

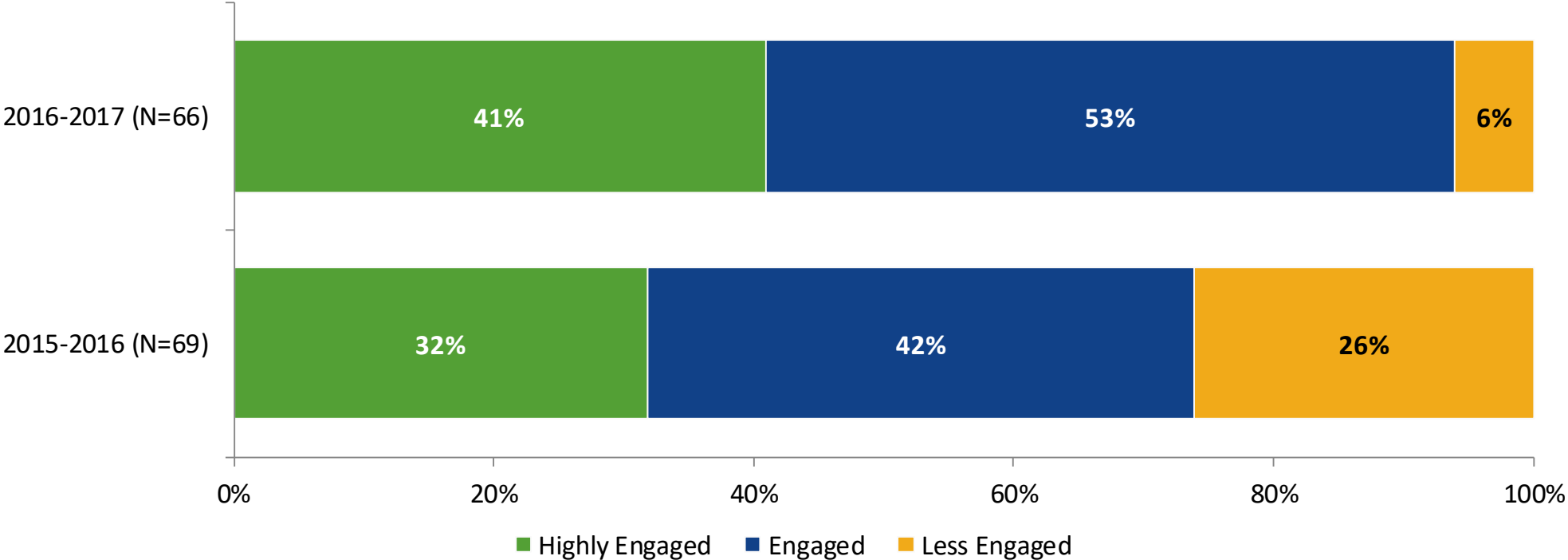
Employee Engagement Survey: Aldrin Elementary School

Results

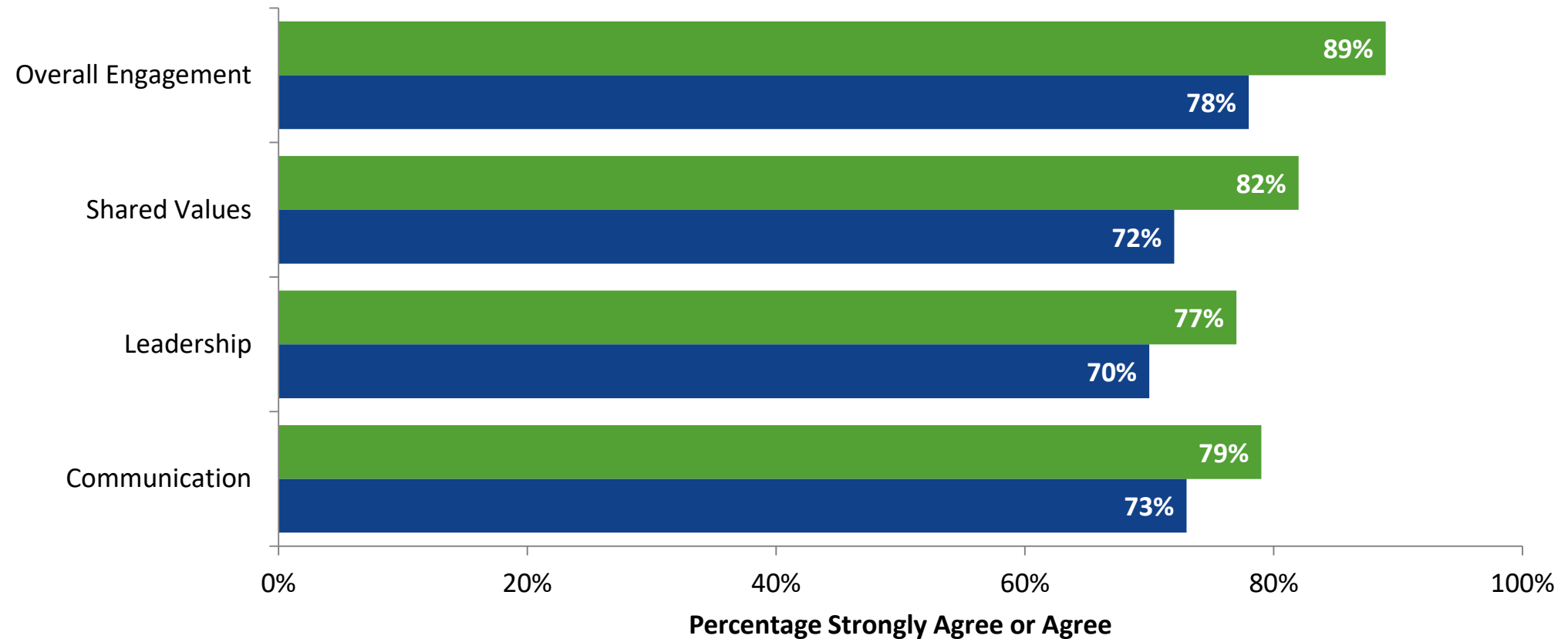
February 5 – 26, 2017



Overall Engagement



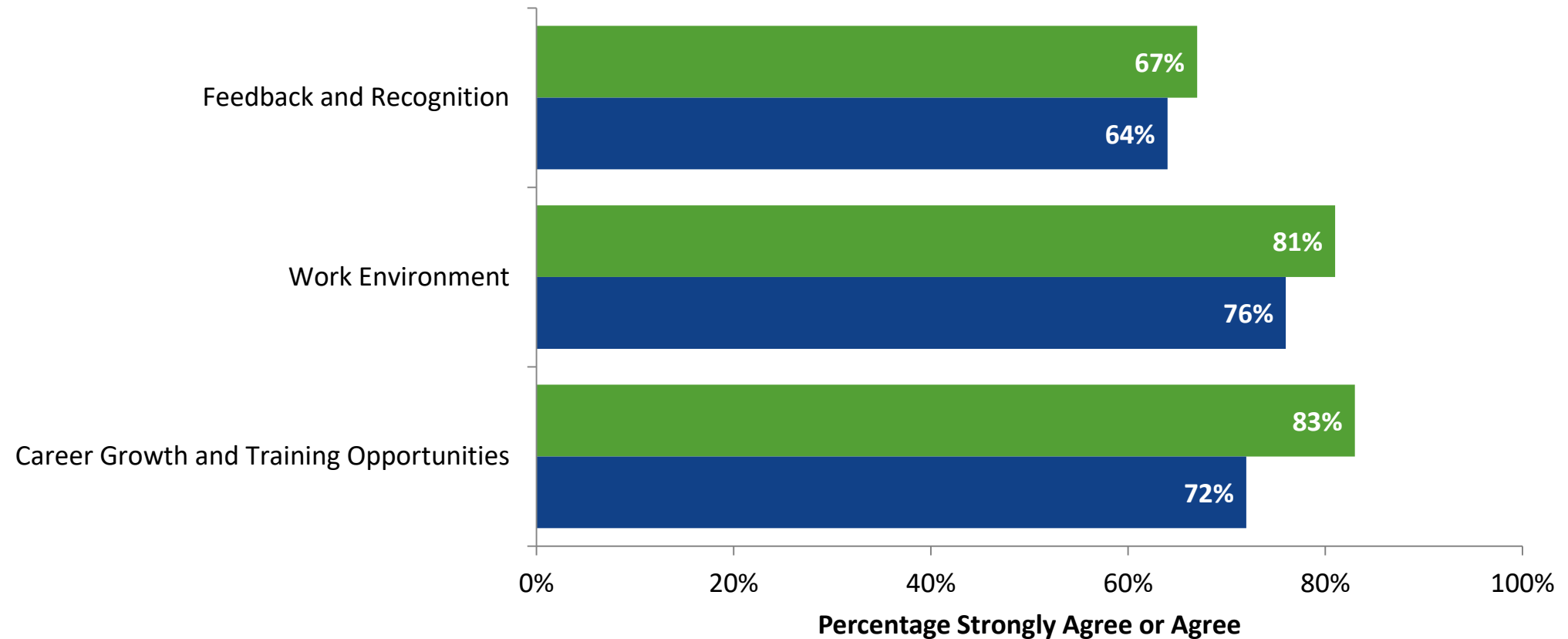
Employee Engagement Dimensions: Comparison Over Time



■ This Year (N=66) ■ Last Year (N=69)

Answer options: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, Don't Know
Note: This graph shows the combined Strongly Agree and Agree responses for all items within each dimension.

Employee Engagement Dimensions: Comparison Over Time (Continued)

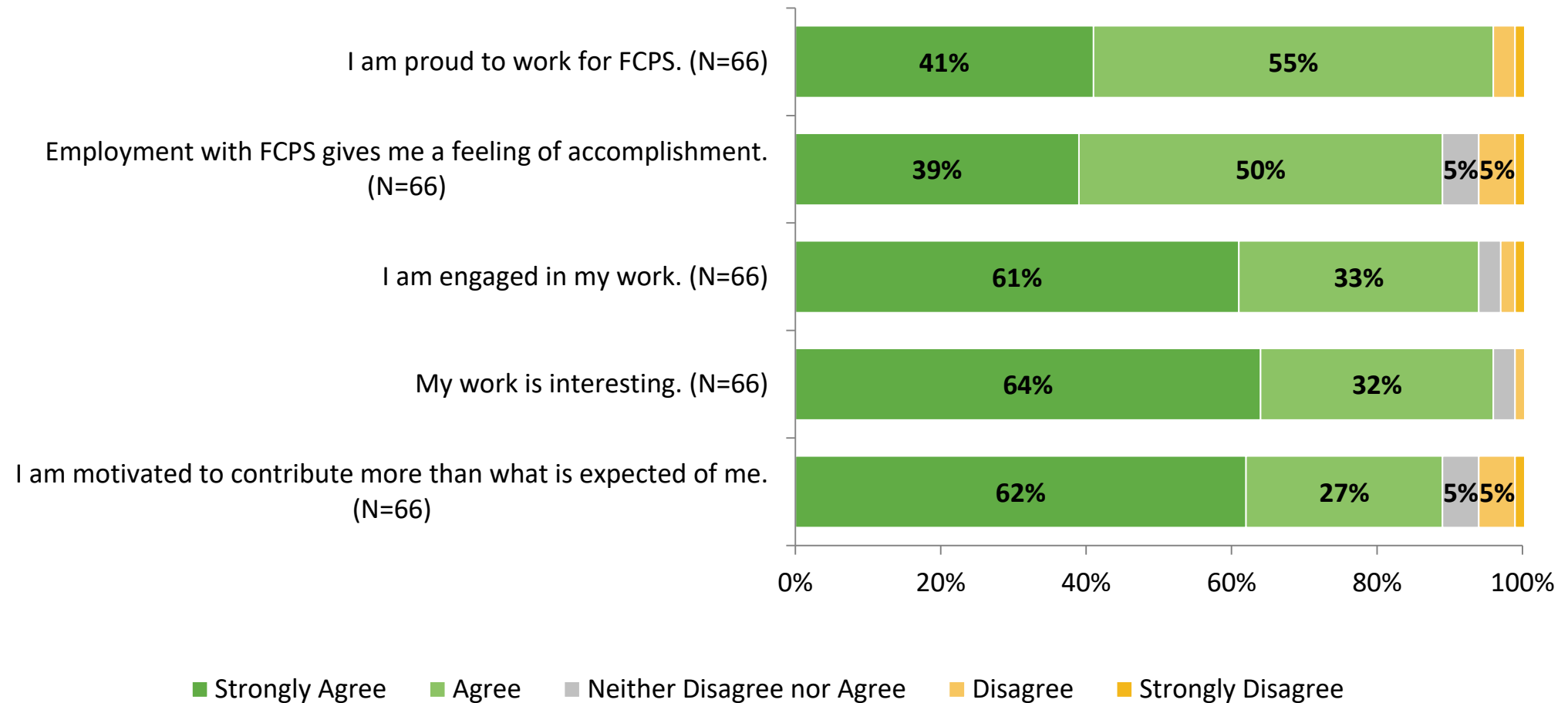


■ This Year (N=66) ■ Last Year (N=69)

Answer options: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, Don't Know
Note: This graph shows the combined Strongly Agree and Agree responses for all items within each dimension.

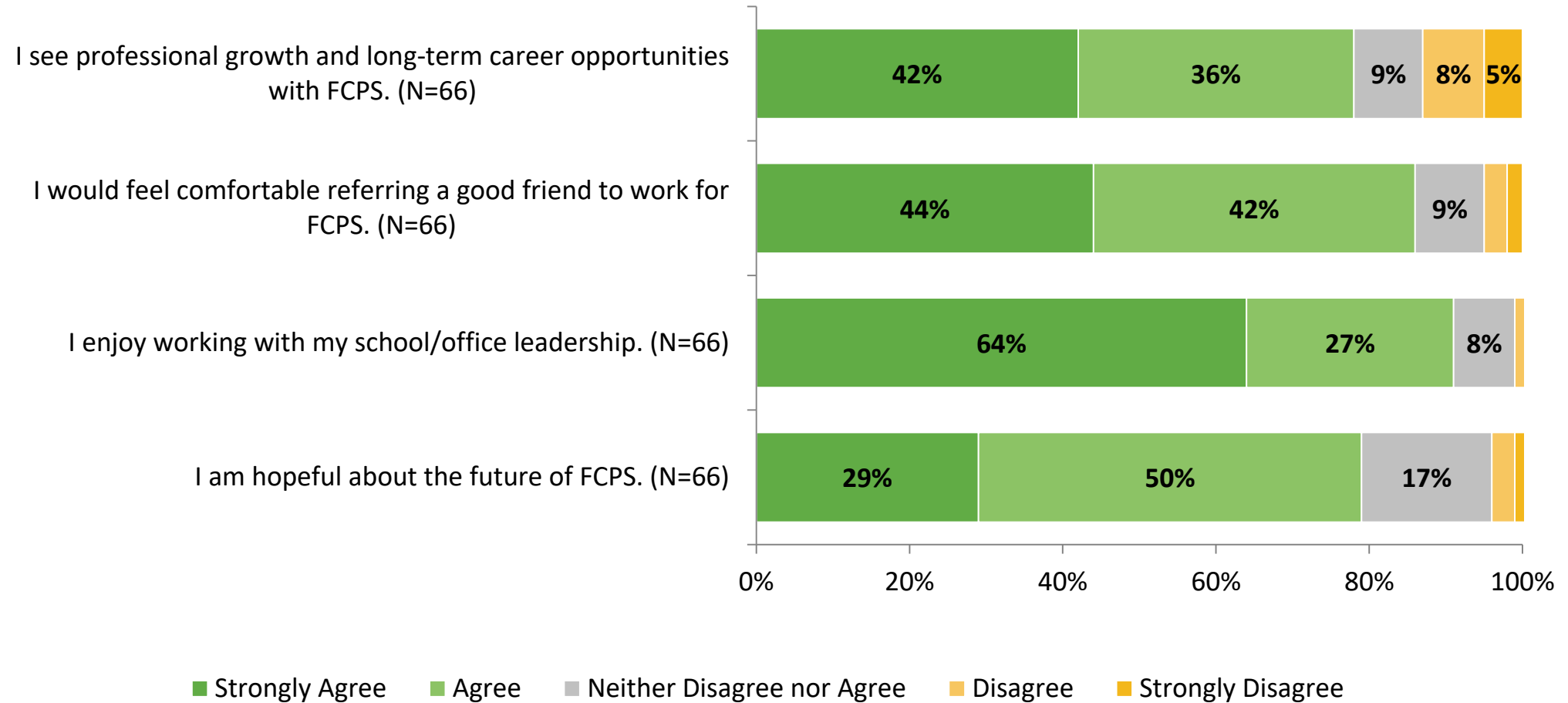
Overall Engagement

How strongly do you agree or disagree with the following statements?



Overall Engagement (Continued)

How strongly do you agree or disagree with the following statements?



Overall Engagement: Comparison Over Time

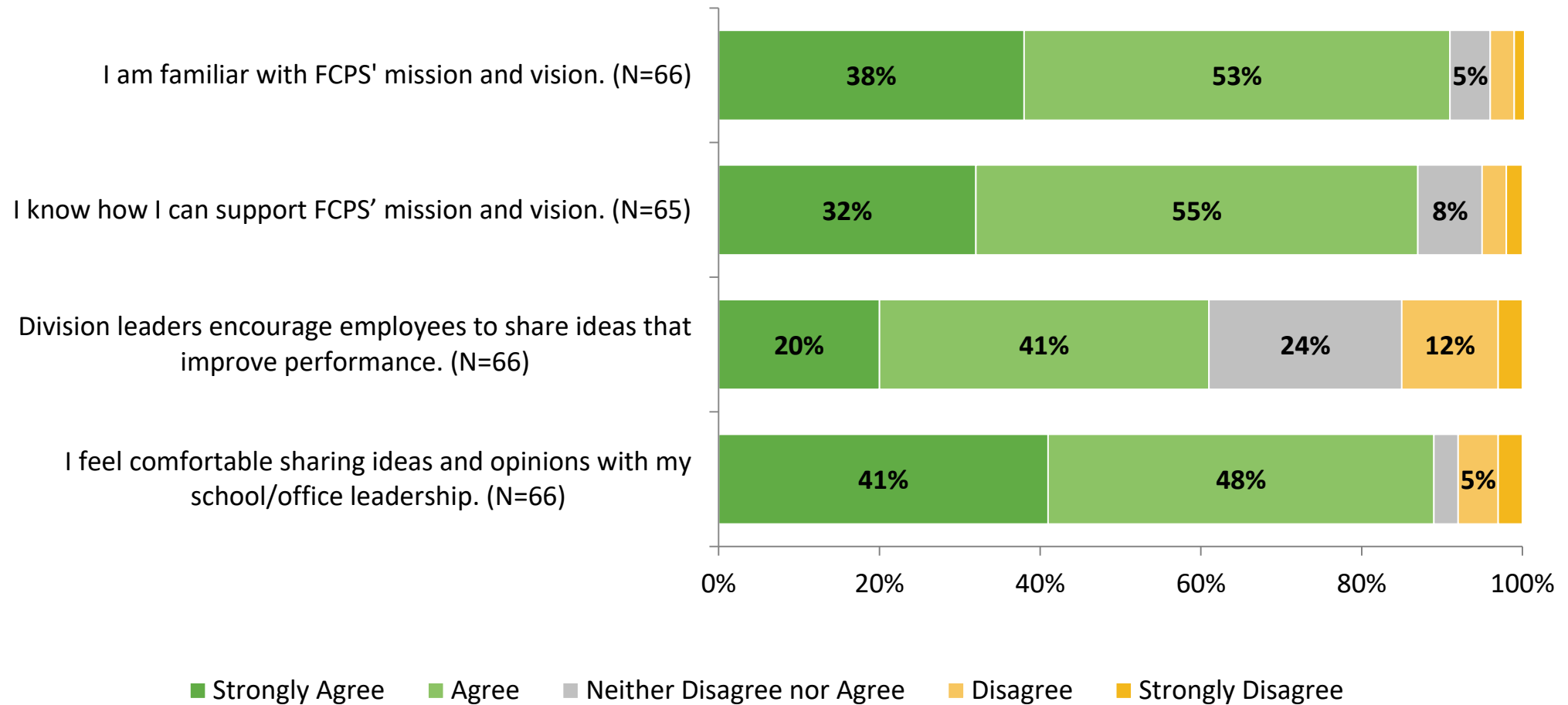
Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
I am proud to work for FCPS.	95%	77%
Employment with FCPS gives me a feeling of accomplishment.	89%	75%
I am engaged in my work.	94%	96%
My work is interesting.	95%	93%
I am motivated to contribute more than what is expected of me.	89%	78%

Overall Engagement: Comparison Over Time (Continued)

Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
I see professional growth and long-term career opportunities with FCPS.	79%	65%
I would feel comfortable referring a good friend to work for FCPS.	86%	72%
I enjoy working with my school/office leadership.	91%	90%
I am hopeful about the future of FCPS.	79%	58%

Shared Values

Shared values are an important part of a highly effective, successful school system.

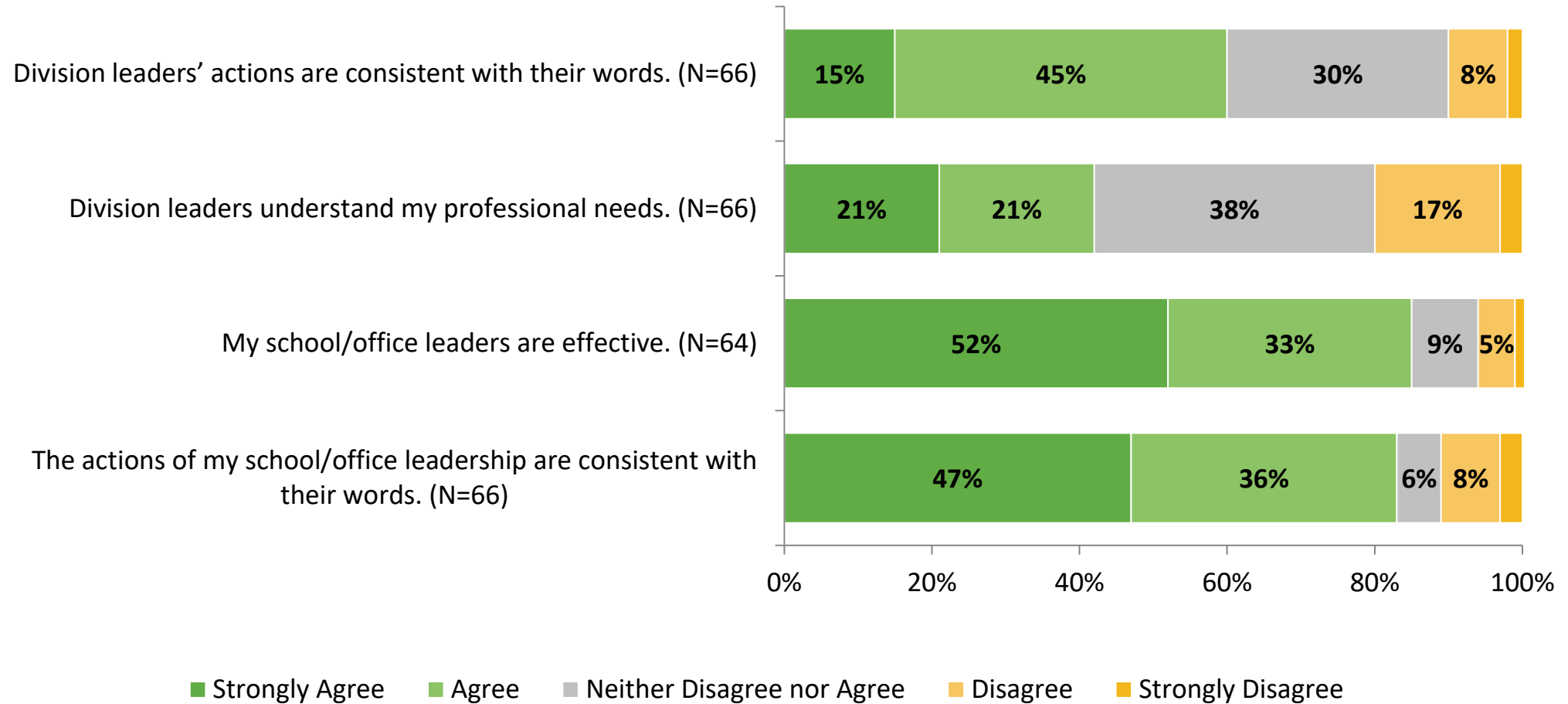


Shared Values: Comparison Over Time

Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
I am familiar with FCPS' mission and vision.	91%	86%
I know how I can support FCPS' mission and vision.	88%	78%
Division leaders encourage employees to share ideas that improve performance.	61%	45%
I feel comfortable sharing ideas and opinions with my school/office leadership.	89%	79%

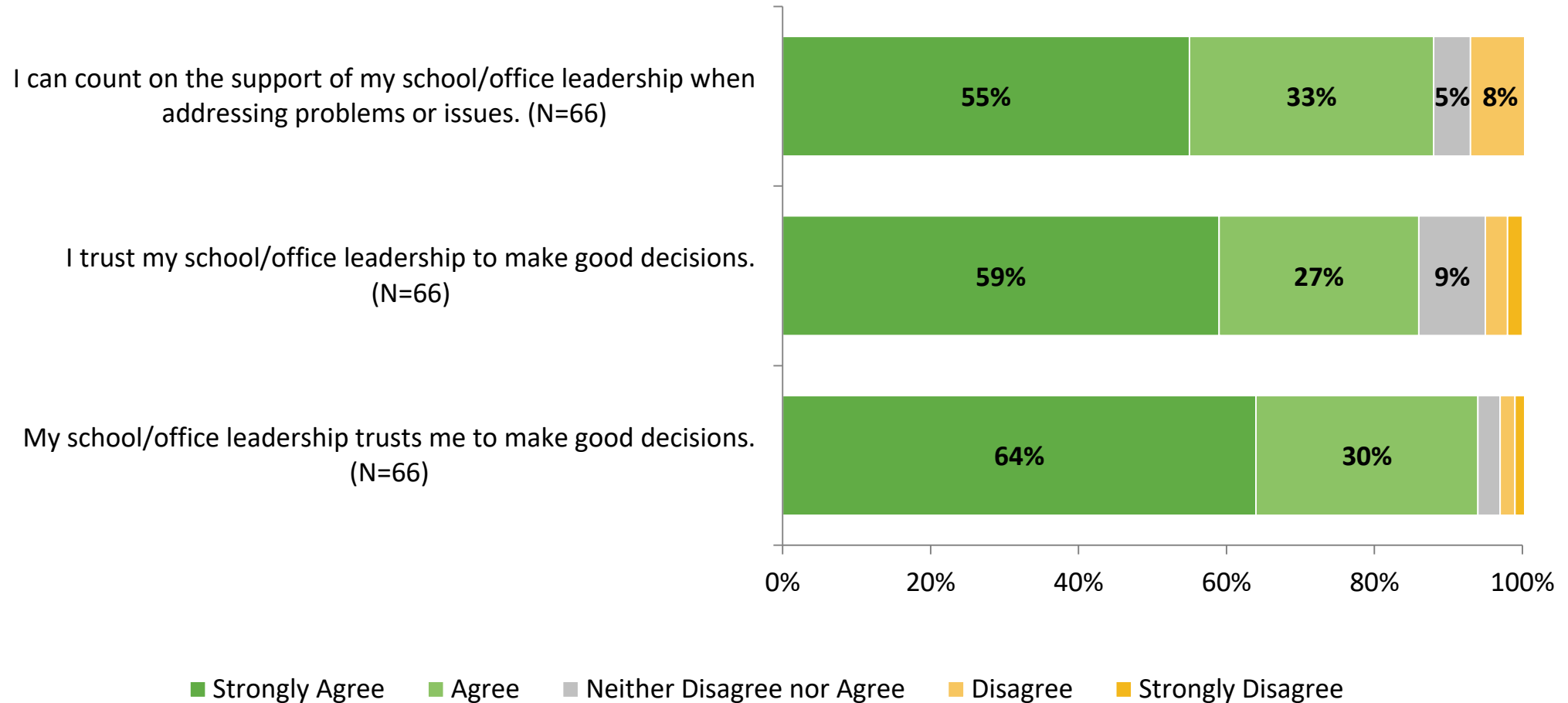
Leadership

Leaders and managers play a crucial role in creating an atmosphere that motivates and encourages employees. Think about your workplace, office, department, or school as you respond to each statement below.



Leadership (Continued)

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Leadership: Comparison Over Time

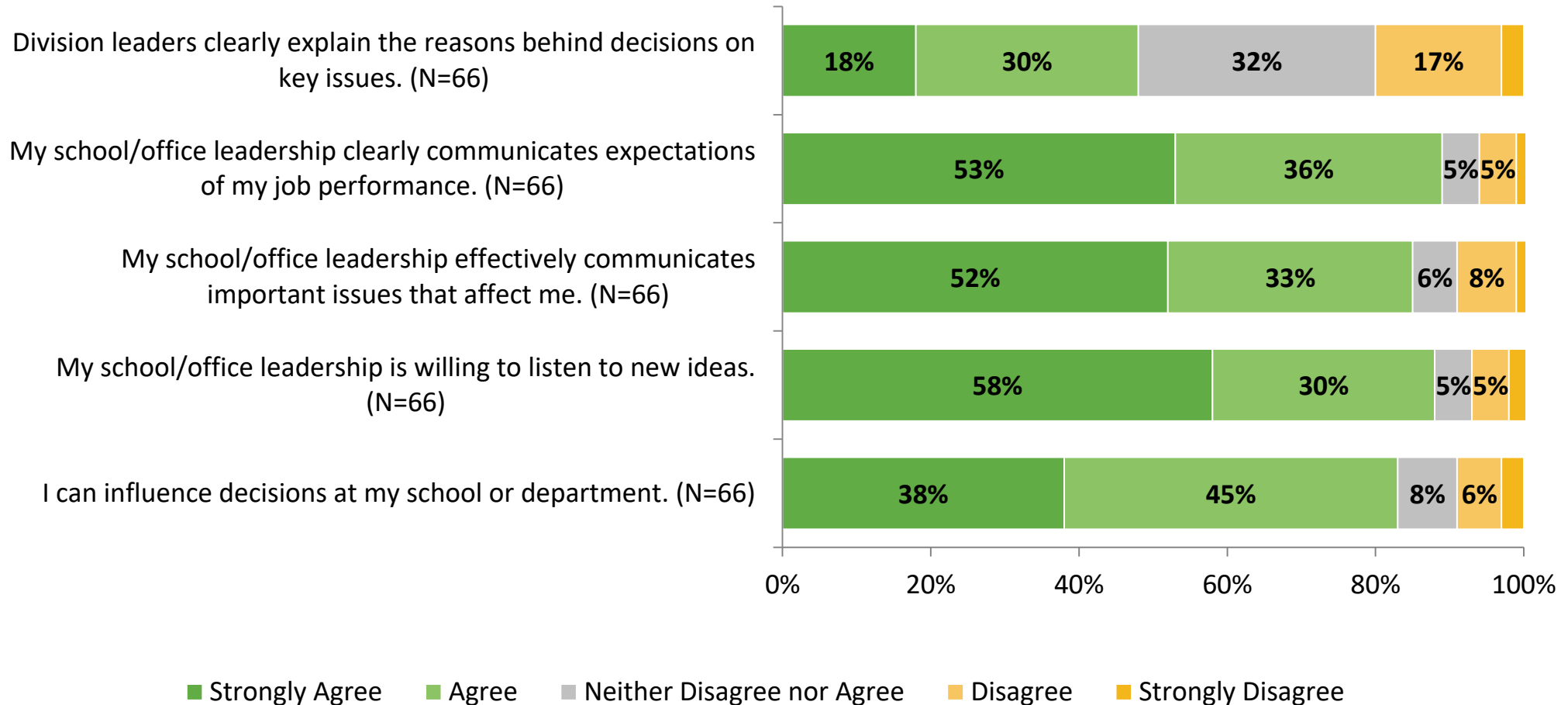
Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
Division leaders' actions are consistent with their words.	61%	33%
Division leaders understand my professional needs.	42%	30%
My school/office leaders are effective.	84%	83%
The actions of my school/office leadership are consistent with their words.	83%	81%

Leadership: Comparison Over Time (Continued)

Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
I can count on the support of my school/office leadership when addressing problems or issues.	88%	87%
I trust my school/office leadership to make good decisions.	86%	82%
My school/office leadership trusts me to make good decisions.	94%	91%

Communication

Communicating effectively and efficiently is very important. Think about your workplace, office, department, or school as you respond to each statement below.

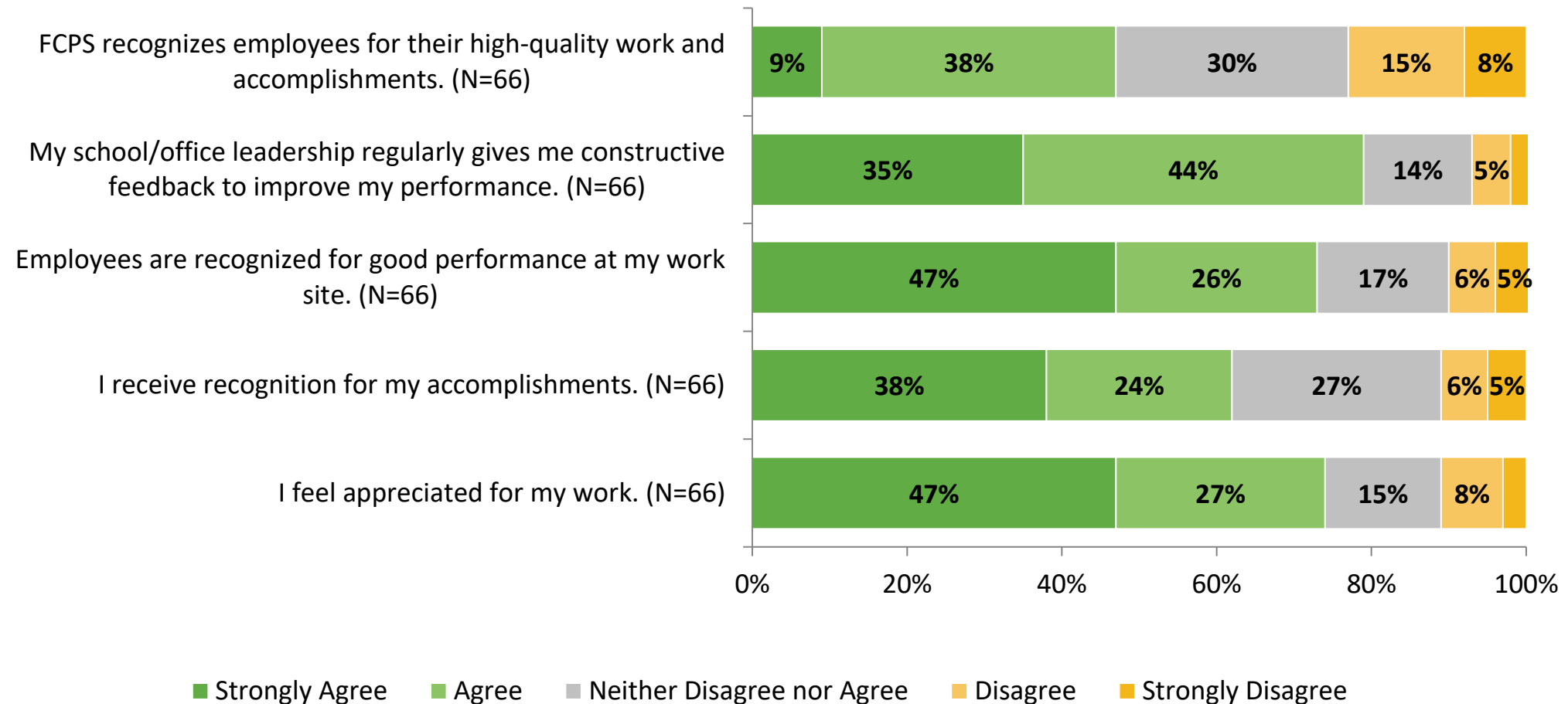


Communication: Comparison Over Time

Response	This Year (N=66)	Last Year (N=68)
Percentage Strongly Agree or Agree (%)		
Division leaders clearly explain the reasons behind decisions on key issues.	48%	34%
My school/office leadership clearly communicates expectations of my job performance.	89%	87%
My school/office leadership effectively communicates important issues that affect me.	85%	86%
My school/office leadership is willing to listen to new ideas.	88%	90%
I can influence decisions at my school or department.	83%	69%

Feedback and Recognition

Just as students benefit from timely, constructive feedback to improve academic performance, employees benefit from feedback to improve their work performance and morale. Think about your workplace office, department or school as you respond to each statement below.

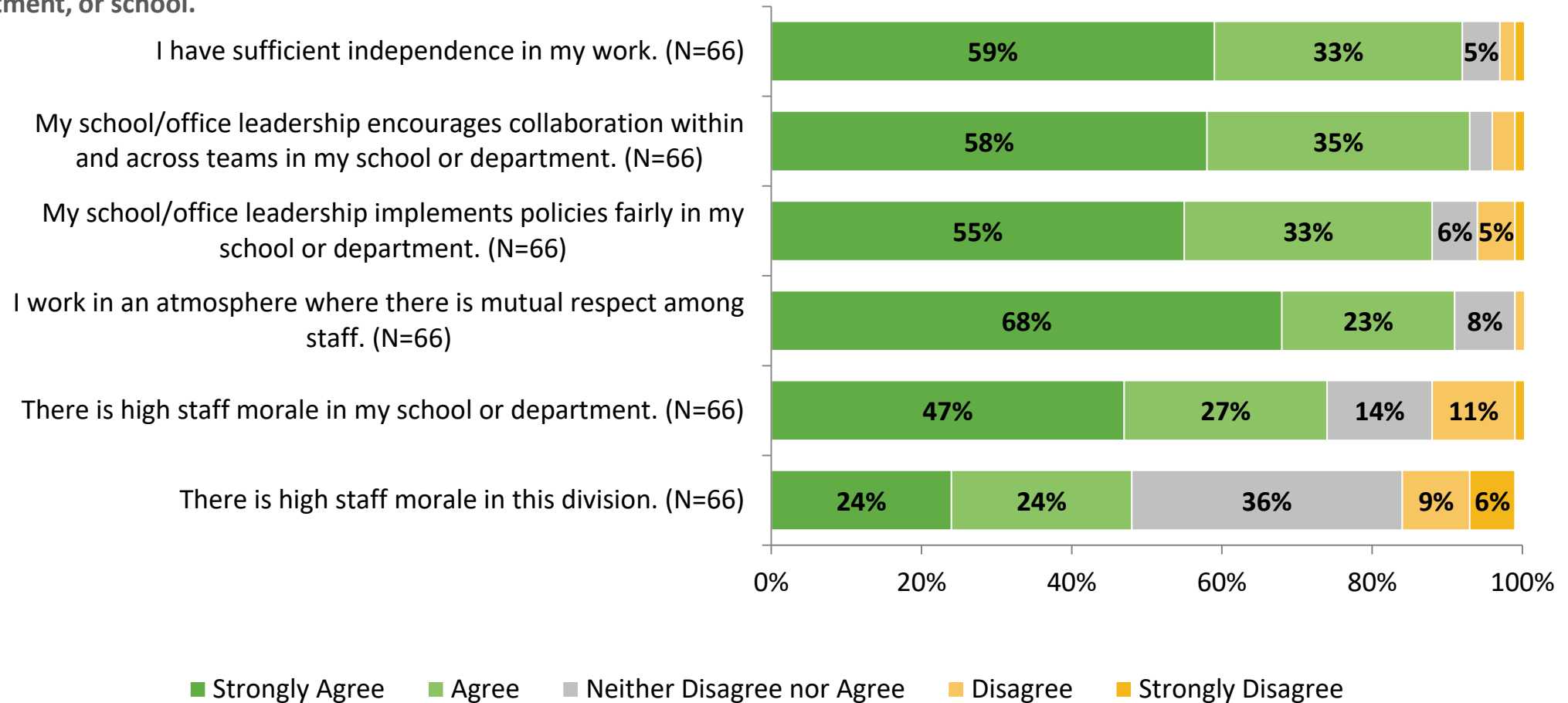


Feedback and Recognition: Comparison Over Time

Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
FCPS recognizes employees for their high-quality work and accomplishments.	47%	30%
My school/office leadership regularly gives me constructive feedback to improve my performance.	79%	72%
Employees are recognized for good performance at my work site.	73%	75%
I receive recognition for my accomplishments.	62%	72%
I feel appreciated for my work.	74%	71%

Work Environment

A positive, productive work environment is critical for any successful school, department, or district. Staff members who work together for a common purpose and mission are more likely to achieve their goals. As you respond to each statement below, think about your office, department, or school.



Work Environment: Comparison Over Time

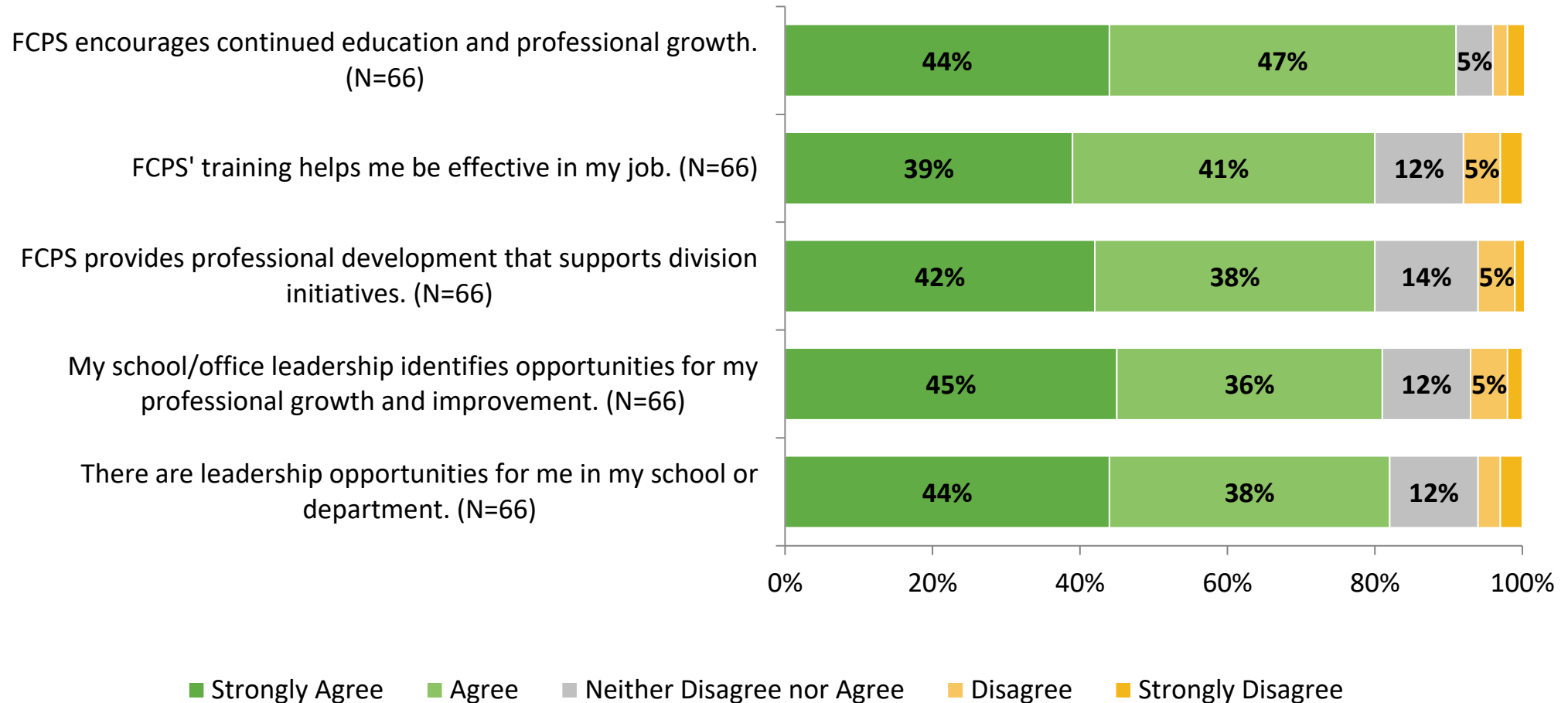
Work Environment

Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
I have sufficient independence in my work.	92%	91%
My school/office leadership encourages collaboration within and across teams in my school or department.	92%	88%
My school/office leadership implements policies fairly in my school or department.	88%	86%
I work in an atmosphere where there is mutual respect among staff.	91%	91%
There is high staff morale in my school or department.	74%	68%
There is high staff morale in this division.	48%	32%

Answer options: Strongly Disagree, Disagree, Neither Disagree nor Agree, Agree, Strongly Agree, Don't Know

Career Growth and Training Opportunities

The district offers training and a variety of opportunities for employees to advance their careers. As you respond to the items listed below, consider your current job and your training or education.



Career Growth and Training Opportunities: Comparison Over Time

Response	This Year (N=66)	Last Year (N=69)
Percentage Strongly Agree or Agree (%)		
FCPS encourages continued education and professional growth.	91%	86%
FCPS' training helps me be effective in my job.	80%	64%
FCPS provides professional development that supports division initiatives.	80%	64%
My school/office leadership identifies opportunities for my professional growth and improvement.	82%	74%
There are leadership opportunities for me in my school or department.	82%	74%

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.	3.85	0.63
Employees are recognized for good performance at my work site.	4.05	0.68
I feel appreciated for my work.	4.08	0.68
There is high staff morale in my school or department.	4.08	0.58
FCPS' training helps me be effective in my job.	4.09	0.62
I know how I can support FCPS' mission and vision.	4.14	0.58
There are leadership opportunities for me in my school or department.	4.17	0.61

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.	4.20	0.68
I am familiar with FCPS' mission and vision.	4.23	0.57
FCPS encourages continued education and professional growth.	4.27	0.58
My school/office leaders are effective.	4.28	0.65
I can count on the support of my school/office leadership when addressing problems or issues.	4.35	0.60
My school/office leadership is willing to listen to new ideas.	4.35	0.68
My school/office leadership implements policies fairly in my school or department.	4.35	0.59
I trust my school/office leadership to make good decisions.	4.39	0.63
My school/office leadership encourages collaboration within and across teams in my school or department.	4.44	0.65

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.	3.26	0.51
Division leaders understand my professional needs.	3.41	0.39
Division leaders clearly explain the reasons behind decisions on key issues.	3.44	0.45
There is high staff morale in this division.	3.52	0.48
Division leaders encourage employees to share ideas that improve performance.	3.62	0.53
Division leaders' actions are consistent with their words.	3.65	0.49
My school/office leadership regularly gives me constructive feedback to improve my performance.	4.03	0.37
I can influence decisions at my school or department.	4.09	0.48
FCPS provides professional development that supports division initiatives.	4.15	0.57
The actions of my school/office leadership are consistent with their words.	4.17	0.54

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
My school/office leadership identifies opportunities for my professional growth and improvement.	4.20	0.51
My school/office leadership effectively communicates important issues that affect me.	4.26	0.52
My school/office leadership clearly communicates expectations of my job performance.	4.35	0.53
I have sufficient independence in my work.	4.47	0.49
My school/office leadership trusts me to make good decisions.	4.53	0.48
I work in an atmosphere where there is mutual respect among staff.	4.58	0.40

Engagement: Certified Staff

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

Increasing Employee Engagement

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Survey Item	Driver Rating	Correlation to Engagement
I receive recognition for my accomplishments.	3.85	0.63
Employees are recognized for good performance at my work site.	4.05	0.68
I feel appreciated for my work.	4.08	0.68
There is high staff morale in my school or department.	4.08	0.58
FCPS' training helps me be effective in my job.	4.09	0.62
I know how I can support FCPS' mission and vision.	4.14	0.58
There are leadership opportunities for me in my school or department.	4.17	0.61

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I feel comfortable sharing ideas and opinions with my school/office leadership.	4.20	0.68
I am familiar with FCPS' mission and vision.	4.23	0.57
FCPS encourages continued education and professional growth.	4.27	0.58
My school/office leaders are effective.	4.28	0.65
I can count on the support of my school/office leadership when addressing problems or issues.	4.35	0.60
My school/office leadership is willing to listen to new ideas.	4.35	0.68
My school/office leadership implements policies fairly in my school or department.	4.35	0.59
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I work in an atmosphere where there is mutual respect among staff.	4.58	0.40

Aldrin Elementary School

Median	
Driver Rating	4.17
Correlation to Engagement	0.57

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