



EFFECTIVE EMPLOYEES UPDATES

March 27, 2023



Human Resources

PRESENTER TEAM

Kristen Ryan, *Executive Director of Human Resources*

Ron May, *Director of Human Resources & Safety*

Megan Epperson, *Assistant Director of Human Resources*

Kaitlin Shulman, *Recruitment & Retention Facilitator*



Today's Agenda:

Goals:

1. **Share initial data** from EPIC and Panorama surveys

4 EFFECTIVE EMPLOYEES



1. Create positive and supportive work environments for all employees.
 - a. Support the success and well-being of every employee.
 1. Develop and support Professional Learning Communities.
 2. Support the training and success of all classified employee groups.
 3. Update the classified evaluation tool to reflect duties of positions.
 4. Update for certified staff the Charlotte Danielson evaluation materials and professional learning.
 5. Revise and implement fall and spring climate surveys and staff stay and exit interviews.
 6. Add a climate and culture focus to each administrative monthly professional development.
 7. Implement a site-based monthly recognition program for all employee groups.
 8. Provide an overview of health and wellness resources to all staff members.
2. Attract high-quality candidates for all employee groups.





1. Epic & Panorama Surveys

WHY TWO SURVEYS?

- **EPIC**
 - Statewide initiative to retain Kansas educators, short-term survey
 - Compares to specific benchmark districts and targets specific recruitment and retention drivers
 - Administered in Fall 2021 and will be ongoing
- **Panorama**
 - Provides tailored “playbook” to address areas of concern
 - Data available to individual buildings to provide scaled response
 - Designed to be biannual climate survey (once per semester) for staff, families, and students
 - Administered for fall 2022 and will be ongoing



EPIC SURVEY

Teacher Retention Survey - *Classified Coming Soon!*

- Kansas Teacher Retention Initiative launched in 2021
- **20,000 educators in the state of Kansas participated** (*response rate of 50%*)
- **671 certified Lawrence participants in 2021** (*response rate of approx. 72%*)
- Includes comparisons against state data and benchmark districts (Olathe, Gardner-Edgerton, Topeka, Seaman, Geary County, Manhattan-Ogden)



KANSAS

TEACHER RETENTION INITIATIVE

in partnership with



EMPORIA STATE
UNIVERSITY



Kansas Association
of School Boards



Kansas National
Education Association



United School Administrators of Kansas



LAWRENCE
Public Schools



EPIC SURVEY

Teacher Retention Survey

- **Items were evaluated on a 5-point Likert scale** to assess the extent to which they aligned with the presented area and/or aspect of teaching.
- **Survey evaluated educator experience, engagement and turnover intentions**
- Set of items developed to evaluate the **extent to which factors impact perceived importance to educator engagement and retention**
- Standard set of 11 items were developed to measure overall 'engagement' of each individual teacher



EPIC SURVEY

Teacher Engagement and Retention Report

Significant Drivers for Engagement and/or Retention organized by satisfaction (perceived experience):

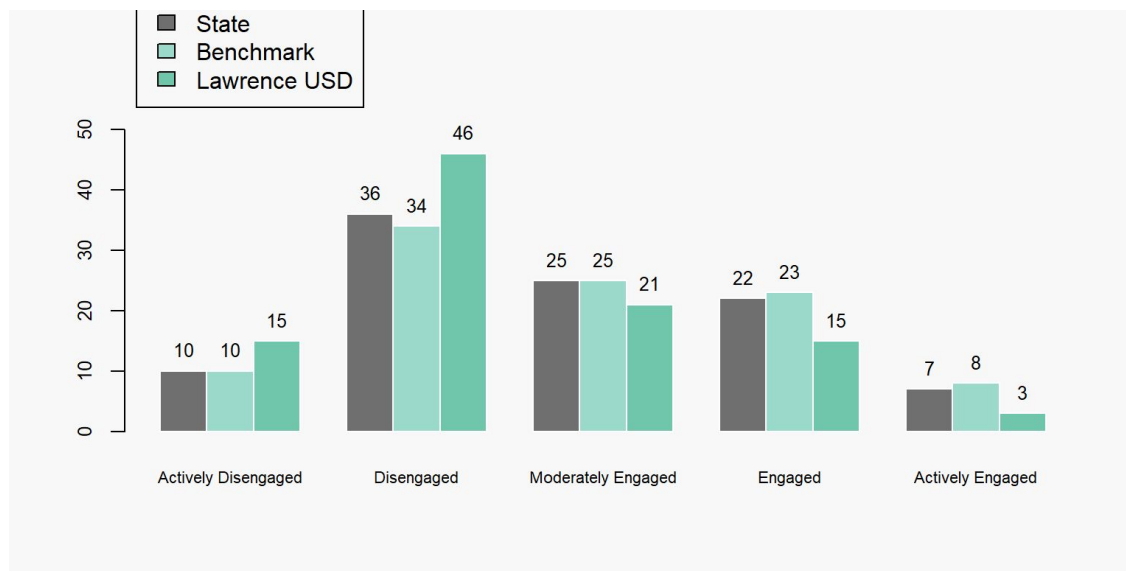
Low Satisfaction	Moderate Satisfaction	High Satisfaction
<ul style="list-style-type: none">• District's attention and approach to supporting staff's mental and emotional health• Quality of professional development days/opportunities• Current salary• Ability to request and secure a substitute teacher• Salary growth potential in the future	<ul style="list-style-type: none">• Parent support and involvement at school• Access to necessary resources and instructional materials• Principal's instructional leadership• Reputation of the district• Supports the school/district has in place to meet student social-emotional needs	<ul style="list-style-type: none">• Relationship with colleagues within school• Relationship with their principal• Opportunity to work with a diverse student population• Level of safety staff and students feel at school



EPIC SURVEY

Teacher Engagement and Retention Report

Engagement Index: Engaged teachers tend to embrace teaching as their chosen profession and are committed to it.



EPIC SURVEY

2023 Classified Engagement and Retention

- **Similar survey will be sent out in April 2023** to classified staff across the state
- Survey will include ability to breakdown by demographics and accessible in multiple languages and device types (computer, phone, etc.)



PANORAMA SURVEY

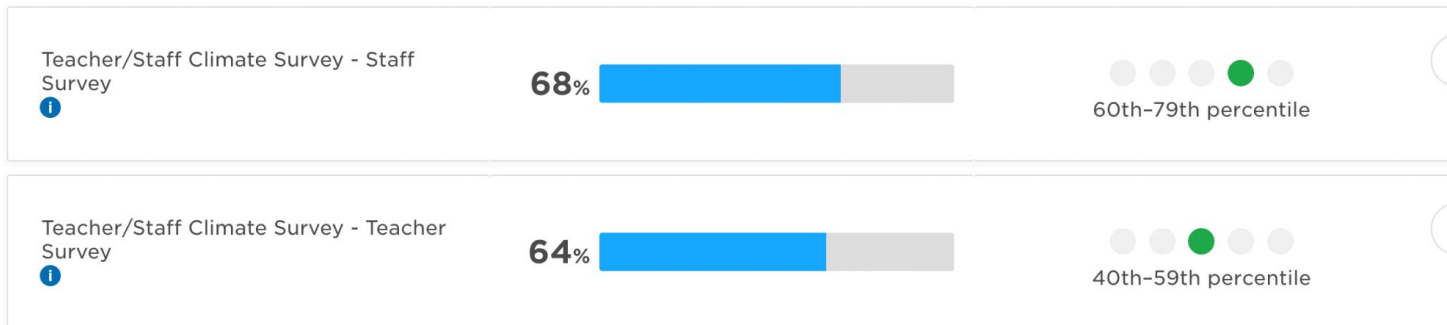
District Climate Survey (Fall Semester)

- **201 staff participants + 654 teacher participants**
= 855 total participants for Fall 2022
- **Conducted in January 2023** (for fall 2022)



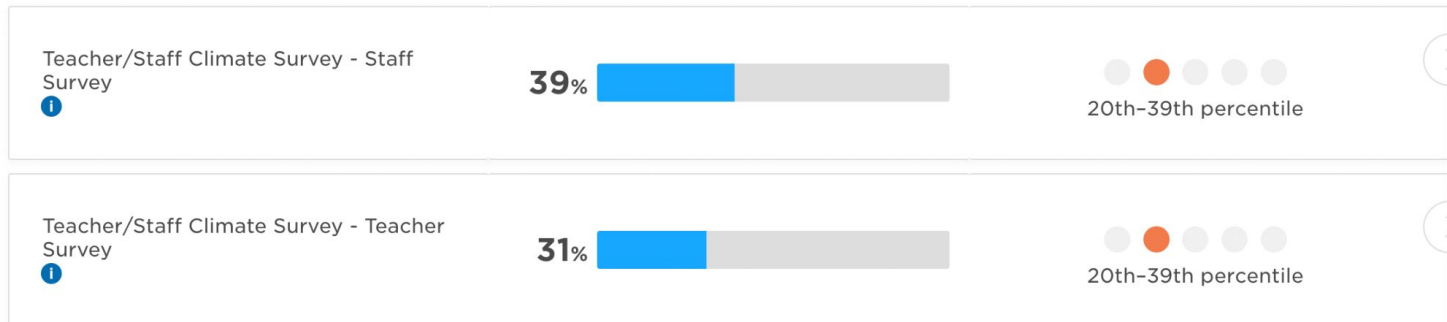
PANORAMA SURVEY

Belonging



VS. EPIC 2021: Relationship with colleagues within school HIGH SATISFACTION

Resources



VS. EPIC 2021: Access to necessary resources and instructional materials MODERATE SATISFACTION



PANORAMA SURVEY

School Climate

Teacher/Staff Climate Survey - Staff Survey



67%



60th-79th percentile



Teacher/Staff Climate Survey - Teacher Survey



60%



40th-59th percentile



School Leadership

Teacher/Staff Climate Survey - Staff Survey



71%



60th-79th percentile



Teacher/Staff Climate Survey - Teacher Survey



64%



60th-79th percentile

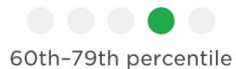


VS. EPIC 2021: Principal's instructional leadership MODERATE SATISFACTION

PANORAMA SURVEY

Staff-Leadership Relationships

Teacher/Staff Climate Survey - Staff Survey



Teacher/Staff Climate Survey - Teacher Survey



VS. EPIC 2021 Relationship with their principal HIGH SATISFACTION



Next Steps...

4 EFFECTIVE EMPLOYEES

MISSION FORWARD

LAWRENCE Public Schools

The graphic features a grid background with several arrows pointing right. A large blue arrow in the center contains the text 'MISSION FORWARD'. Above it, a smaller orange arrow contains the word 'MISSION'. In the top right corner, there is a lightbulb icon with three stylized human figures inside. The Lawrence Public Schools logo is also present in the top right.

Goals:

- Continue to analyze survey results and establish plan to address the data
 - District & building administrators have reviewed data this week
 - Next, we will set goals and integrate data with KESA and building goals for 2023-2024
 - Meet with LEA & PAL-CWA leaders to review data

