



WE ARE FARIBAULT



Survey Rollout and Action Steps

- District Service Staff (DSS) survey given out during October 2025 and results shared with Department heads and goals set based off of results.
- Employee Experience (EE) survey given out during November of 2025.
- District Leadership Team trained in December on how to roll out results.
- Building Leaders shared results of EE survey shared with staff at each site and goals set from results.



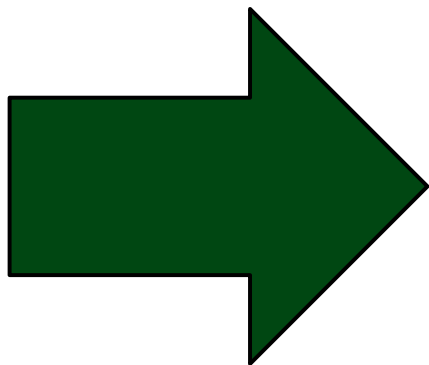
District Scores

| | | |
|----|--|------|
| 1 | I feel supported with good processes and the appropriate resources to do my job. | 3.57 |
| 2 | I receive feedback on my strengths as an employee. | 3.39 |
| 3 | I feel supported in balancing my work responsibilities. | 3.41 |
| 4 | I receive appropriate recognition when I do good work. | 3.34 |
| 5 | I believe that leaders in my immediate work environment are genuinely concerned for my welfare. | 3.85 |
| 6 | I feel that resources in my immediate work environment are allocated to maximize effectiveness. | 3.43 |
| 7 | I have the opportunity to provide input on decisions that affect my job. | 3.43 |
| 8 | I have a clear understanding of my expectations as an employee. | 4.07 |
| 9 | I have the support needed from leadership in my immediate work environment to accomplish my work objectives. | 3.81 |
| 10 | I receive feedback concerning areas for improving my performance. | 3.37 |
| 11 | I feel that district-level resources are allocated to maximize effectiveness across the organization. | 2.81 |
| 12 | I believe district-level information is communicated in a timely manner across the organization. | 3.10 |
| 13 | I see progress being made to create a culture of success for employees across the district and for those we serve. | 3.06 |
| 14 | I would recommend that parents select my district to serve their child. | 3.26 |
| 15 | I feel that others in my district connect with me in honest two-way communication. | 3.50 |
| 16 | I work in a district where employees regularly share and exchange ideas. | 3.67 |
| 17 | I feel that district culture supports open and honest communication. | 2.98 |
| 18 | I have a clear understanding of the mission and goals of my district. | 3.64 |
| 19 | I believe my work positively impacts those we serve. | 4.32 |
| 20 | I feel a sense of pride when I tell people where I work. | 3.61 |



What Is Your Goal?

If Your Score Is.....



| | | |
|---------------|---|----------|
| 3.00 to 3.49 | → | .20 |
| 3.50 to 3.74 | → | .15 |
| 3.75 to 3.99 | → | .10 |
| 4.00 to 4.30 | → | .05 |
| 4.31 or above | → | maintain |

Goal is current mean +...



District EE Results-Highest Scores

- I believe my work positively impacts those we serve. 4.32
- I have a clear understanding of my expectations as an employee.
4.07
- I believe leaders in my immediate work environment are genuinely concerned about my welfare. 3.85
- I have the support needed from the leaders in my immediate work environment to achieve my work objectives. 3.81



District EE Results-Lowest Scores

- I feel district-level resources are allocated to maximize effectiveness across the organization. 2.81
- I feel that district culture supports honest and open communication. 2.98
- I see progress being made to create a culture of success for employees across the district and for those we serve. 3.06
- I believe district-level information is communicated in a timely manner across the organization. 3.10

District Wide Resources

- accurately define resources

① teacher budgets

- more staffing & equitable

⑦ more resources for quality conditions (buildings, water)

⑧ transparency about allocation (why one bldg gets something)

② more access to gen ed materials for sped.

④ inventory every year - what is needed

• and collect info (feedback/what's missing)

- transparency about curriculum cycles,

Honest and open com

⑥ leadership by walking around (district staff in buildings) ●●●●

① district calendar of events (all across district)

⑥ all in leadership practicing the "listening to understand" ~~an~~ instead of "to respond" (vulnerable enough to say "I don't know")

① Getting to know staff by name so they feel heard.

② Stop and listen (even when very busy)

Clear Expectations *keep doing or start doing*

- roles & resp. document - all job titles - all personnel
- play book
- use language in play book for reward/recog & tough convos.
- walk throughs / feedback

Immediate w.e. *keep doing or start doing*

- spot rounding
- presence (active)
- follow-through





“Closing the Loop”

- Share Action Steps by end of June
- Set “Pulse Checks” 2-3 times in 26-27
 - Remind them of your goal/action
 - Provide them with your progress
 - Gather feedback (better? worse?)

