

Survey Title: 2017-2018 Employee Engagement Survey
Report Type: Beating the Trend Turnover Report

Q24(c). I am engaged in my work.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	1.67%	1	1.06%	0	0.00%
Neither Disagree nor Agree	6	5.00%	3	3.19%	2	3.92%
Agree	43	35.83%	48	51.06%	30	58.82%
Strongly Agree	69	57.50%	42	44.68%	19	37.26%

Q24(f). I see professional growth and long-term career opportunities with FCPS.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	19	15.83%	10	10.64%	6	11.77%
Neither Disagree nor Agree	25	20.83%	15	15.96%	9	17.65%
Agree	48	40.00%	44	46.81%	27	52.94%
Strongly Agree	28	23.33%	25	26.60%	9	17.65%

Q24(h). I enjoy working with my school/office leadership.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	12.50%	14	14.89%	7	13.73%
Neither Disagree nor Agree	23	19.17%	13	13.83%	10	19.61%
Agree	42	35.00%	36	38.30%	23	45.10%
Strongly Agree	40	33.33%	31	32.98%	11	21.57%

Q26(i). My school or department has clear goals.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	23	19.49%	6	6.38%	13	25.49%
Neither Disagree nor Agree	19	16.10%	11	11.70%	6	11.77%
Agree	51	43.22%	43	45.75%	24	47.06%
Strongly Agree	25	21.19%	34	36.17%	8	15.69%

Q27(a). My school leadership team/office leadership team is effective.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	23	19.33%	15	16.13%	11	21.57%
Neither Disagree nor Agree	28	23.53%	16	17.20%	11	21.57%
Agree	48	40.34%	44	47.31%	22	43.14%
Strongly Agree	20	16.81%	18	19.36%	7	13.73%
Q27(b). The actions of my school leadership team/office leadership team are consistent with their words.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	24	20.17%	15	15.96%	17	33.33%
Neither Disagree nor Agree	29	24.37%	19	20.21%	10	19.61%
Agree	49	41.18%	43	45.75%	19	37.26%
Strongly Agree	17	14.29%	17	18.09%	5	9.80%
Q27(c). I can count on the support of my school leadership team/office leadership team when addressing problems or issues.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	22	18.49%	15	15.96%	10	19.61%
Neither Disagree nor Agree	23	19.33%	19	20.21%	11	21.57%
Agree	48	40.34%	41	43.62%	20	39.22%
Strongly Agree	26	21.85%	19	20.21%	10	19.61%
Q27(d). I trust my school leadership team/office leadership team to make good decisions.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	24	20.17%	15	16.13%	9	17.65%
Neither Disagree nor Agree	34	28.57%	17	18.28%	12	23.53%
Agree	40	33.61%	44	47.31%	22	43.14%
Strongly Agree	21	17.65%	17	18.28%	8	15.69%

Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	17	14.41%	7	7.53%	18	35.29%
Neither Disagree nor Agree	24	20.34%	11	11.83%	8	15.69%
Agree	55	46.61%	44	47.31%	17	33.33%
Strongly Agree	22	18.64%	31	33.33%	8	15.69%
Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	22	18.49%	12	12.77%	17	33.33%
Neither Disagree nor Agree	34	28.57%	15	15.96%	11	21.57%
Agree	43	36.13%	44	46.81%	16	31.37%
Strongly Agree	20	16.81%	23	24.47%	7	13.73%
Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	26	21.85%	16	17.02%	7	13.73%
Neither Disagree nor Agree	26	21.85%	16	17.02%	7	13.73%
Agree	46	38.66%	49	52.13%	27	52.94%
Strongly Agree	21	17.65%	13	13.83%	10	19.61%
Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	40	33.61%	19	20.21%	22	43.14%
Neither Disagree nor Agree	33	27.73%	28	29.79%	10	19.61%
Agree	28	23.53%	35	37.23%	15	29.41%
Strongly Agree	18	15.13%	12	12.77%	4	7.84%

Q28(a). FCPS recognizes employees for their high-quality work and accomplishments.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	34	28.57%	15	15.96%	13	25.49%
Neither Disagree nor Agree	36	30.25%	23	24.47%	19	37.26%
Agree	39	32.77%	50	53.19%	16	31.37%
Strongly Agree	10	8.40%	6	6.38%	3	5.88%
Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	41	34.17%	17	18.09%	14	27.45%
Neither Disagree nor Agree	32	26.67%	17	18.09%	9	17.65%
Agree	35	29.17%	47	50.00%	25	49.02%
Strongly Agree	12	10.00%	13	13.83%	3	5.88%
Q28(c). Staff members are recognized for good performance at my work site.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	35	29.41%	5	5.38%	22	43.14%
Neither Disagree nor Agree	29	24.37%	8	8.60%	11	21.57%
Agree	43	36.13%	50	53.76%	18	35.29%
Strongly Agree	12	10.08%	30	32.26%	0	0.00%
Q28(d). I am recognized for my accomplishments.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	35	29.41%	17	18.09%	21	41.18%
Neither Disagree nor Agree	38	31.93%	23	24.47%	14	27.45%
Agree	36	30.25%	41	43.62%	14	27.45%
Strongly Agree	10	8.40%	13	13.83%	2	3.92%

Q28(e). I feel appreciated for my work.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	34	28.33%	20	21.28%	13	25.49%
Neither Disagree nor Agree	27	22.50%	21	22.34%	12	23.53%
Agree	44	36.67%	36	38.30%	22	43.14%
Strongly Agree	15	12.50%	17	18.09%	4	7.84%
Q29(a). I have sufficient independence in my work.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	10.92%	11	11.83%	14	27.45%
Neither Disagree nor Agree	13	10.92%	8	8.60%	5	9.80%
Agree	48	40.34%	43	46.24%	22	43.14%
Strongly Agree	45	37.82%	31	33.33%	10	19.61%
Q29(b). My colleagues help create a positive work environment.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	10.92%	7	7.45%	3	5.88%
Neither Disagree nor Agree	10	8.40%	11	11.70%	4	7.84%
Agree	57	47.90%	43	45.75%	35	68.63%
Strongly Agree	39	32.77%	33	35.11%	9	17.65%
Q29(c). My colleagues are held to high professional standards.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	20	17.09%	8	8.51%	3	5.88%
Neither Disagree nor Agree	17	14.53%	10	10.64%	7	13.73%
Agree	52	44.44%	46	48.94%	32	62.75%
Strongly Agree	28	23.93%	30	31.92%	9	17.65%

Q29(d). I have the materials I need to do my job.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	10.92%	12	12.77%	6	11.77%
Neither Disagree nor Agree	21	17.65%	8	8.51%	5	9.80%
Agree	62	52.10%	54	57.45%	27	52.94%
Strongly Agree	23	19.33%	20	21.28%	13	25.49%
Q29(e). My colleagues support me.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	5.93%	4	4.26%	2	3.92%
Neither Disagree nor Agree	9	7.63%	6	6.38%	0	0.00%
Agree	67	56.78%	44	46.81%	31	60.78%
Strongly Agree	35	29.66%	40	42.55%	18	35.29%
Q29(f). My workload is reasonable.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	47	39.50%	32	34.04%	22	44.00%
Neither Disagree nor Agree	16	13.45%	18	19.15%	5	10.00%
Agree	45	37.82%	36	38.30%	19	38.00%
Strongly Agree	11	9.24%	8	8.51%	4	8.00%
Q29(h). My work environment is clean and well maintained.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	17	14.29%	12	12.77%	11	21.57%
Neither Disagree nor Agree	16	13.45%	17	18.09%	5	9.80%
Agree	52	43.70%	45	47.87%	28	54.90%
Strongly Agree	34	28.57%	20	21.28%	7	13.73%

Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	9.24%	3	3.19%	7	14.00%
Neither Disagree nor Agree	18	15.13%	19	20.21%	4	8.00%
Agree	55	46.22%	43	45.75%	23	46.00%
Strongly Agree	35	29.41%	29	30.85%	16	32.00%

Q29(j). I work in an atmosphere where there is mutual respect among staff.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	16	13.45%	9	9.57%	2	3.92%
Neither Disagree nor Agree	20	16.81%	16	17.02%	12	23.53%
Agree	53	44.54%	42	44.68%	29	56.86%
Strongly Agree	30	25.21%	27	28.72%	8	15.69%

Q30(b). The division's training helps me be effective in my job.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	29	24.37%	11	11.70%	4	7.84%
Neither Disagree nor Agree	30	25.21%	24	25.53%	6	11.77%
Agree	38	31.93%	45	47.87%	30	58.82%
Strongly Agree	22	18.49%	14	14.89%	11	21.57%

Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.

Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	28	23.53%	14	14.89%	6	12.00%
Neither Disagree nor Agree	31	26.05%	11	11.70%	10	20.00%
Agree	42	35.29%	43	45.75%	24	48.00%
Strongly Agree	18	15.13%	26	27.66%	10	20.00%

Q30(e). There are leadership opportunities for me in my school or department.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	23	19.33%	11	11.70%	8	15.69%
Neither Disagree nor Agree	29	24.37%	22	23.40%	12	23.53%
Agree	46	38.66%	43	45.75%	22	43.14%
Strongly Agree	21	17.65%	18	19.15%	9	17.65%
Q31(a). There is high staff morale in my school or department.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	43	36.44%	31	32.98%	22	43.14%
Neither Disagree nor Agree	26	22.03%	31	32.98%	10	19.61%
Agree	36	30.51%	27	28.72%	17	33.33%
Strongly Agree	13	11.02%	5	5.32%	2	3.92%
Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	17	14.41%	17	18.09%	9	17.65%
Neither Disagree nor Agree	21	17.80%	15	15.96%	4	7.84%
Agree	60	50.85%	46	48.94%	29	56.86%
Strongly Agree	20	16.95%	16	17.02%	9	17.65%
Q31(d). My school leadership team/office leadership team trusts me to make good decisions.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	11.02%	8	8.51%	10	19.61%
Neither Disagree nor Agree	20	16.95%	15	15.96%	7	13.73%
Agree	57	48.31%	47	50.00%	24	47.06%
Strongly Agree	28	23.73%	24	25.53%	10	19.61%

Q31(f). My school leadership team/office leadership team is willing to listen to new ideas.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	16	13.56%	14	14.89%	9	17.65%
Neither Disagree nor Agree	23	19.49%	15	15.96%	9	17.65%
Agree	63	53.39%	47	50.00%	25	49.02%
Strongly Agree	16	13.56%	18	19.15%	8	15.69%
Q31(g). I can influence decisions in my school or department.						
Ver. Hori.	High/Secondary K		Middle K		Elementary K	
	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	30	25.42%	15	15.96%	13	25.49%
Neither Disagree nor Agree	26	22.03%	26	27.66%	12	23.53%
Agree	45	38.14%	39	41.49%	22	43.14%
Strongly Agree	17	14.41%	14	14.89%	4	7.84%