85	+0.02	3.78	+0.17	3.87	+0.01	3.34	+0.05	3.78	±0.00
	Q09 Quality	4.21	+0.07	4.18	+0.10 ▲	4.28	+0.03	4.34	+0.09	4.02	-0.13	4.39	+0.02
	Q08 Mission	4.12	+0.08	4.07	+0.09	4.19	+0.11	4.27	+0.09	4.07	-0.01	4.41	±0.00
	Q07 Opinions	3.81	+0.09	3.74	+0.13 ▲	3.85	+0.07	4.10	+0.08	3.63	-0.14	4.06	-0.11
INDIVIDUAL What do I give?	Q06 Development	4.09	+0.04	4.12	+0.09	4.05	-0.04	4.17	+0.08	3.79	-0.09	4.30	-0.08
	Q05 Cares	4.28	+0.02	4.27	+0.06	4.30	-0.02	4.43	+0.02	3.99	-0.07	4.67	+0.03
	Q04 Recognition	3.55	+0.04	3.45	+0.09	3.65	±0.00	3.81	+0.03	3.49	-0.14	4.06	-0.22 ▼
	Q03 Do Best	4.21	+0.06	4.12	+0.08	4.37	+0.03	4.25	+0.03	4.36	-0.01	4.44	-0.22 ▼
BASICS What do I get?	Q02 Materials	4.03	+0.10 ▲	3.87	+0.11 ▲	4.31	+0.04	4.18	+0.13	4.17	+0.02	4.67	-0.06
	Q01 Expectations	4.45	+0.06	4.40	+0.07	4.58	+0.04	4.40	+0.05	4.56	-0.04	4.64	-0.02

Note: Percentiles based on Workgroup Level_Custom Industry_Education - Kindergarten Through 12th Grade; Change is from last survey; ▲/▼ indicates meaningful change bolded and defined as ±0.10 or greater for n size ≥1,000 and ±0.20 or greater for n size <1,000.

Q¹²® Item Results by Feeder Zones

Percentile range in Gallup database:														
		OVERALL		BHS ZONE		DHS ZONE		RHS ZONE		GHS ZONE				
n Size		3,564		843		810		759		617				
ENGAGEMENT		MEAN	4.04	+0.06	3.95	+0.10	4.03	+0.12	4.11	+0.08	4.07	-0.06	4.07	+0.04
Q00 Overall Satisfaction		3.95	+0.10 ▲	3.71	+0.06	4.00	+0.18	4.11	+0.17	4.00	+0.02	3.98	+0.06	
GROWTH How do I grow?	Q12 Learn & Grow	4.18	+0.06	4.13	+0.09	4.19	+0.16	4.28	+0.09	4.23	-0.04	4.05	-0.01	
	Q11 Progress	3.75	+0.06	3.73	+0.09	3.67	+0.15	3.87	+0.10	3.83	-0.08	3.68	+0.04	
TEAMWORK Do I belong?	Q10 Best Friend	3.80	+0.03	3.80	+0.08	3.74	+0.05	3.82	+0.06	3.89	-0.15	3.72	+0.04	
	Q09 Quality	4.21	+0.07	4.04	+0.11	4.21	+0.07	4.21	+0.04	4.38	+0.05	4.29	+0.08	
	Q08 Mission	4.12	+0.08	4.00	+0.06	4.12	+0.14	4.20	+0.08	4.12	-0.01	4.23	+0.16	
	Q07 Opinions	3.81	+0.09	3.70	+0.13	3.81	+0.14	3.88	+0.12	3.81	±0.00	3.89	+0.04	
INDIVIDUAL What do I give?	Q06 Development	4.09	+0.04	4.08	+0.06	4.06	+0.13	4.19	+0.08	4.12	-0.05	3.97	-0.04	
	Q05 Cares	4.28	+0.02	4.21	+0.04	4.28	+0.11	4.38	+0.03	4.24	-0.09	4.33	+0.03	
	Q04 Recognition	3.55	+0.04	3.44	+0.13	3.57	+0.14	3.60	+0.11	3.49	-0.20 ▼	3.69	-0.01	
	Q03 Do Best	4.21	+0.06	4.03	+0.09	4.24	+0.10	4.29	+0.09	4.23	-0.05	4.30	+0.05	
BASICS What do I get?	Q02 Materials	4.03	+0.10 ▲	3.85	+0.15	4.02	+0.19	4.04	+0.09	4.06	-0.07	4.26	+0.12	
	Q01 Expectations	4.45	+0.06	4.35	+0.10	4.44	+0.09	4.55	+0.08	4.47	-0.05	4.46	+0.06	

Note: Percentiles based on Workgroup Level_Custom Industry_Education - Kindergarten Through 12th Grade; Change is from last survey; ▲/▼ indicates meaningful change bolded and defined as ±0.10 or greater for n size ≥1,000 and ±0.20 or greater for n size <1,000.

Thank you!

Please reach out with any questions or suggestions to
Emily McLarty, Director of Staff Engagement Human Resources
emclarty@dentonisd.org
(940)369-0041