

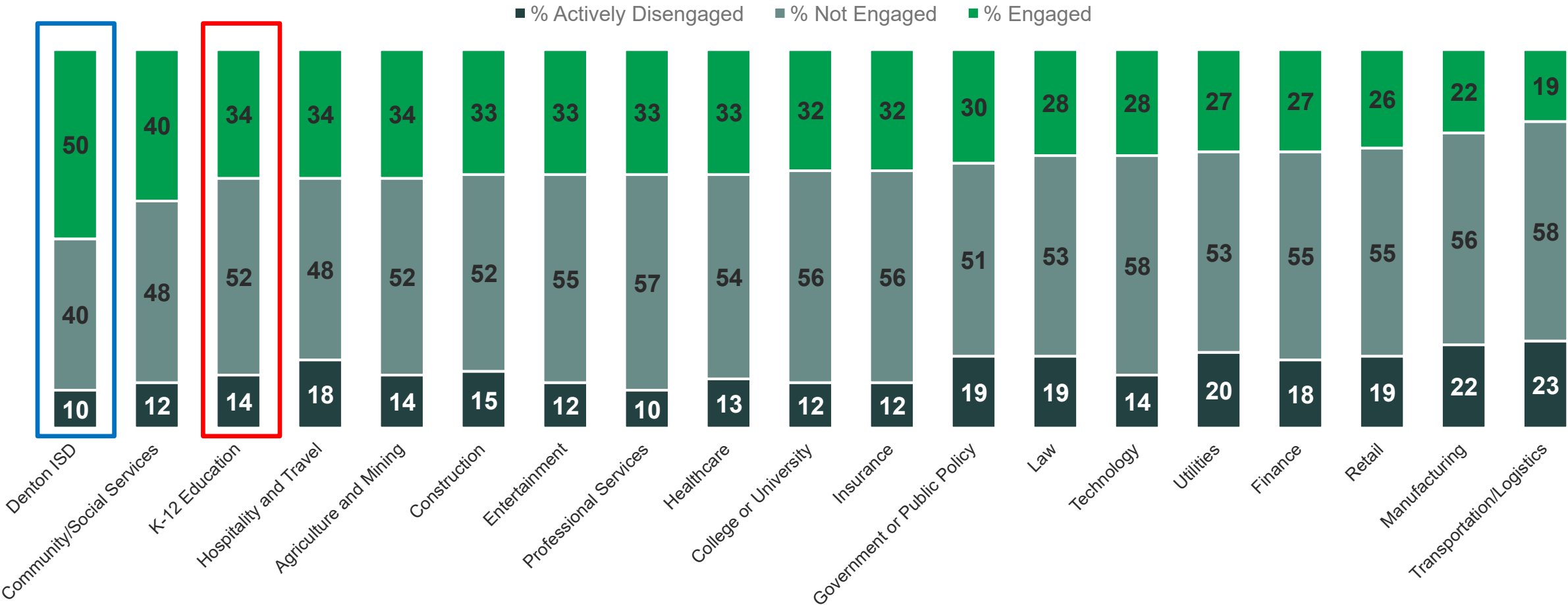
Denton ISD 2025 Employee Engagement Survey Results

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

The Items That Matter for Engagement — Gallup’s Q¹²®

	ENGAGEMENT ELEMENT	EMPLOYEE NEED
GROWTH <i>How do I grow?</i>	Q12. This last year, I have had opportunities at work to learn and grow.	Challenge me.
	Q11. In the last six months, someone at work has talked to me about my progress.	Help me review my contributions.
TEAMWORK <i>Do I belong?</i>	Q10. I have a best friend at work.	Help me build mutual trust.
	Q09. My associates or fellow employees are committed to doing quality work.	Help me feel proud.
	Q08. The mission or purpose of my company makes me feel my job is important.	Help me see my importance.
	Q07. At work, my opinions seem to count.	Hear me.
INDIVIDUAL CONTRIBUTION <i>What do I give?</i>	Q06. There is someone at work who encourages my development.	Help me grow.
	Q05. My supervisor, or someone at work, seems to care about me as a person.	Care about me.
	Q04. In the last seven days, I have received recognition or praise for doing good work.	Help me see my value.
	Q03. At work, I have the opportunity to do what I do best every day.	Know me.
BASIC NEEDS <i>What do I get?</i>	Q02. I have the materials and equipment I need to do my work right.	Free me from unnecessary stress.
	Q01. I know what is expected of me at work.	Focus me.
OVERALL SATISFACTION	Q00. How satisfied are you with your company as a place to work?	

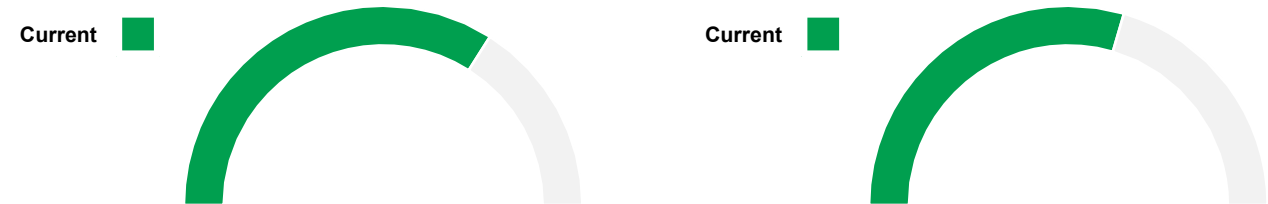
Employee Engagement by Industry



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

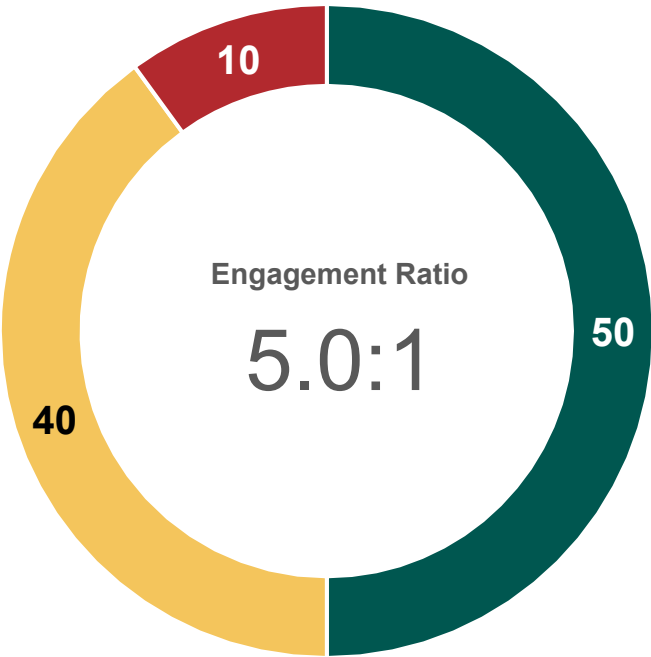
RESPONSE RATE COMPARISON		ENGAGEMENT MEAN COMPARISON		TOP QUARTILE TEAMS
Denton 2025	78%	Denton 2025	4.04	Current
Denton 2024	82%	Denton 2024	3.98	21
Denton 2023	82%	Denton 2023	4.06	(22% of teams)
Gallup Overall Median	84%			(Past: 14; 16% of teams)
K12 Database		Company Level Database		
Denton 2025		68 th	Denton 2025	
			59 th	



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).

2025 ■ % Engaged ■ % Not Engaged ■ % Actively Disengaged



■ % 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 Δ	PAST MEAN
ENGAGEMENT MEAN							68 th	4.04	+0.06	3.98
GROWTH How do I grow?	Q00 Overall Satisfaction		7	18	40	33	65 th	3.95	+0.10 ▲	3.85
	Q12 Learn & Grow			13	27	51	74 th	4.18	+0.06	4.12
	Q11 Progress	10	8	17	25	40	49 th	3.75	+0.06	3.69
TEAMWORK Do I belong?	Q10 Best Friend	10	9	16	20	44	74 th	3.80	+0.03	3.77
	Q09 Quality			14	32	48	58 th	4.21	+0.07	4.14
	Q08 Mission		6	14	28	48	66 th	4.12	+0.08	4.04
	Q07 Opinions	8	9	18	27	39	75 th	3.81	+0.09	3.72
INDIVIDUAL What do I give?	Q06 Development	5	6	14	26	49	68 th	4.09	+0.04	4.05
	Q05 Cares		5	11	21	60	59 th	4.28	+0.02	4.26
	Q04 Recognition	15	11	16	21	38	63 rd	3.55	+0.04	3.51
	Q03 Do Best		6	13	29	51	74 th	4.21	+0.06	4.15
BASICS What do I get?	Q02 Materials		7	16	33	41	50 th	4.03	+0.10 ▲	3.93
	Q01 Expectations			9	28	60	72 nd	4.45	+0.06	4.39

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.

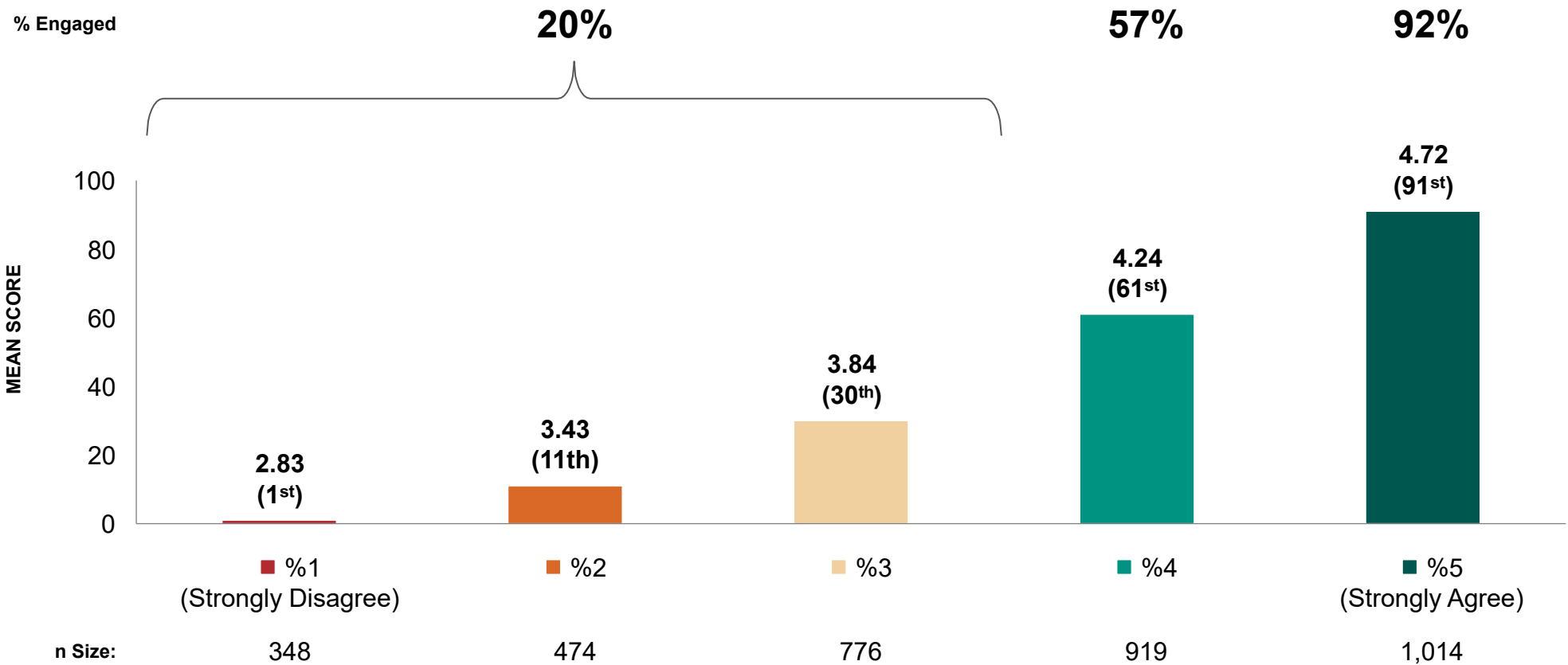
Additional Item-Level Results

n Size = 3,564	■ %1 (Strongly Disagree) ■ %2 ■ %3 ■ %4 ■ %5 (Strongly Agree)					P'TILE	CURRENT MEAN	MEAN △	PAST MEAN
My supervisor creates an environment that is trusting and open.	5	7	12	26	50	33 rd	4.09	+0.10 ▲	3.99
My workplace is committed to building the strengths of each employee.	5	8	18	29	41	45 th	3.92	+0.11 ▲	3.81
I plan to be working at my organization one year from now.	5	5	12	19	60	35 th	4.24	+0.08	4.16
My organization cares about my overall wellbeing.	6	8	18	27	40	40 th	3.88	+0.10 ▲	3.78
I have enough time to complete everything I need to do at work.	20	15	20	21	24	30 th	3.14	+0.06	3.08
There is open communication throughout all levels of my organization.	10	13	22	26	29	39 th	3.50	+0.13 ▲	3.37

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..

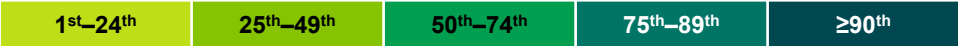
Q12® Item Results by Employee Type

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/L IBRARIAN		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
GROWTH How do I grow?	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
	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/A	
n Size		3,564		843		810		759		617		527	
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
GROWTH How do I grow?	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
	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
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