

**Survey Title: 2017-2018 Employee Engagement Survey**  
**Report Type: Top 5 Elementary Schools with High Turnover**

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

Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.67%	1	2.17%	2	6.67%	1	1.59%	1	2.08%
Neither Disagree nor Agree	0	0.00%	1	2.17%	2	6.67%	2	3.18%	3	6.25%
Agree	24	40.00%	23	50.00%	11	36.67%	24	38.10%	26	54.17%
Strongly Agree	35	58.33%	21	45.65%	15	50.00%	36	57.14%	18	37.50%

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

Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	5.00%	5	10.87%	2	6.67%	5	7.94%	6	12.50%
Neither Disagree nor Agree	8	13.33%	7	15.22%	5	16.67%	4	6.35%	13	27.08%
Agree	30	50.00%	13	28.26%	14	46.67%	22	34.92%	15	31.25%
Strongly Agree	19	31.67%	21	45.65%	9	30.00%	32	50.79%	14	29.17%

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

Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	10.00%	17	36.96%	9	30.00%	8	12.70%	2	4.17%
Neither Disagree nor Agree	6	10.00%	6	13.04%	6	20.00%	6	9.52%	9	18.75%
Agree	30	50.00%	10	21.74%	9	30.00%	17	26.98%	20	41.67%
Strongly Agree	18	30.00%	13	28.26%	6	20.00%	32	50.79%	17	35.42%

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

Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	3.33%	5	10.87%	6	20.00%	10	15.87%	5	10.64%
Neither Disagree nor Agree	4	6.67%	13	28.26%	3	10.00%	6	9.52%	6	12.77%
Agree	35	58.33%	16	34.78%	18	60.00%	22	34.92%	27	57.45%
Strongly Agree	19	31.67%	12	26.09%	3	10.00%	25	39.68%	9	19.15%

**Q27(a). My school leadership team/office leadership team is effective.**

Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	11.67%	21	46.67%	11	36.67%	11	17.46%	3	6.25%
Neither Disagree nor Agree	6	10.00%	3	6.67%	7	23.33%	5	7.94%	8	16.67%
Agree	33	55.00%	16	35.56%	11	36.67%	20	31.75%	20	41.67%
Strongly Agree	14	23.33%	5	11.11%	1	3.33%	27	42.86%	17	35.42%

**Q27(b). The actions of my school leadership team/office leadership team are consistent with their words.**

Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	9	15.25%	19	41.30%	14	46.67%	11	17.46%	7	14.58%
Neither Disagree nor Agree	5	8.48%	9	19.57%	7	23.33%	6	9.52%	5	10.42%
Agree	34	57.63%	10	21.74%	8	26.67%	22	34.92%	21	43.75%
Strongly Agree	11	18.64%	8	17.39%	1	3.33%	24	38.10%	15	31.25%

Q27(c). I can count on the support of my school leadership team/office leadership team when addressing problems or issues.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	21.67%	19	41.30%	12	40.00%	11	17.46%	4	8.33%
Neither Disagree nor Agree	13	21.67%	3	6.52%	7	23.33%	5	7.94%	8	16.67%
Agree	21	35.00%	15	32.61%	9	30.00%	21	33.33%	18	37.50%
Strongly Agree	13	21.67%	9	19.57%	2	6.67%	26	41.27%	18	37.50%
Q27(d). I trust my school leadership team/office leadership team to make good decisions.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	13.33%	16	34.78%	12	40.00%	12	19.05%	4	8.51%
Neither Disagree nor Agree	12	20.00%	6	13.04%	7	23.33%	5	7.94%	10	21.28%
Agree	28	46.67%	17	36.96%	9	30.00%	22	34.92%	18	38.30%
Strongly Agree	12	20.00%	7	15.22%	2	6.67%	24	38.10%	15	31.92%
Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	3.45%	12	26.09%	9	30.00%	11	17.46%	6	12.50%
Neither Disagree nor Agree	4	6.90%	3	6.52%	2	6.67%	3	4.76%	6	12.50%
Agree	37	63.79%	20	43.48%	16	53.33%	24	38.10%	17	35.42%
Strongly Agree	15	25.86%	11	23.91%	3	10.00%	25	39.68%	19	39.58%
Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	16.67%	14	30.44%	11	37.93%	13	20.64%	5	10.42%
Neither Disagree nor Agree	10	16.67%	6	13.04%	5	17.24%	6	9.52%	8	16.67%
Agree	32	53.33%	18	39.13%	10	34.48%	20	31.75%	21	43.75%
Strongly Agree	8	13.33%	8	17.39%	3	10.35%	24	38.10%	14	29.17%
Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	13.33%	17	37.78%	13	44.83%	8	12.70%	2	4.17%
Neither Disagree nor Agree	11	18.33%	9	20.00%	4	13.79%	11	17.46%	8	16.67%
Agree	30	50.00%	9	20.00%	9	31.03%	20	31.75%	25	52.08%
Strongly Agree	11	18.33%	10	22.22%	3	10.35%	24	38.10%	13	27.08%
Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	8.33%	23	50.00%	16	53.33%	10	15.87%	7	14.58%
Neither Disagree nor Agree	14	23.33%	7	15.22%	5	16.67%	9	14.29%	8	16.67%
Agree	33	55.00%	11	23.91%	7	23.33%	22	34.92%	22	45.83%
Strongly Agree	8	13.33%	5	10.87%	2	6.67%	22	34.92%	11	22.92%

Q28(a). FCPS recognizes employees for their high-quality work and accomplishments.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	18.33%	6	13.04%	6	20.00%	12	19.36%	12	25.00%
Neither Disagree nor Agree	18	30.00%	15	32.61%	5	16.67%	11	17.74%	12	25.00%
Agree	28	46.67%	18	39.13%	14	46.67%	26	41.94%	20	41.67%
Strongly Agree	3	5.00%	7	15.22%	5	16.67%	13	20.97%	4	8.33%
Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	8.33%	19	41.30%	12	40.00%	14	22.22%	5	10.42%
Neither Disagree nor Agree	12	20.00%	4	8.70%	10	33.33%	9	14.29%	10	20.83%
Agree	36	60.00%	18	39.13%	5	16.67%	21	33.33%	27	56.25%
Strongly Agree	7	11.67%	5	10.87%	3	10.00%	19	30.16%	6	12.50%
Q28(c). How strongly do you disagree or agree with the following statements?: Staff members are recognized for good performance at my work site.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	11.67%	18	39.13%	7	23.33%	6	9.52%	9	18.75%
Neither Disagree nor Agree	16	26.67%	6	13.04%	9	30.00%	15	23.81%	16	33.33%
Agree	32	53.33%	18	39.13%	12	40.00%	22	34.92%	17	35.42%
Strongly Agree	5	8.33%	4	8.70%	2	6.67%	20	31.75%	6	12.50%
Q28(d). I am recognized for my accomplishments.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	21.67%	18	39.13%	6	20.00%	9	14.29%	11	22.92%
Neither Disagree nor Agree	16	26.67%	11	23.91%	8	26.67%	15	23.81%	21	43.75%
Agree	25	41.67%	12	26.09%	14	46.67%	21	33.33%	10	20.83%
Strongly Agree	6	10.00%	5	10.87%	2	6.67%	18	28.57%	6	12.50%
Q28(e). I feel appreciated for my work.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	12	20.00%	20	43.48%	9	30.00%	11	17.46%	16	33.33%
Neither Disagree nor Agree	14	23.33%	8	17.39%	6	20.00%	12	19.05%	12	25.00%
Agree	25	41.67%	9	19.57%	13	43.33%	22	34.92%	12	25.00%
Strongly Agree	9	15.00%	9	19.57%	2	6.67%	18	28.57%	8	16.67%
Q29(a). I have sufficient independence in my work.										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.67%	17	36.96%	3	10.00%	8	12.90%	9	19.15%
Neither Disagree nor Agree	4	6.67%	3	6.52%	1	3.33%	3	4.84%	3	6.38%
Agree	37	61.67%	16	34.78%	15	50.00%	28	45.16%	23	48.94%
Strongly Agree	18	30.00%	10	21.74%	11	36.67%	23	37.10%	12	25.53%

<b>Q29(b). My colleagues help create a positive work environment.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.67%	7	15.22%	4	13.33%	4	6.35%	5	10.64%
Neither Disagree nor Agree	4	6.67%	7	15.22%	2	6.67%	6	9.52%	7	14.89%
Agree	27	45.00%	20	43.48%	10	33.33%	24	38.10%	26	55.32%
Strongly Agree	28	46.67%	12	26.09%	14	46.67%	29	46.03%	9	19.15%
<b>Q29(c). My colleagues are held to high professional standards.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	0	0.00%	4	8.89%	2	6.67%	4	6.35%	8	16.67%
Neither Disagree nor Agree	8	13.33%	7	15.56%	2	6.67%	6	9.52%	7	14.58%
Agree	32	53.33%	24	53.33%	20	66.67%	23	36.51%	24	50.00%
Strongly Agree	20	33.33%	10	22.22%	6	20.00%	30	47.62%	9	18.75%
<b>Q29(d). I have the materials I need to do my job.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.67%	16	34.78%	3	10.00%	11	17.46%	12	25.00%
Neither Disagree nor Agree	5	8.33%	7	15.22%	2	6.67%	3	4.76%	9	18.75%
Agree	32	53.33%	16	34.78%	18	60.00%	28	44.44%	21	43.75%
Strongly Agree	22	36.67%	7	15.22%	7	23.33%	21	33.33%	6	12.50%
<b>Q29(e). My colleagues support me.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	0	0.00%	6	13.33%	1	3.33%	4	6.45%	5	10.42%
Neither Disagree nor Agree	3	5.09%	5	11.11%	3	10.00%	4	6.45%	7	14.58%
Agree	25	42.37%	20	44.44%	12	40.00%	26	41.94%	22	45.83%
Strongly Agree	31	52.54%	14	31.11%	14	46.67%	28	45.16%	14	29.17%
<b>Q29(f). My workload is reasonable.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	23	38.98%	22	47.83%	13	43.33%	12	19.05%	17	35.42%
Neither Disagree nor Agree	6	10.17%	6	13.04%	4	13.33%	12	19.05%	9	18.75%
Agree	25	42.37%	11	23.91%	10	33.33%	27	42.86%	18	37.50%
Strongly Agree	5	8.48%	7	15.22%	3	10.00%	12	19.05%	4	8.33%
<b>Q29(h). My work environment is clean and well maintained.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	12	20.69%	4	8.70%	0	0.00%	3	4.92%	0	0.00%
Neither Disagree nor Agree	6	10.35%	2	4.35%	2	6.90%	6	9.84%	7	14.58%
Agree	31	53.45%	30	65.22%	16	55.17%	31	50.82%	25	52.08%
Strongly Agree	9	15.52%	10	21.74%	11	37.93%	21	34.43%	16	33.33%

<b>Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	8.33%	9	19.57%	5	16.67%	5	7.94%	5	10.42%
Neither Disagree nor Agree	7	11.67%	7	15.22%	5	16.67%	8	12.70%	8	16.67%
Agree	34	56.67%	21	45.65%	15	50.00%	19	30.16%	21	43.75%
Strongly Agree	14	23.33%	9	19.57%	5	16.67%	31	49.21%	14	29.17%
<b>Q29(j). I work in an atmosphere where there is mutual respect among staff.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	3.39%	12	26.67%	7	23.33%	5	7.94%	6	12.50%
Neither Disagree nor Agree	2	3.39%	13	28.89%	3	10.00%	2	3.18%	11	22.92%
Agree	33	55.93%	14	31.11%	16	53.33%	29	46.03%	23	47.92%
Strongly Agree	22	37.29%	6	13.33%	4	13.33%	27	42.86%	8	16.67%
<b>Q30(b). The division's training helps me be effective in my job.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	5.09%	4	8.70%	2	6.67%	2	3.18%	7	14.58%
Neither Disagree nor Agree	6	10.17%	5	10.87%	2	6.67%	4	6.35%	6	12.50%
Agree	37	62.71%	23	50.00%	21	70.00%	30	47.62%	25	52.08%
Strongly Agree	13	22.03%	14	30.44%	5	16.67%	27	42.86%	10	20.83%
<b>Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	11.67%	7	15.22%	5	16.67%	10	15.87%	7	14.58%
Neither Disagree nor Agree	6	10.00%	10	21.74%	5	16.67%	5	7.94%	15	31.25%
Agree	38	63.33%	21	45.65%	17	56.67%	20	31.75%	19	39.58%
Strongly Agree	9	15.00%	8	17.39%	3	10.00%	28	44.44%	7	14.58%
<b>Q30(e). There are leadership opportunities for me in my school or department.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	10.00%	3	6.52%	6	20.00%	9	14.29%	10	20.83%
Neither Disagree nor Agree	8	13.33%	13	28.26%	4	13.33%	7	11.11%	12	25.00%
Agree	37	61.67%	21	45.65%	17	56.67%	23	36.51%	19	39.58%
Strongly Agree	9	15.00%	9	19.57%	3	10.00%	24	38.10%	7	14.58%
<b>Q31(a). There is high staff morale in my school or department.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	13.33%	27	58.70%	21	70.00%	12	19.05%	12	25.00%
Neither Disagree nor Agree	16	26.67%	7	15.22%	4	13.33%	12	19.05%	9	18.75%
Agree	30	50.00%	10	21.74%	2	6.67%	23	36.51%	22	45.83%
Strongly Agree	6	10.00%	2	4.35%	3	10.00%	16	25.40%	5	10.42%

<b>Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	10.00%	21	45.65%	9	30.00%	11	17.74%	7	14.58%
Neither Disagree nor Agree	9	15.00%	5	10.87%	4	13.33%	5	8.07%	9	18.75%
Agree	33	55.00%	15	32.61%	13	43.33%	23	37.10%	21	43.75%
Strongly Agree	12	20.00%	5	10.87%	4	13.33%	23	37.10%	11	22.92%
<b>Q31(d). My school leadership team/office leadership team trusts me to make good decisions.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	3.33%	10	21.74%	5	16.67%	4	6.35%	4	8.33%
Neither Disagree nor Agree	6	10.00%	7	15.22%	3	10.00%	9	14.29%	6	12.50%
Agree	35	58.33%	21	45.65%	11	36.67%	24	38.10%	25	52.08%
Strongly Agree	17	28.33%	8	17.39%	11	36.67%	26	41.27%	13	27.08%
<b>Q31(f). My school leadership team/office leadership team is willing to listen to new ideas.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	6.78%	20	44.44%	12	40.00%	6	9.52%	4	8.33%
Neither Disagree nor Agree	11	18.64%	6	13.33%	5	16.67%	11	17.46%	11	22.92%
Agree	35	59.32%	14	31.11%	9	30.00%	20	31.75%	23	47.92%
Strongly Agree	9	15.25%	5	11.11%	4	13.33%	26	41.27%	10	20.83%
<b>Q31(g). I can influence decisions in my school or department.</b>										
Ver. Hori.	Elementary C		Elementary D		Elementary B		Elementary A		Elementary E	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	8.48%	20	43.48%	9	30.00%	13	20.64%	9	18.75%
Neither Disagree nor Agree	20	33.90%	7	15.22%	8	26.67%	11	17.46%	13	27.08%
Agree	28	47.46%	16	34.78%	10	33.33%	24	38.10%	19	39.58%
Strongly Agree	6	10.17%	3	6.52%	3	10.00%	15	23.81%	7	14.58%