

# Staff Engagement & Satisfaction

## What is staff engagement and satisfaction?

Staff engagement and satisfaction is the degree to which school employees believe their school provides them with appropriate resources and support while fostering a positive culture. The state analyzes staff engagement and satisfaction based on responses to a short survey that Idaho stakeholders developed to measure the extent to which staff members agree with various positive statements about their school. The state contracts with AdvancED to administer this survey.

## Why is staff engagement and satisfaction important?

School staff play a critical role in making sure all students are prepared to persevere in life and succeed in college and career. Measuring staff satisfaction and engagement helps ensure stakeholders are able to identify opportunities to attract and retain great teachers and leaders who have the tools they need to support student success.

## How does Idaho calculate staff engagement and satisfaction for school accountability?

The staff survey asks respondents to rate their level of agreement with various questions, such as "Our school has adequate facilities to support student learning." For each of the nineteen satisfaction and engagement questions, staff responses range from Strongly Agree to Strongly Disagree. Staff can also respond "Unsure."

For each survey response, the state adds up the number of engagement questions with which the staff member responded Strongly Agree or Agree. The state then calculates an aggregated level of staff satisfaction and engagement for a school based on the following formula:

$$\frac{\text{Number of "Strongly Agree" or "Agree" responses to engagement questions}}{\text{Total number of responses to engagement questions}}$$

Staff satisfaction and engagement is shared on the school report card. This measure is not used to identify schools for support and improvement.

### DATA SOURCES

Staff engagement survey calculations are based on responses staff members submitted during the state survey window April 15 – May 17, 2019.

Schools that did not participate in the survey were assigned 0% as the value on this indicator.