

# CAL POLY SCHOOL *of* EDUCATION

Data Protocol: Employee Engagement Survey Data  
Coordinating Council Nov. 8, 2018



Each section of the 2018 Employee Engagement Survey was analyzed by a team of 3 (faculty coords and staff).

Team Roles:

- One team member to facilitate the protocol
- One team member to take notes
- One team member to share out to the broad group at conclusion of protocol

Some teams had historical data from the 2017 Survey (when available) to consider changes over time.

## Overall Satisfaction (Yellow Team)

- Group asked clarifying questions about possible N, graphics and Satisfaction represented
- Assumption that the group of survey participants could be different from last year to this year
- Goal to use this data to reflect on validity of programs and projects that could be influencing satisfaction

Observations

- Surprise by [REDACTED]
- Surprised by the differences between [REDACTED]
- Physical environment in 17/18 is [REDACTED]
- Relationships is [REDACTED]
- Huge change in [REDACTED]
- Overall a lot of change between 16/17 and 17/18

Framing

- [REDACTED]
- [REDACTED]

Good News to celebrate

- [REDACTED]

## Satisfaction with Work (Blue Team)

### Satisfaction with Culture & Climate in the SOE (Pink Team)

Observations:

- [REDACTED]
- [REDACTED]

Framing:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Might help to know the [REDACTED]
- [REDACTED]

Implications

- [REDACTED]
- Data suggests that the majority of people have [REDACTED]
- [REDACTED]

Follow Up:

- [REDACTED]

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CAL POLY  
School of Education

- [REDACTED]

## Implementation of the Community of Practice and Annual Theme (Yellow Team)

- [REDACTED]
- [REDACTED]
- The most frequently selected category was [REDACTED]  
[REDACTED]
- [REDACTED]
- [REDACTED]
- The largest net satisfaction [REDACTED]  
[REDACTED]

# Employee Engagement Survey 2017-2018

## Measuring Satisfaction & Engagement

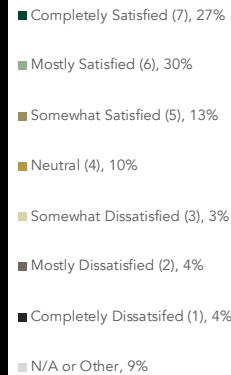
The School of Education administers an annual Satisfaction Survey at the conclusion of each academic year. As part of our efforts to align with the university's commitment to continuous improvement, and to embrace trends toward data-driven decision making, we developed a tool to more deeply assess employee engagement and to answer the question: **Are employees engaged in, and satisfied with, the organizational structure and culture of the Cal Poly School of Education?**

The data on this page summarize the responses in one topical section, 'Overall Satisfaction', which was developed following a review of relevant literature and research into factors that are the best predictors of employee satisfaction, engagement and retention. The 'Overall Satisfaction' section of the survey attempts to capture the broad picture of satisfaction in the SOE and to identify areas of highest engagement and areas of highest concern.

A total of 36 responses were received for the 2017-2018 survey.

## Satisfaction

(Aggregate of 36 respondents  
over 10 positive measures of satisfaction)



## By Role

Faculty  
n=15

Staff/Admin  
n=4

Univ. Supervisors  
n=16

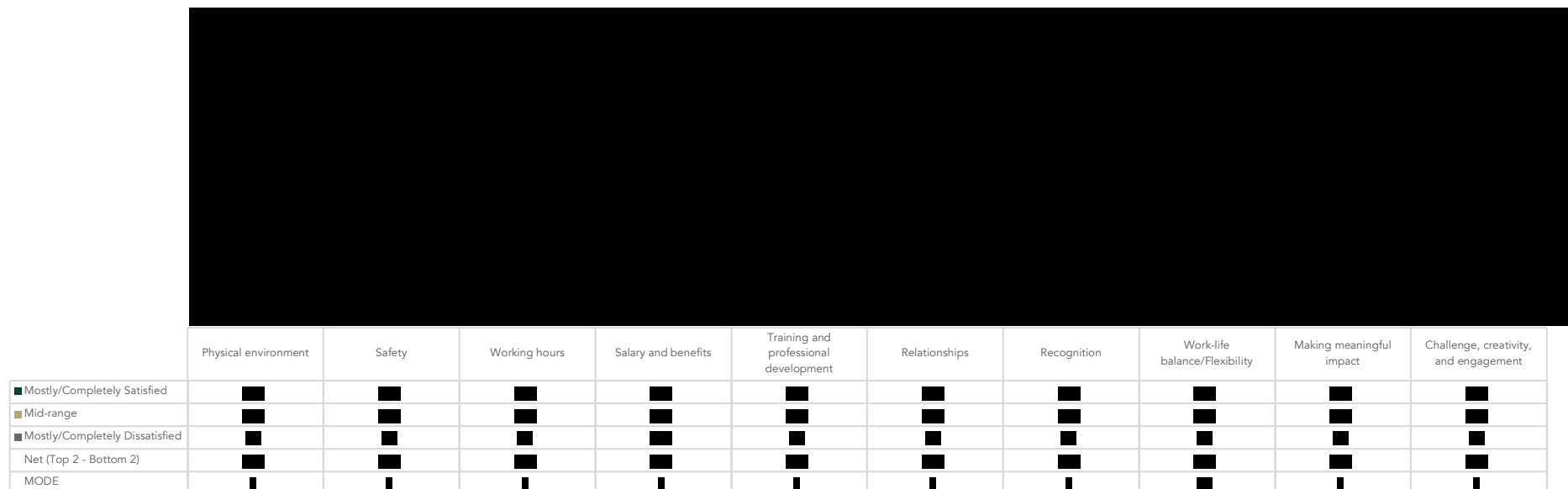
## By Seniority

New Employees  
(<2yrs)  
n=7

Junior Employees  
(2-6yrs)  
n=14

Senior Employees  
(6+yrs)  
n=14

## Measures of Satisfaction



# Employee Engagement Survey 2017-2018



## Measuring Satisfaction & Engagement

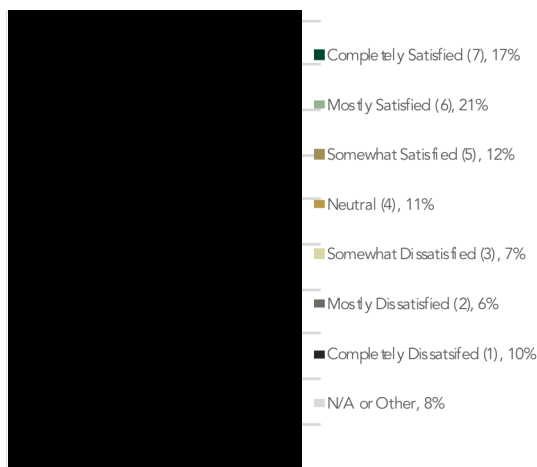
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The data on this page summarize the responses in one topical section, 'Your Work in SOE', which was developed following a review of relevant literature and research into factors that are the best predictors of employee satisfaction, engagement and retention. The 'Work' section of the survey attempts to understand the day-to-day nature of work performed in the SOE, and to understand if employees feel engaged, challenged, and fulfilled in their efforts.

A total of 36 responses were received for the 2017-2018 survey.

## Work

(Aggregate of 36 respondents  
over 10 positive measures of satisfaction)



## By Role

Faculty  
n=15

Staff/Admin  
n=4

Univ. Supervisors  
n=16

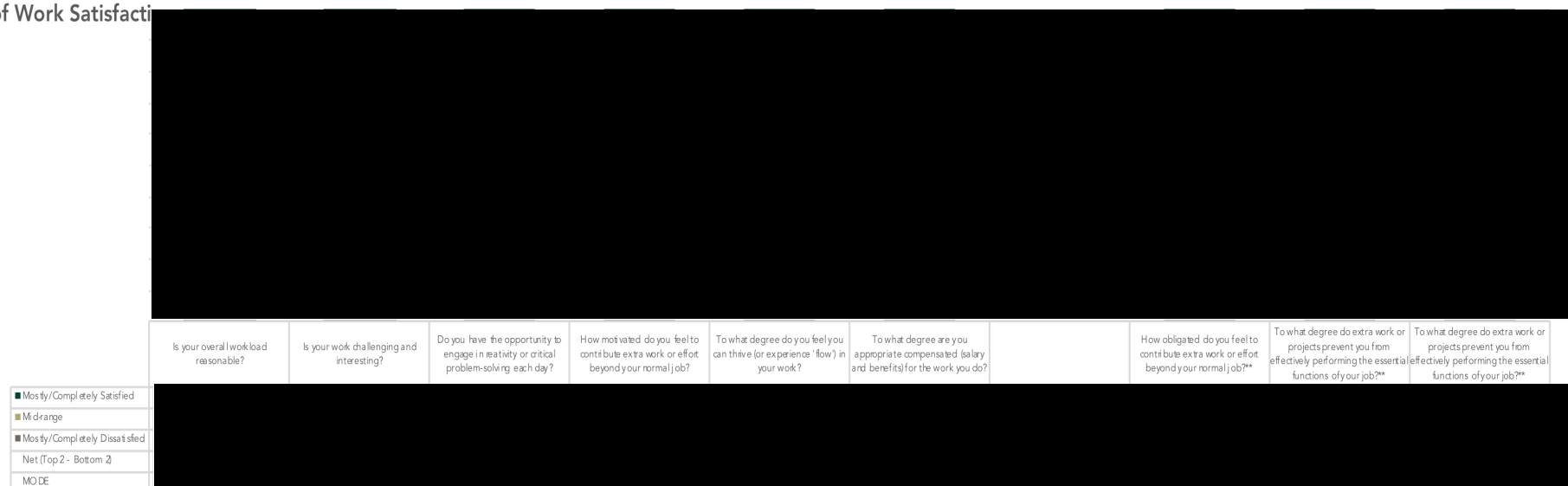
## By Seniority

New Employees  
(<2yrs)  
n=7

Junior Employees  
(2-6yrs)  
n=14

Senior Employees  
(6+yrs)  
n=14

## Measures of Work Satisfaction



# Employee Engagement Survey 2017-2018

## Measuring Satisfaction & Engagement

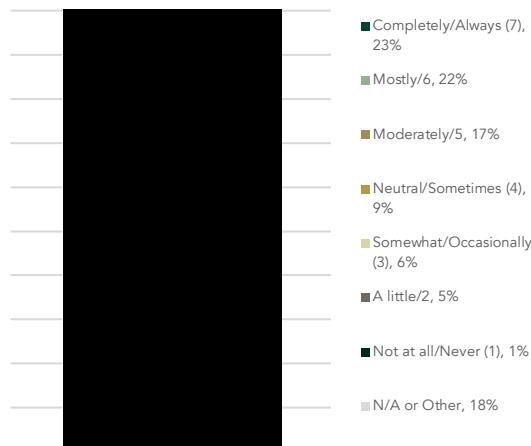
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The data on this page summarize the responses in one topical section, 'Culture & Climate', which was developed following a review of relevant literature and research into factors that are the best predictors of employee satisfaction, engagement and retention. The 'Culture & Climate' section of the survey uses positive and negative indicators to measure respect, collaboration, and inclusion across the SOE team.

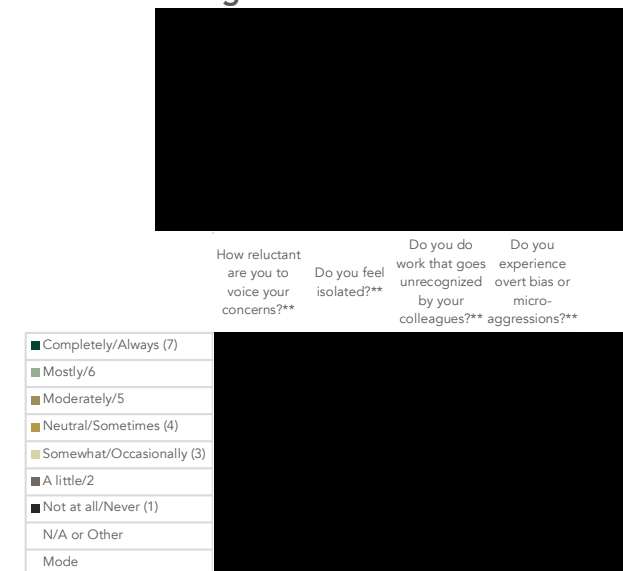
A total of 36 responses were received for the 2017-2018 survey.

## Culture & Climate

(Aggregate of 47 respondents  
over 13 positive measures of satisfaction)



## Measures of Negative Climate



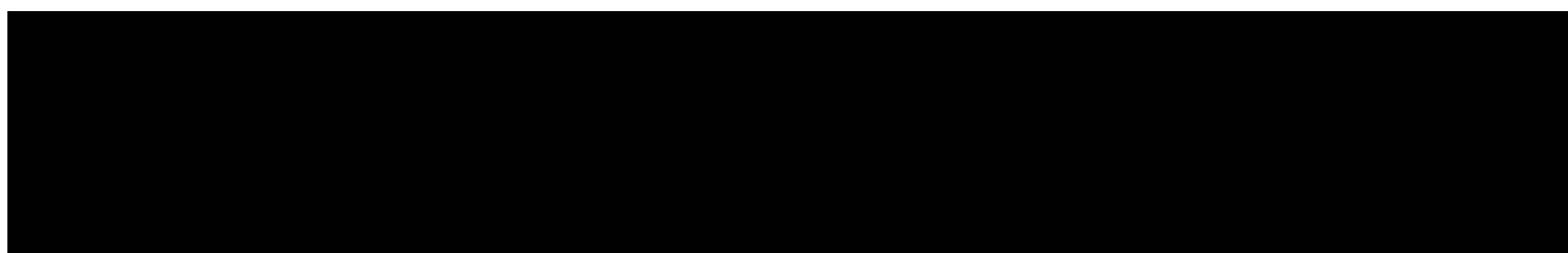
How reluctant  
are you to  
voice your  
concerns?\*

Do you feel  
isolated?\*

Do you do  
work that goes  
unrecognized  
by your  
colleagues?\*

Do you  
experience  
overt bias or  
micro-  
aggressions?\*

## Measures of Culture & Climate



Are you treated  
with respect?

Do you feel  
included in  
informal/social  
networks and  
relationships?

Do your  
colleagues solicit  
your opinion  
about work  
related matters?

Do you have the  
opportunity to  
learn from your  
colleagues?

Do you have the  
opportunity to  
teach (or lead)  
your colleagues?

How valued do  
you feel?

How much trust  
do you feel?

How safe do you  
feel?

How productive  
are meetings and  
collaboration  
opportunities with  
your colleagues?

How enjoyable are  
meetings and  
collaboration  
opportunities with  
your colleagues?

How comfortable  
do you feel  
advocating for  
your personal  
needs or work-life  
balance?

How comfortable  
do you feel  
discussing issues  
around diversity,  
inclusion, or social  
justice?

How committed  
do you feel your  
colleagues are to  
creating a more  
diverse and  
inclusive SOE  
unit?

Mostly/Completely
Mid-range
Not at all/A little
Net (Top 2 - Bottom 2)
Mode
Variability (IQR)

# Employee Engagement Survey 2017-2018

## Measuring Satisfaction & Engagement

The School of Education administers an annual Satisfaction Survey at the conclusion of each academic year. As part of our efforts to align with the university's commitment to continuous improvement, and to embrace trends toward data-driven decision making, we developed a tool to more deeply assess employee engagement and to answer the question: **Are employees engaged in, and satisfied with, the organizational structure and culture of the Cal Poly School of Education?**

The data on this page summarize the responses in one topical section, '**Community of Practice: Theme Year**', which was developed to understand the impact of the SOE's revised Learning Themes and efforts to create a Community of Practice based around shared conversations, professional development, and improvement projects.

A total of 36 responses were received for the 2017-2018 survey.

## Community of Practice

(Aggregate of 36 respondents over 10 positive measures of satisfaction)



## By Role

Faculty  
n=15

Staff/Admin  
n=4

Univ. Supervisors  
n=16



## By Seniority

New Employees  
(<2yrs)  
n=7

Junior Employees  
(2-6yrs)  
n=14

Senior Employees  
(6+yrs)  
n=14



## Community of Practice



	How familiar are you with the SOE's Learning Themes?	How familiar are you with the SOE's Comprehensive Assessment Plan?	How familiar are you with the Learning Objectives, Curriculum Matrix, and Assessments of your SOE program?	Has your program developed PLO's that are current, specific, higher order, and vertically aligned?	Has your program developed a thoughtful Curriculum Matrix and/or Aligned Assessments?	Does SOE effectively engage stakeholders in discussion around assessment and improvement?	Were you aware that the SOE's theme for this year was 'Informed -- Advancing Disciplinary Knowledge'?	Did you participate in any SOE special events or PD?	Did you participate in any independent PD related to the theme?	Does the SOE effectively provide PD as part of ongoing continuous improvement?
Mostly/Completely										
Mid-range										
Not at all/A little										
No Response										
Net (Top 2 - Bottom 2)										
MODE										