



Staff Engagement Survey Index Definitions

People

1. Control over your work environment
(I can control the variables that determine success)
2. Health/Stress management/Wellness
(My stress level is sustainable)
3. Workload
(My workload/life balance is sustainable)
4. Affirmation
(I am valued, including compensation, recognition from leadership and supported by our community)

Place

5. Equipped
(I have the tools and training to be successful)
6. Collaboration/Teamwork
(I have the support of my coworkers and healthy working relationships)
7. Culture of educational excellence
(We have high expectations and pride in our work)
8. Trust in building leadership
(I trust our building leadership)

Process

9. Public/Parent support/trust
(We are supported and trusted by our parents/community)
10. Planning/Improvement process
(We have an effective planning process with continuous feedback, review and adjustment)
11. Trust in District leadership
(I trust our District Administration and School Board)
12. Communications
(Information is shared with me in a timely and effective manner)
13. **Retention**
(Ability to retain and attract high-quality staff)

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