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## **Greater St. Albert Catholic Schools Named 2017 Gallup Great Workplace Award Winner**

*Award winners' ratio of engaged employees to actively disengaged employees is more than 15 times higher than the international average*

St. Albert, Alberta— April 24, 2017 — Greater St. Albert Catholic Schools is proud to announce that it has received the 2017 Gallup Great Workplace Award. The award was created to recognize organizations for their extraordinary ability to create engaged workplace cultures that drive business outcomes.

Greater St. Albert Catholic Schools joins a prestigious group of organizations that average 14 engaged employees for every one actively disengaged employee, which is nearly seven times the rate in the U.S. and more than 15 times the rate for workforces globally.

Superintendent Keohane commented, *“The recognition we are receiving is due to the outstanding staff that our district has who are committed to providing the best educational experience. Students are the benefactors of a highly engaged staff. Our intentional focus on employee engagement contributes to student success and it is not coincidental that the District ranks in the province, as one of the best! We know that when our employees are thriving and supported in the workplace, the engagement of students and their success in the classroom increases.”*

What separates great workplace cultures from the rest? Gallup has studied millions of employees around the world to answer this very question. Regardless of company size, location or industry, the very best organizations all share one undeniable trait: They have an intense and intentional focus on engaging their employees.

That focus means more than administering a survey once or twice a year. While measurement is important and necessary, great workplaces know that engaging employees requires real strategy and commitment. They do not simply promise a culture of engagement — they deliver on it.

Great workplaces have leaders who make engagement a priority — as a competitive point of differentiation — and who communicate openly and consistently. They hold their managers accountable — not just for their team's engagement, but also for how engagement relates to their team's overall performance. They have well-defined and comprehensive development programs for leaders and managers, and they emphasize the development of individuals and teams.

Great workplace cultures treat employees as stakeholders of their future. They focus on concrete performance management activities, such as clarifying work expectations, getting people what they need to do their work, providing development opportunities and promoting positive coworker relationships. As a result, their employees create more and better work, stay with their organization longer and win the best customers of the future.

Creating and sustaining a great workplace is no easy feat. Gallup research shows that worldwide, just 16% of employees are engaged in their jobs — they are highly involved in and enthusiastic about their work and are psychological "owners" who drive performance and innovation to move the organization

forward. A staggering 84% of employees are either not engaged and detached from their organization or — even worse — are actively disengaged, potentially feeling resentful and acting out their unhappiness.

Gallup's rigorous scientific research links employee engagement to nine integral performance outcomes: customer metrics, profitability, productivity, turnover, employee and patient safety incidents, shrinkage, absenteeism, and quality. Companies with this winning combination have a competitive edge — organizations with highly engaged workforces can grow at a rate that is 4.3 times greater than that of their competitors.

“The world's top-performing organizations help lead the global economy by engaging their workforces,” said Jim Harter, Ph.D., Gallup's chief scientist of workplace management and well-being. “Gallup's Great Workplace Award winners understand and acknowledge the importance of employee engagement by making it a vital part of their organization while using it as a driving force to create real business outcomes.”

As an award recipient, Greater St. Albert Catholic Schools have shown measurable impact on student success as a result of having a more engaged workforce. They have achieved this by integrating engagement into four areas that Gallup has identified as vital to cultivating a workplace culture of engagement:

- strategy and leadership
- accountability and performance
- communication and knowledge management
- development and ongoing learning

In addition to demonstrating measurable business impact, winning organizations must meet the following minimum criteria to be considered for the award:

- administer an employee engagement survey to at least 50 respondents representing a census of the organization
- receive a high, qualifying response rate
- receive a qualifying score on Gallup's Q<sup>12</sup> employee engagement survey

A panel of Gallup workplace experts evaluates applicants and assesses them against criteria established by the most comprehensive workplace study ever conducted. The top organizations selected gain entry into an elite group of companies that have received the Gallup Great Workplace Award.

For more information about the awards, contact [GallupGWA@gallup.com](mailto:GallupGWA@gallup.com).

### **About Greater St. Albert Catholic Schools**

Greater St. Albert Catholic Schools provides Catholic Education to over 6,000 students in schools located in Legal, Morinville and St. Albert. GSACRD offers a range of programming including: Full and half-day kindergarten, French Immersion, Advanced Placement, International Baccalaureate, Sports Academy, and integrated learning for students with diverse needs.

### **About Gallup**

Gallup delivers analytics and advice to help leaders and organizations solve their most pressing problems. Combining more than 80 years of experience with its global reach, Gallup knows more about the attitudes and behaviors of employees, customers, students and citizens than any other organization in the world. Gallup works with leaders and organizations to achieve breakthroughs in customer engagement, employee engagement, organizational culture and identity, leadership development, talent-based assessments, entrepreneurship, and well-being.