

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

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

Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	2.04%	1	1.01%	5	2.38%	3	1.46%	1	0.94%
Neither Disagree nor Agree	2	1.02%	1	1.01%	6	2.86%	8	3.88%	3	2.83%
Agree	80	40.82%	34	34.34%	82	39.05%	92	44.66%	41	38.68%
Strongly Agree	110	56.12%	63	63.64%	117	55.71%	103	50.00%	61	57.55%

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

Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	23	11.74%	22	22.22%	34	16.19%	37	17.96%	27	25.47%
Neither Disagree nor Agree	38	19.39%	27	27.27%	44	20.95%	49	23.79%	19	17.93%
Agree	88	44.90%	29	29.29%	84	40.00%	78	37.86%	36	33.96%
Strongly Agree	47	23.98%	21	21.21%	48	22.86%	42	20.39%	24	22.64%

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

Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	14	7.14%	22	22.22%	25	11.91%	31	15.05%	18	16.98%
Neither Disagree nor Agree	26	13.27%	18	18.18%	36	17.14%	48	23.30%	25	23.59%
Agree	99	50.51%	32	32.32%	79	37.62%	78	37.86%	34	32.08%
Strongly Agree	57	29.08%	27	27.27%	70	33.33%	49	23.79%	29	27.36%

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

Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	7.69%	12	12.25%	24	11.48%	37	17.96%	14	13.33%
Neither Disagree nor Agree	29	14.87%	17	17.35%	33	15.79%	30	14.56%	14	13.33%
Agree	99	50.77%	44	44.90%	98	46.89%	99	48.06%	58	55.24%
Strongly Agree	52	26.67%	25	25.51%	54	25.84%	40	19.42%	19	18.10%

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

Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	16	8.21%	30	30.30%	44	21.05%	41	20.10%	29	27.36%
Neither Disagree nor Agree	26	13.33%	16	16.16%	33	15.79%	41	20.10%	23	21.70%
Agree	120	61.54%	34	34.34%	86	41.15%	88	43.14%	41	38.68%
Strongly Agree	33	16.92%	19	19.19%	46	22.01%	34	16.67%	13	12.26%

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

Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	21	10.71%	29	29.29%	52	24.88%	57	27.67%	33	31.13%
Neither Disagree nor Agree	31	15.82%	14	14.14%	47	22.49%	43	20.87%	25	23.59%
Agree	113	57.65%	36	36.36%	62	29.67%	73	35.44%	38	35.85%
Strongly Agree	31	15.82%	20	20.20%	48	22.97%	33	16.02%	10	9.43%

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 I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	20	10.20%	20	20.20%	44	21.15%	44	21.57%	24	22.64%
Neither Disagree nor Agree	33	16.84%	22	22.22%	36	17.31%	40	19.61%	23	21.70%
Agree	105	53.57%	34	34.34%	74	35.58%	79	38.73%	41	38.68%
Strongly Agree	38	19.39%	23	23.23%	54	25.96%	41	20.10%	18	16.98%
Q27(d). I trust my school leadership team/office leadership team to make good decisions.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	20	10.20%	27	27.27%	45	21.64%	41	20.00%	22	20.76%
Neither Disagree nor Agree	37	18.88%	27	27.27%	41	19.71%	52	25.37%	31	29.25%
Agree	101	51.53%	24	24.24%	74	35.58%	80	39.02%	37	34.91%
Strongly Agree	38	19.39%	21	21.21%	48	23.08%	32	15.61%	16	15.09%
Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	6.63%	12	12.12%	28	13.46%	26	12.62%	14	13.21%
Neither Disagree nor Agree	33	16.84%	24	24.24%	41	19.71%	37	17.96%	20	18.87%
Agree	111	56.63%	41	41.41%	86	41.35%	102	49.52%	52	49.06%
Strongly Agree	39	19.90%	22	22.22%	53	25.48%	41	19.90%	20	18.87%
Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	24	12.25%	24	24.49%	47	22.49%	31	15.20%	21	19.81%
Neither Disagree nor Agree	34	17.35%	21	21.43%	33	15.79%	45	22.06%	26	24.53%
Agree	102	52.04%	35	35.71%	82	39.23%	93	45.59%	41	38.68%
Strongly Agree	36	18.37%	18	18.37%	47	22.49%	35	17.16%	18	16.98%
Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	25	12.76%	20	20.20%	38	18.18%	36	17.48%	24	22.64%
Neither Disagree nor Agree	41	20.92%	22	22.22%	49	23.45%	47	22.82%	20	18.87%
Agree	95	48.47%	40	40.40%	73	34.93%	85	41.26%	45	42.45%
Strongly Agree	35	17.86%	17	17.17%	49	23.45%	38	18.45%	17	16.04%
Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	34	17.35%	36	36.36%	50	24.04%	66	32.04%	44	41.91%
Neither Disagree nor Agree	53	27.04%	24	24.24%	48	23.08%	42	20.39%	21	20.00%
Agree	83	42.35%	23	23.23%	73	35.10%	64	31.07%	26	24.76%
Strongly Agree	26	13.27%	16	16.16%	37	17.79%	34	16.51%	14	13.33%

Q28(a). FCPS recognizes employees for their high-quality work and accomplishments.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	54	27.55%	30	30.30%	55	26.19%	60	29.13%	35	33.02%
Neither Disagree nor Agree	51	26.02%	26	26.26%	58	27.62%	67	32.52%	22	20.76%
Agree	76	38.78%	36	36.36%	78	37.14%	64	31.07%	38	35.85%
Strongly Agree	15	7.65%	7	7.07%	19	9.05%	15	7.28%	11	10.38%
Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	36	18.37%	24	24.24%	60	28.57%	58	28.16%	40	37.74%
Neither Disagree nor Agree	50	25.51%	30	30.30%	45	21.43%	55	26.70%	20	18.87%
Agree	89	45.41%	37	37.37%	80	38.10%	76	36.89%	34	32.08%
Strongly Agree	21	10.71%	8	8.08%	25	11.91%	17	8.25%	12	11.32%
Q28(c). Staff members are recognized for good performance at my work site.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	34	17.35%	12	12.12%	39	18.57%	52	25.37%	21	20.19%
Neither Disagree nor Agree	52	26.53%	20	20.20%	45	21.43%	56	27.32%	22	21.15%
Agree	88	44.90%	51	51.52%	97	46.19%	76	37.07%	47	45.19%
Strongly Agree	22	11.22%	16	16.16%	29	13.81%	21	10.24%	14	13.46%
Q28(d). I am recognized for my accomplishments.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	44	22.45%	17	17.17%	50	23.81%	67	32.52%	38	35.85%
Neither Disagree nor Agree	53	27.04%	26	26.26%	61	29.05%	67	32.52%	24	22.64%
Agree	82	41.84%	43	43.43%	74	35.24%	54	26.21%	33	31.13%
Strongly Agree	17	8.67%	13	13.13%	25	11.91%	18	8.74%	11	10.38%
Q28(e). I feel appreciated for my work.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	43	21.94%	22	22.22%	49	23.33%	63	30.58%	32	30.19%
Neither Disagree nor Agree	46	23.47%	20	20.20%	37	17.62%	45	21.85%	23	21.70%
Agree	78	39.80%	38	38.38%	90	42.86%	72	34.95%	38	35.85%
Strongly Agree	29	14.80%	19	19.19%	34	16.19%	26	12.62%	13	12.26%
Q29(a). I have sufficient independence in my work.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	5.10%	6	6.06%	11	5.24%	15	7.28%	6	5.66%
Neither Disagree nor Agree	7	3.57%	5	5.05%	9	4.29%	12	5.83%	5	4.72%
Agree	107	54.59%	54	54.55%	108	51.43%	110	53.40%	62	58.49%
Strongly Agree	72	36.74%	34	34.34%	82	39.05%	69	33.50%	33	31.13%

Q29(b). My colleagues help create a positive work environment.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	14	7.14%	6	6.12%	13	6.19%	15	7.32%	13	12.38%
Neither Disagree nor Agree	16	8.16%	7	7.14%	19	9.05%	23	11.22%	9	8.57%
Agree	86	43.88%	42	42.86%	85	40.48%	86	41.95%	52	49.52%
Strongly Agree	80	40.82%	43	43.88%	93	44.29%	81	39.51%	31	29.52%
Q29(c). My colleagues are held to high professional standards.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	18	9.23%	5	5.05%	31	14.83%	28	13.66%	22	20.76%
Neither Disagree nor Agree	25	12.82%	10	10.10%	30	14.35%	30	14.63%	21	19.81%
Agree	95	48.72%	47	47.48%	83	39.71%	85	41.46%	37	34.91%
Strongly Agree	57	29.23%	37	37.37%	65	31.10%	62	30.24%	26	24.53%
Q29(d). I have the materials I need to do my job.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	5.10%	2	2.02%	21	10.10%	27	13.11%	15	14.15%
Neither Disagree nor Agree	17	8.67%	2	2.02%	31	14.90%	27	13.11%	7	6.60%
Agree	106	54.08%	44	44.44%	100	48.08%	95	46.12%	57	53.77%
Strongly Agree	63	32.14%	51	51.52%	56	26.92%	57	27.67%	27	25.47%
Q29(e). My colleagues support me.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	2.58%	3	3.03%	7	3.33%	8	3.88%	5	4.72%
Neither Disagree nor Agree	18	9.28%	9	9.09%	15	7.14%	14	6.80%	15	14.15%
Agree	93	47.94%	37	37.37%	96	45.71%	101	49.03%	51	48.11%
Strongly Agree	78	40.21%	50	50.51%	92	43.81%	83	40.29%	35	33.02%
Q29(f). My workload is reasonable.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	64	32.82%	40	40.40%	63	30.14%	77	37.38%	45	42.45%
Neither Disagree nor Agree	25	12.82%	14	14.14%	37	17.70%	35	16.99%	14	13.21%
Agree	78	40.00%	33	33.33%	77	36.84%	75	36.41%	35	33.02%
Strongly Agree	28	14.36%	12	12.12%	32	15.31%	19	9.22%	12	11.32%
Q29(h). My work environment is clean and well maintained.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	3.08%	1	1.01%	1	0.48%	13	6.31%	4	3.77%
Neither Disagree nor Agree	17	8.72%	4	4.04%	7	3.35%	18	8.74%	7	6.60%
Agree	90	46.15%	35	35.35%	70	33.49%	106	51.46%	49	46.23%
Strongly Agree	82	42.05%	59	59.60%	131	62.68%	69	33.50%	46	43.40%

Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	4.10%	8	8.08%	13	6.19%	15	7.32%	7	6.60%
Neither Disagree nor Agree	25	12.82%	20	20.20%	35	16.67%	18	8.78%	14	13.21%
Agree	95	48.72%	42	42.42%	89	42.38%	106	51.71%	53	50.00%
Strongly Agree	67	34.36%	29	29.29%	73	34.76%	66	32.20%	32	30.19%
Q29(j). I work in an atmosphere where there is mutual respect among staff.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	18	9.18%	12	12.12%	30	14.29%	25	12.14%	22	20.95%
Neither Disagree nor Agree	24	12.25%	13	13.13%	30	14.29%	25	12.14%	15	14.29%
Agree	98	50.00%	36	36.36%	87	41.43%	95	46.12%	48	45.71%
Strongly Agree	56	28.57%	38	38.38%	63	30.00%	61	29.61%	20	19.05%
Q30(b). The division's training helps me be effective in my job.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	55	28.21%	33	34.02%	56	26.67%	44	21.57%	23	21.70%
Neither Disagree nor Agree	46	23.59%	33	34.02%	57	27.14%	53	25.98%	37	34.91%
Agree	70	35.90%	22	22.68%	76	36.19%	83	40.69%	32	30.19%
Strongly Agree	24	12.31%	9	9.28%	21	10.00%	24	11.77%	14	13.21%
Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	26	13.27%	19	19.19%	35	16.83%	40	19.51%	21	19.81%
Neither Disagree nor Agree	43	21.94%	30	30.30%	61	29.33%	47	22.93%	30	28.30%
Agree	93	47.45%	37	37.37%	84	40.39%	85	41.46%	38	35.85%
Strongly Agree	34	17.35%	13	13.13%	28	13.46%	33	16.10%	17	16.04%
Q30(e). There are leadership opportunities for me in my school or department.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	32	16.33%	10	10.10%	30	14.29%	33	16.02%	26	24.53%
Neither Disagree nor Agree	44	22.45%	19	19.19%	34	16.19%	42	20.39%	16	15.09%
Agree	90	45.92%	54	54.55%	112	53.33%	96	46.60%	45	42.45%
Strongly Agree	30	15.31%	16	16.16%	34	16.19%	35	16.99%	19	17.93%
Q31(a). There is high staff morale in my school or department.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	35	17.95%	35	35.35%	74	35.58%	78	37.86%	38	35.85%
Neither Disagree nor Agree	48	24.62%	25	25.25%	39	18.75%	43	20.87%	32	30.19%
Agree	84	43.08%	29	29.29%	73	35.10%	63	30.58%	27	25.47%
Strongly Agree	28	14.36%	10	10.10%	22	10.58%	22	10.68%	9	8.49%

Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	28	14.29%	27	27.55%	31	14.83%	53	25.73%	26	24.53%
Neither Disagree nor Agree	32	16.33%	17	17.35%	39	18.66%	40	19.42%	23	21.70%
Agree	96	48.98%	34	34.69%	97	46.41%	73	35.44%	39	36.79%
Strongly Agree	40	20.41%	20	20.41%	42	20.10%	40	19.42%	18	16.98%
Q31(d). My school leadership team/office leadership team trusts me to make good decisions.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	13	6.63%	16	16.16%	15	7.18%	16	7.81%	8	7.55%
Neither Disagree nor Agree	34	17.35%	17	17.17%	24	11.48%	38	18.54%	19	17.93%
Agree	103	52.55%	42	42.42%	113	54.07%	99	48.29%	55	51.89%
Strongly Agree	46	23.47%	24	24.24%	57	27.27%	52	25.37%	24	22.64%
Q31(f). My school leadership team/office leadership team is willing to listen to new ideas.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	21	10.71%	24	24.24%	28	13.46%	42	20.39%	19	17.93%
Neither Disagree nor Agree	43	21.94%	26	26.26%	41	19.71%	57	27.67%	22	20.76%
Agree	95	48.47%	31	31.31%	97	46.64%	76	36.89%	50	47.17%
Strongly Agree	37	18.88%	18	18.18%	42	20.19%	31	15.05%	15	14.15%
Q31(g). I can influence decisions in my school or department.										
Ver. Hori.	High/Secondary I		High/Secondary J		High/Secondary H		High/Secondary G		High/Secondary F	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	28	14.29%	23	23.23%	38	18.18%	52	25.24%	28	26.42%
Neither Disagree nor Agree	52	26.53%	28	28.28%	58	27.75%	55	26.70%	32	30.19%
Agree	88	44.90%	35	35.35%	81	38.76%	77	37.38%	34	32.08%
Strongly Agree	28	14.29%	13	13.13%	32	15.31%	22	10.68%	12	11.32%