

GPPSS Staff Engagement Survey Summary - 2022

Tenure	2019-20	2020-21	2021-22
More than 15 years	42%	38%	37%
10-15 years	16%	15%	13%
5-9 years	18%	21%	19%
3-4 years	11%	10%	10%
1-2 years	6%	6%	9%
Less than 1 year	6%	9%	12%



The Grosse Pointe Public School System uses various methods to gather community feedback and allow for constituents to express ideas, concerns, and input about school system programs and services. According to Board Policy 3112.01, among those methods the Superintendent will conduct an Annual Professional Staff Engagement Survey and the findings will be presented to the Board and utilized in the refinement of district goals (Policy [1110](#)), and other applicable district policies, operations, and programs. The survey was administered in the spring of the 2021-22 school year. Individual responses remain confidential. Summary results are shared publicly and used for school improvement and strategic planning.

Demographics

To save significant expenses, all of the unions representing GPPSS staff agreed to move to an online survey using SurveyMonkey in 2017-18. Staff participation remained solid this spring with 455 employees responding to the online survey out of 840 employees (response rate of 54% this year, compared to 402 employees or 48% last year). Employees were asked to select a response to each statement ranging from strongly disagree to strongly agree. Respondents could self-identify themselves as Administrators, Clerical, Kids Club/Preschool, Non-Instructional Staff, Paraprofessionals, Performing Arts, Plant, Professional Support Group, Teachers, Technology, or Other. Every building was represented in the responses. The chart (above right) shows responders by years in the district. Please note the significant amount of time and energy put into the open-ended responses at the end of the survey to enhance the workplace and the services we provide to students. In all categories, percentages may not add up to 100 due to rounding. For comparison, responses from prior surveys are listed in parenthesis behind this year's figures.

Categories

Responses are divided into three main categories:

- 1) Engagement (referral, loyalty, motivation)
- 2) Organizational Health (alignment, effectiveness, connection, my manager)
- 3) The Basics (training, flexibility, pay, benefits)

Engagement

Engagement was separated into:

- Motivation – 96% said “I am determined to give my best effort at work each day” (94% last year) and 79% said “I am inspired to meet my goals at work” (79% last year)
- Loyalty – 44 % disagreed with the statement, “I have considered searching for another job in the past month” (44% last year)
- Referral – 63% of GPPSS employees would recommend working at GPPSS to others (53% last year)
- GPPSS will conduct focus groups with staff, and watch engagement responses closely next year as well, to see if the changes here are more closely related to continued disruption from COVID or other factors.

Organizational Health

Alignment

- *Is GPPSS headed in the right direction*
 - o **This year, 45% agreed or strongly agreed GPPSS was headed in the right direction, 33% were neutral, and 22% disagreed or strongly disagreed.**
 - o In 2021, 29% agreed or strongly agreed GPPSS was headed in the right direction, 36% were neutral, and 35% disagreed or strongly disagreed.

- o In 2019, 47% agreed or strongly agreed, 34% were neutral, 19% disagreed or strongly disagreed
- *My organization operates in a socially responsible manner* – 72% (65%) agreed or strongly agreed
- *My organization is dedicated to diversity and inclusiveness* – 75% (62%) agreed or strongly agreed
- *Employees proactively identify future challenges and opportunities*- 67% (73%) agreed/strongly agreed
- *How reasonable are expectations for student achievement at this school* – 65% (70%) extremely/very
- *Overall, are you satisfied with the teaching experience at this school* – 73% (73%) very satisfied/ satisfied

Effectiveness

- Communication – results were mixed when asked to respond to the statement: *Communication between senior leaders (central office) and employees is good in my organization* [41% (28%) agreed/strongly agreed, 31% (51%) disagreed/strongly disagreed, 28% (21%) neutral]. It is important to note this was clarified with “central office” so as to not confuse with building leaders. These were similar to the statement: *Senior management and employees trust each other* -- 38% (31%) agreed/strongly agreed, 30% (43%) disagreed/strongly disagreed, 31% (26%) neutral. When responding to the statement, “Communication between the school board and employees is good in my organization,” 52% disagreed or strongly disagreed (compared to 72% last year)
- While 70% (76%) said employees here are willing to take on new tasks as needed, only 50% (51% last year) said employees in my organization willingly accept change
- Despite COVID, 65% (67%) agreed or strongly agreed with the statement *My organization has a safe work environment*, and 43% (52% last year) said they were satisfied/very satisfied with how behavioral expectations are enforced at their school

Connection

- Support – When asked how much **support the administration at this school gives the staff**, 23% (33%) said a great deal, 27% (27%) said a lot, 32% (22%) said a moderate amount, 13% (14%) said a little, 4% (3%) said none. For **parent support** – 17% (21%) a great deal, 32% (38%) a lot, 35% (29%) a moderate amount, 14% (10%) a little, 3% (3%) said none
- 95% (97%) of staff agreed with the statement *My coworkers and I have a good working relationship* and 80% (86%) said *My supervisor and I have a good working relationship*
- 61% (51%) said **I am able to make decisions affecting my work**
- 80% (79%) said **My job makes me feel I’m contributing to something meaningful**
- 89% (86%) agreed or strongly agreed with the statement, “**My organization’s work positively impacts people’s lives**”
- 82% (84%) agreed or strongly agreed with, “**Employees in my organization take the initiative to help other employees when the need arises**”
- 73% (77%) agreed or strongly agreed with, “**In GPPSS, employees adapt quickly to difficult situations**”
- 83% (87%) agreed or strongly agreed with, “**Employees here always keep going when the going gets tough**”

The Basics

Training

56% (49%) said **my organization is dedicated to my professional development**, and 44% (39%) said **I am satisfied with the job-related training my organization offers** (29% were neutral).

Flexibility

Results were fairly evenly split when asked to respond to the statement **I am satisfied with the amount of paid leave offered by my organization** – 36% (41%) agreed/strongly agreed, 36% (34%) disagreed/strongly disagreed, and 28% (25%) were neutral. When asked if they were **satisfied with the workplace flexibility offered**, 43% (42%) agreed, 30% (35%) were neutral, and 27% (23%) disagreed.

Benefits

About half (51% compared to 49% last year) agreed/strongly agreed with the statement ***I am satisfied with my total benefits package*** – 22% (24%) disagreed/strongly disagreed, and 27% (27%) were neutral. When asked if they were **satisfied with the retirement plan**, 48% (48%) agreed/strongly agreed, 38% (37%) were neutral, and 14% (15%) disagreed/strongly disagreed. Over half, 57% (54%) agreed/strongly agreed with the statement ***I am satisfied with the healthcare-related benefits offered by my organization***, 19% (20%) disagreed/strongly disagreed, 25% (26%) were neutral.

Pay

Sentiments regarding pay are summarized in the chart below with previous years' data for comparison.

<i>I am satisfied with my overall compensation</i>			
	agreed/strongly agreed	neutral	disagreed/strongly disagreed
2021-22	29%	20%	51%
2020-21	32%	19%	50%
2019-20	27%	28%	45%
<i>I am compensated fairly relative to my local market</i>			
2021-22	34%	24%	42%
2020-21	36%	24%	39%
2019-20	38%	28%	34%

When you look at the results, you must keep in mind Michigan's economy over the last decade and the substantial cuts made to pay and benefits due to the fiscal realities of declining enrollment and state and federal funding for education. With that in mind, when asked to respond to the statement, "**My organization's fiscal well-being is stable**," responses continued along a positive trend mirroring last year's numbers.

- This year, 47% agreed/strongly agreed, 38% neutral, and 16% disagreed/strongly disagreed.
- Last year, 45% agreed/strongly agreed, 38% neutral, and 17% disagreed/strongly disagreed.
- In 2018, 36% agreed/strongly agreed, 34% neutral, and 30% disagreed/strongly disagreed.
- In 2017, only 15% agreed/strongly agreed, and 55% disagreed or strongly disagreed.

Note that in the last four years, the bond, hold harmless and sinking fund renewals were passed and another clean audit was presented.

Open Ended Responses

Survey respondents were also asked four open-ended questions and these were the top responses:

- In your opinion, what is the single biggest strength of our SCHOOL? (281 responses)
 - o 143 said dedicated/talented teachers and staff
 - o 59 referred to a culture of collaboration, support and teamwork
 - o 34 said building administration
 - o 34 said a positive community/culture between parents/students/staff
- If you could make one change at your SCHOOL, what would that one change be? (269 responses)
 - o 88 (37 last year) responded about issues with discipline/behavior (absences, tardies, vaping, general disruption) and a need for more followthrough and consistent rules.
 - o 21 asked for enhanced communication
 - o there were a lot of single responses which have all been reviewed
- In your opinion, what is the single biggest strength of our DISTRICT? (261 responses)
 - o 95 responded some version of "our people" including the dedicated teachers and staff remained the top answer
 - o 31 said parental and community support
 - o 27 said high expectations/history of excellence
 - o 25 said administration making positive changes/strong administration

- o 20 said communication
- If you could make one change in our DISTRICT, what would that one change be? (255 responses)
There were more individualized responses here, with a few themes:
 - o Find ways to improve compensation among all staff (teaching and support staff)
 - o Value teacher voice and experience more. Have teacher voice be more present in major decisions
 - o Continue making actionable steps toward equity and inclusion (including in staffing)
 - o Make mental health a priority
 - o Understand and accommodate the uniqueness of each school building/all schools are not alike and have different needs.
- Is there anything else you would like to share about GPPSS? (160 responses)
 - o Evenly split between teachers do not feel they are respected/compensated for the work they do every day for students, and this is a wonderful place to live, learn and work.
 - o Requests for more relevant professional development and not forced PD that does not apply to everyone's work.
 - o The need for more support around student behaviors was a repeated theme.

There were 1,226 comments. The district is grateful staff put so much time and energy into sharing their thoughts and suggestions. This insight is being used to determine what we need to do better and what we need to keep doing well. GPPSS Administration will be meeting with union leadership to develop the 2022-23 Top 10 focus areas for staff, also utilizing feedback from the survey data.