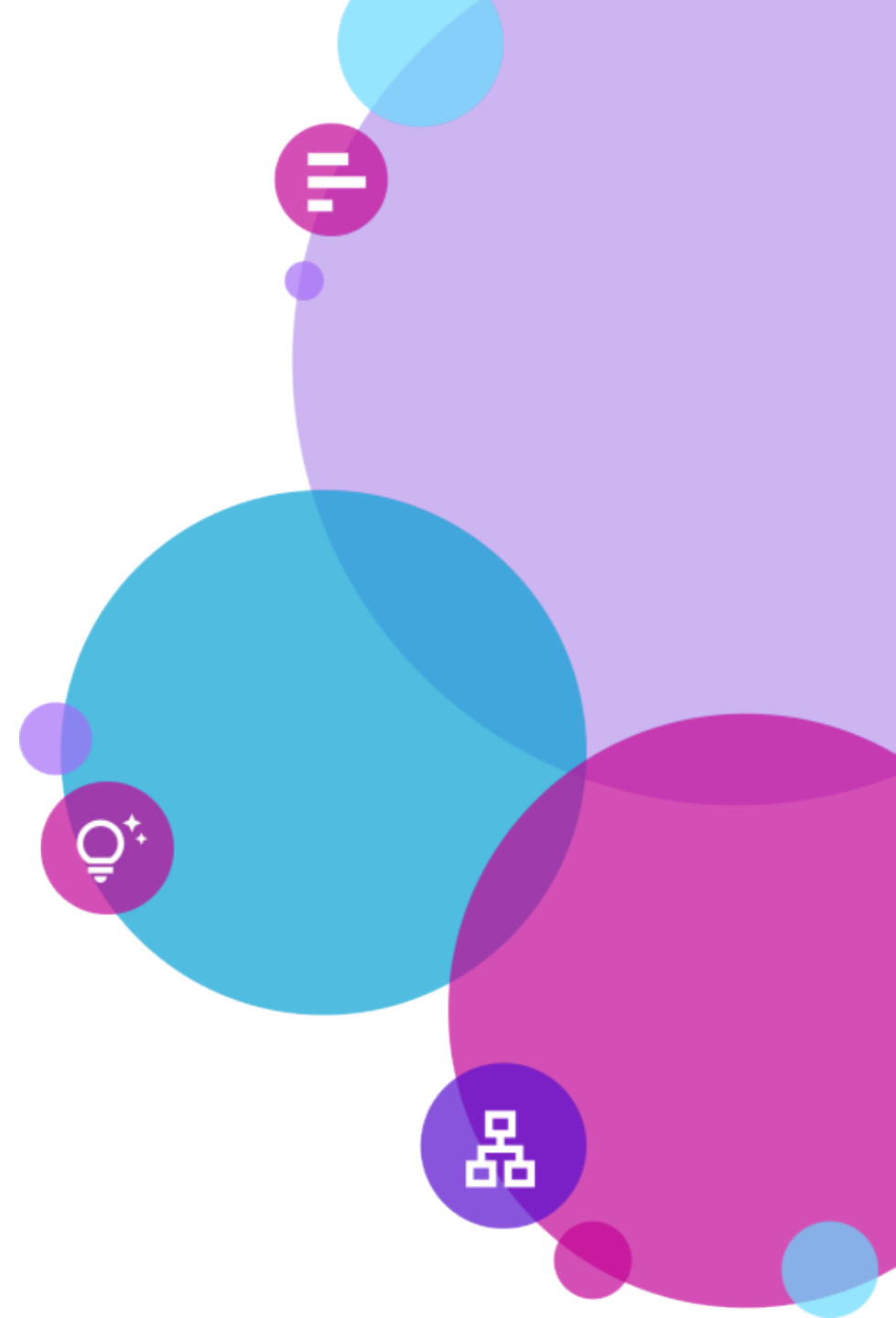




Workplace Experience Summary Report

Waterford Union High School District
October 2026



How to Use This Report

Designed for High-Level Understanding & Sharing

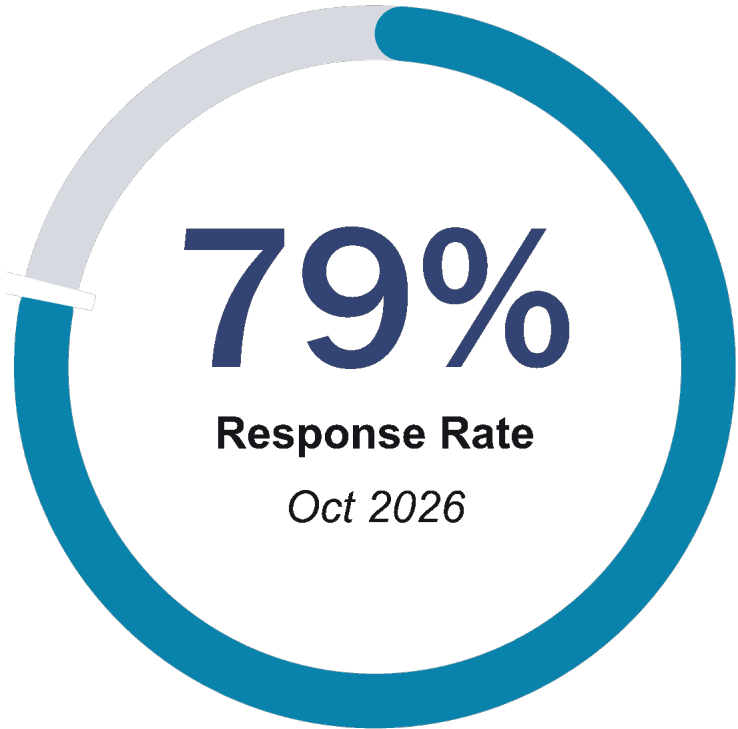
- Understand Overall Workplace Experience
- Identify Strengths
- Uncover Challenges
- Share with Team

Use the Energage Platform For Deeper Dives

- Department Scores
- Demographic Scores
- Comment Analyses
- Taking Action



Workplace Survey Stats



126
Employees invited



100
Employees responded



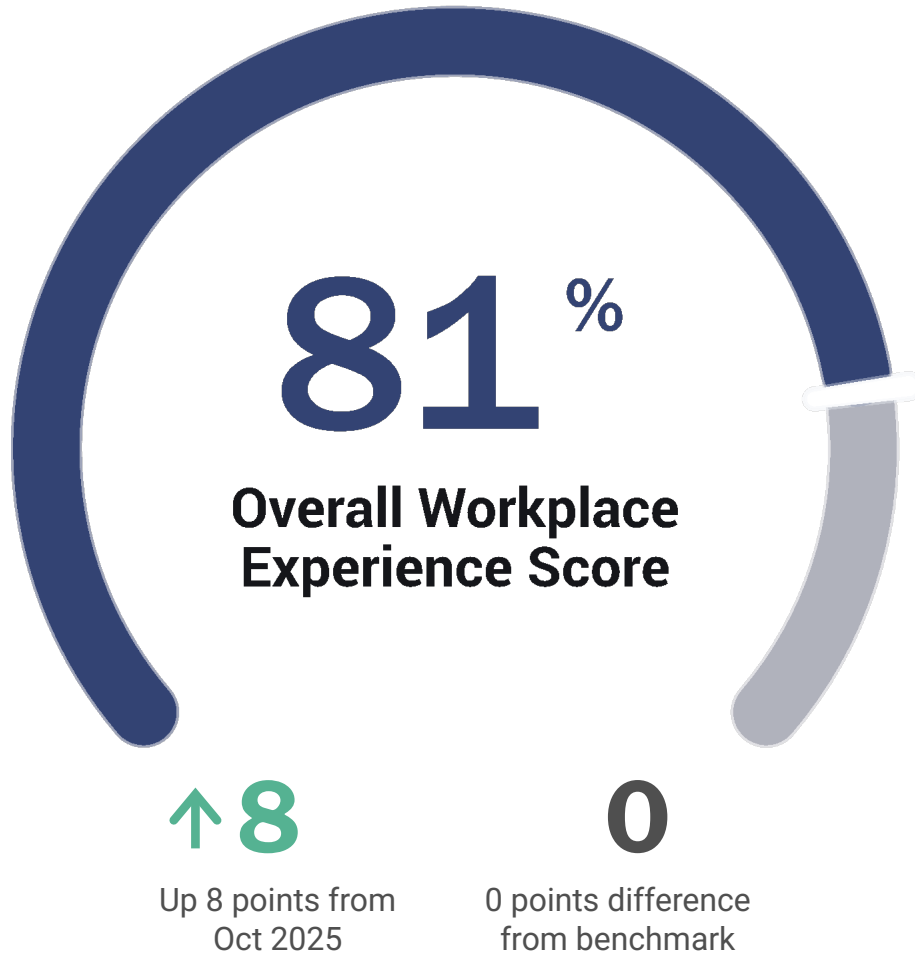
87%
Response rate from last survey

Benchmark Comparison

Primary & Secondary Schools - 2026

77 organizations, including 60 Top Workplaces, with between 60 and 250 employees.

Workplace Experience Score



Workplace Experience Themes

We have categorized the core survey items into the themes below

- **Engaged**
Maximum effort, commitment, advocacy, and satisfaction
- **Closely Aligned**
Shared belief in direction, values, meaning, and leaders
- **Empowered to Execute**
Communication, collaboration, and low operational friction
- **Respected & Supported**
Inclusion, support, openness, and appreciation
- **Enabled to Grow**
Learning, feedback, and reaching potential
- **Fairly Valued**
Pay fairness, benefits, stress, well-being, and work-life flexibility

Employee Net Promoter Score (eNPS)

How likely are you to recommend Waterford Union High School District as a place to work?

Employee Net Promoter Scores can range from -100 to 100

Organization-level results for Waterford Union High School District



Response Breakdown



How your score is calculated

59% promoters - 18% detractors = 41

Biggest Movers

The statements below represent the biggest increases by percent favorable since the last survey.

Statements with Biggest Increases

↑22

Clued-in Leaders

District Office Personnel understand what is really happening at Waterford Union High School District

↑18

Well-Being

Waterford Union High School District does a great job of prioritizing Employee well-being

↑17

Motivation

Waterford Union High School District motivates me to give my very best at work

Statements with Biggest Decreases

There are no statements with a decrease compared to the prior survey.



Key Benchmark Comparisons

The statements below represent the highest and lowest scores relative to the Primary & Secondary Schools - 2026 benchmark by percent favorable.

Top Statements Relative to Benchmark

- +10

Potential
Waterford Union High School District enables me to work at my full potential
- +9

Pay
My pay is fair for the work I do
- +6

Benefits Package
I am very satisfied with my benefits package

Bottom Statements Relative to Benchmark

- 5

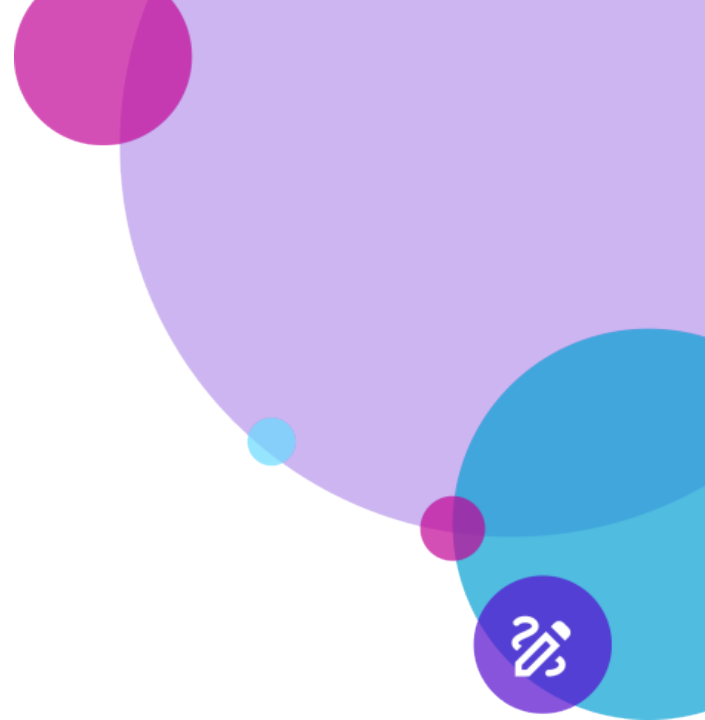
Well-Being
Waterford Union High School District does a great job of prioritizing Employee well-being
- 7

Feedback
I regularly receive helpful feedback about my performance
- 13

Work-life
I have the flexibility I need to balance my work and personal life

Custom/Added

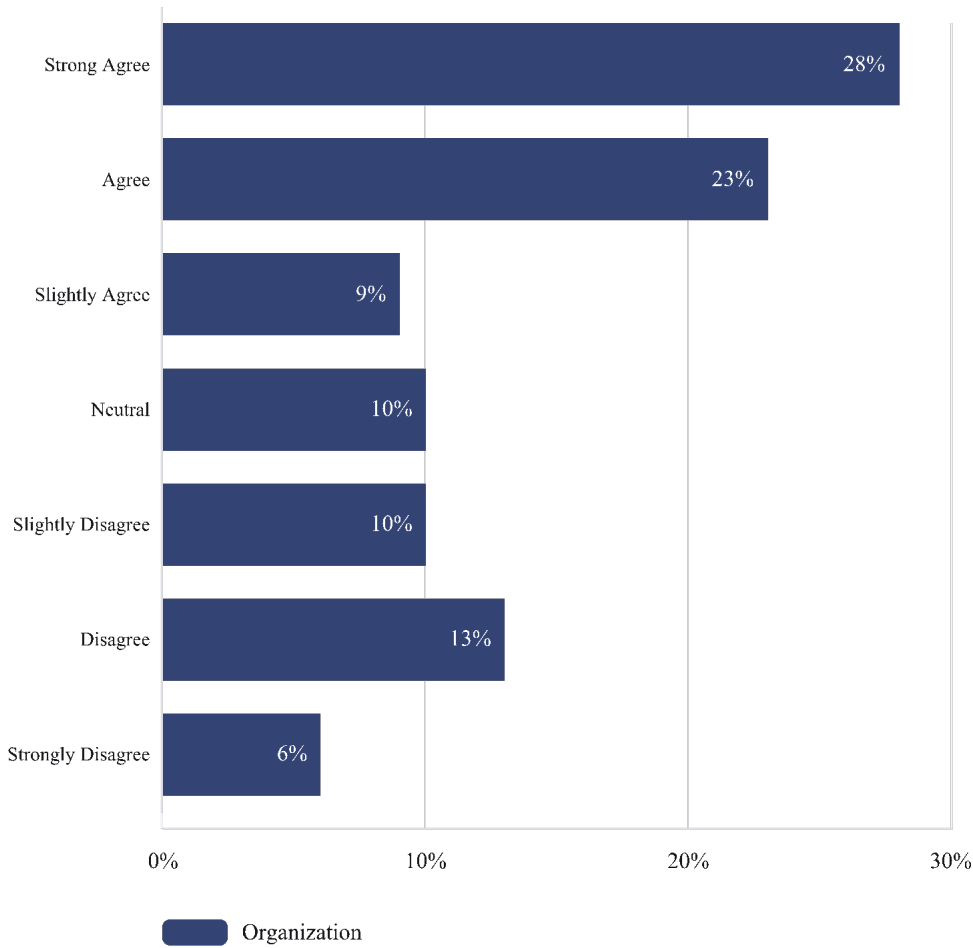
Statements included on the survey by Waterford
Union High School District



Benefits

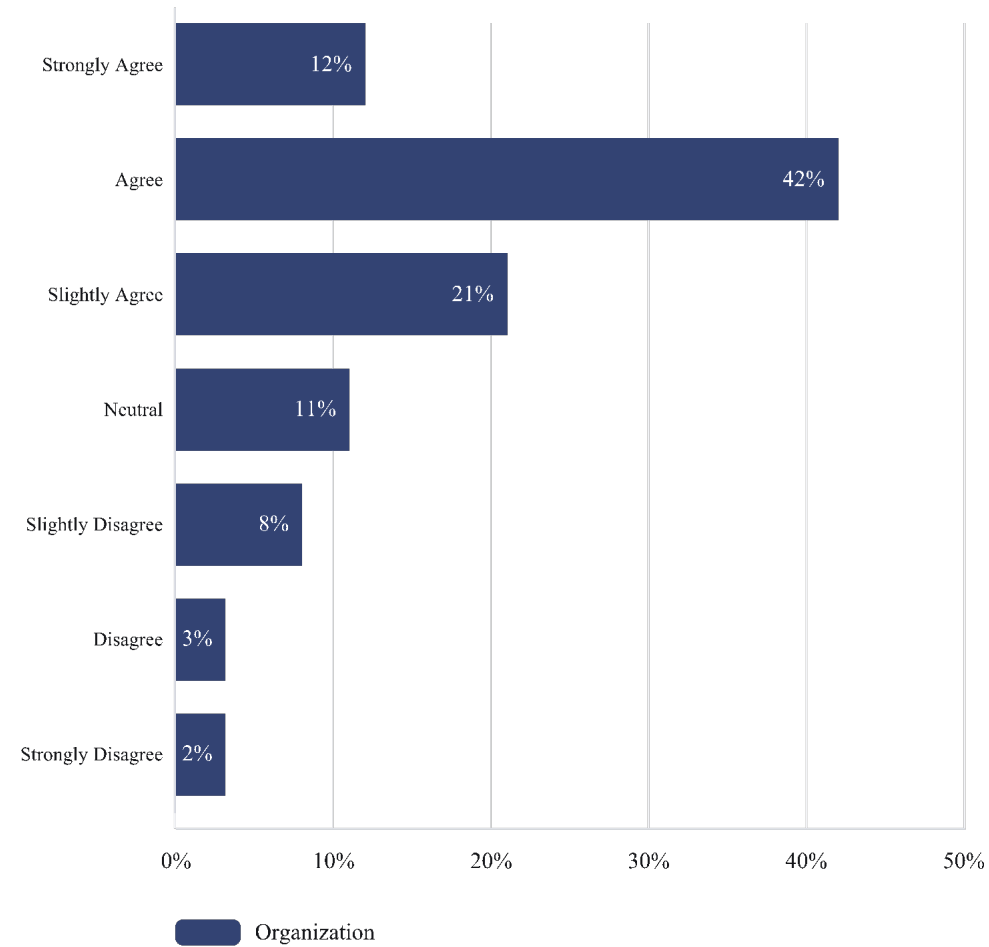
I feel comfortable taking full advantage of my benefits, such as leave or sick time

Response distribution by Organization



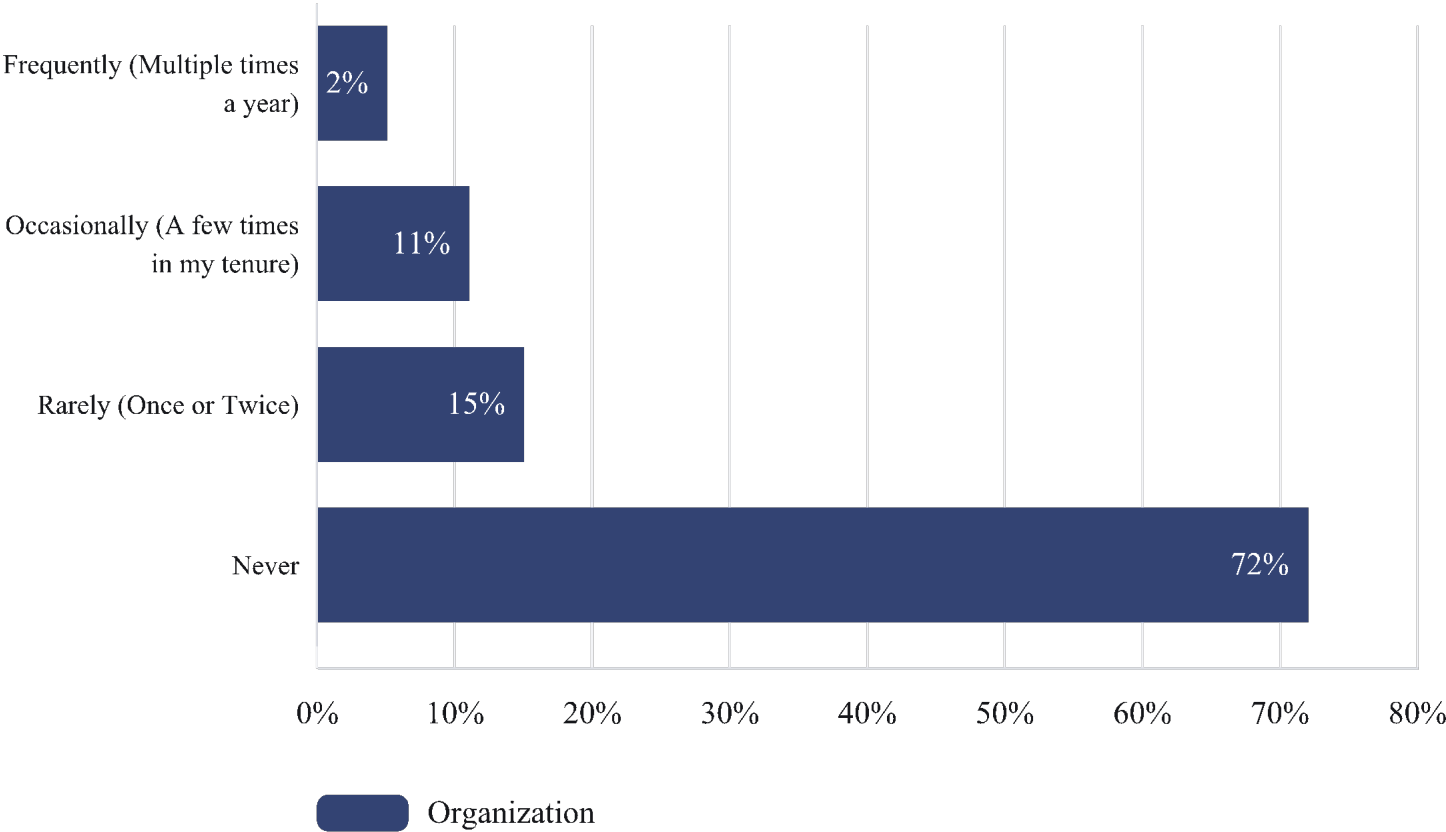
Innovation

District priorities reflect the needs of the staff and school
Response distribution by Organization



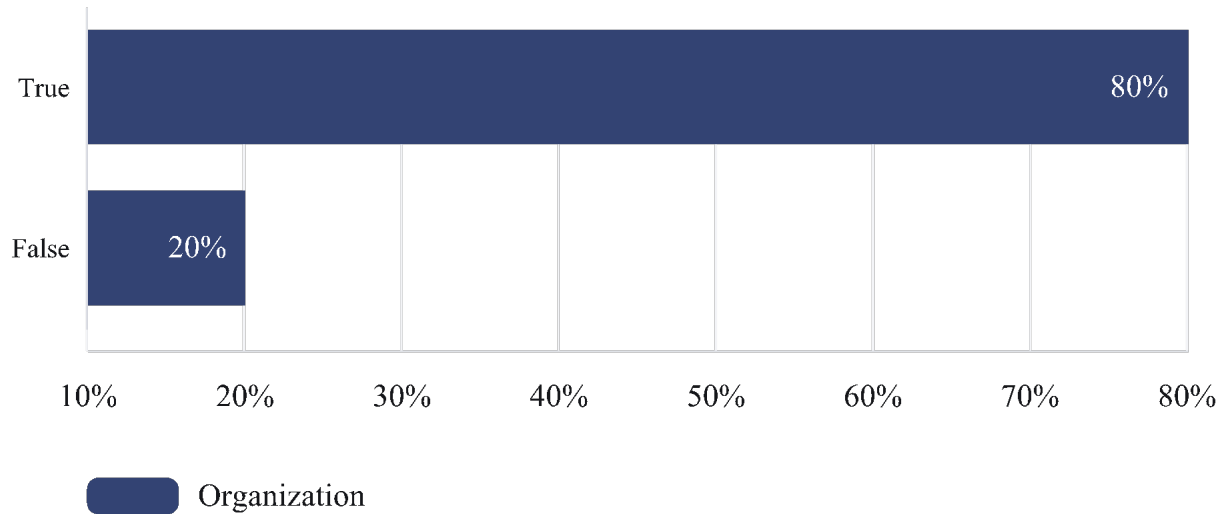
Leadership

Have you ever experienced a situation where a written Board Policy was bypassed or ignored?
Response distribution by Organization



Supportive Managers

Staff feel encouraged and supported when voicing concerns or providing constructive criticism to administration
Response distribution by Organization



Next Steps



Thank

Employees put time into providing thoughtful feedback and should hear you appreciate it.



Share

Be transparent with results and show what's working and what needs still need work.



Discuss

Use the results to foster conversations and build a better understanding of what is going on.



Analyze

Use the Energage Platform to slice and dice your results further if you have unanswered questions.



Act

Choose 1 or 2 areas to act on. These should be things that you believe you can make an impact on.



Monitor

Keep a close eye on progress. Use Energage pulses to help measure improvement.

Need Help?

Need help? **Visit the help center** or take advantage of your included **customer advising sessions**. Want more help? Our **expert consultants** are ready to help you take action.