

## Engagement: Certified Staff

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# Increasing Employee Engagement

The closer the correlation value is to 1, the stronger the relationship to engagement.

Survey Item	Driver Rating	Correlation to Engagement
I receive recognition for my accomplishments.	3.67	0.67
Employees are recognized for good performance at my work site.	3.86	0.73
I feel appreciated for my work.	3.93	0.75
The actions of my school/office leadership are consistent with their words.	4.00	0.59
My school/office leaders are effective.	4.07	0.70
FCPS' training helps me be effective in my job.	4.07	0.67

# Best Opportunities to Maintain Engagement

The closer the correlation value is to 1, the stronger the relationship to engagement.

Survey Item	Driver Rating	Correlation to Engagement
I feel comfortable sharing ideas and opinions with my school/office leadership.	4.12	0.76
FCPS provides professional development that supports division initiatives.	4.12	0.64
I am familiar with FCPS' mission and vision.	4.23	0.60
I can count on the support of my school/office leadership when addressing problems or issues.	4.23	0.66
I trust my school/office leadership to make good decisions.	4.23	0.68
My school/office leadership implements policies fairly in my school or department.	4.26	0.62
FCPS encourages continued education and professional growth.	4.26	0.62
My school/office leadership is willing to listen to new ideas.	4.28	0.77
There are leadership opportunities for me in my school or department.	4.30	0.74
My school/office leadership encourages collaboration within and across teams in my school or department.	4.35	0.70

# Low Driver Rating, Weak Correlation to Engagement

The closer the correlation value is to 1, the stronger the relationship to engagement.

Survey Item	Driver Rating	Correlation to Engagement
FCPS recognizes employees for their high-quality work and accomplishments.	3.07	0.45
Division leaders understand my professional needs.	3.19	0.25
Division leaders clearly explain the reasons behind decisions on key issues.	3.26	0.39
There is high staff morale in this division.	3.44	0.41
Division leaders encourage employees to share ideas that improve performance.	3.51	0.49
Division leaders' actions are consistent with their words.	3.54	0.44
My school/office leadership regularly gives me constructive feedback to improve my performance.	3.88	0.30
There is high staff morale in my school or department.	3.91	0.57
My school/office leadership effectively communicates important issues that affect me.	4.07	0.51
I can influence decisions at my school or department.	4.09	0.49

# High Driver Rating, Weak Correlation to Engagement

The closer the correlation value is to 1, the stronger the relationship to engagement.

Survey Item	Driver Rating	Correlation to Engagement
I know how I can support FCPS' mission and vision.	4.10	0.56
My school/office leadership clearly communicates expectations of my job performance.	4.23	0.57
My school/office leadership identifies opportunities for my professional growth and improvement.	4.26	0.55
I have sufficient independence in my work.	4.47	0.47
I work in an atmosphere where there is mutual respect among staff.	4.47	0.35
My school/office leadership trusts me to make good decisions.	4.49	0.51