Engagement Driver	Survey Item	Frequency
School Leadership	I trust my school leadership team/office leadership team to make good decisions.	16
Work Environment	I work in an atmosphere where there is mutual respect among staff.	16
Mission & Vision	My school or department has clear goals.	15
School Leadership	I can count on the support of my school leadership team/office leadership team when addressing problems or issues.	15
Work Environment	My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.	15
School Leadership	My school leadership team/office leadership team is effective.	14
School Leadership	My school leadership team/office leadership team clearly communicates their expectations of my job performance.	14
School Leadership	My school leadership team/office leadership team implements policies fairly in my school or department.	14
School Leadership	My school leadership team/office leadership team effectively communicates about important issues that affect me.	13
Work Environment	My colleagues are committed to their jobs.	12
Work Environment	My colleagues help create a positive work environment.	11
Work Environment	My colleagues support me.	11
School Leadership	The actions of my school leadership team/office leadership team are consistent with their words.	10
School Leadership	My school leadership team/office leadership team ensures staff morale is high in my school or department.	9
Work Environment	My colleagues are held to high professional standards.	9
Mission & Vision	I support the division's mission and vision.	8
Work Environment	I have the materials I need to do my job.	8
Work Environment	I have sufficient independence in my work.	7
Career Growth & Training	The division encourages continued education and professional growth.	7
Work Environment	My work environment is clean and well maintained.	5
Career Growth & Training	The division's training helps me be effective in my job.	5
Career Growth & Training	The division's professional development supports division intiatives.	5
Mission & Vision	I am familiar with the mission and vision of FCPS.	4

Engagement Driver	Survey Item	Frequency
Mission & Vision	I know how I can fulfill FCPS's mission and vision.	4
Career Growth & Training	My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.	4
Mission & Vision	The division's mission and vision are clearly defined.	3
Mission & Vision	The division is moving in a direction that reflects our mission and vision.	3
Career Growth & Training	There are leadership opportunities for me in my school or department.	3
Feedback & Recognition	Staff members are recognized for good performance at my work site.	2
Feedback & Recognition	I am recognized for my accomplishments.	2
Feedback & Recognition	I feel appreciated for my work.	2
Division Leadership	Division leaders ensure staff morale is high.	1
Feedback & Recognition	My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.	1