millard
PUBLIC SCHOOLS

COMMITTEE OF THE WHOLE MEETING

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March 12, 2012

MILLARD PUBLIC SCHOOLS
BOARD COMMITTEE OF THE WHOLE

The Board of Education Committee of the Whole will meet on Monday, March 12, 2012 at 6:00 p.m. at the Don Stroh Administration Center, 5606 South 147th Street.

The Public Meeting Act is posted on the Wall and Available for Public Inspection

Public Comments on agenda items -   This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board Vice-President before the meeting begins.

A G E N D A

1. Gallup Engagement Survey

2.   Budget

Public Comments - This is the proper time for public questions and comments on any topic. Please make sure a request form is given to the Board Vice President before the meeting begins.

Millard
PUBLIC SCHOOLS

GALLUP

2011 Staff, Student and Parent Engagement Results

March 12, 2012

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Summary

- Engagement for Millard's staff, students, and parents shows an overall improvement when compared to the results from 2009.

Strategy #2

We will develop and implement plans to actively engage students, families, and staff to improve student achievement and attain personal excellence.

Specific Result

We will implement a process for ongoing collection and utilization of data that measures engagement of students, families, and staff.

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Action Step #4

- Train necessary personal to interpret and respond to survey results at both the district and building level.

Action Step #5

- Integrate engagement data into the site-planning process:
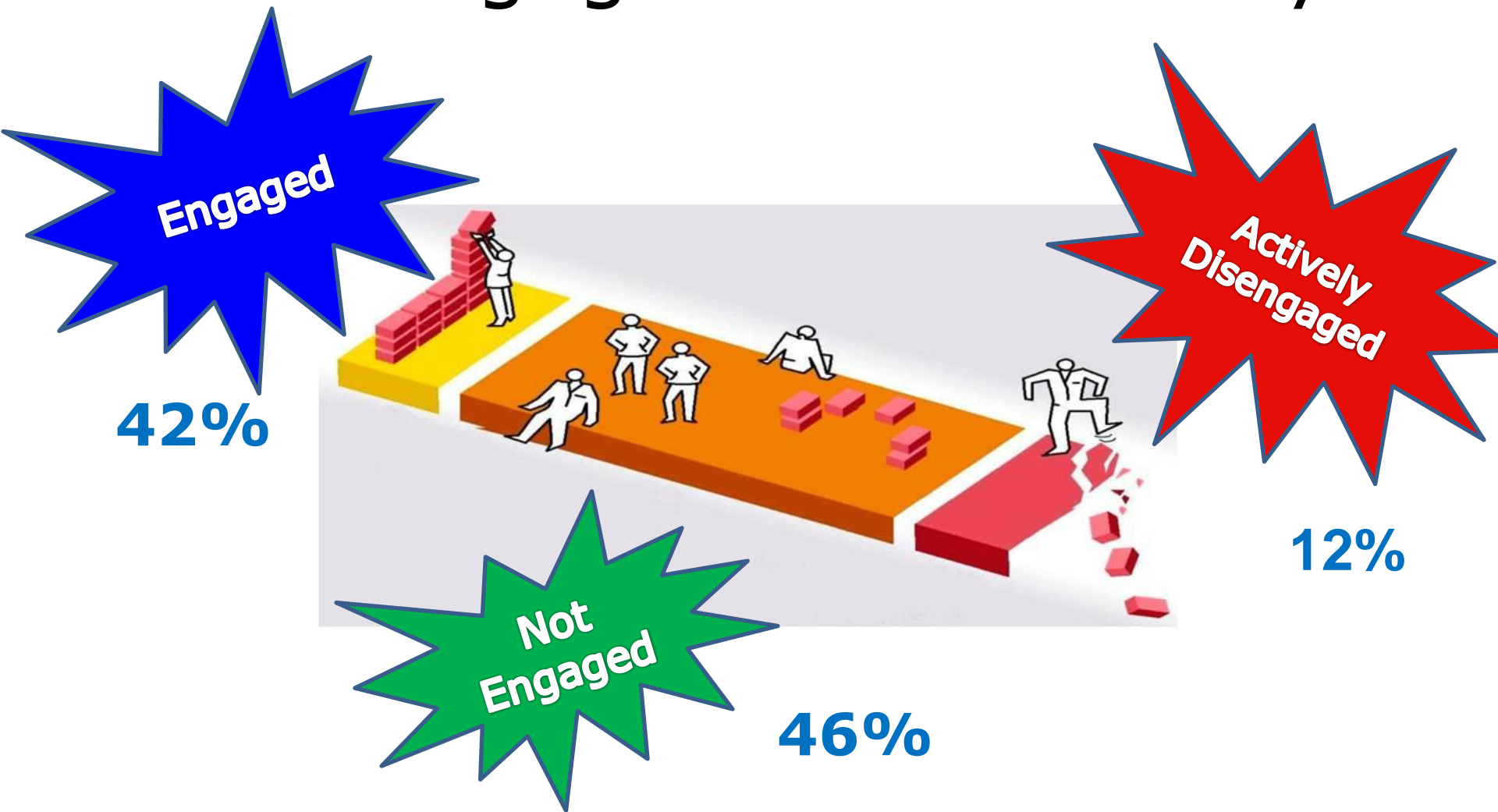   - Data book
    - Data retreat

2011 Participation

- 2,630 employees participated in the Q^{12} survey. (91%)

- 12,165 students (5th through 12th grade) took the student engagement survey. (92.4%)

- 7,000 parents were invited to participate in the survey. 3,057 participated in the survey (40%)

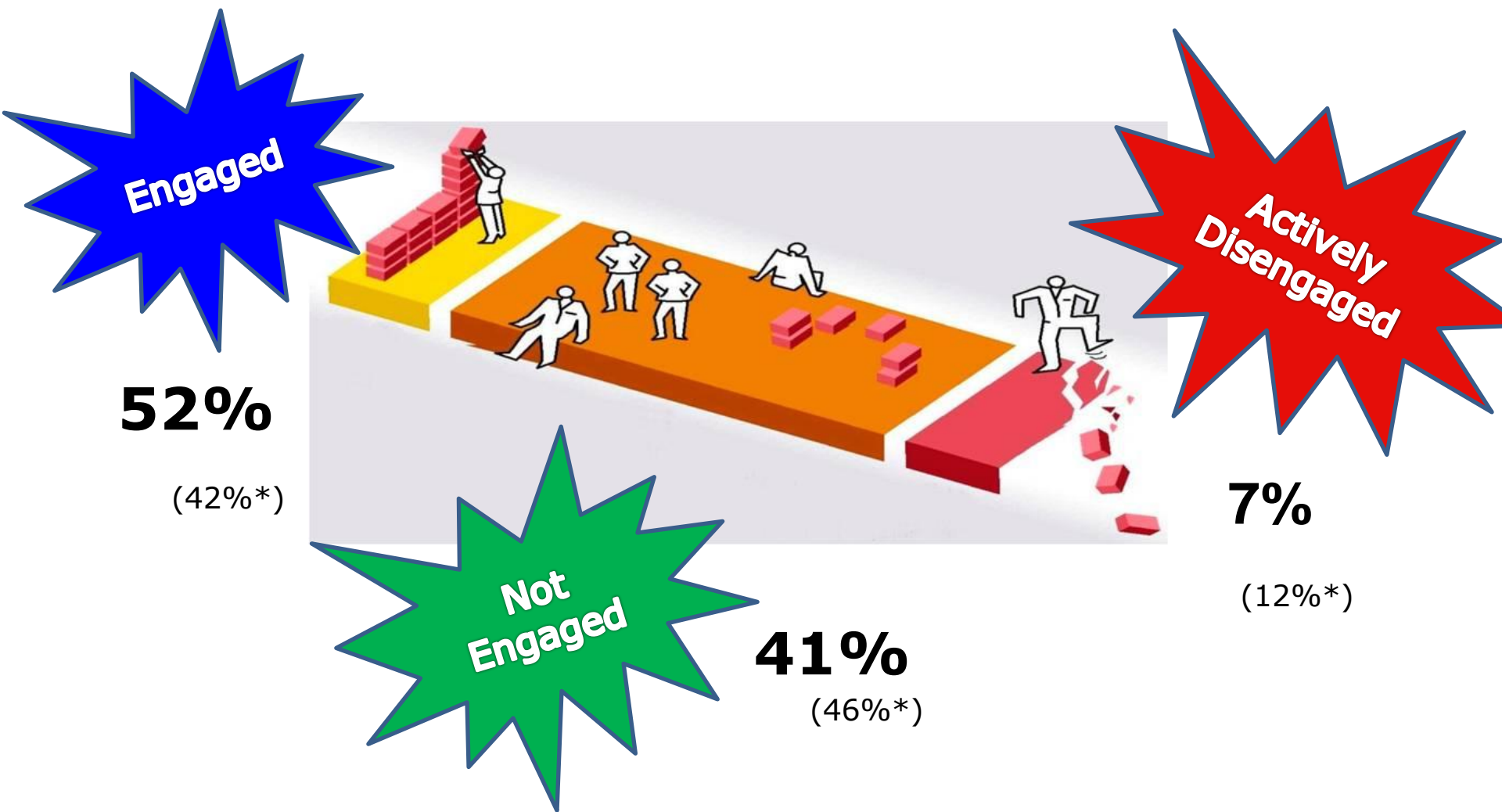- All three surveys were administered web-based

Millard Employees Were Surveyed on the Following 12 Elements

1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best every day.
4. In the last seven days, I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.
8. The mission or purpose of my organization makes me feel my job is important.
9. My associates or fellow employees are committed to doing quality work.
10. I have a best friend at work.
11. In the last six months, someone at work has talked to me about my progress.
12. This last year, I have had opportunities at work to learn and grow.

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National Education 2011 Data Base Engagement Summary

Engaged

42%

Actively Disengaged

12%

Not Engaged

46%

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Millard Public Schools *2009* Staff Engagement Summary

Engaged

52%

(42%*)

Not Engaged

41%

(46%*)

Actively Disengaged

7%

(12%*)

*National Educational Statistics

Millard Public *2010* Schools [12] Staff Engagement Summary

Engaged

2011 ~ 52%
2009 ~ 50%

(42%*)

Actively Disengaged

2011 ~ 7%
2009 ~ 7%

(12%*)

Not Engaged

2011 ~ 41%
2009 ~ 43%

(46%*)

*National 2011 Educational Data Base

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Staff Engagement

| Ques	Areas of Promise	2011	2009
9	My associates or fellow employees are committed to doing quality work.*	4.32	4.28
3	At work, I have the opportunity to do what I do best every day.	4.27	4.28
12	This last year, I have had opportunities at work to learn and grow.	4.32	4.28

Ques	Areas of Opportunity	2011	2009
10	I have a best friend at work.*	3.83	3.67
7	At work, my opinions seem to count.*	3.64	3.72
4	In the last seven days, I have received recognition or praise for doing good work.*	4.49	3.36

Significant change = +/-.20

* Same as 2009

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Parent Engagement
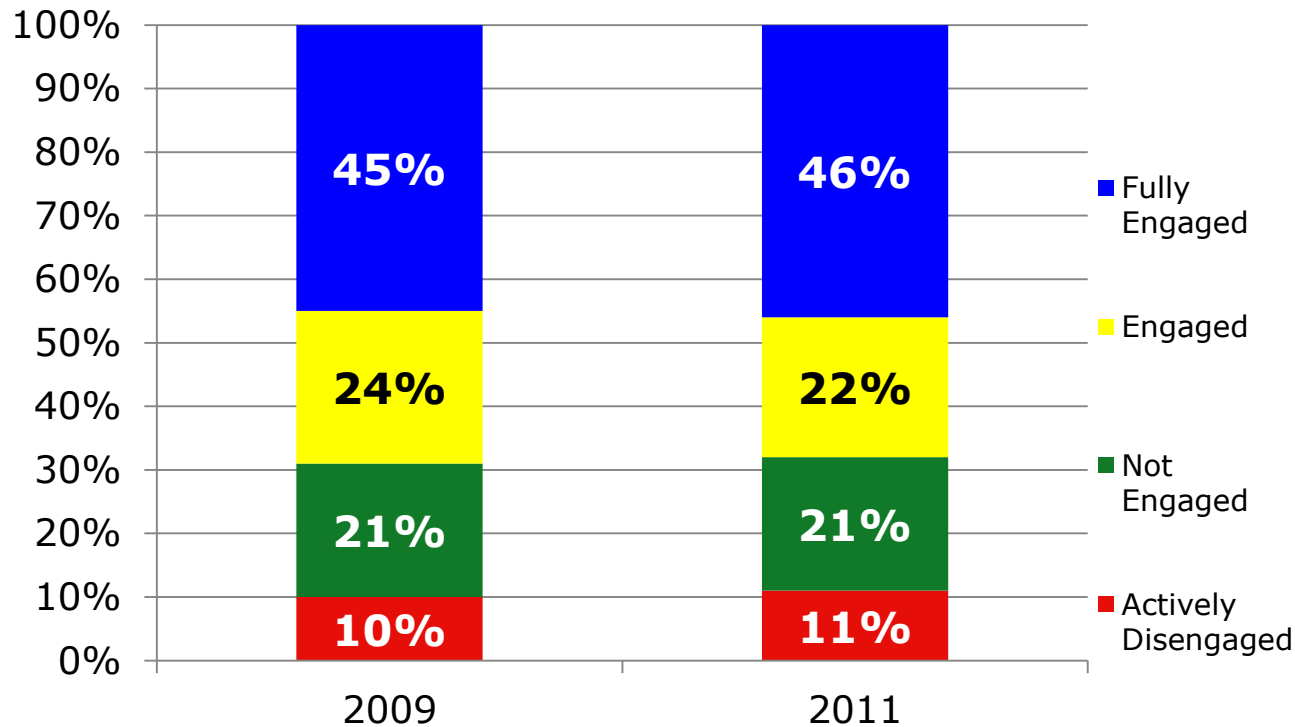
- *Fully Engaged* —
Strongly attached and loyal. These are your most valuable advocates.

- *Engaged* —
Emotionally attached but not attitudinally loyal.

- *Not Engaged* —
Emotionally and attitudinally neutral; no positive association.

- *Actively Disengaged* —
Active emotional detachment and antagonism.

District Grades

Year	A	B	C	D	F
2011	52.0%	41.0%	6.0%	1.0%	0%
2009	52.7%	41.1%	5.5%	.5%	.2%

Parent Engagement

Areas of Promise	2011	2009
Caring teachers	4.48	4.42
High academic standards	4.46	4.40
Mastery of the basics	4.45	4.41

Areas of Opportunity	2011	2009
The amount of homework in my child's regular classes is about right*	4.12	4.08
My child is appropriately challenged in his or her regular classes	4.21	4.11
Students challenged to develop themselves to their full potential	4.27	4.19

Significant change = +/-.20

* Same as 2009

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MPS Student Engagement
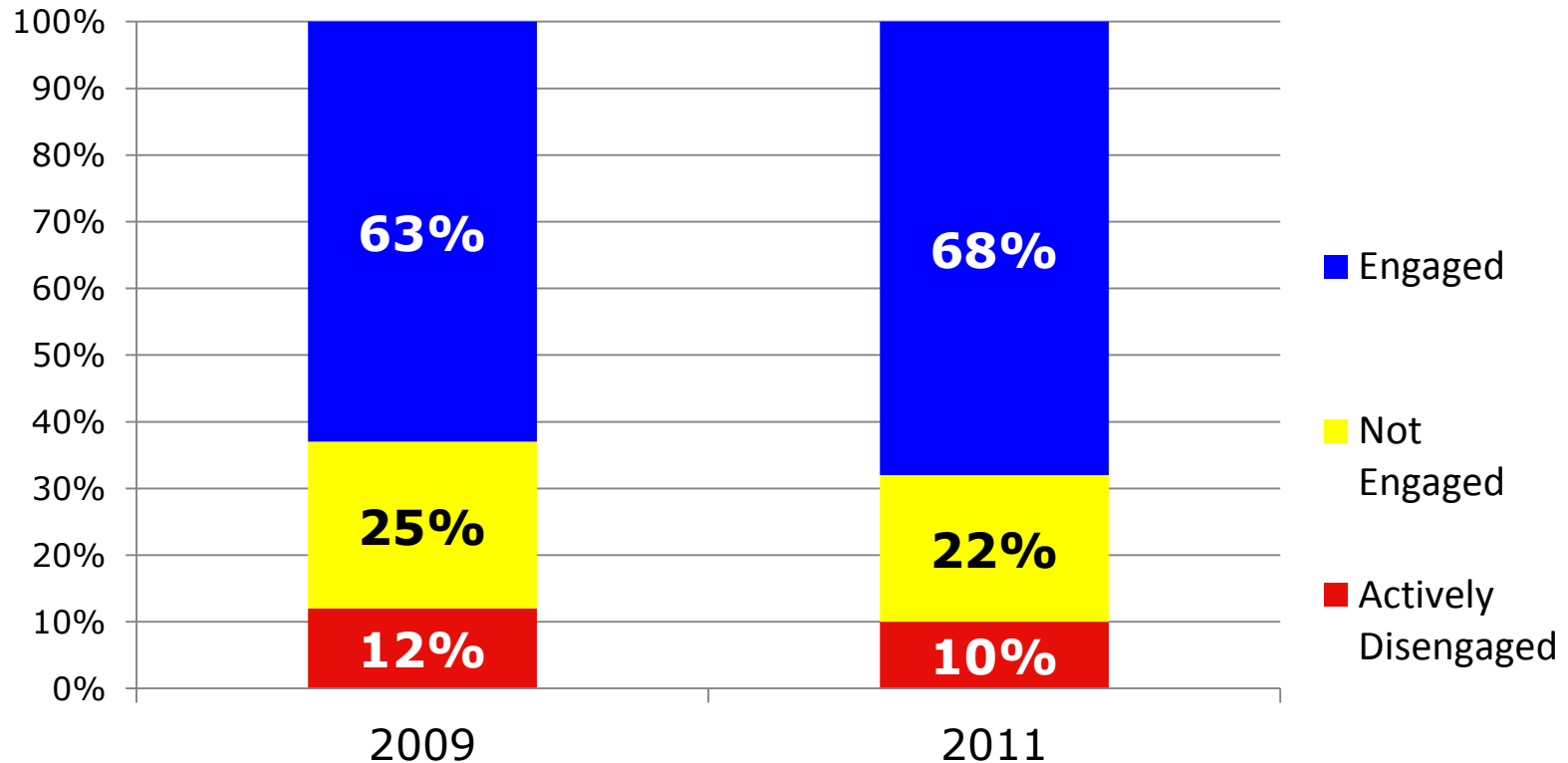
MPS Grand Mean = 4.26 (out of 5) n = 12,165
National Grand Mean = 4.10 (out of 5) n=230,265

Engagement - the involvement in and enthusiasm for school.

Distinguishes between high performing and low-performing schools higher reading, math, and science performance on state tests

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Student Engagement

Areas of Promise	2011	2009
I will graduate from high school	4.80	4.83
There is an adult in my life who cares about my future	4.80	4.82
I have a best friend at school	4.59	4.60

Areas of Opportunity	2011	2009
I can find lots of ways around my problems	4.08	4.04
In the last seven days, I have received recognition or praise for doing good schoolwork.	3.76	3.62

Significant change = +/-.20

* Same as 2009

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Overall Engagement
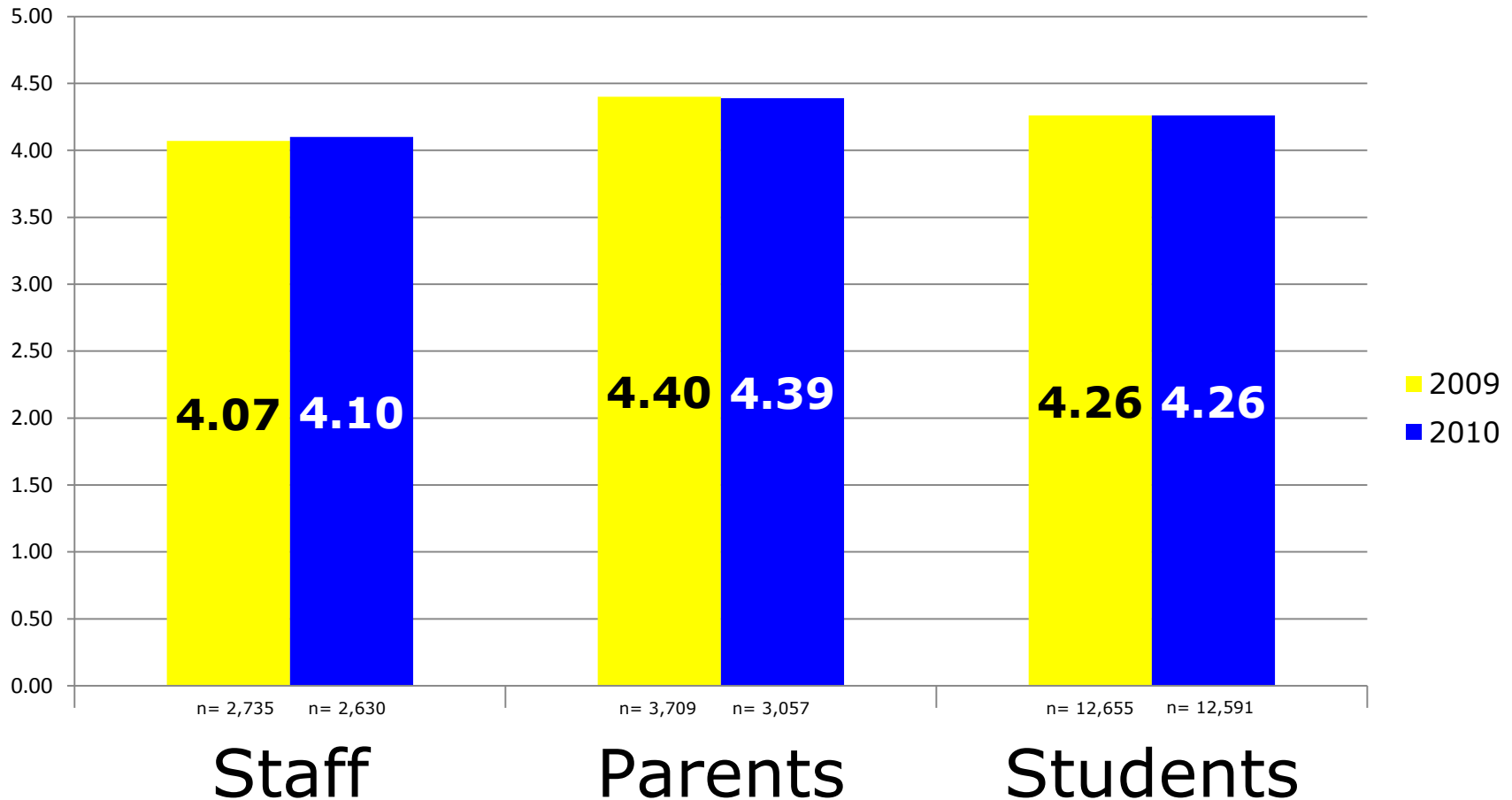
Significant change = +/-.20

Gallup Q12, CE11 and Student Impact Training

Principals attended two impact training sessions. One session focused on staff and parent data. The second session focused on student data.

During impact training sessions, principals and managers became familiar with the principles of engagement and its impact on performance in schools.

Supervisors identified and compared their 2011 to their 2009 Q^{12} and CE^{11} scorecard.

Follow Up to Training

During the second semester, principals and supervisors are sharing their data with stakeholders.