



# Denton ISD

## Staff & Family Engagement

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# Importance of Engagement



**Staff Engagement  
&  
Family Engagement**



**Student  
Engagement**



**Student  
Achievement**

# Engaged Staff



- Experience a strong connection with the school and district
- Know that their voice matters and their contribution is important
- Feel recognized and appreciated for the work they do

# Engaged Families



- Experience a strong feeling of pride
- Serve as the school's advocate when topics of education are discussed
- Have a positive and emotional relationship with their child's school

# What is Employee Engagement?



- Basic Needs Met
- Individual Contribution
- Teamwork & Belonging
- Professional Growth



# What is Family Engagement?



- School Environment
- Academic Standards
- Strength & Development
- School Communications
- School Leadership



# Employee Engagement Drivers



- Know What's Expected
- Materials and Equipment
- Opportunity to do Best
- Recognition
- Cares About Me
- Development
- Opinions Count
- Mission/Purpose
- Committed to Quality
- Best Friend
- Progress
- Learn and Grow

# Family Engagement Drivers



## SCHOOL ENVIRONMENT

In an era where three in 10 U.S. families worry about their child's safety at school, families focus on key aspects of the school environment very closely. Schools should be places where students are always treated with respect and where appropriate discipline is in place. Families also seek a welcoming school environment. *Fully engaged families believe that schools should be a place where their child looks forward to spending their days.*

## ACADEMIC STANDARDS

Families are seeking schools that are committed to high academic standards. *They believe that schools should challenge students appropriately in class and with homework.* Families appreciate when the school provides opportunities for each student to achieve success in a way that fits how they learn best.

## STRENGTH AND DEVELOPMENT

Families are looking for an environment where teachers and staff know their child's individual strengths and needs. They want their child to have the opportunity to do what they do best every day in an environment that identifies and appreciates student strengths. *They believe that successful schools are places where their child's development is paramount and where teachers make connections that help students know their schoolwork is important.* These key factors not only encourage family engagement; they are also associated with increased student engagement.

## SCHOOL COMMUNICATIONS

In too many schools, communication with families consists of a newsletter and the occasional urgent message alerting families to a security issue or weather delay. Engaged families want meaningful communication that goes beyond this. *They appreciate positive feedback about their child and want to work with teachers to ensure their child's success.* Great schools build a culture that encourages open communication and that invites families to become involved by playing an active role in their child's education.

## SCHOOL LEADERSHIP

Families appreciate when principals and other school leaders are in touch with the needs of the students and community and respond appropriately to those needs as they arise. They are looking for leaders who create a respectful, open and trusting environment. *Families are more likely to be engaged when the school is led in a way that makes them excited about the future.*



# What are the results of high Employee Engagement?



- Lower Absenteeism
- Decreased Turnover
- Increased Student Engagement
- Increased Student Achievement



# Denton ISD Employee Engagement Survey

## Survey Window

10/25/2021 - 11/8/2021

10/17/2022 - 10/31/2022

10/2/2023 - 10/16/2023

## Respondents

2021 - 3,658 Respondants = 86%

2022 - 3,662 Respondants = 86%

2023 - 3,661 Respondants = 81%



# Gallup Q-12 Trends for Employee Engagement



Denton ISD 2021-2022	Denton ISD 2022-2023	Denton ISD 2023-2024
3.94	4.01	4.06

**Gallup's Educational  
Industry Database**

**Denton ISD is in the  
77<sup>th</sup> Percentile**

# Denton ISD: Employee Engagement



2023-2024 Strength +	2023-2024 Opportunity –
Opportunity to Do Best	Materials and Equipment
Encourages My Development	Recognition

# Denton ISD Family Engagement Survey

## Survey Window

Dec. 6, 2022 to January 11, 2023  
October 16 – 27, 2023

## Respondents

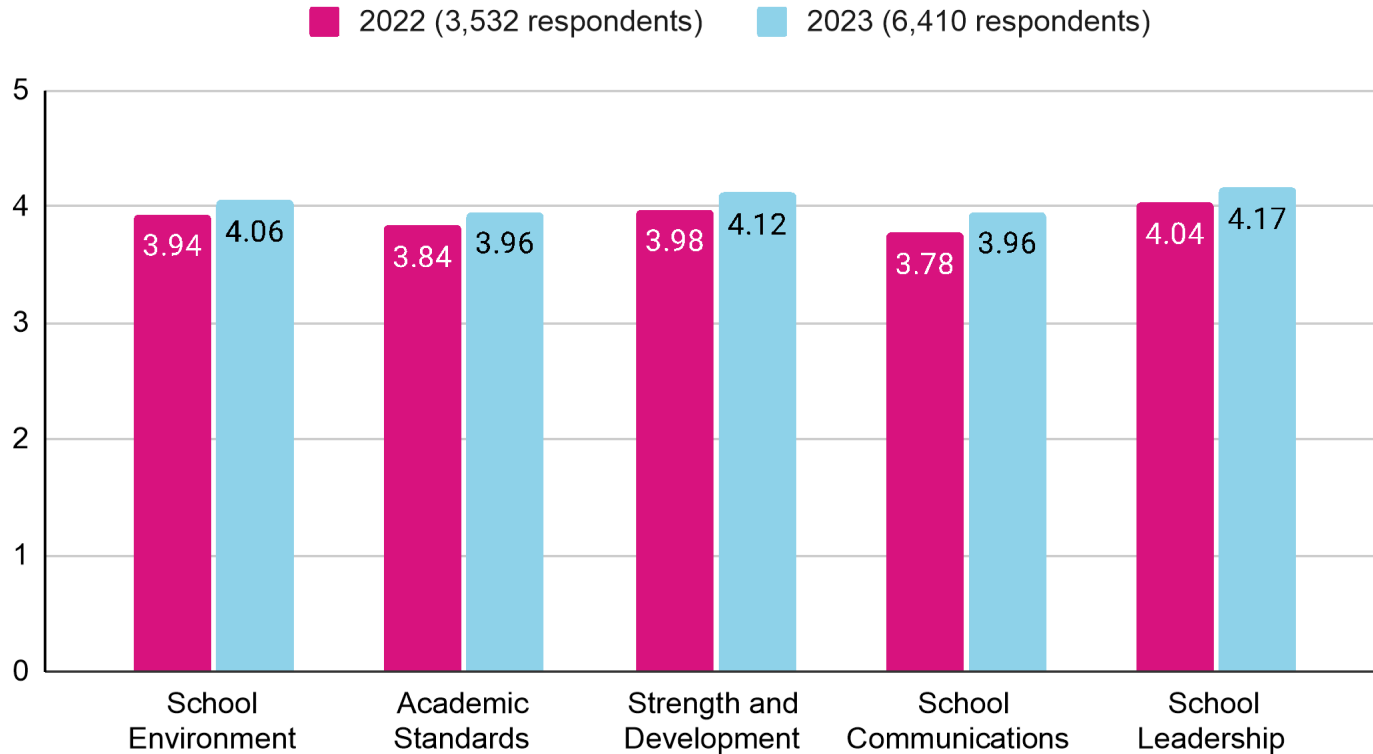
3,532 Total (Single Point of Contact)  
6,410 Total (Single Point of Contact)

## Primary Contact

One link per household



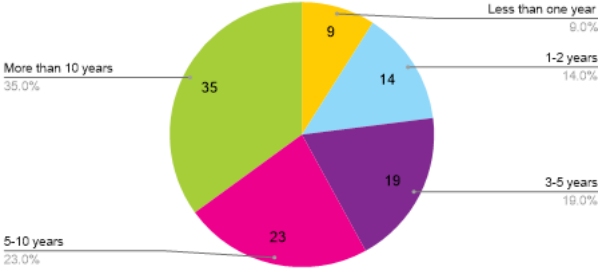
# Gallup Q-12 Family Engagement



# Denton ISD: Family Engagement **Unique** Question

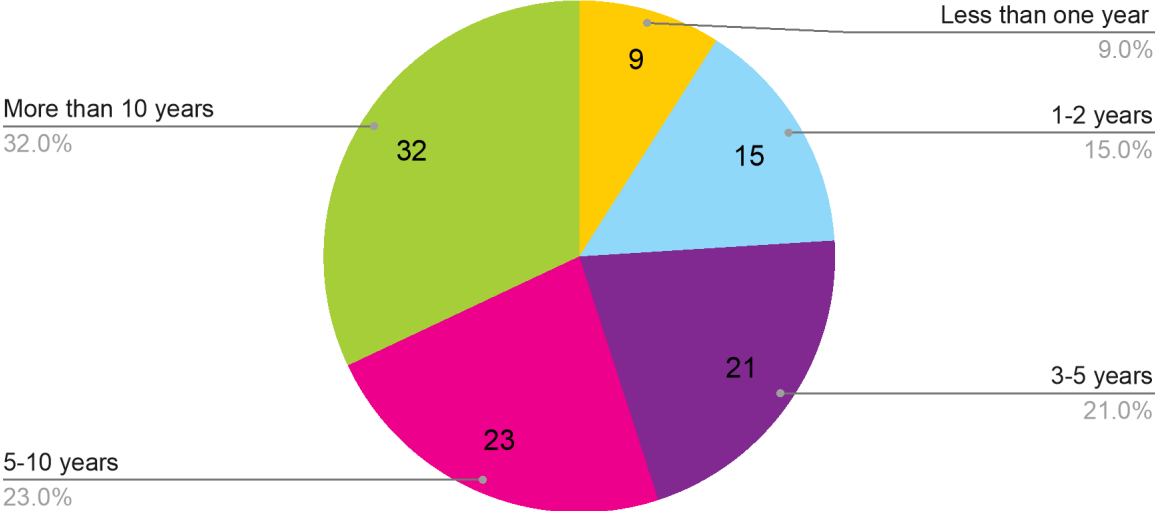
How long has your family lived in the Denton Independent School District?

2022 Results



How long has your family lived in the Denton Independent School District?

2023 Results



*"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*





*“At the end of the day, the most overwhelming key to a child’s success is the positive involvement of parents.”*

– Jane D. Hull





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