

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

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

Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	2.13%	8	5.84%	2	3.18%	0	0.00%	4	4.65%
Neither Disagree nor Agree	1	2.13%	4	2.92%	2	3.18%	3	4.62%	3	3.49%
Agree	21	44.68%	55	40.15%	26	41.27%	31	47.69%	35	40.70%
Strongly Agree	24	51.06%	70	51.10%	33	52.38%	31	47.69%	44	51.16%

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

Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.64%	15	10.95%	5	7.94%	5	7.69%	13	15.12%
Neither Disagree nor Agree	11	23.40%	19	13.87%	12	19.05%	10	15.39%	11	12.79%
Agree	14	29.79%	55	40.15%	28	44.44%	33	50.77%	34	39.54%
Strongly Agree	17	36.17%	48	35.04%	18	28.57%	17	26.15%	28	32.56%

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

Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	12.77%	20	14.60%	4	6.35%	7	10.77%	8	9.30%
Neither Disagree nor Agree	3	6.38%	15	10.95%	4	6.35%	9	13.85%	15	17.44%
Agree	21	44.68%	49	35.77%	36	57.14%	31	47.69%	32	37.21%
Strongly Agree	17	36.17%	53	38.69%	19	30.16%	18	27.69%	31	36.05%

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

Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	4.26%	18	13.24%	8	12.70%	0	0.00%	9	10.47%
Neither Disagree nor Agree	8	17.02%	11	8.09%	11	17.46%	6	9.23%	10	11.63%
Agree	20	42.55%	55	40.44%	28	44.44%	33	50.77%	44	51.16%
Strongly Agree	17	36.17%	52	38.24%	16	25.40%	26	40.00%	23	26.74%

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

Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.64%	30	22.06%	11	17.74%	9	13.85%	13	15.12%
Neither Disagree nor Agree	5	10.64%	8	5.88%	10	16.13%	10	15.39%	17	19.77%
Agree	24	51.06%	58	42.65%	29	46.77%	35	53.85%	38	44.19%
Strongly Agree	13	27.66%	40	29.41%	12	19.36%	11	16.92%	18	20.93%

Q27(b). The actions of my school leadership team/office leadership team are consistent with their words.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.87%	33	24.27%	12	19.05%	16	24.62%	16	18.61%
Neither Disagree nor Agree	9	19.57%	14	10.29%	12	19.05%	9	13.85%	14	16.28%
Agree	23	50.00%	53	38.97%	26	41.27%	31	47.69%	39	45.35%
Strongly Agree	9	19.57%	36	26.47%	13	20.64%	9	13.85%	17	19.77%
Q27(c). I can count on the support of my school leadership team/office leadership team when addressing problems or issues.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.64%	24	17.52%	10	15.87%	13	20.00%	14	16.28%
Neither Disagree nor Agree	6	12.77%	19	13.87%	12	19.05%	12	18.46%	13	15.12%
Agree	23	48.94%	51	37.23%	29	46.03%	26	40.00%	39	45.35%
Strongly Agree	13	27.66%	43	31.39%	12	19.05%	14	21.54%	20	23.26%
Q27(d). I trust my school leadership team/office leadership team to make good decisions.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	14.89%	27	19.71%	9	14.29%	10	15.39%	12	13.95%
Neither Disagree nor Agree	5	10.64%	21	15.33%	12	19.05%	14	21.54%	18	20.93%
Agree	20	42.55%	48	35.04%	31	49.21%	28	43.08%	36	41.86%
Strongly Agree	15	31.92%	41	29.93%	11	17.46%	13	20.00%	20	23.26%
Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.87%	15	10.95%	7	11.11%	6	9.23%	10	11.63%
Neither Disagree nor Agree	5	10.87%	15	10.95%	8	12.70%	10	15.39%	12	13.95%
Agree	19	41.30%	63	45.99%	28	44.44%	37	56.92%	39	45.35%
Strongly Agree	17	36.96%	44	32.12%	20	31.75%	12	18.46%	25	29.07%
Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	14.89%	28	20.44%	13	20.64%	12	18.46%	10	11.63%
Neither Disagree nor Agree	4	8.51%	18	13.14%	8	12.70%	17	26.15%	18	20.93%
Agree	22	46.81%	57	41.61%	29	46.03%	25	38.46%	36	41.86%
Strongly Agree	14	29.79%	34	24.82%	13	20.64%	11	16.92%	22	25.58%

Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	9	19.15%	25	18.25%	8	12.70%	9	13.85%	11	12.94%
Neither Disagree nor Agree	3	6.38%	22	16.06%	12	19.05%	12	18.46%	17	20.00%
Agree	24	51.06%	49	35.77%	26	41.27%	35	53.85%	37	43.53%
Strongly Agree	11	23.40%	41	29.93%	17	26.98%	9	13.85%	20	23.53%
Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	12	25.53%	38	27.74%	14	22.22%	19	29.23%	9	10.47%
Neither Disagree nor Agree	6	12.77%	14	10.22%	9	14.29%	16	24.62%	15	17.44%
Agree	20	42.55%	50	36.50%	25	39.68%	22	33.85%	35	40.70%
Strongly Agree	9	19.15%	35	25.55%	15	23.81%	8	12.31%	27	31.40%
Q28(a). FCPS recognizes employees for their high-quality work and accomplishments.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	12	25.53%	18	13.24%	13	20.64%	9	13.85%	16	18.61%
Neither Disagree nor Agree	10	21.28%	32	23.53%	14	22.22%	19	29.23%	20	23.26%
Agree	17	36.17%	65	47.79%	28	44.44%	32	49.23%	38	44.19%
Strongly Agree	8	17.02%	21	15.44%	8	12.70%	5	7.69%	12	13.95%
Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	17.02%	24	17.65%	11	17.46%	9	14.06%	22	25.58%
Neither Disagree nor Agree	10	21.28%	18	13.24%	14	22.22%	17	26.56%	13	15.12%
Agree	21	44.68%	66	48.53%	25	39.68%	31	48.44%	39	45.35%
Strongly Agree	8	17.02%	28	20.59%	13	20.64%	7	10.94%	12	13.95%
Q28(c). Staff members are recognized for good performance at my work site.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	31.92%	12	8.76%	3	4.76%	7	10.77%	7	8.14%
Neither Disagree nor Agree	7	14.89%	19	13.87%	5	7.94%	15	23.08%	10	11.63%
Agree	14	29.79%	61	44.53%	36	57.14%	33	50.77%	44	51.16%
Strongly Agree	11	23.40%	45	32.85%	19	30.16%	10	15.39%	25	29.07%

Q28(d). I am recognized for my accomplishments.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	23.40%	34	24.82%	14	22.22%	14	21.54%	22	25.58%
Neither Disagree nor Agree	11	23.40%	29	21.17%	12	19.05%	14	21.54%	19	22.09%
Agree	18	38.30%	48	35.04%	27	42.86%	29	44.62%	29	33.72%
Strongly Agree	7	14.89%	26	18.98%	10	15.87%	8	12.31%	16	18.61%
Q28(e). I feel appreciated for my work.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	21.28%	28	20.44%	12	19.05%	11	16.92%	23	26.74%
Neither Disagree nor Agree	7	14.89%	24	17.52%	10	15.87%	16	24.62%	14	16.28%
Agree	20	42.55%	59	43.07%	26	41.27%	27	41.54%	31	36.05%
Strongly Agree	10	21.28%	26	18.98%	15	23.81%	11	16.92%	18	20.93%
Q29(a). I have sufficient independence in my work.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	8.51%	34	24.82%	2	3.18%	9	13.85%	4	4.65%
Neither Disagree nor Agree	5	10.64%	14	10.22%	3	4.76%	3	4.62%	5	5.81%
Agree	16	34.04%	55	40.15%	34	53.97%	30	46.15%	49	56.98%
Strongly Agree	22	46.81%	34	24.82%	24	38.10%	23	35.39%	28	32.56%
Q29(b). My colleagues help create a positive work environment.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	8.51%	11	8.03%	1	1.59%	0	0.00%	3	3.49%
Neither Disagree nor Agree	4	8.51%	11	8.03%	0	0.00%	2	3.13%	7	8.14%
Agree	18	38.30%	54	39.42%	30	47.62%	37	57.81%	43	50.00%
Strongly Agree	21	44.68%	61	44.53%	32	50.79%	25	39.06%	33	38.37%
Q29(c). My colleagues are held to high professional standards.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.64%	14	10.22%	3	4.76%	4	6.15%	9	10.59%
Neither Disagree nor Agree	1	2.13%	8	5.84%	7	11.11%	4	6.15%	10	11.77%
Agree	24	51.06%	62	45.26%	27	42.86%	36	55.39%	45	52.94%
Strongly Agree	17	36.17%	53	38.69%	26	41.27%	21	32.31%	21	24.71%

Q29(d). I have the materials I need to do my job.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	14.89%	16	11.77%	6	9.52%	8	12.31%	24	27.91%
Neither Disagree nor Agree	2	4.26%	15	11.03%	4	6.35%	11	16.92%	8	9.30%
Agree	21	44.68%	58	42.65%	32	50.79%	34	52.31%	40	46.51%
Strongly Agree	17	36.17%	47	34.56%	21	33.33%	12	18.46%	14	16.28%
Q29(e). My colleagues support me.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	4.35%	9	6.57%	1	1.59%	0	0.00%	2	2.33%
Neither Disagree nor Agree	2	4.35%	5	3.65%	2	3.18%	2	3.08%	9	10.47%
Agree	22	47.83%	49	35.77%	26	41.27%	31	47.69%	38	44.19%
Strongly Agree	20	43.48%	74	54.02%	34	53.97%	32	49.23%	37	43.02%
Q29(f). My workload is reasonable.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	17	36.96%	40	29.41%	16	25.40%	16	24.62%	27	31.40%
Neither Disagree nor Agree	8	17.39%	22	16.18%	10	15.87%	11	16.92%	9	10.47%
Agree	16	34.78%	52	38.24%	24	38.10%	26	40.00%	34	39.54%
Strongly Agree	5	10.87%	22	16.18%	13	20.64%	12	18.46%	16	18.61%
Q29(h). My work environment is clean and well maintained.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	6.38%	4	2.92%	1	1.61%	7	10.77%	4	4.71%
Neither Disagree nor Agree	3	6.38%	12	8.76%	2	3.23%	7	10.77%	10	11.77%
Agree	19	40.43%	57	41.61%	29	46.77%	29	44.62%	39	45.88%
Strongly Agree	22	46.81%	64	46.72%	30	48.39%	22	33.85%	32	37.65%
Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	6.38%	22	16.06%	3	4.76%	5	7.69%	6	6.98%
Neither Disagree nor Agree	1	2.13%	14	10.22%	1	1.59%	5	7.69%	7	8.14%
Agree	15	31.92%	51	37.23%	35	55.56%	30	46.15%	44	51.16%
Strongly Agree	28	59.57%	50	36.50%	24	38.10%	25	38.46%	29	33.72%

Q29(j). I work in an atmosphere where there is mutual respect among staff.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	8.51%	12	8.76%	5	7.94%	5	7.69%	8	9.30%
Neither Disagree nor Agree	5	10.64%	15	10.95%	7	11.11%	5	7.69%	15	17.44%
Agree	23	48.94%	62	45.26%	23	36.51%	35	53.85%	35	40.70%
Strongly Agree	15	31.92%	48	35.04%	28	44.44%	20	30.77%	28	32.56%
Q30(b). The division's training helps me be effective in my job.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	17.39%	16	11.68%	5	7.94%	6	9.23%	19	22.35%
Neither Disagree nor Agree	7	15.22%	23	16.79%	13	20.64%	16	24.62%	11	12.94%
Agree	22	47.83%	63	45.99%	34	53.97%	32	49.23%	33	38.82%
Strongly Agree	9	19.57%	35	25.55%	11	17.46%	11	16.92%	22	25.88%
Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	2	4.26%	20	14.60%	3	4.76%	12	18.46%	10	11.63%
Neither Disagree nor Agree	6	12.77%	20	14.60%	8	12.70%	14	21.54%	17	19.77%
Agree	23	48.94%	64	46.72%	35	55.56%	26	40.00%	37	43.02%
Strongly Agree	16	34.04%	33	24.09%	17	26.98%	13	20.00%	22	25.58%
Q30(e). There are leadership opportunities for me in my school or department.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.64%	24	17.52%	2	3.18%	3	4.62%	8	9.30%
Neither Disagree nor Agree	6	12.77%	24	17.52%	9	14.29%	17	26.15%	17	19.77%
Agree	23	48.94%	58	42.34%	37	58.73%	30	46.15%	41	47.67%
Strongly Agree	13	27.66%	31	22.63%	15	23.81%	15	23.08%	20	23.26%
Q31(a). There is high staff morale in my school or department.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	23.40%	45	33.09%	12	19.05%	25	38.46%	21	24.71%
Neither Disagree nor Agree	12	25.53%	25	18.38%	11	17.46%	15	23.08%	16	18.82%
Agree	19	40.43%	44	32.35%	31	49.21%	20	30.77%	35	41.18%
Strongly Agree	5	10.64%	22	16.18%	9	14.29%	5	7.69%	13	15.29%

Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	10.64%	27	19.71%	9	14.29%	15	23.08%	13	15.29%
Neither Disagree nor Agree	9	19.15%	15	10.95%	11	17.46%	3	4.62%	12	14.12%
Agree	18	38.30%	61	44.53%	30	47.62%	32	49.23%	42	49.41%
Strongly Agree	15	31.92%	34	24.82%	13	20.64%	15	23.08%	18	21.18%
Q31(d). My school leadership team/office leadership team trusts me to make good decisions.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	6.38%	18	13.14%	6	9.52%	7	10.77%	5	5.88%
Neither Disagree nor Agree	5	10.64%	16	11.68%	8	12.70%	11	16.92%	10	11.77%
Agree	19	40.43%	62	45.26%	30	47.62%	33	50.77%	52	61.18%
Strongly Agree	20	42.55%	41	29.93%	19	30.16%	14	21.54%	18	21.18%
Q31(f). My school leadership team/office leadership team is willing to listen to new ideas.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	12.77%	27	19.71%	6	9.68%	8	12.50%	8	9.30%
Neither Disagree nor Agree	6	12.77%	17	12.41%	11	17.74%	11	17.19%	16	18.61%
Agree	22	46.81%	57	41.61%	30	48.39%	30	46.88%	42	48.84%
Strongly Agree	13	27.66%	36	26.28%	15	24.19%	15	23.44%	20	23.26%
Q31(g). I can influence decisions in my school or department.										
Ver. Hori.	Middle E		Middle A		Middle C		Middle D		Middle B	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	12.77%	32	23.53%	6	9.52%	13	20.00%	15	17.44%
Neither Disagree nor Agree	10	21.28%	29	21.32%	13	20.64%	10	15.39%	20	23.26%
Agree	19	40.43%	52	38.24%	38	60.32%	31	47.69%	38	44.19%
Strongly Agree	12	25.53%	23	16.91%	6	9.52%	11	16.92%	13	15.12%