

Results: Employee satisfaction survey 2024

Employees were invited to participate in a satisfaction survey conducted by an external organization. The purpose of this survey is to ensure the highest quality of education by gathering valuable feedback from the community. This process not only helps in identifying areas for improvement but also empowers employees by giving them a voice in their own work experience.

- In 2024, 46 parents (75%) completed the survey, providing essential insights to help shape the future of our education programmes.
- The survey consisted mainly of statements with which employees could agree or disagree.
- Interpretation of results: The value was assigned to the answers given: 1 'completely disagree' to 10 'completely agree'. Then the average score was calculated for each question.

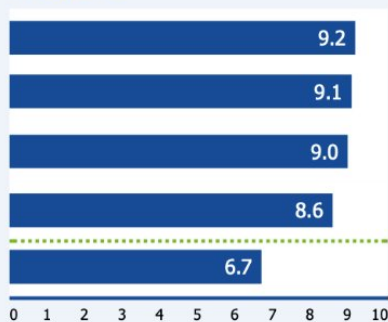
Overall satisfaction:

Overall satisfaction

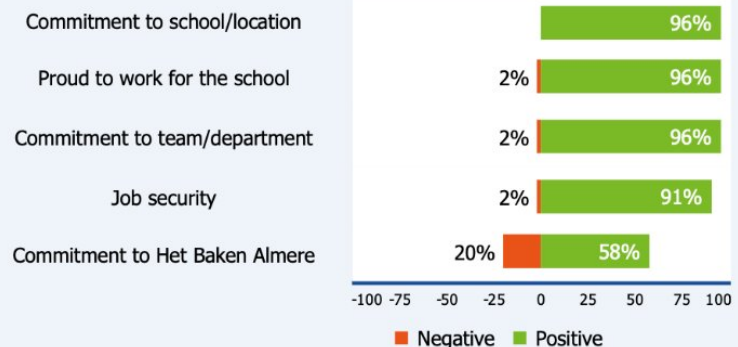


Overall satisfaction and commitment

Average scores



Percentages (dis)satisfied



Note: The benchmark is based on research by DUO (Onderwijsonderzoek & Advies) among employees in Secondary schools. The benchmark Secondary schools contains results of approximately 15,000 employees.

Professionalism of culture

Professionalism of the culture

International School Almere	Benchmark Secondary schools
7.9	6.8

Dimensions	International School Almere	Benchmark	Compared to benchmark
Clear vision of management that is supported by the employees	8.2	6.8	++
Professional decision making	7.2	5.9	++
Attention to personal development	7.6	7.0	++
Open culture	8.1	6.7	++
Focus on student	8.5	6.8	++
Ownership	8.1	7.3	++
Total	7.9	6.8	++

Commitment of employees

	Leaders	Driving forces	Jobhoppers	Leavers	Stickers
International School Almere	12%	74%	14%	0%	0%
Benchmark Secondary schools	10%	67%	15%	2%	6%

Commitment - from leaders to stickers

(Very) enthusiastic employees



Unenthusiastic employees

These employees are extremely enthusiastic, very motivated and very involved employees. Work plays an important role in their lives, they are very satisfied with the work, and are proud to work for the school. By definition they will go the extra mile without someone within the school having to ask for this.

This group consists of fairly enthusiastic, motivated and involved employees. They are satisfied with the work, work is indeed important but its importance remains only relative. They will go the extra mile – if it is necessary and it is asked – without grumbling.

Job hoppers have the same characteristics as the 'driving forces', but their involvement with the school is weaker. Their enthusiasm is related more to the nature of the work and less to being proud to work for the school. If they see a new job with better financial or career opportunities in another school/ employer, they will switch. Always 'in' for a new job with a different employer if they see more opportunities (career and/or financial) there.

Leavers are employees who are not enthusiastic, (very) dissatisfied, not motivated and not involved. These employees are actively looking for another employer.

This group of employees is completely lacking enthusiasm. They 'drag themselves' to work every day and are uninvolved, not motivated and only moderately satisfied with the work and the school. Stickers have or see (rightly or wrongly) no opportunities outside their school. Being a 'sticker' is not only unpleasant for the sticker themselves, but certainly also for the team to which they belong to.

Comparison with benchmark Secondary schools

Theme	International School Almere	Benchmark Secondary schools	Deviation from the benchmark
Overall satisfaction	8.5	7.9	++
Nature of the work	8.4	8.0	+
Working conditions	8.6	7.6	++
Personal development	7.4	7.0	+
Immediate supervisor	8.5	7.8	++
Head of school	9.0	7.1	++
Collaboration	8.3	7.2	++
Communication	7.8	6.2	++
Atmosphere	8.8	7.9	++
Education	8.3	7.1	++
Workload	6.4	6.2	o
Identity	8.2	<i>n.b.</i>	

The top five aspects employees are most and least satisfied with

Most satisfied

Theme	Aspect	Score
Head of School	Contributes to good atmosphere	9.3
Working conditions	Workplace	9.0
Atmosphere	Pleasant atmosphere within team/department	8.9
Head of School	Open about measures	8.8
Working conditions	Workplace outside class	8.8

Least satisfied

Theme	Aspect	Score
Workload	Consequences of changes within team/department	4.6
Workload	Time to offer guidance to students who need extra care	5.5
Workload	Not too busy	5.6
Workload	Workload acceptable	6.3
Identity	Expressing identity by employees	6.6