

DOC Team,

I hope this email finds you well.

This past December, we launched our 2023 Employee Engagement Survey, administered through Gallup to gauge the overall satisfaction and engagement of Department of Corrections (DOC) employees.

This purpose of this message is to elaborate on the progress and outcomes highlighted in the recent Director's Desk video. Specifically, I want to share additional insights gleaned from the survey results and explore opportunities for team improvement.

We as agency are committed to responding to the results of the 2023 Employee Engagement Survey, which found that overall engagement- as measured by Gallup's composite score of indicators- was only 20%. In other words, **for nearly every engaged employee, there is one actively disengaged employee.**

What does this mean for us?

The results are clear; there is room for improvement.

As a first step, we encourage open dialogue and constructive feedback from all staff members about the process, results, and what action you would like to see taken. Your input is invaluable in helping us identify areas for improvement and implement positive changes. Together, we create a work environment that fosters growth, collaboration, and employee satisfaction.

Our goal is to increase the number of employees who are actively engaged at work. To do so, we will continue to digest these results, develop action plans with our Leadership Team, and report out to you on progress in our travels across the state.

Thank you to everyone who participated in Gallup's 2023 Employee Engagement Survey. Your feedback is instrumental in guiding our efforts to make the Oregon Department of Corrections a great place to work.

Sincerely,



Michael Reese
Director

Heidi Steward
Deputy Director

