

# Staff Engagement & Satisfaction

## What is staff engagement and satisfaction?

Staff engagement and satisfaction is the degree that school employees believe their school fosters a positive culture, and provides them appropriate resources and support. Idaho analyzes staff engagement and satisfaction based on responses to a short survey that Idaho stakeholders developed to measure the staff members' agreement with various positive statements about their school. The state contracts with Cognia.com 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. Measures of staff satisfaction and engagement help stakeholders identify opportunities to attract and retain great teachers and leaders, and to guarantee them 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, Idaho adds up the number of engagement questions with which the staff member responded Strongly Agree or Agree. Idaho then calculates an average level of staff satisfaction and engagement for a school based on the following formula:

$$\frac{\text{Number of strongly agree + the number of agree responses to engagement questions}}{\text{Total number of responses to engagement questions}}$$

Staff satisfaction and engagement is shared on the School Report Card. This measure is not used to identify schools for support and improvement or for recognitions

### DATA SOURCES

Staff engagement survey calculations are based on staff members' responses submitted during the state survey window February 15 – March 31, 2023.

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