

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

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.49%	1	1.25%	0	0.00%	0	0.00%	1	1.43%
Neither Disagree nor Agree	2	2.99%	3	3.75%	1	1.33%	2	2.78%	1	1.43%
Agree	31	46.27%	26	32.50%	38	50.67%	30	41.67%	28	40.00%
Strongly Agree	33	49.25%	50	62.50%	36	48.00%	40	55.56%	40	57.14%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	16.42%	7	8.75%	12	16.00%	11	15.28%	9	12.86%
Neither Disagree nor Agree	12	17.91%	15	18.75%	17	22.67%	14	19.44%	18	25.71%
Agree	28	41.79%	35	43.75%	34	45.33%	27	37.50%	23	32.86%
Strongly Agree	16	23.88%	23	28.75%	12	16.00%	20	27.78%	20	28.57%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	5.97%	6	7.50%	15	20.00%	10	13.89%	6	8.57%
Neither Disagree nor Agree	9	13.43%	6	7.50%	18	24.00%	13	18.06%	7	10.00%
Agree	32	47.76%	35	43.75%	31	41.33%	19	26.39%	30	42.86%
Strongly Agree	22	32.84%	33	41.25%	11	14.67%	30	41.67%	27	38.57%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	6	8.96%	2	2.50%	14	18.92%	3	4.17%	4	5.71%
Neither Disagree nor Agree	7	10.45%	10	12.50%	9	12.16%	4	5.56%	6	8.57%
Agree	36	53.73%	38	47.50%	40	54.05%	31	43.06%	42	60.00%
Strongly Agree	18	26.87%	30	37.50%	11	14.87%	34	47.22%	18	25.71%

Q27(a). My school leadership team/office leadership team is effective.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	9	13.43%	4	5.06%	23	30.67%	13	18.06%	6	8.57%
Neither Disagree nor Agree	3	4.48%	2	2.53%	15	20.00%	11	15.28%	10	14.29%
Agree	42	62.69%	32	40.51%	30	40.00%	25	34.72%	33	47.14%
Strongly Agree	13	19.40%	41	51.90%	7	9.33%	23	31.94%	21	30.00%
Q27(b). he actions of my school leadership team/office leadership team are consistent with their words.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	9	13.43%	3	3.75%	27	36.00%	14	19.44%	5	7.14%
Neither Disagree nor Agree	7	10.45%	6	7.50%	15	20.00%	13	18.06%	14	20.00%
Agree	39	58.21%	39	48.75%	25	33.33%	22	30.56%	32	45.71%
Strongly Agree	12	17.91%	32	40.00%	8	10.67%	23	31.94%	19	27.14%
Q27(c). I can count on the support of my school leadership team/office leadership team when addressing problems or issues.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	14.93%	7	8.75%	20	26.67%	13	18.06%	6	8.57%
Neither Disagree nor Agree	8	11.94%	6	7.50%	15	20.00%	15	20.83%	9	12.86%
Agree	33	49.25%	35	43.75%	30	40.00%	19	26.39%	33	47.14%
Strongly Agree	16	23.88%	32	40.00%	10	13.33%	25	34.72%	22	31.43%
Q27(d). I trust my school leadership team/office leadership team to make good decisions.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	12	17.91%	5	6.25%	16	21.33%	13	18.06%	4	5.71%
Neither Disagree nor Agree	8	11.94%	8	10.00%	18	24.00%	15	20.83%	14	20.00%
Agree	34	50.75%	33	41.25%	34	45.33%	20	27.78%	33	47.14%
Strongly Agree	13	19.40%	34	42.50%	7	9.33%	24	33.33%	19	27.14%
Q27(e). My school leadership team/office leadership team clearly communicates their expectations of my job performance.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	8	11.94%	2	2.50%	13	17.33%	9	12.68%	10	14.29%
Neither Disagree nor Agree	6	8.96%	6	7.50%	10	13.33%	6	8.45%	5	7.14%
Agree	38	56.72%	40	50.00%	39	52.00%	28	39.44%	32	45.71%
Strongly Agree	15	22.39%	32	40.00%	13	17.33%	28	39.44%	23	32.86%

Q27(f). My school leadership team/office leadership team effectively communicates about important issues that affect me.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	12	17.91%	7	8.75%	22	29.33%	9	12.50%	4	5.71%
Neither Disagree nor Agree	5	7.46%	7	8.75%	11	14.67%	9	12.50%	11	15.71%
Agree	38	56.72%	34	42.50%	31	41.33%	26	36.11%	32	45.71%
Strongly Agree	12	17.91%	32	40.00%	11	14.67%	28	38.89%	23	32.86%
Q27(g). My school leadership team/office leadership team implements policies fairly in my school or department.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	14.93%	4	5.00%	20	26.67%	15	20.83%	9	12.86%
Neither Disagree nor Agree	9	13.43%	13	16.25%	15	20.00%	11	15.28%	12	17.14%
Agree	37	55.22%	31	38.75%	31	41.33%	21	29.17%	31	44.29%
Strongly Agree	11	16.42%	32	40.00%	9	12.00%	25	34.72%	18	25.71%
Q27(h). My school leadership team/office leadership team ensures staff morale is high in my school or department.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	16	23.88%	10	12.50%	24	32.00%	22	30.56%	16	22.86%
Neither Disagree nor Agree	17	25.37%	13	16.25%	17	22.67%	7	9.72%	11	15.71%
Agree	22	32.84%	30	37.50%	28	37.33%	21	29.17%	28	40.00%
Strongly Agree	12	17.91%	27	33.75%	6	8.00%	22	30.56%	15	21.43%
Q28(a). FCPS recognizes employees for their high-quality work and accomplishments.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	15.15%	12	15.00%	11	14.67%	18	25.00%	6	8.57%
Neither Disagree nor Agree	15	22.73%	25	31.25%	18	24.00%	18	25.00%	18	25.71%
Agree	34	51.52%	32	40.00%	39	52.00%	27	37.50%	38	54.29%
Strongly Agree	7	10.61%	11	13.75%	7	9.33%	9	12.50%	8	11.43%
Q28(b). My school leadership team/office leadership team regularly gives me constructive feedback to improve my performance.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	22.39%	11	13.75%	21	28.38%	13	18.06%	9	12.86%
Neither Disagree nor Agree	16	23.88%	12	15.00%	12	16.22%	15	20.83%	18	25.71%
Agree	28	41.79%	42	52.50%	33	44.60%	27	37.50%	36	51.43%
Strongly Agree	8	11.94%	15	18.75%	8	10.81%	17	23.61%	7	10.00%

Q28(c). Staff members are recognized for good performance at my work site.

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	7.46%	8	10.00%	6	8.00%	12	16.67%	1	1.43%
Neither Disagree nor Agree	10	14.93%	9	11.25%	10	13.33%	12	16.67%	7	10.00%
Agree	33	49.25%	37	46.25%	40	53.33%	29	40.28%	38	54.29%
Strongly Agree	19	28.36%	26	32.50%	19	25.33%	19	26.39%	24	34.29%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	22.39%	12	15.00%	17	22.67%	17	23.61%	7	10.00%
Neither Disagree nor Agree	14	20.90%	17	21.25%	21	28.00%	11	15.28%	20	28.57%
Agree	33	49.25%	36	45.00%	31	41.33%	27	37.50%	32	45.71%
Strongly Agree	5	7.46%	15	18.75%	6	8.00%	17	23.61%	11	15.71%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	22.39%	11	13.75%	17	22.67%	16	22.22%	13	18.57%
Neither Disagree nor Agree	14	20.90%	11	13.75%	14	18.67%	10	13.89%	21	30.00%
Agree	29	43.28%	40	50.00%	37	49.33%	26	36.11%	23	32.86%
Strongly Agree	9	13.43%	18	22.50%	7	9.33%	20	27.78%	13	18.57%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	4.55%	8	10.00%	5	6.67%	3	4.17%	12	17.14%
Neither Disagree nor Agree	4	6.06%	3	3.75%	6	8.00%	6	8.33%	10	14.29%
Agree	38	57.58%	28	35.00%	37	49.33%	34	47.22%	30	42.86%
Strongly Agree	21	31.82%	41	51.25%	27	36.00%	29	40.28%	18	25.71%

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

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	4.48%	3	3.75%	8	10.67%	1	1.39%	5	7.14%
Neither Disagree nor Agree	3	4.48%	1	1.25%	11	14.67%	6	8.33%	9	12.86%
Agree	32	47.76%	31	38.75%	42	56.00%	25	34.72%	34	48.57%
Strongly Agree	29	43.28%	45	56.25%	14	18.67%	40	55.56%	22	31.43%

Q29(c). My colleagues are held to high professional standards.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	6.06%	3	3.85%	9	12.00%	1	1.39%	7	10.00%
Neither Disagree nor Agree	3	4.55%	6	7.69%	16	21.33%	6	8.33%	7	10.00%
Agree	35	53.03%	30	38.46%	38	50.67%	25	34.72%	37	52.86%
Strongly Agree	24	36.36%	39	50.00%	12	16.00%	40	55.56%	19	27.14%
Q29(d). I have the materials I need to do my job.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	3	4.48%	5	6.25%	7	9.33%	5	6.94%	3	4.29%
Neither Disagree nor Agree	5	7.46%	12	15.00%	6	8.00%	5	6.94%	5	7.14%
Agree	36	53.73%	34	42.50%	40	53.33%	30	41.67%	40	57.14%
Strongly Agree	23	34.33%	29	36.25%	22	29.33%	32	44.44%	22	31.43%
Q29(e). My colleagues support me.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.49%	1	1.27%	2	2.67%	0	0.00%	3	4.29%
Neither Disagree nor Agree	4	5.97%	3	3.80%	7	9.33%	6	8.33%	4	5.71%
Agree	30	44.78%	27	34.18%	46	61.33%	19	26.39%	33	47.14%
Strongly Agree	32	47.76%	48	60.76%	20	26.67%	47	65.28%	30	42.86%
Q29(f). My workload is reasonable.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	26	38.81%	41	51.25%	29	38.67%	26	36.11%	30	43.48%
Neither Disagree nor Agree	9	13.43%	10	12.50%	11	14.67%	10	13.89%	11	15.94%
Agree	26	38.81%	19	23.75%	29	38.67%	22	30.56%	19	27.54%
Strongly Agree	6	8.96%	10	12.50%	6	8.00%	14	19.44%	9	13.04%
Q29(h). My work environment is clean and well maintained.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.52%	10	12.50%	1	1.33%	0	0.00%	10	14.49%
Neither Disagree nor Agree	5	7.58%	13	16.25%	4	5.33%	1	1.39%	8	11.59%
Agree	21	31.82%	36	45.00%	38	50.67%	20	27.78%	35	50.73%
Strongly Agree	39	59.09%	21	26.25%	32	42.67%	51	70.83%	16	23.19%

Q29(i). My school leadership team/office leadership team encourages collaboration within and across teams in my school or department.

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	1	1.49%	1	1.25%	9	12.00%	5	6.94%	0	0.00%
Neither Disagree nor Agree	1	1.49%	8	10.00%	8	10.67%	2	2.78%	4	5.71%
Agree	36	53.73%	30	37.50%	43	57.33%	31	43.06%	40	57.14%
Strongly Agree	29	43.28%	41	51.25%	15	20.00%	34	47.22%	26	37.14%

Q29(j). I work in an atmosphere where there is mutual respect among staff.

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	5	7.46%	3	3.75%	11	14.67%	2	2.78%	10	14.29%
Neither Disagree nor Agree	6	8.96%	3	3.75%	15	20.00%	9	12.50%	6	8.57%
Agree	34	50.75%	32	40.00%	41	54.67%	26	36.11%	33	47.14%
Strongly Agree	22	32.84%	42	52.50%	8	10.67%	35	48.61%	21	30.00%

Q30(b). The division's training helps me be effective in my job.

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	14	20.90%	12	15.00%	14	18.67%	13	18.06%	11	15.71%
Neither Disagree nor Agree	14	20.90%	25	31.25%	15	20.00%	16	22.22%	18	25.71%
Agree	28	41.79%	21	26.25%	35	46.67%	26	36.11%	29	41.43%
Strongly Agree	11	16.42%	22	27.50%	11	14.67%	17	23.61%	12	17.14%

Q30(d). My school leadership team/office leadership team identifies opportunities for my professional growth and improvement.

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	11	16.42%	10	12.50%	13	17.33%	11	15.28%	6	8.57%
Neither Disagree nor Agree	11	16.42%	16	20.00%	20	26.67%	11	15.28%	11	15.71%
Agree	31	46.27%	35	43.75%	33	44.00%	30	41.67%	38	54.29%
Strongly Agree	14	20.90%	19	23.75%	9	12.00%	20	27.78%	15	21.43%

Q30(e). There are leadership opportunities for me in my school or department.

Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	7	10.45%	4	5.00%	8	10.67%	11	15.28%	6	8.57%
Neither Disagree nor Agree	5	7.46%	7	8.75%	17	22.67%	12	16.67%	13	18.57%
Agree	37	55.22%	41	51.25%	36	48.00%	26	36.11%	32	45.71%
Strongly Agree	18	26.87%	28	35.00%	14	18.67%	23	31.94%	19	27.14%

Q31(a). There is high staff morale in my school or department.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	15	22.39%	10	12.50%	26	34.67%	18	25.71%	19	27.14%
Neither Disagree nor Agree	14	20.90%	15	18.75%	19	25.33%	15	21.43%	14	20.00%
Agree	31	46.27%	27	33.75%	28	37.33%	23	32.86%	28	40.00%
Strongly Agree	7	10.45%	28	35.00%	2	2.67%	14	20.00%	9	12.86%
Q31(c). I feel comfortable sharing ideas and opinions with my school leadership team/office leadership team.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	15.15%	10	12.50%	14	18.67%	18	25.35%	7	10.00%
Neither Disagree nor Agree	11	16.67%	7	8.75%	15	20.00%	9	12.68%	12	17.14%
Agree	31	46.97%	30	37.50%	37	49.33%	22	30.99%	31	44.29%
Strongly Agree	14	21.21%	33	41.25%	9	12.00%	22	30.99%	20	28.57%
Q31(d). My school leadership team/office leadership team trusts me to make good decisions.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	4	6.06%	5	6.25%	5	6.67%	7	9.86%	6	8.57%
Neither Disagree nor Agree	8	12.12%	2	2.50%	14	18.67%	10	14.09%	11	15.71%
Agree	36	54.55%	34	42.50%	38	50.67%	26	36.62%	31	44.29%
Strongly Agree	18	27.27%	39	48.75%	18	24.00%	28	39.44%	22	31.43%
Q31(f). My school leadership team/office leadership team is willing to listen to new ideas.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	9	13.64%	6	7.50%	11	14.67%	14	19.72%	3	4.35%
Neither Disagree nor Agree	10	15.15%	9	11.25%	17	22.67%	9	12.68%	12	17.39%
Agree	28	42.42%	35	43.75%	35	46.67%	26	36.62%	32	46.38%
Strongly Agree	19	28.79%	30	37.50%	12	16.00%	22	30.99%	22	31.88%
Q31(g). I can influence decisions in my school or department.										
Ver. Hori.	Middle G		Middle J		Middle F		Middle H		Middle I	
	Count	%	Count	%	Count	%	Count	%	Count	%
Strongly Disagree + Disagree	10	15.15%	7	8.75%	14	18.67%	11	15.49%	6	8.57%
Neither Disagree nor Agree	16	24.24%	12	15.00%	25	33.33%	11	15.49%	18	25.71%
Agree	25	37.88%	35	43.75%	26	34.67%	28	39.44%	32	45.71%
Strongly Agree	15	22.73%	26	32.50%	10	13.33%	21	29.58%	14	20.00%