

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

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

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	1.71%	1	0.78%	1	0.64%	1	0.61%	3	2.33%
Neither Disagree nor Agree	0	0.00%	6	4.69%	4	2.55%	1	0.61%	3	2.33%
Agree	46	39.32%	33	25.78%	75	47.77%	69	41.82%	55	42.64%
Strongly Agree	69	58.97%	88	68.75%	77	49.05%	94	56.97%	68	52.71%

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

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	9.40%	15	11.72%	23	14.65%	20	12.12%	26	20.16%
Neither Disagree nor Agree	23	19.66%	22	17.19%	25	15.92%	32	19.39%	25	19.38%
Agree	52	44.44%	45	35.16%	72	45.86%	65	39.39%	53	41.09%
Strongly Agree	31	26.50%	46	35.94%	37	23.57%	48	29.09%	25	19.38%

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

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	9.40%	12	9.38%	25	15.92%	12	7.27%	15	11.63%
Neither Disagree nor Agree	21	17.95%	20	15.63%	29	18.47%	21	12.73%	29	22.48%
Agree	50	42.74%	55	42.97%	70	44.59%	60	36.36%	50	38.76%
Strongly Agree	35	29.92%	41	32.03%	33	21.02%	72	43.64%	35	27.13%

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

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	8.77%	16	12.60%	22	14.10%	10	6.06%	22	17.46%
Neither Disagree nor Agree	18	15.79%	22	17.32%	22	14.10%	17	10.30%	23	18.25%
Agree	57	50.00%	55	43.31%	88	56.41%	78	47.27%	64	50.79%
Strongly Agree	29	25.44%	34	26.77%	24	15.39%	60	36.36%	17	13.49%

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

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	22	18.97%	22	17.19%	32	20.38%	5	3.05%	32	25.20%
Neither Disagree nor Agree	28	24.14%	24	18.75%	37	23.57%	12	7.32%	28	22.05%
Agree	41	35.35%	61	47.66%	70	44.59%	74	45.12%	51	40.16%
Strongly Agree	25	21.55%	21	16.41%	18	11.47%	73	44.51%	16	12.60%

Q27(b). The actions of my school leadership team/office leadership team are consistent with their words.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	31	27.19%	26	20.31%	36	23.08%	13	7.88%	36	28.35%
Neither Disagree nor Agree	22	19.30%	23	17.97%	32	20.51%	11	6.67%	33	25.98%
Agree	38	33.33%	56	43.75%	71	45.51%	72	43.64%	41	32.28%
Strongly Agree	23	20.18%	23	17.97%	17	10.90%	69	41.82%	17	13.39%
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 E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	22	18.80%	24	18.75%	33	21.43%	14	8.49%	25	19.69%
Neither Disagree nor Agree	24	20.51%	20	15.63%	29	18.83%	15	9.09%	36	28.35%
Agree	44	37.61%	52	40.63%	73	47.40%	64	38.79%	38	29.92%
Strongly Agree	27	23.08%	32	25.00%	19	12.34%	72	43.64%	28	22.05%
Q27(d). I trust my school leadership team/office leadership team to make good decisions.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	26	22.22%	20	15.63%	27	17.20%	12	7.32%	30	23.62%
Neither Disagree nor Agree	26	22.22%	24	18.75%	36	22.93%	17	10.37%	36	28.35%
Agree	40	34.19%	63	49.22%	82	52.23%	70	42.68%	41	32.28%
Strongly Agree	25	21.37%	21	16.41%	12	7.64%	65	39.63%	20	15.75%
Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	12.82%	12	9.45%	25	16.03%	6	3.64%	22	17.32%
Neither Disagree nor Agree	20	17.09%	23	18.11%	29	18.59%	14	8.49%	23	18.11%
Agree	54	46.15%	64	50.39%	79	50.64%	72	43.64%	55	43.31%
Strongly Agree	28	23.93%	28	22.05%	23	14.74%	73	44.24%	27	21.26%
Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	32	27.35%	23	17.97%	36	22.93%	12	7.32%	35	27.56%
Neither Disagree nor Agree	18	15.39%	26	20.31%	33	21.02%	13	7.93%	28	22.05%
Agree	45	38.46%	54	42.19%	68	43.31%	69	42.07%	43	33.86%
Strongly Agree	22	18.80%	25	19.53%	20	12.74%	70	42.68%	21	16.54%

Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	22	18.80%	25	19.53%	27	17.20%	20	12.12%	31	24.41%
Neither Disagree nor Agree	28	23.93%	28	21.88%	35	22.29%	15	9.09%	32	25.20%
Agree	46	39.32%	48	37.50%	76	48.41%	68	41.21%	45	35.43%
Strongly Agree	21	17.95%	27	21.09%	19	12.10%	62	37.58%	19	14.96%
Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	39	33.33%	38	29.69%	38	24.20%	26	15.76%	40	31.75%
Neither Disagree nor Agree	26	22.22%	33	25.78%	33	21.02%	17	10.30%	31	24.60%
Agree	35	29.92%	39	30.47%	67	42.68%	68	41.21%	38	30.16%
Strongly Agree	17	14.53%	18	14.06%	19	12.10%	54	32.73%	17	13.49%
Q28(a). FCPS recognizes employees for their high-quality work and accomplishments.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	14	11.97%	24	18.75%	27	17.31%	26	15.85%	37	29.37%
Neither Disagree nor Agree	38	32.48%	27	21.09%	29	18.59%	38	23.17%	29	23.02%
Agree	56	47.86%	55	42.97%	76	48.72%	77	46.95%	55	43.65%
Strongly Agree	9	7.69%	22	17.19%	24	15.39%	23	14.02%	5	3.97%
Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	29	24.79%	28	21.88%	50	31.85%	31	18.79%	43	34.13%
Neither Disagree nor Agree	32	27.35%	40	31.25%	36	22.93%	35	21.21%	30	23.81%
Agree	44	37.61%	40	31.25%	54	34.40%	70	42.42%	42	33.33%
Strongly Agree	12	10.26%	20	15.63%	17	10.83%	29	17.58%	11	8.73%
Q28(c). Staff members are recognized for good performance at my work site.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	22	18.80%	17	13.39%	12	7.69%	21	12.81%	32	25.20%
Neither Disagree nor Agree	20	17.09%	22	17.32%	20	12.82%	20	12.20%	25	19.69%
Agree	60	51.28%	55	43.31%	84	53.85%	88	53.66%	55	43.31%
Strongly Agree	15	12.82%	33	25.98%	40	25.64%	35	21.34%	15	11.81%

Q28(d). I am recognized for my accomplishments.

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	29	24.79%	29	22.84%	37	23.57%	32	19.51%	47	37.01%
Neither Disagree nor Agree	31	26.50%	36	28.35%	39	24.84%	44	26.83%	39	30.71%
Agree	45	38.46%	38	29.92%	58	36.94%	59	35.98%	30	23.62%
Strongly Agree	12	10.26%	24	18.90%	23	14.65%	29	17.68%	11	8.66%

Q28(e). I feel appreciated for my work.

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	25	21.37%	25	19.53%	43	27.39%	33	20.00%	41	32.28%
Neither Disagree nor Agree	26	22.22%	30	23.44%	23	14.65%	36	21.82%	26	20.47%
Agree	47	40.17%	49	38.28%	67	42.68%	59	35.76%	42	33.07%
Strongly Agree	19	16.24%	24	18.75%	24	15.29%	37	22.42%	18	14.17%

Q29(a). I have sufficient independence in my work.

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	5.98%	10	7.81%	12	7.64%	17	10.30%	8	6.25%
Neither Disagree nor Agree	9	7.69%	11	8.59%	6	3.82%	11	6.67%	10	7.81%
Agree	66	56.41%	63	49.22%	87	55.41%	72	43.64%	62	48.44%
Strongly Agree	35	29.92%	44	34.38%	52	33.12%	65	39.39%	48	37.50%

Q29(b). My colleagues help create a positive work environment.

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	4.31%	5	3.97%	8	5.10%	10	6.06%	16	12.50%
Neither Disagree nor Agree	15	12.93%	14	11.11%	20	12.74%	10	6.06%	15	11.72%
Agree	56	48.28%	62	49.21%	72	45.86%	67	40.61%	60	46.88%
Strongly Agree	40	34.48%	45	35.71%	57	36.31%	78	47.27%	37	28.91%

Q29(c). My colleagues are held to high professional standards.

Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	8.70%	17	13.49%	18	11.69%	11	6.75%	28	22.22%
Neither Disagree nor Agree	20	17.39%	17	13.49%	25	16.23%	12	7.36%	26	20.64%
Agree	57	49.57%	57	45.24%	67	43.51%	80	49.08%	47	37.30%
Strongly Agree	28	24.35%	35	27.78%	44	28.57%	60	36.81%	25	19.84%

Q29(d). I have the materials I need to do my job.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	9	7.69%	19	14.84%	21	13.46%	14	8.54%	34	26.98%
Neither Disagree nor Agree	17	14.53%	15	11.72%	17	10.90%	16	9.76%	18	14.29%
Agree	62	52.99%	62	48.44%	80	51.28%	85	51.83%	50	39.68%
Strongly Agree	29	24.79%	32	25.00%	38	24.36%	49	29.88%	24	19.05%
Q29(e). My colleagues support me.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	2.63%	1	0.79%	7	4.49%	4	2.42%	12	9.38%
Neither Disagree nor Agree	15	13.16%	17	13.39%	14	8.97%	11	6.67%	10	7.81%
Agree	59	51.75%	64	50.39%	80	51.28%	78	47.27%	66	51.56%
Strongly Agree	37	32.46%	45	35.43%	55	35.26%	72	43.64%	40	31.25%
Q29(f). My workload is reasonable.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	31	26.72%	37	28.91%	57	36.31%	55	33.33%	44	34.65%
Neither Disagree nor Agree	19	16.38%	19	14.84%	21	13.38%	21	12.73%	20	15.75%
Agree	51	43.97%	55	42.97%	60	38.22%	55	33.33%	49	38.58%
Strongly Agree	15	12.93%	17	13.28%	19	12.10%	34	20.61%	14	11.02%
Q29(h). My work environment is clean and well maintained.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	4.27%	6	4.69%	7	4.46%	20	12.20%	23	18.11%
Neither Disagree nor Agree	14	11.97%	17	13.28%	6	3.82%	18	10.98%	13	10.24%
Agree	59	50.43%	54	42.19%	88	56.05%	79	48.17%	58	45.67%
Strongly Agree	39	33.33%	51	39.84%	56	35.67%	47	28.66%	33	25.98%
Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	6.90%	8	6.25%	12	7.64%	10	6.10%	19	14.84%
Neither Disagree nor Agree	14	12.07%	18	14.06%	25	15.92%	20	12.20%	21	16.41%
Agree	57	49.14%	68	53.13%	74	47.13%	70	42.68%	61	47.66%
Strongly Agree	37	31.90%	34	26.56%	46	29.30%	64	39.02%	27	21.09%

Q29(j). I work in an atmosphere where there is mutual respect among staff.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	6.84%	17	13.39%	17	10.83%	14	8.49%	25	19.69%
Neither Disagree nor Agree	27	23.08%	17	13.39%	21	13.38%	14	8.49%	29	22.84%
Agree	52	44.44%	62	48.82%	80	50.96%	83	50.30%	52	40.95%
Strongly Agree	30	25.64%	31	24.41%	39	24.84%	54	32.73%	21	16.54%
Q30(b). The division's training helps me be effective in my job.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	20	17.09%	26	20.47%	38	24.20%	28	17.07%	34	26.77%
Neither Disagree nor Agree	31	26.50%	22	17.32%	44	28.03%	35	21.34%	28	22.05%
Agree	54	46.15%	49	38.58%	59	37.58%	71	43.29%	43	33.86%
Strongly Agree	12	10.26%	30	23.62%	16	10.19%	30	18.29%	22	17.32%
Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	21	17.95%	26	20.31%	32	20.38%	19	11.52%	35	27.56%
Neither Disagree nor Agree	25	21.37%	27	21.09%	37	23.57%	31	18.79%	17	13.39%
Agree	51	43.59%	43	33.59%	69	43.95%	75	45.46%	58	45.67%
Strongly Agree	20	17.09%	32	25.00%	19	12.10%	40	24.24%	17	13.39%
Q30(e). There are leadership opportunities for me in my school or department.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	17	14.53%	21	16.41%	19	12.10%	20	12.12%	23	18.11%
Neither Disagree nor Agree	24	20.51%	23	17.97%	35	22.29%	34	20.61%	26	20.47%
Agree	58	49.57%	54	42.19%	78	49.68%	74	44.85%	58	45.67%
Strongly Agree	18	15.39%	30	23.44%	25	15.92%	37	22.42%	20	15.75%
Q31(a). There is high staff morale in my school or department.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	35	29.92%	37	28.91%	48	30.77%	19	11.59%	45	35.43%
Neither Disagree nor Agree	24	20.51%	36	28.13%	32	20.51%	35	21.34%	38	29.92%
Agree	46	39.32%	44	34.38%	63	40.39%	71	43.29%	37	29.13%
Strongly Agree	12	10.26%	11	8.59%	13	8.33%	39	23.78%	7	5.51%

Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	23	19.66%	21	16.41%	33	21.02%	24	14.63%	29	22.84%
Neither Disagree nor Agree	18	15.39%	24	18.75%	23	14.65%	22	13.42%	23	18.11%
Agree	57	48.72%	57	44.53%	77	49.05%	63	38.42%	57	44.88%
Strongly Agree	19	16.24%	26	20.31%	24	15.29%	55	33.54%	18	14.17%
Q31(d). My school leadership team/office leadership team trusts me to make good decisions.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	14	11.97%	12	9.38%	18	11.47%	14	8.54%	12	9.45%
Neither Disagree nor Agree	12	10.26%	18	14.06%	26	16.56%	22	13.42%	26	20.47%
Agree	69	58.97%	66	51.56%	83	52.87%	71	43.29%	58	45.67%
Strongly Agree	22	18.80%	32	25.00%	30	19.11%	57	34.76%	31	24.41%
Q31(f). My school leadership team/office leadership team is willing to listen to new ideas.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	21	17.95%	15	11.72%	23	14.74%	15	9.20%	20	15.75%
Neither Disagree nor Agree	19	16.24%	33	25.78%	42	26.92%	24	14.72%	22	17.32%
Agree	58	49.57%	58	45.31%	68	43.59%	72	44.17%	59	46.46%
Strongly Agree	19	16.24%	22	17.19%	23	14.74%	52	31.90%	26	20.47%
Q31(g). I can influence decisions in my school or department.										
Ver. Hori.	High/Secondary E		High/Secondary A		High/Secondary D		High/Secondary B		High/Secondary C	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	18	15.39%	22	17.19%	31	20.00%	20	12.27%	31	24.41%
Neither Disagree nor Agree	35	29.92%	31	24.22%	42	27.10%	39	23.93%	26	20.47%
Agree	51	43.59%	52	40.63%	64	41.29%	62	38.04%	46	36.22%
Strongly Agree	13	11.11%	23	17.97%	18	11.61%	42	25.77%	24	18.90%