

May 14, 2020

Agenda Item: Listening to Stakeholder Voices

Item VIID

Purpose of this Agenda Item: Discussion - Superintendent Mann will introduce for the board the topic of Employee Perception/Satisfaction Surveys as a way to further improve outcomes for our ultimate stakeholders - our students

Employee perception and satisfaction can be measured in a variety of ways. In broad terms, we have done this as a district, surveying employees at the same time we survey community members and others. The survey tools that have been used include ThoughtExchange engagements, community surveys for the superintendent 360 evaluation and an occasional board self-evaluation 360 surveys. We have also monitored staff attrition data and anecdotal information in the community. Though all of these data points provide valuable information, there may be specific strategies the board-superintendent team might consider employing that would further improve our work to be a gold-standard public school district. Superintendent Mann and Director Mark Lucht have had some discussion about similar tools used in other contexts. This has included a review of the OEA Teacher Voice surveys used in years past across Oregon. Director Lucht and Superintendent Mann have also had some initial discussion regarding ways private industries like Benchmade listen to employee voice as they measure effectiveness and strategic planning for ongoing improvement.

Director Lucht will provide the board with his experience with this type of work and how it has affected company culture in his private industry experience. Superintendent Mann will share a broad work plan to move in this direction to more strategically assess employee perception/satisfaction in support of our mission.

Respectfully Submitted by:

