

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

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

| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
|------------------------------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 1 | 1.72% | 2 | 4.55% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Neither Disagree nor Agree | 3 | 5.17% | 1 | 2.27% | 0 | 0.00% | 0 | 0.00% | 4 | 8.89% |
| Agree | 28 | 48.28% | 18 | 40.91% | 16 | 41.03% | 21 | 55.26% | 12 | 26.67% |
| Strongly Agree | 26 | 44.83% | 23 | 52.27% | 23 | 58.97% | 17 | 44.74% | 29 | 64.44% |

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

| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
|------------------------------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 7 | 12.07% | 8 | 18.18% | 0 | 0.00% | 3 | 7.90% | 7 | 15.56% |
| Neither Disagree nor Agree | 14 | 24.14% | 8 | 18.18% | 4 | 10.26% | 5 | 13.16% | 11 | 24.44% |
| Agree | 18 | 31.03% | 21 | 47.73% | 21 | 53.85% | 21 | 55.26% | 14 | 31.11% |
| Strongly Agree | 19 | 32.76% | 7 | 15.91% | 14 | 35.90% | 9 | 23.68% | 13 | 28.89% |

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

| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
|------------------------------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 6 | 10.35% | 2 | 4.55% | 0 | 0.00% | 0 | 0.00% | 9 | 20.00% |
| Neither Disagree nor Agree | 10 | 17.24% | 6 | 13.64% | 1 | 2.56% | 1 | 2.63% | 8 | 17.78% |
| Agree | 28 | 48.28% | 20 | 45.46% | 12 | 30.77% | 17 | 44.74% | 14 | 31.11% |
| Strongly Agree | 14 | 24.14% | 16 | 36.36% | 26 | 66.67% | 20 | 52.63% | 14 | 31.11% |

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

| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
|------------------------------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 7 | 12.07% | 2 | 4.65% | 0 | 0.00% | 1 | 2.63% | 11 | 24.44% |
| Neither Disagree nor Agree | 8 | 13.79% | 6 | 13.95% | 2 | 5.13% | 2 | 5.26% | 9 | 20.00% |
| Agree | 33 | 56.90% | 30 | 69.77% | 21 | 53.85% | 17 | 44.74% | 16 | 35.56% |
| Strongly Agree | 10 | 17.24% | 5 | 11.63% | 16 | 41.03% | 18 | 47.37% | 9 | 20.00% |

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

| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
|------------------------------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 13 | 22.41% | 3 | 6.82% | 0 | 0.00% | 0 | 0.00% | 15 | 33.33% |
| Neither Disagree nor Agree | 11 | 18.97% | 5 | 11.36% | 0 | 0.00% | 2 | 5.26% | 6 | 13.33% |
| Agree | 22 | 37.93% | 26 | 59.09% | 21 | 53.85% | 21 | 55.26% | 16 | 35.56% |
| Strongly Agree | 12 | 20.69% | 10 | 22.73% | 18 | 46.15% | 15 | 39.47% | 8 | 17.78% |

| Q27(b). The actions of my school leadership team/office leadership team are consistent with their words. | | | | | | | | | | |
|---|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 17 | 29.31% | 4 | 9.09% | 0 | 0.00% | 1 | 2.63% | 15 | 33.33% |
| Neither Disagree nor Agree | 12 | 20.69% | 6 | 13.64% | 1 | 2.63% | 1 | 2.63% | 6 | 13.33% |
| Agree | 19 | 32.76% | 19 | 43.18% | 23 | 60.53% | 16 | 42.11% | 17 | 37.78% |
| Strongly Agree | 10 | 17.24% | 15 | 34.09% | 14 | 36.84% | 20 | 52.63% | 7 | 15.56% |
| Q27(c). I can count on the support of my school leadership team/office leadership team when addressing problems or issues. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 14 | 24.14% | 4 | 9.09% | 0 | 0.00% | 0 | 0.00% | 12 | 26.67% |
| Neither Disagree nor Agree | 8 | 13.79% | 8 | 18.18% | 2 | 5.13% | 1 | 2.63% | 7 | 15.56% |
| Agree | 23 | 39.66% | 17 | 38.64% | 15 | 38.46% | 15 | 39.47% | 14 | 31.11% |
| Strongly Agree | 13 | 22.41% | 15 | 34.09% | 22 | 56.41% | 22 | 57.90% | 12 | 26.67% |
| Q27(d). I trust my school leadership team/office leadership team to make good decisions. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 8 | 13.79% | 4 | 9.09% | 0 | 0.00% | 0 | 0.00% | 14 | 31.11% |
| Neither Disagree nor Agree | 11 | 18.97% | 6 | 13.64% | 2 | 5.13% | 4 | 10.53% | 7 | 15.56% |
| Agree | 26 | 44.83% | 21 | 47.73% | 15 | 38.46% | 15 | 39.47% | 15 | 33.33% |
| Strongly Agree | 13 | 22.41% | 13 | 29.55% | 22 | 56.41% | 19 | 50.00% | 9 | 20.00% |
| Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 7 | 12.07% | 6 | 13.64% | 0 | 0.00% | 0 | 0.00% | 10 | 22.22% |
| Neither Disagree nor Agree | 5 | 8.62% | 2 | 4.55% | 2 | 5.26% | 3 | 7.90% | 8 | 17.78% |
| Agree | 30 | 51.72% | 23 | 52.27% | 17 | 44.74% | 15 | 39.47% | 18 | 40.00% |
| Strongly Agree | 16 | 27.59% | 13 | 29.55% | 19 | 50.00% | 20 | 52.63% | 9 | 20.00% |
| Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 9 | 15.52% | 3 | 6.82% | 0 | 0.00% | 2 | 5.26% | 6 | 13.33% |
| Neither Disagree nor Agree | 11 | 18.97% | 6 | 13.64% | 2 | 5.13% | 1 | 2.63% | 12 | 26.67% |
| Agree | 24 | 41.38% | 23 | 52.27% | 15 | 38.46% | 14 | 36.84% | 20 | 44.44% |
| Strongly Agree | 14 | 24.14% | 12 | 27.27% | 22 | 56.41% | 21 | 55.26% | 7 | 15.56% |
| Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 13 | 22.41% | 6 | 13.64% | 0 | 0.00% | 2 | 5.26% | 7 | 15.56% |
| Neither Disagree nor Agree | 10 | 17.24% | 7 | 15.91% | 1 | 2.56% | 0 | 0.00% | 13 | 28.89% |
| Agree | 21 | 36.21% | 18 | 40.91% | 12 | 30.77% | 17 | 44.74% | 18 | 40.00% |
| Strongly Agree | 14 | 24.14% | 13 | 29.55% | 26 | 66.67% | 19 | 50.00% | 7 | 15.56% |

| Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department. | | | | | | | | | | |
|---|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 22 | 37.93% | 9 | 20.46% | 0 | 0.00% | 2 | 5.26% | 16 | 35.56% |
| Neither Disagree nor Agree | 12 | 20.69% | 9 | 20.46% | 2 | 5.13% | 6 | 15.79% | 10 | 22.22% |
| Agree | 15 | 25.86% | 18 | 40.91% | 17 | 43.59% | 14 | 36.84% | 14 | 31.11% |
| Strongly Agree | 9 | 15.52% | 8 | 18.18% | 20 | 51.28% | 16 | 42.11% | 5 | 11.11% |
| Q28(a). FCPS recognizes employees for their high-quality work and accomplishments. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 22 | 37.93% | 10 | 22.73% | 8 | 21.05% | 8 | 21.05% | 13 | 28.89% |
| Neither Disagree nor Agree | 9 | 15.52% | 13 | 29.55% | 15 | 39.47% | 8 | 21.05% | 17 | 37.78% |
| Agree | 26 | 44.83% | 19 | 43.18% | 14 | 36.84% | 21 | 55.26% | 13 | 28.89% |
| Strongly Agree | 1 | 1.72% | 2 | 4.55% | 1 | 2.63% | 1 | 2.63% | 2 | 4.44% |
| Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 12 | 20.69% | 12 | 27.27% | 2 | 5.13% | 5 | 13.16% | 12 | 26.67% |
| Neither Disagree nor Agree | 12 | 20.69% | 11 | 25.00% | 6 | 15.39% | 7 | 18.42% | 13 | 28.89% |
| Agree | 29 | 50.00% | 18 | 40.91% | 25 | 64.10% | 17 | 44.74% | 17 | 37.78% |
| Strongly Agree | 5 | 8.62% | 3 | 6.82% | 6 | 15.39% | 9 | 23.68% | 3 | 6.67% |
| Q28(c). Staff members are recognized for good performance at my work site. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 14 | 24.14% | 10 | 22.73% | 2 | 5.13% | 2 | 5.26% | 15 | 33.33% |
| Neither Disagree nor Agree | 15 | 25.86% | 10 | 22.73% | 6 | 15.39% | 9 | 23.68% | 15 | 33.33% |
| Agree | 22 | 37.93% | 19 | 43.18% | 23 | 58.97% | 20 | 52.63% | 12 | 26.67% |
| Strongly Agree | 7 | 12.07% | 5 | 11.36% | 8 | 20.51% | 7 | 18.42% | 3 | 6.67% |
| Q28(d). I am recognized for my accomplishments. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 20 | 34.48% | 10 | 22.73% | 3 | 7.69% | 6 | 15.79% | 16 | 35.56% |
| Neither Disagree nor Agree | 10 | 17.24% | 11 | 25.00% | 7 | 17.95% | 6 | 15.79% | 12 | 26.67% |
| Agree | 19 | 32.76% | 18 | 40.91% | 21 | 53.85% | 22 | 57.90% | 14 | 31.11% |
| Strongly Agree | 9 | 15.52% | 5 | 11.36% | 8 | 20.51% | 4 | 10.53% | 3 | 6.67% |
| Q28(e). I feel appreciated for my work. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 13 | 22.41% | 10 | 22.73% | 1 | 2.56% | 4 | 10.53% | 14 | 31.11% |
| Neither Disagree nor Agree | 14 | 24.14% | 7 | 15.91% | 4 | 10.26% | 8 | 21.05% | 10 | 22.22% |
| Agree | 19 | 32.76% | 22 | 50.00% | 22 | 56.41% | 21 | 55.26% | 16 | 35.56% |
| Strongly Agree | 12 | 20.69% | 5 | 11.36% | 12 | 30.77% | 5 | 13.16% | 5 | 11.11% |

| Q29(a). I have sufficient independence in my work. | | | | | | | | | | |
|---|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 3 | 5.17% | 1 | 2.27% | 0 | 0.00% | 2 | 5.41% | 2 | 4.44% |
| Neither Disagree nor Agree | 2 | 3.45% | 1 | 2.27% | 1 | 2.56% | 0 | 0.00% | 2 | 4.44% |
| Agree | 32 | 55.17% | 27 | 61.36% | 15 | 38.46% | 16 | 43.24% | 21 | 46.67% |
| Strongly Agree | 21 | 36.21% | 15 | 34.09% | 23 | 58.97% | 19 | 51.35% | 20 | 44.44% |
| Q29(b). My colleagues help create a positive work environment. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 3 | 5.17% | 5 | 11.36% | 0 | 0.00% | 0 | 0.00% | 3 | 6.67% |
| Neither Disagree nor Agree | 10 | 17.24% | 6 | 13.64% | 2 | 5.13% | 1 | 2.63% | 6 | 13.33% |
| Agree | 24 | 41.38% | 24 | 54.55% | 14 | 35.90% | 17 | 44.74% | 21 | 46.67% |
| Strongly Agree | 21 | 36.21% | 9 | 20.46% | 23 | 58.97% | 20 | 52.63% | 15 | 33.33% |
| Q29(c). My colleagues are held to high professional standards. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 6 | 10.35% | 5 | 11.36% | 0 | 0.00% | 2 | 5.26% | 5 | 11.11% |
| Neither Disagree nor Agree | 6 | 10.35% | 13 | 29.55% | 1 | 2.56% | 2 | 5.26% | 7 | 15.56% |
| Agree | 31 | 53.45% | 20 | 45.46% | 25 | 64.10% | 17 | 44.74% | 22 | 48.89% |
| Strongly Agree | 15 | 25.86% | 6 | 13.64% | 13 | 33.33% | 17 | 44.74% | 11 | 24.44% |
| Q29(d). I have the materials I need to do my job. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 8 | 13.79% | 5 | 11.36% | 4 | 10.26% | 5 | 13.16% | 5 | 11.11% |
| Neither Disagree nor Agree | 4 | 6.90% | 6 | 13.64% | 0 | 0.00% | 3 | 7.90% | 2 | 4.44% |
| Agree | 30 | 51.72% | 22 | 50.00% | 23 | 58.97% | 15 | 39.47% | 20 | 44.44% |
| Strongly Agree | 16 | 27.59% | 11 | 25.00% | 12 | 30.77% | 15 | 39.47% | 18 | 40.00% |
| Q29(e). My colleagues support me. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 3 | 5.17% | 3 | 6.98% | 0 | 0.00% | 0 | 0.00% | 2 | 4.44% |
| Neither Disagree nor Agree | 3 | 5.17% | 5 | 11.63% | 1 | 2.56% | 0 | 0.00% | 7 | 15.56% |
| Agree | 29 | 50.00% | 20 | 46.51% | 17 | 43.59% | 18 | 47.37% | 19 | 42.22% |
| Strongly Agree | 23 | 39.66% | 15 | 34.88% | 21 | 53.85% | 20 | 52.63% | 17 | 37.78% |
| Q29(f). My workload is reasonable. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 24 | 41.38% | 17 | 38.64% | 10 | 25.64% | 16 | 42.11% | 21 | 46.67% |
| Neither Disagree nor Agree | 11 | 18.97% | 5 | 11.36% | 7 | 17.95% | 0 | 0.00% | 6 | 13.33% |
| Agree | 19 | 32.76% | 21 | 47.73% | 16 | 41.03% | 15 | 39.47% | 15 | 33.33% |
| Strongly Agree | 4 | 6.90% | 1 | 2.27% | 6 | 15.39% | 7 | 18.42% | 3 | 6.67% |

| Q29(h). My work environment is clean and well maintained. | | | | | | | | | | |
|--|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 4 | 7.02% | 10 | 23.26% | 3 | 7.69% | 3 | 8.11% | 9 | 20.00% |
| Neither Disagree nor Agree | 4 | 7.02% | 4 | 9.30% | 6 | 15.39% | 3 | 8.11% | 8 | 17.78% |
| Agree | 27 | 47.37% | 20 | 46.51% | 16 | 41.03% | 13 | 35.14% | 13 | 28.89% |
| Strongly Agree | 22 | 38.60% | 9 | 20.93% | 14 | 35.90% | 18 | 48.65% | 15 | 33.33% |
| Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 5 | 8.62% | 4 | 9.09% | 0 | 0.00% | 1 | 2.63% | 4 | 8.89% |
| Neither Disagree nor Agree | 12 | 20.69% | 3 | 6.82% | 1 | 2.56% | 5 | 13.16% | 10 | 22.22% |
| Agree | 28 | 48.28% | 28 | 63.64% | 14 | 35.90% | 17 | 44.74% | 19 | 42.22% |
| Strongly Agree | 13 | 22.41% | 9 | 20.46% | 24 | 61.54% | 15 | 39.47% | 12 | 26.67% |
| Q29(j). I work in an atmosphere where there is mutual respect among staff. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 8 | 13.79% | 9 | 20.46% | 0 | 0.00% | 1 | 2.63% | 7 | 15.56% |
| Neither Disagree nor Agree | 9 | 15.52% | 6 | 13.64% | 1 | 2.56% | 2 | 5.26% | 10 | 22.22% |
| Agree | 33 | 56.90% | 23 | 52.27% | 13 | 33.33% | 19 | 50.00% | 20 | 44.44% |
| Strongly Agree | 8 | 13.79% | 6 | 13.64% | 25 | 64.10% | 16 | 42.11% | 8 | 17.78% |
| Q30(b). The division's training helps me be effective in my job. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 4 | 6.90% | 8 | 18.61% | 2 | 5.13% | 2 | 5.26% | 8 | 17.78% |
| Neither Disagree nor Agree | 13 | 22.41% | 12 | 27.91% | 6 | 15.39% | 8 | 21.05% | 5 | 11.11% |
| Agree | 28 | 48.28% | 16 | 37.21% | 20 | 51.28% | 19 | 50.00% | 25 | 55.56% |
| Strongly Agree | 13 | 22.41% | 7 | 16.28% | 11 | 28.21% | 9 | 23.68% | 7 | 15.56% |
| Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 5 | 8.62% | 4 | 9.09% | 1 | 2.56% | 0 | 0.00% | 8 | 17.78% |
| Neither Disagree nor Agree | 13 | 22.41% | 7 | 15.91% | 3 | 7.69% | 12 | 31.58% | 9 | 20.00% |
| Agree | 25 | 43.10% | 24 | 54.55% | 23 | 58.97% | 15 | 39.47% | 15 | 33.33% |
| Strongly Agree | 15 | 25.86% | 9 | 20.46% | 12 | 30.77% | 11 | 28.95% | 13 | 28.89% |
| Q30(e). There are leadership opportunities for me in my school or department. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 7 | 12.07% | 3 | 6.82% | 0 | 0.00% | 1 | 2.63% | 6 | 13.33% |
| Neither Disagree nor Agree | 15 | 25.86% | 7 | 15.91% | 3 | 7.69% | 7 | 18.42% | 7 | 15.56% |
| Agree | 24 | 41.38% | 23 | 52.27% | 21 | 53.85% | 15 | 39.47% | 23 | 51.11% |
| Strongly Agree | 12 | 20.69% | 11 | 25.00% | 15 | 38.46% | 15 | 39.47% | 9 | 20.00% |

| Q31(a). There is high staff morale in my school or department. | | | | | | | | | | |
|---|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 29 | 50.00% | 13 | 29.55% | 0 | 0.00% | 5 | 13.16% | 15 | 33.33% |
| Neither Disagree nor Agree | 8 | 13.79% | 9 | 20.46% | 1 | 2.56% | 4 | 10.53% | 10 | 22.22% |
| Agree | 17 | 29.31% | 21 | 47.73% | 23 | 58.97% | 21 | 55.26% | 14 | 31.11% |
| Strongly Agree | 4 | 6.90% | 1 | 2.27% | 15 | 38.46% | 8 | 21.05% | 6 | 13.33% |
| Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 13 | 22.41% | 7 | 15.91% | 0 | 0.00% | 2 | 5.26% | 9 | 20.00% |
| Neither Disagree nor Agree | 9 | 15.52% | 2 | 4.55% | 2 | 5.26% | 2 | 5.26% | 4 | 8.89% |
| Agree | 25 | 43.10% | 23 | 52.27% | 17 | 44.74% | 20 | 52.63% | 23 | 51.11% |
| Strongly Agree | 11 | 18.97% | 12 | 27.27% | 19 | 50.00% | 14 | 36.84% | 9 | 20.00% |
| Q31(d). My school leadership team/office leadership team trusts me to make good decisions. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 4 | 6.90% | 3 | 6.82% | 0 | 0.00% | 1 | 2.63% | 5 | 11.11% |
| Neither Disagree nor Agree | 7 | 12.07% | 3 | 6.82% | 0 | 0.00% | 1 | 2.63% | 7 | 15.56% |
| Agree | 29 | 50.00% | 24 | 54.55% | 19 | 50.00% | 21 | 55.26% | 17 | 37.78% |
| Strongly Agree | 18 | 31.03% | 14 | 31.82% | 19 | 50.00% | 15 | 39.47% | 16 | 35.56% |
| Q31(f). My school leadership team/office leadership team is willing to listen to new ideas. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 9 | 15.52% | 5 | 11.36% | 0 | 0.00% | 0 | 0.00% | 6 | 13.33% |
| Neither Disagree nor Agree | 14 | 24.14% | 5 | 11.36% | 1 | 2.56% | 4 | 10.53% | 10 | 22.22% |
| Agree | 23 | 39.66% | 25 | 56.82% | 20 | 51.28% | 19 | 50.00% | 21 | 46.67% |
| Strongly Agree | 12 | 20.69% | 9 | 20.46% | 18 | 46.15% | 15 | 39.47% | 8 | 17.78% |
| Q31(g). I can influence decisions in my school or department. | | | | | | | | | | |
| Ver. Hori. | Elementary G | | Elementary H | | Elementary F | | Elementary J | | Elementary I | |
| | Count | % | Count | % | Count | % | Count | % | Count | % |
| Strongly Disagree + Disagree | 16 | 27.59% | 7 | 15.91% | 0 | 0.00% | 2 | 5.26% | 12 | 26.67% |
| Neither Disagree nor Agree | 14 | 24.14% | 8 | 18.18% | 2 | 5.13% | 4 | 10.53% | 7 | 15.56% |
| Agree | 20 | 34.48% | 24 | 54.55% | 25 | 64.10% | 21 | 55.26% | 21 | 46.67% |
| Strongly Agree | 8 | 13.79% | 5 | 11.36% | 12 | 30.77% | 11 | 28.95% | 5 | 11.11% |